



2020 Annual EEO Public File Report

2020 ANNUAL EEO PUBLIC FILE REPORT
Period Covered by this Report: August 1, 2019 through July 31, 2020
Stations Comprising the Reporting Station Employment Unit: WQPT-TV

I. Full-time vacancies filled during period:

WQPT-TV: Office Support

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 wpqt.org or wiu.edu/employment."

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

For the Office Support vacancy, Western Illinois University followed the Illinois Administrative Code rules pertaining to the State University Civil Service System to fill the position. Under 80 Ill. Adm. Code 250.60.b-c a former employee who was laid off through reduction has precedence for reemployment.

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 gained experience in accounting, marketing, military affairs, educational outreach and event planning. Eight student were interviewed for fall positions. Two students completed internships. Due to Covid restrictions we were not able to offer spring or summer internships. Since we could not participate in face to face outreach, our WQPT Ambassador Program (students from area schools who receive special training to be ambassadors for the station) was suspended for the summer 2020.

Job Fairs

WQPT staff participated in three internship job fairs at local universities discussing careers in Public Broadcasting.

Training

WQPT staff have to 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.

Members of WQPT's Community Advisory Board as well as all staff were invited to attend a discussion with Kendra Dodd, MRA. Her discussion "D & I, But Why? Creating a Diversity Strategy" was informative and interactive. The training was intended to further train WQPT staff and the advisory board on diversity and inclusion to the benefit of the workplace and hiring process. Staff and board members participated in other multicultural speaker events presented by The Greater Quad Cities Hispanic Chamber of Commerce.

WQPT staff also completed diversity, ethics and Title 9 training through Western Illinois University.

Community Events

WQPT staff were featured as speakers in various workshops and conferences. A staff member presented at local service clubs including Rotary and Kiwanis Clubs throughout the year.

WQPT was a media sponsor of the Greater Quad Cities Hispanic Chamber of Commerce's quarterly multicultural speaker series. Staff, board members and interns attend.

wqpt.org