



KUOW, DEI Committee August 8 Meeting

KUOW

Thursday, August 8, 2024 at 3:30 PM PDT to Thursday, August 8, 2024 at 5:15 PM PDT

Agenda

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. May 2nd Draft DEI Meeting Minutes

C. Overview of Meeting

II. Station Business

A. RET Update

3:35 PM

Raina's RET Reflections:

Gabrielle and I were thrilled to represent the Board at the KUOW RET meeting in June (we are the designated Board reps for the June-September quarter). The RET is in a moment of transition: leadership is changing from Amelia Peacock to Hilary Lee, and the Team is hard at work at focusing goals, synching with the existing REDI plan, and potentially consolidating committees. At this time, we Board members are joining the Cultural Committee. The first event of our tenure was a powerful lunch and learn session for Juneteenth. Though I could not stay the entire time, I was enthralled by the discussion, led by Michael Harris, chair of the California Black Agriculture Working Group, who talked about the history of Juneteenth,

our connections to the land, reparations, and the significance of service. It is encouraging to see such a dedicated group of KUOW staffers devoting their time to racial equity.

III. Committee Business

- A. DEI Panel & Workshop Retrospective** **3:40 PM**
 - 1. Feedback Survey Results Update**

IV. Topics for Executive Committee Meeting Agenda **3:50 PM**

- A. Exec Committee Meeting: Sept 5th**
- B. BOD Meeting: Sept 19th**

V. Public Comment **3:55 PM**

VI. Adjourn Open Session

VII. Executive Session

- A. Team Agreements**
 - 1. Introduction (Ian & Sharon)** **4:00 PM**
 - 2. The purpose of team agreements** **4:05 PM**
 - 3. Intro to Jamboard** **4:10 PM**
 - 4. Framing question #1: What is the culture we hope to create on the KUOW board?** **4:15 PM**
 - 5. Framing question #2: What behaviors and actions can we agree on to create the culture we seek?** **4:40 PM**
 - 6. Next Steps** **5:05 PM**
 - 7. Adjourn Executive Session**



APPROVED KUOW, DEI Committee Aug 8 Meeting Minutes

KUOW – Virtual & In-Person | Aug 8, 2024 at 3:30 PM PDT

In-Person Location | Rita Koontz Community Center

Virtual Location | Zoom

Attendance

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

Members Absent: Wassef Haroun

Staff Present: Ryleigh Brimhall, Karen Hirsch, 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 3:33 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 May 2nd DEI Meeting Minutes. 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 went over the purpose of the meeting, which included the Board Team Agreements, Retrospective of July DEI Training, and an update from the Racial Equity Team.

II) Station Business

- a) RET Update
 - i) Ms. Robinson provided an RET update. The RET Team was focused on the Gallup Poll and TOCA survey, The RET Committee's 2025 Workplan, and DEI Trainings.
 - ii) Ms. Wagner's RET update was quoted below:
“Gabrielle and I were thrilled to represent the Board at the KUOW RET meeting in June (we are the designated Board reps for the June-September quarter). The RET is in a moment of transition: leadership is changing from Amelia Peacock to Hilary Lee, and the Team is hard at work at focusing goals, synching with the existing REDI plan, and potentially consolidating committees. At this time, we Board members are joining the Cultural Committee. The first event of our tenure was a powerful

lunch and learn session for Juneteenth. Though I could not stay the entire time, I was enthralled by the discussion, led by Michael Harris, chair of the California Black Agriculture Working Group, who talked about the history of Juneteenth, our connections to the land, reparations, and the significance of service. It is encouraging to see such a dedicated group of KUOW staffers devoting their time to racial equity. “

III) Committee Business

a) DEI Panel & Workshop Retrospective

- i) The Committee discussed the July DEI Training. They felt the panel was informative but could be more focused on KUOW and the Board more specifically. The DEI training was described by the post-event poll and committee members as very engaging and practical with supporting more direct communication.

IV) Public Comment

There were no members of the public in attendance virtually or in person, and no public comment was made.

V) Adjourn Open Session

Mr. Warner adjourned the open session of the meeting to go into Executive Session at 4:08 PM.

VI) Executive Session

Mr. Wagner called for an Executive Session to discuss proprietary information regarding the Board Team Agreements 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 October DEI Committee Meeting to finalize and present them to the entire board at the Board Annual Meeting in November.

VII) Adjourn Executive Session

Mr. Warner adjourned the executive session at 5:02 PM.