

FCC EEO Program Report  
Greater Dayton Public Television, Inc.  
Station WPTD(TV), Dayton, OH

Narrative Statement

Greater Dayton Public Television, Inc., licensee of noncommercial educational television station WPTD(TV), Dayton, Ohio, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program, including the recruitment of full-time job vacancies and its completion of supplemental employment initiatives and activities.

As full-time vacancies occur, WPTD selects from a list of various recruitment sources to widely disseminate information and to seek qualified candidates for interviews. As indicated in its attached annual EEO public file reports, this includes sources such as the station website, Indeed, LinkedIn, and other sources such as newspapers, universities or public broadcasting organizations as may be deemed appropriate for a given vacancy.

In addition to its recruitment procedures, WPTD regularly undertakes various non-vacancy-specific outreach activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: training programs for station personnel to acquire skills for advancement; a scholarship program; an internship program; participation in activities with educational institutions; and events with community organizations related to career opportunities in broadcasting.

WPTD's stated diversity goals include: to recruit and hire diverse individuals by utilizing a variety of employment sources and by engaging interns from various colleges and universities making it our intent to make every effort to find and hire individuals that represent the diversity of our community; to provide equal opportunity in employment; and to educate our management and staff annually in best practices for maintaining an inclusive and diverse environment for all persons. WPTD is an equal opportunity employer. It recognizes that its diversity encompasses differences in ethnicity, race, gender, age, sexual orientation, religious beliefs, socio-economic status, physical abilities, political beliefs, and other ideologies. WCET believes that the wide array of unique and multiple perspectives that results from such diversity allows it to better fulfill its mission as a public media institution.

Accordingly, through its efforts to meet its stated diversity goals, its use of a variety of recruitment sources to advertise open positions, and its completion of various long-term supplemental outreach activities, WPTD has achieved broad outreach on employment matters in the past two years.