WQPT PBS

2023 ANNUAL EEO PUBLIC FILE REPORT

Western Illinois University

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

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

WQPT-TV: 1, Production Assistant filled 10/31/2022

II.   **Each recruitment or referral source used to seek candidates for each vacancy:**
Recruitment sources routinely notified of vacancies when they occur include the following:
Western Illinois University Human Resources Website
WQPT website (http://www.wqpt.org)
BlacksinHigherEd.com
Chronicle.com
WomenandHigherEd.com
HispanicsinHigherEd.com
DisabledinHigherEd.com
The Greater Quad Cities Hispanic Chamber gqchcc.com
Current.org
LGBTinHigherEd.com
VeteransinHigherEd.com
HigherEdJobs.com
AsiansinHigherEd.com
Indeed.com
NativeAmericansinHigherEd.com
IllinoisJobLink.illinois.gov
QuadCitiesChamber.com
LinkedIn
Facebook
Macomb Area Chamber of Commerce

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 or 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: 3

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

WQPT-TV: 2 persons interviewed from source WIU Human Resource website and 1 from a WIU employee

V.   Outreach activities during period:

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, programming, educational outreach and event planning.

Accounting intern
Semester/months: summer 2023
Supervisor: General Manager

Production/Marketing intern
Semester/months: fall 2022
Supervisor: Director of Local Production

Communications/fundraising
Semester/months: August 2022
Supervisor: Assistant Director of Development

Educational Outreach intern
Semester/months: August and September 2022 and summer 2023

Student Worker
Semester/months: 12 months
Supervisor: General Manager

Two interns who was paid by Augustana College through the Illinois Board of Higher Education (IBHE)
Illinois Cooperative Work Study (ICWS) Grant.

The Director of Educational Outreach and WQPT Ambassadors (students from area schools who receive
special training to be ambassadors for the station) were busy during August and September 2022 as well as
the summer of 2023. Six area high school and college students have been attending library and
community events throughout our viewing area.   They attended over 100 events given away more than
2,400 free books as well as visited 35 schools in the region presenting literacy workshops.

Job Fairs

WQPT's General Manager participated in two job fairs (September 2022 and February 2023). One was
hosted at Augustana College the other was at the Vibrant Arena. Our General Manager and well as
Development Director participated at the WIU New Faculty Resource fair(August 2022) on the Macomb IL
campus. WQPT's Director of Educational Outreach participated in a Early Childhood Resource fair in
September 2022. We continue to search for diverse students on an online portal called Handshake.
Students are able to apply online.   This year we were also able to participate in a Summer Opportunity Fair
where we recruited for our Ambassador Program. WQPT staff participated in in-person and 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.

All WQPT staff participated in PBS-provided diversity training online.   All station employees are required to complete self-paced online training on topics such Harassment & Discrimination Prevention (October 2022), Ethics (October 2022), Title IX (March 2023). Station manager participated in the Women Lead Change Conference (October 2022). The Hispanic Chamber hosted a speaker series-DEI with Anthony Arrington. Five WQPT staff as well as a Community Advisory Board member attended. Additionally, staff participated in job specific workshops during the virtual PBS annual meeting, NETA Conference, General Manager meetings and many other virtual meetings.

Community Events

WQPT endorsed and supported many community events through our weekly broadcast of "Out and About" that raises our viewers' awareness of community events and activities that are taking place in our region. From May to September WQPT partners with local libraries and organizations to present community activities for children. At these events, children learn through, games, crafts, and PBS KIDS shows. Each child receives an activity book to inspire everyday fun.

Throughout the school year (September-May) WQPT's Director of Educational Outreach as well as community volunteer, Literacy Liaisons, participate in classroom doing literacy workshops, back to school nights, teacher training and family nights. These encourage educators, parents and children to participate in fun learning opportunities all based on the PBS learning model.

In April 2023 WQPT held the Ready to Learn conference to provide educators, caregivers and others with knowledge and resources to foster enhanced outcomes for children while earning professional development credits. We partnered with WIU-QC's Center for Best Practices in Early Childhood and StarNet Regions I & III.