

Governance and Policy Committee September 20, 2022--Approved December 20, 2022

Attending: Zale, Nathaniel, Emma, Ruba (members) and Sherry and Joyce, newly elected board members checking out the meeting

1. Check-in/meeting guidelines/agenda approval
2. Review minutes:
 - For official approval to appear on website:
 - [March committee minutes](#) approved; Zale will post on website
 - [June committee minutes](#) approved; Zale will post on website
 - For unofficial review:
 - [July workgroup notes](#) approved
 - [August combo PAC meeting notes](#) approved
3. Report back from the Sept. 13 PAC meeting and KBOO election
 - All PAC policies on review ([PAC Policy Policy Review \(draft\) 2022 V2](#)) approved by PAC, to be sent to the Board for their approval at Sept. 26 meeting.
 - Our [bylaw revisions](#) were passed by the membership!
4. [Conflict Resolution Policy](#)
 - [checklist](#) progress update
 - Nathaniel and Zale suggest the checklist is complete enough, to be tested in a trial run. Zale will approve the suggestions and make a “final” document.
 - three days is an appropriate notification time for a conflict
 - change “Station Manager Support Team” to “Executive Committee of the Board”?
 - Emma is concerned that the “Station Manager Support Team” doesn’t actually function; Ruba concurs
 - all committee members support making this change.
 - What to do about Section IV - Conflict Resolution Team
 - “This policy includes a Conflict Resolution Team, to be appointed at the time of the grievance by the chair of the Personnel/Governance Committee, based on recommendations provided by the Volunteer Coordinator...”
 - maybe the person who appoints the conflict resolution team should be situational, based on who is in conflict (e.g., if it’s a music programmer, the program director might be the best person; if it’s a news volunteer, maybe the news director).
 - every situation would need a unique person; there needs to be more flexibility; have more depth:
 - “conflict that involves X person”, or “conflict around X situation”
 - maybe it should be a “collective staff decision”
 - how would a non-staff-member feel about staff appointing this group, if the conflict is with a staff member.
 - The group will think about this and discuss next month
5. Review [work plan](#) to choose the next discussion topic. TABLED
Maybe Conflict of Interest policy? [Notes here](#).
6. Reschedule October meeting (Zale out of town Oct. 11-20) to 5pm, Oct. 10 (so say Emma, Nathaniel, and Zale).

Adjourned 7:34