



## KUOW, DEI Committee October 5 Meeting RSVP REQUIRED

KUOW

Oct 5, 2023 at 3:30 PM PDT to Oct 5, 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. August 10, 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>B. Community Advisory Board (CAB) with Zaki Hamid</b>         | <b>3:40 PM</b> |
| <b>III. Committee Business</b>                                   |                |
| <b>A. DEI Training Debrief</b>                                   | <b>3:50 PM</b> |
| <b>B. Initial 2024 DEI Committee Goals</b>                       | <b>4:10 PM</b> |
| <b>C. Board Norms Initial Review</b>                             | <b>4:30 PM</b> |
| <b>IV. Topics for Executive Committee Meeting Agenda</b>         | <b>4:50 PM</b> |
| <b>A. Exec Committee Meeting: Thursday November 3, 2023</b>      |                |
| <b>B. BOD Meeting: Thursday, November 14, 2023</b>               |                |
| <b>V. Public Comment/Executive Session</b>                       | <b>4:55 PM</b> |
| <b>VI. Adjournment</b>   |                |



## APPROVED KUOW, DEI Committee

### October 5 Meeting Minutes

KUOW – Virtual & In-Person | Oct 5, 2023 at 3:30 PM PDT

In-Person Location | UW Tower Board Room

Virtual Location | Zoom

#### **Attendance**

**Members Present:** Ian Warner, Sharon Nyree Williams

**Members Absent:** Carmen Cano, Irwin Goverman, Wassef Haroun, Filiz Efe McKinney, Michelle Merriweather

**Staff Present:** Zaki Hamid, Annette Promes, Shawnteasha Crow, Fieta Robinson, Kerry Swanson, Ryleigh Brimhall

**Members of the Public:** n/a

#### **I) Welcome and Call to Order**

- a) Ms. Nyree Williams called the meeting to order at 3:33 PM.
- b) Invitation to Disclose Possible Conflicts of Interests
  - i) Ms. Nyree Williams asked the Committee to disclose any possible conflicts of interest; none were expressed.
- c) Approval of DEI Committee Meeting Minutes
  - i) Due to the lack of quorum, the DEI Meeting minutes were not approved.
- d) Overview of Meeting
  - i) Ms. Nyree Williams went over the purpose of the meeting, including the DEI Training Debrief, RET Update, Staff Update, and initial discussion of 2024 goals.

#### **II) Station Business**

- a) RET Update
  - i) Ms. Robinson provided the RET Team update. She highlighted new members, 2024 goals, 2023 successes, and the first meeting of the 2nd Racial Caucusing group. She also presented source data, and the next steps would be to investigate an external source audit and break down the data by zip code.
- b) Community Advisory Board (CAB) with Zaki Hamid
  - i) Mr. Hamid and Ms. Rochester presented their current initiative with a Community Advisory Board (CAB). CAB will have ten community members on a one-year commitment. Quarterly, they would receive five KUOW Stories to do an in-depth survey on the reporting in those stories. Community Engagement Team carefully curated CAB members to have extensive diversity between members. The

Committee requested that Community Engagement report back on the results from the CAB.

### **III) Committee Business**

- a) DEI Training Debrief
  - i) Ms. Nyree Williams and Mr. Warner debriefed on the 2023 Board DEI Training. While the topic aligned with board DEI goals, the lack of majority attendance and feedback response was an area of improvement and was forwarded to the Executive Committee.
- b) Initial 2024 DEI Committee Goals
  - i) The Committee discussed potential 2024 Committee Goals, including accountability and harm repair between communities and KUOW, how that repair is communicated back to the board, and a report with feedback on the Board DEI Lens Questions for meetings.
- c) Board Norms Initial Review
  - i) The Committee reviewed and discussed the current Board Norms. Mr. Warner took on revising Board Norms and reviewing them with Mr. McGovern, Board Chair.

### **IV) Topics for Executive Committee Meeting Agenda**

- a) Ms. Nyree Williams suggested bringing the DEI Training Debrief, CAB, and 2024 Committee Goals discussion to the Executive Meeting.

### **V) Public Comment/Executive Session**

- a) Ms. Nyree Williams asked if any members of the public were in attendance wanting to comment virtually via Zoom or in person. There was no public comment made. There was no Executive Session called.

### **VI) Adjournment**

- a) Ms. Nyree Williams adjourned the meeting at 4:25 p.m.