

Draft Notes November 25<sup>th</sup>  
KBOO Foundation Board Agenda  
20 SE 8<sup>th</sup> Ave.  
Portland Or 97214  
6PM-8PM

**1 Call to Order /Introduction**

**5min**

(Laurie need's to call in/be called)

Present:

Review House rules or mission

Katmeow

Emma

Sarah

Laurie

Theresa

Marvin

Ruba

**1.5 Approval Agenda for Nov 25**

Approved Katmeow

Emma

Sarah

Laurie

Theresa

Marvin

Ruba

**2 Approval of October meeting minutes**

**1min**

Vote Katmeow Approved 2nd Theresa

Katmeow

Emma

Sarah

Laurie

Theresa

Marvin

Ruba

2.1 Proposal to change liason to staff to be the Executive committe which is Katmeow, Marvin,

Theresa

Approved Katmeow

Emma

Sarah

Laurie

Theresa

Marvin

Ruba

## **2.5 Old Board Business**

**10min**

- Taking PoC caucus recommendations seriously

“[Management] would really like to work with the board to address the POC recommendations. Most of the recommendations are operational and would need to be carried out by staff... We need boards open support for long term, hard choices that will eventually bring us the equity we preach.”

Tabitha TO

Pacific Underground 2016 collective member, we are doing an on air protest at the moment. We appreciate the opportunity to address the board. To address 20+ years of demands and recommendations that the POC caucus and Programmers of Color and POC volunteers have been wanting systemic and cultural change at KBOO with a new board and management I feel this is a great opportunity to address these things that have been wanted at KBOO.

POCC meeting Thursday and we talked about what I would say. I wanted to address the treatment of the POC staff and past board members. We didn't appreciate the comments said about him as a POC, and it bothered me the treatment that Ruben received at KBOO, made me uncomfortable. I feel like the firing of Rachel the news director was never properly resolved and the pain it caused the black volunteers. Also the exiting of Zelos, and that felt never properly resolved or addressed.

Zale: Four years ago, staff received the Beloved training 101, since then maybe one we've had a training on ableism, understanding gender, rankism, trauma informed activism. Equal Employment Opportunity report.

Emma-Pamela Santos case

Tabitha: Transformation Committee...? I feel that committee should be tabled. I believe credit where credit is due,

Jenna-Feb as Public Affairs programming is significantly dominated by white programming. Questions with Erin about how to do this. How do we address inequity in the programming schedule? usually younger and POC are working at night. “Sunsetting shows” Reapplication over time? Reapply once a year?

December 11th- Staff is approaching POCC recommendations to discuss hoping in January there should be a retreat to discuss this all.

**On-air protest**

Hosted by: [Tabitha Teo](#)  
 Produced by: KBOO  
 Program: [Pacific Underground](#)  
 Air date: Fri, 10/18/2019 - 11:00am to 12:00pm

You're tuned in to Pacific Underground. In solidarity with the multiple generations of KBOO POC programmers and volunteers who have asked for systemic and cultural change at KBOO, we bring you week one of our on-air protest.

We stand in solidarity with KBOO's POC caucus which seeks systemic and cultural change at KBOO.  
 We demand that KBOO prioritize and address the list of equity recommendations given to management by KBOO's POC caucus in 2005, 2017, 2018.

Our demands include-

- Systemic racism be addressed.
- POC be supported in positions of gatekeeping.
- The lack of diversity and equity in programming be addressed.
- The threads of white fragility and white privilege that permeate the station be acknowledged and addressed.
- 50% of the programming schedule be hosted by POC.
- A re-evaluation of all programs to address racism, inequity, and a lack of true diversity on air.

PACIFIC UNDERGROUND

00:00

Like 1

Emma: I would like to make a motion to stand firmly in support of the POCC recommendations and the PUGs onair protest.

Katmeow seconded

Jenna commented: “desires of POCC hoping that the caucus would become institutionalized as a decision making caucus” But problem because it isn’t a decision making body, whereas a committee is, but it’s open to all which could get problematic.

Theresa POI: Is it true that anyone who attends 3 times to a meeting is on a committee?

Zale: Yes Article VIII

Emma

Sarah

Laurie

Theresa

Marvin

Ruba

Unanimously passed

### 3 Committee Reports (or use consent agenda)

Finance

10 min

Laurie motions that the Board authorizes MacRae Bogdanov, Finance Coordinator, to set up auto-pay system for billing and payment to KBOO vendors now requiring this system.

Katmeow 2nd

Emma  
Sarah  
Laurie  
Marvin  
Ruba  
Motion Passes

Theresa: We need to catch up. 85,405!  
Re: Kaiser Health Care monthly billing and others as needed.

Nominating **5min**  
Marvin report from nominating committee  
Matrix

- Steps to implement recent board decision to prioritize PoC to fill board vacancies

Programming **5min**  
Public Affairs-Tammy hired!

Executive Officer's Report **5min**  
Katmeow: we mostly talked about this, governance vs operations.  
(insert pretty pic) We are going to go through the aforementioned

Engineering report:  
Arthur-Chief Engineer-Spending \$ and I will be traveling to Alaska to get our transmitter, late January early February. We aren't doing as many remote broadcasting. I'd like to use capital funds to do some acoustic changes for this room in order to make it better for live performances  
Theresa: Would this be part of budget already?  
Arthur: We are working on getting the Doug Fir to broadcast live from their concert venue for free/Doug Fir paying. Genre diverse venue and it would be a good cross-section of music.

**3.5 Public Comment 10 min**  
Linda Olson Osterland-in support of the resolution and POC committee I wanted to talk about the board filled by the next meeting. I want to reach out personally to POC KBOO programmers. What role is there?

Katmeow: we have gone through finding our strengths in the board and weaknesses that we would like filled by qualified people. Then we make a promo and on-air outreach.

Shaheed Hamid: I would like to be considered for a board position. When I found out that Emma Ruba Marvin Katmeow were sticking with the board, I thought I love Kboo too! I truly feel KBOO is significant in our needs. I was participating on the programming committee and I would like to do that again. I would like to be a representative for my community, for them to see that we are represented.

Theresa: Moving to appoint Shaheed to the board  
Katmeow: 2nd

Emma  
Sarah  
Laurie  
Marvin  
Ruba

Unanimously approved

Zale: I understand you've got your matrix and you're going to get the FCC doesn't take kindly to board changing. We have to ask permission to change from old board to new board. Our FCC lawyers said wait for it to stabilize and that is since 2015.

Jenna-longevity-set up people to win, but I don't want POC tokenized. We need to have people who are experienced.

Shaheed-I couldn't agree more.

**Motion to table biz: Sarah**

**2nd Katmeow**

**Unanimously voted (Shaheed, Katmeow, Emma, Marvin, Theresa)**

4 Old Board Business 5 min

- Strategic Planning Committee
- Google drive with files for incoming board members

5 New Board Business 5min

- Focus on Fundraising \$12K-New committee?

**Katmeow Motion to Move into Executive Session**

**Emma-2nd**

**Executive Session** 5 min

Emma 2nd  
Katmeow  
Theresa  
Marvin  
Laurie  
Shaheed

**10 Adjournment:**

**1min**

Katmeow  
Emma  
Marvin

Note: The next meeting is to be held on \_\_\_\_\_, \_\_\_\_\_, 2019 at