

EEO Public File Report Period Ending 9/30/2018

Recruitment Source List

ABILITIES OF FLORIDA
6602 SW 57 AVE
MIAMI, FL 33143
(305) 669-6981

MS. NANCY O'ROURKE
CAREER SERVICES ADVISOR
AI MIAMI INTERNATIONAL
UNIVERSITY OF ART & DESIGN
1501 BISCAYNE BLVD., SUITE 100
MIAMI, FL 33132-1418
(305) 428-5653
norourke@aii.edu

LUWIN SANCHEZ
ART INSTITUTE OF FT.
LAUDERDALE
1799 SE 17TH STREET
FT. LAUDERDALE, FL 33316
954-463-3000

MS. JODY BURKSHIRE
ART INSTITUTE OF FT.
LAUDERDALE
1799 SE 17 ST
FT. LAUDERDALE, FL 33316
(954) 308-2606
jburkshire@aii.edu

PAUL LUTTMAN
DIRECTOR OF CAREER PLANNING &
PLACEMENT SERVICES
BARRY UNIVERSITY
11300 NE 2 AVE
MIAMI SHORES, FL 33161
(305) 899-4010
careerservices@mail.barry.edu

MARY WORLEY
STUDIO MANAGER
BARRY UNIVERSITY
11300 NE 2 AVE
MIAMI SHORES, FL 33161
(305) 899-3462
careerservices@mail.barry.edu

BONNIE TRUNDY
OFFICE OF CAREER SERVICES
BATES COLLEGE
31 FRYE STREET
LEWISON, ME 04240
207-786-6399

CLAUDINE MCKEE
BETHUNE COOKMAN COLLEGE
640 DR. MARY MCLEOD BETHUNE
BLVD.
DAYTONA BEACH, FL 32114
904-255-1401

BROWARD COLLEGE
CAREER CENTER - BLDG. 46/RM 237
1000 COCONUT CREEK BLVD.
COCONUT CREEK, FL 33066
(954) 201-2272

BETTY GRADERA
CAMACOL LATIN
CHAMBER/COMMERCE
1417 W. FLAGLER ST
MIAMI, FL 33135
(305) 642-3870
bettyg@camacol.org

CAREERSOURCE SOUTH FLORIDA
NORTH MIAMI BEACH
CAREER CENTER
801 NE 167 STREET
NORTH MIAMI BEACH, FL 33162
305-654-7175

CAREERSOURCE SOUTH FLORIDA
HIALEAH
CAREER CENTER
240 EAST 1ST AVE, SUITE 222
HIALEAH, FL 33010
305-883-6925

CAREERSOURCE
NORTHSIDE
CAREER CENTER
DIV/WORKFORCE & EMP OPS (WEO)
7900 NW 27 AVE, SUITE 200
MIAMI, FL 33147
(305) 693-2060

CARLOS ALBIZU UNIVERISTY
DEPT. OF STUDENT SERVICES
2173 NORTHWEST 99th AVENUE
MIAMI, FLORIDA 33172
(305) 593-1223

HARLEY RHODES
CAMPUS COORDINATOR
CONNECTICUT SCHOOL OF
BROADCASTING
3450 NORTHLAKE BOULEVARD,
SUITE 110
PALM BEACH GARDENS, FL 33403
561-847-4126

RAY THOMAS
CAMPUS DIRECTOR
CONNECTICUT SCHOOL OF
BROADCASTING
7087 GRAND NATIONAL DRIVE,
SUITE 100
ORLANDO, FL 32819-8316
407-704-8910

MARGO BEAVER
DIRECTOR
CONNECTICUT SCHOOL OF
BROADCASTING
3901 COCONUT PALM DRIVE, SUITE
105
TAMPA, FL 33619

CAROL ROBINSON
CPB
401 NINTH STREET, NW
WASHINGTON, DC 20004-2006
(202) 879-9600
www.cpb.org

FLORIDA A&M UNIVERSITY
CAREER CENTER
100 STUDENT UNION PLZ
BLDG. 1676
TALLAHASSEE, FL 32307
(850) 599-3700

FLORIDA ASSOCIATION OF
BROADCASTERS
201 SOUTH MONROE STREET, #201
TALLAHASEE, FL 32301

FLORIDA ATLANTIC UNIVERSITY
CAREER PLANNING & PLACEMENT
777 GLADES ROAD, SSB 228
BOCA RATON, FL 33431
(561) 297-3533
career@fau.edu

MAGALI GUZMAN
STAND AMONG FRIENDS
FLORIDA ATLANTIC UNIVERSITY
777 GLADES ROAD, NU84-120
BOCA RATON, FL 33431
(561) 297-3533

MICHAEL CHAMBERS
DIRECTOR, MINORITY STUDENT
SERVICES
FLORIDA ATLANTIC UNIVERSITY
PO BOX 3091
BOCA RATON, FL 33431-0991
(561) 297-3533

FLORIDA GULF COAST UNIVERSITY
CAREER CENTER
10501 FGCU BLVD., SOUTH
FT. MYERS, FL 33965-6565
(239) 590-1000

MR. BERT DELGADO
FLORIDA INTERNATIONAL
UNIVERSITY
FIU/SJMC AC2 RM 313
3000 NE 151 ST
N MIAMI, FL 33181
(305) 919-5625
delgadob@fiu.edu

MS. BEVERLY BALRYMPLE
FLORIDA INTERNATIONAL
UNIVERSITY
CAREER RESOURCE CENTER
3000 NE 151 ST
N MIAMI, FL 33181
(305) 919-5770

MR. MICHAEL DOUGLAS
FLORIDA MEMORIAL UNIVERSITY
15800 N.W. 42ND AVENUE
MIAMI GARDENS, FL 33054
(305) 626-3128

FLORIDA STATE UNIVERSITY
CAREER CENTER
600 WEST COLLEGE AVE.
TALLAHASSEE, FL 32306
(850) 644-2525

FLORIDA TECHNICAL COLLEGE
CAREER SERVICES
12689 CHALLENGER PKWY, #130
ORLANDO, FL 32826-2750
888-574-2082

GOODWILL INDUSTRIES
2121 NW 21 ST
MIAMI, FL 33142
(305) 326-4166

LAILA SEAGLE
GOODWILL INDUSTRIES
3800 SOUTH CONGRESS AVE
BOYNTON BEACH, FL 33406
561-281-0811

JORGE AVELLANA
EXECUTIVE DIRECTOR
HISPANIC HUMAN RESOURCES
1427 SOUTH CONGRESS AVENUE
WEST PALM BEACH, FL 33406-5120

SAMUEL HALL
CAREER SERVICES OFFICE
HOWARD UNIVERSITY
525 BRYANT STREET, NW
WASHINGTON, DC 20059
202-8067513

CAROL Y. DUDLEY
SCHOOL OF COMMUNICATIONS
HOWARD UNIVERSITY
525 BRYANT STREET, NW C-107
WASHINGTON, DC 20059
202-8067513

JEFFREY JOHNSON
JEWISH VOCATIONAL SERVICE JVS
735 NE 125 ST
NORTH MIAMI, FL 33161-5645
(305) 899-1587

ELIZABETH HOULIHAN
DIRECTOR OF STUDENT SERVICES
KEISER COLLEGE
2085 VISTA PARKWAY
WEST PALM BEACH, FL 33411
561-471-6000

SHANTELL S. STUBBS
COLLEGE PLACEMENT ASSOCIATE
KEISER COLLEGE
1500 NW 49TH STREET
FT LAUDERDALE, FL 33309
954-776-4456

KATHY S. PICCINI
DIRECTOR OF CAREER SERVICES
LINCOLN COLLEGE OF
TECHNOLOGY
2410 METROCENTRE BLVD.
WEST PALM BEACH, FL 33407
561-712-5120

LYNN UNIVERSITY
HANNIFAN CENTER FOR CAREER
DEVELOPMENT & INTERNSHIP
3601 N. MILITARY TRAIL
BOCA RATON, FL 33431-5598
(305) 237-7288

MIAMI DADE COLLEGE
STUDENT EMPLOYMENT
& CAREER SVCS
11011 SW 104 ST, RM 3105
MIAMI, FL 33176
(305) 237-2356

NICOLE ARCHIE
MIAMI LAKES TECH. CENTER
JOB PLACEMENT OFFICE
5780 NW 158 ST
MIAMI LAKES, FL 33014
(305) 557-1100 X2257

MIAMI MEDIA SCHOOL
MARY BRICKELL VILLAGE
901 SOUTH MIAMI AVENUE
SUITE 303
MIAMI, FL 33130
dclark@beonair.com

NAACP
ETHEL DUNCAN
PO BOX 315
OPA-LOCKA, FL 33054
(305) 685-8694

NAACP
RONALD COLSON
1409 SISTRUNK BLVD
FT LAUDERDALE, FL 33311-7987
(954) 764-7604

KERNA ISLES
NAACP
321 30TH STREET WEST
RIVIERA BEACH, FL 33404
561-832-9042

NATIONAL HISPANIC MEDIA
COALITION
1201 WEST 5th STREET
SUITE T205
LOS ANGELES, CA 90017
(213) 534-3026

REBECCA FARMER
NATIONAL ORGANIZATION FOR
WOMEN
1100 H STREET N.W., 3RD FLOOR
WASHINGTON, DC 20005
(202) 331-0066
now@now.org

DIANE SOMERVILLE
NEW ENGLAND TECH
2410 METROCENTRE BLVD.
WEST PALM BEACH, FL 33407
561-842-8324

NOVA SOUTHEASTERN UNIVERSITY
CAREER SERVICES
3301 COLLEGE AVENUE
FORT LAUDERDALE, FL 33314-7796
954-262-7201

KATIE GITTLEMAN
OFFICE OF CAREER DEVELOPMENT
NOVA SOUTHEASTERN UNIVERSITY
3301 COLLEGE AVENUE
FORT LAUDERDALE, FL 33314-7796

DINA DORICH
OFFICE OF DISABILITY
EMPLOYMENT
200 CONSTITUTION AVE, NW
SUITE 1303, F1303
WASHINGTON, DC 20210
(202) 693-7880

BARBARA FARNAN
CAREER SERVICES – STUDENT
SUCCESS CENTER
PALM BEACH ATLANTIC COLLEGE
P.O. BOX 24708
WEST PALM BEACH, FL 33416-4708
561-803-2061

MICHELLE MARTON
PALM BEACH COUNTY FILM & TV
COMMISSION
1555 PALM BEACH LAKES BLVD.,
#900
WEST PALM BEACH, FL 33401
561-233-3111

AMY WINTERS
PALM BEACH HABILITATION
CENTER
4522 SOUTH CONGRESS AVENUE
LAKE WORTH, FL 33461
561-965-9500

PBC WORKFORCE ALLIANCE
CAREER CENTER
ADMINISTRATIVE OFFICE
315 SOUTH DIXIE HWY., #102
WEST PALM BEACH, FL 33401-5805
561-837-5500

VICKY JACKSON
MANAGER, EMPLOYER SVCS.
PBC WORKFORCE ALLIANCE
CAREER CENTER
3400 BELVEDERE ROAD
WEST PALM BEACH, FL 33406-1525
561-616-5200

PBC WORKFORCE ALLIANCE
WEST CAREER CENTER
1085 SOUTH MAIN STREET
BELLE GLADE, FL 33430
561-992-1310

PBC WORKFORCE ALLIANCE
SOUTH CAREER CENTER
951 YAMATO ROAD, SUITE 175
BOCA RATON, FL 33431
561-853-0181

RAMON A. RODRIGUEZ, CPA
509 ROYAL PLAZA DRIVE
FORT LAUDERDALE, FL

ANGELA HOHMAN
SHEFFIELD INSTITUTE FOR THE
RECORDING ARTS
13816 SUNNYBROOK ROAD
PHOENIX, MD 21131
410-628-7260

ST. THOMAS UNIVERSITY
JOB PLACEMENT OFFICE
16400 NW 32 AVE
MIAMI, FL 33054
(305) 628-6688

CRISTINA LOPEZ
CAREER SERVICES
ST. THOMAS UNIVERSITY
16401 NW 37TH AVE
MIAMI GARDENS, FL 33054
(305) 628-6577

THE LEADERSHIP INSTITUTE
STEVEN P.J. WOOD BUILDING
1101 NORTH HIGHLAND STREET
ARLINGTON, VA 22201
703-247-2000

UNIVERSITY OF CENTRAL FLORIDA
CAREER CENTER
4000 CENTRAL FLORIDA BLVD.
ORLANDO, FL 32816
(407) 823-2000

UNIVERSITY OF FLORIDA
CAREER RESOURCE CENTER
DIVISION OF STUDENT AFFAIRS
FIRST FLOOR J. WAYNE REITZ
UNION
P.O. BOX 118507
GAINESVILLE, FL 32611
352-392-1601

MR. DAN LYNCH
UNIVERSITY OF MIAMI
TOPPEL CAREER CENTER
P.O. BOX 249175
1306 STANFORD DRIVE
CORAL GABLES, FL 33124-6930
(305) 284-5451

UNIVERSITY OF TAMPA
CAREER SERVICES
401 W KENNEDY BLVD
TAMPA FL 33606-1490
(813) 253-3333

URBAN LEAGUE/BROWARD
COUNTY
JOB PLACEMENT
560 NW 27TH AVENUE
FORT LAUDERDALE, FL 33311
954-584-0777

URBAN LEAGUE/GREATER MIAMI
8500 N.W. 25 AVE
MIAMI, FL 33147
(305) 696-4450

GIGI MARSHALL, JOB POSTINGS
URBAN LEAGUE/PALM BEACH
COUNTY
1700 NORTH AUSTRALIAN AVE
WEST PALM BEACH, FL 33407
561-833-1461

DAN YEAKEL
VICKERS HOUSE
811 PALM BEACH LAKES BLVD.
WEST PALM BEACH, FL 33405
561-835-7030

LELA JORDAN
VICKERS HOUSE
3801 GEORGIA AVENUE
WEST PALM BEACH, FL 33405
561-804-4975

YOUTH CO-OP, INC.
780 FISHERMAN ST.
OPA-LOCKA, FL 33054
(305) 687-2886

SOUTH FLORIDA PBS, INC.

BOARD OF DIRECTORS

Total of 24

REQUESTS FROM MEMBERS OF THE
COMMUNITY:

ksoffia74@yahoo.com

rblattner@clwrg.com

maxine@martellinnovation.com

The above Recruitment Source List is continually modified/updated in order to ensure wide dissemination of information concerning our open positions, and includes all organizations who have requested inclusion on this list. On a regular basis, each Recruitment Source is contacted to verify contact name, address, phone, fax and e-mail address to determine the best method for notification of our open positions.

In addition, a notice appears on our website, under Employment Opportunities on WPBT and Job Opportunities on WXEL, publicizing notification requirements and providing contact information for organizations or individuals interested in receiving open position notifications. Additionally, a 45-second on-air announcement detailing this information airs three times per week on both WPBT and WXEL.

Full Time Job Vacancy Summaries
October 1, 2017 – September 30, 2018

Job Title: **Producer, On-Air**
Fundraising & Marketing

Date Opened: 5/23/17
Date Filled: 10/16/2017
Referral Source of Hire: Indeed.com

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Indeed.com
Indeed.com
Indeed.com
Indeed.com

Job Title: **Major Gifts Officer - North**

Date Opened: 8/28/2017
Date Filled: 11/13/2017
Referral Source of Hire: Indeed.com

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Indeed.com
Indeed.com
Job Fair
SFPBS Website

Job Title: **Multimedia Communications**
& Outreach Specialist

Date Opened: 10/23/2017
Date Filled: 2/12/2018
Referral Source of Hire: In-house

Total # of Interviewees: 3

Recruitment Sources of Interviewees

In-house Candidate
SFPBS Website
Indeed.com

Job Title: **Research Manager &
Campaign Strategist**

Date Opened: 10/30/2017
Date Filled: 12/18,2017
Referral Source of Hire: SFPBS Website

Total # of Interviewees: 4

Recruitment Sources of Interviewees

SFPBS Website
Indeed.com
Indeed.com
SFPBS Website

Job Title: **Staff Accountant**

Date Opened: 11/20/2017
Date Filled: 04/16/2018
Referral Source of Hire: In-house

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Indeed.com
FAU Job Fair
FAU Job Fair
In-house Candidate

Job Title: **Major Gifts Officer - South**

Date Opened: 2/20/2018
Date Filled: 9/4/2018
Referral Source of Hire: Employee Referral

Total # of Interviewees: 8

Recruitment Sources of Interviewees

SFPBS Website
Indeed.com
SFPBS Website
Industry Referral
Indeed.com
Career Xchange Recruiter
Career Xchange Recruiter
Employee Referral

Job Title: **Accounting Systems Manager** Date Opened: 3/26/2018
Date Filled: 5/28/2018
Referral Source of Hire: In-house

Total # of Interviewees: 5

Recruitment Sources of Interviewees

Handshake FIU
Handshake Nova
Handshake UM
Handshake FIU
In-house Candidate

Job Title: **Director, Data Management Research** Date Opened: 4/4/2018
Date Filled: 5/21/2018
Referral Source of Hire: Employee Referral

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Employee Referral
Handshake FIU
Handshake UM
Handshake Nova

Job Title: **Director, Donor Relations** Date Opened: 5/17/2018
Date Filled: 7/23/2018
Referral Source of Hire: SFPBS Website

Total # of Interviewees: 4

Recruitment Sources of Interviewees

SFPBS Website
SFPBS Website
Indeed.com
Board Referral

Total number of interviewees for all positions: 40

Total number of interviewees referred from each recruitment source:

Industry Referral **1**
SFPBS Website **8**
Employee Referral **2**
Board Referral **1**
Agency Referral/CareerXchange **2**
Indeed.com **13**
Job Fair **3**
In-house Candidate **3**
Handshake Website **7**

A copy of each of the foregoing vacancies was provided to each source on the Recruitment Source List.

Additional recruitment sources used for interviews not listed in the Recruitment Source List are as follows:

Agency Referral (CareerXchange)
Indeed.com
Twitter
LinkedIn
Facebook
Handshake Website

Supplemental Initiative Descriptions

Initiative Title: Internship Program

Description of Initiative: The station has had a program of developing relationships with colleges/universities that provide intern candidates for many years. In lieu of compensation, these candidates receive college course credit for their semester program participation in the internship program. Our program provides the opportunity for comprehensive hands-on experience in all facets of broadcasting including broadcasting/journalism, production/programming, advertising/promotion and graphic design. Following is a list of those educational institutions from which interns have been recruited:

Ai Miami International University of Art & Design, Miami, FL
Barry University, Miami, FL
Brandeis University, Waltham, MA
Broward College, Coconut Creek, FL
Carlos Albizu University, Miami, FL
Center of Cinematography Arts & Television, North Miami, FL
City College, Ft. Lauderdale, FL
Connecticut School of Broadcasting, Davie, FL
Dillard Center for the Arts, Fort Lauderdale, FL
Eastern Illinois, Charleston, IL
Florida A&M University, Tallahassee, FL
Florida Atlantic University, Boca Raton, FL
Florida Gulf Coast University, Ft. Myers, FL
Florida International University, North Miami, FL
Florida Memorial University, Miami, FL
Florida State University, Tallahassee, FL
Full Sail Real World, Orlando, FL
Ft. Lauderdale Art Institute, Ft. Lauderdale, FL
Johnson & Wales University, North Miami, FL
Jones College, Miami, FL
Loyola Marymount University, Los Angeles, CA
Lynn University, Boca Raton, FL
Miami Country Day, Miami Shores, FL
Miami Dade College, Miami, FL
Miami Lakes Technical Center, Miami Lakes, FL
Northwestern University, Evanston, IL
Nova Southeastern University, Ft. Lauderdale, FL
Palm Beach State College, Palm Beach, FL
Southern Illinois University, Carbondale, IL
St. Thomas University, Miami, FL
University of Alabama, Tuscaloosa, AL
University of Central Florida, Orlando FL
University of Illinois, Chicago, IL
University of Florida, Gainesville, FL
University of Miami, Coral Gables, FL

University of Tampa, Tampa, FL
University of North Florida, Jacksonville, FL

The following is a list of the departments/divisions in which interns were used for fall semester 2017 and spring, summer and fall semesters of 2018:

Fall 2017

| | | |
|----------------|----------------------------------|------------------------|
| Keiana Brooks | Florida International University | Communications |
| Amanda Mallo | Florida International University | Content/Check, Please! |
| Neha Sharma | University of Illinois – Chicago | IT |
| Niva Thekdi | University of Illinois – Chicago | IT |
| Mohak Behal | University of Illinois – Chicago | IT |
| Pavan Palve | University of Illinois – Chicago | IT |
| Shashank Saboo | University of Illinois – Chicago | IT |

Spring 2018

| | | |
|-----------|-----------------------------|----------------------------|
| Sean Fann | Florida Atlantic University | Content/Your South Florida |
|-----------|-----------------------------|----------------------------|

Summer 2018

| | | |
|-------------------|----------------------------------|----------------------------|
| Madeline Sukhdeo | Miami Country Day School | Content & Communications |
| Seth Tanenhaus | Florida Gulf Coast University | Content/Your South Florida |
| Tessa Bentulan | University of Florida | Content/Your South Florida |
| Jackeline Hurtado | Florida International University | Content/Your South Florida |
| Cierra Campbell | Florida State University | Content/Kidvision |
| Marquiec Butler | Dillard Center for the Arts | Comtel |

Autism Internship Program

Working with the UM-NSU Center for Autism and Related Disabilities (CARD) we identified and placed two (2) interns in this program, as follows:

| | | |
|---------------|---------------------|----------------------------|
| Michelle Suau | Autism Project/CARD | Content/Your South Florida |
| Alex Proctor | Autism Project/CARD | Content/Your South Florida |

University of Miami's UShadow Program

In addition, we participated in the University of Miami's UShadow program. This program gives participants the unique opportunity to investigate a potential career field while connecting with employer hosts. Students are able to explore an industry of interest and gain a realistic expectation of specific professions; giving them a better understanding of what is involved in a particular career choice or workplace. This UShadow experience of shadowing of the course of two days with a detailed tour of the facility.

UShadow Experience – April 25 & 26, 2017

Lillian Valdivia

University of Miami

Content/Fishing Show
Your South Florida

Initiative Title: Job/Career Fairs

Description of Initiative: Human Resources representatives, who are responsible for the recruitment efforts for open positions at either facility (WPBT or WXEL) and makes hiring recommendations, attended the following job/career fairs during the past reporting period:

- Current Virtual Career Fair, March 15, 2018
- FAU Job Fair, Davie, Florida, March 22, 2018

At these job fairs information was provided on available positions in addition to information relative to future opportunities to students. In addition, general station and broadcasting career information as well as information on internship opportunities are provided.

Initiative Title: PBS Newshour Student Reporting Labs

South Florida PBS, Inc. now serves as a mentor to local high schools involved in the PBS Newshour Student Reporting Labs initiative. This initiative hopes to build the next generation of public media journalists by connecting “students with a network of public broadcasting mentors, an innovative journalism curriculum and an online collaborative space to develop digital media, critical thinking and communications skills while producing original news reports.”

“The SRL Program creates educational experiences for middle and high school students in classrooms and after-school environments. Students engage in a powerful form of journalistic inquiry, media production and student-centered learning that build news literacy and communication skills.” The schools are chosen to participate and vetted by the Newshour.

Our SRL partner schools in South Florida include:

- Christopher Columbus High School (12 students)
- Alonzo and Tracy Mourning High School (8 students)
- Miami Country Day School (7 students)
- Ronald Reagan Doral Senior High School (6 students)

Some of these schools have robust journalism programs like Christopher Columbus and ATM and have been actively producing content for us, while others are just getting into the swing of things with visits to the South Florida PBS Studios to watch the filming of studio productions and talk story development. ATM and Doral participated in our March 2018 community town hall called “Parkland: the Way Forward” where we looked at the Parkland shooting and how to pick up the pieces from three standpoints – gun violence, mental health and hardening our schools.

<http://www.southfloridapbs.org/parkland-forward/>

Student packages and reporting included Christopher Columbus reporting on Miami Beach fitness icon Robert “Raven” Kraft with their story, “Running with Robin” and its look at the Coral Gables Umbrella Sky art installation, and a segment called “Victory for Kids” looking at a student founded non-profit helping kids with cancer:

<https://video.wpbt2.org/video/raven-run-srl-mqmves/>
<https://video.wpbt2.org/video/umbrella-sky-qo3iqo/>
<https://video.wpbt2.org/video/victory-kids-t2bmnt/>

Local SRL Students were also interviewed on our public affairs program Your South Florida about their experience working with South Florida PBS and the SRL:

<https://www.pbs.org/video/pbs-newshours-student-reporting-labs-srl-bffbex/>

By participating in this initiative we hope to support the effort to create the next generation of journalists; providing the students with a launching pad in order to share their reporting with the community. The mentoring model matches youth with media professionals and provides them with job-ready digital credentials for college applications, resumes and social media.

Initiative Title: Sexual Harassment/Discrimination Training

Due to recent events, including the #MeToo movement and intense media attention on this sensitive subject matter, in addition to CPB now requiring this type of training annually for Community Service Grant (CSG) recipients, we conducted mandatory sexual harassment training for all staff on Friday, March 16, 2018.

The training sessions were led by Antoinette Theodossakos of Haile, Shaw & Pfaffenberger, P.A. Employees were divided into two groups, supervisory and non supervisory. The supervisory group was held in the morning, followed by an All Staff Lunch meeting and then the non supervisory group training session was held in the afternoon.

The training was specific for each group and consisted of a pre-training test, a power point presentation, including videos, an overview of various laws that could be violated by sexual harassment (Title VII, EEO Act, FCRA, ADA and ADEA), descriptions of various forms of sexual harassment, an outline of what is and is not appropriate behavior in the workplace under the current standard, retaliation, and protected characteristics (race, color, religion, national origin, age, disabilities) and harassment. The training also provided detailed information on the corporation’s Workplace Respect and Complaint Procedure policies, and concluded with a question/answer session and a post training quiz.

Each training session was videotaped to accommodate later us.

