

## Summary Description of Supplemental Outreach Initiatives

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### ***Specify First Initiative:***

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

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

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#### **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.

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***Specify Second Initiative:***

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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.

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

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***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
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***Specify Third Initiative:***

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

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

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- 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:***

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

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

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- 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:***

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Hosted events to train employees on diversity topics and encourage discussion

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

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