

WLRN Diversity Report

October 1, 2012

Since October 2011, 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 May 2nd, 2011, all WLRN station department managers were required to view a 3-hour FCC seminar on EEO best practices. The seminar was streamed from the FCC website.

As of June 28, 2012, WLRN TV, WLRN FM, and WKWM-FM successfully completed the Florida Association of Broadcasters/FCC "Alternative Inspection Program" and are certified as compliant with applicable FCC Licensee requirements.

The WLRN General Manager attended a national conference sponsored by the Corporation for Public Broadcasting June 7 and 8 in Philadelphia that included a break out session on management training. The discussion included internal and external communications, and how to organize and manage these relationships with other stakeholders and employees of the organization.

Supplemental recruiting activities:

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 2011 the WLRN Internship Program consisted of the following:

From October 1, 2011 through June 30, 2012 these interns worked 3 - four hour days per week (12 hrs each, on average)

Jabril Ivory from Young Men's Preparatory Academy (ran camera and audio work)
Greg Hyppolite from Young Men's Preparatory Academy (ran camera and audio work)
Luiza Georgescu from Miami Beach High School (ran camera, teleprompter and tape library)
Valentina Solis from iPrep Academy (ran camera, character generator and tape library)

The following college interns worked April 1, 2012 through August 30, 2012. They averaged 2 - six hour days per week throughout this time period.

Eli Fernandez from Florida State (ran camera, tape and character generator)

Dominique Benjamin from the University of South Florida (camera, character generator, tape library, editing assist, remote/location assistant and audio work)
Nandy Smithe from Barry University (camera, character generator, tape library, editing assist, remote/location assistant and audio work)
Ashley Hall from Barry University (camera, character generator and remote/location assistant)

The following college interns worked May 1, 2012 to June 30, 2012. They averaged 2 – four hour days per week.

Jessica Mendoza from Florida International (camera, video tape, tape library and character generator)
Tamela Lewis from Barry University (camera work)

The following college intern worked January 7, 2012 to May 30, 2012 twice a week 3 hours each day (6 per week)
Rebecca Lavine from the University of Miami (editing and editing assist)

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.

Schools visited include:

John Ferguson H.S.
Fulford Elementary
Toussaint L'Ouverture Elementary
Flagler Elementary
Westview Middle School
Downtown SBAB Primary Learning Center
iPrep Academy
University of Miami
Hialeah/Miami Lakes High School
Miami High

In May 2012 a WLRN senior staff member was elected 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.

WLRN is part of the Corporation for Public Broadcasting's two-year Local Journalism Center project in Florida. WLRN along with five other public broadcasting stations in the state have formed a consortium called HealthyState.org to report on healthcare issues in Florida. As part of the project the consortium has recruited and hired a very diverse staff of eight multimedia journalists that are based in the six consortium markets – Tampa, Orlando, Jacksonville, Fort Meyers, Pensacola, and Miami.