

During the reporting period, WDCB did not hire any new fulltime employees.

Supplemental Outreach Initiatives

Type of Activity	Brief Description
<p>Internship</p>	<ul style="list-style-type: none"> • WDCB has an ongoing informal relationship with area colleges, including North Central College in Naperville, Illinois. Through this program we have been able to offer a volunteer internship opportunity for up to up to three students each year. The interns are involved in a variety of tasks within the WDCB arts & public affairs department that help prepare them for possible careers in media. For most of the past year, access to WDCB's studios and non-distanced interaction on-site was highly restricted due to COVID rules, so we had no interns, though we hope to offer opportunities again in 2023. • WDCB works with up to three paid College of DuPage students each year. The students begin with no previous experience but are trained in various aspects of broadcasting work, including board operation, audio editing, music library upkeep, clerical work and fundraising. This program was not active in the past year due to COVID rules, but a position is re-opening as of August 2022.
<p>Programs related to career opportunities in Broadcasting sponsored by educational institutions</p>	<ul style="list-style-type: none"> • WDCB's Station Manager and other station members give a twice-annual 90-minute presentation to dozens of students and community members, with an overview of station's role as a media outlet and a discussion of careers in radio broadcasting, including radio journalism, music hosting and production. Access to the WDCB studios was highly restricted during the past year due to COVID, but if safety concerns permit, the community presentations are expected to resume in late 2022 and 2023. • WDCB station personnel have actively sought out opportunities to give presentations on media careers to high school classes, at colleges and at broadcasting schools (like the Illinois Center for Media) but these have been on temporary hiatus during COVID. We expect to resume these outreach activities in Fall of 2021. • WDCB Station Manager Dan Bindert gave a station tour and Q&A on April 12, 2022 about careers in radio to a group of international students studying Mass Communications with COD professor David Felix as part of a program organized by the US Dept of State's Bureau of Educational and Cultural Affairs.

Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<ul style="list-style-type: none">- WDCB Station Manager Dan Bindert and additional staff members attended an online session at the PRPD Summit in September 2021 titled "Public Media: Building a More Diverse and Inclusive Workforce."- WDCB Station Manager Dan Bindert and additional staff members attended College of DuPage's "COD Antiracism Action Initiative" online session called "CODARAI Conversation with Mara Baker" on November 11, 2022, which explored anti-racist work being done by the college's Arts faculty.- All WDCB senior managers completed online seminars on "Discrimination and Harassment Prevention" in October of 2021 as part of a college-wide training program.- WDCB Station Manager Dan Bindert and additional staff members viewed the webinar "Leading the Way on DEI," looking at how public media organizations can incorporate DEI best practices, presented by Current.org Managing Editor Karen Everhart on March 31, 2022.
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<p>Participation in other activities designed to disseminate information about employment in broadcasting.</p>	<ul style="list-style-type: none"> • WDCB Station Manager Dan Bindert and WDCB staffer David Rash have in the past given annual tours, talks and Q&A's with students from a west suburban service program for people with disabilities on careers in radio broadcasting. These events have been on hiatus during the pandemic. • WDCB has ongoing informal relationships with local Girl Scout and Boy Scout groups in which monthly guided tours are given by WDCB staffers who introduce the groups to the radio operations and employment roles in the broadcasting and journalism fields. Ongoing, but on temporary hiatus since March 2020 due to COVID. We now expect these outreach activities to resume in the Fall of 2022.