



## **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.