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 students and recent grads interested in broadcasting
- Applicants are asked to submit a resume and essay indicating their interest in the broadcasting field
- 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 one (1) year period.

The Award of the Judy and John McCarter Family Fellowship:
- Awarded to college 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 to three 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 are paid at minimum wage or above.

- Internships are on-going with approximately 22 students participating this 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:

Hosted events to train employees on diversity topics and encourage discussion

Describe activities undertaken to fulfill that initiative:

- DEI book group hosted quarterly book discussion. Discussions open to all staff.
- Managers completed training on a topic related to inclusion.