

2023 ANNUAL EEO PUBLIC FILE REPORT

HAWAII PUBLIC RADIO

Stations and Communities of License KHPR Honolulu, HI; KIPO Honolulu, HI;
KKUA Wailuku, HI; KANO Hilo, HI;
KIPM Waikapu, HI; KIPH Hana, HI; KHPH
Kailua-Kona, HI; KIPL Lihue, HI; KAHU
Pahala, HI; KJHF Kualapuu, HI

Reporting Period: October 1, 2022 – September 30, 2023

No. of Full-time Employees: More than 10

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

The Society for Professional Journalism-Hawaii Chapter selected HPR for its Summer internship program. Tasks assigned included attending daily news meetings, covering press conferences, writing local features for Morning Edition and All Things Considered, conducting reporter debriefs for “The Conversation”, and researching/fact checking for the “This Is Our Hawaii” podcast. A former SPJ intern returned for the summer to intern/assist as a digital news producer. Tasks assigned included publishing stories for “The Conversation” and related segments online, writing digital-only breaking news, writing and posting content on social media, monitoring website traffic, building Island Insider (a weekly news recap newsletter), fact check and assist with web posts of the “This Is Our Hawaii” podcast, and working with the news team on coverage of the Maui fires.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

Staff attended national conferences including AAJA, ONA, PMBA, PMDMC, PMJA, and PRPD. These conferences provided training and professional development opportunities for staff who attended.

Three members of HPR's news team participated in two Poynter virtual training sessions in editing which focused on techniques to attain greater clarity, accuracy, grammar, style, and using critical thinking skills in the editing process. Our Managing Editor attended the PMJA Editors Workshop, which provided tools for editors to use in communication, editing, approaching work as a creative pursuit, and dealing with real-world challenges. Participants learn practical strategies and tools to become sharper reporters, writers, and editors.

\$50,000 of the Shidler Innovation Fund was designated toward creating a scholarship fund to encourage employees, who would not otherwise have the opportunity, to seek training opportunities which would help them advance their professional knowledge and skills. Four employees submitted applications and three of the four completed their training by the end of this reporting period.

Consultants provide training sessions for the On-Air Campaign & Community Events Producer, Program Manager/Director, Underwriting team, and the News Director to further their training and development.

*Established a **mentoring** program for station personnel.*

HPR's President & General Manager's four-year mentorship of an employee in the areas of management, programming, and audience development, has resulted in the employee's promotion to Program Director, the goal of this mentorship. The employee transitioned from Music Show Host, to On-Air Content Manager, to Program Manager, and finally to Program Director. He is part of the senior staff, attends weekly meetings focused on HPR issues, and participates in the development/update of HPR's Strategic Plan. The GM has performed in-depth training on the analysis of audience data, the

technical aspects of listening, and how to reach a broader audience. Access to leadership and programming training, was also part of the mentorship process. His training program now includes supplemental coaching to improve his management and communication skills.

*Provided **training** to **management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

The VP of Finance receives notifications of EEO and discrimination issues faced in the work place and/or attends webinars provided by the Hawaii Employers Council, HANO, HR Daily Advisor, Blue Avocado, Travelers and ProService that cover these topics.

All staff are required to attend annual harassment prevention training and a mandatory DEI/LGBTQ training requirement was added this year.

HPR follows guidelines provided by the EEOC and the Corporation for Public Broadcasting's diversity eligibility criteria.

HPR is a member of PMBA. This organization provides information, webinars, and conferences that address human resources and management issues, including EEO compliance and DEI.

HPR contracts with ProService Hawaii for human resources, benefits administration, and payroll services. They provide newsletters and workshops highlighting EEO issues, offer diversity and inclusion training, and have staff on hand to assist with questions or issues that may arise.

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

Members of HPR's membership, news, marketing, and programming departments hosted students from the Asia Pacific International School. Students were given a general overview of the station then spent time visiting with employees in the various departments to get an understanding of the part each department plays in creating content and sharing that content over the air and digitally. The New Comers Club had a "behind the mics at HPR" tour which covered how programs are put together, how a schedule is designed/built, and how the station's broadcast

extended statewide. Students from the Assets High School journalism mentorship program were given an overview of the station, met with station staff from various departments, visited the newsroom, attended a live broadcast of “The Conversation,” and ended with a Q&A session. The station also hosted new member tours and donor lunch presentations which allowed attendees the opportunity to visit the station, get an overview of how we operate, hear our plans for the future, and meet with various staff to find out what they do at the station.

Our Classical Pacific Host added a “Tuesday Student Takeover” segment to the show which gave students the opportunity to experience being live on the air and a chance to share their favorite classical music pieces, highlight achievements, and talk about upcoming performances.

HPR’s Executive Producer of “The Conversation” was a featured speaker at the University of Hawaii at Hilo’s Inaugural Media Symposium and Parker School’s Career Exploration Day. He discussed his career path in broadcasting in both presentations.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
11/14/22	Digital News Producer	Hawaii Public Radio Website
02/10/23	Membership Coordinator	Hawaii Public Radio On-Air Announcement
04/10/23	Culture & Arts Reporter	Hawaii Public Radio Staff through association with the Asian American Journalists Association
07/10/23	Corporate Relations Associate (Senior Consultant, Corporate Relations)	Hawaii Public Radio Staff
08/14/23	Director of Community Engagement & Strategic Initiatives	Hawaii Public Radio Website
09/11/23	News Producer	Hawaii Public Radio Staff

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 35

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Hawaii Public Radio (website/Facebook/newsletter/on-air/staff/contacts)	20
Honolulu Star-Advertiser/Midweek/HawaiiJobs (Oahu Publications)	12
Indeed	3

RECRUITING SOURCES USED

Job Title of Position: Digital News Producer Date of Hire: 11/14/2022

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/HawaiiJobs	N	500 Ala Moana Blvd. Suite 7-500 Honolulu, HI 96813	Lisa Kaukani	(808) 529-4341 LKaukani@staradvertiser.com
Hawaii Public Radio Website/Facebook		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job Vacancies

Job Title of Position: Membership Coordinator Date of Hire: 02/10/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/HawaiiJobs	N	500 Ala Moana Blvd. Suite 7-500 Honolulu, HI 96813	Lisa Kaukani	(808) 529-4341 LKaukani@staradvertiser.com

Hawaii Public Radio Website/Facebook/On-Air		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Hano (Hawaii Alliance of Nonprofit Organizations)	N	Your Membership 541 Eastern Point Rd, Ste 3 Groton, CT 06340	HANO Career Center Jacob Lucovich	(860) 385-8712 jacob.lucovich@communitybrands.com
Indeed	N	www.indeed.com	Bernie Shimono	(808) 955-8821 bshimono@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Culture & Arts Reporter

Date of Hire: 04/10/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/HawaiiJobs	N	500 Ala Moana Blvd. Suite 7-500 Honolulu, HI 96813	Lehua Willets	(808) 521-9111 lehua.willets@amr-advantage.com
Hawaii Public Radio Website/Facebook		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Corporate Relations Associate
(Senior Consultant, Corporate Relations)

Date of Hire: 07/10/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/HawaiiJobs	N	500 Ala Moana Blvd. Suite 7-500 Honolulu, HI 96813	Lehua Willetts	(808) 521-9111
Hawaii Public Radio Website/Facebook/On-Air		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Director of Community Engagement &
Strategic Initiatives

Date of Hire: 08/14/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/HawaiiJobs	N	500 Ala Moana Blvd. Suite 7-500 Honolulu, HI 96813	Lehua Willets	(808) 521-9111 lehua.willets@amr-advantage.com
Hawaii Public Radio Website/Facebook/On-Air		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Indeed	N	www.indeed.com	Bernie Shimonio	(808) 955-8821 bshimonio@hawaiipublicradio.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Producer

Date of Hire: 09/11/2023

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Hawaii Public Radio Website/Former Applicant/Facebook/newsletter		738 Kaheka Street #101 Honolulu, HI 96814	Liberty Peralta	(808) 955-8821 lperalta@hawaiipublicradio.org
Honolulu Star-Advertiser/Midweek/HawaiiJobs (News Ed Ad)	N	500 Ala Moana Blvd. Suite 7-500 Honolulu, HI 96813	Lehua Willetts	(808) 521-9111 lehua.willets@amr-advantage.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.