

2016 ANNUAL EEO PUBLIC FILE REPORT

FLORIDA STATE UNIVERSITY

1600 Red Barber Plaza
Tallahassee, FL 32310

Period Covered by this Report ("Period"): October 1, 2015 through September 30, 2016

Call signs of stations comprising the reporting Station Employment Unit:
WFSU-FM, WFSQ, WFSW, WFSL, WFSU-TV, WFSG

Florida State University is an Equal Opportunity Employer
ADVERTISED POSITION INFORMATION

Position #	Job Title	Date Filled	Number of Interviews	Location	Recruitment Sources Used	Source used by Hire
57310	Membership Development Coordinator	10/2/2015	3	WFSU-TV/WFSU-FM	*FSU Employment Website (2) *PRADO List Serv (0) *Current (0) *Greater Public (0) *NETA (0) *Indeed (1) *Word of Mouth (0)	FSU Employment Website
53159	Membership Manager	10/9/2015	4	WFSU-TV/WFSU-FM	*FSU Employment Website (0) *Indeed (0) *CPB (0) *Current (0) *NETA (0) * PRADO List Serv (1) *Tallahassee Democrat (0) *Career Builder (0) *Greater Public (0) *Word of Mouth (3) *Insight into Diversity (0) *Inside Higher Ed (0)	Word of Mouth
55566	Director of WFSU/General Manager	10/19/2015	7	WFSU-TV/WFSU-FM	*FSU Employment Website (0) *Broadcasting & Cable Magazine (0) *Indeed (0) *CPB (2) *Current (3) *NETA (0) *Greater Public (0) *TV News Check (0) *Netnews Check (0)*WFSU Website (0) *Word Of Mouth (2) *Insight into Diversity (0) *Insider Higher Ed (0)	Current

61501	Associate Producer/Reporter	10/30/2015	4	WFSU-TV/The Florida Channel	*FSU Employment Website (2) *Tallahassee Democrat (0) *CareerBuilder (0) *TV Jobs (1) *Journalism Jobs (0) *Word Of Mouth (1) *Insight into Diversity (0) *Inside Higher Ed (0)	FSU Employment Website
61586	REC Member/Director	11/13/2015	1	WFSU -TV/The Florida Channel	*FSU Employment Website (1) *Tallahassee Democrat (0) *CareerBuilder (0) *TV Jobs (0) *Journalism Jobs (0) *Word Of Mouth (0)	FSU Employment Website
70232	REC Member/Director	11/13/2015	1	WFSU-TV/The Florida Channel	*FSU Employment Website (1) *Tallahassee Democrat (0) *CareerBuilder (0) *TV Jobs (0) *Journalism Jobs (0) *Word Of Mouth (0)	FSU Employment Website
OPS	Production Specialist	11/13/2015	1	WFSU-TV/The Florida Channel	*FSU Employment Website (1) *Tallahassee Democrat (0) *CareerBuilder (0) *TV Jobs (0) *Journalism Jobs (0) *Word Of Mouth (0) *Insight into Diversity (0) *Inside Higher Ed (0)	FSU Employment Website
OPS	Media Coordinator/Librarian	11/30/2015	3	WFSU-TV/The Florida Channel	*FSU Employment Website (3) *Tallahassee Democrat (0) *CareerBuilder (0) *TV Jobs (0) *Word Of Mouth (0) *Insight into Diversity (0) *Inside Higher Ed (0)	FSU Employment Website
OPS	Graphics/Typist	11/30/2015	1	WFSU-TV/The Florida Channel	*FSU Employment Website (0) *Tallahassee Democrat (0) *CareerBuilder (0) *TV Jobs (0) *Word Of Mouth (1) *Insight into Diversity (0) *Insider Higher Ed (0)	Word of Mouth
81640	Production Supervisor	1/5/2016	2	WFSU-TV/WFSU-FM	*FSU Employment Website (1) *CPB (0) *Current (0) *LinkedIn (0) *Career Builder (0) *Indeed (0) *RTDNA (0) *NETA (0) *Word of Mouth (1) *Inside into Diversity (0) *Inside Higher Ed (0)	Word of Mouth

61986	Broadcast Engineer	4/3/2016	1	WFSU-TV/WFSU-FM	*FSU Employment Website (0) *Indeed (0) *Word of Mouth (1) *CPB (0) *Insight into Diversity (0) *Inside Higher Ed (0)	Word of Mouth
81641	Chief Engineer	6/27/2016	5	WFSU-TV/WFSU-FM	*FSU Employment Website (1) *CPB (0) *Current (0) *LinkedIn (0) *Career Builder (0) *Indeed (1) *RTDNA (0) *NETA (0) *SBE (1) *Broadcasting & Cable Magazine (0) *TV News Check (0) *Net News Check (0) *Monster (0) *TV Jobs (0) *Journalism Jobs (0) *PBS Tech Con App (0) *Tech Newsletter (0) *PBS Pub Tech List Serv (0) *Word of Mouth (2) *Insight into Diversity (0) *Inside Higher Ed (0)	Society of Broadcasting Engineers (SBE)

Total number of interviewees for all full-time vacancies filled during the reporting period: 33

Total number of interviewees referred from each source during period:

Recruitment Source	Contact Name	Address	Phone	# Interviewees Referred
Career Builder	Brian Barbour www.careerbuilder.com	200 N. LaSalle Street Suite # 1100 Chicago, IL 60601	(888) 986-9839	0
Florida State University (FSU) Employment Website	www.jobs.fsu.edu	282 Champions Way UCA Tallahassee, FL 32306	(850) 644-7708	12
LinkedIn	www.linkedin.com	2029 Stierlin Court Mountain View, CA 94043	(650) 687-3600	0
Current	Dave Kramer www.current.org	6930 Carroll Avenue Suite 625 Takoma Park, MD 20912	(301) 270 7240	3
National Educational Telecommunications Association (NETA)	Maryanne Schuessler www.netaonline.org	939 South Stadium Road Columbia, SC 29201	(803) 978 1579	0
Society of Broadcast Engineers (SBE)	www.sbe.org	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	(317) 846-9000	1
Monster	George Cercopely www.monster.com	2701 Alex Lee Blvd Florence, SC 29506	(843) 773 8806	0
TV News Check & Net News Check	Patty Hersh www.tvnewscheck.com www.netnewscheck.com	24 West Lancaster Avenue Armore, PA 19003	(610) 420-6003	0
Broadcasting & Cable Magazine	www.broadcastingcable.com	28 East 28th Street New York, NY 10016	(212) 378-0400	0
Inside Higher Ed	www.insidehighered.com	1015 18th Street NW Suite 1100 Washington DC, 20036	(202) 659-9208	0
Greater Public	www.greaterpublic.org	401 North 3rd Street Suite 370 Minneapolis, MN 55401	(888) 454-2314	0
Public Radio Association of Development Officers (PRADO) List Serv	www.pradoweb.org prado-request@listserv.svy.edu	N/A	N/A	1
Insight into Diversity	www.insightintodiversity.com	11132 South Towne Square Suite 203 St. Louis, Missouri 63123	(314) 200-9955	0
PBS Technology Conference Mobile App & PBS Tech Newsletter	Kevin Ruppenthal www.pbstechconference.org	2100 Crystal Drive Arlington, VA 22202	(703) 739 5479	0
Pub Tech for Engineering List Serv	www.pubtech.org pubtech-on@lists.pubtech.org	N/A	(412) 638-7250	0
Tallahassee Democrat	Brian Barbour www.tallahassee.com	277 North Magnolia Drive Tallahassee, FL 32301	(888) 986-9839	0
TVJOBS	www.tvjobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	1
Journalism Jobs	Dan Rohn www.journalismjobs.com	N/A	(510) 653-1521	0
WFSU	www.wfsu.org	1600 Red Barber Plaza Tallahassee, FL 32310	(850) 645-7200	0
The Florida Channel	thefloridachannel.org	402 S Monroe Street Tallahassee, FL 32399	(850) 488-1281	0
Corporation for Public Broadcasting	cpb.org/jobline	401 Ninth Street Washington, DC 20004	(202) 879-9600	2
Radio Television Digital News Association	rtdna.org	529 14th Street, NW Ste. 1240 Washington, DC 20045	(202) 223-4007	0
Indeed	www.indeed.com	7501 N. Capital of Texas Highway Bldg B. Austin, TX 78731	N/A	2
Word of Mouth	N/A	N/A	N/A	11

Total 33

OUTREACH ACTIVITIES DURING THE PERIOD

October 1, 2015-September 30, 2016

Initiative Title: Internship/Externship and Student Participant Programs

Initiative Description: WFSU has had an Internship/Externship 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. The internships/externships are at varying intervals throughout the year.

- The WFSU-TV Production Department offers internships primarily to students interested in Media/Film Production or Communications Studies. During this reporting period, the production department had a total of 19 interns/student volunteers. The WFSU Education Department also offers internships to students who are primarily interested in Early Childhood Education. During this reporting period, the Education Department had a total of 3 interns/student volunteers. In addition, WFSU employs students each semester on an hourly basis to work throughout the year in various departments at the station.
- In the summer of 2016, WFSU/Florida State University partnered with the Tallahassee Future Leaders Academy and participated in a six week long internship program where a freshman student from a local area high school worked twenty hours per week in the WFSU Education Department learning valuable skills to use in his future career.
- The WFSU-FM News Room had a total of 7 interns during this reporting period. These interns are primarily students from Florida A&M University with an interest/major in the Journalism field. They are given the opportunity to work directly with the news team, gaining hands on reporting experience and great exposure to the field.
- 411 Teen is a weekly program produced by WFSU-FM and hosted by Dr. Liz Holifield, who is a professor at Florida A&M University. Each week students from local area high schools serve as guest(s) on the program and address topics that affect teenagers. Dr. Liz Holifield and the students who participate in the program are all volunteers.
- University Update is produced by WFSU-TV and telecast on cable channel 4fsu. It is a series of weekly 2-3 minute segments concentrating on 3 to 4 areas of FSU campus events (Weekday/Weekend events, Sporting events, and ASLC Movies). It is written and hosted by 6 to 8 FSU Students. They audition each spring and fall for the semester-long positions. FSU students who have been selected as a University Update host past and present are eligible to participate in other segments for 4fsu such as hosting Florida Statements (a 5-minute interview segment about activities and events happening on FSU's Campus) and additional promo spots for 4fsu. Up to approximately 40 students audition each semester for the University Update and Florida Statement volunteer positions.
- WFSU actively participates in the Florida State University's College Work Study program. Students who are awarded CWS Financial Aid may work at the station for a semester or more depending on the terms of their award. Ads are placed each semester with the Office of Financial Aid to encourage students to work at our station. These opportunities foster professional growth and allow the students to gain valuable work experience.

Initiative Title: Facility Tours

Initiative Description: WFSU's facilities located at Red Barber Plaza and the State Capitol Building are always open for tours available for individuals or groups. At the Red Barber facility, visitors are introduced

to the beautiful Kirk Collection consisting of nearly 300 antique radios, record players, music boxes and televisions. Visitors are given a tour of the collection where they can learn about the history of Radio/Television in America and are also given a tour of the radio and television production studios. Children get a fun, sneak peek of what it's like to be on television by practicing in front of the green screen. At the State Capitol facility visitors are given a tour of the television studios and have the opportunity to learn about the various programming produced by The Florida Channel for the enrichment of our viewers- such as Gavel-to-Gavel coverage of the legislature in action, Capitol Update, and Florida Crossroads – a documentary series that can be seen statewide and is offered to schools as a visual enhancement to subject matter being taught. At both facilities visitors are introduced to the types of production equipment used, personnel needed for operations, and the vast array of programming produced by WFSU-TV/FM/The Florida Channel. Our tours provide visitors with a behind the scene's view of the broadcast facility at work.

Tours of the WFSU-TV/FM facility (located at Red Barber Plaza) were given to the following:

- November 9, 2015- 4 guests: Pakistani Journalism Professors
- May 1, 2016- 25 guests from St. Michaels & Episcopal Church of the Advent
- May 13, 2016- 2 guests: Incoming FSU student and family
- June 7, 2016- 2 guests: President of FSU and Vice President of Finance & Administration
- June 21, 2016- 25 guests from the Summer Challenge Group
- June 30, 2016- 70 guests from Bond Elementary School
- June 30, 2016- 30 guests from the Oasis Center for Women & Girls
- July 12, 2016- 6 guests from the Summer Challenge Group
- July 15, 2016- 30 guests from the Challenger Learning Center
- July 26, 2016- 70 guests from Oak Ridge Elementary School
- July 26, 2016- 25 guests from the Sci Girls Group
- July 27, 2016- 25 guests from the Sci Girls Group
- July 28, 2016- 40 guests from Apalachee Elementary School
- August 2, 2016- 25 guests from the Summer Challenge Group
- August 5, 2016- 1 guest from Grove Events & Media Consulting
- September 7, 2016- 5 guests who volunteer for WFSU- open house
- September 9, 2016- 5 guests who volunteer for WFSU- open house

Tours of the WFSU TV/The Florida Channel facility (located at the State Capitol) were given to the following:

- October 29, 2015- 1 guest: FSU's Vice President of Finance & Administration
- January 6, 2016- 1 guest: President of FSU
- August 22, 2016- 1 guest: Interim Clerk of the Florida House of Representatives
- A number of impromptu tours were given during the legislative session, March 2015 – May 2016.

Initiative Title: Job/Career Fairs

Initiative Description: Florida State University's Human Resource (HR) Department participates in job/career fairs throughout the year. During the fair, job seekers and interested individuals are informed of current employment openings, provided with job descriptions and access to the online employment system. During this reporting period, FSU's Human Resource department participated in the following fairs:

- October 20, 2015: CareerSource-Connections CR Job Fair at Northwood Centre
- January 12, 2016: Connections CR Job Fair at Northwood Centre
- January 13, 2016: Part-Time Job Pair at FSU's Oglesby Union

- January 28, 2016: Seminole Futures Job Fair at the Donald Tucker Civic Center
- February 3, 2016: CareerSource-Connections CR Job Fair at TCC
- March 31, 2016: Government & Social Services Job Fair at FSU's Oglesby Union
- April 12, 2016: CareerSource-Connections CR Job Fair at Keiser University
- June 1, 2016: CareerSource-Connections CR Job Fair at TCC
- August 23, 2016: CareerSource- Connections CR Job Fair at CS Career Center
- September 23, 2016: Seminole Futures Job Fair at the Donald Tucker Civic Center

Initiative Title: Volunteer Participation & Recruitment

Initiative Description: Volunteers participate in Membership activities including pledge drives, in TV production crews and other station events/activities. Volunteers are informed of the training opportunities through word of mouth, web site, mail distribution and our weekly e-newsletter. Volunteer recruitment events during this rating period:

- Over 500 volunteers participated in Membership directed activities
- WFSU Weekly e-Newsletter: Sent to 13,000 people weekly with information about television/radio programs, educational activities, volunteer opportunities, upcoming station events, pledge drives, and a fun new recipe is featured each week.
- FSU Center for Leadership and Social Change Listserv call for volunteers
- FSU Recognized Student Organization (RSO) Leaders Listserv call for volunteers
- Downtown Abbey Premiere Screening, and Garrison Keillor Event: Information table set up with WFSU materials, Kids Club information and a list of volunteer opportunities
- Summer Learning Challenge Celebration: Information table with WFSU Kids Club materials and a list of volunteer opportunities
- Springtime Tallahassee Festival & Parade: Informational booth set up with WFSU Kids Club Materials, list of volunteer opportunities, and WFSU promotional items.

Initiative Title: Staff Training & Professional Development:

Initiative Description: WFSU offers and supports training opportunities for staff as a means to promote the development of the employee's knowledge and skills to enable them to qualify for higher-level positions in the future. The following professional development opportunities were offered to staff during this reporting period:

- NAPAN 2016 Meeting of the Networks- 1 employee attended
- Public Media Development & Marketing Conference 2016- 7 employees attended
- National Educational Telecommunications Association 2016-3 employees attended
- Ready to Learn Station Grant Meetings- 2 employees attended
- FPBS Board Meetings for General Managers- 1 employee attended
- PBS Kids Family Creative Learning Training-2 employees attended
- CPR/AED Certification Training- 18 employees attended
- Crowd Management/Fire Safety Training- 8 employees attended
- Florida Afterschool/Ready to Learn Conference- 2 employees attended
- American Graduate Training/Meeting- 2 employees attended
- CPB/PBS General Managers Meeting- 1 employee attended
- Digital Conversion Alliance Meeting- 1 employee attended
- Future of Technology Conference 2016- 2 employees attended
- PBS/RTL Cohort Meeting- 2 employees attended
- FPBS Statewide Meeting- 5 employees attended
- PBS Regional Meeting 2016- 4 employees attended
- PBS Annual Meeting 2016- 3 employees attended

- PBS Technology Conference/NAB Show- 1 employee attended
 - PBS Kids Station Leadership Committee Meeting- 1 employee attended
 - Allegiance Training- 4 employees attended
 - Public Media Business Association Conference- 2 employees attended
 - Annual Chamber Community Conference- 2 employees attended
- The Florida State University Office of Training and Development offers a variety of training and development classes that are available to all employees free of charge. All WFSU employees are encouraged to attend the training opportunities available through the University with the prior approval from their managers. The classes offered include a variety of topics to include: Financials, Human Resources, Business Transactions, Customer Service Skills, Compliance & Organizational Development, Leadership & Supervisory Development, Diversity & Inclusion, and Personal Development Training. In addition to the courses offered, FSU also offers a certificate training series program. The certificate program is comprised of several series of courses that are combined to represent a degree of knowledge and skill within a particular work area. By completing all the courses within a chosen series, a participant can earn a certificate for that subject area. The following certificates are available for employees to earn: Customer Service Certificate, Frontline Leadership Certificate, HR Department Representative Certificate, Time & Labor Certificate, Sponsored Research Administration Certificate, Financial Representative Certificate, Diversity & Inclusion Certificate, and the Global Partners Certificate. All of these opportunities are designed to foster the growth and development of staff at Florida State University.

Initiative Title: Community Outreach

- Through the American Graduate project (a CPB grant funded project), WFSU hosted six professional networking lunches at The Success Academy, a Leon County school that focuses on credit recovery. The goal of these lunches is to expose students to an array of careers and provide an opportunity for the students to talk with professionals about that profession and the education needed to pursue that pathway. This past reporting period, over 45 professionals and over 150 students participated in the project. In addition to the monthly lunches, WFSU continued the radio series, “Voices from the Classroom” a weekly radio series that features student voices providing an opportunity for our listeners to hear firsthand some of the challenges that teens face. WFSU also followed three students over the course of their senior year. These series of videos premiered during American Graduate Day with follow up content airing on our television news magazine program, *Local Routes*. We also did a series of graduation videos highlighting teens who had overcome tremendous challenges to graduate from high school. These videos were featured on our program *Local Routes*, ran during the actual graduation ceremony and are online. We also launched a video series called American Graduate Champions highlighting an individual that was making a difference in our community.
- In partnership with the Challenger Learning Center, WFSU sponsored and produced the “Let It Snow” Event for their December Family Free Day. Over 100 families enjoyed a free screening of the Wild Kratts Holiday special with many tables for activities that were snow or animal related.
- In January 2016, WFSU sponsored the next Challenger Learning Center Family Free Day as well, but this time to kick-off a brand new PBSKids Program “Ready, Jet Go!” WFSU showed the first episode of the series and provided lots of space and science related crafts such as telescopes, star charts and making constellations. WFSU also installed a Space Themed “Book Nook” where young readers could snuggle into bean bag chairs and escape into a space adventure with Curious George, Martha, Clifford or Super Why friends.

- January 2016 was also the month for Children’s Day at the Capitol. WFSU partnered with the Early Learning Coalition of Big Bend and brought along Super Why to visit with the thousands of children that attended that day. Lots of information, resource sharing and storytelling were also part of the day’s festivities.
- Children’s Day at the Florida Museum of History was held at the end January 2016, and WFSU participated in the event with Curious George and Nature Cat! Visitors were given information and resources and children received special Nature Cat binoculars that helped them complete a scavenger hunt throughout the museum.
- In January 2016, Our WFSU-FM News Director participated in the Tropicana Speech Competition for Leon County homeschoolers by serving as a judge on the voting panel.
- In February 2016, WFSU hosted a two day music concert event called Gradstock to benefit the American Graduate project. Nine local bands performed over the course of two days. WFSU created an on air concert special – Gradstock and also ran the concert through *Local Routes*. Approximately 125 people from the community came out to the station to support the cause, enjoy the great music and indulge in the local food trucks.
- WFSU Educational Outreach department along with the Community Classroom Consortium shared sound science experiments at the FSU High Magnetic Laboratory Open House in February 2016.
- In March 2016, WFSU hosted a Champagne Brunch to say goodbye to our favorite drama, Downtown Abbey, during its final season. Guests gathered together in the television studios for a lovely champagne brunch and watched the final episode of Downtown Abbey in style.
- WFSU participated in the First Family Expo and Fun Day presented by the Mayor and City of Tallahassee. Hundreds of families visited the booth, made crafts and took away information about the many programs and projects of WFSU Education.
- WFSU participated for the 5th year in the national American Graduate Day broadcast. This seven hour broadcast will include local segments that highlight individuals, organizations and programs that are making a difference and keeping kids in school and engaged.
- WFSU Educational Outreach in partnership with Florida Diagnostic (FDRLS) and Parents of the Panhandle Information Network (POPIN) and Taylor County Pre-k created a wonderful Dinosaur Train Dinner and Developmental Milestones Event in Perry, Florida. Dinner, screenings and a plethora of hands-on activities supplied families with lots of information and resources on best practices for children from birth to age 5.
- Kicking off our WFSU Summer Challenge was helped by a special visit from Sesame Street’s Cookie Monster! Approximately 350 children and their families came to WFSU to meet and greet Cookie Monster and visit with all sorts of local heroes. Rescue workers, water quality folks, forestry and many others took part in this wonderful start of the summer. WFSU’s Challenge engages families all summer long with activity suggestions, field trips and lots of books and ideas to keep kids from the dreaded summer slump.
- In June 2016, WFSU hosted its first ever Longest Table Event. The event, the first of its kind not only at WFSU but also in our community, consisted of Tallahassee residents and city officials from diverse backgrounds meeting together to discuss important topics in our community. The event allowed the guests to build meaningful connections with one another while sharing a meal together at the longest table.

- WFSU in partnership with the National High Magnetic Field Laboratory hosted our tenth season of SciGirls, a hands on summer program designed to engage middle school girls in STEM fields. Since the program began in 2006 over 200 girls have participated and longitudinal data indicates that many of these girls take higher level science and math in high school and often pursue STEM fields in college.
- WFSU was selected by PBS to host a “PBS Kids ScratchJr” Summer Camp. Held at Riley Elementary School, this camp was based on the new PBS Kids app designed to engage children in the practice of logical thinking through coding. WFSU also held a Professional Development workshop on this app with more to come in the future.
- WFSU was contracted through Leon County Schools and the 21st CCLC program to provide summer enrichment to several Leon County elementary schools. WFSU combined educational content from PBS programs along with hands on activities focusing on language arts and science.
- The Science Festival at Lake Ella celebrated Wild Kratts and Frogs! WFSU had a packed hands-on booth with varieties of frogs and toads with lots of resources and excitement. Children had the opportunity to view several species and reproduce frog calls with household items.
- WFSU teamed with NPR Generation Listen to host a listening party of the second season of Invisibilia in June 2016. Over 50 people joined us at GrassLand Brewing Company as we listened to the first episode and engaged in casual conversations about the topics covered in the episode.
- Through a grant from PBS Kids, WFSU was able to present the Water Moves Event in July 2016. This fun outdoor event featured games involving water and puzzle solving to kids in the Tallahassee area. Representatives from the City of Tallahassee and TAPP (Think About Personal Pollution) attended the event to help explain the science behind our local water system.
- Our WFSU-FM Program Director for News moderated the 2016 Primary Candidates’ Environmental Forum at the City Hall in August 2016. The forum was hosted by the Big Bend Environmental Forum and the League of Women Voters of Tallahassee.
- In the spring 2016 semester, the WFSU-FM News Director was invited to guest lecture a Journalism class for Florida A&M University and a Communications Class at Florida State University.
- In August 2016, WFSU hosted Bandwagon 2016 inside our Televisions studios for the primary elections and again in September 2016 for the general elections. With help from the League of Women Voters of Tallahassee and the wonderful Capital Chordsmen. WFSU has regularly hosted these fun and informational programs since 1986. The candidates on the ballot are invited to come speak and each one gets two minutes to talk about the issues they feel are most important. They are invited to bring up to 10 supporters with them who get to wear their T-Shirts and wave signs supporting their candidates while the program is televised. If the candidates go over their allotted time, the Capital Chordsmen interject by playing music.

Initiative Title: Management Training

- The FSU Human Resource Department and Center for Leadership & Social Change partnered to present a diversity training to WFSU management during this reporting period. On August 25th, 2016, the training entitled, *Dialogue and Hot Topics* was presented to station supervisors and managers. In the midst of a tumultuous year of religious warfare, police brutality, and political debates, conversations on these topics can escalate rapidly and break down opportunities for

understanding. In this session, attendees learned about the history and practice of dialogue, identified topics of concern in the media and on campus, and reviewed facilitator skills that can assist in processing disagreements. This session counts as an elective course towards the Diversity & Inclusion Certificate offered through the FSU training & organizational development office. The certificate consists of six diversity classes which create an opportunity for managers to explore strategic areas around diversity and to learn more about the ways in which they can assist in creating a welcoming and inclusive workplace for all.