

EEO PUBLIC FILE REPORT

For the period August 1, 2011 through July 31, 2012

This report covers Chicago Public Media, Inc (CPM) Station Employment units (SEU), which consists of the following full-service FM Radio Broadcast stations:

<u>Call Sign</u>	<u>Type of Station</u>	<u>Location</u>
WBEZ	Non-Commercial	Chicago, IL
WBEW	Non-Commercial	Chicago, IL
WBEQ	Non-Commercial	Chicago, IL

A. The following is a listing of job vacancies filled between 8/1/2011 through 7/31/2012:

Job Title	Date Filled	Number of Interviewees	Recruitment Sources for Interviewees	Recruitment Source for Hiree
1 Web developer (2)	8/01/2011, 4/9/2012	3	(AA), (LL)	(AA), (LL)
2 Traffic Assistant	9/12/2011	7	(AA), (LL), (GGGG), (MM), (RR)	(MM)
3 Stewardship Manager	9/19/2011	6	(AA), (QQQ)	(AA)
4 Producer (3) *	10/17/2011, 1/8/2012, 5/14/2012	10	(AA),(AAAA), (FFF), (LL), (LLL)	(LL)
5 Master Control Engineer	12/19/2011	4	(AA), (JJ)	(AA)
6 Director, Digital Project Management	1/1/2012	5	(B), (AA), (LL), (YY)	(AA)
7 Vice President, Philanthropy	1/1/2012	15	(LL), (BBB), (GGGG)	(BBB)
8 Controller	5/22/2012	15	(AA), (LL), (WW), YY, (KKK), (QQQ), (GGGG)	(QQQ)
9 Staff Accountant	5/21/2012	15	(D), (CCC, (FFF), (OOOO)	(CCC)
10 Editor	6/18/2012	8	(AA), (HHH), (GGGG)	(AA)
11 Grants Manager	6/18/2012	7	(AA), (LL), (QQQ)	(LL)
12 Online Content Manager	7/2/2012	10	(AA), (LL), (YY), (FFFF), (GGGG), (MMMM)	(GGGG)
13 Donor Relations Associate	7/2/2012	8	(AA), (YY), (QQQ)	(AA)
14 Sales Assistant	7/9/2012	10	(AA), (LL), (YY), (QQQ), (GGGG)	(GGGG)

The following recruitment sources were utilized in connection with recruitment for the above-listed job openings during the 2011-12 license year. Although national sources varied depending upon the nature of the job opening, the local recruitment sources listed below were notified of all job openings during the 2011-12 license year.

Organization	Address	Contact Person	Phone Number / Email
180 North Financial Staffing Solutions (A)	180 N. Lasalle Street #1800 Chicago, IL 60601	Ryan Langley	312-759-1180
37Signals Job Board (B)	http://jobs.37signals.com/	n/a	n/a
Access Living (C)	115 West Chicago Ave Chicago, IL 60654	Gary Arnold	312-640-2100
Accounting Now (D)	200 W Adams Suite 1001 Chicago, IL 60606	Paula Schubert	312-263-3900
Addison Search (E)	222 S. Riverside Plaza, Suite 1710	Christina Williams	312-424-0300

Organization	Address	Contact Person	Phone Number / Email
	Chicago, IL 60606		
Ajilon Professional Staffing (F)	10 S. La Salle, Suite 1310 Chicago, IL 60603	Jacquelyn Pate	312-782-7788
Affinity Community Services (G)	P.O. Box 377948 Chicago, IL 60637-7948	Kim L. Hunt	773-324-0377
Association of Fundraising Professionals Job Center (H)	http://jobs.afpnet.org/hr/jobs	n/a	630-416-1166
African American Development Officers Network (I)	aadevofficers@aol.com	n/a	404-894-2481
AIRdaily (J)	www.airmedia.org	Joe Schifano	202-513-2618
Ajilon Professional Staffing 2011 (K)	Ajilonprofessionalstaffing.com	n/a	n/a
Alliance Française de Chicago (L)	810 N. Dearborn Chicago, IL 60610	Renee Saito	312-337-1070
American Friends Service Committee (M)	637 S. Dearborn Chicago, IL 60605	Mary Zerkel	312 427-2533
Argonne National Laboratory (N)	9700 South Cass Ave Argonne, IL 60439	Matthew Howard	630-252-2000
Asian American Journalists Association Email List (O)	n/a	n/a	ELPChat@yahoogroups.com
Blacks In Development (P)	n/a	Tekla Syers	tsyers@ideationfirst.com
Careers in Nonprofits (Q)	135 S. LaSalle St., Suite 2100 Chicago, IL 60603	Abby Goldstein	312-254-8654
Casey Accounting & Finance Resources Inc. (R)	4902 Tollview Drive Rolling Meadows, IL. 60008	Pete McTague	224-232-5928
Center for Black Diaspora at DePaul University (S)	2320 N Kenmore, Suite 551 Chicago, IL 60614	Juelle Daley	773-325-7512
Chicago Architecture Foundation (T)	224 S. Michigan Ave Chicago, IL 60604	Kristy Peterson	312-922-3432
Chicago Career Tech Job Fair (U)	191 N. Wacker Drive, Suite 925 Chicago, Illinois 60606	Paul Weldin	312-422-5033
Chicago Council on Planned Giving (V)	www.chicagocouncilplannedgiving.org	n/a	n/a
Chicago Cultural Alliance (W)	70 E. Lake St, Suite 1200 Chicago, IL 60601	Rebecca Sanders	312-846-6814
Chicago Cultural Alliance (X)	4626 N. Knox Ave. Room 301 Chicago, IL 60630	Rebecca Sanders	n/a
Chicago Latino Network Newsletter (Y)	n/a	Jaime Viteri	info@chicagoLatinoNetwork.com
Chicago Public Library (Z)	400 S. State St., Room 2N-7 Chicago, 60605	Ruth Lednicer	312-747-4300
Chicago Public Media Website (AA)	Chicago Public Media, Inc. 848 E. Grand Ave. Chicago, IL 60611	Matt Green	312-893-2956
Chicago Southside NAACP (BB)	10540 S Western Ave, Suite 201 Chicago, IL 60643	Rose Joshua	773-429-9830

Organization	Address	Contact Person	Phone Number / Email
Chicago Urban Art Society (CC)	600 West Cermak Road, Unit 1B Chicago, IL 60616	Lauren Pacheco	773-951-8101
Chicago Urban League (DD)	4510 South Michigan Ave Chicago IL 60653	Trina Whatley	twhatley@thechicagourbanleague.org
Chronicle of Philanthropy (EE)	www.jobs@chronicle.com	n/a	202-466-1050
Community Media Workshop (FF)	c/o Columbia College 600 S. Michigan Chicago, IL 60605-1996	Nora Ferrell	312-369-6400
Community Renewal Society (GG)	332 S. Michigan Ave., Ste. 500 Chicago, Illinois 60604	Al Shaw	312-427-4830
Corporation for Public Broadcasting Job line (HH)	www.cpb.org/jobline	n/a	n/a
Creative Financial Staffing (II)	70 W. Madison, Suite 700 Chicago, IL 60602	Angie Besonen	Creative Financial Staffing
Craigslist Chicago (JJ)	http://Chicago.craigslist.org	n/a	n/a
Culinary Historians of Chicago (KK)	c/o Catherine Lambrecht, 280 Laurel Avenue Highland Park, IL 60035	Catherine Lambrecht	greatermidwestfoodways@gmail.com
Current Employee (LL)	n/a	n/a	
Current Newspaper (MM)	www.current.org	Kathleen Unwin	877-745-8776
DEI (NN)	www.deiworksite.org	n/a	n/a
DePaul University (OO)	1 East Jackson, Suite 9500 Chicago, IL 60604	n/a	312-362-8437
Development Leadership Consortium (PP)	n/a	n/a	n/a
Ellen Stone Belic Institute for the Study of Women and Gender in the Arts and Media at Columbia College Chicago (QQ)	218 S Wabash, 7th floor Chicago, IL 60604	Kipa L. Davis	312-369-8829
Fourth Presbyterian Church (RR)	190 East Delaware Place Chicago, IL 60611	Adam Fronczek	312-787-4570
Free Spirit Media (SS)	931 S. Homan Chicago, IL 60624	Melissa Bryan	773-533-7600
Free Write Jail Arts (TT)	NBJ Literacy and Creative Media Program, c/o Nancy B. Jefferson Alternative School 1100 S. Hamilton Chicago, IL 60612	Sage Morgan-Hubbard	sagemh@gmail.com
Gene Siskel Film Center (UU)	164 North State Street Chicago, IL 60601	Karen Durham	312-846-2600
Goodman Theatre (VV)	170 N. Dearborn Avenue Chicago, 60601	Willa J. Taylor	312-443-3811

Organization	Address	Contact Person	Phone Number / Email
Idealist.org (WW)	302 Fifth Avenue, 11th Floor New York, NY 10001	n/a	212-695-7243
Illinois Humanities Council (XX)	17 N. State St, # 22C Chicago, IL 60602	Geoffrey Banks	312-422-5585
Indeed.com (YY)	www.Indeed.com	n/a	n/a
Jackson Wabash (ZZ)	200 S Michigan Avenue, Suite 1220 Chicago, IL 60604	Jason Hageman	312-583-0508
Journalismjobs.com (AAA)	www.journalismjobs.com	n/a	n/a
Kittleman and Associates, LLC (BBB)	233 South Wacker Drive, 84th Floor Chicago, IL 60606	Rhyan Zweifler	312-986-1166
The LaSalle Network (CCC)	200 North LaSalle Street, Suite 2400 Chicago, IL 60601	Kelly Ogle	312-419-1700
Loftus and O'Meara Staffing (DDD)	211 East Ontario Street - Suite 1050 Chicago, IL 60611	Lisa Swanson	312-944-2102
MacArthur Foundation (Public Programming) (EEE)	140 South Dearborn Street, Suite 1200 Chicago, IL 60603	Jennifer Humke	312-726-8000
Marco & Associates (FFF)	150 South Wacker Drive, Suite 2050 Chicago, IL 60606	Jason Flores	312-546-9800
Mashable Job Board (GGG)	http://jobs.mashable.com	n/a	n/a
Media Bistro (HHH)	www.mediabistro.com	n/a	n/a
Metropolitan Planning Council (III)	140 S. Dearborn St., Ste. 1400 Chicago IL 60603	Mandy Burrell Booth	312-922-5616
Museum of Contemporary Art (JJJ)	220 East Chicago Avenue Chicago, Illinois, 60611	Erika V.Hanner	312-280-2660
Referral (KKK)**	n/a	Amber Webb	n/a
Referral (LLL)**	n/a	Brandon Smith	n/a
National Association of Black Journalists (MMM)	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	n/a	301- 405-0248
Neighborhood Writing Alliance (NNN)	1313 East 60th Street, Suite 238 Chicago, IL 60637	Rachael Hudak	773-684-2742
North Park University-Axelson Center for Nonprofit Management (OOO)	n/a	n/a	n/a
Northeastern Illinois University (PPP)	5500 North St. Louis Avenue Chicago, Illinois 60625	Dana Navarro	773-268-7500
NPO.net (QQQ)	www.npo.net	n/a	n/a
On-Air Announcement (RRR)	Chicago Public Media, Inc. 848 E. Grand Ave. Chicago, IL 60611	n/a	312-948-4600
Peggy Notebart Nature Museum (SSS)	2430 N Cannon Dr. Chicago, IL 60614	Jill Doub	773-755-5100
PHP Women Job Board (TTT)	www.phpwomen.org	n/a	n/a

Organization	Address	Contact Person	Phone Number / Email
Raven Foundation (UUU)	2624 Patriot Boulevard Glenwood, IL 60026	Maura Junius	224-521-2470
Remy Bumpo Theater Company (VVV)	3717 N Ravenswood, Suite 245 Chicago IL 60613	Chelsea Keenan	773-244-8119
Sixty Inches From Center (WWW)	c/o Clarion New Media 601 S LaSalle, Suite 600 Chicago, IL 60605	Tempestt Hazel	tempestt.hazel@sixtyinchesfromcenter.org
Stop Smiling Magazine (XXX)	1371 North Milwaukee Ave Chicago, IL 60622	J.C. Gabel	jc@stopsmilingonline.com
Street-Level Youth Media (YYY)	1637 N. Ashland Chicago, IL 60642	Marc Furigay	marc@street-level.org
Suburban Chicago Planned Giving Council (ZZZ)	C/O NAV & Associates P.O. Box 804 LaGrange, IL 60525	n/a	708-338-0760
The Association of Independents in Radio (AAAA)	42 Charles Street, 2nd floor Dorchester, MA 02122	Sue Schardt	617-825-4400
The Chicago Council on Global Affairs (BBBB)	332 S. Michigan Ave Suite 110, Chicago, IL 60604-4416	Betsy Hushek	312-726-3860
The LaSalle Network (CCCC)	200 N. LaSalle St Chicago, IL 60601	n/a	n/a
The Mergis Group 2011 (DDDD)	www.themergisgroup.com	Cheryl Rhody	800-422-3819
The Victory Gardens Biography Theater (EEEE)	2433 North Lincoln Ave Chicago, IL 60614	Will Rogers	773-871-3000
Twitter (FFFF)	www.twitter.com	n/a	n/a
Unknown / Referral Not Specified (GGGG)	n/a	n/a	n/a
Wilbur Wright College Job Fair (HHHH)	4300 N. Narragansett Ave Chicago IL 60634	Joe Reaves	773-481-8527
Woman Made Gallery (IIII)	685 N. Milwaukee Ave Chicago, IL 60642	Nina Corwin	312-738-0400
Women In Development - North (JJJ)	www.widgb.org	n/a	n/a
Young Chicago Authors (KKKK)	1180 N. Milwaukee Ave Chicago, IL 60622	Rebecca Hunter	773-486-4331
Young Non Profit Professionals Network (LLLL)	www.ynpnchicago.org	n/a	n/a
Taleo.com (MMMM)	www.taleo.com	n/a	n/a
Poynter Career Center (NNNN)	www.careers.poynter.org	n/a	n/a
Watson Dwyer & Associates (OOOO)	www.watsondwyer.com	Jim Huss	jhuss@watsondwyer.com

B. A total of 123 people were interviewed for these vacancies. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total Number of Interviewees	For Positions Listed in part A.
37Signals Job Board	1	6
AIR (Association of Independents in Radio)	1	4
Company Website	33	6, 8, 4, 5, 2, 1, 3, 10, 11, 12, 13, 14
Craigslist Chicago	3	5
Cristina De La Rosa	1	8
Idealist.org	1	8
Mediabistro.com	1	10
Current Newspaper	1	2
Internal Candidate	1	2
NPO.net	16	8, 3, 11, 13, 14
On Air Announcement	1	2
Kittleman & Associates	13	7
Referral Not Specified/ Unknown	6	7, 10, 12, 14
Twitter	2	4, 12
Watson Dwyer & Associates	1	9
Accounting Now	1	9
The LaSalle Network	5	9
Marco & Associates	8	9
Taleo.com	1	12
Mailed In Resume to H.R.	1	2
Current Employee	14	7, 8, 4, 6, 1, 11, 12, 14
Indeed.com	6	6, 8, 12, 13, 14
Association of Women Journalists	1	10
Referral by Other 3 rd Party	5	8, 4

Addendums

* Three producer positions were filled during this license year: one was a staff referral (LL) as indicated here; the other two were existing CPM part-time employees who were promoted to full-time producer positions. Widespread recruitment had been conducted at the time that one of these part-timers was originally hired; with respect to the other part-time promotion, the CPM SEU conducted widespread recruitment, including the local community organizations, but ultimately determined that the part-time employee was the best candidate.

** Each of these names was indicated by an interviewee as a referral source on their respective job application forms.

The rest of this document contains a summary of the following outreach initiatives:

1. Outreach Initiatives for Vocalo.org (WBEW)
2. Commentary Series
3. Internship Program
4. Job Fair Attendance
5. Leadership Training: Professional Growth and Development
6. Pritzker Fellowship Summary 2011-2012

1. Outreach Initiatives for Vocalo.org (WBEW)

Vocalo, the program service of WBEW-FM, Chesterton, IN, developed and engaged in a number of creative, innovative, and community-based educational and mentoring projects over the course of the license year, spanning the dates of July 15, 2011 through May 24, 2012. Sarah Lu, Vocalo Producer, facilitated and/or participated directly in most of these initiatives, although several other Vocalo-based employees of the Chicago Public Media SEU, also worked with Ms. Lu, providing outreach, mentoring, and educational sessions. The 2011-12 Vocalo initiatives included the following:

- *Vocalo/Young Chicago Authors Collaborative Hotline Project Meeting*

Vocalo partnered with Young Chicago Authors (1180 North Milwaukee) on July 15, 2011. Fifteen local high school students and four adult educators participated in this project. Sarah Lu, Vocalo Producer, facilitated a critique of recorded interviews. Plans were made for a second phase of a collaborative hotline audio project looking at segregation in Chicago, the chosen topic of YCA's Say What Magazine's summer journalism program.

- *Radio Arte Field Trip to Vocalo Studios*

Radio Arte partnered with Vocalo at Chicago Public Media (CPM) at 848 East Grand Avenue on July 25, 2011, for a tour of the Vocalo Studio. The tour included two instructors and thirty journalism students who are enrolled in an after-school program at Radio Arte in Chicago's Pilsen neighborhood entitled "After School Matters". Jesse Menendez, Vocalo Host, and Sarah Lu, Vocalo Producer, led a Vocalo / CPM tour. Jesse explained how he became the "MusicVox" host, and described how he prepares for "MusicVox".

- *Vocalo Hosts Visit Radio Arte*

Molly Adams and Brian Johnson, Vocalo Morning Amp Hosts, visited Radio Arte on July 28, 2011 at 1401 West 18th Street. They met with two instructors and 30 "After School Matters" journalism students who are taking classes at Radio Arte in Pilsen. Brian and Molly were invited to speak to the students at Radio Arte about the events they host in connection with their broadcasts.

- *Vocalo Partners with Affinity Community Services*

The Vocalo / Affinity partnership kicked off on September 17, 2011 at the first hotline project meeting at 1424 East 53rd Street. Sarah facilitated a media literacy conversation and a phone recording and interviewing training. Together they planned a collaborative hotline audio project looking at Black perspectives on Immigration, the chosen topic of Affinity's Leadership Institute.

- *Partner Get-Together*

Vocalo's Partner Organizations attended a Partner Get-Together at CPM on November 15, 2011. Vocalo staff mingled with our community partners, discussed Vocalo's pilot partnerships program and discussed future collaborative possibilities.

- *Mash Taping and Training*

Sarah Lu taught basic voicing, interviewing and microphone techniques to three local high school journalists and one adult instructor, as they recorded a conversation for a feature, on January 25, 2012.

- *Vocalo Storytelling, Workshop Round 1*

Adriana Gallardo, instructed eight journalists at CPM between the ages of 18 and 24 in radio production over five weeks, culminating in a community listening session. Classes were held on January 14, 21, 28, February 4 and 11, 2012, for a total of five weeks.

- *“Now is The Time” Audio Training*

With an invitation from Professor Miles Harvey, Sarah Lu conducted an audio recording and interviewing training to prepare undergraduate and graduate students from DePaul’s English Department who were embarking on an oral history project looking at violence in Chicago. The two sessions were held on January 31 and February 2, 2012 at the DePaul University campus.

- *Mash Taping and Training*

Sarah Lu taught basic voicing, interviewing and microphone techniques to four local high school journalists and one adult instructor, as they recorded a conversation for a feature, on February 22, 2012.

- *Elmhurst Career Fair*

Brian and Molly talked to passing and interested Elmhurst college students and community members / residents about getting into radio and about CPM, which resulted in the recruitment of one of our summer interns at the station. The event was held at Elmhurst College, 190 South Prospect.

- *Street-Level Youth Media Co-Instruction*

Sarah co-instructed the spring Exposures class at Street-Level Youth Media, providing training in audio recording and editing for students combining audio with digital photography for their final projects exploring community and place. This was part of our partnership with Street-Level Youth Media, at 1637 North Ashland 10 high school students in an after-school arts program participated, along with two instructors. This six-week program held sessions on February 2 & 17, March 16, April 13 & 20, 2012.

- *Chain Reaction at the Broadway Youth Center*

Sarah Lu provided interviewing and audio recording trainings as part of our partnership with Project NIA/Chain Reaction, an all-volunteer community-based transformative and restorative justice organization. Eight youth from underrepresented backgrounds, including youth experiencing homelessness, applied to be part of the Chain Reaction Project to document youth stories of encounters with Chicago Police. Sessions were held at the Broadway Youth Center, 3179 North Broadway, for five weeks, from February 2 through March 7, 2012 (February 8, 15, 22 29 and March 7).

- *Chain Reaction at Circles and Ciphers*

Sarah Lu provided interviewing and audio recording trainings to 12 young men from under-represented groups, taking part in Circles and Ciphers, an after-school program providing peace keeping circles, job training and development of self-expression. The project was conducted as part of our partnership with Project NIA/Chain Reaction, an all-volunteer community-based transformative and restorative justice organization. Sessions were held for five weeks, from March 7 through March 21, 2012 (March 15, 21, 28 April 4, 11 and 17) at Circles and Ciphers, 1545 W. Morse Ave.

- *Chicago Public School Broadcast Technology Awards*

Vocalo hosts Molly Adams and Brian Johnson hosted award ceremonies for outstanding broadcast students in Chicago Public Schools. Ceremonies were held at the Bridgeport Arts Center, 1200 West 35th Street and Gene Siskel Film Center, 163 North State Street, on May 10 & May 17, 2012.

- *DePaul Journalism Class Visit*

Sarah Lu was invited by Professor Lou Routigliano to speak to his class of 20 graduate journalism students at DePaul University about the Barber Shop Show and how public media can work in underserved communities. CPM/Vocalo internships were also discussed, for possible intern recruitment. The event was held at 14 East Jackson.

A total of over 385 community members participated in these Vocalo projects and initiatives over the course of the year.

2. Commentary Series

In April 2012, Chicago Public Media (CPM) partnered with the University of Chicago Irving B. Harris School of Public Policy (Harris) to debut a new "Commentary Series." The aim of the project is to highlight successful policy ideas around the globe. One goal is to solicit contemporary analysis and opinion of policy, either proposed or in practice, striving to foster deeper understanding of proposed topics and issues among both WBEZ audience, community and staff. This initiative focuses on teaching students in this public policy program how to create and develop public policy content for broadcast news and information programming, particularly for public radio. The following CPM staff members were involved: Steve Bynum, Senior Producer and Breeze Richardson, Director of Strategic Partnerships.

Bynum and Richardson were guest instructors in the Harris Spring communication class to talk about how to make a pitch, how to write an interesting piece (the course theme is focused on "persuasion"), the review and editing process, how to speak on the radio, and how to choose an essay topic. As part of this collaboration, students were required to complete a 400-word essay on a selected topic that would eventually be recorded for broadcast on WBEZ's Worldview.

3. Internship Program

Chicago Public Media offers internships in various areas, from on-air production to non-profit management. Options for interns range from working on WBEZ's flagship news magazine program "Eight Forty-Eight", learning the art of fundraising by interning with our Institutional Advancement Department, learning how a radio show is put together with Vocalo.org, or working as a multimedia journalist as a web team intern. Chicago Public Media (CPM) realizes the important role an internship program plays in introducing new and diverse voices not only to its own broadcast communities in Chicago and Morris, Illinois, and Chesterton, Indiana, but to the broader landscape of public radio. Chicago Public Media offers internships at its main studio location in downtown Chicago. Internships are available four times a year.

Interns have an opportunity to learn about various aspects of Chicago Public Media. They are also able to learn a variety of skills such as writing for newscasts, researching story ideas, digital audio editing, interviewing, working with sound, field reporting, producing feature segments, studio operation, or in other areas, such as the membership and marketing departments. As part of their learning experience, interns attend workshops and receive one-on-one mentoring in the above listed skills lead by senior staff members. George Lara, Internships and Mentorships Director, oversees the program, which also included the following CPM employees: Lynette Kalsnes – Arts Editor; Aurora Aguilar – Senior Producer; Sally Eisele – Managing Editor; Carrie Shepherd – Producer; Tony Arnold – Interim Newscast Editor; Cate Cahan - Metro Desk Editor; Molly Adams – Vocalo.org Host/Producer; Shantell Jamison – Vocalo.org Host/Producer; Judy Lindsey – Vice President of Philanthropy and Becky Vlamis - Producer.

The Internship Program is open to college students, recent graduates, non-traditional students, and members of the community. Members of minority groups are encouraged to apply on the Chicago Public Media website. Most internships are a minimum of 15 hours per week, with the exception of the "Eight Forty-Eight" and Newscast internships, each of which requires a 35 hour a week commitment. Between June 1, 2011

through May 31, 2012, Chicago Public Media hosted a total of 35 interns in various departments of the station and Vocolo.org (WBEW). A list of available internships, along with an application form, is available year-round on www.chicagopublicmedia.org, our website.

4. Job Fair Attendance

George Lara, Director of Internships and Mentorships, attended the following job fairs:

- 9/16/2011 — Outreach & Networking event sponsored by the National Association of Broadcasters. Presentations were given by guest speakers to job seekers on how to find jobs in the broadcast industry. At the end of the presentations, recruiters spent time with job seekers to talk about open positions.
- 10/06/2011 — Job Fair sponsored by Chicago Careers Tech (CCT). CCT is a job-retraining program that helps mid-career professionals who have been displaced by the economy and teaches them technology skills. This was a recruiting source for our Web Developer position. After attending the job fair, Chicago Public Media became a host site for CCT participants. During their job-retraining program CCT participants spent three days interning at Chicago Public Media, where they receive on the job experience related to the classes they attend during their six month program.
- 10/27/2011 — Job Fair sponsored by Wilbur Wright College. Wilbur Wright College is a part of the City Colleges of Chicago a network of community colleges. The job fair was open to both students and the community.
- 02/07/2012 — Job Fair sponsored by Loyola University Communications department. This job fair targeted soon to be recent grads, seeking jobs and internships in the broadcast industry.

5. Leadership Training: Professional Growth and Development

From August 2011 through June 2012, Diana Zapata, Director of Human Resources, conducted a twenty-hour course focusing on Management Leadership: Professional Growth and Development. The course included academic style lectures, two required reading texts, follow-up assignments, small group meetings, content and process review, as well as one-on-one leadership coaching. Twenty-four staff members from various departments participated in this Leadership Training, which consisted of four groups of six attendees each. Topics included: communication skills, group dynamics, conflict resolution, performance management, mediation, and facilitation of shared leadership.

6. Pritzker Fellowships Summary 2011-2012

Program Objectives

The Pritzker Fellowships are designed to fulfill our most important goal: to discover, encourage, and train the best possible representatives of a diverse new generation of public-media talent. As our community evolves, we must continue to cultivate media professionals who contribute to programs that speak with many voices.

While on-going changes in our listeners' needs require thoughtful, engaging and entertaining programs, they also call for a strong commitment to diversity within our organization. As Chicago continues to grow and change, it is our duty to reflect its composition in the staff we create and the programming we offer.

Program Summary

The Pritzker Fellowships effort is a multi-year program. Two Pritzker Fellowships are awarded each year to people from diverse communities who are non-radio professionals, have not received formal training in journalism and who show promise as radio producers, journalists and story tellers.

The Pritzker Fellowships offer high-level mentorship and professional development focused on journalism. Pritzker Fellows receive rigorous training in every aspect of public radio journalism and work alongside some of the nation's most respected reporters, producers and editors. Instruction includes:

- Production and editorial skills

- Reporting and on-air training
- Writing for the air and the web
- Multi-media production skills

Professional training is provided at the WBEZ Studios over a period of nine months, with full 40-hour work weeks required. The program began in July 2011 and concluded in March 2012. Fellows are expected to make the program their primary focus during the term of the Fellowships.

Each Pritzker Fellow is awarded a stipend of \$20,000 plus full benefits. The stipend opens the door to applicants who otherwise would not be in a position to consider participation in an extended training program.

Selection Process for the 2011-2012 Pritzker Fellowships

Our ideal applicant is someone who has a history of being engaged in their community, someone who has talent, passion, and demonstrates a desire to create change through telling stories. We require applicants to be nominated by a community-based organization, which enables us to expand our reach effectively and find hidden talent. Given that the community organizations work on the front lines within their communities, we anticipated that they have access to exactly the type of people we hope to attract.

Another benefit that is derived from involving community organizations in our search for the Fellows is that we are able to reach and develop strong ties with community leaders. Not only does this create new partnerships in traditionally underserved communities, but also furthers our objective of continuing to grow and change in ways that mirror the diverse population of the Chicago area.

We created a list of over 250 organizations and contacted each one with information about the Fellowships. We asked that the contact persons at these organizations forward the information to co-workers and colleagues.

Each applicant was asked to provide written answers to several questions, as well as to provide an example of their story telling ability. We left it up to each individual to determine what form of media they would use to share their story, in addition to what the subject matter would be. Our goal was to offer the candidates a forum to highlight their unique talents. What we received truly exceeded our expectations.

As the result of our outreach 62 applications were submitted. The quality of the candidates was stunning. Our program attracted people of all ages and of all walks of life whose talent and drive astounded us. Of those 62, 26 made it to the second round and had their applications reviewed by our selection panel.

The panel was made up of four judges. Three of the judges were media professionals from outside of WBEZ and one was internal. Using a scoring rubric, each judge reviewed and scored the second round applications. Based on those scores, the top six applicants moved into the final round and were interviewed by the panel.

2012 Pritzker Fellowships Outcome

We offered the Fellowships to two outstanding candidates. The Pritzker Fellows will receive guidance from Lynette Kalsnes, Arts Editor, Cate Cahan, Metro Desk Editor, Tony Arnold, Interim News Editor, George Lara, Director of Internships and Mentorships, Diana Zapata, Human Resources Director and Dorse Kelly, Human Resources Manager.

2011-2012 Pritzker Fellowships Quick Facts and Figures

- We contacted over 250 community organizations about the Fellowships
- 43 of the nominations came from additional organizations with whom we had not contacted directly
- The online application form received 253 unique views
- 62 people applied for the Fellowships
- 66 organizations nominated a candidate for the Fellowships (several applicants had multiple nominators)

- The applicants ranged from people just out of high school to people who had been in the workforce for the past twenty years, from having no experience in the workplace to having run their own business, from having not graduated from high school to having a law degree
- Each of the judges volunteered an average of 18 hours of their time to choosing the Fellows
- 26 applicants made it to the second round and were reviewed by the judging panel
- Six of the applicants made it to the final round and were interviewed by the judges
- Two of the judges have contacted two of the non-winning finalists and offered to help them along in their journalistic pursuits
- Several of the applicants stated that applying for the Fellowships made them realize how important their dream of becoming a journalist is and have vowed to pursue other avenues in order to fulfill their goals

An additional and unexpected benefit resulted from this Fellowship – the process of compiling and getting acquainted with the various community organizations that were invited to participate by nominating applicants allowed Chicago Public Media to broaden its own community recruitment outreach. Many of these organizations have since agreed to join our existing list of community organizations that refer applicants for job openings at the CPM SEU. It has greatly expanded our community coverage and resulted in several referrals of job applicants.