



KUOW, DEI Committee March 7 Meeting RSVP REQUIRED

KUOW

Thursday, March 7, 2024 at 3:30 PM PST to Thursday, March 7, 2024 at 5:00 PM PST

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.

Meeting Objectives

Objectives:

- Update on foundational documents, DEI Training, & RET
- Develop a deeper understanding of the political climate around DEI efforts and pressure to remove DEI from Universities, State/Federal organizations, & Public Media

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 11th Draft DEI Meeting Minutes**
- 2. August 10th Draft DEI Meeting Minutes**
- 3. February 1st Draft DEI Meeting Minutes**

C. Overview of Meeting

II. Station Business

3:35 PM

A. RET Update

- 1. Results of the Sign Up Form**

III. Committee Business

A. Foundational Documents Review & Discussion

3:45 PM

- 1. 2024 DEI Workplan**
- 2. Board Norm Review**
- 3. DEI Committee Lens 1-Pager Update**

B. DEI Training Plan Update

3:55 PM

- 1. Poll Results Update**
- 2. DEI Training Plan**
- 3. DEI Training Taskforce Members & Meeting Dates?**

IV. "Attack on DEI" Discussion Topic

4:05 PM

V. Topics for Executive Committee Meeting Agenda

4:50 PM

A. Exec Committee Meeting: 04/16/2024

B. BOD Meeting: 04/25/2024

VI. Public Comment/Executive Session

4:55 PM

VII. Adjournment



APPROVED KUOW, DEI Committee

March 7 Meeting Minutes

KUOW – Virtual & In-Person | Mar 7, 2024 at 3:30 PM PDT

In-Person Location | Rita Koontz Community Center

Virtual Location | Zoom

Attendance

Members Present: Gabrielle Nomura Gainor, Wassef Haroun, Andy McGovern, Michelle Merriweather, Ian Warner, Sharon Nyree Williams

Members Absent: Enrique Cerna

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 May 2023, August 2023, and February 2024. 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 gave an overview of the meeting's purpose, which included an update from the Racial Equity Team, a review of the Committee Workplan and Board Norms, and the attack on DEI initiatives.

II) Station Business

- a) RET Update
 - i) Mr. Warner invited Ms. Robinson to give an update on the progress of the Racial Equity Team. Ms. Robinson discussed the progress of the accountability made in the on-air land acknowledgment. Ms. Robinson also discussed the usage of the Racial Equity Toolkit.
- b) Results of the Sign-Up Form

- i) Mx. Brimhall shared with the Committee the results of RET sign-up form. Many Directors have signed up, and Mx. Brimhall will continue to follow up with Directors to get more people signed up.

III) Committee Business

- a) Foundational Documents Review & Discussion
 - i) The Committee reviewed and briefly discussed the following documents: DEI Committee 2024 Workplan, Board Norms, and DEI Committee summaries (from 2023).
- b) DEI Training Plan Update
 - i) Mr. Warner led the Committee in a discussion of the 2024 DEI Training. The Committee has been considering a new format for the DEI training, including the duration of the training as well as the time of day of the training. Mx. Brimhall shared preliminary results, which lean to not having training in the morning, and concluded they will follow up with Directors to complete the poll for more insight. The next steps for the Committee are to get more results from the poll and to finalize a trainer to lead the training.
- c) Board Norm Review
 - i) Mr. Warner suggested that in May, the Committee should hear from the Station on the Team Agreements project and consider updating the Board Norms to Board Agreements.
- d) “Attack on DEI” Discussion Topic
 - i) Mr. Warner had the Committee take time to read some articles regarding political change regarding DEI. The Committee discussed the potential role of the Board and the Station and what a potential stance would look like.

IV) Topics for Executive Committee Meeting Agenda

- a) Mr. Warner brought the RET Update, DEI Training Update, and the outcomes of the “Attack on DEI” Discussion Topic.

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 5:03 PM.