EEO Public File Report

August 1, 2020 to July 31, 2021

Open positions:

No open positions to report during this period.

LONG-TERM Recruitment Initiatives, Prong 3

Station WVIK has 5-10 full-time employees, and therefore required to engage in at least two (2) long-term EEO recruitment initiatives pursuant to Section 73.2080 (c)(2) of the FCC’s rules.

1. Establishment of Training Program to Enable Station Personnel to Acquire Skills:

- Mindy Heusel completed the Corporation for Public Broadcasting’s “Preventing Harassment and Discrimination” webinar July 26, 2021.
- Colleen Sibthorp completed a “Greater Public Email Marketing Challenge Group Kick-off” webinar February 18, 2020.
- Colleen Sibthorp completed an “Online Fundraising Challenge Group” webinar February 16, 2021.
- Colleen Sibthorp completed a “PPP Loan” webinar January 27, 2021.
- Colleen Sibthorp completed a “PMDMC Summer Series” webinar series August 2020.
- Colleen Sibthorp completed a “Leading Through Revenue Disruption: A Conversation with Joyce MacDonald and Michal Heilpik” webinar September 1, 2020.
- Colleen Sibthorp completed a “Take an Energizing Breath and Rock the Vote(rs)” webinar August 14, 2020.
- Colleen Sibthorp completed a “Rock Island County, Quad Cities REP Exercise Prep & Training” webinar September 15, 2020.
- Colleen Sibthorp completed a “Supported by Sustainers: Why and How to Get to 70%” webinar August 12, 2020.
- Dave Garner completed a Telos Alliance "Omnia MPX Node" webinar August 5, 2020.
- Dave Garner completed a PRSS "NPR Distribution/PRSS Webinar" November 9, 2020
- Dave Garner completed a “NPR Grove Training” webinar on November 17, 2020.
- Dave Garner completed a PRSS "NPR Distribution/PRSS Webinar" on December 14, 2020.
- Dave Garner completed a PRSS Webinar "PRSS Dual-Operations Update" February 8, 2021.
- Dave Garner completed a June 28, 2021 CPB Required Training "Harassment and Bias Prevention" June 28, 2021.
- Jay Pearce participated in “Affirmative Action Training” for WSIU’s Executive Director search on June 17, 2021.
• Jay Pearce completed “CPB Harassment and Bias training” in July 2021.
• Jay Pearce participated in “NPR GM discussion on DEI with inclusion strategist Amber Cabral” on December 16, 2020.
• Jay Pearce participated in “Augustana campus conversation on justice and social change” on July 1, 2021.

2. Establishment of an internship program to assist recent journalism graduates in acquiring broadcast employment skills:
   a. August 2020 thru May 2021 – WVIK Newsroom Fellowship (12 Month Internship) Marianna Bacallao - Provided direct exposure to broadcast journalism environment by offering paid internships for college students, or recent graduates, pursuing communications oriented coursework and careers. Administered by Herb Trix, News Director, and Jay Pearce, General Manager.

___ Colleen Sibthorp ___
______ July 30, 2021 ______
Colleen Sibthorp, Director of Finance and Membership  Date