

Annual EEO Public File Report June 1, 2018– May 31, 2019

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, 2017 and extending through May 31, 2018 (“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
Program/Project Coordinator I Filled: 05/06/2019	Wayne State University job board WDET website Indeed	[_6_]	[_1_]
Digital Content and Communities Specialist – Filled: 05/06/2019	Wayne State University job board WDET website Indeed	[_4_]	[_1_]
Technical Operations Manager Filled: 03/18/2019	Wayne State University job board WDET website WDET newsletters and social media channels Greater Public (friend) MICHMAB LinkedIn	[_5_]	[_1_]
Digital Content and Communities Assistant Filled: 12/3/2018	Wayne State University job board WDET newsletters and social media channels WDET Internship/Employee Indeed	[_6]	[_1_]
Audio/Engineer Filled: 06/11/2018	Wayne State University job board Greater Public (friend)	[_7]	[_1_]

	MI Talent Bank Indeed		
Associate Director Business Development & Marketing Filled: 10/15/2018	Wayne State University job board Greater Public (friend) Wayne State University Employee Indeed	[_6]	[_1_]
Writer/Producer Filled: 06/19/2018	Wayne State University job board WDET website Greater Public (friend) MICHMAB Indeed	[_7]	[_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 with the Illinois News Broadcasters Association (inba.net).

Total number of persons interviewed for all full-time vacancies in the past year: 41

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	13
Station Website	Michelle Srbinovich	Wdet.org	5
Indeed	WSU HR	Indeed.com	6
WDET newsletters and social media channels	Michelle Srbinovich	Instagram	1
MI Talent Bank	State of Michigan	Michiganworks.org	1
General Public/Friends	Misc.	Unknown	6
WDET Employee/ Intern	Misc.	Unknown	9
MICHMAB	Michigan Association of Broadcasters	www.michmab.com	2
LinkedIn	WSU HR	LinkedIn.com	1

C. Supplemental Outreach and Recruitment Efforts

June 1, 2018– May 31, 2019

1. Participation in Joint Recruitment Efforts

- WDET participated in Public Media Village, a coalition of 30 public media organizations to recruit under the unifying banner “Think Public Media.” The Public Media Village operates continuously online and was brought to four minority journalism conferences: National Association of Black Journalists—August 2018 Detroit, Excellence in Journalism (National Association of Hispanic Journalists/Native American Journalists Association) – September 2018 Baltimore, Asian American Journalists Association – August 2018 Houston, and Online News Association – September 2018 Austin.
- Partnered with NPR to host a networking event for journalists of color at the NABJ conference in Detroit – August 2018
- Partnered with the Associate of Independents in Radio to host a networking event for independent media producers during the Allied Media Conference - June 2018

2. Participation in Job Fairs

- Wayne State University (WSU) Journalism Day Internship Fair – October 2018
- Michigan Association of Broadcasting (MAB) Foundation Career Fair – April 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 broadcast class students at WSU – September 2018
- Special Assignments Manager hosts Bloomfield Hills High School students at WDET – June 2018
- News Director attends event for Wayne State’s Society of Professional Journalists (SPJ) chapter – November 2018
- Producer/Writer spoke about careers as a newscaster at James and Grace Lee Boggs school in Detroit – March 2019
- News Director speaks to class at Salem High School – November 2018
- Underwriter represents WDET at University Liggett High School - Career Day – February 2019
- News Director speaks to students in broadcast class at WSU – February 2019
- Program Director speaks to WSU Graduate Class in Journalism – October 2018
- News Director takes PRSSA students from Wayne State University on tour of WDET – April 2019
- News Director participates in Detroit Journalism Cooperative panel discussion at Macomb Community College – May 2019
- Music Host speaks to Salem High School Radio Class – December 2018
- Producers/Writers (2) host students from James and Grace Lee Boggs Schools for a studio tour, watch live broadcast of Weekend Edition and learn how to record stories – May 2019
- Producer/Writer hosts students from Detroit Community High School for tour and discussion – May 2019

4. Internship Program

WDET maintained an internship program targeted to journalism students through its news department that provided 21 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:

- PRNDI Conference in Philadelphia (June 2018) – News Director
- Lafayette-American Fundraiser Messaging Workshop (June 2018) – News Director
- NABJ national conference in Detroit (August 2018) – News Director
- MAB conference in Lansing (February 2019) – News Director
- Listening Post project consultant at WDET (April 2019) – News Director
- On-site workshops on story-first editorial processes and engagement with Coats2Coats (June 2018) – Open to all programming and editorial staff
- Online News Association Local (June 2018) – General Manager, Marketing & Engagement Manager (presenter), AD of Product Strategy & Business Operations (presenter), Special Assignments Manager, Assistant Producers/Writers
- Allied Media Conference (June 2018) – General Manager, Marketing & Engagement Manager, AD of Product & Business Operations, Writer/Producers
- Michigan Roundtable Conference on Diversity, Equity and Inclusion (May 2018) – General Manager, Program Director, Associate Director Business Development & Marketing, Business Manager
- SRCCON (June 2018) – Marketing & Engagement Manager
- PMDMC - Public Media Development and Marketing Conference (July 2018) – General Manager, AD of Philanthropy, Membership Manager, AD of Product & Business Operations, Underwriting Sales Representatives (3)
- Online News Association (September 2018) – Marketing & Engagement Manager, AD of Product Strategy & Business Operations, Digital Content & Communities Associate
- National Association of Broadcasters: Radio Show 2018 (September 2018) – Senior Technical Operations Manager
- WSU Title IX Training (February 2019) – Membership Manager
- People Powered Publishing Conference (November 2018) – General Manager, AD of Product Strategy & Business Operations, Marketing & Engagement Manager, Special Assignments Manager
- Democracy Fund Engaged Journalism Stakeholder Meeting (May 2019) - AD of Product Strategy & Business Operations
- Education Writer's Association 2019 National (May 2019) – Producer/Writer
- Public Radio Program Directors Conference (August 2018) – Program Director, Special Assignments Manager
- Public Radio Super Regional (October 2018) – Special Assignments Manager
- Knight Media Learning Seminar (February 2019) – Special Assignments Manager
- South by Southwest Interactive Conference (March 2019) – Special Assignments Manager

- Governmental Research Association summer conference (July 2018) – Special Assignments Manager
- Special Libraries Association Conference (June 2018) – Special Assignments Manager
- Institute for Journalism & Natural Resources Public Health and Environmental Justice Workshop (August 2018) – Special Assignments Manager
- Michigan Marketing Summit (May 2019) – Associate Director, Business Development & Marketing
- INN Training: Masterful Management -Tools for Making Management Less Painful (April 2019) - General Manager, Program Director, News Director, AD of Product & Business Operations, AD of Philanthropy, AD of Business Development & Marketing, Technical Operations Manager, Digital Content & Communities Specialist
- City Bureau Training in Civic Journalism (July 2018) – Marketing & Engagement Manager
- Community Listening and Engagement Fund (February 2019) – Marketing & Engagement Manager
- WBUR BizLab Training (ongoing) - AD of Product & Business Operations, AD of Business Development & Marketing
- Keith Woods (NPR) diversity seminar at WDET (August 2018) – open to all staff
- George Bodarky (WFUV) vocal training at WDET (October 2018) – Music Hosts, Audio Engineers, Producers/Writers, Senior News Editors, Reporters, Underwriting Sales Representatives, Marketing & Engagement Manager, Interns
- Solutions Journalism workshop at WDET (September 2018) – News Director, Program Director, Senior News Editors, Writers/Producers, Reporters, Interns
- Harassment prevention training (ongoing) – all WDET staff, students, non-paid interns, contractors and volunteers who regularly work at the station either full-time or part-time
- WSU Office of Equal Opportunity training at WDET (February 2019) – open to all staff
- WDET partnered with Feet In 2 Worlds (training program out of The New School in NYC) to launch a Detroit fellowship program for immigrant journalists and journalists of color (June 2018)
- WDET participated in a Food Journalism Workshop produced by Feet in Two Worlds and hosted a gathering of independent and mission-oriented media producers with the Association of Independents in Radio (June 2018)
- WSU Master of Urban Planning program (ongoing) – Writer/Producer
- WSU Master of Social Work program (ongoing) – Administrative Assistant
- WSU Master of Library and Information Science (ongoing) – Special Projects Manager