

WLRN TV, WLRN FM, WKWM FM EEO Public File Report October 1, 2021

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

Since October 2020, station WLRN-TV has filled five (3) full-time vacancies – the positions of Accounting Specialist, Administrative Specialist and Business Management Assistant. The positions were advertised through licensee Miami-Dade County Public School's (M-DCPS) website www.dadeschools.net; and through M-DCPS' twitter account.

A diverse pool of applicants applied for these positions. There were two finalists for the Accounting Specialist with a Hispanic female being hired. There were two finalists for the Business Management Assistant with a Hispanic female being hired. There were two finalists for the Administrative Specialist position with a Black female being hired.

Management level personnel of M-DCPS, including managers at WLRN-FM and WLRN-TV, are given opportunities in training methods of ensuring Equal Employment Opportunity and preventing discrimination.

During the term:

All WLRN 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.

Managers were invited to attend a virtual seminar hosted by The National Press Club on What Would Antiracist Journalism Look Like? As racism and the treatment of people of color in and out of newsrooms has surged to the forefront of conversations, against the backdrop of a pandemic that disproportionately impacts people of color, journalists face many questions: When do 'objectivity' and 'neutrality' mask inequity? How do journalists move from covering protests to systemically telling stories that root out racist treatment in health care, education and other social spheres? And how can journalists practice antiracism in their everyday work?

Internship Programs:

WLRN 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 resume and attend a "job" interview with their assigned WLRN internship supervisor. Each student intern was monitored using quarterly grade evaluations.

Four (4) professional positions were filled including:

(3) TELEVISION PRODUCTION INTERNS

Benjamin Ciener
DASH Design & Architecture Senior High

Yasmin Cobo
iPrep Academy

Adam Weinberg
iPrep Academy

1 SUNDIAL PRODUCTION ASSISTANT

Suria Rimer
MAST @ FIU

WLRN 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 2020 Radio Intern

Alejandra Marquez Janse, Florida International University
Natu Tweh, University of Miami

Spring 2021 Radio Interns

Julian Quintana, Florida International University
Raquel Coronell Uribe, Harvard University

Summer 2021 Radio Interns

Nadia Gordon, Florida Atlantic University
Kristin Moorehead, University of Florida
Shianne Salazar, University of Miami

Participation in job fairs by station personnel who have substantial responsibility in the making of hiring decisions:

WLRN News Director met with several students at the University of Miami School of Communication's virtual job fair.

WLRN News Director was a panelist during a National Academy of TV Arts & Sciences - Suncoast Chapter "Journalism Ethics" seminar.

WLRN News Director was guest, Miami Dade College student newspaper Instagram live series featuring local journalists.

WLRN Editorial Director and News Director participated in two Columbia University Graduate School of Journalism job fairs.

Participation in other activities designed to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities:

Broward County reporter spoke at Univ. of Florida College of Journalism class for Professor Moni Basu.

Digital Editor was panelist, The Blogger Union/News Literacy: How To Discern Fact From Fiction.

Broward County reporter was speaker, Florida Scholastic Press Association Fall Conference, speaking to high and middle schoolers across the state about reporting effectively during the pandemic.

Education reporter, speaker, St. Thomas University course in Writing for Media Professionals.

Education reporter, panelist, News Literacy Project and Miami-Dade County Public Schools "PitchIt!" middle/high school writing contest examining misinformation.

Education reporter, guest, Miami Dade College student newspaper Instagram live series featuring local journalists.

General Assignment reporter was panelist at Florida Atlantic University Constitution Day voting rights celebration.

Editorial Director led four editor training workshops for Public Media Journalists Association, cultivating new editors, forging connections with reporters throughout public media and beyond.

Editorial Director was a guest panelist for Columbia University Graduate School of Journalism audio journalism course.

Editorial Director was guest lecturer for two CUNY audio storytelling courses.

Editorial Director had several conversations with journalism faculty at FAU, FIU and Palm Beach State College, making them aware of opportunities at WLRN, to communicate to their students.