



## **KUOW, DEI Committee: January 27, 2022 Meeting**

KUOW

Jan 27, 2022 at 3:30 PM PST to Jan 27, 2022 at 5:00 PM PST  
Remotely via Zoom

### **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.

#### **Meeting Objectives**

Introduce Committee Purpose and Members  
Start Charter Revision  
Refine Committee Purpose  
Creation of Workplan

#### **I. Welcome & Call to Order**

Presenter: Ian Warner

##### **A. Invitation to Disclose Possible Conflicts of Interest**

Presenter: Ian Warner

##### **B. Welcome The New Committee and Members**

Presenter: Ian Warner

##### **C. Overview of Meeting**

Presenter: Ian Warner

#### **II. Committee Business**

Presenter: Ian Warner

##### **A. Resolution of Committee Creation**

Presenter: Ian Warner

**B. Charter Review**

Presenter: Ian Warner

**C. Workplan Creation**

Presenter: Ian Warner

**1. DEI Training- JULY 14 (TBD)**

Presenter: Ian Warner

**D. Scheduling and Potential Opportunities for Engagement**

Presenter: Ian Warner

**1. Lunch & Learns**

Presenter: Ian Warner

**III. Station RET Report**

Presenter: Fieta Robinson

**A. RET Team Intro**

Presenter: Fieta Robinson

**B. RET Team Update**

Presenter: Fieta Robinson

**1. Board Diversity Statement**

Presenter: Fieta Robinson

**2. Trust Project (Transparency & Visibility )**

Presenter: Fieta Robinson

**IV. Other Business**

Presenter: Ian Warner

**V. Topics for Full Board Meeting Agenda**

Presenter: Ian Warner

**A. 2/24/22 BOD Meeting**

Presenter: Ian Warner

**VI. Public Comment/Executive Session**

Presenter: Ian Warner

**VII. Adjourn**

Presenter: Ian Warner

**Date of Next Meeting : March 31 2022**



# KUOW, DEI Committee: January 27, 2022 Meeting APPROVED Minutes

KUOW

Jan 27, 2022 at 3:30 PM PST

@ Zoom

## **Attendance**

### **Members Present (Remote):**

Virginia Anderson, Ryleigh Brimhall, Irwin Goverman, Caryn Mathes, Fieta Robinson, Kerry Swanson, Ian Warner

### **Members Absent:**

Michelle Merriweather

#### I. Welcome & Call to Order

Mr. Warner called the meeting to order at 3:32 PM. He provided an overview of the objectives and purpose of the meeting.

##### A. Invitation to Disclose Possible Conflicts of Interest

There was no conflicts of interest.

##### B. Welcome The New Committee and Members

Mr. Warner welcomes the new committee and members. Ms. Mathes introduced a new staff member, Kerry Swanson.

#### II. Committee Business

##### A. Resolution of Committee Creation

The Committee reviewed the resolution. They discussed and further defined what this Committee's purpose and goals are. There was an agreement of training to develop a common language between KUOW's and the board's DEI goals and policies.

##### B. Charter Review

Mr. Warner led a committee discussion about the charter to clarify the board's responsibilities. The committee focused on who is responsible for tracking metrics for objectives, how the committee/board defines diversity, equity, and inclusion, and updating the PSPR Board's Diversity Statement. The Committee also compared their charter to KUOW Racial Equity Team's Charter.

C. Workplan Creation

The Committee wanted to further define objectives and goals before solidifying the workplan. There was the addition of the Committee leading the facilitation of the July 2022 Board DEI Training.

D. Scheduling and Potential Opportunities for Engagement

Mr. Warner confirmed that the timing of the meetings worked with the Committee member's schedules. The Committee also discussed opportunities for engagement through potentially attending RET Lunch & Learns and DEI Trainings, and what is expected protocol of members in attendance of these types of events.

III. Station RET Report

A. RET Team Intro

Ms. Robinson provided an overview of KUOW Racial Equity Team (RET) work and their current Racial Equity Diversity & Inclusion Plan (REDI Plan). Mr. Warner suggested presenting this REDI Plan to the Full Board Meeting. The Committee discussed inviting the staff liaisons from the RET to attend future committee meetings.

B. RET Team Update

1. Trust Project (Transparency & Visibility )

Ms. Robinson presented on KUOW's progress with the Trust Project, an organization designed to help partners become more transparent and build trust in that partner's organization. With KUOW, the Trust Project reviewed KUOW's website and content and highlighted where KUOW could be more transparent.

IV. Adjourn

There being no further business, Mr. Warner adjourned the DEI Committee meeting at 5:03 PM.



## **KUOW, DEI Committee: March 31, 2022 Meeting**

KUOW/Zoom

Mar 31, 2022 at 3:30 PM PDT to Mar 31, 2022 at 5:00 PM PDT

### **Agenda**

#### **Committee Purpose**

#### **I. Welcome & Call to Order**

**3:30 PM**

Presenter: Ian Warner

- A. Invitation to Disclose Possible Conflicts of Interest**
- B. Overview of Meeting**
- C. Welcome Amelia Peacock, RET Staff Liaison**
- D. Invitation for Additional Agenda Topics**
- E. Approval of January 27, 2022, DEI Meeting Minutes**

#### **II. Station RET Report**

**3:35 PM**

Presenter: Fieta Robinson

- A. RET Team Update**

#### **III. Committee Business**

**3:45 PM**

- A. Resolution of Committee Creation**
- B. Charter Review Update**
- C. Draft Board DEI Statement**
- D. Continue Workplan Creation**
- E. Motion to Extend Deadline to Finalize DEI Committee Charter & Workplan**
- F. DEI Training Update**

#### **IV. Other Business**

**4:45 PM**

Presenter: Ian Warner

#### **V. Topics for Full Board Meeting Agenda**

**4:50 PM**

- A. 4/28/22 BOD Meeting**

#### **VI. Public Comment/Executive Session**

#### **VII. Adjourn**

#### **VIII. Date of Next Meeting: May 12 2022**



# KUOW, DEI Committee: March 31, 2022

## Meeting Approved Minutes

KUOW & Zoom

Mar 31, 2022 at 3:30 PM PDT

### **Attendance**

#### **Members Present (Remote):**

Virginia Anderson, Ryleigh Brimhall, Irwin Goverman, Caryn Mathes, Fieta Robinson, Kerry Swanson, Ian Warner

#### **Members Absent:**

Michelle Merriweather

#### **Guests Present (Remote):**

Amelia Peacock

### **I. Welcome & Call to Order**

Mr. Warner called the meeting to order at 3:31 PM. He provided an overview of the objectives and purpose of the meeting.

#### **A. Invitation to Disclose Possible Conflicts of Interest**

There was no conflicts of interest.

#### **B. Welcome Amelia Peacock, RET Staff Liaison**

Mr. Warner welcomes KUOW Racial Equity Staff Liaison, Amelia Peacock.

#### **C. Approval of January 27, 2022, DEI Meeting Minutes**

##### **Motion:**

Mr. Warner called for the approval of the DEI Committee Meeting minutes of January 27, 2022. Motion moved by Virginia Anderson and motion seconded by Irwin Goverman. With no objections, the minutes were approved.

### **II. Station RET Report**

Ms. Robinson & Ms. Peacock presented and highlighted the recent Racial Equity Team (RET) achievements and plans. RET planned to present the Content Subcommittee at the upcoming All Staff Meeting. The TOCA survey was scheduled to be released in June 2022. RET would be focused on implementing Staff Racial Caucus. The goal of this caucus was staff opportunities to engage and the takeaways were having staff feel heard while also gaining tools and resources to help move the KUOW RET Racial Equity Diversity Inclusion (REDI) Plan forward.

**III. Committee Business**

DEI Committee continued their discussion around the committee charter and their workplan. Ms. Robinson presented the initial draft of the KUOW Board Philosophy and the committee discussed potential edits and updates. Mr. Warner also presented a potential opportunity to have the DEI Committee check in with the other committee, whether by having the other committees attend the DEI Committee or the DEI Committee attending the other committee's meetings. These check-ins would be to see how the DEI committee can support the full board and the committees' integration of PSPR Board DEI Philosophy. Mr. Warner announced at the upcoming Executive Committee to announce the extension of the finalization of the DEI Committee's Charter and Workplan.

A. DEI Training Update

Mr. Warner updated on the current plan for the DEI Training. The Upcoming DEI Training would be broken into 2-3 sessions to gain greater depth of the topics.

**IV. Adjourn**

Mr. Warner adjourned at 5:02 PM



## **KUOW, DEI Committee: May 12, 2022 Meeting**

KUOW

May 12, 2022 at 3:30 PM PDT to May 12, 2022 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.

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|---|----------------|
| <b>I. Welcome &amp; Call to Order</b>                           | <b>3:30 PM</b> |
| <b>A. Invitation to Disclose Possible Conflicts of Interest</b> |                |
| <b>B. Overview of Meeting</b>                                   |                |
| <b>C. Invitation for Additional Agenda Topics</b>               |                |
| <b>D. Approval of March 31, 2022, DEI Meeting Minutes</b>       |                |
| <b>II. Station RET Report</b>                                   | <b>3:35 PM</b> |
| Guest: Amelia Peacock   |                |
| <b>A. RET Team Update</b>                                       |                |
| <b>III. Committee Business</b>                                  | <b>3:45 PM</b> |
| <b>A. Resolution of Committee Creation</b>                      |                |
| <b>B. Charter Review Update</b>                                 |                |
| <b>C. Draft Board DEI Philosophy</b>                            |                |
| <b>D. Continue Workplan Creation</b>                            |                |
| <b>E. DEI Trainings</b>   |                |
| <b>IV. Other Business</b>                                       | <b>4:45 PM</b> |
| <b>V. Topics for Full Board Meeting Agenda</b>                  | <b>4:50 PM</b> |
| <b>A. 6/23/22 BOD Meeting</b>                                   |                |
| <b>VI. Public Comment/Executive Session</b>                     |                |
| <b>VII. Adjourn</b>   |                |

**Date of Next Meeting: August 11 2022**





# APPROVED KUOW, DEI Committee: May 12, 2022 Meeting Minutes

KUOW/Zoom

May 12, 2022 at 3:30 PM PDT

## Attendance

### Members Present (Remote):

Michelle Merriweather , Ryleigh Brimhall, Irwin Goverman, Caryn Mathes, Fieta Robinson, Kerry Swanson, Ian Warner

### Members Absent:

Virginia Anderson

### Guests Present (Remote):

Amelia Peacock

#### I. Welcome & Call to Order

Mr. Warner called the meeting to order at 3:33 PM. He provided an overview of the objectives and purpose of the meeting.

##### A. Invitation to Disclose Possible Conflicts of Interest

There was no conflicts of interest.

##### B. Approval of March 31, 2022, DEI Meeting Minutes

#### **Motion:**

Mr. Warner called for the approval of the DEI Committee Meeting minutes of March 31, 2022.

Motion moved by Irwin Goverman and motion seconded by Michelle Merriweather . With no objections, the minutes were approved.

#### II. Station RET Report

Ms. Peacock provided an update on KUOW Racial Equity Team (RET) . Three members were added to RET. The Racial Caucusing had less than anticipated applications and the project was placed on hold to plan the next steps. Transforming Organization Cultural Assessment (TOCA) was released to staff at the end of May.

### III. Committee Business

#### A. DEI Trainings

Mr. Warner highlighted the recent change from one- three hour session to two - two hour sessions. The Board was working with Brevity & Wit again this year for DEI Training and had the contract signed. The two sessions would allowed deeper and more comprehensive understanding and integration of the topic.

#### B. Draft Board DEI Philosophy

The Committee continued to review and comment on the draft PSPR Diversity Policy Statement. The Committee discussed the comments made and focused on how PSPR Board would define their DEI work and the accountability to that policy statement.

### IV. Adjourn

With no other business to discuss, Mr. Warner adjourned the meeting at 4:59 PM.