

Illinois Public Media WILL-AM, WILL-FM, WILL-TV ANNUAL EEO PUBLIC FILE REPORT for August 1, 2022 – July 31, 2023

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Illinois Public Media Station Employment Unit that is comprised of the following stations: WILL-AM, WILL-FM and WILL-TV in Urbana, IL. This report is required to be placed in the public inspection files of this station and posted on our website. The information in this Report covers the time period beginning August 1, 2022 to and including July 31, 2023 (the “Applicable Period”). The FCC’s 2002 EEO Rule requires that this Report contain the following information: 1. A list of all full-time vacancies filled by the Station Employment Unit during the Applicable period. 2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number. 3. The recruitment source that referred the hiree 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. 5. A list and brief description of the supplemental (non-vacancy specific) recruitment initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules. Section 1.

Specialty Reporter – Politics

6 applicants.

2 interviewed.

1 offer – declined.

U of I Jobs: 1

Public Career sites (LinkedIn, Journalism Associations): 5

Search closed – no hire.

Producer / Host

3 qualified applicants.

3 interviews.

U of I Jobs: 3

1 hire.

Digital Fundraising Manager

11 applicants

5 interviews

3 Finalist

U of I Jobs: 3

Other public career sites (LinkedIn, Current, CPB, WILL Website): 8

1 hire, WILL webpage.

Digital Manager

22 applicants.

3 interviews.

U of I Jobs: 3

Other public career sites (LinkedIn, Current, CPB): 15

Social posts: 2

Personal reference: 2

1 offer declined – from Current.

Search closed, no hire.

Administrative Assistant

8 applicants.

3 interviews.

U of I Jobs: 4

Other public career sites (LinkedIn, CPB, Indeed): 4

1 hire – U of I jobs.

Specialty Report – Arts & Entertainment

25 applicants.

U of I Jobs: 6

Higher Ed: 2

LinkedIn: 2

Other Public Career Sites (Indeed, station website, NABJ, NAHJ): 8

No answer: 7

Search closed with no hire.

Membership Associate

14 applicants.

2 interviews.

U of I jobs: 3

LinkedIn: 2

Other public career sites (Indeed, Social): 6

Personal reference: 3

Search closed with no hire.

Morning Edition Host

20 applicants

3 interviews.

U of I jobs: 2

Higher Ed jobs: 1

Other Public Career Sites (NAHJ, CPB, Current): 8

No answer: 4

Social Media / WILL web: 5

1 hire – U of I jobs.

For full contact information for all recruitment sources, see alphabetical list following job listings. Section 2. Full contact information for all recruitment sources used for any vacancies follows in alphabetical order.

AbilityLinks

<https://abilitylinks.org>

535 Pennsylvania Ave. Suite 100 Glen Ellyn, IL 60137 (630) 733-8822

AAJA (Asian American Journalist Association)

www.aaja.org 575

Market Street San Francisco, CA 94105 (415)346-6343

ADWEEK

www.adweek.com

261 Madison Ave, 8th Floor New York, NY 10016 (212) 493-4262

Corporate Public Broadcasting (CPB Job line)

www.cpb.org/jobline

401 Ninth Street NW Washington, DC 20004-2129 (202)879-9600

Current Online

<https://jobs.current.org/>

Emily Lowrey, Advertising Director 6930 Carroll Ave., Suite 350 Takoma Park, MD, 20912 301-270-7240

HigherEdJobs.com online Internet Employment Linkage, Inc. 708-848-4351 Ext. 201

billing@higheredjobs.com

LinkedIn

www.linkedin.com

NABJ (National Association of Black Journalists)
1100 Knight Hall, Suite 3100 College Park, MD 20742 (301) 405-0248

NAHJ (National Association of Hispanic Journalists)
Kevin Olivas 1050 Connecticut Avenue NW, 10th Floor Washington, DC 20036 202-662-7145

News Gazette
John Grygiel III 15 E. Main St. Champaign, IL 61820 217-351-5329
jgrygiel@news-gazette.com

NAJA (Native American Journalist Association)
<https://najanewsroom.com/> University of Oklahoma Gaylord College of Journalism and Mass
Communication (405) 325-5199

NPPA (National Press Photographers Association) <https://nppa.org> 120 Hooper Street Athens,
GA 30602-3018 Akili Ramsess (706) 542- 506

NLGJA (Association of LGBTQ Journalist)
www.nlgja.org
2120 L. Street NW Suite 850 Washington, DC 20037 (202) 588-9888

National Society of Black Engineers
<https://careers.nsbe.org/jobs/>
Shawn Morello 860-532-1892

PMJA (Public Media Journalist Association)
www.pmja.org P.O. Box 838 Sturgis, SD 57785
Terry Gildea terry@pmja.org (605) 490-3033

Society of Environmental Journalists
www.sej.org 1629 K. Street NW Suite 300 Washington, DC 20006 (202) 558-2055

Society of Hispanic Professional Engineers
<https://shpe.org/career-services/>

TVNewsCheck

<https://tvnewscheck.com>

24 West Lancaster Ave. Suite 205 Adrmore, PA 19003 (484) 412-8287

University of Illinois Job Board

<http://jobs.illinois.edu>

University of Illinois Human Resources 807 S. Wright St. Champaign, IL 61820 217-244-7854

WILL/Illinois Public Media – website jobs page www.will.illinois.edu/jobs

Lillie Duncanson – Director of Broadcast Operations

300 N. Goodwin Avenue Urbana, IL 61801 217-333-7300

Section 3. No organizations asked to be notified of vacancies.

Section 4. Supplemental (Non-Vacancy Specific) Outreach/Recruitment Activities Undertaken by WILL/Illinois Public Media during reporting period 8/1/22 – 7/31/23

Participation in other activities designed by the station to develop employment opportunities in broadcasting. On an on-going basis, the WILL Stations work with teachers at University Laboratory High School in Urbana, Illinois to develop an oral history curriculum to train students in the basics of audio production and journalism. Each year, the students produce a documentary that is broadcasts on WILL Radio and WILL online. Reginald Hardwick, News and Public Affairs Director, attended many conferences, both in person and virtually, and connected with many journalist and kept them abreast of any job openings at IPM. Reginald also worked with members of student journalist associations and invited them into the station to learn career opportunities at IPM. He conducts these open houses annually with the help of other station personnel. Members of the leadership team at Illinois Public Media attend industry functions and use word of mouth and workshops to recruit diverse professionals to apply for positions.

The News and Public Affairs Department at WILL/IPM offers several experiential opportunities for University of Illinois Urbana-Champaign students. For the period, July 2022-July 2023, IPM News hired 8 students. The race/ethnic breakdown: (Asians 2, White 2, Latino: 2, African American: 2). The Donald P. Mullally and Robert Endres Internship winners were 2 African American undergraduate students. The internships funded the recipient's work on a daily morning news podcast and a weekday, live talk show airing in six markets across Illinois.

All search committee members and hiring managers must take Office of Access & Equity's Diversity.edu training within three years of serving on a search committee. Some information about the training/program, it gives an overview of the following:

- Unconscious Bias

- Myths regarding people of color, women, people with disabilities, minorities, sexual orientation, and gender identities
- Understanding the myth of meritocracy

IHR offers a training series for supervisors and managers:

<https://humanresources.illinois.edu/employee-development-and-learning/human-resources/hr-series.html>. One of the recommended courses is **Fostering a Culture of Respect III: The Power of Inclusivity and Cultural Competence**.

IHR also requires all employees to take annual diversity training and annual harassment training.

Each member of the leadership team attended RJAA Training - The Racial Justice Allies & Advocate Training is presented by Diversity & Social Justice Education in conjunction with partners from across Student and Academic Affairs. For more information, contact DiversityEd@illinois.edu.

Also – members of the leadership team and others around the station were part of the Digital Transformation Project hosted by Poynter institute. This training taught the team how to look at audience growth by using diverse thinking and by looking at the station through DEIB practices.