

FY23 Initiatives

Initiative: Establishment of an internship and fellowship program designed to assist members of the community to acquire skills needed for broadcast employment.

Chicago Public Media hosts an on-going program for students and recent graduates from participating college or universities interested in careers in broadcasting and journalism to gain experience, skills, and contacts through participating in internships and fellowships. Internships typically last for one semester or summer session, but can be extended upon request. Fellowships generally last for one year.

During the period August 1, 2022 through July 31, 2023, several interns and fellows began employment with Chicago Public Media, including:

- 2 fall semester interns;
- 2 spring semester interns;
- 4 summer interns; and
- 5 fellows.

Recruitment is conducted through the CPM website, postings at local colleges and universities specializing in journalism and broadcasting, and through on-going relationships with local educational institutions. Internships and fellowships are paid, full-time positions consisting of 40-hours per week.

During the period August 1, 2021 through July 31, 2022, several interns and fellows began their stints with Chicago Public Media, including:

- 1 fall semester interns;
- 8 spring semester interns;
- 3 summer interns; and
- 2 fellows.

See **Exhibit 6**.

Initiative: Establishment of a mentoring program for station personnel.

CPM established a mentorship program for all new hires at the organization including full-time hires, fellows, and interns. All new hires are assigned a specific mentor who has worked at the organization for at least one year. The purpose of the program is to assist in acclimation, job training, and to increase support for new hires while providing leadership opportunities for mentors.

All new hires are assigned a mentor with at least one year of experience at the organization. Mentors are assigned intentionally with an eye to their past experiences and expectations at the organization. Most mentors are assigned from different departments in an effort to firm up social connections and decrease

silos. During the period August 1, 2021 through July 31, 2023, Chicago Public Media assigned 45 new employees to mentors in the program.

Initiative: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

CPM's Director of Editorial Training and Operations develops and conducts trainings and training series for station staff throughout the year related to content, editorial work and systems. The training improves employee skills that allows them to apply for higher level positions. CPM also identifies outside training opportunities for staff.

Training during Orientation

Each new hire at the organization receives training in a 2-day cohort orientation to be acclimated to the station. We cover history, vision, values, performance management, and revenue. A curated individual training plan is developed for each new hire to ensure that they are prepared to be as effective as possible in their role by 90 days. Some of these trainings include audio products, fundraising software, and specific administrative tasks.

Initiative: Training of management level personnel on methods of ensuring equal employment opportunity and discrimination prevention.

Annual on-line sexual harassment training sponsored by the Corporation for Public Broadcasting was completed by all employees (153 total) as of September 30, 2022. **See Exhibit 7.**

In addition to the online training completed by staff, CPM's Manager, Diversity, Equity & Inclusion identified an additional DEI training conducted by CZL P.C. CZL P.C. is a Chicago-based, Black woman-owned law firm and consultancy providing legal services and educational support to individuals, institutions, and communities. The firm takes "a systems approach...backed by targeted research, analysis, [their] own observations" and client input to "design and implement sustainable processes and develop metrics to ensure [a client's] ability to recognize and meet its long-term objectives." The firm's DEI programs focus on restoring community, equity, inclusion, and transformation, and its work centers on what it calls "anti-racism/colonialism, diversity, equity, and inclusion (ARCDEI+)," and belonging.

147 Chicago Public Media staff members participated in the sessions. **See Exhibit 8.** Of these, 120 participated in the two-hour staff-level training, while 27 participated in the three-hour manager training. The sessions took place on May 17, June 6, June 13, June 14 (2 sessions), and June 28, 2023. Topics covered included:

1. Exploring how one's identity, intersectionality, bias, power, and privilege play inform a person's engaging in inappropriate/violative behavior. Categories were: 1) Primary (age, birth order, race, gender/orientation, etc.); 2) Cultural (geography, political affiliation, relationship status, education,

marginalized or privileged, etc.); 3) Personality (Being vs. doing, flexible vs. structured, introvert vs. extrovert, privilege cognizant vs. privilege unaware, etc.); and 4) Organizational (tenure, industry, belonging, role, etc.).

2. Elements of Culture: Symbols, Language, Values, Beliefs, Norms.
3. Unpacking the vulnerability of marginalized and under-represented persons within an organization to harmful/inappropriate/violative behavior against them.
4. Conscious and unconscious bias and harm: Intent vs. our impact: 1) Good intentions can have harmful impacts, 2) Micro-aggressions (a form of harm) as a reflection of “power over” imbalances, and 3) Mischaracterizing harassment for micro-aggressions.
5. Understanding the law concerning sexual harassment in the workplace, including definitions.
6. Practicing bystander interruption and intervention techniques.
7. Reviewing and understanding different reporting mechanisms available for submitting a complaint.

Initiative: Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.

FOIA Fest 2023 Sponsorship:

FOIA, which is short for Freedom of Information Act, is a federal law that requires the full or partial disclosure of unreleased documents and information controlled by the federal government. States have similar laws. This tool is used by journalists and citizens to request and obtain documents and data. FOIA Fest 2023 was a hybrid conference featuring dozens of panels and a mentorship program for early career journalists of color. The conference’s popularity has grown over the years.

In celebration of the 11th year of FOIA Fest and its first in-person efforts since the height of the COVID-19 pandemic, on March 10, 2023 Chicago Public Media partnered with FOIA Fest and the Chicago Headline Club and sponsored the official FOIA Fest 2023 Mixer. This event took place on Friday, March 10, 2023 from 7pm-9pm at TechNexus in Downtown, Chicago. During this event, journalists and community members enjoyed an evening of connection and conversation designed to help launch a weekend of learning more about the Freedom of Information Act, its necessity and its impact on the media industry. The conversation was streamed live and in addition, virtual and in-person attendees were able to ask questions. **See Exhibits 9–10.**

Chicago Public Media was represented by several staff members who served as keynote speakers throughout the conference as well as branding visibility via a designated area where the CPM human resources team was able to speak to conference attendees about career objectives, industry trends and current open positions, establishing a diverse talent pipeline for current and future employment opportunities.

2023 Public Media Village Sponsorship:

In collaboration with nearly 40 public media organizations, Chicago Public Media is a Founding Village Sponsor within the Public Media Village. The Public Media Village is the unified presence of nearly 40 public media organizations at some of the largest gatherings of journalists each year – NAHJ, AAJA, NABJ,

NLGJA, NAJA and AMEJA – where the work of minority journalists are celebrated through workshops, panel discussions and keynote addresses. Since its launch in 2016, the Public Media Village, composed of public media organizations big and small, has had one of the largest footprints of all media organizations at most of these journalism conferences with nearly 3,000 minority journalists registered with the Village to date. Through the Public Media Village, Chicago Public Media has the opportunity to recruit staff and spread the word about careers in public media under the banner Think.Public.Media.

In 2023, through the Public Media Village, Chicago Public Media was a convention sponsor for NABJ, NAHJ and AAJA. The sponsored events included:

- NABJ: August 2-6, 2023 Birmingham, Alabama
- AAJA: July 19-22, 2023 in Washington, DC
- NAHJ: July 12-15, 2023 in Miami, FL

CPM employees participated in various seminars, workshops and special events. It also actively participated in the job fairs for each convention where it informed, educated and interviewed diverse prospects for present and future job opportunities.