



KUOW, DEI Committee January 29 Meeting RSVP REQUIRED

KUOW

Wednesday, January 29, 2025 at 3:30 PM PST to 5:00 PM PST

Agenda

Meeting Objectives

- Member Introductions
- Reviewing 2025 Draft Workplan
- Approving Board Team Agreements
- KUOW RET/Station Update
- DEI & RET Partnership

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. Welcome New Members!

C. Approval of DEI Committee Meeting Minutes

1. Oct Draft DEI Meeting Minutes

D. Overview of Meeting

II. Committee Business

A. Committee Introductions

3:35 PM

Presenter: Gabrielle Nomura Gainor

1. Member Introductions

Please introduce yourself:

1. Name and pronouns
2. Share your earliest KUOW / NPR memory?
3. What initially drew you to diversity, equity and inclusion work?

2. 2024 DEI Committee Review

Presenters: Gabrielle Nomura Gainor, Ian Warner

B. Results of Surveys Discussion

Presenter: Gabrielle Nomura Gainor

C. Team Agreements Discussion & Approval

4:00 PM

Presenter: Gabrielle Nomura Gainor

1. Motion to Move Team Agreements to Exec Committee to Replace the Board Norms

D. 2025 Workplan Draft

4:10 PM

1. Discussion of Engagement Opportunities with KUOW/Outside of KUOW

Presenter: Fieta Robinson

III. Station Business

A. KUOW Racial Equity Efforts

1. RET Update

4:25 PM

Presenter: Fieta Robinson

2. DEI & RET Partnership Recruitment

4:30 PM

Presenter: Fieta Robinson

3. Station Update

4:40 PM

IV. Topics for Executive Committee Meeting Agenda

4:45 PM

A. Exec Committee Meeting: Feb 6th

B. BOD Meeting: Feb 20th

V. Public Comment

4:50 PM

VI. Adjourn Meeting

4:55 PM



APPROVED KUOW, DEI Committee January 29 Meeting Minutes

KUOW – Virtual & In-Person | January 29, 2024 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: Mylene Barizo, Gabrielle Nomura Gainor, Wassef Haroun, Karen Kalish, Andy McGovern, Michelle Merriweather, Colin Peterson, Ian Warner, Sharon Nyree Williams

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

Members of the Public: n/a

- I. **Welcome & Call to Order** | Mx. Nomura Gainor called the meeting to order at 3:32 pm.
 - A. **Invitation to Disclose Possible Conflicts of Interests** | Mx. Nomura Gainor asked the Committee to disclose any possible conflicts of interest, and none were expressed.
 - B. **Welcome New Members** | Mx. Nomura Gainor welcomed the new committee members.
 - C. **Approval of DEI Committee Meeting Minutes**
 1. Mx. Nomura Gainor called for a motion to approve the October 29th meeting minutes.
 2. **Motion:** The motion was moved by Mr. Haroun and seconded by Ms. Kalish. With no objections, the October 29th meeting minutes were approved.
 - D. **Overview of Meeting** | Mx. Nomura Gainor gave the committee an overview of the meeting, which included deeper member introductions, DEI Survey Results, and approval of the Board of Directors Team Agreements.
- II. **Committee Business**
 - A. **Committee Introductions** | Mx. Nomura Gainor led the Committee in an introduction icebreaker to further connection and community within the Committee.
 1. **Member Introductions** | The questions that the committee members responded to;
 - a. Name and pronouns
 - b. Share your earliest KUOW / NPR memory.
 - c. What initially drew you to diversity, equity, and inclusion work?
 2. **2024 DEI Committee Review** | Due to time, the 2024 DEI Committee review was tabled.
 - B. **Results of DEI Surveys Discussion** | Mx. Nomura Gainor gave the Committee a brief overview of the results of the DEI survey. The Committee discussed strengths and growth opportunities as well as directors' input on the annual DEI training. Mr. Peterson brought up the topic of sharing out and focusing on the DEI charter and purpose. Mr. McGovern shared how the DEI Committee and the Governance Committee could collaborate on some growth areas to further Board engagement and retention.

C. Team Agreements Discussion & Approval | Mx. Nomura Gainor led the Committee in a review of the KUOW Board Agreements. The Board Agreements were designed to replace the Board Norms and were a project done in collaboration with consultant Karen Hirsch.

1. **Motion:** Mx. Nomura Gainor called for a motion to approve the Board Agreements and to move it to the Executive Committee for approval. The motion was moved by Mr. Warner and seconded by Mr. Peterson. With no objections, the motion was approved. With no objections, the Board Agreements will be moved to the Executive Committee for review and vote.

D. Discussion of Engagement Opportunities with KUOW/Outside of KUOW | Ms. Robinson shared with the Committee about opportunities to engage with staff and the KUOW Racial Equity Team (RET). Mr. Warner shared concerns about intruding on staff space and trainings. Ms. Robinson shared that having Directors attend either RET meetings or staff trainings would build positive rapport and save budget.

III. Station Business

A. KUOW Racial Equity Efforts

1. **RET Update** | Ms. Robinson gave a brief overview of the KUOW Racial Equity Team (RET), including the mission, purpose, and structure. Equity 101 training for new directors.
2. **DEI & RET Partnership Recruitment** | Ms. Robinson and Mx. Nomura Gainor highlighted and encouraged committee members to attend the RET Monthly Meeting as Board Representatives. The partnership between RET and PSPR DEI Committee would be continued to better inform and align the goals and efforts of each group.
3. **Station Update** | There was no further Station Update.

IV. Topics for Executive Committee Meeting Agenda | The Committee decided to bring the Team Agreements to the November Executive Committee Meeting for review and approval.

V. Public Comment | Mx. Nomura Gainor 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 Open Session | Mx. Nomura Gainor adjourned the open session of the meeting at 4:57 pm.

VII. Executive Session | Mx. Nomura Gainor called an executive session to discuss proprietary information.

VIII. Adjourn Executive Session | Mx. Nomura Gainor adjourned the executive session of the meeting at 5:00 pm.