

EEO Narrative

Maryland Public Broadcasting Commission

Maryland Public Broadcasting Commission (also known as Maryland Public Television, or “MPT”), licensee of WCPB-TV, WFPT-TV, WGPT-TV, WMPB-TV, WMPT-TV, and WWPB-TV, achieves broad and inclusive outreach through our extensive recruitment efforts to fill vacancies, as well as the numerous community outreach events and recruitment initiatives we hold each year.

For recruitment for job applicants to fill vacancies, MPT sends wide-reaching solicitations to various state and county employment websites, local colleges and universities, job recruitment websites, and trade groups. Examples of recruitment sources include but are not limited to: the Maryland Department of Labor, Licensing, and Regulation, Baltimore County Department of Economic and Workforce Development, Frostburg State University, Morgan State University, Community College of Baltimore County, Glassdoor.com, TVJobs.com, Women in Film & Video (WIFV), SAG-AFTRA, Worksource Montgomery, and the Greater Baltimore Urban League.

MPT’s outreach events reflect its extensive ties to the community, both with community and civic organizations, as well as with a large number of schools in the area. Almost every month, until the COVID-19 shutdown in March 2020, MPT staff and personnel participated in internship and career fairs hosted by various local colleges and universities. Station staff also participated in career days and mock interviews with middle school, high school, and college students. In one year, station staff will provide more than 30 tours to over 300 individuals from groups such as: Smart Fit Kids Academy, UMD Eastern Shore, Greater Baltimore Mocha Moms, Senior Box Office, UMBC Media & Communication class, The Harbour School, Girl Scout Troops, WGBH, home school groups, families, and more.

MPT hosts a robust internship program that brings on interns from colleges and universities in the surrounding areas for fall, spring, and summer. Interns are volunteer or they can earn academic credit toward their broadcasting degrees or related field of study. They receive training and exposure to all areas of the department where they intern and learn the day-to-day operations of a public television station.

In addition to investing in the community, MPT invests in its employees through trainings and mentorship. Station personnel are given the opportunity to be mentored or trained on various skills to help them qualify for higher level positions. The formal training program for Transmitter Engineers gives candidates the opportunity to be hired and trained in transmitter related engineering operations and possibly promoted to Engineer level. The informal training program allows employees hired at the Assistant Producer level to advance to Associate Producer, Producer, and Executive Producer level positions. The Vice President, Human Resources has also participated in the Public Media Women in Leadership Program.

MPT also requires regular training of its employees and managers. All employees complete equal employment opportunity training as well as trainings on how to deal with sexual harassment. Every employee is also given information on how to use the State of Maryland’s training portal and encouraged to make use of the available trainings provided.