

Annual EEO Public File Report June 1, 2019– May 31, 2020

WDET-FM, Detroit Wayne State University

The purpose of this EEO Public File Report (‘Report’) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared by WDET and is required to be placed in the stations’ public inspection file and posted to its website. The information covered in this Report cover the time period beginning June 1, 2019 and extending through May 31, 2020 (“the Applicable Period.”).

The FCC’s EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

A. Full-Time Vacancies Filled During This Period

POSITIONS DATE FILLED

Full Time Position Filled – Hire Date	Recruitment Source	Number of Persons Interviewed	Number of Persons Hired
Senior News Editor Filled: 6/24/19	Wayne State University job board WDET website Indeed	[10_]	[1_]
Manager, Business Affairs Filled: 12/16/2019	Wayne State University job board WDET website Indeed	[3_]	[1_]
General Manager Filled: 01/2/2020	Wayne State University job board WDET website Indeed Livingston Associates recruitment services. Job posting sites used by this company are as follows, Current News Paper, LinkedIn, Twitter campaign ,The Chronical of Philanthropy, Philanthropy Career, Michigan Nonprofit Association, AFP Greater Detroit Chapter web posting and email to all active members, Philanthropy News	[6_]	[1_]

	Digest, Non-profit Jobs website & Execsearchs.com/nonprofit ,CPB, Greater Public Public Media Business Association, National Ed Telcom. Assoc, NETA, Radio Program Directors, Public Media Journalist Association, Latino Public Radio Consortium, Women in Leadership (Facebook group), The National Academy of Television Arts & Sciences, CEO Update, Michigan Association of Broadcasters, National Alliance of State Broadcasters Association, Techtown Detroit, AFP Capital Area Chapter, The Emma Browen Foundation, Berkeley Journalism, Change Philanthropy, National Association of Multi-Ethnicity in Communications, The Alliance, Regis University Masters in Non Profits Program, AMFM Jobs, TV and Radio Jobs, All Access.com, & Radio Online		
Producer/Writer Filled: 9/3/2019	Wayne State University job board WDET newsletters and social media channels WDET Internship/Employee Indeed	[_2]	[_1_]
WDET Digital Content Communities Specialist Filled: 05/6/2019	Wayne State University job board Indeed WDET Internship/Employee	[_4]	[_1_]

B. Recruitment/ Referral Source used to Seek candidates for Each Vacancy

WDET posts all full time vacancies within the station on the WDET website, WDET newsletters and social media channels. They are also posted on the Wayne State University job board. Journalistic jobs are also posted on the CPB job site, JournalismJobs.com, the Michigan Association of Broadcasters website, and other websites. Moreover, during the General Manager search WDET hired Livingston Associates to conduct a full hiring search to fill this position. From this search we posted the General Manager Job posting on over 31 diverse websites and job posting avenues.

Total number of persons interviewed for all full-time vacancies in the past year: 25

Total number of interviewees for all full-time vacancies filled during the past year per recruitment/ referral sources (some applicants cited multiple sources):

SOURCE	CONTACT	ADDRESS	REFERRED HIREE
WSU HR Site	Employment Service Center	Hr.wayne.edu	19
Livingston Associates	Courtney Hurt	https://livingstonassociates.net/	6

C. Supplemental Outreach and Recruitment Efforts

June 1, 2019– May 31, 2020

1. Participation in Joint Recruitment Efforts

- WDET partnered with various organizations in an effort to recruit podcasters and photographers needed for its Detroit Documenters project.
 - June 2019: Detroit Podcast Festival, participated in the Pitch Competition
 - June 2019: Partnered with Detroit Podcast Festival for the opening night networking mixer at Marble Bar feat. Glynn Washington.
 - June 2019: Partnered with NPR Story Lab for the “How to Start a Podcast” event.
 - October-December 2019: Participated with joint recruitment during the Transom Traveling Workshop.
 - March-May 2020: For Detroit Documenters COVID Diaries, WDET joined recruitment forces with Documenting Detroit to hire photographers.
 - Jan-March 2020: For PRX Podcast Workshop, WDET did joint recruitment with PRX for their 3-day intensive workshop that WDET were set to host in April 2020 (cancelled due to COVID)

2. Participation in Job Fairs

- Wayne State University (WSU) Journalism Day Internship Fair – October 2019

3. Events with Educational Institutions Relating to Careers in Broadcasting

WDET regularly provides tours for groups or individuals who are interested in a career in radio broadcasting and WDET staff frequently speak to high-school and college students about career opportunities in radio, including:

- News Director speaks to Journalism class at Wayne State University – September 2019
- News Director gives tour of WDET to delegation of Armenian broadcasters – September 2019
- News Director teaches Journalism class at COVE – September 2019 – January 2020
- News Director speaks to Radio class at Plymouth-Canton HS – December 2019

4. Internship Program

WDET maintained an internship program targeted to journalism students through its news department that provided 18 interns with substantial, real world journalism experience that would improve their ability to compete for full- time employment.

5. Training for Station Personnel

WDET offers training to employees through a variety of on-site and off-site programs including conferences, seminars, and tuition reimbursement through Wayne State University. WDET staff attended various training and participated in professional development opportunities including:

- NABJ national conference in Miami (August 2019) – News Director
- MAB conference in Lansing (February 2020) – News Director
- Interview training at WDET (February 2020) – Producer/Writer and interns
- Fundraiser producer training (March 2020) – Producer/Writer
- Facebook Grant webinar (April 2020) – News Director
- Poynter coronavirus coverage webinar (April 2020) – News Director
- Greater Public fundraising webinar (April 2020) – News Director
- WSU Master of Urban Planning program (ongoing) – Producer/Writer
- Institute for Nonprofit News INN Days Conference (June 2019) – General Manager, Associate Director of Product Strategy & Operations
- WBUR BizLab Workshop (June 2019) – Associate Director of Product Strategy & Operations, Associate Director of Business Development & Marketing, Digital Content Communities Specialist
- Phone Gap Training (July 2019) - Technical Operations Manager
- Democracy Fund Summer Strategy Retreat (August 2019) - Associate Director of Product Strategy & Operations
- Required CPB harassment prevention training (August 2019) - all WDET staff, students, non-paid interns, contractors and volunteers who regularly work at the station either full-time or part-time
- Intro Media Arts and Studies class at Wayne State University (August to December 2019) - Project Coordinator, StoryMakers
- Microsoft Teams Training Video Tutorials (September 2019) – Sr. Systems Administrator
- Public Radio Super Regional Convention (October 2019) - Associate Director of Product Strategy & Operations
- Microsoft Ignite Conference (November 2019) - Sr. Systems Administrator
- Transom Traveling Workshop (December 2019) - Project Coordinator, StoryMakers
- WBUR BizLab Summit (December 2019) – Associate Director of Product Strategy & Operations, Associate Director of Business Development & Marketing, Digital Content Communities Specialist
- Documentary Engagement Masterclass at Wayne State University (January to May 2020) - Project Coordinator, StoryMakers

- Microsoft Teams Training (February 2020) – General Manager, Associate Director of Business Development & Marketing, News Director, Associate Director of Product Strategy & Operations
- Google Analytics for Beginners (February to March 2020) – Technical Operations Manager
- Free Press Futures Workshop (March 2020) - Associate Director of Product Strategy & Operations
- PMDMC 2019 Public Media Development and Marketing Conference attended by Underwriting Account Representatives and Associate Director Business Development & Marketing
- WBUR BizLab Workshop (June 2019) – Associate Director of Product Strategy & Operations, Associate Director of Business Development & Marketing, Digital Content Communities Specialist
- WBUR BizLab Summit (December 2019) – Associate Director of Product Strategy & Operations, Associate Director of Business Development & Marketing, Digital Content Communities Specialist
- Required CPB harassment prevention training (August 2019) for Underwriting Account Representatives and Associate Director Business Development & Marketing
- Greater Public Underwriting Webinars- various times throughout the year for Underwriting Account Representatives and Associate Director Business Development & Marketing
- CPB harassment prevention training attended by Associate Director of Philanthropy (Carmen), Development Director (Lea) and Membership Associate (Josh) August 2019
- INN NewsMatch Webinars attended by Associate Director of Philanthropy (Carmen) and Development Director (Lea) 4 Webinars, Fall 2019
- Public Media Development and Marketing Conference (PMDMC) attended by Development Director July 2019
- Monthly PMDMC Webinars attended by Development Director
- WSU Teams Training attended by Membership Associate (Ruby) and Associate Director of Philanthropy (Carmen) January 2020
- WSU Outlook Training attended by Membership Associate (Ruby) January 2020