

## EEO Public Inspection Report

Outreach Initiatives June 1, 2020 – May 30, 2021

### 1. Specify First Initiative:

Revamped our internship program to an online version designed to assist students from Howard University and other colleges and high school students to acquire skills needed for broadcast employment.

#### Describe activities undertaken to fulfill that initiative:

- a. WHUT provides training opportunities and supportive activities for students to enhance their knowledge of the broadcasting industry, and to broaden career aspirations. Participation is open to all students with special emphasis on the following schools:

#### **SCHOOL OF COMMUNICATIONS**

Students from the School of Communications get experience in broadcast management, journalism, television production, programming, promotions, publicity, marketing development research and technical operations.

prior television or radio experience are also considered for participation in the internship program. On occasion, high school students and students in specialized programs are also considered for internships. All students applying for internships must gain clearance and/or approval from the schools or colleges in which they are enrolled.

The student performs services at WHUT-TV for academic credit as stipulated by the school or college in which the student is officially enrolled.

#### Specify Second Initiative:

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

#### Describe activities undertaken to fulfill that initiative:

WHUT, a part of Howard University, offers to Full-time members of the faculty and staff who have served a minimum of one year of continuous service are entitled to remission of tuition for not more than two (2) courses per semester offered in the applicable schools and colleges.

#### Specify Third Initiative:

Listing of each upper-level category job opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Describe activities undertaken to fulfill that initiative:

WHUT listed vacant positions on a number of websites such as

Corporation of Public Broadcasting (CPB) Jobline  
401 Ninth Street, NW  
Washington, DC 20006  
[www.cpb.org](http://www.cpb.org)

Howard University  
400 4th St NW, Washington, DC 20059  
[www.howard.edu](http://www.howard.edu)

Public Broadcasting Service (PBS)  
2100 Crystal Drive Arlington,  
VA 22202  
<http://connect.pbs.org>

Indeed.com  
Indeed, Inc.  
6433 Champion Grandview Way  
Building 1  
Austin, TX 78750  
1-800-475-4361

Specify Fourth Initiative:

Participation in at least one job fairs over two-years by station personnel who have substantial responsibility in the making of hiring decisions

Describe activities undertaken to fulfill that initiative:

WHUT was represented at the online Asian American Journalists Association 2020 National Convention on August 9- 15, 2020 as part of the Public Media Village by the Executive Director of Operations.

At each event WHUT distributed job descriptions of the vacancies available at the station and collected resumes from individuals interested in applying for positions at WHUT.

WHUT was represented at the NABJ/NAHJ Convention August 5, 2020 to August 8, 2020 as part of the Public Media Village by the Executive Director of Operations.

Specify Fifth Initiative:

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Describe activities undertaken to fulfill that initiative:

New employees are required to attend the new hire orientation which includes EEO training. The EEO policy and DC laws are posted on the website of the University for Quick Reference by employees.