

Equal Opportunity Employment Report
SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA
(LICENSEE)

WLRN TV, WLRN FM, WKWM FM

EEO Public File Report

October 2024 - 2025

This EEO Public File Report is being filed for the Licensee in the Online Public Inspection Files for Stations WLRN-TV, WLRN-FM, and WKWM-FM, pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Primary responsibility for the Licensee's EEO program now rests with Karla Ugalde, the WLRN Management Liaison at the stations.

HIRING

- Visual Media Manager - This position was posted once and was listed on the Miami-Dade County Public School's website (one of the largest employers in Florida) and the station website (wlrn.org). Twelve people applied, of which six candidates were qualified to be interviewed. The ultimate hire, a Hispanic American female, learned of the position through the M-DCPS website. The date of hire was October 2024.
- Visual Media Manager - This position was posted once and was listed on the Miami-Dade County Public School's website (one of the largest employers in Florida), station website (wlrn.org), Indeed, Handshake, and LinkedIn. Twenty-four people applied, of which twelve candidates were qualified to be interviewed. The ultimate hire, an African American female, learned of the position through the M-DCPS website. The date of hire was June 2025.
- WLRN Executive Director - This position was posted once. It was listed on the Miami-Dade County Public School's website (one of the largest employers in Florida), station website (wlrn.org), Indeed, Handshake, and LinkedIn. Thirty-one people applied, and ten were interviewed. The ultimate hire, an African American male, learned of the position through the M-DCPS website. The date of hire was September 2025.

INITIATIVES

Training

Licensee's Management level personnel, including managers at the Stations, are provided EEO training to ensure Equal Employment Opportunity and prevent discrimination.

All Licensee Station employees received training on how to identify forms of harassment in the workplace, and how to report suspected harassment through a required webinar provided by the Corporation for Public Broadcasting.

Mentoring Program for Professional Development

WLRN has an ongoing mentoring and development program to foster individual growth and career advancement. Employees receive personalized feedback, guidance, and support through quarterly one-on-one sessions. These meetings provide a space to discuss performance, set professional goals, and develop skills, ensuring that staff have the tools and mentorship necessary to thrive in their roles and advance within the station. Station personnel are also invited to specialized professional development sessions throughout the year to enhance their skills.

Participation in Job Fairs

M-DCPS Fall Career Fair @ Ronald Reagan Doral – 11/16/24
CHOICE EXPO Fall Career Fair @ M-DC North Campus - 12/14/2024
CHOICE EXPO Fall Career Fair @ M-DC South Campus - 1/11/2025
Technical College Career Expo @ Miami Dade County Fair – 2/12/25 and 2/13/25
Parent Academy Family Fest @ Eugenia B. Thomas K-8 Center – 2/22/25
NAHJ/NABJ Resume Workshop |FIU's Biscayne Bay Campus, 03/15/25
WLRN at FABJ in Orlando for job fair| Orlando, 04/20/25
The College of the Florida Keys @ Key Largo – 4/22/25
UPI Community School Kickoff Event @ Miami Jackson Senior High School – 4/26/25
Career and Resource Fair @ Milander Park – 6/16/25
M-DCPS Career Fair @ Southwest Miami Senior High School – 7/19/25
The Florida Society of News Editors| Charlotte Harbor, FL, 07/31/25-08/01/25
Association of LGBTQ+ Journalists| Atlanta, 09/04/25- 09/07/25
OYC Youth Center Career Fair – 9/23/25
Career Orientation @ M-DC – 9/30/25

Internship Programs

HIGH SCHOOL INTERNSHIP PROGRAM

The WLRN High School Internship Program provides students the opportunity to experience real-life professional roles in an award-winning media enterprise. Students were vetted for these specific internship positions and were required to deliver their resumes and attend a “job” interview with their assigned WLRN internship supervisor. Each student intern was monitored using quarterly grade evaluations.

Milly Harris, 2025-2026. Senior at Design and Architecture Senior High (DASH).

Nyle Jones, 2024-2025. Senior at Design & Architecture Senior High School (DASH)

COLLEGE INTERNSHIP PROGRAM

This yearly program, for local university and college students, offers opportunities for paid and academic credit internships in journalism and digital media. The goal of the program is to provide students with an opportunity to learn and develop practical skills through real work experience. Staff members who oversee interns often maintain relationships with them for future part-time or full-time opportunities at WLRN or openings at other broadcast stations in the area.

Fall 2024 Radio Interns

Elise Gregg, Florida International University

Spring 2025 Radio Interns

Jenny Jacoby, University of Miami.

Duvasana Bisoonial, Florida International University.

Summer 2025 Radio Interns

Carla Mendez, Florida International University.

Sofia “Zee” Zarran, University of Florida.

Elizabeth Insuasti, University of Florida.

Fall 2025 TV Interns

Michelle Bustos, Florida International University.

Fall 2025 Radio Interns

Diego Perdomo, University of Florida.

Anthony Cruz, Florida International University.

COLLEGE COLLABORATION

- WLRN's Danny Rivero addresses immigration panels at Barry University
WLRN Investigative Reporter Danny Rivero was invited to speak on two immigration panels at Barry University on Thursday, March 21, 2025.
- MediaLab@FAU. A new student-driven digital news outlet produced by Florida Atlantic University communications students and edited by FAU professor Ilene

Prusher, a former Middle East correspondent for the Christian Science Monitor and has been a guest on the Florida and South Florida Roundup.

- Caplin News Service. The news service produced by Florida International University's Caplin School of Journalism.
- The Conversation. Republishing stories specifically by FIU professors on The Conversation, "a nonprofit, independent news organization dedicated to unlocking the knowledge of experts for the public good." The Conversation just got a Knight Foundation grant to launch a "Local News Initiative" in three Knight cities, including Miami. The Conversation will focus on local stories of interest to Miami-based news outlets in the same journalistic standards of their national product. Emily Costello, Director of Collaborations + Local News. Emily's email: emily.costello@theconversation.com
- University of Florida. WLRN is among several media outlets that publishing "Fresh Take Florida," a news service producing top-caliber investigative and political content by journalism students at the University of Florida. It is edited by former Associated Press Investigations Editor Ted Bridis. Hard-hitting coverage focuses on Florida's state government, including the Legislature, or other issues of statewide, regional, or national interest.
- University of Miami. Working with UM's communications school students who cover specific cities in Miami-Dade and produce three-four in-depth enterprise per semester.