

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 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 up to one fellowship per year.
- During this period, the WTTW Minow Fellowship was awarded to one individual for a one-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 up to three fellowship per year.
- The McCarter Fellowship was awarded this year to three individuals. The fellowships were 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.
- WFMT awards one to two fellowship per year for three to six months.
- The WFMT Patner Fellowship was awarded to two individuals this year for a three-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 7 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:

Maintain DEI resource group of staff members to address matters of diversity, equity and inclusion within the organization.

Describe activities undertaken to fulfill that initiative:

- Resource group meets bi-monthly.
- Resource group is made up of seventeen (17) members of management and non-management staff from throughout the organization.

Specify Fifth Initiative:

Host trainings and events for employees to encourage awareness and discussion on diversity topics.

Describe activities undertaken to fulfill that initiative:

- Hosted DEI training session which was open to all staff and mandatory for all full-time staff.
- New staff completed three-part DEI training sessions.
- DEI book group hosted a book discussion. Discussion was open to all staff.
- Hosted two diversity awareness events that were open to all staff.