

**WVPT(DT), WHTJ(DT), WNVC(DT), WVPY(DT)  
EEO PUBLIC FILE REPORT  
June 1, 2020 – May 31, 2021**

**I. VACANCY LIST**

*No full-time hires were made during this reporting period.*

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
1.	Internships	VPM/WVPT hosted a student from JMU during the Fall 2020 semester and a student from JMU during the Spring 2021 semester for virtual internships. The interns learned about the daily responsibilities of working in public television and were supervised by a Digital Producer and other SEU personnel.
2.	Participate in Job Fairs	<p>On August 5-6, 2020 our HR Director participated in the National Association of Black Journalists- National Association of Hispanic Journalists (NABJ-NAHJ) Virtual Job Fair.</p> <p>On March 31, 2021, our HR Director participated in the Current Public Media Job Fair.</p> <p>At the events we interacted with job seekers and were available to answer questions about careers in broadcasting.</p>
3.	Provide training to personnel to ensure EEO and prevent discrimination.	<p>All employees and interns participated in an online Workplace Conduct and Harassment Training in December 2020.</p> <p>VPM has developed an enterprise-wide DEI Intention and Roadmap with metrics to promote diversity, equity and inclusion focused in the areas of people, product and policy. First year areas of work include completing a content audit, continuing to review hiring practices, achieving more diverse boards, and developing diverse talent.</p>
4.	Participate in an event/program related to methods on ensuring equal employment opportunity and preventing discrimination	<p>Our HR Director attended a virtual SHRM symposium on diversity and inclusion. Our HR Director also attended webinars such as:</p> <ul style="list-style-type: none"> <li>- “How Talent Acquisition Leaders Can Drive DEI,” offered by GEM</li> <li>- “Dealing with Microaggressions and the Fallout from Them.” offered by the National Association of Black Journalists</li> <li>- “Field Notes from The Frontlines: The Diversity, Equity &amp; Inclusion Movement In Public Media,” offered by Public Media For All</li> </ul>