



**WTJU Radio**  
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## **Narrative Statement on Outreach & Equal Opportunity WTJU 2019-2020**

WTJU has not undertaken any hiring process for a full-time (30+ hours/week) position since prior to our last 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: <https://eocr.virginia.edu/>

WTJU undertakes the following initiatives on an annual basis:

**Include individuals representing diverse groups in internships and work-study programs designed to provide meaningful professional level experience.** WTJU provides 2-4 paid summer internships for high school and college students each year, in partnership with the Virginia Association of Broadcasters and the City of Charlottesville's Youth Internship Program. Interns perform a wide variety of professional tasks, including audio production and hosting, community engagement, and administrative work.

Furthermore, WTJU hosts a series of summer youth radio camps each July for area elementary and middle school students. Participants represent diverse backgrounds, genders, and ethnicities. We host these internships and camps 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.** We include our job listings in University of Virginia Career Services listings, and we actively participate in Career Services events. When we have full-time job openings, we pro-actively seek out diverse recruitment sources.

**Implement formal diversity training programs for management and staff.** WTJU staff participate in the University's established training programs, including: "Preventing Employment Discrimination," "Preventing Sexual Harrassment," and more.

**Organize the annual Charlottesville Black Business Expo.** We have hosted this event each September since 2017. We also participate in other diversity business development and cultural programming activities in the community, e.g. Festival of Cultures, Community Health Fair, etc.