

WFSU-TV
Diversity Initiatives
Annual Report for the period 10/1/2011-9/30/2012

Policy

WFSU is a university licensee and departmental unit of Florida State University (FSU). WFSU follows the Equal Opportunity and Non-Discrimination Statement updated and signed by the Florida State University President on 10/13/2011. See attached.

WFSU remains committed to meeting the diversity and inclusion guidelines outlined in the FSU policy in regards to hiring goals and promoting respect among employees, students, visitors, volunteers and all members of the community. FSU produces an annual report of Affirmative Action and according to the FSU Human Resources Department, female and racial minorities are well represented in this report by WFSU.

Training Programs for management and appropriate staff

FSU has implemented a Diversity Initiative within the Office of Human Resources possessive of the Diversity and Inclusion section. The FSU Human Resources Department and Diversity & Inclusion Champions including the President and Vice Presidents focus on key areas such as leadership, education and community relations. The staff of the HR Diversity and Inclusion section delivered a presentation to WFSU management on 9/6/12.

Course Title: *Embracing Diversity: Cultivating Respect and Inclusion*

Course Summary: The Office of Human Resources delivers unique and interactive diversity training, reaching far beyond race, culture, gender, sensitivity and tolerance.

FSU also offers the following training classes relating to maintaining an environment free from discrimination or harassment.

Training Classes Currently Being Offered:

- *Sexual Harassment Policy Information Training:*
 - FSU's policy on sexual harassment, how it affects your duties and responsibilities.
- *Sexual Harassment: What You Need to Know: (For Supervisors & Frontline Leadership):*
 - A more detailed look at the responsibilities supervisors have to their employees and to the University regarding sexual harassment.
- *ADA: Understanding the Americans with Disabilities Act:*
 - Examines issues related to the Americans with Disabilities Act and the requirements of the ADA.
- *EEO: Avoiding Minefields in Employment Practices:*
 - Examines issues related to Equal Employment Opportunity in the workplace.
- *Family Medical Leave Act of 1993:*
 - Provides an overview of the FMLA of 1993 along with application strategies.
- Customized Training Sessions (By Request):
 - The Office of Equal Opportunity and Compliance will customize training to meet your departmental needs in the areas of Equal Employment Opportunities, Affirmative Action, Americans with Disabilities Act, Sexual Harassment, Family Medical Leave Act of 1993, and related topics.

Internships and work-study programs

WFSU has had an Internship Program in place for several years. The program provides students the opportunity for hands-on experience in all areas of the broadcasting field, such as production, promotion and talent. WFSU continues to strive to attract a diverse group of students that represent the FSU community.

- The WFSU-TV Production Department had 4 interns during the reporting period. The WFSU-TV Production Department also employs students on an hourly basis to work on various productions.
- University Update is produced by WFSU-TV and telecast on 4fsu. It is a series of weekly 2-3 minute segments concentrating on 4 areas of FSU campus events (Weekday events, Weekend events, Sporting events, and ASLC Movies). It is written and hosted by 8 FSU Students. They audition each spring and fall for the semester-long positions. FSU Students who have been selected as a University Update hosts past and present are all eligible to participate in other segments for 4fsu such as hosts for Florida Statements (a 5-minute interview segment) and additional promo spots for 4fsu.
- The TV Production Manager, serves as an adjunct instructor for course RTV3225, Video Workshop, during the Fall & Spring semesters. This course exposes communication & non-communication majors to TV production, behind the scenes and as well as in front of the camera.
- WFSU participates in the FSU College Work Study (CWS) program. Students who are awarded CWS Financial Aid work at the station for a semester or more. Both the WFSU Membership Department and the WFSU Educational Outreach Department utilized CWS students during the reporting period.