



Celebrating Hawai'i's Diversity



Hawai'i is the most ethnically and culturally diverse state in the nation. PBS Hawai'i is committed to inclusiveness and providing a forum to give voice to our communities. We continually strive to achieve and maintain a balance of gender, age, race and ethnicity throughout our Staff and Boards.

**Diversity Report
September 2016**



OUR MISSION

**We advance learning and discovery
through storytelling that touches lives.**



OUR VALUES

Our Hawaiian host culture informs the way PBS Hawai'i operates. We are committed to sustaining the universal values of Hawai'i, including:

Pono – seek rightness and balance

'Imi Na'auao – seek knowledge and wisdom

Aloha Kekahi I Kekahi – respect the dignity of others

Kulia I Ka Nu'u – strive for excellence

Kuleana – accept responsibility for the collective good

Lokahi – promote collaboration and unity

Malama – protect and care for



Hawai'i at a Glance

The most recent American Community Survey conducted by the U.S. Census Bureau in 2014 reveals the following trends in Hawai'i:

- Hawai'i has the highest percentage of **Asians** in the U.S., with 37.6 percent of the local population identifying themselves as Asian only, compared with 5.2 percent for the nation as a whole.
- At 10.4 percent of the local population, Hawai'i has the highest percentage of **Native Hawaiians** and **Other Pacific Islanders** in the U.S., compared with 0.2 percent of the national population.
- Hawai'i ranks #1 in the percentage of people identifying as **Two or More Races** with 23.3 percent of the local population, compared with 3 percent of the nation as a whole.

Diversity at PBS Hawai'i

Operating in the multicultural environment of our host culture, PBS Hawai'i embraces diversity in the workplace. We promote a collaborative workplace, where individuals respect each other and can acknowledge their differences. PBS Hawai'i hiring practices include casting a wide net for prospective employees. We are striving to reflect our local population in our staff and Boards.

Diversity at PBS Hawai'i - By the Numbers

30 Full-Time Employees

GENDER	#	%
Female	15	50%
Male	15	50%

RACE	#	%
Asian	12	40%
Hispanic	1	3%
Native Hawaiian/Pacific Islander/Native American	2	7%
Two or More Races	2	7%
White	13	43%

AGE	#	%
18-34	10	33%
35-49	9	30%
50+	11	37%

Data as of September 9, 2016



26 Members, Board of Directors

GENDER	#	%
Female	13	50%
Male	13	50%

RACE	#	%
Asian	10	39%
Hispanic	--	--
Native Hawaiian/Pacific Islander/Native American	5	19%
Two or More Races	6	23%
White	5	19%

AGE	#	%
18-34	12	46%
35-49	4	15%
50+	10	39%

Data as of September 9, 2016

Diversity in PBS Hawai'i's Local Programming

Local content aired on PBS Hawai'i offers programs of interest to Hawai'i's diverse communities. Here is a sampling from 2016:

HIKI NŌ

Hawaiian for "can do," HIKI NŌ was created and developed by PBS Hawai'i as the nation's first statewide student news network. There are 90 public, private and charter schools located on six islands that currently make up the network of schools. HIKI NŌ is recognized locally and nationally for innovation in digital media.

HIKI NŌ, offering equal opportunities to all middle and high schools, was established to help close the gap in student achievement. Of the 90 participating schools, 67% (60 schools) are in rural areas, and about 77% (69 schools) are public/charter schools. Of those, 66% are Title I schools, serving low-income populations, including some predominantly Native Hawaiian communities.

Guided by their teachers, whom we have extensively trained, student journalists produce, shoot, write and edit news stories and features about their local communities and campuses. These stories air on our Thursday primetime student news program, also called HIKI NŌ. Over the past year, students brought depth and clarity to some of the most pressing issues of our time: homelessness, discrimination, people struggling with disabilities and the disappearance of institutions that shaped modern-day Hawai'i, such as the sugar industry. Students' concern about Hawai'i's moral compass was addressed in a series of HIKI NŌ episodes illustrating key Hawaiian values, as listed on page 3.

Long Story Short with Leslie Wilcox

Guests on this weekly half-hour interview program reveal their life stories to PBS Hawai'i President and CEO Leslie Wilcox. A roster of guests from various backgrounds joined us this year, including:

- Nainoa Thompson, master navigator of the Polynesian worldwide voyaging canoe, Hokule'a
- Sarah Keahi, Hawaiian language educator
- Guy Kawasaki, technology evangelist and entrepreneur
- Heather Haunani Giugni, local documentary filmmaker
- Henk Rogers, entrepreneur, philanthropist and sustainability champion
- Rose Galera, professional cleaning consultant
- Glenn Medeiros, former pop singer and private school administrator
- Monica Toguchi, third-generation restaurant owner



Insights on PBS Hawai'i

This weekly public affairs program covers a wide range of issues in a roundtable discussion format that is broadcast and streamed live. Viewer interactivity is encouraged via phone, email or Twitter. Among the issues covered in the last year:

- How the homelessness cycle can be broken (three-part series featuring formerly homeless individuals, innovators helping the homeless community, and homeless youth)
- What it would take to achieve Hawaiian sovereignty
- How millennials are changing the local workforce
- Perspectives from those with life-threatening illnesses – and their caregivers
- Life as a Muslim in Hawai'i
- Aging out of foster care
- Coping with mental illness and battling social stigmas (in conjunction with the airing of the documentary, *Haleakala: A Trek for Dignity*)

With 2016 being an election year, Insights is also hosting a series of candidate discussions through the summer and fall of this year. So far, the program has hosted the primary candidates for Honolulu Mayor, City Prosecutor, and State House and Senate candidates from across the islands.

Na Mele

On the only statewide weekly music program devoted to traditional Hawaiian music, composers, dancers and musicians share their love for traditional Hawaiian music and hula. New productions in the last year featured slack-key musician Led Kaapana and his family; Hawaiian music trio Hu'ewa; and singer-songwriter Mailani Makainai.

PBS Hawai'i Presents

This weekly program showcases independent films that cover topics of interest to local communities. Among the films featured in the last year:

- **Haleakala: A Trek for Dignity**, by longtime Maui filmmaker Tom Vendetti, about mental health advocates and patients who hike down the Haleakala crater on Maui, in an effort to show that those with mental illness are capable of extraordinary feats.
- **A Place in the Middle**, a documentary that follows a sixth-grade girl who dreams of leading a boys-only hula troupe at her school. Her teacher, Kumu Hina – featured in a nationally aired documentary of the same name – understands what it's like to be caught “in the middle” of the male and female realms.

- **The Paho Flow** documents the 2014 Kilauea lava flow that threatened the Big Island community of Ka'ohē Homesteads. Told through the perspective of residents Josh Ballauer, Jeremiah Lofgreen and Matt Tavares, the film focuses on how the community comes together in the face of a crisis.

Pacific Heartbeat

For a fifth season, PBS Hawai'i and National Minority Consortia organization, Pacific Islanders in Communications, presented this nationally distributed series of authentic stories of Hawai'i and the Pacific. Pacific Heartbeat brings the people, cultures, languages, music and issues of the Pacific to the national public television audience. Featured in this season:

- **Dream Big: Nanakuli at the Fringe**, a PBS Hawai'i-produced documentary, follows the students of Nanakuli High and Intermediate School Performing Arts Center on O'ahu, who pursue a once-in-a-lifetime opportunity to travel halfway across the globe to perform at The Fringe Festival in Edinburgh, Scotland. The experience abroad proves life-changing for the students, who are dealing with adversities at home.
- **Splinters** tracks the origins of surfing in the seaside village of Vanimo, Papua New Guinea. Surfing is not only a pillar of village life, but it's also a means to prestige. This story unfolds in the months leading up to the first National Surf Championships in Papua New Guinea and explores the hopes and dreams of the surfers, and how surfing has led to societal changes in a male-dominated culture.
- **Waiting for John** features the John Frum Movement, a unique religion now considered the last surviving "cargo cult." When the American military landed on a remote island in the South Pacific during World War II, the islanders were amazed by America's fantastic cargo. The program explores the history and last vestiges of this religion.
- **A Place to Call Home** documents the struggle two women in New Zealand have over a plan to rebuild a community. This story explores what can become of a new Maori approach to social housing that is separate from the state, and what becomes of a community that no longer has social housing.
- **Sons of Halawa** follows Pilipo Solatorio of Moloka'i, the last to hold the cultural traditions, music and stories of a sacred valley that has been home to his family for hundreds of years. This is an intimate portrait of Solatorio's search for a successor – before generations of knowledge are lost forever.

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