

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: January 23, 2013 – January 22, 2014.

- 1) **Employment Unit:** New York City Department of Information Technology and Telecommunications (“DoITT”)/Mayor’s Office of Media and Entertainment (“MOME”)/NYC Media
- 2) **Unit Members (Stations and Communities of License):** WNYE(FM)
WNYE-TV
- 3) **EEO Contact Information for Employment Unit:**

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- 4) **Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
(a) Director of TV 5 persons were interviewed for this position	Citywide distribution through www.nyc.gov
(b) Administration Staff Analyst 8 persons were interviewed for this position	Citywide distribution through www.nyc.gov

Consistent with City of New York policy, notice of each full time vacancy was posted on www.nyc.gov.

- 5) **Total # of Interviewees Referred:** For the period from January 23, 2013, through January 22, 2014 this Employment Unit interviewed 13 interviewees for full-time job vacancies.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative: DoITT Job Notices**

In an ongoing manner, DoITT sends job notices to underrepresented minority and female populations in the technical and broadcasting industry and has expanded its Citywide job posting distribution to include African American Women in Technology (AAWIT) and The Association of Women in Computing and Diversity/Careers in Engineering & Information Technology Publication.

(b) **Initiative: Job Board Postings**

- i. Baruch College
- ii. Borough of Manhattan Community College
- iii. Brooklyn College
- iv. Brooklyn Law School
- v. City College

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- vi. Columbia University
- vii. CUNY Grad Center
- viii. Fashion Institute of Technology
- ix. Hunter College
- x. Katherine Gibbs School
- xi. Lehman College
- xii. New School University
- xiii. New York Law School
- xiv. NYU
- xv. Pratt Institute
- xvi. School of Visual Arts

(c) Initiative: Made in NY PA Trainee Program

NYC TV is an official Program Partner for the "Made in NY" Production Assistant Trainee Program, which is conducted by the Mayor's Office of Film, Theatre and Broadcasting in conjunction with Brooklyn Workforce Innovations, a nonprofit organization specializing in employee training and placement. The trainee program, launched in March 2006, provides free, full-time training to underrepresented minority and female populations interested in production, many of whom would have difficulty gaining access to production work in the City. Approximately 450 trainees have graduated from this program since its inception.

(d) Initiative: Career Panels

NYC Media, the Office of Film Theatre and Broadcasting and the NYC Digital Office, are parts of the Mayor's Office of Media and Entertainment and frequently organize panel discussions throughout the five boroughs in an effort to educate and inform New Yorkers about the wealth of career opportunities in the entertainment and digital industries:

Made in NY Talks: Technical Careers in Television Production

March 20, 2013 at Lehman College in the Bronx

MOME partnered with Lehman College's Multimedia Center to present this event featuring a group of television production professionals, ranging from lighting, camera operation and audio engineering. The discussion gave interested New Yorkers and students at Lehman College an opportunity to hear about tricks from the trade and the day-to-day activities of working in studio television production.

Made in NY Talks: Excellence in Indie Filmmaking

August 13, 2013 at Baruch Performing Arts Center

MOME partnered with the Screen Actors Guild Foundation to present directors, producers and casting directors from the world of independent film to share their experiences in bringing unique stories to the screen. New Yorkers and Actors' Equity members were able to get an in-depth look into the independent film industry here in New York City.

Paleyfest/Made in NY: Early Career Networking Meet-Up

October 5, 2013 at Paley Center for Media

MOME partnered with the Paley Center for Media with seven industry professionals who shared their insight into their particular fields in a speed dating type of presentation.

Scenes From the City: Women in Film & Television

November 21, 2013 Museum of the Moving Image

In coordination with the re-issue of the book Scenes from the City: Filmmaking in New York, MOME partnered with the NYC Commission on Women's Issues and the Museum of the Moving Image to present four women filmmakers who have made their successful careers in New York City.

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The discussion gave interested New Yorkers and members of the Women's Commission the opportunity to hear first-hand from women who have had tremendous success working in entertainment and offered helpful career advice.

NYC Tech Talent Draft

Spring and Fall 2013

NYC Digital partnered with NYCEDC to organize several successful NYC Tech Talent Draft events at Brown, Carnegie Mellon, Cornell, Harvard, MIT, University of Pennsylvania, and Princeton. Panels featured leaders from companies such as Amicus, Birchbox, Callida Energy, Chartbeat, Gilt Groupe, Harry's, Meetup, Reelio Labs, Rap Genius, Sailthru, Vemno, and Yext.

(e) Initiative: Internship Programs

NYC Media Group-NYCTV provides college students and recent graduates internship opportunities in a variety of functional areas year-round. Positions include production/post-production, graphic design, business development & marketing, legal and communications. Institutions represented in the program through selected intern candidates were Ithaca College, Borough of Manhattan Community College, Hunter College, Full Sail University, New York University, Columbia University, Yale University, Cornell University, Queens College, University of Delaware, Northeastern State University, Brooklyn College, Bard College, George Washington University, Florida Atlantic University, New York Law School, University at Buffalo, University of Advancing Technology, University of Houston-Downtown, Baruch College, Emerson College, Binghamton University, Cardozo School of Law-Yeshiva University, Lehman College, North Carolina Agricultural & Technical State University, Spelman College, Rotterdam University of Applied Sciences (The Netherlands), Vita-Salute San Raffaele University (Italy) and Universita Bocconi (Italy).

NOME/NYC Digital – Partnered with the NYC College of Technology (“City Tech”) to connect 28 City Tech Students to technology and advanced manufacturing internships at 18 different organizations from June 2013 – September 2013.

(f) Initiative: Ongoing DoITT Initiatives

Training: DoITT's Office of EEO conducted numerous agency-wide EEO training and refresher courses throughout this time period.

Recruitment: On an on-going basis, DoITT analyzes its recruitment program to ensure that it has been achieving broad outreach to potential applicants. Some of the ways that DoITT accomplishes this are by recruiting individuals who are traditionally underrepresented in the media and technical field and by participating in technical job fairs. DoITT also provides hiring personnel with structured interview training, training in non-bias selection techniques, including guidance on pre-employment inquiries, effective listening and pointers for interviewing the disabled and cross cultural competence.

Analysis: DoITT analyzes its strategies and measures to ensure continued success in equal employment opportunity, including in areas such as recruitment, selection, promotion, rates of pay, fringe benefits, educational opportunities, complaint trends, and responses to requests for reasonable accommodations.

Policy: DoITT's EEO policy, which includes policies regarding unlawful harassment, anti-retaliation and complaint procedures, is distributed to all employees annually. In addition, the EEO policy is available on the agency's internal web portal under the EEO web page and is included in DoITT's personnel handbook. Additionally, the policies are distributed to all new employees as a part of their new-hire orientation. All of DoITT's internal, external, and electronic advertisements and job

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vacancies specify that the agency is an equal employment opportunity employer.