



## **KUOW, DEI Committee: October 6, 2022 Meeting - Please confirm your availability**

KUOW

Oct 6, 2022 at 3:30 PM PDT to Oct 6, 2022 at 5:00 PM PDT

### **Agenda**

#### **I. 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.

#### **II. Welcome and Call to Order**

**3:30 PM**

Presenter: Ian Warner

##### **A. Invitation to Disclose Possible Conflicts of Interests**

##### **B. Approval of DEI Committee Meeting Minutes**

1. **May 12, 2022 DEI Committee Meeting Minutes**
2. **August 11, 2022 Committee Meeting Minutes**

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

#### **III. RET Update**

**3:40 PM**

Presenter: Amelia Peacock

RET & DEI collaboration

#### **IV. Committee Business**

Presenter: Ian Warner

##### **A. September DEI Training Debrief**

**3:50 PM**

##### **B. On-Site Committee Meeting Discussion**

**4:00 PM**

##### **C. DEI Philosophy Statement Review**

**4:10 PM**

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

**4:40 PM**

##### **A. Exec Committee Meeting: Thursday, Nov 3, 2022**

##### **B. BOD Meeting (Annual Meeting): Thursday, Nov 17, 2022**

#### **VI. Public Comment/Executive Session**

**4:45 PM**

#### **VII. Adjournment**

**4:55 PM**



## APPROVED KUOW, DEI Committee: October 6, 2022 Meeting Minutes

KUOW – Zoom & In-Person | Oct 6, 2022 at 3:00 PM PDT

In-Person Location: UW Tower Board Room: 4333 Brooklyn Ave NE, Seattle WA 98105

Virtual Location: Zoom

### **Attendance**

#### **Members Present (Remote):**

Michelle Merriweather, Irwin Goverman, Ian Warner

#### **Members Absent:**

Virginia Anderson

**Staff Present (Remote):** Shawnteasha Crow, Amelia Peacock, Fieta Robinson, Kerry Swanson

**Staff Present (In-Person):** Ryleigh Brimhall

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

- i. Mr. Warner called the meeting to order at 3:33pm
- ii. Invitation to Disclose Possible Conflicts of Interests
  - i. Mr. Warner called for committee members to express any conflicts of interest, and none were expressed.
- iii. Approval of DEI Committee Meeting Minutes
  - i. **Motion:** Mr. Warner called for unanimous consent for the approval of the May 12, 2022 & August 11, 2022 DEI Committee Meeting Minutes
  - ii. Motion moved by Irwin Goverman. Without objection, the May and August meeting minutes were approved.
- iv. Overview of Meeting
  - i. Mr. Warner provided an overview of the meeting's agenda and requested the addition of the any additional agenda topics.

### **II. RET Update**

- i. Ms. Peacock provided the committee with an update and high-level overview of the end of year and what is to come in the new year. On October 19th there will be a kickoff meeting for the race-based caucus groups. In November Scott Winn (Racial Equity Consultant) will be presenting to staff results and insights from the Transforming Organizational Cultural Assessment tool (TOCA). And in December the RET team will focus REDI plan progress, lessons, and preparing to present findings and insight to the Board. The Committee discussed and will pursue having Scott present at the Annual Meeting on November 17, 2022.

**III. Committee Business**

- i. September DEI Training Debrief
  - i. Mr. Warner gave a brief overview of the September DEI training and the feedback received from Board members. An area of growth for the future included increasing Board attendance and receiving more Board feedback. Overall, the Committee felt the training went well and would continue to partner with Brevity & Wit.
- ii. On-Site Committee Meeting Discussion
  - i. The Committee discussed the pros and cons of having in-person on-site meetings and necessary adjustments that would be needed to meet the Committee needs. Some topics discussed included but were not limited to: time of day and the location of meetings.
- iii. DEI Philosophy Statement Review
  - i. The Committee took time to review and take notes on the current draft of the DEI Philosophy Statement prior to discussing and making edits. Mr. Warner expressed that the DEI Philosophy Statement is close to being complete and will be prepared to share at the Executive Committee meeting.

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

- i. Exec Committee Meeting: Thursday, Nov 3, 2022
  - i. Mr. Warner will share the update DEI Philosophy Statement and Scott Winn's presentation at the Annual meeting.

**V. Public Comment/Executive Session**

- i. There were no members of the public in attendance and no public comments were made. Mr. Warner did not call for an Executive Session.

**VI. Adjournment**

- i. Mr. Warner adjourned the meeting at 4:55pm.