



## KUOW, DEI Committee August 10 Meeting RSVP REQUIRED

KUOW

Aug 10, 2023 at 3:30 PM PDT to Aug 10, 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?*

#### I. Welcome and Call to Order

**3:30 PM**

**A. Welcoming the New CMO, Annette Promes, & CCO, Marshall Eisen!**

**B. Invitation to Disclose Possible Conflicts of Interests**

**C. Approval of DEI Committee Meeting Minutes**

**1. May 11, 2023 DEI Committee Meeting Minutes**

**D. Overview of Meeting**

#### II. Committee Business

**A. DEI Training Update**

**3:35 PM**

**B. FIN/FISC & DEI Committee Discussion**

**3:55 PM**

**C. Board Norms Initial Review**

**4:35 PM**

#### III. Station Business

**A. RET Update**

**4:45 PM**

#### IV. Topics for Executive Committee Meeting Agenda

**4:50 PM**

**A. Exec Committee Meeting: Thursday, Sept 7, 2023**

**B. BOD Meeting: Thursday, Sept 21, 2023**

#### V. Public Comment/Executive Session

**4:55 PM**

#### VI. Adjournment





# APPROVED KUOW, DEI Committee August 10 Meeting Minutes

KUOW – Virtual & In-Person | Aug 10, 2023 at 3:30 PM PDT

In-Person Location | UW Tower Board Room

Virtual Location | Zoom

## Attendance

**Members Present:** Ian Warner, Mark Ashida, Irwin Gorman, Sharon Kioko, Filiz Efe McKinney

**Members Absent:** Carmen Cano, Wassef Haroun, Michelle Merriweather, Sharon Nyree Williams

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

**Guest Present:** Scott Winn, Nathan Baptiste

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

### **I. Welcome and Call to Order** | Mr. Warner called the meeting to order at 3:34 PM.

- a. Welcome New COO & CMO
  - i. Ms. Mathes gave a brief introduction of the new C-Suite members, Marshall Eisen (Chief Content Officer) and Annette Promes (Chief Marketing Officer).
- b. Invitation to Disclose Possible Conflicts of Interest
  - i. Directors were invited to disclose any conflict of interest. There were none.
- c. Overview of Meeting Purpose
  - i. Mr. Warner went over the purpose of the meeting, which included hosting the Finance and Finance Investment Subcommittee to discuss their committee's purpose and integrate DEI Lens into their work.
- d. Invitation for Additional Agenda Topics
  - i. Mr. Warner asked the Committee for additional agenda topics, but none were expressed.
- e. Approval of May 11<sup>th</sup> DEI Meeting Minutes
  - i. Due to the lack of quorum, the DEI Meeting minutes were not approved in this meeting.

### **II. Committee Business**

- a. DEI Training Update
  - i. Mr. Winn and Mr. Baptiste provided a high-level overview of the September DEI Training. This training would aim to work towards a culture of belonging through understanding and recognizing the White Dominant Culture and giving and receiving feedback.

### **III. Station Business**

- a. RET Update
  - i. Ms. Robinson provided the RET Team update. The RET Team took a month off due to other station priorities. They were also working on a Racial Equity Toolkit and getting a Land Acknowledgement on air. Racial Caucusing would start again in the Fall, and the Culture Committee wanted to codify the caucusing.
- b. FIN/FISC & DEI Committee Discussion
  - i. Mr. Ashida and Ms. Kioko reviewed their committee's purpose and workplan for 2023. Mr. Ashida discussed ESG (Environment. Social. Government) investing and how it is the socially responsible way to embody KUOW's mission and values.
  - ii. Ms. Kioko added that for the Finance Committee, the integration of DEI is the consideration of the management and usage of funds and resources. Additionally, when working on approving the Operating and Capital Budget, the Finance Committee deeply collaborated with Caryn to ensure that the Station invested in the staff and that the budget embodies the values of KUOW.



- IV. **Public Comment** | Mr. Warner 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.
- V. **Adjournment** | Mr. Warner adjourned the meeting at 4:44 PM.





## 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?*

#### 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. August 10, 2023 DEI Committee Meeting Minutes

##### C. Overview of Meeting

#### II. Station Business

##### A. RET Update

**3:35 PM**

##### B. Community Advisory Board (CAB) with Zaki Hamid

**3:40 PM**

#### III. Committee Business

##### A. DEI Training Debrief

**3:50 PM**

##### B. Initial 2024 DEI Committee Goals

**4:10 PM**

##### C. Board Norms Initial Review

**4:30 PM**

#### IV. Topics for Executive Committee Meeting Agenda

**4:50 PM**

##### A. Exec Committee Meeting: Thursday November 3, 2023

##### B. BOD Meeting: Thursday, November 14, 2023

#### V. Public Comment/Executive Session

**4:55 PM**

#### VI. Adjournment





## 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.





## 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

##### Meeting Objectives & Questions

##### 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

##### 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?*
- *What steps will I take to make a more equitable decision or design a more equitable solution?*



<b>I. Welcome and Call to Order</b>	<b>3:30 PM</b>
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	
<b>II. Station Business</b>	
A. RET Update	<b>3:35 PM</b>
<b>III. Committee Business</b>	
A. Foundational Documents Review & Discussion	<b>3:50 PM</b>
1. 2024 DEI Workplan	
a. March Meeting Topic ("Attack on DEI")	
2. Board Norm Review	
B. DEI Training Initial Ideas	<b>4:00 PM</b>
1. Polling for 2024 DEI Training & Past Attendance	
C. Review DEI Committee Lens 1-Pager	<b>4:10 PM</b>
D. PSPR Board + KUOW RET + Community Discussion	<b>4:20 PM</b>
<b>IV. Topics for Executive Committee Meeting Agenda</b>	<b>4:50 PM</b>
A. Exec Committee Meeting: Thursday, Feb 8, 2023	
B. BOD Meeting: Thursday, Feb 22, 2023	
<b>V. Public Comment/Executive Session</b>	<b>4:55 PM</b>
<p>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 or services whenever the premature exposure of such purchase would compromise the business interests of any such organizations.</p>	
<b>VI. Adjournment</b>	





## 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.





## KUOW, DEI Committee March 7 Meeting RSVP REQUIRED

KUOW

Thursday, March 7, 2024 at 3:30 PM PST to Thursday, March 7, 2024 at 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

##### Objectives:

- Update on foundational documents, DEI Training, & RET
- Develop a deeper understanding of the political climate around DEI efforts and pressure to remove DEI from Universities, State/Federal organizations, & Public Media

#### 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. May 11th Draft DEI Meeting Minutes**
- 2. August 10th Draft DEI Meeting Minutes**
- 3. February 1st Draft DEI Meeting Minutes**

##### **C. Overview of Meeting**

#### II. Station Business

**3:35 PM**



**A. RET Update**

**1. Results of the Sign Up Form**

**III. Committee Business**

**A. Foundational Documents Review & Discussion**

**3:45 PM**

**1. 2024 DEI Workplan**

**2. Board Norm Review**

**3. DEI Committee Lens 1-Pager Update**

**B. DEI Training Plan Update**

**3:55 PM**

**1. Poll Results Update**

**2. DEI Training Plan**

**3. DEI Training Taskforce Members & Meeting Dates?**

**IV. "Attack on DEI" Discussion Topic**

**4:05 PM**

**V. Topics for Executive Committee Meeting Agenda**

**4:50 PM**

**A. Exec Committee Meeting: 04/16/2024**

**B. BOD Meeting: 04/25/2024**

**VI. Public Comment/Executive Session**

**4:55 PM**

**VII. Adjournment**





## APPROVED KUOW, DEI Committee

### March 7 Meeting Minutes

KUOW – Virtual & In-Person | Mar 7, 2024 at 3:30 PM PDT

In-Person Location | Rita Koontz Community Center

Virtual Location | Zoom

#### **Attendance**

**Members Present:** Gabrielle Nomura Gainor, Wassef Haroun, Andy McGovern, Michelle Merriweather, Ian Warner, Sharon Nyree Williams

**Members Absent:** Enrique Cerna

**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 3:34 PM.
- b) Invitation to Disclose Possible Conflicts of Interests
  - i) Mr. Warner asked the Committee to disclose any possible conflicts of interest, and none were expressed.
- c) Approval of DEI Committee Meeting Minutes
  - i) **Motion:** Mr. Warner called for a motion to approve the meeting minutes from May 2023, August 2023, and February 2024. The motion was moved by Sharon Nyree Williams and motion seconded by Gabrielle Nomura Gainor. With no objections, the meeting minutes were approved.
- d) Overview of Meeting
  - i) Mr. Warner gave an overview of the meeting's purpose, which included an update from the Racial Equity Team, a review of the Committee Workplan and Board Norms, and the attack on DEI initiatives.

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

- a) RET Update
  - i) Mr. Warner invited Ms. Robinson to give an update on the progress of the Racial Equity Team. Ms. Robinson discussed the progress of the accountability made in the on-air land acknowledgment. Ms. Robinson also discussed the usage of the Racial Equity Toolkit.
- b) Results of the Sign-Up Form



- i) Mx. Brimhall shared with the Committee the results of RET sign-up form. Many Directors have signed up, and Mx. Brimhall will continue to follow up with Directors to get more people signed up.

### **III) Committee Business**

- a) Foundational Documents Review & Discussion
  - i) The Committee reviewed and briefly discussed the following documents: DEI Committee 2024 Workplan, Board Norms, and DEI Committee summaries (from 2023).
- b) DEI Training Plan Update
  - i) Mr. Warner led the Committee in a discussion of the 2024 DEI Training. The Committee has been considering a new format for the DEI training, including the duration of the training as well as the time of day of the training. Mx. Brimhall shared preliminary results, which lean to not having training in the morning, and concluded they will follow up with Directors to complete the poll for more insight. The next steps for the Committee are to get more results from the poll and to finalize a trainer to lead the training.
- 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) “Attack on DEI” Discussion Topic
  - i) Mr. Warner had the Committee take time to read some articles regarding political change regarding DEI. The Committee discussed the potential role of the Board and the Station and what a potential stance would look like.

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

- a) Mr. Warner brought the RET Update, DEI Training Update, and the outcomes of the “Attack on DEI” Discussion Topic.

### **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 5:03 PM.





## KUOW, DEI Committee May 2 Meeting

KUOW

Thursday, May 2, 2024 at 3:30 PM PDT to Thursday, May 2, 2024 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 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?*

- |  |                |
|--|----------------|
| <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. March 7th Draft DEI Meeting Minutes</b>                    |                |
| <b>C. Overview of Meeting</b>                                    |                |
| <b>II. Station Business</b>                                      | <b>3:35 PM</b> |
| <b>A. RET Update</b>   |                |
| <b>III. Committee Business</b>                                   |                |
| <b>A. Foundational Documents Review &amp; Discussion</b>         | <b>3:45 PM</b> |
| <b>1. 2024 DEI Workplan</b>                                      |                |
| <b>2. Board Norm Review</b>                                      |                |
| <b>3. DEI Committee Lens 1-Pager Update</b>                      |                |
| <b>B. DEI Training Plan Update</b>                               | <b>3:55 PM</b> |
| <b>1. Poll Results Update</b>                                    |                |



**2. DEI Training Plan**

**3. DEI Training Topics**

Contacted

Keith Woods-NPR

Rickey Hall - UW

**IV. Board Team Agreements**

**4:05 PM**

**V. Topics for Executive Committee Meeting Agenda**

**4:50 PM**

**A. Exec Committee Meeting: June 6th**

**B. BOD Meeting: June 27th**

**VI. Public Comment/Executive Session**

**4:55 PM**

**VII. Adjournment**





## APPROVED KUOW, DEI Committee May 2 Meeting Minutes

KUOW – Virtual & In-Person | May 2, 2024 at 3:30 PM PDT

In-Person Location | Rita Koontz Community Center

Virtual Location | Zoom

### **Attendance**

**Members Present:** Gabrielle Nomura Gainor, Michelle Merriweather, Ian Warner, Sharon Nyree Williams, Caryn Mathes

**Members Absent:** Wassef Haroun

**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 3:34 PM.
- b) Invitation to Disclose Possible Conflicts of Interests
  - i) Mr. Warner asked the Committee to disclose any possible conflicts of interest, and none were expressed.
- c) Approval of DEI Committee Meeting Minutes
  - i) **Motion:** Mr. Warner called for a motion to approve the meeting minutes from March 2024. The motion was moved by Gabrielle Nomura Gainor and motion seconded by Sharon Nyree Williams. With no objections, the meeting minutes were approved.
- d) Overview of Meeting
  - i) Mr. Warner went over the purpose of the meeting, which included the Board Team Agreements, July DEI Training, and an update from the Racial Equity Team.

### **II) Station Business**

- a) RET Update
  - i) Ms. Robinson gave a brief Racial Equity Team meeting to the Committee. The RET launched the TOCA and received a good response from the staff. Ms. Robinson looked for themes and will provide the Committee with an Executive Summary. Lastly, the Culture Committee hosted a cultural event on May 15th, and the Training Committee worked on a new training process for the Lunch and Learn program at the station.



### **III) Committee Business**

#### **a) Foundational Documents Review & Discussion**

- i) Mr. Warner led the Committee in reviewing the 2024 workplan. Mx. Gainor and Ms. Wagner are slated to join the June RET meeting on behalf of the Board to listen to and support the RET in their work.

#### **b) DEI Training Plan Update**

- i) Mx. Brimhall shared the poll results to support the July DEI planning. The results included time preference (AM or PM) and the duration of the training. Based on the poll results, the Committee discussed shorting the DEI training to a 2-hour training. Ms. Robinson shared information about potential speakers who could support the training with the Committee.

The topics proposed for the DEI Training included the political and social changes regarding DEI and the Board Team agreements. The Committee discussed that having training within 2 hours and a workshop might be a better use of the Committee's time and resources. The Committee discussed including time to practice the lessons and teach the DEI Training.

#### **c) Board Team Agreements**

- i) The Committee discussed their next steps with the Board Team Agreements. They were to have a task force of the DEI Committee to meet with Ms. Karen Hirsch and review the board norms and staff team agreements to create the Board Team Agreement. They planned to take the draft agreements to the August DEI Committee Meeting to finalize and present them to the entire board at the board meeting in September.

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

- a) Mr. Warner brought the RET Update, DEI Training Update, and Board Team Agreements.

### **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 4:55 PM.