

Annual EEO Public File Report June 1, 2020– May 31, 2021

**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, 2020 and extending through May 31, 2021 (“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
Journalist Filled: 4/01/21	WDET Website, Wayne State University job board, Lensa, Higher Ed Jobs, Indeed	[12_]	[1_]
Budget Analyst Filled: 4/01/2021	WDET Website, Wayne State University job board, Diversity A World of Change, Lensa, Indeed,	[4_]	[1_]
WDET Digital Content Communities Specialist Filled: 03/11/2021	WDET Website, Wayne State University job board, Michigan Association of Broadcasting (MAB), Higher Ed Jobs, Indeed, CPB	[9]	[1_]

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

WDET posted all full time vacancies within the station on the WDET website and Wayne State University job board which serves as the official posting and application submission website for all job postings. In addition to these websites, further sourcing efforts were taken by posting job descriptions on the following job posting webpages; CPB, Hirer Ed Jobs, Indeed, Lensa,

Diversity A Changed World, Lensa, Linked In, and Michigan Association of Broadcasters. All websites listed included hyperlinks mapping applicants back to the official Wayne State University job posting in which applicants submitted official applications and other related attachments.

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 (All sourcing methods automatically route to WSU HR site regardless of referral sources):

SOURCE	CONTACT	ADDRESS	REFERRED HIREE
WSU HR Site	Employment Service Center/Jowana	Hr.wayne.edu	25

C. Supplemental Outreach and Recruitment Efforts

June 1, 2020– May 31, 2021

1. Participation in Joint Recruitment Efforts

- Due to limited joint recruitment opportunities driven from COVID-19 restrictions, WDET did not participate in any joint recruitment efforts during this reporting period.

2. Participation in Job Fairs

- Due to COVID-19 restrictions WDET did not participate in any in person job fairs during the reporting period. However, WDET’s News Director attended the Wayne State University virtual Journalism and PR internship fair held October 21, 2020.

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 as well as other Journalism inspired speaking engagements. An itemized list of event and educational speaking engagements are listed below;

- Journalist Sascha Raiyn moderates Audio Shop Talk session for Education Writers Association-7/21/20
- News Director Jerome Vaughn speaks to Wayne State University students in Kim Piper Aiken's Broadcast Journalism class-9/28/20
- News Director Jerome Vaughn serves as speaker/recruiter at Wayne State University Journalism Internship Fair-10/21/20
- News Director Jerome Vaughn serves as host of National Writers Series event with author Albert Woodfox-12/3/20
- Journalist Sascha Raiyn moderates panel for Ideas Lab at Education Writers Association's "Pathways to Good Jobs" seminar- 12/22/20
- News Director Jerome Vaughn serves as panelist at Kresge Foundation's Detroit News Foundation event-1/14/21
- News Director Jerome Vaughn speaks to Wayne State University students in Kim Piper Aiken's Broadcast Journalism class -2/1/21
- News Director Jerome Vaughn serves as speaker at Wayne State University Journalism Institute for Media Diversity event-2/19/21
- News Director Jerome Vaughn interviewed by Wayne State student Kaya Freeman for student project on careers in journalism -5/24/21

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:

- Vocal training provided by independent contractor via zoom (February 2020) –Open call to all WDET staff with interest.
- Required CPB harassment prevention training (virtual webinar)December 2020 - all WDET staff, students, non-paid interns, contractors, and volunteers who regularly work at the station either full-time or part-time completed training

- Warrior Safe Training- COVID safety protocol training provided to all employees who worked on-site during Michigan State Emergency stay at home order. Session was available for completion on going.
- Veritus Group Academy's: "Discovering Your Donor's Passions and Interests! (virtual webinar) Monday, April 19, 2021 - Friday, April 30, 2021 Certification Course for Major Gift Fundraisers – Carmen Garcia, Associate Director, Major Gift Officer
- Greater Public "Course for Major Gift Fundraisers" (virtual webinar) various sessions offered January 11, 2021 - Friday, May 7, 2021, Carmen Garcia, Associate Director, Major Gift Officer
- Marketron Traffic "Accounts Receivable" (virtual webinar): May 17-20, 2021- Joyia Burgess, Budget Analyst II
- Marketron Traffic "Electronic Orders" (virtual webinar) : May 19, 2021- Joyia Burgess, Budget Analyst II
- Marketron Traffic "Electronic Invoicing and Electronic Statements" (virtual webinar) ; May 26, 2021- Joyia Burgess, Budget Analyst II
- Dart Center for Journalism and Trauma (virtual webinar) "Covering Riots and Civil Unrest": January 15,2021; Laura Herbert, Journalist
- Wayne State University (virtual webinar) "Managing You Seat at the Table"; August 3,2020- Lisa Brancato Underwriting Representative
- Wayne State University (virtual webinar) "Creating a Professional Growth in Times of Crisis": June 25,2020- Lisa Brancato Underwriting Representative
- Greater Public (virtual webinar) "The Corporate Response Support Pivot "; May 5, 2021; Lisa Brancato, Underwriting Representative
- Greater Public (virtual webinar) "Public Radio Benchmarks "; April 15, 2021; Lisa Brancato, Underwriting Representative
- Michigan Radio (virtual webinar) "Podcast How to"; March 17, 2021; Lisa Brancato, Underwriting Representative
- Detroit Regional Chamber (virtual webinar) "Lessons in Leadership"; March 31, 2021; Lisa Brancato; Underwriting Representative
- Greater Public "Finding Success in the New Normal"; July 28, 2020; Michael Rankin, Underwriting Representative

- Corporation of Public Broadcasting (CPB) (virtual webinar) “Introduction to Financial Reporting” September 16, 2020. Jowana Moore, Manager of Business Affairs
- Corporation of Public Broadcasting (CPB) (virtual webinar) “SAS all sections- TV and Radio” January 21, 2021. Jowana Moore Manager of Business Affairs
- Corporation of Public Broadcasting (CPB) (virtual webinar) “Completing the FSR” September 23, 2021. Jowana Moore, Manager of Business Affairs
- DART Webinar on “Resilience: June 2, 2020. Jerome Vaughn, New Director
- National Association of Black Journalist Convention; August 8-20, 2020. Jerome Vaughn, News Director
- Greater Public Fundraising Webinar; September 1, 2020. Jerome Vaughn, News Director
- PMJA Conference (vertical); September 21-25, 2020. Jerome Vaughn, News Director
- NPR Election Problems Webinar; October 20, 2020. Jerome Vaughn, News Director
- DART Riot Webinar; January 15, 2021, Jerome Vaughn, News Director
- Journalist Self Care Webinar; January 29, 2021, Jerome Vaughn News Director
- PMJA Level Up Webinar; February 24, 2021, Jerome Vaughn News Director
- NPR Audience Diversity Webinar; April 9, 2021, Jerome Vaughn News Director