

## **FCC-EEO Annual Report**

**Long-Term Initiatives Two Year Period: October 1, 2020 – September 30, 2022**

**Reporting Period: October 1, 2020 – September 30, 2021**

**1. *Establishment of an intern program designed to train students for a career in the broadcasting industry.***

PBS Hawaii's Content Department increased their production student roster from 6 to 8 paid interns, hiring Krystal Spear on 7/8/2021 and Andrea Long on 7/22/2021. Learning Initiatives also hired Frances Uy, student editor in a training capacity on 8/2/2021. For the first time, Engineering hired a University of Hawaii Engineering student, Ryan Vizcarra on 8/23/2021 to train as a broadcasting engineer since there is a shortage of engineers in the broadcast field. The production interns assist with many of the station's broadcast productions such as: An hour-long weekly public affairs program on Thursday evenings, two taped 1-hour musical productions of traditional Hawaiian songs in our studio and a live 1½ hour town hall program discussing tourism during the pandemic.

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

The station budgeted the educational fund for employees to encourage professional development effective July 1, 2021 and we had an applicant from Administration. Terry Lonokapu applied to the fund in July, to take accounting and payroll courses online. Jody Shiroma and Kainoa Sanford attended a PBS Digital Immersion program with a two-day digital workshop in February, 2021. The station pays for internet security training for all the employees and several times a year each staffer has to take refresher courses and are tested. If the security company sends out security threats through email and staffers click on it, they are immediately notified of a refresher course they must complete. All employees are required to take and pass a Harassment Training Course sponsored by the Corporation for Public Broadcasting.

**3. *Provide training to management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.***

Hawaii Employers Council suspended their supervisory training during the pandemic. On July 22, 2021, Christina Sumida, Vice President of Advancement enrolled in a Corporate Support Performance Initiative designed to enhance and support product and media knowledge. It was 8 modules, online and self-directed.

**4. *Participation in at least four events or programs sponsored by educational institutions and organizations representing groups present in the community relating to career opportunities in broadcasting, including conventions, career days, workshops and similar activities.***

On November 18, 2020, Christina Sumida, VP of Advancement and Paul Hayashida, Production Manager, attended a virtual career fair hosted by the University of Hawaii. They co-hosted the station's virtual booth and chat room. The available positions were Advancement Specialist, Grant Writer (never filled) and Production students.

PBS Hawai'i's HIKI NŌ (Hawaiian for "Can Do") student digital storytelling initiative works with K-12 students from public, charter and private schools throughout the state in developing skills that lead to the production of PBS-quality stories. These student-produced stories are curated into a weekly, half-hour program that airs in primetime on PBS Hawai'i and online at pbshawaii.org. The students, under the mentorship of local industry professionals, undergo a rigorous process of revising and re-editing, until their stories meet PBS technical, production, storytelling and journalistic standards. From the experience, the students develop skills for future schooling (college), the workplace, and life. These skills include creative problem solving, critical thinking, effective storytelling, media literacy, journalistic integrity, perseverance and the ability to take constructive criticism and use that criticism to make improvements. In addition, the self-expression aspects of the process have proven to aid children in their Social Emotional Learning skills. And amidst the stress of the pandemic, the HIKI NŌ process has proven to be a therapeutic experience for students.

In keeping with the State of Hawai'i's COVID-19 restrictions, HIKI NŌ training took the form of virtual workshops and live mentoring sessions taking place over Zoom and other online meeting platforms.

Workshops and training sessions were held on the following days and locations throughout the state:

June 22, 2021

"HIKI NŌ Summer Student Workshop, Part 1" –Virtual live event generated from PBS Hawai'i in Honolulu, Hawai'i—24 participants.

HIKI NŌ students met via Zoom with their respective mentors to discuss pre-production on HIKI NŌ story projects for the summer.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

### July 1, 2021

“HIKI NŌ Summer Student Workshop, Part 2” –Virtual live event generated from PBS Hawai`i in Honolulu, Hawai`i—24 participants.

HIKI NŌ students who participated in the Part 1 workshop on June 22<sup>nd</sup> present their in-progress summer projects to their mentors for critiques, feedback, and guidance on next steps.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

### September 11, 2021

“2021 HIKI NŌ Teachers Conference” – Virtual live event generated from PBS Hawai`i in Honolulu, Hawai`i—52 participants.

HIKI NŌ teachers participate in live workshops and breakout sessions led by HIKI NŌ staff and HIKI NŌ mentors on the following topics:

- a.) The HIKI NŌ Process
- b.) The Art of Interviewing
- c.) Producing During the Pandemic
- d.) How to Shoot on a Smartphone
- e.) HIKI NŌ and SEL (Social Emotional Learning)

*Station Personnel Present: President and C.E.O. Ron Mizutani, V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo, HIKI NŌ Grant-writer Lori Kaya*

### September 13, 2021

“Crafting a Stellar Student Reflection” – Virtual live event generated from PBS Hawai`i in Honolulu, Hawai`i—28 participants.

Presented by mentor Shirley Thompson for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

### September 13, 2021

“The Visual Paintbrush: How to Script Your Story Through Editing” – Virtual live event generated from PBS Hawai`i in Honolulu, Hawai`i—30 participants.

Presented by mentor Shirley Thompson for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 14, 2021

“Page Before Screen: How to Script Your HIKI NŌ Story” – Virtual live event generated from PBS Hawai‘i in Honolulu, Hawai‘i—29 participants.

Presented by mentor Terri Inefuku for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 14, 2021

“Reflecting on Paper: How to Script Your HIKI NŌ Student Reflection” – Virtual live event generated from PBS Hawai‘i in Honolulu, Hawai‘i—28 participants.

Presented by mentor Terri Inefuku for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 15, 2021

“Beginning, Middle and End: The Three-Act Story Structure” – Virtual live event generated from PBS Hawai‘i in Honolulu, Hawai‘i—33 participants.

Presented by mentor David Rosen for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 15, 2021

“Action! You’re on Camera: Tricks to Nail Your On-Camera Performance” – Virtual live event generated from PBS Hawai‘i in Honolulu, Hawai‘i—40 participants.

Presented by mentor David Rosen for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 16, 2021

“Finding the Story Within Your Idea: Story Development Strategies” – Virtual live event generated from PBS Hawai‘i in Honolulu, Hawai‘i—31 participants.

Presented by mentor Christi Young for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 17, 2021

“Shoot to Edit: How to Film a Sequence” – Virtual live event generated from PBS Hawai`i in Honolulu, Hawai`i—38 participants.

Presented by mentor Ryan Kawamoto for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

September 17, 2021

“Make Your HIKI NŌ How-To Stand Out” – Virtual live event generated from PBS Hawai`i in Honolulu, Hawai`i—43 participants.

Presented by mentor Ryan Kawamoto for HIKI NŌ students and teachers.

*Station Personnel Present: V.P. of Learning Initiatives Robert Pennybacker, HIKI NŌ Co-Producer/Editor Brent Keane, HIKI NŌ Assistant Grazielle Domingo*

**EEO Public File Report**  
**Hawaii Public Television Foundation**  
**KHET TV, Honolulu, Hawaii**  
**October 1, 2020 - September 30, 2021**  
**Full-Time Positions Filled**

FULL TIME POSITION	POSITION TITLE	DATE OPEN	DATE FILLED	RECRUITMENT SOURCES	NUMBER INTERVIEWED	NUMBER HIRED
1 FT	Advancement Specialist	10/09/20	12/01/20	PBSHawaii.org Word of Mouth UH Job Fair LinkedIn HANO Facebook Twitter - PBS Hawaii Hawaii Jobs on Demand	1      1	1
1 FT	CEO	10/01/20	12/02/21	HANO PBSHawaii.org Current (Public Media) LinkedIn Recruiter Referral	   2 3	    1
1 FT	Multimedia Designer	05/06/21	07/06/21	Hawaii Jobs on Demand PBSHawaii.org Word of Mouth Honolulu Star Advertiser Midweek Recruitology.com LinkedIn Facebook - PBS Hawaii Twitter - PBS Hawaii	2 2  1  3	       1
1 FT	Digital Content Creator	05/06/21	07/12/21	Hawaii Jobs on Demand PBSHawaii.org Word of Mouth Honolulu Star Advertiser Midweek Recruitology.com LinkedIn Facebook - PBS Hawaii Twitter - PBS Hawaii	 2  1   1	       1
1 FT	Producer/Writer	05/06/21	08/23/21	Hawaii Jobs on Demand PBSHawaii.org Word of Mouth Honolulu Star Advertiser Midweek Recruitology.com LinkedIn Facebook - PBS Hawaii Twitter - PBS Hawaii	 2 2   1	       1

**EEO PUBLIC FILE REPORT  
HAWAII PUBLIC TELEVISION FOUNDATION  
KHET TV, HONOLULU, HI  
OCTOBER 1, 2020 - SEPTEMBER 30, 2021  
RECRUITMENT SOURCES FOR FULL-TIME VACANCIES**

Recruitment Source	Contact	Total Interviewed	Total Hired	Entitled to Notification
pbshawaii.org PBS Hawaii 2350 Dole Street Honolulu, HI 96822	Karen Yamamoto 808-462-5025	7	2	no
Honolulu Star Advertiser, Midweek and Monster.com 500 Ala Moana Blvd., Ste. 7500 Honolulu, HI 96813	Michael Relayo 808-529-4377	2		no
Midweek	Michael Relayo 808-529-4377			no
Recruitology.com	Michael Relayo 808-529-4377	3	1	no
Word-of-mouth/Referrals		6	2	no
HANO	<a href="https://hano-hawaii-jobs.careerwebsite.com">https://hano-hawaii-jobs.careerwebsite.com</a>			no
Alakai Executive Search	Eric Heenan			no
LinkedIn Recruiter	Eric Heenan	2		no
UH Job Fair	<a href="mailto:uhces@hawaii.edu">uhces@hawaii.edu</a> , <a href="#">Nicki Neimy</a>			
Current (Public Media)	Eric Heenan			
LinkedIn	Jody Shiroma			no
Twitter PBS Hawaii 2350	Jody Shiroma			no
Facebook PBS Hawaii	Jody Shiroma	1		no
Hawaii Jobs on Demand hawaiijobsondemand.com	<a href="http://www.hawaiijobsondemand.com">www.hawaiijobsondemand.com</a>	3		no