



Hawai'i Public Radio – Diversity Statement

Hawai'i Public Radio knows that diversity among its staff, management, and board, is the key to understanding its community, connecting with it, and providing relative and engaging content. Since Hawai'i Public Radio is a statewide network, diversity requires more than addressing the basic elements of gender, age, race, religion, culture, life experiences, and economic status. We also need to be sensitive to the differences that exist among the residents of the islands. As we go forward we will continue to seek and hire candidates for staff, management, and board positions that at a minimum maintain, but preferably broaden, the diversity that currently exists at Hawai'i Public Radio.

Procedures followed by Hawai'i Public Radio will meet the standards of federal and state law, Equal Employment Opportunity guidelines, and the Corporation for Public Broadcasting's Diversity Eligibility Criteria.

Hawai'i Public Radio Diversity Report for 2022:

Hawai'i Public Radio continues to pursue diversity in its selection of staff ranging from management to entry-level positions. Our newly hired Director of Marketing and Communications is of a minority race and a woman. Between October 2021 and September 2022 Hawai'i Public Radio hired sixteen employees. In addition to the Director of Marketing and Communications, HPR applied its diversity goals in its selection of its Administrative Assistant, Accounting Clerk, Marketing Digital Content Producer, Multi-Media Producer, Music Hosts, News Reporters, On-Air Campaign & Community Events Producer, SPJ Intern, Studio Board Operators, and Talk Show Producer. These employees were of varying ages, life experiences, and cultures. Twelve new hires were women. Thirteen new hires were of minority races. Between October 2020 and September 2021 Hawai'i Public Radio hired six employees, promoted two employees to management positions, and transitioned two part-time employees to full-time positions. HPR incorporated its diversity goals in its selection of its Executive Producer, Fund Drive/Listener Experience Producer, Membership Coordinator, News Editors, News Producers, SPJ Intern, Studio Board Operator, and Talk Show Producer. Three new hires and the two employees who moved to full-time positions were women. The two employees promoted to management positions and three others were of minority races. A photo of the station's current staff, or scrolling through the staff section on our website would be a true testament to Hawaii Public Radio's and its board's commitment to its diversity goals and to meeting the Corporation for Public Broadcasting's diversity eligibility criteria.

Diversity was also a priority in the selection of new Board of Directors and Community Advisory Board members. As in the selection of staff, the selection of new directors and CAB members reflect diversity in gender, race, age, location, culture, and life experiences. Having members on the Board of Directors and Community Advisory Board from the major Neighbor Islands, helps us establish and maintain a connection with the neighbor islands and their respective communities. The station's first neighbor island elected board chair ended her term in July 2021. She was the fifth woman to serve as the Chair of Hawai'i Public Radio's Board of Directors. All of the station's current Board officers are minorities and reflect diversity in gender, age, and life experiences.

Connecting with our younger audience is another goal of HPR. Generation Listen continues to engage and connect with younger listeners. It continued to host virtual events and started bringing back in person events in FY 2022. It is run by volunteers with support from HPR.

While we are a diverse organization with regard to race, age, and experiences, we continue to work on the cultural, equity, and inclusion aspects of diversity. Individual opinions on world or local issues vary, but Hawai'i Public Radio continues to cover topics with an unbiased position in its reporting and strives to consider diversity in its selection of cultural, talk, and music programming. Our daily local news features, weekday talk show "The Conversation," and other weekly local talk programs provide platforms where opinions/concerns could be expressed, questions could be asked and answered, information could be shared, and our community needs could be addressed.

Ongoing diversity training is provided through webinars presented by various organizations focusing on equal employment opportunity issues, diversity, and unconscious bias. Our annual harassment prevention training and a training series on diversity and inclusion, focused on preventing discrimination and creating a workplace where everyone feels safe and included. Many of the virtual conferences attended by staff in the past year included sessions on diversity, equality, and inclusion.

Bill Dorman, News Director of Hawai'i Public Radio, highlights, in a memo, the impact diversity has on news coverage at HPR. Much of what he describes applies to the station as a whole. Two excerpts from his memo follow. He states "At Hawai'i Public Radio, our news staff combines birthplaces from Honolulu to Hilo and from New York City to the California coast. Ethnic backgrounds include representations of Hawaiian, Japanese, Chinese, Irish, Jewish and other cultures, as well as a whole lot of mixing. And in that sense we truly represent the community we cover." When we look at the station as a whole, the cultures, ethnic backgrounds, and birthplaces are even more diverse. Bill ends his memo with "There is a Hawaiian word called "kuleana," which is sometimes defined as "personal responsibility" or "obligation." But it also includes an element of privilege within that responsibility – and for our newsroom, that includes the feeling that we are privileged to take responsibility for the coverage of everyone in our community – and to reflect the rich diversity not only in the specifics of our daily reporting, but also in the spirit that we bring to that coverage." This too, is an understanding that is embraced by the station's staff, management, and board of directors.

HPR will continue to include qualified diverse individuals as candidates for job openings, internships, senior leadership positions, its community advisory board, and its board of directors. It will make diversity and unconscious bias training programs, offered by ProService Hawaii and through webinars from other sources, available to interested or applicable staff, and will pursue training which enhances its culture of inclusivity and respect. This report is shared annually with its board's governance and executive committees, allowing for a discussion of its progress toward meeting its diversity goals.