

# WLRN Diversity Report

## October 1, 2018

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

Since October 2017, stations WLRN-TV has not filled any fulltime vacancies and WLRN FM has filled one full time vacancy – the position of Director of Radio Programming. The position was advertised on WLRN's website [wlrn.org](http://wlrn.org); through an internal station posting; advertised through licensee Miami Dade County Public School's (MDCPS) website [www2.miamidadecountypublicschools.net](http://www2.miamidadecountypublicschools.net); and through MDCPS' twitter account. A diverse pool of applicants applied for the position. There were two finalists with a white male being hired.

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:

All WLRN employees received training in how to identify forms of harassment in the workplace, and how to report suspected harassment.

WLRN News Director was elected Ethics Chair and Region 13 Director of Radio Television Digital News Association.

WLRN Morning news anchor was guest speaker at University of Miami's School of Communication class on broadcast journalism.

WLRN Broward County reporter is a member of the Florida First Amendment Foundation board and attended two meetings and is planning its political discussion event happening in October.

WLRN Broward County and Education reporters attended the Christopher Columbus High School media awards program

WLRN Education reporter presented to students the best ways for communications professionals to work with journalists during a Flagler College strategic communications class held in Tallahassee.

WLRN Education reporter was a judge for seniors' journalism capstone project at Miami Lakes Educational Center, a public school in Miami-Dade County.

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

WLRN News Director participated in NPR gathering of member stations to discuss infusion the network with a "Culture of Journalism," which included strategies for recruitment and retention.

On Tuesday, May 29th from 9:30am – 1:30pm WLRN hosted 30 students from MacArthur High School for a informal panel discussion on careers at WLRN followed by a tour. The students heard from various WLRN employees on their careers in their respective fields.

The agenda included the following activities:

9:30am – 9:45am- Welcome and introductions  
9:45am – 10am – Television (3 panel members)  
10am – 10:15 am – Q&A for Television  
10:15am – 10:40 am – News (3-5 panel members)  
10:40am – 11am - Q&A for News  
11am – 11:15 am – Radio (2-3 panel members)  
11:15am – 11:30am – Q&A for Radio  
11:30 am – 11:45am – Friends (3 panel members)  
11:45am – 12pm – Q&A for Friends  
12pm – 12:40 pm – Lunch – Panel members welcome to eat with students and engage in further discussions.  
12:40pm – 1:30pm – Tour of station

### **Internship Programs:**

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 2017 interns

Odalis Garcia, New School  
Yaneli Gonzalez, Florida International University  
Felipe Rivas, Florida International University

#### Spring 2018 Interns

Leslie Ovalle, Florida International University  
Andrea Perdomo, Florida International University  
Laura Kurtzberg, University of Miami

#### Summer 2018 Interns

Kathleen Dubos, European Institute of Journalism  
Lily Oppenheimer, University of Missouri  
Riane Roldan, Emerson College  
Claire Thornton, Princeton University  
Sam Turken, Duke University

#### WLRN Television Interns:

##### Spring 2017 Interns

Natalia Brown, Young Women Preparatory Academy  
Jahon Green, iPrep Academy  
Danielis Olivera, Southwest Miami Senior High School  
Brianna Cousins, Florida International University

##### Fall 2018 Interns

Deborah Augustin, iPrep Academy  
Natalia Brown, Young Women Preparatory Academy  
Alberto Grand, iPrep Academy  
Julio Rodriguez, iPrep Academy

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

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

WLRN News Director met with dozens of professionals at the career fair associated with the National Association of Hispanic Journalists annual conference in Miami.

**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 News, Digital and Editorial directors attended National Association of Hispanic Journalists Conference and Career Fair.

WLRN News Director led station tour of 7th graders from José Martí MAST 6-12 Academy.