

EEO Public File Report

Period Ending 9/30/2020

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

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
TALLAHASSEE, 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 UNIVERSITY
2085 VISTA PARKWAY
WEST PALM BEACH, FL 33411
561-471-6000

SHANTELL S. STUBBS
COLLEGE PLACEMENT ASSOCIATE
KEISER UNIVERSITY
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 23

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.

WUHR is included in the employment group and the same recruitment methods are used for any job openings related to WUHR.

Full Time Job Vacancy Summaries
October 1, 2019 – September 30, 2020

Job Title: **Data & Development
Support Manager** Date Opened: 8/28/2019
Date Filled: 12/23/2019
Referral Source of Hire: Agency Referral/
Office Team

Total # of Interviewees: 4

Recruitment Sources of Interviewees

SFPBS Website
Indeed.com
Indeed.com
Agency Referral/Office Team

Job Title: **Foundation Relations &
Grants Manager** Date Opened: 11/5/2019
Date Filled: 1/13/2020
Referral Source of Hire: Indeed.com

Total # of Interviewees: 4

Recruitment Sources of Interviewees

SFPBS Website
Indeed.com
SFPBS Website
Indeed.com

Job Title: **Sponsorship/Sales
Coordinator South** Date Opened: 4/29/2019
Date Filled: 1/27/20
Referral Source of Hire: Indeed

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Indeed.com
Indeed.com
Indeed.com
SFPBS Website

Job Title: **Senior Staff Accountant**

Date Opened: 6/25/2019

Date Filled: 5/4/2020

Referral Source of Hire: Indeed.com

Total # of Interviewees: 6

Recruitment Sources of Interviewees

Indeed.com

Indeed.com

Indeed.com

SFPBS Website

Indeed.com

Indeed.com

Job Title: **Emerging Media Specialist**

Date Opened: 6/25/2020

Date Filled: 9/28/2020

Referral Source of Hire: In-house Candidate

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Indeed.com

Industry Referral

SFPBS Website

In-house Candidate

Total number of interviewees for all positions: 22

Total number of interviewees referred from each recruitment source:

Agency Referral/Office Team **1**

Industry Referral **1**

SFPBS Website **6**

Indeed.com **13**

In-house Candidate **1**

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:

Indeed.com

LinkedIn

Twitter

Facebook

Handshake Website

CPB Jobline

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
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 Maryland, College Park, MD
University of North Florida, Jacksonville, FL
University of Tampa, Tampa, FL
University of Virginia, Charlottesville, VA

The following is a list of the departments/divisions in which interns were used for fall semester 2019 and spring, summer and fall semesters of 2020:

Fall 2019

| | | |
|------------------|--------------------------|---------------------------|
| Charles Lawrence | UCF | Communications |
| Star Silva | Miami Dade College | Check, Please! Production |
| John Richardson | Palm Beach State College | Production |

Spring 2020

| | | |
|-----------------------|--------------------|---------------------------|
| Tamica Jean-Charles | FIU | Check, Please! Production |
| Shadia Karina Charouf | Miami Dade College | Communications |
| Quincy Hicks | FIU | Communications |
| Gabriella Pinos | FIU | Production |

Summer 2020

| | | |
|-------------------|------------------------|-----------------------|
| Jessica Ramirez | FIU | Health Channel |
| Sarah Topf | UM | KidVision |
| Monica Lebro | FIU – Scripps | Communications |
| Madison Herron | University of Maryland | Art Loft - Production |
| Stamatina Copulos | UF | Health Channel |
| Grace Hines | FAU | Health Channel |

Fall 2020

| | | |
|--------------------|------------------------|---------------------------|
| Jeffrey Nealy | FAU | Communications |
| Erin Cary | University of Virginia | KidVision |
| Alexandra Bellusci | UM | Check, Please! Production |
| Isabella Simon | FIU | Communications |

School Engagement

Broward County Journalism Class Visits the South Florida PBS Studios – February 24, 2020

Twenty-two students from Broward County’s Seagull School came to watch a taping of Your South Florida and talk with host Pam Giganti. Journalism Teacher and Debate Coach Barbara Lang requested the visit and attended with her students.

Initiative Title: Job/Career Fairs

Description of Initiative: Human Resources representatives, who are responsible for the recruitment efforts for open positions at WPBT, WXEL and WURH, and make hiring recommendations, attended the following job/career fairs during this reporting period:

- Diversity & Inclusion Virtual Career Fair March 18, 2020
- Barry University Virtual Career Fair, September 17, 2020

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.

In addition, we attended the FIU Career and Development Virtual Open House on September 9, 2020. During this Virtual Open House, FIU's Career and Talent Development Department showed employers new way to brand their organization and recruit FIU students and alumni. They shared an overview of their Fall 2020 Virtual Programming and answered questions. Topics included:

- Status of FIU's fall semester
- Handshake updates
- Remote internship policies
- Parker Dewey
- Fall programming
- Career Fairs
- Q&A

Initiative Title: PBS Newshour Student Reporting Labs

South Florida PBS, Inc. serves as a mentor to local high schools involved in the PBS Newshour Student Reporting Labs (SLR) 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 2019/2020 SRL partner schools in South Florida included:

Christopher Columbus High School (10 students)
Alonzo and Tracy Mourning High School (8 students)
Pinecrest Senior High School (12 students)
AP Mays Conservatory of the Arts (10 students)
Ferguson High School (Joined Spring of 2020)

By participating in this initiative, we hope to support the effort to create the next generation of journalists and public media producers. The mentoring model matches youth with media professionals and provides them with job-ready digital credentials for college applications, resumes and social media.

Fall 2019

360 Workshop: In November of 2019, South Florida PBS welcomed our local SRL students to a workshop on 360 filming. The event was hosted by Director of Production Melissa Harmon and Manager of Emerging Media Charlotte Cushing. Charlotte walked the students through the filming process when using 360 cameras and explained the essence of capturing a scene to be

explored by a viewer versus more traditional filming like a one-on-one interview. The workshop wrapped with the students participating in a hands-on 360 recording session. Three schools participated. AP Mays, Christopher Columbus, and Alonzo & Tracy Mournig High School. SRL Youth Media Producer Victor Fernandez joined us for the workshop.

SRL Content on Your South Florida (YSF):

Fall 2019

The local SRLs were busy during the Fall of 2019, submitting several stories for our air and for our social media.

They include the following:

- Packages
- Soundbites/Student Questions & Answers

SRL Pinecrest students accompanied YSF crew on a shoot at Dania Beach Patch - (Nov. 2019) <https://youtu.be/WHma0DeZzb0> . In addition, behind the scenes footage from this shoot was included in a package for national PBS regarding how local PBS stations are engaging student journalists across the country.

<https://www.facebook.com/YourSouthFL/videos/171707030806140/>

After a life-altering tragedy, one grieving mother created Tomorrow's Rainbow to help children, like her son, cope with the loss of a loved one. Our Student Reporting Labs from PCTV show us firsthand how this organization is helping families heal. Package (social media only) Pine Crest School - <https://youtu.be/QcmKN9IWucl> (Dec. 2019)

Spring 2020

Pandemic Response: The SRLs were just hitting their stride with their spring semesters when COVID-19 shut down all field production at the schools. The PBS Newshour turned to SRL students in lockdown across the country for soundbites on what they were experiencing. And so did South Florida PBS. Our local SRL students did Zoom interviews and virtually gathered soundbites for Your South Florida (YSF). Those responses were included as part of our episode looking at the mental health impacts of the COVID-19 lockdowns, as follows:

Your South Florida (YSF) - Managing Mental Health Amid COVID (May 2020)

https://youtu.be/b1_rtm3fgfA

COVID Soundbites – Soundbites for Package - How students are managing mental health during COVID: John A. Ferguson Senior High School, Christopher Columbus High School, AP Mays

<https://youtu.be/fJleBPsOsqa>

COVID/Firefighter Dad package – Christopher Columbus High School – Student: Marcus Callegari; Father: Alex Callegari (Boca Raton firefighter-paramedic)

<https://youtu.be/4iUUWUn7QeY>

Summer 2020 - The local SRL Schools were closed for the summer.

Fall 2020

“WellBeings” Virtual Miami Town Hall - September 9, 2020 – This Town Hall event aired across all South Florida PBS social media platforms including Facebook, Youtube and allhealthtv.com.

Watch the broadcast: <https://wellbeings.org/southfloridapbs/>

SRL Student Reporters from Pine Crest, ATM Senior High and Christopher Columbus High School participated in this event focused on teen mental health and suicide prevention.

<https://twitter.com/vicferntv/status/1303846554537730048>

Initiative Title: Sexual Harassment/Discrimination Training

We continue our commitment to a workplace free from any form of discrimination and/or harassment. We conduct mandatory sexual harassment and discrimination training sessions for all staff and interns annually.

On April 20, 2020 we rolled out the most recent training, again contracting with the same online compliance training company, Triliant, we used last year for this purpose. Triliant provides two specific online Anti-Harassment and Anti-Discrimination training courses; one designed for staff who supervise other employees (which is approximately 60 minutes in length) and one designed for staff who do not supervise others (which is approximately 30 minutes in length).

Each online course consists of bite size episodes that feature interactive videos that challenge the employee to decide on the best approach to difficult, realistic work situations illustrating the different types of behavior that constitute sexual harassment such as unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature. Employees also learn about sexual harassment outside the workplace, consensual relationships and how to identify a “hostile work environment” and “quid pro quo,” as defined by the Equal Employment Opportunity Commission (EEOC) Corporation’s Workplace Respect and Complaint Procedure policies. The course also provided information on the corporation’s Workplace Respect and Complaint Procedures policies. The courses conclude with a question/answer session and a post training quiz.

Staff were given close to 30 days to comply and complete the online course. We were able to track and follow up with staff in order to ensure 100% participation.

As new staff are hired, they are required to complete this online training as part of their new hire orientation program.