

WLRN Diversity Report

October 1, 2017

Since October 2016, stations WLRN-FM and WLRN-TV have not filled any 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.

During the term:

WLRN News Director attended the Excellence in Journalism Conference. Panelist for session titled, "Race and Other Hot-Button Issues"

WLRN News Director was a panalist at Public Radio Content Conference (PRPD) in Phoenix. Title: "An Election Like No Other"

A WLRN staff member was a guest lecturer on audio storytelling at the University of Miami.

A WLRN staff member moderated a panel on voting rights at the Florida Bar's 27th annual Reporters' Workshop at the Florida Supreme Court.

A WLRN staff member was chosen to participate in Florida Bar's 27th annual Reporters' Workshop.

A WLRN staff member attended Society of Environmental Journalists annual conference.

WLRN News Director completed the year-long Next Generation Leadership Fellowship. The program focused on increasing management diversity among public media stations.

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

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 fulltime opportunities at WLRN or openings at other broadcast stations in the area.

Fall 2016 Interns

Rebekah Entralgo, Florida State University

Kyle Holsten, University of Miami

Winter quarter, 2017, Medill resident:

Madeline Fox, Northwestern University Medill School of Journalism

Spring 2017 Interns

Carron Case, University of Central Florida

Priscila Serrano, Florida International University

Summer 2017 Interns

Isabela Cueto, University of Miami

Adrienne Gonzalez, Florida International University

Allison Light, Princeton University

Holly Pretsky, Colorado College

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

WLRN News Director Terence met with dozens of students and professionals at South Florida Black Journalists Association Career Fair. He provided information about WLRN and careers in radio, television, and public media.

A WLRN staff member attended the Barry University Career Fair in Miami. Information about WLRN and careers in radio, television, and public media were distributed.

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:

WLRN staff gave two presentations to students at a of Florida Department of Juvenile Justice facility, using the WLRN News series, "Young Survivors" to facilitate a conversation about the impacts of gun violence on youth in Miami. The conversation yielded written reflections from the young people who participated.

A WLRN staff member spoke with students from the Knowledge of Careers Inc. program at Miami Senior High about radio journalism and pathways into the career and conducted a workshop involving recording stuff and audio editing.

A WLRN staff member taught a four-week course on writing for the ear through the Miami Book Fair creative writing program at Miami Dade College.

A WLRN staff member led a Snapchat & Instagram reporting workshop for Hispanicize 2017 conference.

WLRN hosted the 2017 Public Radio News Directors, Inc. annual conference. More than 200 public radio news managers and other journalists from around the country attended. Among the keynote speeches: "Striving for Diversity in Public Media."

WLRN News Director led station tour and WLRN News presentation: Mandela/Washington Fellows: 25 professionals from throughout African spent the summer in Miami, and the group visited WLRN.

WLRN Editorial Director taught a creative writing session on writing for the ear as part of the First Drafts series, as part of WLRN News' annual collaboration with the Miami Book Fair.