



**Diversity, Equity & Inclusion  
2022 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**

o 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.

o Commitment: We are committed to building an innovative, creative, and collaborative culture that enriches, engages, and inspires our audiences.

o Trust: We operate ethically, transparently, and with integrity.

o Respect: We treat people fairly, value one another, and foster a safe environment that encourages collaboration, communication, and consideration.

o Excellence: We strive to be a best-in-class content company by setting the highest standards of quality in all that we do.

o 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.

o 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 monthly to staff.

Spotlights- A staff member shares a story related to DEI with staff.

#### DEI Trainings

- Cabral Group DEI Training required for all staff and trustees.
- 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

	Number of Shows	Number of Hours
Heritage Month		
Black History	42	56
Women's History	9	10
Asian American Heritage Month	9	13
Pride Month	10	10
Hispanic Heritage Month	14	16
Native American Heritage Month	6	6
Jewish Cultural Awareness	5	5
Veterans	9	9

### Overall Total Programmed Throughout the Year

	Number of Shows	Number of Hours
Black	193	188
Women	27	32
Asian	15	19
LGBTQ	16	18
Disability	11	17
Hispanic/Latino	84	62
Native American	15	15
Jewish Cultural Awareness	12	12
Veterans	25	26

Guests on all TV news programs (Chicago Tonight, Chicago Tonight: Week in Review, Chicago Tonight: Black Voices, Chicago Tonight: Latino Voices:

	Total Number	Percentage
Asian	68	3.90%
Black	540	30.90%
Hispanic/Latino	312	17.90%
White	825	47.20%
Other	2	0.10%

## Reach

	Percentage
White	65.7%
Black	16.9%
Asian	6.7%
Hispanic/Latino	16.4%
American Indian	0.8%
Hawaiian	0.0%
Other	10.9%

## Community Engagement Events

Diversity of Panelist/Moderator	Total Number	Percentage
Black Men	50	24%
Black Women	44	21%
White Men	35	17%
White Women	18	8%
Latino Men	17	8%
Latino Women	19	9%
Native American Men	1	1%
Native American Women	5	2%
Asian Men	4	2%
Asian Women	12	6%
Muslim Men	2	1%
Muslim Women	2	1%
BiPOC	156	75%
White	53	25%

## **Diversity in our Staff**

### Representation in our Staff

	Total Number	Percentage	Manager	Leadership Team
White	162	70%	29	6
Black	28	12%	4	3
Asian	13	6%	1	1
Hispanic	18	8%	2	1
More than one Race	6	3%	0	0
American Indian	2	1%	1	0
Veterans	3	1%	1	0

Full-time Hires

FY 20		
	Total Number	Percentage
White	17	71%
Black	2	8%
Asian	2	8%
Hispanic	3	13%
More than one Race	0	0%
American Indian	0	0%
Veterans	1	4%

FY 21		
	Total Number	Percentage
White	7	54%
Black	2	15%
Asian	0	0%
Hispanic	4	31%
More than one Race	0	0%
American Indian	1	8%
Veterans	0	0

FY 22		
	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%
Veterans	0	0%

Representation in our Trustees

	Total Number	Percentage
White	44	77%
Black	9	16%
Asian	1	2%
Hispanic	1	2%
More than one race	2	4%
American Indian	0	0%
Veterans	3	5%