

## EEO PROGRAM REPORT NARRATIVE STATEMENT

When filling job vacancies Grand Valley State University (“GVSU”) uses a wide variety of recruiting sources, depending on the nature of the job responsibilities and skills required for the position being filled. These recruiting sources have included: GVSU’s website; the stations’ website and social media sites (e.g., Facebook, Twitter, LinkedIn); Central Michigan University; Corporation for Public Broadcasting website; El Vocero Hispano; Grand Rapids Press Online; The Grand Rapids Times; Grand Rapids Urban League; Hispanic Center of Western Michigan; Journalismjobs.com; Michigan Association of Broadcasters website; Michigan Disability Rights Coalition; Michigan State University; Oakland University; The Poynter Institute; University of Michigan – Ann Arbor; U.S. Department of Veterans Affairs Vocational Rehabilitation and Employment; and Michigan Veteran Employment Services.

In addition to these recruiting sources, GVSU engaged in various outreach activities during the previous two years that are more specifically described in the EEO Public File Reports that are also attached to this EEO Program Report. These activities include participating in numerous job and career fairs sponsored by GVSU, other educational institutions, the Michigan Association of Broadcasters, and West Michigan Works; providing scholarships to students interested in majoring in communications, including a dedicated scholarship for students who are veterans or veteran dependents; and an internship program for GVSU students or students at other universities or high school and members of the community.