

CDBS - Exhibit 3

Description: NARRATIVE STATEMENT ON OUTREACH & EQUAL OPPORTUNITY - WTJU 2018

WTJU HAS NOT UNDERTAKEN ANY HIRING PROCESS FOR A FULL-TIME (30+ HOURS/WEEK) POSITION SINCE THE LAST FILED EQUAL OPPORTUNITY REPORT.

WHEN WTJU DOES DO HIRING, WE FOLLOW THE UNIVERSITY OF VIRGINIA'S THOROUGH PROCESSES FOR RECRUITING A DIVERSE POOL OF APPLICANTS, AND HIRING IN COMPLIANCE WITH THE UNIVERSITY'S EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICIES. THE UNIVERSITY'S POLICIES ON EQUAL OPPORTUNITY AND NON-DISCRIMINATION ARE ONLINE AT [HTTP://WWW.VIRGINIA.EDU/EOP/EEOA/STATEMENT.HTML](http://www.virginia.edu/EOP/EEOA/STATEMENT.HTML).

WTJU UNDERTAKES THE FOLLOWING INITIATIVES ON AN ANNUAL BASIS:

- INCLUDE INDIVIDUALS REPRESENTING DIVERSE GROUPS IN INTERNSHIPS OR WORK-STUDY PROGRAMS DESIGNED TO PROVIDE MEANINGFUL PROFESSIONAL LEVEL EXPERIENCE IN ORDER TO REFLECT THE DIVERSITY OF THE COMMUNITIES WE SERVE AND FURTHER PUBLIC BROADCASTING'S COMMITMENT TO EDUCATION;
- PARTICIPATE IN DIVERSITY JOB LISTINGS AND/OR FAIRS AT THE UNIVERSITY; AND
- IMPLEMENT FORMAL DIVERSITY TRAINING PROGRAMS FOR MANAGEMENT AND APPROPRIATE STAFF.
- ORGANIZE AN ANNUAL BLACK BUSINESS EXPO FOR THE GENERAL PUBLIC AND PARTICIPATE IN OTHER BUSINESS DEVELOPMENT AND RECRUITMENT ACTIVITIES IN THE COMMUNITY.

IN FY2017 AND FY2018, WTJU'S SUMMER AND ACADEMIC YEAR INTERNS REPRESENTED DIVERSE BACKGROUNDS AND GENDERS. THESE INTERNS ENGAGED IN MEANINGFUL PROFESSIONAL EXPERIENCE, INCLUDING AUDIO PRODUCTION, COMMUNITY ENGAGEMENT, AND ADMINISTRATION WORK. ATTENDEES AT OUR SUMMER YOUTH RADIO CAMPS ALSO REPRESENTED DIVERSE BACKGROUNDS, GENDERS, AND ETHNICITIES.

IN COLLABORATION WITH UNIVERSITY OF VIRGINIA HUMAN RESOURCES, WTJU CARRIES OUT DIVERSITY TRAINING FOR STAFF AND VOLUNTEER MANAGEMENT SPECIFICALLY CENTERED ON DIVERSITY IN RECRUITMENT.

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