

## Annual EEO Public File Report June 1, 2024– May 31, 2025

### 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 covers the time period beginning June 1, 2024 and extending through May 31, 2025 (“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.

### Full-Time Vacancies Filled During This Period

#### June 1, 2024 to May 31, 2025 Data

Full Time Position Filled – Hire Date	Recruitment Source	Number of Persons Interviewed	Number of Persons Hired
Producer – Current Affairs (WDET) Filled: July 2024	Jobs.wayne.edu	3	1
Radio Operations Manager Filled: September 2024	Jobs.wayne.edu	3	1
Host Producer – Current Affairs (WDET) Filled: October 2024	Jobs.wayne.edu	4	1
Manager, WDET Digital Content & Strategy Filled: February 2025	Higheredjobs.com	6	1

**Recruitment/ Referral Sources 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; Higher Ed Jobs, Google Jobs, Chronicle of Higher Education, Linked In, Indeed, Corporation for Public Broadcasting (CPB), Military jobs.com, Pure Michigan Talent, Current (publicmediajobs.org), Asian American Journalists Association, National Association of Black Journalists, National Association of Hispanic Journalists, PRIMA, and Association of Independents in Radio.

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: 16

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 313-577-3000	Hr.wayne.edu	16

**Supplemental Outreach and Recruitment Efforts**

**June 1, 2024– May 31, 2025**

**Participation in Events Educating the Community about Careers in Broadcasting**

- Mary Zatina, General Manager, presents to Downtown Detroit Rotary on careers in broadcasting at Detroit Athletic Club. March 19, 2025
- Entire WDET Staff participated in Midtown Detroit Noel Night, an evening of community open houses which included tours of the station, explanations of operations, meetings and discussion about careers in broadcasting with all station staff and on-air talent. More than 600 people attended – December 7, 2024
- David Leins, Senior Producer, is a part of a panel discussion on careers in broadcast journalism hosted by The South End newspaper. March 18, 2025

- Reporter Nargis Rahman spoke to a group of youth at the CAIR-MI Muslim Youth Leadership Symposium about media and messaging; how to interact with reporters and what to expect when being approached by reporters. January 18, 2025
- Reporter Sascha Raiyn represents WDET at a mini career fair for kids with disabilities at The Children's Center, Detroit. June 28, 2024
- Reporter Sascha Raiyn participated in High School Journalism Workshop hosted by the Journalism Institute for Media Diversity in partnership with Detroit Free Press reporter M.L. Elrick. Detroit, Michigan. January 30, 2025
- News Director Jerome Vaughn speaks one-on-one with a homeschool student about careers in Journalism to help her earn her Girl Scout journalism badge. December 12, 2024.
- Jerome Vaughn, News Director, hosts international journalists and Hayg Oshagon from Global Ties Detroit at WDET to discuss journalism in the United States. November 1, 2024
- Jerome Vaughn, News Director, hosts British journalists at WDET and discusses journalism in the United States. October 31, 2024.
- Mary Zatina, General Manager, and Jerome Vaughn, News Director, host Lithuanian journalists from Global Ties Detroit at WDET to discuss journalism in the United States. October 22, 2024
- Jerome Vaughn, News Director, hosts German journalist Jana Munkel at WDET to discuss journalism in the United States. October 22, 2024
- Liz Warner, Program Host - Hosted Avondale High School Community Night, an open house providing tours of the facilities for current and future interested students and community members about the educational program and radio station WAHS-FM 89.5, Avondale High School, Auburn Hills, Michigan. December 11, 2024.
- Mary Zatina, General Manager, meets with author M.L. Elrick regarding shared training for investigative reporting and internships. February 25, 2025
- Mary Zatina, General Manager hosts station tour and discussion with Patrick Wright exploring potential careers in broadcasting after life in Washington. January 9, 2025
- hosts station tour and discussion with Jackson Koorhan to support understanding of broadcast production and application to Detroit School of the Arts. February 3, 2025

### **Events with Educational Institutions Relating to Careers in Broadcasting**

WDET provides tours for groups or individuals who are interested in a career in radio broadcasting. WDET staff also had opportunities to speak to students of all ages about

careers in radio as well as other Journalism inspired speaking engagements. A list of employee participation with educational institutions is listed below.

- Mary Zatina, General Manager, represents WDET and promotes opportunities in broadcasting at Wayne State University's Irvin Reid Honors College Open House. February 19, 2025
- WDET hosted four high school students from Detroit Cristo Rey High School in a work study program February through June 2025 that provided real world work experience in various aspects of running a radio station with live programming, production and membership support
- Jerome Vaughn, News Director and Reporter Nargis Rahman represent WDET at the Wayne State University Journalism Institute for Media Diversity event. Detroit, Michigan. April 25, 2025
- Jerome Vaughn, News Director represents WDET and discusses careers in broadcasting and journalism at Wayne State University Journalism Internship Fair. October 24, 2024
- Jerome Vaughn, News Director gives station tour and hosts discussion about careers in journalism with students from Madison Carver Academy. April 25, 2025
- Reporter Nargis Rahman discusses "Building Community Power through Journalism" at University of Detroit Mercy. September 24, 2024
- Reporter Nargis Rahman speaks about local elections in relation to national news and how American Muslim and Arab Americans are thinking about the election at Wayne State University's Humanities Department. September 4, 2024
- Reporter Nargis Rahman spoke to a Wayne State University Media Literary class with 75 students about the importance of local journalism and the opportunities of covering communities usually not covered. October 19, 2024
- Reporter Nargis Rahman spoke about the changing journalism landscape, finding strength in who you are and understanding your role in increasing minority voices to students in Wayne State University Race and Gender course. December 5, 2024
- Nargis Rahman, Reporter, represents WDET at Wayne State University's Journalism Institute for Media Diversity 40th year anniversary gala. April 25, 2025
- Reporter Sascha Raiyn participated in a media training panel for the Cross-Border Collaboration to Advance Wastewater Surveillance at Wayne State University, Detroit, Michigan. May 20, 2025
- Reporter Sascha Raiyn speaks to 125 students about careers in journalism at Marygrove High School. December 2, 2024. Detroit, Michigan
- Jerome Vaughn speaks to students with WSDP Station Manager for Plymouth Canton

Community Schools at Plymouth Canton High School. November 21, 2024. Canton, Michigan

- Liz Warner, Program Host - Taught Avondale High School Radio & Television Broadcasting full-time, six classes daily, utilizing WAHS-FM 89.5 on a regular basis, November 5 through May 31, 2025.
- Liz Warner, Program Host - Hosted students interested in learning about careers in radio and television broadcasting for 8th Grade Invasion, Avondale High School, Auburn Hills, Michigan. January 29, 2025.
- Mary Zatina, General Manager, Matthew Trevethan, Radio Operations Manager, Ryan Carlson, Senior Software Engineer, and Derek Donnellon, Associate Director Revenue, host WAYN student radio staff for a tour of the station, discussion on radio station employment and demonstration of potential student station equipment. August 31, 2024.

## **Internship Program**

WDET maintained an internship program targeted to journalism students through its news and production departments that provided 31 interns with substantial, real world journalism experience that would improve their ability to compete for full- time employment.

- Mary Zatina, General Manager and Diane Sanders, Manager – Strategic Initiatives, coordinated with the WSU Honors College to establish a new internship partnership. October 29, 2024
- Mary Zatina, General Manager and Diane Sanders, Manager – Strategic Initiatives coordinated with the WSU Department of Music to establish a new internship partnership. November 30, 2024
- Diane Sanders, Manager – Strategic Initiatives partnered with Wayne State University Marketing and Communications Department to promote the internship program as part of the WSU College to Career Initiative leading to the internship program being profiled in the Today at Wayne Communications Newsletter and featured on the Wayne State University website
- WDET partnered with Wayne State University Career Services to offer professional development workshops to interns. July 22-26, 2024.
- Diane Sanders, Manager – Strategic Initiatives worked with the Community Foundation of Southeast Michigan and the MI Justice Fund to establish a Fellowship opportunity in journalism for returning citizens
- Diane Sanders, Manager – Strategic Initiatives partnered with the May Mitchell Royal Family Foundation to establish an internship opportunity in the Detroit Radio Information Service (DRIS), a radio reading service for the blind and print-handicapped

- Diane Sanders, Manager – Strategic Initiatives begin work to establish a podcasting enrichment program for Detroit Public Schools Community District (DPSCD) for middle-school aged students
- Information on the various WDET internship opportunities was discussed and brochures distributed at the celebration for Judy Adams, former WDET program director and on-air host attended by more than 250 people on April 19, 2025
- Theresa Cordon, Manager Digital Content & Strategy presented on WDET internship opportunities to the Wayne State Communicators on April 23, 2025 and encouraged members to promote the program to their students

### **Providing Training to All Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination**

Each year all WDET staff, students, paid and non-paid interns, contractors, and volunteers who regularly work at the station either full-time or part-time complete the annual Preventing Harassment, Bias and Discrimination training course. The course was provided through the Corporation for Public Broadcasting and was administered by Annie Kosek, Manager – Business Affairs.

### **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 trainings and participated in professional development opportunities throughout the applicable period.