



KUOW, DEI Committee March 6 Meeting RSVP REQUIRED

KUOW

Thursday, March 6, 2025 at 3:30 PM PST to Thursday, March 6, 2025 at 5:00 PM PST

Agenda

Meeting Objectives

- DEI Committee Leadership
- Update from Exec Session
- Team Agreements
- DEI Pillars Discussion

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. Jan 29th Draft DEI Meeting Minutes

C. Overview of Meeting

II. Committee Business

A. DEI Leadership

3:35 PM

B. Follow Conversation From Exec Session

3:45 PM

1. Team Agreements

C. DEI Charter VS DEI Committee Pillars

4:05 PM

D. 2025 Workplan Draft

4:25 PM

1. 2025 Board & RET Relationship

2. DEI Survey Summary and Raw Anonymous Data

III. Station Business

A. RET Update

4:45 PM

Presenter: Fieta Robinson

IV. Topics for Executive Committee Meeting Agenda

4:50 PM

A. Exec Committee Meeting: APR 15

B. BOD Meeting: APR 24

V. Public Comment/Executive Session

4:55 PM

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.

VI. Adjourn Meeting



APPROVED KUOW, DEI Committee March 6th Meeting Minutes

KUOW – Virtual & In-Person | March 6th, 2025 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: Karen Kalish, Caryn Mathes, Sharon Nyree Williams, Colin Peterson, Raina Wagner, Ian Warner, Wassef Haroun

Members Absent: Mylene Barizo, Michelle Merriweather

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

Members of the Public: n/a

I. Welcome & Call to Order | Mr. Haroun called the meeting to order at 3:37 pm.

- A. Invitation to Disclose Possible Conflicts of Interests |** Mr. Haroun asked the Committee to disclose any possible conflicts of interest, and none were expressed.
- B. Approval of DEI Committee Meeting Minutes**
 - 1. Mr. Haroun called for a motion to approve the January 29th meeting minutes.
 - 2. **Motion:** The motion was moved by Ms. Williams and seconded by Mr. Peterson. With no objections, the meeting minutes were approved.
- C. DEI Lens Questions |** Mr. Haroun highlighted and stated the DEI Lens Questions for the Committee.
- D. Overview of Meeting |** Mr. Haroun gave the committee an overview of the meeting, which included DEI Committee Leadership, update from Exec Session, Team Agreements and DEI Pillars Discussion.

II. Committee Business

- A. DEI Leadership |** The Committee discussed and agreed to present Ms. Williams as the new DEI Chair to be ratified with the Governance Committee and to move forward to the Executive Committee and the Full Board.
- B. Follow Conversation from EXEC Session |**
 - 1. **Team Agreements |** The Committee discussed that Team Agreements should be table until the communication guidelines are finalized. There was concern with multiple documents as the Team Agreements' purpose was to consolidate board documents. The Governance and DEI Committees planned to partner to unified document guidelines with the Team Agreements.

- C. **DEI Charter VS DEI Committee Pillars** | Mr. Haroun led the Committee in a discussion about the potential of implementation of DEI Committee Pillars along with the DEI Charter. The DEI Pillars would be model after KUOW's SIF. The Committee requested to add binary goals related to the pillars.
- D. **2025 Workplan Draft** | The Committee decided to table the Workplan for the new DEI Chair.

III. Station Business

A. KUOW Racial Equity Efforts

- 1. **RET Update** | Ms. Robinson gave a brief preview in to the Racial Equity efforts of KUOW. Ms. Robinson was reviewing the hiring toolkit and the DEI Statement on the KUOW website. The Racial Equity Team (RET) were working on finalizing the REDI plan and the focusing on recruitment for more RET members.

- IV. **Topics for Executive Committee Meeting Agenda** | The Committee decided to bring the resolution of the new DEI Leadership to the Executive Committee Meeting for review and approval.
- V. **Public Comment** | Mr. Haroun asked if there were any members of the public present virtually or in-person. There were no members of the public present and no public comment were made.
- VI. **Adjourn Meeting** | Mr. Haroun adjourned the executive session of the meeting at 4:43 pm.