Summary Description of Supplemental Outreach Initiatives

Specify First Initiative:

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Describe activities undertaken to fulfill that initiative:

The Award of the WTTW Minow Fellowship:

- Awarded to graduate students interested in broadcasting from The Medill School of Journalism at Northwestern University (Medill)
- Applicants are asked to submit a resume and essay indicating their interest in the broadcasting field
- Announcement of fellowship, student interviews and selection of top 3 candidates by Medill
- The final candidate, selected by WTTW, will serve as an Assistant Producer for nightly news show, Chicago Tonight
- WTTW awards one fellowship per year
- The WTTW Minow Fellowship was awarded to one individual for a ten (10) week period.

The Award of the John Callaway Excellence in Online Journalism Fellowship:

- Awarded to recent graduates who are interested in online journalism
- Applicants are asked to submit a resume and essay indicating their interest in online journalism and how they might contribute to Chicago Tonight online
- The final candidate, selected by WTTW, will serve work as an online Assistant Producer for the Chicago Tonight website
- WTTW will be awarding this fellowship this year

The Award of the Judy and John McCarter Family Fellowship:
- Awarded to graduate students, or recent graduates, who are interested in television and radio production, and come from an under-resourced background
- Applicants are asked to submit a resume and essay indicating their interest
- The final candidate, will work in Production for either WTTW or WFMT
- WTTW/WFMT awards one fellowship per year
- The WTTW McCarter Fellowship was awarded this year to two individuals. The fellowship is for a six month period.

**The Award of the WFMT Patner Fellowship:**

- Awarded to college student or recent graduate with demonstrated interest in the arts.
- Applicants are asked to submit a resume and cover letter expressing qualifications and interest in the fellowship. Applicants must provide writing samples that reflect writing skills in various mediums.
- The final candidate will work with WFMT Producers and Hosts on content for on-air and the website.
- The WFMT Patner Fellowship was awarded to two individuals for a three (3) month period.

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**Specify Second Initiative:**

Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment.

**Describe activities undertaken to fulfill that initiative:**

**Television Production Internships**

- For students from participating colleges or universities interested in a career in Broadcasting
  - For Fall Internships – apply by mid July
  - For Winter Internships – apply by late November
  - For Spring Internships – apply by mid February
  - For Summer Internships – apply by mid April
- Work in Television Production in one of four areas:
  1. Arts & Entertainment
  2. Documentaries & Public Affairs specials
  3. News and current affairs (Chicago Tonight)
4. Documentaries from Chicago’s past

- Recruitment through company website and announcements made within local colleges and universities specializing in broadcasting
- Year-round internships are available with the (above) application deadlines
- Internships are on-going with approximately 64 students participating each year
- Applicants should contact Leigh Stone, Internship Coordinator at (773) 509-5421

Specify Third Initiative:

Participation in general outreach efforts through job banks, Internet and other similar programs.

Describe activities undertaken to fulfill that initiative:

- Post available positions with online job banks with a diverse audience.
- Post all available positions on company website
- Post available positions with EEO organizations
- Posting of many positions in community job banks reaching a diverse population
- Development of relationships with community colleges and universities

Specify Fourth Initiative:

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

Describe activities undertaken to fulfill that initiative:

- Conducted Diversity and Inclusion Training for Managers in September 2017 and May 2018
- Conducted Creating and Maintaining a Respectful Workplace Training for all staff in January 2018