KUOW, DEI Committee: January 27, 2022 Meeting

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.
KUOW, DEI Committee: March 31, 2022 Meeting
KUOW/Zoom
Mar 31, 2022 at 3:30 PM PDT to Mar 31, 2022 at 5:00 PM PDT

Agenda

Committee Purpose

I. Welcome & Call to Order 3:30 PM
   Presenter: Ian Warner
   A. Invitation to Disclose Possible Conflicts of Interest
   B. Overview of Meeting
   C. Welcome Amelia Peacock, RET Staff Liaison
   D. Invitation for Additional Agenda Topics
   E. Approval of January 27, 2022, DEI Meeting Minutes

II. Station RET Report 3:35 PM
    Presenter: Fieta Robinson
    A. RET Team Update

III. Committee Business 3:45 PM
    A. Resolution of Committee Creation
    B. Charter Review Update
    C. Draft Board DEI Statement
    D. Continue Workplan Creation
    E. Motion to Extend Deadline to Finalize DEI Committee Charter & Workplan
    F. DEI Training Update

IV. Other Business 4:45 PM
    Presenter: Ian Warner
    V. Topics for Full Board Meeting Agenda 4:50 PM
       A. 4/28/22 BOD Meeting
    VI. Public Comment/Executive Session
    VII. Adjourn

VIII. Date of Next Meeting: May 12 2022
KUOW, DEI Committee: March 31, 2022
Meeting Approved Minutes
KUOW & Zoom
Mar 31, 2022 at 3:30 PM PDT

Attendance

Members Present (Remote):
Virginia Anderson, Ryleigh Brimhall, Irwin Goverman, Caryn Mathes, Fieta Robinson, Kerry Swanson, Ian Warner

Members Absent:
Michelle Merriweather

Guests Present (Remote):
Amelia Peacock

I. Welcome & Call to Order

Mr. Warner called the meeting to order at 3:31 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 Amelia Peacock, RET Staff Liaison

Mr. Warner welcomes KUOW Racial Equity Staff Liaison, Amelia Peacock.

C. Approval of January 27, 2022, DEI Meeting Minutes

Motion:
Mr. Warner called for the approval of the DEI Committee Meeting minutes of January 27, 2022. Motion moved by Virginia Anderson and motion seconded by Irwin Goverman. With no objections, the minutes were approved.

II. Station RET Report

Ms. Robinson & Ms. Peacock presented and highlighted the recent Racial Equity Team (RET) achievements and plans. RET planned to present the Content Subcommittee at the upcoming All Staff Meeting. The TOCA survey was scheduled to be released in June 2022. RET would be focused on implementing Staff Racial Caucus. The goal of this caucus was staff opportunities to engage and the takeaways were having staff feel heard while also gaining tools and resources to help move the KUOW RET Racial Equity Diversity Inclusion (REDI) Plan forward.
III. Committee Business

DEI Committee continued their discussion around the committee charter and their workplan. Ms. Robinson presented the initial draft of the KUOW Board Philosophy and the committee discussed potential edits and updates. Mr. Warner also presented a potential opportunity to have the DEI Committee check in with the other committee, whether by having the other committees attend the DEI Committee or the DEI Committee attending the other committee's meetings. These check-ins would be to see how the DEI committee can support the full board and the committees' integration of PSPR Board DEI Philosophy. Mr. Warner announced at the upcoming Executive Committee to announce the extension of the finalization of the DEI Committee's Charter and Workplan.

A. DEI Training Update

Mr. Warner updated on the current plan for the DEI Training. The Upcoming DEI Training would be broken into 2-3 sessions to gain greater depth of the topics.

IV. Adjourn

Mr. Warner adjourned at 5:02 PM
KUOW, DEI Committee: May 12, 2022 Meeting
KUOW
May 12, 2022 at 3:30 PM PDT to May 12, 2022 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.

I. Welcome & Call to Order 3:30 PM
   A. Invitation to Disclose Possible Conflicts of Interest
   B. Overview of Meeting
   C. Invitation for Additional Agenda Topics
   D. Approval of March 31, 2022, DEI Meeting Minutes

II. Station RET Report 3:35 PM
   Guest: Amelia Peacock
   A. RET Team Update

III. Committee Business 3:45 PM
   A. Resolution of Committee Creation
   B. Charter Review Update
   C. Draft Board DEI Philosophy
   D. Continue Workplan Creation
   E. DEI Trainings

IV. Other Business 4:45 PM

V. Topics for Full Board Meeting Agenda 4:50 PM
   A. 6/23/22 BOD Meeting

VI. Public Comment/Executive Session

VII. Adjourn

Date of Next Meeting: August 11 2022
I. Welcome & Call to Order

Mr. Warner called the meeting to order at 3:33 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. Approval of March 31, 2022, DEI Meeting Minutes

Motion:
Mr. Warner called for the approval of the DEI Committee Meeting minutes of March 31, 2022.

Motion moved by Irwin Goverman and motion seconded by Michelle Merriweather. With no objections, the minutes were approved.

II. Station RET Report

Ms. Peacock provided an update on KUOW Racial Equity Team (RET). Three members were added to RET. The Racial Caucusing had less than anticipated applications and the project was placed on hold to plan the next steps. Transforming Organization Cultural Assessment (TOCA) was released to staff at the end of May.
III. Committee Business

A. DEI Trainings

Mr. Warner highlighted the recent change from one-three hour session to two-two hour sessions. The Board was working with Brevity & Wit again this year for DEI Training and had the contract signed. The two sessions would allowed deeper and more comprehensive understanding and integration of the topic.

B. Draft Board DEI Philosophy

The Committee continued to review and comment on the draft PSPR Diversity Policy Statement. The Committee discussed the comments made and focused on how PSPR Board would define their DEI work and the accountability to that policy statement.

IV. Adjourn

With no other business to discuss, Mr. Warner adjourned the meeting at 4:59 PM.