

## Pass The Mic- Women Finding Space on Air: Transcribed Interview Anonymous Two

**Interviewer:** Please tell us how long you've been in the radio industry?

**Anonymous Two:** I've been in it for ten years. I started as an intern and worked my way up... That doesn't include my internship with the station, so I guess in total it's been 15.

**Interviewer:** Did you ever feel you were at a disadvantage as a woman? Please explain.

**Anonymous Two:** Umm, you know what because I really wanted to get into radio so badly, I worked my ass off so it never really occurred to me. I never really felt disadvantaged, especially when I was a part-timer because I had a manager who was kind enough to look out for my best interests and never felt like shifts were being given to my male counterparts, if you could do the job then you would get the shift. And because I worked my ass off, and because I cared as well a lot, I felt it was fair. However I do notice when it gets to upper management, a lot of it, they're all males. And when it comes to the finance stuff of it, it was all females. I noticed as well, I'm going to play the minority card here but I was the only Asian female working in radio at that time because it was all... I don't know. ... Yeah, I was the only Asian girl on my team. Even in this radio department, just looking back at it now. But I guess it just goes to say Asian aren't into radio. I don't know [laughs]. But yeah if I do look at upper management they're all males. They're all older males, I do notice that it is a boys club.

**Interviewer:** Did you ever experienced sexism in your job? Please explain.

**Anonymous Two:** Umm, Yes. Because you know what it's really hard, especially for me to try and work my way up. I feel like I have to play their games. I'm a pretty open person so when people make off side jokes, I find them funny, like I won't find them offensive, but I know they are people that would find them offensive. But then there is also a line that can be crossed, especially when it comes to jokes about.. I'm going to get really specific here. I've had one manager who told a female co-worker of mine that she needs to get more dick. So yeah that is crossing the line. Stuff like that is stuff you don't say to a female co-worker.

**Interviewer:** Are there any other things that you can recall that stuck out to you as sexist experiences in the industry?

**Anonymous Two:** I don't know how to say this without getting people in trouble...I do feel like... I feel like I sometimes have to play, put on like the cutesy act, because of the shit they would say, it's kinda like, you know borderline sexual harassment. But because this is a boys club, you kind of have to go with it and play along with it because this is a job. And being a

music director, this is a position I want and then eventually I would like to grow, grow up. So I feel like I can't be that person who is always putting my foot down and running to HR everytime I find something offensive. Because they might not find it offensive but I might and things get construed but I don't want to ruin that working relationship but I have with them. So it's tough, it's really hard.

**Interviewer:** Do you find women have a harder time getting on air jobs?

**Anonymous Two:** So I also did when I was in university, this quick little study to see how many women are on air. And it plays into this whole like stereotype that radio has. So in the morning you need at least one female co-host, but that female co-host will only touch upon entertainment and news. Middays are normally women because if people have it on in their offices it's nicer to hear a woman's voice than it is to hear a guy's during middays. For afternoon drive, again it's normally a male and a female, I think at that time there was just one station that had just a female for afternoon drive again it's all light-hearted content. I feel like.. I think it's gotten a lot better now a days, but i still feel like if you have a pretty face, they will put you on the air.

**Interviewer:** What year was that when you were looking at those numbers?

**Anonymous Two:** I did this quick study probably back in... probably 4 years ago. Well in university it was probably 10 years ago and then I did a quick presentation here probably 4 years ago because I was taking a presentation class so I took on that topic and presented it.

**Interviewer:** Do you feel women have a harder time getting management jobs?

**Anonymous Two:** Yes. Definitely. Definitely in radio, I look on the TV side of things and there are so many women in TV in the managerial position then when I look at radio, we had this program... ---- it was a women's networking thing we had here at this company and I would participate in it and the majority of the women, if there were 30 people as part of this networking, there was probably 3 women that were in radio. It just goes to show, TV embraces women maybe because here a lot of the channels we deal with are women and family related so they put women in charge but for radio, I don't know if they still feel like the majority of the audiences are male that they're targeting so it's going to be male dominated. I don't know if that plays a part in it as well.

**Interviewer:** Do you feel women in general are treated different than men in the radio industry? How and if you have example

**Anonymous Two:** Yes. Just like how you know when our managers come in and the way they talk to me, they don't talk like that to other females. Not until they get to know them, but even then, if they know they can talk to you that way they'll keep joking around with you that way. And yeah I could put my foot down and stand up for myself but you also don't want to... I feel like I would be harming my career if I, you know, were to be a prude as some people might see it as. Some examples again like, commenting on stuff that you're wearing. I had one manager was like, I wore a dress to work, he's like "you've got legs!". You know it was kind like comments you wouldn't really make if you were a married man, you shouldn't make if you are a married man. So yeah.

**Interviewer:** And have you or women you know ever been paid less than a man doing the same or similar work that you know of?

**Anonymous Two:** Um yeah. So the person who had the music director position, he was definitely getting paid a good, a decent amount as to what a music director should be paid. And the person who took over after that got significantly lower than what, and it was a female that took his position. Significantly lower, probably 30-40 grand lower than what he was getting and then I got a little bit lower than what the previous music director was getting as well. I don't know if it is a tactic to save money but you definitely know. People talk about their salaries, everyone was just getting lower and lower in their salaries. It happens. That's the only examples I know of.

**Interviewer:** Do you feel the radio industry is a fair and equitable place for women today? Why or why not?

**Anonymous Two:** Um with my-- according to me, i'm not sure what other stations are like, but I feel because i've been with this company so long, because it's pretty male dominated I feel like they're just gonna keep heading that way. I feel like their stuck in their ways and stuck in their routines, and only sticking to what they're familiar with. So if they're looking to hire somebody they'll go with someone they're familiar with and normally it's been a guy. But I feel like with other stations, you look around and see other stations you know, you look around and you see other stations hiring female program directors and female general managers but I feel like with my company, I get it radio is a small, it's a small world, but they're too scared to take a chance on someone who could do the job maybe a little bit better who knows. But because they're familiar with this person, who is usually a guy, they'll just bring them back in.

**Interviewer:** So you are feeling it is maybe not a fair and equitable place today?

**Anonymous Two:** Maybe with the company i'm with. But I feel like there are other companies who are embracing it. Yeah other stations embracing it because I do know of other females in managerial positions and not just in sales.

**Interviewer:** What advice do you have for radio owners and managers with respect to women working in radio?

**Anonymous Two:** Take a chance. (laugh) On them. Because you never know what will happen. And I often wonder if it is because of the fact that they are just worried that family obligations become more important than work and they're just worried if family is number one, which a lot of people feel it should be, then their work is going to slide and that's something they don't want to worrying about. But, I feel like females can also be creative and get the job done, just as well as a male can.

**Interviewer:** What advice do you have for women seeking to build a career in the radio industry?

**Anonymous Two:** Just keep working at it. It's not easy getting into radio and then once you're in it, it's kind also hard to stay in it too because of all the cuts and stuff. But if you're passionate about it, keep at it. I've seen girls who have actually.... I don't know how to explain it.... Where it's kind like they're using their feminine side to get their way and they're not really... when I'm sure they are smart but they feel like the only way to get in the door is to kind sell sex. So you hear so many stories of that, and it's kind sad that if it is true, because you hear rumors, so if it is true it's kinda sad that this is what it has to lead to for girls to get into radio. Who knows (laugh) maybe if I had slept with somebody I wouldn't be here, maybe I would've got my position sooner rather than later, who knows (laugh).

**Interviewer:** Did you have any other stories or experiences that came to mind in relation to this study?

**Anonymous Two:** Yes! but I can't give you examples because you would know who this person is. What I can say is-- so we've made complaints about my one coworker, a manager, because he's made some very sexist comments... it's sexual harassment basically. And this person is a manager so you don't, I called him out on one thing. But because he said he had a lot to drink he didn't remember. And so then I said okay fine, I will let that go. And then something else happened. He made a really rude comment, and didn't tell me, I didn't hear it from him, he told somebody else this, so they told me. I went to an upper management and told him what had happened. And this part kind of pissed me off because, the upper management told us to kinda give him a chance and we were like 'Okay we get it, fine.' So there are other things I have let go

but when it came to this comment my foot's coming down because this is something you shouldn't say. I told them about it and they were like 'okay, that's not a great comment, that comment shouldn't have been made. HR may or may not be a part of this conversation.' I was like 'okay...' but because I trust this person in upper management, I took his word for it. He said 'okay we'll follow up with him and I'll let you know how that goes.' So the conversation was had and upper management came back and said they're working on him. He's going to take some course and definitely follow up and see how that goes. So I was like 'Okay good, I'll give you the benefit of the doubt.' But it did peeve me off that HR wasn't involved because I definitely think that was a fireable offense. And the company is not really into firing people right now. Because at that moment they needed someone in his spot. Yeah. That really pissed me off, and obviously it still does but this is somebody we have to work with so you just kinda have to deal with it unfortunately.

**Interviewer:** Anything else you wanted to add for us today?

**Anonymous Two:** I feel like things could be getting better for women in radio. Yes they could be letting more women into managerial positions, however, I feel like upper management it's always going to be a male and they'll always be calling the one calling the shots, so you may have the title but that doesn't mean anything. Because it's a small world and because it's always the same people coming back. Back then, radio, you hear stories of them doing coke or smoking on the air or just going out and just partying. So as time grows, people do get more professional but these guys are still stuck in their ways which is probably why... you know, when they do come back, they think they can still do these inappropriate things. And then they come back and they're like actually 'Nope no you can't'. So I feel like that's probably one of the reasons why the people here... some of the males here still act the way they do because they feel like it was once like this so they can do it again.

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