



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.

DIVERSITY REPORT FOR 2023

Hawai'i Public Radio continues to pursue diversity in its selection of staff ranging from management to entry-level positions. Women make up sixty percent of our staff and fifty-six percent of the senior leadership team. Sixty-two percent of our staff are minorities. Between October 2022 and September 2023 Hawai'i Public Radio hired ten employees, one was a returning intern. Our newly hired Director of Community Engagement & Strategic Initiatives is a woman. In addition to this position, HPR applied its diversity goals in its selection of its Corporate Relations Senior Consultant, Membership Coordinator, News Intern, News Producers, News Reporters, SPJ Intern, and Studio Board Operator. These employees were of varying ages, life experiences, and cultures. Eight new hires were women. Six hires were of minority races. A part-time employee transitioned to a full-time position. A photo of the station's current staff, or scrolling through the staff section on our website would be a true testament to Hawai'i 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. HPR's newly elected chair is a minority and the sixth woman to serve as the Chair of Hawai'i Public Radio's Board of Directors. Forty-seven percent of the board are minorities, with women representation at thirty-seven percent. All of the station's current Board officers are minorities and reflect diversity in gender and life experiences. The chair of the Community Advisory Board is also a minority and a woman. Fifty-two percent of the Community Advisory Board members are women. The same percentage are minorities.

Connecting with our younger audience is another goal of HPR. Generation Listen continues to engage and connect with younger listeners. 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. In recognition of the change in the emphasis on and importance of the cultural aspect of news features, the title and beat of a reporter position was changed from "Arts and Culture" to "Culture and the Arts" and more cultural features were included in our reporting. The addition of a reporter from Maui county provided expanded coverage of the county and its needs. More resources were added after the fires in Lahaina and other areas of Maui to enable broader coverage of the situation and to provide information to the public.

Ongoing diversity training is provided through webinars presented by various organizations focusing on equal employment opportunity issues, diversity, LGBTQ, and unconscious bias. In addition to the annual harassment and bias prevention training, HPR added mandatory attendance of a DEI/LGBTQ training session in FY 2023. These sessions and virtual DEI sessions provided training on diversity and inclusion, understanding bias, understanding gender differences, creating a workplace where everyone feels safe and included, and preventing discrimination. DEI continues to be a topic featured in many webinars and conferences available for staff to attend.

HPR offers hybrid work, flexible schedules for staff who need a break during a typical work day to attend to personal matters or pick children up from school, and additional DEI training when needed. From an access and accommodation point of view, it's added handicap access to the office building, unisex bathrooms – one with handicap access, and adjusted workspaces to meet the needs of staff.

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 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.