



KUOW, DEI Committee February 1 Meeting RSVP REQUIRED

KUOW

Thursday, February 1, 2024 at 3:30 PM PST to 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

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Edit Details

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?
 - The same?
2. Should we ask committee chairs to get written feedback on DEI philosophy integration or have them meet with us or both?

DEI Lens Questions

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

- *What would be my default decision or solution in this situation?*
- *Who benefits from this default approach?*
- *Whose perspectives are missing?*
- *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
A. Welcome New Members	
B. Invitation to Disclose Possible Conflicts of Interests	
C. Approval of DEI Committee Meeting Minutes	
1. October 5 2023 DEI Committee Meeting Minutes	
D. Overview of Meeting	
II. Station Business	
A. RET Update	3:35 PM
III. Committee Business	
A. Foundational Documents Review & Discussion	3:50 PM
1. 2024 DEI Workplan	
a. March Meeting Topic ("Attack on DEI")	
2. Board Norm Review	
B. DEI Training Initial Ideas	4:00 PM
1. Polling for 2024 DEI Training & Past Attendance	
C. Review DEI Committee Lens 1-Pager	4:10 PM
D. PSPR Board + KUOW RET + Community Discussion	4:20 PM
IV. Topics for Executive Committee Meeting Agenda	4:50 PM
A. Exec Committee Meeting: Thursday, Feb 8, 2023	
B. BOD Meeting: Thursday, Feb 22, 2023	
V. Public Comment/Executive Session	4:55 PM

An Executive Session can be called at any time during the meeting based on the following criteria: To consider matters relating to individual employees, proprietary information, litigation, and other matters requiring the confidential advice of counsel, commercial or financial information obtained from a person on a privileged or confidential basis, or the purchase of property of services whenever the premature exposure of such purchase would compromise the business interests of any such organizations.

VI. Adjournment



APPROVED KUOW, DEI Committee

February 1 Meeting Minutes

KUOW – Virtual & In-Person | Feb 1, 2024 at 3:30 PM PDT

In-Person Location | Rita Koontz Community Center

Virtual Location | Zoom

Attendance

Members Present: Enrique Cerna, Gabrielle Nomura Gainor, Andy McGovern, Ian Warner, Sharon Nyree Williams

Members Absent: Wassef Haroun, Filiz Efe McKinney, Michelle Merriweather

Staff Present: Ryleigh Brimhall, Shawnteasha Crow, Fieta Robinson, Kerry Swanson,

Members of the Public: n/a

I) Welcome and Call to Order

- a) Mr. Warner called the meeting to order at 3:37 PM.
- b) Welcome New Members
 - i) Mr. Warner led the Committee in introductions.
- c) Invitation to Disclose Possible Conflicts of Interests
 - i) Mr. Warner asked the Committee to disclose any possible conflicts of interest, and none were expressed.
- d) Approval of DEI Committee Meeting Minutes
 - i) **Motion:** Mr. Warner called for a motion to approve the October DEI meeting minutes. The motion was moved by Sharon Nyree Williams and motion seconded by Enrique Cerna. With no objections, the October meeting minutes were approved.
- e) Overview of Meeting
 - i) Mr. Warner provided a brief overview of the meeting.

II) Station Business

- a) Ms. Robinson updated the Committee on KUOW's Racial Equity Team (RET) work. Ms. Robinson provided historical knowledge of the creation of this team, the functions and purpose of this team, and the Racial Equity, Diversity, and Inclusion (REDI) plan. The RET's North Star was updated in January 2024. The vision of the North Star is to "Broaden conversations. Deepen understanding." The committee discussed the integration of racial equity within the Station's Users, Usage, and Revenue model. Ms. Robinson shared that the Leadership Team has noticed that there hasn't been an explicit connection and was working to fix this. Additionally, the Leadership Team will

be looking at the Strategic Impact Framework to continue to make the connection more foundational in the work that KUOW does and the station's culture.

III) Committee Business

a) Mr. Warner led the Committee through thoroughly reviewing foundational documents for the Board. Documents reviewed were:

i) Foundational Documents Review & Discussion

(1) 2024 DEI Workplan

Mr. Warner reviewed the 2024 DEI work plan with the Committee and the DEI philosophy and purpose. The Committee had no edits to the work plan and will share the work plan with the Executive Committee.

b) March Meeting Topic

i) The Committee had an in-depth discussion on the Attack of DEI within higher education and public media. Mr. Warner asked the Committee to share resources about this topic. During this meeting in March, the Committee will focus on their response and strategy and consider a joint statement between the KUOW/PSPR Board of Directors and KUOW Public Radio Station. Mr. Swanson shared a link to the Corporation of Public Broadcastings' and the defense for diversity reporting.

c) Board Norm Review

i) Mr. Warner suggested that in May, the Committee should hear from the Station on the Team Agreements project and consider updating the Board Norms to Board Agreements.

d) DEI Training Initial Ideas

i) Mr. Warner shared with the Committee drafted questions on a Board poll regarding DEI training for the Board to continue to make DEI trainings accessible to the Board. The questions discussed were:

Is a half-day DEI training too long of a time commitment for your schedule?

If not, how much advance notice is required to ensure your attendance?

Have you found past trainings valuable?

If not, what can we change?

What can we do to ensure your attendance?

Are there specific DEI topics you think we should explore?

ii) The Committee then discussed the potential movement of the training time, potentially 4-8 PM hybrid, to support making the training more accessible and strengthening Board engagement. In addition to discussing past DEI training topics, the Committee discussed the change in messaging on the importance of attending DEI training for the Board.

- e) Review DEI Committee Lens 1-Pager
 - i) This topic was moved to the next meeting after the request to have the committee further review the past 2023 DEI and other committee collaboration summaries.
- f) PSPR Board + KUOW RET + Community Discussion
 - i) Mr. Warner shared that historically the DEI Committee would attend regular meetings of the RET. Mr. Warner invited the Committee to consider attending at least 1 RET meeting to strengthen the connection and bond of racial equity work between the Board and the Station. The Committee discussed the importance of maintaining and strengthening the bond between the two, and Mr. Warner resolved to bring this discussion to the Executive Committee.

IV) Topics for Executive Committee Meeting Agenda

- a) Mr. Warner brought the March Committee Topic, DEI Training polling and timing, and invited the Board to the RET meetings.

V) Public Comment/Executive Session

- a) There were no members of the public in attendance virtually or in person, and no public comment was made. There was no executive session called.

VI) Adjournment

- a) Mr. Warner adjourned the meeting at 4:49 PM.