

# WLRN Diversity Report

## October 1, 2016

Since October 2015, 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.

As of February 1, 2016, 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.

On April 18, 2016 WLRN Editorial Director, Ms. Alicia Zuckerman, attended a special National Public Radio Diversity Training workshop for news personnel at WUSF in Tampa. The workshop was conducted by Mr. Keith Woods, Vice President, Diversity in News and Operations, NPR and Mr. Luis Clemens, Senior Editor for Diversity, NPR News.

On April 19, 2016 WLRN General Manager, Mr. John LaBonia, attended a special National Public Radio Diversity Training workshop for general managers at WUSF in Tampa. The workshop was conducted by Mr. Keith Woods, Vice President, Diversity in News and Operations, NPR and Mr. Luis Clemens, Senior Editor for Diversity, NPR News.

On June 20, 2016 WLRN managers and supervisors attended "Leadership 2020: Managing in a Changing Environment", a 3-hour leadership development workshop that will provide strategic insights into how to successfully manage public media talent in a rapidly changing demographic and media environment. Today's leaders face a world that is volatile, uncertain, complex and ambiguous, or VUCA, as the military has coined it. Understanding that in this climate the future may well belong to the nimble, the workshop will explore such topics as

- How leadership demands are changing as we progress through the 21st Century
- Attracting and retaining talent for a robust leadership pipeline in a non-profit environment
- Investing now in a diverse talent pool to facilitate success in the next decade - the business imperative for diversity
- Managing across differences in order to be a more effective leader today.

The session will include techniques, tips and case studies and will be led by Terri Nimmons, who is a thought leader in executive development and Carlos Sandoval who is Co-Executive Director of Next Generation Leadership.

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 2015 the WLRN Internship Program consisted of the following:

Salina Bujosa, iPrep Senior High, Wednesday-Thursday-Friday (4 hours each day=12 hrs. each week) October 2015 through June 2016.

Sarj Ramadan, iPrep Senior High, Wednesday-Thursday-Friday (4 hours each day =12hrs each Week) October 2015 through June 2016.

Dwight Green, iPrep Senior High, Monday-Tuesday-Wednesday-Thursday-Friday (2.5hours each day 12 hours

Nacey Fernandez, iPrep Senior High, Monday-Wednesday-Friday (2.0 hours each day 6 hrs each week)

N'agelie Lazo, iPrep Senior High, Monday-Wednesday-Thursday (2.0 hours each day 6 hrs each week)

### **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.

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.

Station Tours:

In April WLRN participated in "Take Your Child to Work Day" providing station tours to over 300 children.

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:**

Patrik 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.