

2019 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

Reporting Period: October 1, 2018 – September 30, 2019

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 creating and updating web postings, social media postings, field reporting, writing copy, attending press conferences, interviewing story sources in person and by phone, and learning how to use broadcast equipment and editing software.

The station also offered internship opportunities for university students in the news department – assisting with “The Conversation”. They posted daily podcasts, monitored and posted to social media, selected music beds, researched topics, pitched segment ideas, scheduled interviews, produced sound for broadcasts, and assisted with running the board when needed.

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

A former intern returned to HPR thorough a fellowship from her college. The grant funded her summer internship with “The Conversation” at Hawaii Public Radio.

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

Staff attended national conferences including PMDMC, PRPD, PRNDI, PBMA, Online Media, and SRG. These conferences provided training and professional development opportunities for staff who attended.

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

A mentorship was established by HPR's President & GM. A new staff position of On-Air Content Manager developed from this mentorship. The goal is for this position to develop into a Program Director position in the future.

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

HPR's VP-News Director spoke with students at the University of Hawaii in the Fall, and evaluated some of the student audio projects about storytelling.

He appeared on a public panel entitled "The Value of Journalism in a Free Society" with representatives of the local newspaper, an online news service, and the University of Hawaii. He was also part of and hosted the media roundtable for the 2019 Pacific Islands Journalism Reporting Tour, organized by the East-West Center.

Our general assignment reporter was a panelist for the HCC Workshop with Nahululeihiwakuipapa. The workshop provides emerging professionals and students an opportunity to develop technical, networking and leadership skills critical for career, community and personal success. This year's workshop was designed to empower emerging professionals to find their voice, further develop their communication skills, and learn how to use their voice as a platform to share, educate, and convey their passion for the work they do in conservation, while also recognizing this skill is applicable to everyday interactions.

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

VP of Finance receives notifications of EEO and discrimination issues faced in the work place and attends webinars provided by NIAC, Hawaii Employers Council, HANO, and ProService that cover these topics.

All staff are required to attend annual harassment prevention training. Supervisors receive additional training.

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.

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

HPR partnered with the YWCA to assist women in their program, who were transitioning from incarceration back to society, to tell their stories about what they've been through and lessons they've learned. They were able to practice speaking in the Atherton Studio, received assistance with the structure of their stories, and advised on public speaking, pacing, and technical issues.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*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.*

HPR continues to be a sponsor of the Hawaii Book and Music Festival. Staff and volunteers disseminate information and answer questions about the station, its programming, and staff. Commentator's lunches were held on Oahu and neighbor islands. Staff members from various departments introduce themselves, give a brief description of what they do, field audience questions, and provide a reply to a general topic provided to them by the station.

Donor lunches, new member tours, and tours for students and community organizations allow others the opportunity to visit the station, get an overview of how we operate, our plans for the future, and meet with various staff to find out what they do at the station. The highlight of most tours is the time spent in the broadcast or production studios.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
02/04/2019	News Editor	Hawaii Public Radio contact
02/28/2019	Membership Coordinator	Hawaii Public Radio website
03/11/2019	Director of Marketing	Hawaii Public Radio Staff

03/18/2019	Pledge & Listener Experience Producer	Hawaii Public Radio Staff/Website
06/01/2019	Government / Public Affairs Reporter	Current Staff - Promotion
06/04/2019	Producer, "The Conversation"	Current Staff
08/27/2019	Corporate Relations Associate	Hawaii Public Radio website
08/27/2019	Corporate Relations Associate	Hawaii Public Radio contact
08/27/2019	Producer, "The Conversation"	Asia American Journalists Association
08/28/2019	Gen. Assignment-Community Reporter	Hawaii Public Radio website

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 74

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Asia American Journalists Association	1
Current (publicmediajobs.org)	2
Hawaii Public Radio (website/Facebook/on-air/ staff/contacts)	50
Honolulu Star-Advertiser/Midweek/Monster (Oahu Publications)	21

RECRUITING SOURCES USED

Job Title of Position: News Editor

Date of Hire: 02/04/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Current publicmediajobs.org		6930 Carroll Ave., Ste 625 Takoma Park. MD 20912	Amanda (Customer Svc)	(860) 437-5700 publicmediajobs@gmail.com
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
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* 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: 02/28/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
HANO (Hawaii Alliance of Nonprofit Organizations)		Organizations Career Center P.O. Box 240382 Honolulu, HI 96824-0382	HANO Career Center	(860) 437-5700 clientserv@yourmembership.com

* 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 Marketing

Date of Hire: 03/11/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@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: Pledge & Listener Experience Producer Date of Hire: 03/18/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
HANO (Hawaii Alliance of Nonprofit Organizations)		Organizations Career Center P.O. Box 240382 Honolulu, HI 96824-0382	HANO Career Center	(860) 437-5700 clientserv@yourmembership.com

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Job Title of Position: Government/Public Affairs Reporter Date of Hire: 06/01/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
The Assoc of LGBTQ Journalists	Y	2120 L Street NW Ste 850 Washington, DC 20009	Elliot Ayres	(202) 887-8209 elliot@nlgia.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: Producer – The Conversation Date of Hire: 06/04/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
The Assoc of LGBTQ Journalists	Y	2120 L Street NW Ste 850 Washington, DC 20009	Elliot Ayres	(202) 887-8209 elliott@nljja.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 (2 hires)

Date of Hire: 08/27/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
The Assoc of LGBTQ Journalists	Y	2120 L Street NW Ste 850 Washington, DC 20009	Elliot Ayres	(202) 887-8209 elliott@nljja.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: Producer, The Conversation

Date of Hire: 08/27/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Asia Ameican Journalists Association		5 Third Street, Ste 1108 San Francisco, CA 94103	Justin Seiter	(415) 346-2051 justins@aaja.org
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org

The Assoc of LGBTQ Journalists	Y	2120 L Street NW Ste 850 Washington, DC 20009	Elliot Ayres	(202) 887-8209 elliott@nljja.org

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Job Title of Position: Gen Assignment/Community Reporter

Date of Hire: 08/28/2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Asia Ameican Journalists Association		5 Third Street, Ste 1108 San Francisco, CA 94103	Justin Seiter	(415) 346-2051 justins@aja.org
Honolulu Star-Advertiser/Midweek/Monster		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	Dabney Gough	(808) 955-8821 dgough@hawaiipublicradio.org
The Assoc of LGBTQ Journalists	Y	2120 L Street NW Ste 850 Washington, DC 20009	Elliot Ayres	(202) 887-8209 elliott@nljja.org

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