

Equal Opportunity Employment Report

WLRN TV, WLRN FM, WKWM FM

EEO Public File Report

October 1, 2022

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 2021, station WLRN-TV has filled three (3) full-time vacancies – the positions of Switchboard Operator, Business Management Assistant, and Lead Custodian. 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 Switchboard Operator with a Black female being hired. There were two finalists for the Business Management Assistant with a Hispanic female being hired. There were three finalists for the Lead Custodian position with a Hispanic 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.

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.

Three (3) professional positions were filled including:

(1) TELEVISION PRODUCTION INTERN

Leo Ellis

DASH Design & Architecture Senior High School

(2) NEW DEPARTMENT: AUDIENCE ENGAGEMENT ASSISTANTS

Isabella Perez

MAST Academy

Maika Suaya

MAST Academ

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 Interns:

Elliott Rodriguez, Florida Atlantic University

Elisa Baena, University of Miami (she was a recent graduate, not a student, during the internship).

Spring 2021 Radio Interns

Yvonne Bertucci zum Tobel, non-traditional intern transitioning back into journalism career after raising family.

Summer 2021 Radio Interns

Ali Bianco, Northwestern University

Michael Dyches, Florida International University

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

WLRN TV Production Director was a panelist for a National Academy of TV Arts & Sciences - Suncoast Chapter "Cinematography 101" webinar.

Mar. 15, 2022 Caitie Muñoz Spoke about the duties of a radio journalist and covering trauma on a local teacher's podcast, TeachersUnify

Mar. 29, 2022 Leslie Ovalle BOLD, FIU's student-run strategic communications agency. Speaking about career in journalism, public media, local journalism. FIU MMC campus

Oct. 6, 2021 Tom Hudson Greater Miami Chamber of Commerce, Housing Affordability virtual

Jan. 20, 2022 Tom Hudson ULI Leadership Institute - South Florida Real Estate Fort Lauderdale

Mar. 7, 2022 Tom Hudson Festival of the Arts Boca - panel moderator Boca Raton

Mar. 30, 2022 Tom Hudson Greater Miami Chamber of Commerce, Economic Summit Miami

Apr. 6, 2022` Tom Hudson Greater Miami Chamber of Commerce, Legislative Review Panel Miami

Feb. 26, 2022 Wilkine Brutus Moderated the panel: Black Faces in Uncommon Places - The Florida Panthers Sunrise

Jan. 13, 2022 Wilkine Brutus Reshaping History Through Arts and Media - The Frank Art Gallery Pembroke Pines

Feb. 24, 2022 Katie Lepri Cohen Spoke to multimedia communication students at Barry University Miami Shores

Apr 23, 2022 Wilkine Brutus Digital Communications Workshop for high school students - Path to College (non profit) West Palm Beach

April 5 2022 Verónica Zaragovia Spoke to Neil Reisner's journalism class at FIU North Miami, Fla.

April 7 2022 Tim Padgett FAU International Journalism class virtual

June 24,2022 Christine DiMattei United International College (commencement address) Davie

Feb. 7, 2022 Sherrilyn Cabrera Spoke to journalism students at FIU about my career journey + talked about my current job/public radio Miami

May 27, 2022 Sherrilyn Cabrera Spoke with MDC The Reporter, Miami Dade College's student-run newspaper, on Instagram Live about my journalism career journey/public media Virtual

7/24/2022 Jessica Bakeman Moderated a panel on audio storytelling at Education Writers Association national conference Orlando, Fla.

8/3/2022 Verónica Zaragovia Panel member at NABJ/NAHJ conference -- "Is Public Media Ready To Sound Different?" session Las Vegas, NV

8/16/2022 Jessica Bakeman Delivered a conference session on fact checking at Florida Public Media professional development summit Gainesville, Fla.

8/19/2022 Jessica Bakeman Moderated a panel on the state of the economy at the Coral Gables Chamber of Commerce annual conference Coral Gables, Fla.

7/21 Caitie Munoz Panelist at Greater Ft. Lauderdale Chapter of Public Relations Society of America meeting Fort Lauderdale

4/7 Jessica Bakeman Coral Gables, Fla.

9/29/2022 Caitie Munoz Guest speaker at UF class in the college of journalism and communications

9/26/22 Jenny Staletovich Panelist, International Coral Reef Initiative Reef Futures Summit at Coral Reef

10/25/22 Jenny Staletovich Panelist and winner of 2022 Porter Prize/ Miami Waterkeeper State of the Water

05/20/2022 Jenny Staletovich Guest, Florida Book Club podcast