



# memorandum

**TO:** OAB Board of Directors

**FROM:** Christine Merritt

**DATE:** September 8, 2023

**RE:** Request for Approval of MIW-OAB Internship

During our Sept. 14<sup>th</sup> meeting, I would like the OAB Board's approval on a proposal for OAB to partner with an organization called Mentoring and Inspiring Women in Radio (MIW) to provide mentorship opportunities for Ohio women in radio.

MIW is a volunteer 501c3 organization of female radio professionals from across the country who are dedicated to using their influence and resources to help other women in radio develop management and leadership skills. MIW's goal is to support the advancement of women to senior positions within the radio industry. MIW's flagship program is the Mildred Carter Mentorship, which selects four women from a variety of radio career categories for a one-year mentorship. Mentees have the opportunity to build their technical, leadership and management skills through monthly one-on-one meetings with leaders in the industry.

MIW is interested in working with state broadcasters associations to replicate this mentorship program at the state level. Minnesota, Wisconsin and Michigan have already launched the mentorship program and MIW has invited the OAB to provide a mentorship opportunity here in Ohio.

The MIW mentorship does not require a budget investment of the OAB. Rather we would be responsible for promoting the MIW-OAB mentorship to women in radio in Ohio, managing the selection process for a mentee, and then identifying and coordinating monthly meetings between the mentee and mentors. MIW would provide application materials, support the judging of applicants and offer potential mentors as needed. Initially, we would start with one mentee. Based upon this experience and the time required to manage the program, we could consider expanding the program in future years.

The proposed timeline for an MIW-OAB mentorship is as follows:

- Oct. 16 – Launch MIW-OAB program and begin promoting the mentorship
- Nov. 3 – Application deadline
- Nov. 30 – Judging and selection process completed
- Dec. – Initial planning and discussion with MIW-OAB mentee
- Jan – Sept – monthly meetings for MIW-OAB mentee with industry leaders

I think this program would provide an outstanding opportunity to support the advancement of women in our industry. While we see many women in middle management positions, there are few who have advanced to the GM or corporate management positions.

I look forward to discussing the MIW-OAB mentorship proposal with you during our meeting, and would be grateful for your support of the proposal.