



(RESCHEDULED) KUOW, DEI Committee October 29 Meeting

KUOW

Tuesday, October 29, 2024 at 3:30 PM PDT to Tuesday, October 29, 2024 at 5:00 PM PDT

Agenda

Meeting Objectives

Reviewing 2025 Draft Workplan

Continue Working on Board Team Agreements

Committee Purpose

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 Questions

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?*

I. Welcome and Call to Order

3:30 PM

A. Invitation to Disclose Possible Conflicts of Interests

B. Approval of DEI Committee Meeting Minutes

1. Aug 8th Draft DEI Meeting Minutes

C. Overview of Meeting

II. Team Agreements Discussion

III. Station Business

A. RET Update

IV. Committee Business

A. 2025 Workplan Draft

1. 2025 Board & RET Relationship

V. Topics for Executive Committee Meeting Agenda

A. Exec Committee Meeting: Nov 7th

B. BOD Meeting: Nov 21st

VI. Adjourn Meeting



APPROVED KUOW, DEI Committee October 29 Meeting Minutes

KUOW – Virtual & In-Person | October 29, 2024 at 3:30 PM PST

In-Person Location | Rita Koontz Community Center 1121 NE 45th St, Seattle WA 98105

Virtual Location | Zoom

Attendance

Members Present: Wassef Haroun, Caryn Mathes, Andy McGovern, Michelle Merriweather, Ian Warner

Members Absent: Gabrielle Nomura Gainor, Sharon Nyree Williams

Staff Present: Ryleigh Brimhall, Shawnteasha Crow, Kerry Swanson

Guests: Karen Hirsch

Members of the Public: n/a

I. Welcome & Call to Order | Mr. Warner called the meeting to order at 3:38pm.

A. Invitation to Disclose Possible Conflicts of Interests

1. Mr. Warner asked the Committee to disclose any possible conflicts of interest, and none were expressed.

B. Approval of DEI Committee Meeting Minutes

1. Mr. Warner called for a motion to approve the August 8th meeting minutes.
2. **Motion:** The motion was moved by Ian Warner and seconded by Michelle Merriweather. With no objections, the August 8th meeting minutes were approved.

C. Overview of Meeting

1. Mr. Warner gave an overview of the meeting to the Committee which included a discussion on the Board of Directors Team Agreements with guest consultant Karen Hirsch and 2025 Committee planning.

II. Team Agreements Discussion | Mr. Warner asked Ms. Hirsch to present on the KUOW Board Team Agreements. The Board Team Agreements was a project the Committee took on to strengthen and further develop the culture of the PSPR Board. Ms. Hirsch gave an overview of the four pillars of the Team Agreements based on collaboration sessions with the Board. The pillars were: intentionally and actively welcome newer board members, encouraging people to share their points of view and allowing for silence, willing to raise concerns, and actively working to build trust among board members. The Committee had a discussion on these pillars and worked to fine-tune their subpoints. This topic of discussion was concluded with Ms. Hirsch finalizing the language and incorporating the feedback of this discussion in the Team Agreements. The Committee then voted on the Team Agreements to move them to the Executive Committee for review based on the edits to come from Ms. Hirsch.

- #### **A. Motion:** Mr. Warner called for a motion to approve and move the finalized version of the Team Agreements to the Executive Committee. The motion was moved by Ian Warner and seconded by Michelle Merriweather. With no objections, the motion was approved.

- III. **RET Update** | Mx. Brimhall and Mr. Swanson briefly shared with the Committee some updates regarding the Racial Equity Team (RET), this included the Transforming Organization Culture Assessment (TOCA) and the confirmation of the Racial Equity 101 training for new directors.
- IV. **Committee Business**
 - A. **2025 Workplan Draft** | Mr. Warner had Mx. Brimhall go over a draft of the 2025 workplan with the Committee. The Committee went over live edits, the integration of team agreements, and strategizing RET engagement with the Board.
 - B. **2025 Board & RET Relationship** | Mr. Warner started this discussion with clarity of expectations for the Board in interacting with the RET committee. The goal was to offer the full board an opportunity to engage, however in the execution there were some gaps. The Committee discussed expectations and refining what the needs are of RET and how the Board can support meet those needs. The Committee discussed the need of the RET leadership and DEI Committee leadership to meet and discuss a more streamlined process and reporting out. The Committee is comfortable reverting back to the old way - with the note that we can reach out to the Board for additional support on specific ad hoc projects.
- V. **Topics for Executive Committee Meeting Agenda** | The Committee decided to bring the Team Agreements to the November Executive Committee Meeting for review and approval.
- VI. **Adjourn Meeting** | Mr. Warner adjourned the meeting at 4:46 pm.