

**FCC Form 396**

**Station WTVP, Peoria, IL**

**EEO NARRATIVE STATEMENT**

**2020-2021**

The Illinois Valley Public Telecommunications Corporation, broadcast license holder for non-commercial educational TV station WTVP in Peoria IL, regards equal employment opportunity not only as a legal obligation but as a social responsibility. Efforts are regularly made to recruit qualified candidates who either have the skills or the capacity to acquire them to be successful in a dynamic, highly technological workplace. Consequently, the make-up of WTVP's full-time, part time, and temporary staff is collectively reflective of the community at large. It features a diverse spectrum of individuals marked by age, gender, ethnicity, sexual orientation, and physical challenges working effectively as a team. On September 18, 2012, the Board of Trustees of the Corporation unanimously passed a more rigorous policy on diversity, non-discrimination, recruitment, and training. This reflects the importance the Board and senior management places on the topic.

With respect to recruitment of fulltime vacancies, there have been few positions to fill during the past few years as turnover for such positions remains light. The average length of employment among current fulltime staff members is over 12 years. As detailed in the attached annual public file reports, there was one part time and two full-time positions filled during the 2020-2021 annual reporting period. However, WTVP retains and regularly updates a list of agencies, advertising vehicles, not-for-profits, and minority-oriented organizations in our coverage area that reach out to a diversity of candidates. These entities are updated regularly, and each is sent a copy of the posting(s) for open jobs as they occur, along with applicable requirements, and a brief job description. Follow-up is done by phone to ensure that material is received by the correct person.

Because we have so few full-time positions available, we have also focused on promoting the broadcast industry more generally, giving career information and reaching potential candidates through several supplemental outreach activities such as job fairs. In some cases, there are opportunities for part time or temporary production crew jobs, so the responsibility for arranging WTVP's attendance and participation at job fairs has been assigned to our studio supervisor. She can speak knowledgeably about careers in public broadcasting as well as current station opportunities and has the authority to pass out job applications and set up interviews. She will once again be attending job fairs as they are scheduled post covid in both Peoria and Bloomington IL, such as those at Bradley University and Illinois State University, and others sponsored by local minority agencies.

To provide access to a new source of personnel trained in the basics of television, WTVP entered into an agreement a few years ago with one of the local community colleges to use our studio for the teaching of advanced TV production courses. This partnership will benefit WTVP, the college, and especially the students who will be used in local productions and thus earn practical professional experience to list on their resumes.

WTVP has also begun soliciting student and independent video productions to air on the station. Content must conform to FCC standards, but topics covered are determined by the producer. We feel this will not only provide more content for the station and identify a diverse pool of talented new producers but will provide another source for recruitment.

The restrictions of the last several months has impacted WTVP's outreach activities. These included formal internships for local university students, training for station personnel, and various community events including tours of the studio by school groups, the public, and community agencies. As these restrictions are lifted, we will responsibly resume these activities.

Ultimate responsibility for planning, implementation and revising IVPTC's EEO policies falls to the President & CEO with input from senior staff. Notably, one challenge that the station's management deals with in EEO matters is competition for diverse job candidates from other nearby organizations, including local manufacturers and local healthcare agencies who can offer enhanced starting salaries and benefits. However, where usual procedures and contacts prove unsuccessful in recruitment, WTVP has taken additional steps, by networking with business contacts and local organizations, and offering competitive wages.