



KUOW, DEI Committee March 23 Meeting RSVP REQUIRED

KUOW

Mar 23, 2023 at 3:30 PM PDT to Mar 23, 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?*

I. Welcome and Call to Order

3:30 PM (5 Mins)

A. Invitation to Disclose Possible Conflicts of Interests

B. Approval of DEI Committee Meeting Minutes

1. January 26, 2023 DEI Committee Meeting Minutes

C. Overview of Meeting

II. Station Business 3:35 PM

A. RET Update 10 Mins

III. Committee Business 3:45 PM

A. GOV & DEI Committee Discussion 40 Mins

B. Finalize Workplan 10 Mins

C. DEI Training Update 15 Mins

IV. Topics for Executive Committee Meeting Agenda

4:50 PM

A. Exec Committee Meeting: Thursday, April 13, 2023

B. BOD Meeting: Thursday, April 27, 2023

V. Public Comment/Executive Session

4:55 PM

VI. Adjournment



APPROVED KUOW, DEI Committee

March 23, 2023 Meeting Minutes

KUOW – Zoom & In-Person | Mar 23, 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, Sharon Nyree Williams, David Landau, Andy McGovern

Members Absent: Wassef Haroun, Carmen Cano

Staff Present (In-Person): Ryleigh Brimhall

Staff Present (Remotely): Fieta Robinson, Kerry Swanson

I. Welcome and Call to Order

- i. Mr. Warner called the meeting to order at 3:34 pm.
- ii. Invitation to Disclose Possible Conflicts of Interests
 - i. Mr. Warner invited committee members to disclose any possible conflicts of interest, and none were expressed.
- iii. Overview of Meeting
 - i. Mr. Warner provided an overview of the meeting.
- iv. Approval of DEI Committee Meeting Minutes
 - i. January 26, 2023, DEI Committee Meeting Minutes
 - a. **Motion to Approve Minutes:**
Mr. Warner called for a motion to approve the DEI January 23rd Committee Meeting Minutes.
Motion moved by Irwin Goverman and motion seconded by Filiz Efe McKinney. With no objections, the meeting minutes were approved.

II. Station Business

- i. RET Update
 - i. Ms. Robinson updated the committee on Racial Equity Team (RET). She highlighted the RET presenting their workplan for the calendar year at the March All-Staff meeting. The Staff Caucus Group finished its pilot program, and due to its success, it will be continued. RET planned on implementing an emerging Manager Essentials Training (MET) workshop to improve supervisors' ability to manage and support KUOW's diverse workforce. The Gallup Survey's results were released, and the staff reviewed it.

III. Committee Business

i. DEI Training Discussion

- i. After hearing about the MET workshop, the committee discussed the value of having similar training for board members. Ms. Robinson showed a draft of the MET workshop presentation.

There was also discussion of including a "DEI Lens One-Pager" in the New Member Orientation book with what it means to view the Board's work through that lens.

Due to budget and training planning considerations, the DEI Training was rescheduled for September 2023 from July 2023.

ii. GOV & DEI Committee Discussion

- i. Mr. Warner introduced Governance (GOV) Committee Leadership, Irwin Goverman, Chair, and David Landau, Vice Chair, to present how their committee utilized the DEI Lens in their 2023 workplan.

Mr. Goverman highlighted adding the DEI Lens Questions to the beginning of the GOV Meeting Agendas, focusing on the principles of DEI Lens in their board recruitment and alternative methods of recruitment, the use of the "Board Buddy" system to further engage with new members, and being aware of the lens with the annual board retreat. Mr. Landau added that receiving feedback through the bi-annual board assessment to identify opportunities to improve. An example of this improvement was GOV being more transparent with the recruitment process.

iii. Finalize Workplan

- i. Mr. Warner updated the committee on the DEI 2023 Workplan. Ms. McKinney suggested reviewing the board norm this year.

IV. Topics for Executive Committee Meeting Agenda

- i. Mr. Warner reviewed the GOV & DEI Collab and the updated date and topic for DEI Training for the next Executive Meeting.

V. Public Comment/Executive Session

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

VI. Adjournment

- i. Mr. Warner adjourned the meeting at 4:52 pm.