

WLRN Diversity Report

October 1, 2013

Since October 2012, stations WLRN-FM and WLRN-TV have not filled any open full-time vacancies.

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

On March 7, 2012, all WLRN station department managers were required to view a 3-hour FCC seminar on EEO best practices. The seminar was recorded from the FCC website in 2011.

On February, 25, senior station management met with Mr. Keith Woods, NPR's Vice President for Diversity to discuss WLRN's involvement in NPR's diversity initiative. WLRN is one of ten NPR member stations to be invited to participate in the recruitment, training, and placement of minority journalists in the public radio system.

On August 27, 2013, WLRN General Manager met with labor attorney, Ms. Kara Nickel, with the Miami firm Stearns Weaver. The 2-hour meeting focused on the latest developments in labor law.

During the Term, WLRN participated in the following supplemental recruitment initiatives:

1. Continuation of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

The WLRN Internship Program

This yearly program, for local university, college, and high school students offers opportunities for unpaid and academic credit internships in various station departments. 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 fulltime opportunities at WLRN or openings at other broadcast stations in the area.

Since October 2012 the WLRN Internship Program consisted of the following:

High School Interns:

That worked from 1pm to 4pm W-TH-F during September to May

Cristofer Velez

Juliette Sierra

Bianca Vazquez

All from Law Enforcement Officers Memorial High School

College Interns:

Lara Hickox from University of FL working 8am-4pm on M-TH-F in January to June

Laura D'Ocon from University of FL working 8am-4pm on W-TH-F in April to July

Danielle Steadman from Nova University working 8am-4pm T-W-TH in May to July (still with us)

Alexis Crowley from F.I.U. working Noon-4pm on T-W and 8am-Noon on TH-Fri from April to July (still with us)

Mariah Castro from Barry University, September to December, M-W-F Noon to 4pm

Carol Rubio from Miami-Dade College, September to April, W-TH-FRI 8-Noon

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

WLRN provided staff to attend several career day and job fairs to provide information about WLRN and careers in radio, television, and public media.

WLRN staff attended several career day and job fairs to help explain and hopefully intrigue students to become interested in careers in broadcasting. Schools visited include:

Fulford Elementary	Westview Middle
Flagler Elementary	Hialeah Miami Gardens
Dunbar Elementary	Highland Oaks Middle School
Young Women's Preparatory Academy	Young Men's Preparatory Academy
Law Enforcement Officer's Academy	Downtown SBAB Primary Learning Center
Downtown iPrep High School	Barry University
Florida International University	University of Miami
Suncoast Career Day at University of Miami	

A senior staff member is president of the local National Academy of Television Arts and Sciences and participated in disseminating information about WLRN at the following job fairs:

Florida International University
Florida Atlantic University
Miami International Art Institute
Fort Lauderdale International Art Institute
Miami-Dade College
Broward College
Florida Memorial College
Barry College
NATAS Career Day

3. 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.

In May of 2013 WLRN established a summer journalism program for college women and minorities. The mission of the program is to provide radio, print, and on-line experience by working inside the WLRN and Miami Herald newsrooms. Between May and September the following students participated in the program:

Isabel Escharte
Georgetown University

Julia Duba
Florida International University

Karelia Arauz
Florida International University

Gabriella Watts
Princeton University