

Annual EEO Public File Report June 1, 2022– May 31, 2023

**WDET-FM, Detroit
Wayne State University**

The purpose of this EEO Public File Report (‘Report’) is to comply with Section 73.2080(c)(6) of the FCC’s Rules. This Report has been prepared by WDET and is required to be placed in the stations’ public inspection file and posted to its website. The information covered in this Report cover the time period beginning June 1, 2022 and extending through May 31, 2023 (“the Applicable Period.”).

The FCC’s EEO Rules require that this report contain the following information:

1. A list of all full-time vacancies filled by the Station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy;
3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

A. Full-Time Vacancies Filled During This Period

POSITIONS DATE FILLED

Full Time Position Filled – Hire Date	Recruitment Source	Number of Persons Interviewed	Number of Persons Hired
Project Manager, Podcast/Audio Production Filled: 8/29/2022	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[3]	[1]
WDET Sr Underwriting Rep Filled: 6/1/2022	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[4]	[1]
WDET Membership Associate Filled: 11/14/2022	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[1]	[1]
Mgr, WDET Mktg & Engagement Filled: 6/3/22	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[5]	[1]
Senior Major Gift Officer, WDET Filled: 9/15/2022	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[4]	[1]

Dir, Programming – WDET Filled:5/8/2023	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[_5]	[_1]
Director, Marketing and Communications Filled:11/28/2022	WSU, WDET, HigherEd jobs, Chronicle of Higher Education, Google Jobs	[_3]	[_1]

B. Recruitment/ Referral Source used to Seek candidates for Each Vacancy

WDET posted all full-time vacancies within the station on the WDET website and Wayne State University job board which serves as the official posting and application submission website for all job postings. In addition to these websites, further sourcing efforts were taken by posting job descriptions on the following job posting webpages; CPB, Higher Ed Jobs, Indeed, Lensa, Linked In, Newsbreak, Jobs Chronical, National Black Public Relations Society, Military jobs.com, Monster, HERCjobs.org and Pure Michigan Talent. All websites listed included hyperlinks mapping applicants back to the official Wayne State University job posting in which applicants submitted official applications and other related attachments.

Total number of persons interviewed for all full-time vacancies in the past year: 25

Total number of interviewees for all full-time vacancies filled during the past year per recruitment/ referral sources (All sourcing methods automatically route to WSU HR site regardless of referral sources):

SOURCE	CONTACT	ADDRESS	REFERRED HIREE
WSU HR Site	Employment Service Center/Jowana Moore 313-577-3000	Hr.wayne.edu	25

C. Supplemental Outreach and Recruitment Efforts

June 1, 2022– May 31, 2023

1. Participation in Joint Recruitment Efforts

- Due to limited joint recruitment opportunities still in place as a result of COVID-19 restrictions, WDET did not participate in any joint recruitment efforts during this reporting period.

2. Participation in Job Fairs

- News Director Jerome Vaughn and Internship Coordinator Diane Sanders participated

in Wayne State University FestiFall to discuss careers in journalism at WDET and internships at WDET – 8/29/22

- News Director Jerome Vaughn, Internship Coordinator Diane Sanders and Marketing Director Susan Hanchett-Nowinski participated in Wayne State University SpringFest to discuss careers in journalism at WDET and internships at WDET – 4/12/23

3. Events with Educational Institutions Relating to Careers in Broadcasting

WDET provides tours for groups or individuals who are interested in a career in radio broadcasting. WDET staff also had opportunities to speak to high school and college students about careers in radio as well as other Journalism inspired speaking engagements. An itemized list of educational speaking engagements is listed below.

- Carmen Garcia, Associate Director Philanthropy speaks to students at South Arbor Academy during Hispanic Heritage Month – 10/11/22
- Nargis Rahman, News Reporter, speaks at Women’s Career Day at Frontier High School in Detroit about careers in journalism and WDET internships – 3/15/23
- News Director Jerome Vaughn speaks to Wayne State University students in Kim Piper Aiken’s Broadcast Journalism class – 1/30/23
- Entire WDET staff participated in Bring Your Child to Work Day with 147 people coming to the station for tours and to hear about careers in broadcast journalism – 4/22/23

4. Internship Program

WDET maintained an internship program targeted to journalism students through its news department that provided 29 interns with substantial, real world journalism experience that would improve their ability to compete for full- time employment.

- Internship Coordinator Diane Sanders met with the City of Detroit’s Grow Detroit’s Young Talent (GDYT) staff regarding the WDET internship program – January 17, 2023
- Internship Coordinator Diane Sanders presented at the Wayne State University, Mike Ilitch School of Business, Society of Human Resources Management (SHRM) January 2023 chapter meeting to promote the WDET internship program.

5. Training for Station Personnel

WDET offers training to employees through a variety of on-site and off-site programs including conferences, seminars, and tuition reimbursement through Wayne State University. WDET staff attended various training and participated in professional development opportunities including but are not limited to the list below:

- Required CPB harassment prevention training (virtual webinar) September 2022 - all WDET staff, students, non-paid interns, contractors, and volunteers who regularly work at the station either full-time or part-time completed training.
- Allegiance Software “Allegiance Frozen Files Maintenance Training” (virtual live training): March 1, 2023. Carmen Garcia, Associate Director Philanthropy
- Allegiance Software “Allegiance Frozen Files Set-Up Training” (virtual live training): July 8, 2022. Carmen Garcia, Associate Director Philanthropy
- Greater Public PRPD “Audience Development Summit” webinar: February 22-23, 2023. Carmen Garcia, Associate Director Philanthropy
- Poynter Institute Workshop “Power of Diverse Voices Workshop” – Training for minority reporters to learn opinion writing, strengthening writing skills: November 10-13, 2022. St. Petersburg, FL. Nargis Rahman, News Reporter
- Poynter Institute Executive Fellowship “Media Transformation Challenge” January 2022 – January 2023. St. Petersburg, FL. Jerome Vaughn, News Director
- Greater Public PRPD “Brilliant at the Basics” pre-conference programming training sessions. August 27-30, 2022. New Orleans, LA. Jerome Vaughn, News Director
- Lever for Change “Yield Giving Open Call Pre-Application Training Webinar” May 10, 2023. Anne Masterson, Senior Major Gift Officer
- Greater Public PMDMC Encore virtual event, September 21-22, 2022. Michael Rankin, Senior Sales Representative
- Greater Public “Why Radio: Making the Case for Corporate Support” webinar. April 25, 2023. Michael Rankin, Senior Sales Representative
- Hot Corporate Support Prospects for Q2/Q3: AAA webinar, March 2, 2023. Michael Rankin, Senior Sales Representative
- Greater Public “The State of the System in Public Radio and TV Membership” webinar May 1, 2023. Katie Johnson, Membership Associate
- Greater Public “The State of the System in Public Radio and TV Membership” webinar. June 2, 2022. Katie Johnson, Membership Associate
- Greater Public “NPR Network Initiative: Growing Audience Support” webinar. June

13, 2022. Katie Johnson, Membership Associate

- Greater Public “Evaluate Your Station's Fundraising Performance with Benchmarks” webinar. September 28, 2022. Katie Johnson, Membership Associate
- Wayne State University “Clery Compliance/Title IX Training” webinar. December 6, 2022. Katie Johnson, Membership Associate
- Allegiance “Working with Non-Renewable Gifts” webinar. December 9, 2022. Katie Johnson, Membership Associate
- Greater Public “Sustainers for Life” webinar. January 18, 2023. Katie Johnson, Membership Associate
- Greater Public “Key Performance Metrics for Public Media FY22” webinar. January 25, 2023. Katie Johnson, Membership Associate
- WDET Pitcher/Producer Training in person with Jerome Vaughn, WDET, February 20, 2023. Katie Johnson, Membership Associate
- Greater Public PRPD “Audience Development Summit” webinar: February 22-23, 2023. Katie Johnson, Membership Associate
- Greater Public “How America's "Giving Economy" Is Changing and What It Means for Stations” webinar. April 19, 2023. Katie Johnson, Membership Associate
- Hootsuite “Social Trends 2023: Unboxing the Future of Social Media” seminar February 1, 2023. Susan Hanchett-Nowinski, Director of Marketing
- Edison Research “The Infinite Dial 2023” webinar. March 2, 2023. Susan Hanchett-Nowinski, Director of Marketing
- NPR Brand Marketing Conference and Expanding Audience Reach webinar. February 22-23, 2023, Susan Hanchett-Nowinski, Director of Marketing
- Greater Public PRPD “Audience Development Summit” webinar: February 22-23, 2023. Susan Hanchett-Nowinski, Director of Marketing
- Greater Public PMDMC conference July 19-21, 2022. Chicago, IL. Tiffany Treadwell, Membership Manager

- Allegiance “Matching Gifts Report Training” webinar. May 8, 2023. Tiffany Treadwell, Membership Manager
- Allegiance “Pulling Donor Comments” webinar. March 3, 2023. Tiffany Treadwell, Membership Manager
- Allegiance “Write-Off/Cancelled Accounts” webinar. September 9, 2022. Tiffany Treadwell, Membership Manager
- Allegiance “Building Analysis Reports” webinar. August 23, 2022. Tiffany Treadwell, Membership Manager
- Allegiance “Special Interest Fields” webinar. July 15, 2022. Tiffany Treadwell, Membership Manager
- Radio and Television Digital News Association conference. September 14-16, 2022. Indianapolis, IN. Russell McNamara, Senior News Editor
- Public Media for All “From Ally to All” webinar. January 27, 2023. Anne Masterson, Senior Major Gift Officer
- Council of Michigan Foundations “How Nonprofits Can Secure Congressional Earmarks” January 23, 2023. Anne Masterson, Senior Major Gift Officer
- Greater Public “Leveraging Surveys for Corporate Support” webinar. October 25, 2022. Anne Masterson, Senior Major Gift Officer
- Greater Public “New Platforms & New Audiences: Engaging Gen Z for Long-Term Sustainability” webinar. October 19, 2022. Anne Masterson, Senior Major Gift Officer
- Wayne State University “Zoom Basics” webinar. October 19, 2022. Ralph Valdez, Senior Sales Representative
- Wayne State University “ProCard Training” online course. March 28, 2023. Derek Donnellon, Associate Director – Revenue
- Wayne State University “Cornerstone Conversations for Staff: Annual Review” webinar. September 21, 2022. Derek Donnellon, Associate Director – Revenue
- Wayne State University “Cornerstone Conversations for Leaders: Annual Review” webinar. September 19, 2022. Derek Donnellon, Associate Director – Revenue

- Wayne State University Tuition Reimbursement – Diane Sanders, Internship Coordinator is enrolled in the Master of Studies in Law program in the Law School.
- Wayne State University Tuition Reimbursement – Chloe Lotoszinski, Office Services Clerk, was enrolled in classes in the Environmental Science program.
- Merit Member Conference 2023 – University Internet – May 16-17, 2023. Dearborn, Michigan. Ryan Carlson, Senior Systems Administrator
- Michigan Association of Broadcasters Annual Meeting & Training – August 8-10, 2022. Thompsonville, Michigan. Mary Zatina, General Manager
- Knight Foundation Media Forum, February 22-23, 2023, Miami, Florida. Mary Zatina, General Manager
- Education Writers Association National Seminar, July 23-26, 2022, Orlando, FL. Sascha Raiyn, Reporter/Producer
- Weekly participation in Education Writers Association Caucus on School Finance, online, June – December 2022. Sascha Raiyn, Reporter/Producer