



KUOW, DEI Committee August 10 Meeting RSVP REQUIRED

KUOW

Aug 10, 2023 at 3:30 PM PDT to Aug 10, 2023 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 Qs (Pre-Meeting)

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. Welcoming the New CMO, Annette Promes, & CCO, Marshall Eisen!

B. Invitation to Disclose Possible Conflicts of Interests

C. Approval of DEI Committee Meeting Minutes

1. May 11, 2023 DEI Committee Meeting Minutes

D. Overview of Meeting

II. Committee Business

A. DEI Training Update

3:35 PM

B. FIN/FISC & DEI Committee Discussion

3:55 PM

C. Board Norms Initial Review

4:35 PM

III. Station Business

A. RET Update

4:45 PM

IV. Topics for Executive Committee Meeting Agenda

4:50 PM

A. Exec Committee Meeting: Thursday, Sept 7, 2023

B. BOD Meeting: Thursday, Sept 21, 2023

V. Public Comment/Executive Session

4:55 PM

VI. Adjournment



APPROVED KUOW, DEI Committee August 10 Meeting Minutes

KUOW – Virtual & In-Person | Aug 10, 2023 at 3:30 PM PDT

In-Person Location | UW Tower Board Room

Virtual Location | Zoom

Attendance

Members Present: Ian Warner, Mark Ashida, Irwin Gorman, Sharon Kioko, Filiz Efe McKinney

Members Absent: Carmen Cano, Wassef Haroun, Michelle Merriweather, Sharon Nyree Williams

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

Guest Present: Scott Winn, Nathan Baptiste

Members of the Public: n/a

- I. **Welcome and Call to Order** | Mr. Warner called the meeting to order at 3:34 PM.
 - a. Welcome New COO & CMO
 - i. Ms. Mathes gave a brief introduction of the new C-Suite members, Marshall Eisen (Chief Content Officer) and Annette Promes (Chief Marketing Officer).
 - b. Invitation to Disclose Possible Conflicts of Interest
 - i. Directors were invited to disclose any conflict of interest. There were none.
 - c. Overview of Meeting Purpose
 - i. Mr. Warner went over the purpose of the meeting, which included hosting the Finance and Finance Investment Subcommittee to discuss their committee's purpose and integrate DEI Lens into their work.
 - d. Invitation for Additional Agenda Topics
 - i. Mr. Warner asked the Committee for additional agenda topics, but none were expressed.
 - e. Approval of May 11th DEI Meeting Minutes
 - i. Due to the lack of quorum, the DEI Meeting minutes were not approved in this meeting.
- II. **Committee Business**
 - a. DEI Training Update
 - i. Mr. Winn and Mr. Baptiste provided a high-level overview of the September DEI Training. This training would aim to work towards a culture of belonging through understanding and recognizing the White Dominant Culture and giving and receiving feedback.
- III. **Station Business**
 - a. RET Update
 - i. Ms. Robinson provided the RET Team update. The RET Team took a month off due to other station priorities. They were also working on a Racial Equity Toolkit and getting a Land Acknowledgement on air. Racial Caucusing would start again in the Fall, and the Culture Committee wanted to codify the caucusing.
 - b. FIN/FISC & DEI Committee Discussion
 - i. Mr. Ashida and Ms. Kioko reviewed their committee's purpose and workplan for 2023. Mr. Ashida discussed ESG (Environment. Social. Government) investing and how it is the socially responsible way to embody KUOW's mission and values.
 - ii. Ms. Kioko added that for the Finance Committee, the integration of DEI is the consideration of the management and usage of funds and resources. Additionally, when working on approving the Operating and Capital Budget, the Finance Committee deeply collaborated with Caryn to ensure that the Station invested in the staff and that the budget embodies the values of KUOW.

- IV. **Public Comment** | Mr. Warner asked if any members of the public were in attendance wanting to comment virtually via Zoom or in person. There was no public comment made.
- V. **Adjournment** | Mr. Warner adjourned the meeting at 4:44 PM.