



Annual EEO Public File Report 2021



*WQPT PBS is a public media service  
of Western Illinois University.*

**2021 ANNUAL EEO PUBLIC FILE REPORT**  
**Period Covered by this Report: August 1, 2020 through July 31, 2021**  
**Stations Comprising the Reporting Station Employment Unit: WQPT-TV**

**I. Full-time vacancies filled during period:**

WQPT-TV: 0

**II. Each recruitment or referral source used to seek candidates for each vacancy:**

WQPT-TV continually seeks to add to its list of recruitment sources by broadcasting the following announcement:

*"For inquiries about job opportunities at WQPT and Western Illinois University, please visit [wqpt.org](http://wqpt.org) or [wiu.edu/employment](http://wiu.edu/employment)."*

WQPT does not have any organizations requesting notification of open positions.

**III. Total number of persons interviewed for all full-time vacancies filled during period:**

WQPT-TV: 0

**IV. Total number of interviewees for all full-time vacancies filled during period per source:**

WQPT-TV: 0

**V. Outreach activities during period:**

**WQPT-TV**

EEO On-Air Spot: WQPT regularly broadcasts a spot to encourage organizations to contact the Station if they wish to receive lists of job openings. The spot runs, on average, about 20 times a week.

Internship Program

WQPT offers professional internships to students from local Universities. These students gain experience in accounting, marketing, military affairs, educational outreach and event planning. We hosted (virtually) one student for an internship during the summer of 2020. She was able to complete this virtually. The intern was paid with grant funds. We are also hosting two students for internships for the summer of 2021. Both will be receiving class credit for their participation in the program.

Due to Covid restrictions and university policy we could only participate in limited and socially distanced face-to-face outreach starting in early summer 2021. We continued to suspend our WQPT Ambassador Program (students from area schools who receive special training to be ambassadors for the station) for

the summers of 2020 and 2021. However, one student volunteer was able to assist with coding workshops during a summer learning camp in June 2021.

### Job Fairs

In person career fairs were suspended due to Covid. Two job fairs were hosted virtually during this year. WQPT was able to participate in these by setting up an account on an online portal called Handshake. Students are able to apply online. WQPT staff participated in virtual networking events

### Training

WQPT staff have an opportunity to take classes through Western Illinois University. Western Illinois University offers a variety of classes in broadcast, theater, education, business and parks and tourism. We also participate in conferences and training offered by university HR, the chamber of commerce, CPB, and fundraising professional organizations to name a few.

In person meetings were cancelled for most of the year. WQPT staff participated in PBS-provided diversity training online. Station management, staff and Community Advisory Board members also participated in online training on topics such as a virtual poverty simulation (October 13, 2020), gender awareness (June 22, 2021), women in leadership (July 2020), and communication (February 23, 2021). Additionally, staff participated in job specific virtual workshops during the PBS annual meeting, PMBA Conference, NETA Conference, various General Manager meetings and many other virtual meetings.

WQPT management and staff also participated in self-paced harassment (November 2020), ethics (October 2020) and Title 9 (March 2021) training through Western Illinois University.

### Community Events

In order to comply with social distance restrictions we held community screening events at a drive-in. This allowed us to minimize contact with attendees, but still allow us to interact with the community. We also held virtual outreach events. We were able to transition our camps for students online. By June 2021 restrictions eased enough that we were able to participate in summer camps held by 5 schools. WQPT co-hosted a tent at several community events. We handed out bilingual summer activity book to kids and families

WQPT was a media sponsor of the Greater Quad Cities Hispanic Chamber of Commerce. Staff, board members and interns are invited to attend the quarterly meeting for their multi-cultural speaker series.

