Nashville Public Television

EEO Public File Report

Period Covered
(April 1, 2022 – March 31, 2023)
EEO Public File Report
April 1, 2022 – March 31, 2023

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## Nashville Public Television

**Vacancies Filled**

**April 1, 2022 to March 31, 2023**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Date Posted/ Date Filled</th>
<th>No. of Applicants</th>
<th>No. of Interviews</th>
<th>Recruitment Sources for Interviewees</th>
<th>Recruitment Source for Hired Applicant</th>
<th>Recruitment Sources (See enclosed list for corresponding sources/numbers)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior HR Director</td>
<td>1/24/2022, 10/10/2022</td>
<td>16</td>
<td>5</td>
<td>1*, 2, 27, 56</td>
<td>2</td>
<td>1-34, 36, 38-40, 47-48, 50, 56-57, 59</td>
</tr>
<tr>
<td>Video Editor</td>
<td>4/28/2022, 10/1/2022</td>
<td>32</td>
<td>3</td>
<td>1, 2</td>
<td>2</td>
<td>1-34, 36, 38-40, 48, 50, 57, 59</td>
</tr>
<tr>
<td>Engineering &amp; IT Associate</td>
<td>5/20/2022, unfilled **</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>N/A</td>
<td>1-36, 38-40, 50, 59</td>
</tr>
<tr>
<td>MCR Operations Technician</td>
<td>10/14/22, 1/1/2023</td>
<td>2</td>
<td>1</td>
<td>1, 2</td>
<td>2</td>
<td>1-34, 36, 38-40, 47-48, 50, 59</td>
</tr>
<tr>
<td>Executive Assistant</td>
<td>11/10/2022, 1/1/2023</td>
<td>13</td>
<td>2</td>
<td>1, 57</td>
<td>1</td>
<td>1-34, 26, 38-40, 50, 57, 59</td>
</tr>
<tr>
<td>Engineering Associate</td>
<td>10/14/2022, 03/01/2023</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>N/A</td>
<td>1-36, 38-40, 50, 59 - 61</td>
</tr>
<tr>
<td>IT Associate</td>
<td>10/14/2022, unfilled ****</td>
<td>2</td>
<td>2</td>
<td>1, 2</td>
<td>N/A</td>
<td>1-36, 38-40, 50, 59, 61</td>
</tr>
</tbody>
</table>

**Note:**

*One applicant for the Senior HR Director position cited LinkedIn and Indeed as the notification sources. NPT did not post this opening on either of these sites. For the purposes of this report, the NPT website is being assigned as the source for that applicant.

**Engineering & IT Associate posting was closed on 10/14/2022. Re-posted as IT Associate and Engineering Associate on 10/14/22 per request of hiring manager.**

***MCR Operations Technician posted as full-time, position filled as part-time at 32 hours with benefits.***
*** IT Associate posting was closed on 2/13/2023. Due to operational needs and restructuring of department, removed the IT Associate and added a Network Technician and Technology Manager on 3/1/2023 per request of management.
Nashville Public Television
Outreach Activities

The FCC’s EEO Program requires that broadcast stations engage in at least four requisite outreach initiatives in a two-year period coinciding with the license renewal filing date. NPT has participated in the following initiatives from April 2022 – March 2023.

1. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination:**

   **PTV Major Market Group - DEI Focused HR**
   April 7, 2022

   Becky Magura, President & CEO, attended this presentation to learn the Major Market HR Peer Groups diversity, equity, and inclusion initiatives.

   **Furman University/The Riley Institute – Public Media Diversity Leaders Initiative (PMDLI)**
   May 5, 2022

   Becky Magura, President & CEO, attended this introductory session to learn more about the upcoming cohort of public media diversity leaders.

   **DEI Webinar – How Does Emotional Intelligence Influence DE & I**
   August 22, 2022

   Becky Magura, President & CEO, attended this webinar to learn how emotional intelligence influence diversity, equity, and inclusion.

   **Furman University/The Riley Institute – Public Media Diversity Leaders Initiative (PMDLI)**
   September 1, 2022

   Daniel Tidwell, Station Manager and VP of Development & Marketing, attended this class provided for leaders in diverse public media markets to explore diversity, equity, and inclusion frameworks to guide the development of actionable plans.

   **Paycor Webinar – Look Forward: Understanding the Future of Workplace Culture**
   December 6, 2022
Tomicka Delgado, Senior Director of Human Resources, attended this webinar that covered how to build a positive respectful work environment. How to understand your current organizational culture to be very strategic in 2023. Using culture as a strategic plan to attract and retain talent.

Furman University/The Riley Institute – Public Media Diversity Leaders Initiative (PMDLI)
February 1, 2023

Tomicka Delgado, Senior Director of Human Resources, attended this class provided for leaders in diverse public media markets to explore diversity, equity, and inclusion frameworks to guide the development of actionable plans.

TAB/The Media Staffing Network and the Arkansas Broadcasters Association - The Great Reimagination – Compliance & Recruiting
November 9, 2022

Tomicka Delgado, Senior Director of Human Resources, attended this webinar series to hear about reimagining hiring practices with new strategies to be used to recruit, hire and retain a diverse staff.

MTSHRM – Run the World: Women ARE the Future of Work
March 21, 2022

Tomicka Delgado, Senior Director of Human Resources, attended this webinar series to learn about the current state of U.S. women in the workplace, understand how intersectionality impacts women’s workplace advancement, identify three myths about women and work, and the truth in the data, unlock WIIFM (What’s it for men)? why and how men should show up (and show out) for women at work and learn how we can make W.O.R.K. for women.

Paycor Webinar – How Inclusion and Belonging Add Value to Your Portfolio
March 23, 2023

Tomicka Delgado, Senior Director of Human Resources, attended this webinar that covered how diversity, equity, and inclusion (DE&I) positively impacts engagement, retention, and overall success of businesses across the world.

2. Participation in job banks, internet recruitment programs or other programs designed to promote outreach generally.

The Table
June 23, 2022, August 10, 2022, September 14, 2022, October 12, 2022

Becky Magura, President & CEO, attended meetings to discuss how NPT can be more community focused with communities of color and met with community leadership initiative with diverse professionals from across the city of Nashville.

MTSHRM – Talent Management Conference
March 23, 2022
Tomicka Delgado, Senior Director of Human Resources, attended this conference to discuss, learn, and network with peers regarding culture, engagement & retention, Diversity, Equity, Inclusion & Belonging, HR Strategic Planning, Talent Acquisition, Technology & Data Analytics and Training and Development.

Current – Public Media Jobs.org – Public Media Virtual Career Fair.
March 29, 2023

Tomicka Delgado, Senior Director of Human Resources, attended the virtual career fair as an effective way to recruit diverse candidates.

3. **Listing upper-level category openings in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.**

   Job Posting for NPT IT Associate and Engineering Associate Openings
   December 21, 2022

   Tomicka Delgado, Senior Director of Human Resources posted openings for the positions of IT Associate and Engineering Associate on The Table.

4. **Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.**

   Public Broadcasting Station – General Manager Meeting
   May 17, 2022

   Becky Magura, President & CEO, attended an industry meeting involving public media strategy and service. DEI was part of the conversation and staffing for the future.

   The WICT Network: 2022-2023 Student Mentoring Career Deep Dive
   January 25, 2023

   Megan Grisolano, Executive Producer, spoke at this virtual event for students to share inside track and how to get inspired to find the role right for them.

****In addition to all job openings being sent to various community organizations, they are also posted on the NPT website, internal bulletin board, at on-line recruitment sources and online trade sites related to the job posting.****