



KUOW, DEI Committee August 7 Meeting Minutes
8/7/2025 3:30 PM
@ <https://washington.zoom.us/j/98427939885>

Attendance

Members Present – Mylene Barizo, Wassef Haroun, Andy McGovern, Michelle Merriweather, Sharon Nyree Williams, Tina Pamintuan, Colin Peterson

Absent:

Member – Ian Warner

Staff – Kerry Swanson, Ryleigh Brimhall, Teasha Crow

Meeting Objectives

Discussion 2026 DEI Committee Goals

Finalize DEI Training Agenda

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

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The committee reaffirmed the DEI Lens questions as guiding principles for all Board deliberations:

- 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

Sharon Nyree Williams called the meeting to order at 4:02 PM. Members welcomed Tina Pamintuan, KUOW CEO, to her first DEI Committee meeting.

A. Invitation to Disclose Possible Conflicts of Interests

B. Approval of DEI Committee Meeting Minutes

1. May 1st Draft DEI Meeting Minutes were presented and approved.

II. Station Business

A. RET Update

RET Update ('Reset') – The committee briefly reviewed the reset of the Racial Equity Team (RET) work. Discussion focused on aligning RET initiatives with broader DEI committee goals and ensuring consistent communication between staff and board efforts.

III. Committee Business

2026 Workplan Discussion:

- Kerry Swanson initiated discussion about meeting pacing and duration. The group noted that the proposed four-hour working session (2:30–6:00 PM) may be too long for sustained engagement and suggested shorter 90-minute sessions with one or two key topics to allow for deeper focus and higher participation.
- The committee agreed that prioritizing 'two meaty topics' per meeting would provide sufficient depth while maintaining momentum.
- Members supported flexibility in meeting structure — alternating between structured facilitation and open conversation to balance coverage with creativity.
- Consensus: Depth over breadth will guide the 2026 DEI Workplan and future meeting formats.

DEI Training Update:

- The committee discussed upcoming DEI training, affirming preference for a hybrid format but emphasizing in-person participation to foster stronger dialogue and connection.
- Members noted that hybrid options should accommodate accessibility needs while maintaining engagement quality.
- The training agenda will include material on intent vs. impact, inclusive leadership, and reinforcing team agreements.

Board Team Agreements:

- The committee continued refining the Board Team Agreements, referencing the February 7 and March 2025 drafts.
- Discussion included how to align team agreements with board committee charters and ensure shared accountability for equitable practice.
- The working group will bring the revised version to the Executive Committee meeting (September 4) and Board of Directors meeting (September 18).

IV. **Public Comment/Executive Session** There were no members of the public present. The committee did not feel the need for executive session.

V. **Adjournment**

There being no further business, the meeting was adjourned at 5:30 PM.