

WLRN Diversity Report

October 1, 2015

Since October 2014, stations WLRN-FM and WLRN-TV have 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 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 employment within public media.

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 2014 the WLRN Internship Program consisted of the following:

Tomas Pena, iPrep Senior High, Wednesday-Thursday-Friday (4 hours each day=12hrs each week) September 2014 through June 2015.

Salina Bujosa, iPrep Senior High, Wednesday-Thursday-Friday (4 hours each day=12 hrs. each week) September 2014 through present.

Jos "Skip" De Kanter, Miami Dade College, Wednesday-Thursday-Friday (8 hours each day=24 hrs. each week) May 2015 through present.

Britany Polycarpe, Saint Leo's University, Wednesday-Thursday-Friday (8 hours each day=24 hrs. each week) Mid-May 2015 through Mid-August of 2015.

Jesse Holt, Florida Memorial College, Wednesday-Thursday-Friday (8 hours each day=24 hrs. each week) February 2015 through April 2015.

WLRN Television Production Mentoring:

On a monthly basis, WLRN Production works with various High Schools to have them help us produce a "Live" Broadcast program of "Your School Board in Action", gavel to gavel coverage of the fourth largest school system's month board meeting. Schools involved include:

Mays Conservatory H.S.
Robert Morgan Tech H.S.

Turner Technical H.S.
Mater Academy Charter School
Miami High School
Westland H.S.
Terra Environmental H. S.

Town Hall Meetings at the Following locations also had WLRN staff working with their students:
Ojus Elementary
Richmond Heights Middle School
Whispering Pines Elementary
Doral Middle School

We also utilized students from Robert Morgan Technical H.S. to record our coverage of the Martin Luther King Parade During the year we worked with Florida International University for a Social Media class held at our station and also let student from their Media/Theater Class make mock commercials for the day.

William "Chip" Richards is also serving as President for the Local Chapter of the National Association of Television Arts and Sciences in addition he also serves as Trustee on the National Association of Television Arts and Sciences based in NYC.

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:

MAST Academy
Dunbar Elementary
Ferguson High School (Agriculture Day)

Station Tours:

April Take Your Child to Work Day touring over 300 children toured the station.

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. WLRN News offers interns significant professional experience in a supportive environment. These are not coffee-making internships. Interns work with some of the most innovative and passionate professionals in the industry, and receive helpful career guidance throughout the experience. Internships last 12 weeks, and interns receive a stipend.

Fall 2014 interns:

Pattrik Simmons, Florida International University -- 20 hours/week for 12 weeks

Gregory Castillo, Miami Dade College -- 20 hours/week for 12 weeks

Spring 2015 interns:

Anthony Cook, Florida International University -- 20 hours/week for 12 weeks

Junette Reyes, Florida International University -- 20 hours/week for 12 weeks

Summer 2015 interns:

Alexander Gonzalez, University of Miami -- 40 hours/week for 12 weeks

Ebony Joseph, University of Florida -- 40 hours/week for 12 weeks

Summer 2015 internships:

Princeton University Alumni internship (intern paid by Princeton Alumni and WLRN):

Mark Stein, Princeton -- 40 hours/week for 9 weeks

University of Chicago internship (intern by UC):

Eleonora Edreva, UChicago -- 40 hours/week for 12 weeks

Nina Agrawal, Columbia -- 40 hours/week for 10 weeks

Scripps Howard internship through Florida International University (intern paid by Scripps Howard)

*****Moffat Mugwe, FIU -- 35 hours/week for 10 weeks NOTE: Moffat had to terminate his internship early due to inability to work the required amount of hours. He worked from May 18 to July 7.

WLRN youth radio project (students paid by Urgent, Inc.)

In partnership with the organization Urgent, Inc. six teens spent their summer learning how to make radio and tell their stories. Program was run by WLRN's Wilson Sayre. All six stories aired on WLRN. Four of the stories aired or will air nationally.

Other:

Florida International University Journalism program

Fall 2014 and 2015

FIU radio class held at WLRN. 2014 taught by WLRN's Alicia Zuckerman. 2015 taught by WLRN's Sammy Mack. (required class for broadcast majors) Guest lectures by most WLRN news staff.

Aftermath: A Conversation About Liberty City, October 2014

WLRN's Nadege Green and WLRN staff discussed issues in Liberty City following Green's series on the aftermath of a mass shooting and other gun violence in the neighborhood. Evening event with students, residents and community leaders at Northwestern Senior High School.

Miami Dade College, May 2015

WLRN's Nadege Green spoke to students about journalism and WLRN.

2015 SPJ Florida Forging the Future conference, August 2015

WLRN's Maria Murriel taught a session on What is Podcasting?

WLRN's Maria Murriel and Terence Shepherd Career Fair

Miami Lakes Educational Center, Summer 2015

WLRN's Terence Shepherd talked to high school students about journalism and WLRN.