

Program Advisory Committee Meeting Minutes July 10, 2018

Present: Celeste Soles, Hershel Soles, Roger Warner, Dan Shramek

Facilitator: Dan Shramek

Note taker: Dan Shramek

Introductions

Meeting Guidelines

Public Comment (if any)

Staff Reports (30 Minutes / 10 minutes each)

Zelos

Derric

- Finished and submitted FCC Quarterly Report on Significant Treatment of Community Issues for the 2nd quarter of 2018

-Consulted with programmer Thom Flynn and helped him to create a mini-series on aging in Portland called *Retired or Rewired*

-Helping to train a new showrunner for *The Politics of Living* as the current one is moving away

-Creating plans for special programming during the next Membership Drive, coordinating gifts and guests

-Filling program needs with curated syndicated material for the rest of the month

-Filled the Board op need for Monday AM shift

-Helped to craft a response to community reaction to the change in Blues Fest organizing

-Looking to recruit new hosts to join the *Between the Covers* collective

Erin

- Program Op Team had visioning session - more training, possibly a video project were discussed.
- Hired Archivist Marti Clemmons to lead archiving at KBOO. Will work part time hours for now. Starting on Friday
- Intro to Volgistics class began - training KBOO volunteers how to use the new volunteer management system

- Introduction to Festivals class began - training KBOO volunteers about the roles we need to broadcast and produce festivals and live remotes
- Individual legal trainings for substitute programmers for the summer
- Working on FY19 budget for Programming - new budget process
- 50th anniversary open houses - Women programmer one happened, next is Native programmer, got producer (Ivonne Rivera) for Latinx open house in November
- Waterfront Blues Festival - sounded best we've ever done. Controversy that the Sunshine Division was recipient of the food donations.
- Working on Field Recording training curriculum
- Lots of new interns and summer volunteers

Board Report - Danielle (10 minutes)

General

1. A discussion of KBOO Policies relating to the cancellation of John Shuck's show episode (Policy #6 and potentially others?), and whether the PAC might consider suggesting policy revisions/additions. (Dan)

Questions regarding KBOO Policies relating to the John Shuck show episode cancellation

- Should the programmer be consulted and given the opportunity to provide more context and "due diligence" prior to a staff decision being made to cancel or significantly change the planned program?
- Should consideration be made by the programmer and staff to postpone a planned program to allow time for additional research and context instead of canceling the program?
- Should the board be consulted prior to a public response from KBOO regarding a staff decision to cancel a planned program?

Policy Review

We briefly reviewed Policy #6 (Program Advisory Committee Responsibilities), and discussed how this was a policy used in the staff decision to cancel the Kevin Barrett episode of John Shuck's show.

Dan discussed some questions he had related to the decision, and how they may affect KBOO policies:

- Should the programmer be consulted and given the opportunity to provide more context and "due diligence" prior to a staff decision being made to cancel or significantly change a planned program?
- Should consideration be made by the programmer and staff to postpone a planned program to allow time for additional research and context instead of canceling the program?

Should the board be consulted prior to a public response from KBOO regarding a staff decision to cancel a planned program?

We agreed that before we consider any policy suggestions, we need more information regarding the John Shuck conflict resolution process, and understand what additional information we may be able to learn when it has been completed.

Celeste and Herschel added that they think there should be an opportunity for the public to be involved with the conflict resolution process in some way (in addition to the KBOO online survey), such as a public meeting.

2. A review the surveys that have been submitted related to the rationale and decision.

Do you have feedback about the decision?

3 responses

I appreciate KBOO's decision to cancel Kevin Barrett's interview and think it was the right move.

I approve

The decision seems to have been made in a very short amount of time, and it is hard to understand the amount and level of research and due diligence that was done prior to making the decision based on this report. Was there enough time to do enough due diligence in this case?

It is not clear from the report specifically how Kevin Barrett's speeches, writing, and other publicly available material are "diametrically opposed to KBOO's values," as specified in the report. He seems controversial, for sure, but does seem to be highly knowledgeable about the subject matter that was proposed for the show, with a progressive perspective - questioning, uncensored, educational. Based on the report, it is unclear how KBOO interpreted that Kevin Barrett does not attempt to "reflect justice." Not everyone agrees with him, but should his voice be heard on KBOO, especially in a forum that is balanced with opposing viewpoints?

The decision calls into question how much latitude KBOO programmers have regarding who they bring on their show, and what kind of content they discuss. Where is the line that is drawn by KBOO regarding what is appropriate, and do programmers understand that line? The experienced and knowledgeable programmer in this case must have believed that the guest and the show were appropriate for KBOO, but we do not know his side of the story from this report. Are KBOO and the programmers on the same page regarding how to interpret the KBOO Programming Charter and Values?

It is not clear from the report whether the programmer planned to have opposing views discussed as part of the show. If so, wouldn't this format have been the type of forum that is desired under the KBOO programming charter?

It seems that there were calls/emails/tweets sent to KBOO regarding this guest and show. How much did this contact affect the decision-making process?

Was any input sought from the KBOO Board of Directors prior to making the decision or issuing the public response?

Do you have feedback about the process?

3 responses

As a listener who provided online feedback I appreciated that KBOO responded, and apparently is continuing to keep the public involved in the process.

I approve

It is unclear from the report how much consultation was done with the KBOO programmer and/or the guest prior to the decision being made.

Were other solutions discussed, such as postponing the show until more research had been done, rather than canceling the show outright? Or having an additional guest on the show with a different viewpoint than Kevin Barrett?

It is hard to fully evaluate the process as discussed here without understanding the programmer's perspective and the specific background regarding this prospective guest.

Do you have suggestions for possible next steps?

3 responses

I'm concerned (but perhaps not surprised) that this was an issue at all in KBOO's programming. I think a training and discussion for volunteers and staff on ways oppressive ideas and language can enter progressive spaces would be very important to prevent these occurrences in the future. I think Alexander Reid Ross has tackled far-right entryism pretty well, but I'm sure there are other experts in this regard, and probably other subject areas where issues arise. I also think this event touches on issues of journalistic integrity, and in an era of rampant fake news and false-flag claims this is vitally important. I think progressives can be fiercely questioning and critical of establishment perspectives without veering off into unfounded conspiracy theories. A discussion and training on this topic would also be helpful. I don't think these discussions should be framed as public on-air debates, but rather efforts by the KBOO community to hold themselves to higher standards. I believe it is crucial that KBOO tackles these problems head on if it wants to be part of the solution to our current issues, and not become part of the problem.

no, but thanks for asking

It would be helpful to better understand the programmer's perspective, and why he invited the guest on the show in the first place. Did he know him personally? How knowledgeable was he regarding the guest's views and writings? How much planning was done to highlight opposing views as part of the show?

It would be helpful for KBOO to give programmers specific examples of "borderline" controversial programming that is not appropriate based on the programming charter and values. What type of controversial programming is appropriate? How does having opposing viewpoints represented on the show affect whether the topic is appropriate?

Do you have any learning to add?

1 response

no but thanks for asking

Anything else you would like the Program Advisory Committee to know?

3 responses

The KBOO policies and many other governance documents did not load when I followed the links on your website. There are pages for the different documents, but none of the actual documents or content was visible or accessible.

good call. thanks

It would be helpful to hear other programmer perspectives regarding their interpretations of the KBOO Programming Charter and Values, and whether they align with KBOO staff/management interpretations. If the viewpoints do not align, what is the best way to get everyone on the same page?

PROGRAMMER SURVEY

- Everyone committed to bring 5 questions for the survey to this meeting.
- Incentives?
 - please have 2 ideas of how to get folks to fill out the survey
- Timeline
 - In August, we will come to the PAC with a finalized timeline and a plan on how to distribute the survey

Programmer Survey

We discussed the proposed programmer surveys, and agreed that the focus of the first survey should primarily be about improving the communication between KBOO and the programmers, and learning how KBOO can help programmers do their shows more easily and effectively.

We agreed that we should aim to keep the initial survey to five questions or so to encourage more responses. Dan reviewed the questions he suggested, and the ones Erin suggested. We agreed that we should ask programmers for feedback on how KBOO can help them – in the studio, additional information, trainings, etc.

Roger mentioned that it might be helpful to learn how often the programmer is on the air each month – is it weekly, every other week, once a month, etc.? Dan added that we might ask how many hours per month the programmer is on the air.

Roger also mentioned that it would be helpful to learn what type of technology the programmer uses when doing her show. For instance, does she play CD's, vinyl, use the computer, etc.? We could ask the respondent to specify what percentage of time each is used, with all responses adding to 100%, for example. We agreed that this would be helpful to know. Dan discussed the advance and popularity of streaming technology such as Spotify, and how more music programmers are utilizing that for their shows. As more programmers use the computer/internet streaming for programming at KBOO, it may affect how much we plan to spend on computer maintenance and upgrades.

Dan discussed how the availability of a second stream and podcasting at KBOO will likely affect how and when new programming is added. We agreed that programmers need an update regarding podcasting (training opportunities, KBOO's strategy for using podcasting, etc.) and KBOO's plan for the second stream and before we introduce survey questions to them regarding broad program changes.

We discussed possible survey incentives, and agreed that entering respondents into a raffle for a Powell's Books and/or Music Millennium gift card might appeal to many programmers. We will continue to think of other incentive ideas.

We discussed ideas for distributing the survey. Dan discussed free online survey tools, such as Survey Monkey, that make it easy to send out online surveys to a specific email list (which we have). The technology also makes it relatively easy to collect and analyze the data from the surveys. We could augment the online surveys with the availability of paper surveys in the studio. The programmer could fill out the survey while she is doing her show, and leave it at the station (location TBD).

Dan suggested that the all-programmer meetings prior to the Fall Membership Drive would be an ideal time to discuss the surveys with the programmers, including the purpose of the surveys, why their participation is so important, and the incentives.

In anticipation of asking for programmer feedback regarding potential expansion of programming from and for underserved communities and groups, and the process for adding new shows, these meetings would also be an ideal time to update the programmers regarding the future and status of the second stream, and how KBOO plans to use podcasting as a

programming option. As programmers know more about additional programming options, they will be able to give more useful feedback on the process for adding new programming.

Erin's questions:

Name and roles at KBOO

What are the communities that you identify with?

What are underserved and unserved communities that you identify with?

If KBOO started to have a time limit on longevity of programs, what do you think we need to know to make it an inclusive process?

If KBOO does not have a time limit on longevity of programs, how would you approach getting new voices and perspectives on the air?

What do you think the role of podcasting should be for KBOO in the next 5 years?

Dan Questions:

Here are my ideas for the first programmer survey questions. A couple of notes:

- As we discussed during the last meeting, I think major goals of the surveys should be to increase communication between KBOO and the programmers by offering programmers a chance to share their thoughts and ideas on a regular basis, and better understanding how we can help them program more easily and effectively.
- Ideally this survey will be the first of several programmer surveys
- I think that before we ask programmers specific questions about how they feel about major programming changes (like "sunsetting" a show), we should provide more information on the status and future of all KBOO programming options we expect to have available, including the second stream and podcasting. The availability of these programming options will significantly affect how we introduce new programming in the future.
- I think we should have the option for the survey respondent to remain anonymous. This could help us get more honest and constructive responses.
- Idea for a survey incentive: all respondents will be entered into a drawing to win a Powell's Books or Music Millennium gift card (amount TBD)
- We could use the upcoming pre-drive programmers meetings to introduce and promote the surveys

Potential survey questions:

- What type of programming do you currently do at KBOO? (select all that apply)
 - Music
 - News / PA
- How long have you been a programmer at KBOO?
 - Less than a year
 - 1-3 years

- 3-5 years
- 5+ years
- Is there anything KBOO can do to help you do your show more easily and effectively (tools/equipment in the studio, info/trainings, website, etc.)?
- We currently send out a monthly programmer's newsletter by email. As a programmer, is there any additional information that you wish to receive from KBOO on a regular basis?
- As part of KBOO's mission and charter, we strive to offer programming for unserved and underserved groups, and programming that fills needs that other media do not.
 - Are there any types of programming that you think KBOO should add or increase?
 - Are there any types of programming that you think KBOO should reduce or eliminate?
- Name & contact info (optional)

NEXT MEETING August 14th 6pm

PROGRAM ADVISORY COMMITTEE (PAC)* RESPONSIBILITIES

Programming Task Breakdown

A. The Program Director, AM News and Public Affair Director, and/or the PM News and Public Affairs 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