

South Florida PBS, Inc.

Annual EEO Public File Report for 10/1/2022 to 9/30/2023

Stations WPBT, Miami, FL; WXEL-TV, Boynton Beach, FL; WURH-CD, Miami FL

Recruitment Source List

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

BARRY UNIVERSITY
11300 NE 2 AVE
MIAMI SHORES, FL 33161
(305) 899-4010
careerservices@mail.barry.edu

BONNIE TRUNDY
OFFICE OF CAREER SERVICES
BATES COLLEGE
31 FRYE STREET
LEWISON, ME 04240
207-786-6399
purposefulwork@bates.edu

DR. NINA L. TALLEY
BETHUNE COOKMAN COLLEGE
640 DR. MARY MCLEOD BETHUNE
BLVD.
DAYTONA BEACH, FL 32114
904-255-1401
Talleyn@cookman.edu

BROWARD COLLEGE
SOUTH CAMPUS –
amolinal@broward.edu
NORTH CAMPUS –
bvalera@broward.edu
CENTRAL CAMPUS –
sfranck@broward.edu
(954) 201-4919

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
patricia.wooden@careersourcesfl.com

CAREERSOURCE SOUTH FLORIDA
HIALEAH
CAREER CENTER
240 EAST 1ST AVE, SUITE 222
HIALEAH, FL 33010
305-883-6925
kenya.cruz@careersourcesfl.com

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

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

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

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
cpdcenter@famu.edu

FLORIDA ASSOCIATION OF
BROADCASTERS
201 SOUTH MONROE STREET, #201
TALLAHASSEE, FL 32301
info@fab.org

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

FLORIDA GULF COAST UNIVERSITY
CAREER CENTER
10501 FGCU BLVD., SOUTH
FT. MYERS, FL 33965-6565
(239) 590-7946
careercenter@fgcu.edu

FLORIDA INTERNATIONAL
UNIVERSITY
FIU/SJMC AC2 RM 313
3000 NE 151 ST
N MIAMI, FL 33181
(305) 919-5770
dcurtis@fiu.edu

MR. MICHAEL DOUGLAS
FLORIDA MEMORIAL UNIVERSITY
15800 N.W. 42ND AVENUE
MIAMI GARDENS, FL 33054
(305) 626-3734

FLORIDA STATE UNIVERSITY
CAREER CENTER
100 SOUTH WOODWARD AVE
TALLAHASSEE, FL 32306
(850) 644-6431
lmille@fsu.edu
thudgens@fsu.edu

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
www.goodwillsouthflorida.org

CAREER SERVICES OFFICE
HOWARD UNIVERSITY
525 BRYANT STREET, NW
WASHINGTON, DC 20059
202-806-7513
careerservices@howard.edu

DIRECTOR OF STUDENT SERVICES
KEISER UNIVERSITY
2085 VISTA PARKWAY
WEST PALM BEACH, FL 33411
561-471-6000
<https://www.collegecentral.com/keiser/>

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
jwaites@lynn.edu

MIAMI DADE COLLEGE
STUDENT EMPLOYMENT
& CAREER SVCS
11011 SW 104 ST, RM 3105
MIAMI, FL 33176
(305) 237-2356
anorth@mdc.edu
wadvisement@mdc.edu

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
<https://beonair.com/employer-connect>

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
caps@nova.edu

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

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

PALM BEACH COUNTY FILM & TV
COMMISSION
1555 PALM BEACH LAKES BLVD.,
#900
WEST PALM BEACH, FL 33401
561-233-3111
info@pbfilm.com

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
postmyjobs@careersourcepbc.com

ANGELA HOHMAN
SHEFFIELD INSTITUTE FOR THE
RECORDING ARTS
13816 SUNNYBROOK ROAD
PHOENIX, MD 21131
410-628-7260
info@sheffieldav.com

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

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
career@ucf.edu

UNIVERSITY OF FLORIDA
CAREER RESOURCE CENTER
FIRST FLOOR J. WAYNE REITZ UNION
P.O. BOX 118507
GAINESVILLE, FL 32611
352-392-1601
Hire-UFGators@ufl.edu

UNIVERSITY OF MIAMI
TOPPEL CAREER CENTER
P.O. BOX 249175
1306 STANFORD DRIVE
CORAL GABLES, FL 33124-6930
(305) 284-5451
<https://Hireacane.miami.edu>

UNIVERSITY OF TAMPA
CAREER SERVICES
401 W KENNEDY BLVD
TAMPA FL 33606-1490
(813) 253-3333
<https://www.ut.edu/campus-life/career-services/employer-services/hire-a-spartan>

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 25

REQUESTS FROM MEMBERS OF THE
COMMUNITY:

K. Soffia
R. Blattner
M. Martell

*Personal information redacted but
available upon request.

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 Careers on both WPBT and WXEL, publicizing notification requirements and providing contact information for organizations or individuals interested in receiving open position notifications. Additionally, a 52-second on-air announcement detailing this information airs three times per week on WPBT, WXEL and WURH-Health Channel.

Full Time Job Vacancy Summaries
October 1, 2022 – September 30, 2023

Job Title: **Director, Major Gifts
South**

Date Opened: 7/07/2022
Date Filled: 10/17/2022
Referral Source of Hire: Indeed

Total # of Interviewees: 5

Recruitment Sources of Interviewees

SFPBS Website
SFPBS Website
Industry Referral
Indeed.com
Indeed.com

Total number of interviewees for all positions: 5

Total number of interviewees referred from each recruitment source:

Industry Referral **1**
SFPBS Website **2**
Indeed.com **2**

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:

All positions were additionally posted on the South Florida PBS Website (<https://www.southfloridapbs.org/about/careers/>) WPBT Website (<https://www.wpbt2.org/careers/>), WXEL Website (<https://www.wxel.org/careers/>) Indeed (www.indeed.com), Twitter(www.twitter.com), and Facebook (www.facebook.com).

The Director, Major Gifts, South was also posted on PublicMediaJobs.org, LinkedIn (www.linkedin.com) and with Karla Mihm and Associates 305-775-5274 karla@karlamihm.com www.karlamihm.com.

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 social media. Monica R. Westby, HR Manager, is responsible for coordinating the internship program. 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
Hamilton College, Clinton, NY
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
Olivet Nazarene University, Bourbonnais, Illinois
Palm Beach State College, Palm Beach, FL
Southern Illinois University, Carbondale, IL
St. Thomas University, Miami, FL
SUNY Purchase, Harrison, NY
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 Mississippi, Oxford, MS
 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 2022 and spring, summer and fall semesters of 2023:

<u>Educational Institution</u>	<u>Supervisor Overseeing Internship</u>	<u>Project/Assigned Area</u>
Fall/Winter 2022		
FIU	Anabel Cardenas, HC Marketing Specialist	Mktg. & Comm.
FIU	Sarah Topf, KidVision Producer	KidVison
Barry University	Anabel Cardenas, HC Marketing Specialist	Mktg. & Comm.
UM	Nathalia Lemos, Multimedia Producer	Content– <i>Check, Please!</i>
Spring 2023		
Barry University	Anabel Cardenas, HC Marketing Specialist	Mktg. & Comm.
Summer 2023		
FAU	Anabel Cardenas, HC Marketing Specialist	Mktg. & Comm.
FIU	Anabel Cardenas, HC Marketing Specialist	Mktg. & Comm.
Fall 2023		
FIU	Nicole Borrero, Producer	YSF
FAU	Penny Bernath, Education Dir., KidVision	KidVision

(YSF = *Your South Florida*)

Initiative Title: Job/Career Fairs

Description of Initiative: Monica R. Westby, HR Manager, is responsible for the recruitment efforts for open positions at WPBT, WXEL or WURH and makes hiring recommendations. She attended the following job/career fairs during this reporting period:

- Diversity & Inclusion Career Fair, December 8, 2022
- Diversity & Inclusion Career Fair, March 16th, 2023
- FIU Career Expo, April 4th, 2023

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.

Attendance at two additional job/career fairs for the period ending September 30,2022 is described in last year's report, more than meeting the required number of job fairs (4) in the two year term.

Initiative Title: Participation in scholarship programs designed to assist students interested in a career in broadcasting.

Student Filmmaker Project

South Florida PBS, Inc. received funding from the Community Foundation of Broward for a two-year project to help mentor five high school students as they create a film that will help spark dialogue or stories that will help residents address challenges in their communities. Both narrative and documentary film proposals were accepted, and the expected total run time of the finished film is to be approximately 5-10 minutes.

Five students were selected and spent this summer in a six-week scriptwriting workshop that helped them hone their ideas into fully fledged short film scripts. At the end of June 2023, they started work on pre-production, casting, scouting locations, and finding costumes/props. Principal photography was completed on all of the films at the end of August 2023, and in September their focus will be on editing the films. The five short films are expected to make their debut this November (2023) at the Fort Lauderdale International Film Festival.

The requirements to be considered part of the Student Filmmaker Project were the following:

- Students must be a junior or sophomore at a Broward County School.
- Students must commit to an 18-month film mentorship and production program.
- Stories must be original and should focus on addressing an area of concern for the community.
- Application deadline was March 15, 2023.

Each student filmmaker will:

- Receive guidance and support from a successful filmmaker and a TV professional.
- Learn from the pros about what it takes to create a short film that makes an impact.
- Attend networking events with film professionals and storytellers from across South Florida.
- Bring their story idea to the big screen ... and to the airwaves on South Florida PBS, reaching a potential audience of 6.5 million from the Keys to the Treasure Coast.

Student Filmmaker Project website: <https://www.southfloridapbs.org/film-maker/flip-the-script/>

Other Engagement with Schools and Community

March 9, 2023 - Hope Smith, Digital Media Specialist, participated in the Career Connections panel at NSU University School, speaking about her role as a Digital Media Specialist with *Changing Seas*. There were two sessions, each consisting of 45 minutes, with approximately 20 students rotating into the room for each session. The sessions began with brief introductions and were followed by 20-25 minutes of discussion and questions from students. Other panelists included an Environmental Engineer from Shell and a former Secret Service Agent. They explored how their backgrounds led them to their current positions/careers and offered advice to the 8th graders as they consider career options through high school and college.

Summer 2023 - *Changing Seas* and Nova Southeastern University came together once again for the NSU Summer Dive-in Film Series at Halmos College. The NSU Summer Dive-in Film Series is a series of four screenings (one for each new episodes from Season 15) from late June through early August, 2023. Alexa Elliott, Sr, Manager, Science & Environmental Content, and Hope Smith, Digital Media Specialist, moderated the Q&As with experts. Alexa Elliott was also on the panel for the mollusk episode screening and freelance producer, Liz Smith, was on the panel for the Belize episode screening.

The events took place on the following dates:

7/26/2023 - Life in the Dark: The Polar Night

8/2/2023 - Bermuda: Life at Ocean's Edge

8/9/2023 - Mollusks: More than a Shell

8/16/2023 - Sharks in Belize: Jaguars of the Sea

Initiative Title: Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

Sexual Harassment/Discrimination Training

South Florida PBS, Inc. continues its commitment to a workplace free from any form of discrimination and/or harassment. We conduct mandatory sexual harassment and discrimination training for all staff and interns annually.

In May 2019 we rolled out our current training model which utilizes an online compliance training company, Trailiant, through which we have contracted for online Anti-Harassment and Anti-Discrimination training courses.

Each online course is comprised of bite-sized episodes presented in a Netflix-style news format. Episodes feature interactive videos that challenge employees 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. Employee 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). The course also provides 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 who supervise other employees were required to complete a 60-minute online course and staff that do not supervise others were required to complete a 30-minute online course. The module was disseminated to staff on April 3, 2023 and given a deadline for completion of April 28, 2023. Monica R. Westby, HR Manager, facilitated this online training. 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 course as part of their new hire orientation program.