



## **KUOW, DEI Committee May 11 Meeting RSVP REQUIRED**

KUOW

May 11, 2023 at 3:30 PM PDT to May 11, 2023 at 5:00 PM PDT

### **Agenda**

#### **Committee Purpose**

Diversity, Equity and Inclusion Committee

Statement of Purpose

1. provide guidance, and recommendations, and information to the Board on matters relating to DEI, culture, and training as they relate to KUOW and Board activity
2. assist with the development and reporting of KUOW initiatives advancing DEI efforts
3. perform such other functions required by law or otherwise as are necessary or appropriate to further the Committee's purposes or as may from time to time be delegated to the Committee by the Board.

#### **DEI Lens Qs (Pre-Meeting)**

*DEI Lens Questions*

*Encourage all Board members to consider these guiding questions as they engage in their work:*

- o What would be my default decision or solution in this situation?*
- o Who benefits from this default approach?*
- o Whose perspectives are missing?*
- o What steps will I take to make a more equitable decision or design a more equitable solution?*

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|--|----------------|
| <b>I. Welcome and Call to Order</b>                              | <b>3:30 PM</b> |
| <b>A. Invitation to Disclose Possible Conflicts of Interests</b> |                |
| <b>B. Approval of DEI Committee Meeting Minutes</b>              |                |
| <b>1. March 23, 2023 DEI Committee Meeting Minutes</b>           |                |
| <b>C. Overview of Meeting</b>                                    |                |
| <b>II. Station Business</b>                                      |                |
| <b>A. RET Update</b>   | <b>3:35 PM</b> |
| <b>III. Committee Business</b>                                   |                |
| <b>A. R&amp;R &amp; DEI Committee Discussion</b>                 | <b>3:45 PM</b> |
| <b>B. Board Version of TOCA Survey</b>                           | <b>4:30 PM</b> |
| <b>C. DEI Training Update</b>                                    | <b>4:40 PM</b> |
| <b>IV. Topics for Executive Committee Meeting Agenda</b>         | <b>4:50 PM</b> |
| <b>A. Exec Committee Meeting: Thursday, June 8, 2023</b>         |                |
| <b>B. BOD Meeting: Thursday, June 22, 2023</b>                   |                |
| <b>V. Public Comment/Executive Session</b>                       | <b>4:55 PM</b> |
| <b>VI. Adjournment</b>   |                |



# APPROVED KUOW, DEI Committee May 11, 2023, Meeting Minutes

KUOW – Zoom & In-Person | May 11, 2023 at 3:30 PM PST

In-person Location: UW Tower Board Room: 4333 Brooklyn Ave NE, Seattle, WA 98105

Virtual Location: Zoom

## Attendance

**Members Present (Remotely):** Ian Warner, Irwin Goverman, Filiz Efe McKinney, Michelle Merriweather, Connie Kravas, Claire O’Donnell, Andy McGovern

**Members Absent:** Sharon Nyree Williams, Carmen Cano, Wassef Haroun

**Staff Present (In-Person):** Shawnteasha Crow

**Staff Present (Remotely):** Fieta Robinson, Kerry Swanson, Caryn Mathes

### I. Welcome and Call to Order

- i. Mr. Warner called the meeting to order at 3:33 PM.
- ii. Invitation to Disclose Possible Conflicts of Interests
  - i. Mr. Warner asked the Committee to disclose any possible conflicts of interest, and none were expressed.
- iii. Approval of DEI Committee Meeting Minutes
  - i. March 23, 2023, DEI Committee Meeting Minutes
    - a. **Motion:**  
Mr. Warner called for an approval of the March 23rd DEI Committee Meeting Minutes. Motion moved by Ian Warner and motion seconded by Filiz Efe McKinney. Without objection, the March 23rd DEI Committee Meeting minutes were approved.
- iv. Overview of Meeting
  - i. Mr. Warner gave an overview of the meeting, including a collaboration with the Reach & Resource committee.

### II. Station Business

- i. RET Update
  - i. Ms. Robinson shared key activities and strides made by the Racial Equity Team (RET). At the Tuesday, May RET meeting, they had a presentation by a member of the AAPI community. During RET meetings, consultant Scott Winn would do micro-learning lessons in the first 45 minutes of the monthly team meetings. Lastly, for the May Lunch & Learn series, Scott Winn and Nate Bapatise have presented on giving and receiving feedback with an equity perspective.

**III. Committee Business**

- i. R&R & DEI Committee Discussion
  - i. Mr. Warner welcomed the Chair and Vice-Chair of the Reach and Resource (R&R) Committee to discuss integrating DEI work with their committee. Ms. O'Donnell shared that the R&R Committee was still working to establish how to implement an extended reach within numerous communities. Regarding Board Engagement, the R&R Committee wanted to present the Board with various engagement opportunities to include all members. A future goal of this committee would be to act upon the intention of connecting with various BIPOC communities and to continue collaborating with the DEI Committee. The Committee then discussed how to define 'reach' from a DEI perspective.
- ii. DEI Training Update
  - i. Based on the report on the recent KUOW Staff DEI Training on the topic of feedback, the committee believed that this topic would be interesting for the Board DEI Training.
- iii. Board Version of TOCA Survey
  - i. A meeting with Mr. Winn was arranged to discuss a Board version of the Transforming Organizational Cultural Assessment (TOCA). Mr. Warner cautioned about too many surveys, but the board could do it as a one-time opportunity.

**IV. Public Comment/Executive Session**

- i. There were no members of the public, no public comments, and no executive session called.

**V. Adjournment**

- i. Mr. Warner adjourned the meeting at 4:31 PM.