



KUOW, DEI Committee January 26 Meeting

KUOW

Jan 26, 2023 at 3:30 PM PST to Jan 26, 2023 at 5:00 PM PST

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 & Questions

Objectives:

- Welcome the committee and new members.
- Review and discuss foundational documents.
- Discuss meetings with all board committee chairs to discuss DEI philosophy integration.

Questions:

1. What do we want to do differently this year?
 - o The same?
2. Should we ask committee chairs to get written feedback on DEI philosophy integration or have them meet with us or both?

I. Welcome and Call to Order	3:30 PM
A. Welcome New Members	
B. Invitation to Disclose Possible Conflicts of Interests	
C. Approval of DEI Committee Meeting Minutes	
1. October 06, 2022 DEI Committee Meeting Minutes	
D. Overview of Meeting	
II. Station Business	
A. RET Update	3:35 PM
B. TOCA Report	
1. Presentation	3:40 PM
2. Q&A Discussion	4:00 PM
III. Committee Business	
A. Workplan Review & Discussion	4:15 PM
1. Diversity Equity and Inclusion Philosophy Statement	
B. DEI Training Initial Ideas	4:35 PM
C. DEI Committee/PSPR Board + KUOW RET Partnership Discussion	4:40 PM
D. On-Site Committee Meeting Discussion	4:45 PM
IV. Topics for Executive Committee Meeting Agenda	4:50 PM
A. Exec Committee Meeting: Thursday, Feb 9, 2023	
B. BOD Meeting: Thursday, Feb 23, 2023	
V. Public Comment/Executive Session	4:55 PM
VI. Adjournment	



APPROVED KUOW, DEI Committee: January 26, 2023 Meeting Minutes

KUOW – Zoom & In-Person | Jan 26, 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): Carmen Cano, Irwin Goverman, Caryn Mathes, Filiz Efe McKinney, Michelle Merriweather, Ian Warner, Sharon Nyree Williams

Members Absent: Wassef Haroun

Staff Present (In-Person): Ryleigh Brimhall

Staff Present (Remotely): Shawnteasha Crow, Fieta Robinson, Kerry Swanson

Guests: Amelia Peacock, Scott Winn

I. Welcome and Call to Order

- i. Mr. Warner called the meeting to order at 3:33 pm.
- ii. Welcome New Members
 - i. Mr. Warner opened the meeting with welcoming remarks and gave everyone time to introduce themselves.
- iii. Invitation to Disclose Possible Conflicts of Interests
 - i. Mr. Warner invited committee members to disclose any possible conflicts of interest, and none were expressed.
- iv. Overview of Meeting
 - i. Mr. Warner provided an overview of the meeting.
- v. Approval of DEI Committee Meeting Minutes
 - i. October 6, 2022, DEI Committee Meeting Minutes
 - a. **Motion:**
Mr. Warner called for a motion to approve the DEI October 6th Meeting Minutes.
Motion moved by Irwin Goverman and motion seconded by Filiz Efe McKinney.
With one abstain and no objections, the meeting minutes were approved.

II. Station Business

- i. RET Update
 - i. Ms. Peacock and Ms. Robinson shared brief updates from the Racial Equity Team (RET). In their share, the RET has two upcoming race-based caucus meetings with Mr. Winn and Mr. Baptiste and spending time with the RET on updating and reviewing the Racial Equity Diversity and Inclusion (REDI) plan. Lastly, the RET Liaisons shared that DEI Lunch and Learns have started again within the Station, and the first presenter was Greg Taylor on Reimagining Racial Equity.

ii. TOCA Report

- i. Mr. Winn shared the preliminary results from the 2022 Transforming Organizational Culture Assessment (TOCA) topics: remarks on culture and conflict, hiring and promotion, and distribution of information and resources. Mr. Winn shared key findings of comparison from the 2020 TOCA survey; for example, 84% of staff took the 2022 survey, and 44% identified as Black/POC/Multicultural*. Mr. Winn concluded his presentation by taking questions from the Committee and discussing future recommendations and strategies for advancing equity work on the Board and with the RET team.

*Mr. Winn highlighted that the survey grouped Black/POC/Multicultural into one group to support protecting the anonymity of surveyors.

III. Committee Business

i. Workplan Review & Discussion

i. Diversity Equity and Inclusion Philosophy Statement

- a. Mr. Warner led the Committee in a discussion on incorporating the DEI Philosophy within the regulatory work that each committee on the Board does.

ii. DEI Training Initial Ideas

- i. In this discussion of DEI Training, the Committee acknowledged many topics for future trainings, yet a specific theme had yet to be decided.

iii. DEI Committee/PSPR Board + KUOW RET Partnership Discussion

- i. Mr. Warner invited all Committee members to attend the RET meetings and to observe and support the RET. Ms. Peacock and Ms. Robinson also endorsed this invitation because the staff welcomed the board's observational participation and thought it would build positive rapport on the RET.

iv. On-Site Committee Meeting Discussion

- i. The Committee discussed the possibility of on-site meetings, but there was a need for further discussion on the topic.

IV. Topics for Executive Committee Meeting Agenda

- i. The topics that the committee wanted to bring to the executive and full board meetings were adding DEI Lens questions to the opening of all committee meetings (i.e., like COI), the DEI Committee 2023 Workplan, whether the Board should take the TOCA or add something similar to the rotation of surveys the Board takes annually and having other Committee chairs attend DEI meetings.

V. Public Comment/Executive Session

- i. There were no members of the public in attendance at UW Tower or via Zoom, and no public comment was made. There was no Executive Session called.

VI. Adjournment

- i. Mr. Warner adjourned the meeting at 5:02 pm.