

**EEO Narrative**  
**ideastream and Radio Seaway, Inc.**

ideastream is the licensee of noncommercial educational stations WCPN(FM) and WVIZ-TV and Radio Seaway, Inc. a wholly owned subsidiary of ideastream, is the licensee of noncommercial educational radio station WCLV(FM). The three stations are operated out of the same employment unit. ideastream achieves broad and inclusive outreach through its recruitment efforts to fill vacancies and by conducting a wide array of recruitment initiatives and activities within the community.

ideastream is committed to recruiting from a wide variety of sources for vacancies. The different categories of sources for recruitment include: internal postings to promote from within the station, which gives current employees the opportunity to move into higher level jobs; distribution to local sources like Cuyahoga Arts and Culture Non-Profit Job Board, Greater Cleveland Partnership Job Board, and Ohio Means Jobs; sources that serve minority constituents, including The Association of LGBTQ Journalists, The National Association of Black Journalists, Alliance for Women in the Media, and the Emma Bowen Foundation for Minority Interests in Media; and educational and industry-specific sources like Cleveland State University, CPB Jobline, Cuyahoga Community College, and Ohio Media School.

The ideastream management is also committed to engaging the community and demonstrates this commitment by organizing a lengthy number of recruitment initiatives every year.

The stations have an Internship Program that hosts several high school and college interns each semester and during the summer. Interns have the opportunity to gain hands-on experience in television and radio production, communications and graphic design, promotions, and development and support of a non-profit organization. ideastream is committed to hiring interns from minority and underrepresented communities, including non-traditional students.

Station staff continue the educational outreach through its programming, participation in job fairs, and station tours. In the past year, the stations' Community Outreach and Education Coordinators have conducted 39 Career Programs. Station staff attend multiple job and internship fairs each year hosted by local colleges and universities. The fairs give station personnel the opportunity to share information about the station and employment and internship opportunities with attendees. In the last two years, station staff have given dozens of station tours, hosted by reporters or producers, for student groups of all ages and members of the community. The tours include a presentation about station operations and question and answer session, which gives participants an opportunity to learn about station employees' careers in broadcasting.

ideastream is very committed to providing training on diversity, anti-harassment, and equal employment opportunity to its employees. In the last two years, station supervisors have participated in annual Diversity Training, conducted by the Diversity Center of Northeast Ohio.