

FCC EEO Narrative

July 2020

The Wisconsin Educational Communications Board (WECB) is an equal opportunity employer and does not discriminate against individuals on the basis of race, creed, religion, sex, color, sexual orientation, national origin or ancestry, age, disability, marital status, arrest or conviction record, political affiliation, or membership in the national guard, state defense force or any other reserve component of the military forces of the United States or this State. The agency is committed to active and positive implementation of Equal Employment Opportunity/Affirmative Action laws (EEO/AA), executive orders, policies, plans, rules and regulations. But beyond legal compliance, recruiting and maintaining a diverse workforce and management team is an organizational responsibility and goal.

Diverse perspectives contribute to our knowledge and understanding of the culture and multiformity of Wisconsin citizens. Staff diversity directly affects our ability to deliver content and services that reflect that our population which helps us attract, grow and engage audiences. We are a stronger organization when our workforce consists of people with diverse backgrounds, people who bring different styles of thinking and have faced different challenges in life. We recognize that diversity comes in many forms, sometimes apparent and sometimes invisible. At its heart, diversity speaks to the range of perspectives and ideas that come from a variety of individuals and their personal and cultural perspectives.

Thus, we are committed to ensuring EEO/affirmative action principles in all terms, conditions, or privileges of employment, including, but not limited to: recruitment, interviewing, certification, selection, job assignments, working conditions, fringe benefits, compensation, training, transfer, layoffs, disciplinary actions, terminations, promotions, testing, retention and committee appointments.

The WECB ensures that these EEO policies and goals are communicated to all at the agency who are or may be responsible for making hiring decisions. Periodic meetings are held with divisional leadership and supervisors to ensure that they understand and follow the agency's EEO plans and procedures. The agency recruits broadly, posting openings to widely-utilized job boards in addition to targeting technical, technical, female, minority and veterans groups. WECB also supports longer-term activities such as working with the state broadcast association to develop and administer state-wide internship and scholarship programs, and actively works in recruitment efforts for the next generation of broadcast and educational leadership. The agency joins our partners at PBS Wisconsin and Wisconsin Public Radio in viewer and listener outreach events, which provide significant value to the community as a whole while simultaneously demonstrating the benefits of a diverse work environment.

Through its affirmative action plan development, and implementation and monitoring to achieve equal employment opportunity, the agency has vested the primary responsibility for affirmative action with its division administrators and related administrative and supervisory staff. Management performance is evaluated at least annually against criteria developed by the agency relating to affirmative action; the associated position descriptions include affirmative action responsibilities.

The WECB will make every effort to prevent and eliminate any form of harassment, including annual anti-harassment training for all staff. Harassment by supervisors or coworkers on the basis of race, color, sex, religion, national origin, age, disability or other protected groups is an unlawful employment practice prohibited by State and Federal law as well as the internal policies and procedures of this agency. Harassment on the basis of any protected status in service delivery is also prohibited.

The WECB will provide reasonable accommodations for persons with disabilities to ensure equal access to employment and all benefits associated with employment. An individual who is disabled is defined by the Wisconsin Fair Employment Law as: (1) having a physical or mental impairment which makes achievement unusually difficult or limits the capacity to work, (2) having a record of such an impairment or (3) being perceived as having such an impairment.

These policies, procedures, and standards shall be reviewed by WECB's EEO/Affirmative Action Committee, divisional and agency leadership. Updates will be executed by the Marta Bechtol, WECB Executive Director.