

EEO Narrative Statement

Prior to the pandemic, WHBQ staff members participated in many outreach efforts. Included in those efforts would be a STEM career fair for high school students, where Engineering careers in broadcasting were highlighted. When attending school career fairs, our staff members explained and discussed broadcasting careers in general and focused on their job and the requirements for that job. In addition, our meteorologists also spoke to many school students, explaining how science relates to a career in weather forecasting. Staff members also attended the annual National Association of Black Journalist conference and spoke with many individuals who were interested in a broadcasting career.

During the pandemic staff members were able to shift to virtual events such as a podcast by one of our anchors who allowed students to ask questions about the field of television. Another anchor participated in a virtual discussion on the recommended educational path while pursuing a journalism degree.

The VP/GM for WHBQ was also active in virtual outreach. She served as a panelist and speaker for Memphis Area Black Journalist "Media Bosses" meeting. The goal was to offer advice to broadcast members on ways to propel their careers to the next level.

WHBQ works closely with our local university, University of Memphis. News staff members attended career fairs and even grades and critiques the work of journalism students. University students have been employed by WHBQ.

As part of Cox Media Group, we are committed to creating an inclusive and diverse working environment. We blend our unique experiences, perspectives and talents together to create an amazing team. We provide equal employment, equitable development and advancement opportunities and do not discriminate against anyone based on race, color, religion, sex, pregnancy, national origin, age, veteran status, disability genetic information, sexual orientation, gender identity or expression, or any other legally protected category. As part of our commitment to providing equal employment opportunities, we provide reasonable accommodations to qualified individuals with disabilities and/or for religious observances or practices.