



## 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.