

FCC EEO Program Report
The Board of Trustees of the University of Illinois
Stations WILL-FM, WILL(AM), WILL-TV, Urbana, IL

Narrative Statement

The Board of Trustees of the University of Illinois (Illinois Public Media), licensee of noncommercial educational radio stations WILL-FM and WILL(AM), and noncommercial educational television station WILL-TV, in Urbana, Illinois, is committed to providing equal employment opportunities, and has achieved broad and inclusive outreach during the past two years in connection with recruitment for full-time job vacancies and its completion of various non-vacancy-specific employment initiatives and activities.

As vacancies occur, Illinois Public Media utilizes a variety of recruitment sources (such as AbilityLinks.org, ACJOB Listserv for University of Illinois, News Gazette, HigherEdJobs.com, WILL/Illinois Public Media internal job postings, Current Newspaper and current.org, CPB Job line, National Association of Asian Journalist, National Association of Black Journalists, National Association of Hispanic Journalists, College of Media Website, Women Who Code, Media Bistro, Employ Diversity, and Investigative Reporters & Editors Job Board) to publicize and widely disseminate information about jobs openings in order to seek a pool of qualified candidates for interviews.

In addition to its position recruitment efforts, Illinois Public Media also regularly undertakes various other employment-related activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: participation in events relating to career opportunities sponsored by educational institutions; training opportunities for station personnel; participation in other activities designed by the station to develop employment opportunities in broadcasting; and an internship program.

Illinois Public Media at the University of Illinois is an Affirmative Action/Equal Opportunity Employer dedicated to building a community of excellence, equity and diversity. Illinois Public Media follows the guidelines, policies and procedures of its licensee, the University of Illinois, including those of the Office of Diversity, Equity and Access at the University, for hiring, recruiting, and maintaining a nondiscriminatory work environment. It is the policy of the University of Illinois not to engage in discrimination or harassment against any person because of race, color, religion, sex, national origin, ancestry, age, marital status, disability, sexual orientation, unfavorable discharge from the military, or status as a disabled veteran or veteran of the Vietnam era and to comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders, and regulations.

In sum, through its use of recruitment sources to advertise positions when vacancies occur, its completion of a variety of long-term employment activities, and its compliance with its licensee's general EEO policies and procedures, Illinois Public Media has achieved broad outreach on employment matters in the past two years.