



**Diversity and Inclusion
2017 Annual Report**

Corporation for Public Broadcasting

This report was created to comply with the Corporation for Public Broadcasting's requirement that stations receiving funding under the Community Service Grant complete an annual Diversity and Inclusion Report. The report is publically available at wttw.com and covers WTTW's hiring goals, guidelines, employment statistics and action undertaken to satisfy the Diversity Eligibility policy.

Mission

WTTW is a premier public media organization committed to creating and presenting independent, unique television and digital media content.

We are:

dedicated to bringing Chicago and the world together and invite our audiences to explore the knowledge and creative life of the arts, sciences, humanities, and public affairs.

committed to diverse perspectives, accessibility, innovation, community engagement, and life-long learning – we embrace the power of public service to make lives richer and our region stronger.

trusted by parents, grandparents, care-givers, and teachers and provide educational content that promotes the healthy development of our children.

balanced in our objective, in-depth reporting and encourage our audiences to engage in dialogue and make informed decisions.

Diversity Mission

Encourage a fair and diverse work environment that embraces individual differences and supports our mission of making a positive difference in people's lives.

Diversity Goal

We strive to raise our understanding of diversity issues in the workplace, solidify the commitment of Sr. Leadership and to provide employees with the necessary skills and awareness; working towards increasing the representation of individuals from varied backgrounds both on-air and in the workplace.

Hiring Goal

To hire and retain a diverse workforce that represents the community in which we broadcast.

Strongly encourage hiring managers to interview at least one qualified diversity candidate for each open position filled.

How we meet our goals:

- Provide a work environment that fosters inclusion.
- Encourage work/life balance.
- Post all jobs with a wide range of organizations representing minorities, women, persons with disabilities and more.

Federal Communications Commission's Equal Employment Opportunity Guidelines

WTTW complies with the Federal Communications Commission's (FCC's) Equal Employment Opportunity requirements for recruiting and outreach with the following initiatives:

- Participation in scholarship programs designed to assist a diverse group of students interested in pursuing a career in media.
- Establishment of an intern program designed to assist members of the community to acquire skills needed for media employment.
- Participation in general outreach efforts through job banks, Internet and other similar programs.
 - All jobs are listed with the following organizations:
 - NAACP
 - Operation Push
 - Chicago Urban League
 - National Latino Education Institute
 - Asian Human Services
 - Anixter Center
 - Mayor's Office
 - Illinois Center for Broadcasting
 - Chicago Christian Ind. League
 - American Women Radio/TV
 - Illinois Dept of Employment
- Listing each upper-level opening in a job bank or newsletter of a media trade group with broad-based membership including the participation of women and minorities.

See the WTTW EEO Public File and Outreach Initiatives, http://interactive.wttw.com/sites/default/files/FCC-EEO-PUBLIC-FILE-REPORT_Aug2017.pdf, for more detail.

Diversity Training

WTTW has worked with consultants to offer diversity programs, training and a diversity council. In 2017, we conducted a Managing Bias Training, focused on hiring and retaining a diverse workforce, for Managers.

Internships

WTTW offers a wide variety of internships to undergraduate and graduate students. Areas of internship opportunities include TV production, marketing, development, broadcasting, social media, and web. To source a diverse group of students, all candidates are recruited through postings on our website, local universities and professional websites. In 2016, WTTW hosted approximately 53 interns.

Demographics

	WTTW	State of IL*
Male	55%	49%
Female	45%	50%

	WTTW	State of IL *
White	76%	62.3%
Hispanic	12.4%	16.7%
Black	7.3%	14.7%
Asian	.9%	5.3%
American Indian/Alaskan Native	0	0.6%
Native Hawaiian/Pacific Islander	.4%	0.1%
Two or More Races	.9%	1.8%

	WTTW	State of IL**
20-24	2%	10.3%
25-34	24%	20.8%
35-44	18.6%	21.0%
45-54	19%	21.9%
55-64	26.6%	16.4%
65-74	9.7%	9.6%

*State of Illinois Data from U.S. Census Bureau: State and County Quick Facts,
<http://quickfacts.census.gov/qfd/states/17000.html>

**State of Illinois Data from United States Census Bureau 2010 Census,
<http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkml>