



**Diversity, Equity & Inclusion  
2024 Annual Report**

## Mission

WTTW is committed to producing and presenting trusted, best-in-class content fueled by a distinctly Chicago sensibility. We engage our audiences by entertaining, inspiring, educating, and reflecting a diversity of perspectives.

## Our Values

- **Curiosity:** We are driven by an appetite to learn and know more – inside the organization, the greater Chicago area, and throughout the wider world – and we use what we learn to inspire our audiences to explore.
- **Commitment:** We are committed to building an innovative, creative, and collaborative culture that enriches, engages, and inspires our audiences.
- **Trust:** We operate ethically, transparently, and with integrity.
- **Respect:** We treat people fairly, value one another, and foster a safe environment that encourages collaboration, communication, and consideration.
- **Excellence:** We strive to be a best-in-class content company by setting the highest standards of quality in all that we do.
- **Diversity & Equity:** We celebrate differences, embrace inclusivity, and strive for equity. The stories we tell, as well as the people in front of and behind the camera and microphone, reflect the myriad faces and voices of our region.
- **Fun:** We believe in an enjoyable, positive, and team-oriented workplace. We're committed to hard work that produces great content, and we don't take ourselves too seriously.

## Diversity, Equity & Inclusion Statement

At WTTW, championing diversity, equity and inclusion is fundamental to our culture and our purpose of enriching lives, engaging communities, and inspiring exploration. We are dedicated to creating an inclusive and socially reflective organization that empowers our employees and reflects our commitments and values.

## DEI Initiatives

### DEI Resource Group

The WTTW/WFMT Diversity, Equity, and Inclusion Employee Resource Group develops leaders, fosters an inclusive workplace, and supports our goal of attracting, developing, and retaining a diverse workforce while creating a culture where differences are celebrated. We believe that a diverse and inclusive organization is a more innovative and successful organization, which is why we aim to infuse diversity, equity and inclusion into all aspects of our culture and our business.

### People and Culture

IDEA Newsletter- DEI newsletter distributed to staff.

### DEI Trainings

- Two all staff training sessions with Cabral Group.
- Harassment Prevention Training required for all staff.
- LinkedIn Learning Training on DEI topics required for Managers

### **Our approach to Diversity, Equity and Inclusion focus on three key areas:**

#### Workforce

- Recruiting
- Fostering Inclusion
- Employee Engagement
- Training & Development
- Providing Leadership Opportunities

#### Production & Programming

- WTTW
- WFMT
- WTTW News

#### Community

- Engagement
- Supplier Diversity

### **Hiring Goals**

To hire and retain a diverse workforce that represents the community in which we broadcast. 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.
- Require hiring managers to interview at least one qualified diversity candidates for each open position filled.

### **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 an effort to make our internship program available to a larger group of students, WTTW pays all interns at minimum wage or above.

## Diversity in our Programming

### Programming

Heritage Month	Number of Shows	Number of Hours
Black History	40	134.5
Women's History	20	61.5
Asian American Heritage Month	12	44.5
Pride Month	14	41.5
Hispanic Heritage Month	14	43.5
Native American Heritage Month	19	52.5
Jewish Cultural Awareness	12	32
Veterans	10	12.5

### Reach

	Percentage
White	63%
Black	18.2%
Asian	7.3%
Hispanic/Latino	17.9%
American Indian	1.1%
Hawaiian	0.1%
Other	12.5%

### Community Engagement Events

Diversity of Panelist/Moderator	Total Number	Percentage
Black Men	42	33%
Black Women	31	24%
White Men	19	13%
White Women	10	7%
Latino Men	10	7%
Latino Women	18	12%
Native American Men	3	1%
Native American Women	2	1%
Asian Men	1	1%
Asian Women	2	1%
Muslim Men	0	0%
Muslim Women	1	1%
BiPOC	100	78%
White	29	22%

## Diversity in our Staff and Trustees

### Representation in our Staff

	Total Number	Percentage	Leadership Team
White	154	71.6%	7
Black	31	14.4%	2
Asian	11	5.1%	0
Hispanic	11	5.1%	1
More than one Race	6	2.8%	0
American Indian	2	.9%	0

### Full-time Hires

<b>FY22</b>	Total Number	Percentage
White	15	56%
Black	6	22%
Asian	2	7%
Hispanic	2	7%
More than one Race	2	7%
American Indian	0	0%

<b>FY23</b>	Total Number	Percentage
White	19	76%
Black	2	8%
Asian	1	4%
Hispanic	2	8%
More than one Race	1	4%
American Indian	0	0%

<b>FY24</b>	Total Number	Percentage
White	8	53.3%
Black	5	33.3%
Asian	2	13.3%
Hispanic	0	0%
More than one Race	0	0%
American Indian	0	0%

### Representation in our Trustees

	Total Number	Percentage
White	48	74%
Black	13	20%
Asian	1	2%
Hispanic	1	2%
More than one race	2	3%
American Indian	0	0%
Veterans	3	5%