

## 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 three (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 twelve (12) month period.

#### **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 one individual. The fellowship is for a six (6) 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 one individual for a three (3) month period.

---

### ***Specify Second Initiative:***

---

Intern program designed to assist members of the community to acquire skills needed for broadcast employment. Due to the COVID-19 pandemic, we did not have interns on site. This greatly reduced the number of interns we could host.

### ***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 and Radio Production in one of four areas:
  - Arts & Entertainment
  - Documentaries & Public Affairs specials
  - News and current affairs (Chicago Tonight)
  - 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
- All interns hired after July 1, 2020 are paid at minimum wage or above.
- Internships are on-going with approximately 19 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:***

---

Participation in other programs designed to promote outreach generally / Formed Diversity, Equity and Inclusion Resource Group

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

---

- Formed DEI resource group of staff members to address matters of diversity, equity and inclusion within the organization.
- Resource group meets once a month.
- Resource group is made up of sixteen (16) members of management and non-management staff from throughout the organization.

***Specify Fifth Initiative:***

---

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination / Hosted events to train employees on diversity topics and encourage discussion

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

---

- Hosted three all staff DEI trainings with the Cabral Group.
  - First training- April 14, 2021
  - Second training- May 25, 2021
  - Third Training- July 14, 2021
- Formed DEI book group and hosted first book discussion on June 18, 2021 to explore a book on a DEI topic.