

EEO REPORT—WCTE-TV

EEO PUBLIC FILE REPORT

APRIL 1, 2020 TO MARCH 31, 2021

1. FULL-TIME VACANCIES FILLED APRIL 1, 2020 TO MARCH 31, 2021

Zero (0) full-time vacancies were filled during this reporting period.

2. WCTE'S LONG-TERM EEO OUTREACH/RECRUITMENT INITIATIVES DURING THIS PERIOD:

(x) WCTE projects a strong presence in events and programs aimed at educating people about careers in public broadcasting.

In 2020 / 2021, WCTE's leadership was dealing with the COVID-19 Pandemic. As a result, we provided safety for our team while following a state mandated Shelter in Place order. This limited WCTE's team on recruitment initiatives during this time.

WCTE did have an outreach opportunity by developing a partnership with Putnam County School System. A Director of Education & Engagement, recruited through the school system and contracted to WCTE, serves as a member of the WCTE leadership team. While not a WCTE employee, this person represents both the PCSS and WCTE.

(v) WCTE plans to resume an active internship program in conjunction with Tennessee Tech University, with students earning college credit while doing hands-on work in all areas of public broadcasting. TTU's Department of English and Communications has been a particularly vital resource for WCTE, yielding several interns that went on to become full-time employees (and even one Director). These are all unpaid positions, and interns must work a minimum of 10 hours per week. This will return to normal as we begin to open the workplace back up to the public from the COVID-19 Pandemic / CDC guidelines.

(viii) This period saw extensive professional training and development opportunities for WCTE staff, enabling them to acquire skills that could qualify them for higher positions. Networking with decision makers and peers changed due to the pandemic but continued through Zoom meetings and phone calls. Every employee at WCTE was encouraged to participate in webinars, workshops, and conference calls and ZOOM calls in his or her area of responsibility and interest, and almost everyone did, most on several occasions.

WCTE did restrict travel for our team as we monitored and continued safety precautions due to the COVID-19 pandemic. However, WCTE did provide virtual training opportunities where employees could learn from networking with peers and mentors from around the country, particularly within the public media domain. Several employees availed themselves of these opportunities during this reporting period.

All WCTE employees are always encouraged to attend as many teleconferences and webinars as possible, including those that occurred virtually during this reporting period through PBS, America's Public Television Stations (APTS), the National Educational Telecommunications Association (NETA), the Society of Broadcast Engineers, the Tennessee Association of Broadcasters (TAB) and the Corporation for Public Broadcasting (CPB).

(xiv) WCTE's leadership regularly participates in professional development to develop practices to ensure that harassment, discrimination and a lack of DEI (diversity, equity and inclusion) will not be tolerated in any form.