

Program Advisory Committee Meeting Agenda

June 14, 2020

Present: Azia Hawthorne, Tammy Habteyes, Gary Dickerson, Althea Billings, Robert Hamilton, Emma Lugo, Shaheed Hamid

Facilitator: Azia

Note taker: Althea

Introductions

Meeting Guidelines

Staff Reports

Althea- PM News

- Trustworthy Elections Class, taken through the org. Trusting News in June
 - Addressing questions like: How do we engage productively with our audience? How do we get our audience to trust us? Especially around elections? How do we address their misconceptions?
- Led to a project to re envision the News Mission, About Us section and explanation of our values
 - [Slideshow presentation of new missioning.](#)
 - Seeking consent of the PAC
 - Next steps: Posting to the website and making it easily accessible, creating bios for producers, and eventually more of our contributors.
- English headlines mostly on hiatus at the moment. Lost our volunteer support for that endeavor, however we are recruiting new folks who can produce them
- Working with Jenka to create more opportunities/resources for protest reporting. Sign and flyers to allow people to voluntarily submit testimony, new app function for people to record their story.

Tammy- Public Affairs

- Juneteenth special programming was a success
 - Committing to doing more community oriented programming in the future
- KBOO Webinar Series 2: July 31st at 6:30pm Collaboration with The Salem Progressive Film Series
- New Program/KBOO supported project:
<http://www.michaelstevensonjr.com/#/columbia-river-correctional-insitution-1/>
- Reggae Bob/Shaaheed Proposal about programming
 - Resurfacing an older proposal: getting rid of the n-word at KBOO
 - Shaheed: don't want to formally forbid it, but emphasize that it isn't the time or place in history to be using that language. Feel that it detracts from our values, and how KBOO regards this issue
 - Reggae Bob: Safe harbour has allowances for words that you can say or that can be cited in pieces of art. People will take leeway with whatever the FCC rules are. Including criticism for songs as well. Black Lives Matter! This is a real moment

where we could officially take the n-word off the airwaves. Shaheed cited Jim Crow-ism which undercuts the cause

- Shaheed: worthwhile to revisit our thinking on this policy, and to think about the importance of this word. Youth are affected negatively by this word. Will be an uphill battle to do it, we need to make a commitment to it at some point. Extends to language that is harmful to the LGBTQ community as well
- Gary: safe harbour only protects contemporary community values within indecent songs. Example with DJing in West Virginia, using “god damn” would not have fit in with contemporary community values. We can do that (make the change to not allowing it at all) as a station if we want to
- Reggae Bob: caller used the n-word twice on Thursday talk radio last week. If the host doesn’t want to hear it, they shouldn’t have to hear it
- Putting it on the table, bringing up the conversation around the n-word and what it means to people
- Jenna: Thank you to Shaheed and Bob for bringing it up and keeping the conversation alive and that we push ourselves forward. Has been a conversation that has happened many times in KBOO’s history. Remembering that KBOO had assumed ruled around using the n-word. Does anyone know what that would be?
- Azia: Historically the FCC does not consider racial slurs as indecent, but KBOO has rules that dont allow it
- There is No list of words you cant say, but we have our own philosophy which forbids the use of language that is Oppressive or harmful to others.
- Tammy: Would this concern rap songs? With younger DJs that could be a problem given the trends in modern rap and trap music. In order to be all encompassing, I think its important to emphasize the variety of words that can be considered oppressive. I can see it being seen by a larger audience as censorship. Suggest that focusing on one word will probably be the best way to get it done.
- Shaheed: The popularity and ubiquity of the word in rap music 20 years ago prevented us from eliminating it. If we disagree on this issue, we should challenge folks on it. Unafraid to challenge the status quo on what we do now. Shouldn’t back away simply because it is pervasive
- Tammy: anything before safe harbor shouldn’t be included. Safe harbor might be a different conversation.
- Shaheed: remind people of the cost of that word
- [DEI webinar by NFCB](#) was great, it's a good starting point for the conversation around how KBOO can create DEI within programming. Staff will be discussing some of the ideas the webinar talks about (7/17). Will make this available for volunteers and create a space for programmers to discuss the webinar.
- Talk with PAC Board about getting in touch with organizations that relate to KBOO values for events, webinars, community outreach and collaborations
- Outreach for programs: Food Show, Art Focus
 - More people are interested in creating collectives, figuring out how to support that

- Working with programmers on audio quality, and bringing back some programmers who have been unable to record because of Covid.
- Starting conversations about Fall drive and what that looks like for PA programming- News and PA day (?)

Bob: Is there a recurring FCC class requirement? Azia: did a couple around starting the vetting process, but it's something that we're looking at as a requirement. But it is not a requirement as of now. Will look around for resources like a video version to share with others. Will share the slideshow and packet for now.

Azia - Program Director

- The unprecedented KBOO production of the Waterfront Blues Festival was successful!
 - We were on a major time crunch but we managed to pull through in time
 - We got a lot of positive feedback from listeners. They were very grateful to still be able to experience the music.
 - Raised \$1,000 in donations that weekend, and over \$6000 for Meals on Wheels and MusiCares through the WFB 2020 T-shirt campaign
 - The Staff and Team of volunteer editors are open to trying something like this again.
- Cathedral Park Jazz Festival
 - (This weekend) is giving us an opportunity to figure out what is needed to make a remote live stream happen smoothly, and what to look out for.
- We have 2 new part time staff members:
 - Celina Flores is our Interim Volunteer Coordinator -she will be working with Management to tackle specific projects and help fill volunteer needs
 - Moe Czinger: Interim Drive Coordinator, She'll be working with Mike Ftaclas on Outsourcing the phones, setting up text donations, and communicating with members.
- Fall Drive
 - We have just begun preparation from the fall drive. We have not locked down a date yet, but we are leaning towards softer pitching for an extended period, VS the usual frequent pitches for just two weeks.
 - We will have these details fine tuned by next week and will share our approach at the All Programmers Meeting (Monday, August 3rd to Friday, August 7th)
- Program Evaluations
 - We mentioned this at the PAC meeting back in May, but have been very busy with various projects. The program operating team has carved out time this month to dedicate to this project and will likely have a solid structure to report back on at the next PAC meeting.

Jenna: idea of doing a program drive like Freeform has done. Specifically for music shows, talked to Arthur about tapping into Freeform's list and get people involved with us. Wanting input from Gary

Gary: Can potentially connect you with a program manager, definitely people there who are great DJs. Freeform has been way behind the curve, will see this week who has returned after COVID stuff -- has just been playing random programs for 3 months. There are a lot of ppl at Freeform that don't seem to have ability to do pre-records

Board Report

- Emma and Shaheed are co-liaisons
- Emma: Last board meeting, officially hired Jenna and Celeste for 2 year contracts, and are really glad to offer that. Got the Collins Grant for it. Station is doing great, so far in the positive with money that we are looking at shoring up our reserves and still have money to spare. Will be open to what staff is asking for in bargaining. Looking to recruit more POC for the Board

Next meeting August 11, 2020 at 6pm

Adjourned:

PROGRAM ADVISORY COMMITTEE (PAC)* RESPONSIBILITIES

Programming Task Breakdown

A. The Program Director, Public Affairs Director and News Director (called Program Staff for the rest of this document) can take these actions: 1. develop new programming 2. fill attrition slots: in cases of no format change, no consultation with the Program Advisory Committee (PAC) is required 3. fill attrition slots: if there is a format change, Program Staff should seek advice and recommendations from the PAC 4. change existing programming, after seeking advice and recommendations of the PAC 5. develop overall standards for broadcast and podcast 6. shape yearly goals for programming 7. revise programmer rights and responsibilities document as needed 8. suspend programmers for not fulfilling on-air responsibilities laid out in the Programmer Contract 9. any other items listed in the current job descriptions.

B. The Program Staff works through the PAC to: 1. provide active leadership of the PAC 2. shape yearly goals for PAC 3. ascertain community needs in a pro-active and mission-driven way on a regular basis 4. evaluate broadcast and podcast programming quality on a regular basis 5. report all programming changes to the PAC

C. PAC is responsible for: 1. assisting Program Staff in shaping all policy items listed in Section B above 2. working with the Program Staff to solicit input from community 3. working with the Program Staff to meet yearly PAC goals 4. serving as the Community Advisory Board to ascertain community needs 5. serving as a work group to assist Program Staff in all areas as needed Policy #6 Proposed Revision 2

D. Committee makeup: 1. Committee is self appointed (any KBOO Foundation member who attends three meetings in a row and who agrees to fulfill responsibilities can become a voting member). 2. The board has the option to appoint a maximum of five (5) individuals from underrepresented groups at any time. The appointees will have immediate voting rights. 3. . The Program Staff, as well as at least one (1) and no more than two (2) members of the board, shall all be voting members of the committee. 4. The committee is open to new membership any time. 5. Any member who misses three (3) meetings in a row, or consistently does not fulfill PAC responsibilities, shall be removed as a voting member, per KBOO Bylaws Article VIII, Section 5. 6. Members appointed by the board under Sections D. 2. and D. 3. above will be reappointed by the board annually. *The "Program Advisory Committee" or "PAC" is the commonly used name of the "Program Committee" referenced in KBOO Bylaws Article XIII, Section 4a.

Approved by the Board 5/14/84 As Amended 10/85 As amended by the Board of Directors
1/23/07