

## **Program Advisory Committee Meeting Minutes**

### **June 12, 2018**

Present: Dan Shramek,, Roger Warner, Celeste Soles, Paul Roland, Herschel Soles, Octavius Miller, Danielle Parks, Erin Yanke, Ani Haines, Marvin Raines

Facilitator - Dan Shramek  
Note taker - Erin Yanke

### **Introductions**

### **Meeting Guidelines**

### **Public Comment**

Paul - wake up in the middle of the night, some late night shows the host is talking a lot, more than he's used to. Express concern that public affairs - not that it has to be one or the other - are there policies about it?

Danielle - who/when?

This past Monday 3-5:30am

D - what was being said

Paul - weird shit - hard to describe, long rap about fixing roller coasters. Paul called him and he was rude to Paul expressing his concerns. Concern about late night programmers taking liberties. Throwing it out there. Talked for 20 minutes- half an hour, all old.

### **Staff Reports (30 Minutes / 10 minutes each)**

#### Zelos

- Native Voice One carriage off to a great start.
- Updating training materials and consolidating trainings in general.
- IRCO interns arrive June 25th. They will be primarily field reporters. We have one intern CJ Fritz from Whitmore college who is doing fabulous.
- Evening News and Public Affairs volunteers producing more special segment. Tom Flynn taking the lead on much of these specials.
- Pilot with Street Roots is on most likely a permanent hiatus.
- A Portland News Editor meeting was held on May 21st to problem solve extortion from the Portland public records department to media centers. Fees pertaining to Portland Police, cost zero to about 40 dollars but jumped to upwards of \$30,000 virtually overnight last fall and winter. A resolution has not been found, some journalists in town reporting on municipal issues have left the field due to frustrations with acquiring records and other pressures in journalism today. The POI (public records point people)was not present at the meeting.
- Evening news reporters want to continue to report on hate crimes and track. Sam Bouman is doing this from a police accountability angle and is keeping a blog.
- Newsroom Reporters are wanting to do more stories in the news cast about hate crime incidents but from a less intense position then before, reporting on location.

- In sum, instead of continuing to track hate crimes and organized hate groups by placing someone at each event we hear of and maintaining our own documentation on top of hard copy records of our broadcasts, we will be trying to fill in the gaps that other investigations might have. For instance, Rose City Antifa is releasing an investigative series on the Proud Boys. KBOO Evening News reported last year on Joey Gibson and his supporting crew of hate groups that included member of the Patriot Movement, Proud Boys and various other, what some consider fringe groups. We believe our newsroom did much to keep the public aware of these groups, their movements and culture. Going forward, due to resources we will do less large investigative projects and more single stories on the same narrative, using our networks to possible solve tips and leads in the community and that other organizations are investigating.

Derric

Erin

- Website Hack means lots of time uploading audio and fixing broken links
- KBOO's 50th birthday party planning and execution
- Dawn Smallman Contract ran out of hours, back to being a major part of planning for the open houses and other facets of KBOO's 50th
  - Women's programmer/staff/volunteer open house June 29th
  - Native programmer and API planned
  - Working on other communities
- Archivist Hiring process
  - Applications due June 18th
- Lots of vacations taking place
- Oregon Community Media
  - Collaborative programming on immigration issues around the state
- Interns starting
  - WEXY program, and Summerworks will bring in quite a few more young folks to the station for the summer

Dan

Octavious - what about Saturday?

E Celeste is medical leave - will talk to her about her intentions, I had not heard from her that she intends to leave. We respect her as a long term programmer, and are working with her. We have no intention on changing the format

### **Board Report (10 minutes)**

Danielle - John shuck out of town so no forward movement on the grievance process

### **General**

- Programmer Survey

- Go over all past questions, add new ones and consolidate for new survey
- Make timeline for survey
  - Past questions that are relevant to the future
    - What are we looking to find out about our programmers?
      - Demographics
    - As part of the Strategic Plan, we have the desire to expand programming opportunities for several groups - POC, Women, Youth, People with disabilities, Transfolks - how will we do this?
    - Should KBOO sunset programs? After how many years?
    - If we are going to change the schedule, how do you want this to happen? Do you want to be involved?do you want PAC to lead?
    - If we are going to make more time for groups, how does that happen?
    - Ideas and thoughts for how to use the second stream?
    - what would be a process that would feel fair and healthy about changes.
    - Describe the types of shows that KBOO needs to have on the air
    - Should some types of music or public affairs be eliminated?
    - What communities should be served with air time on KBOO?
    - Are there any show that you think do not meet community needs? What are they?
    - How should KBOO's programming be used to serve non-English speaking communities

Process -

Paul - what was the impetus?

Erin - Strategic Plan

Dan - also talked about disconnect between programmers - 2 way conversation - good opportunity to get feedback from programmers, how can akboo help them - so much stuff we want to know , should it be 2 surveys? 1- intro stuff -

E- All programmer meetings will be in July and August

Roger - next Fall drive is in September -

Dan - raffle to induce more participation in the survey, but maybe we start with one to get more basic questions, introduce heavier questions in the all programmer meetings before the drive

Erin - doing it in the summer with the chill answers makes sense to me

Paul - is there a way to post them in the air room that is more intrusive?

Dan - paper copies in the air room,

Paul - big print explaining what it's all about and an arrow

Erin - who wants to do it?

Dan - figure out questions first

Erin - inputting paper answers needs to be in the time line, too

Dan - expanding programming with a second stream- any time line?

Erin - I don't know

Roger - 2 surveys is good, 5 questions a piece. Not going to bring it back. Keep it short.

Paul - do you have an initial idea?

Dan - having 1st be basic, Music/news/public affairs

Danielle - some people may be more than one -

Dan - get a handle of who is participating in the survey - are you using social media to promote your show? Jump start. Second one would be do a lot of thinking, expanding how do we ask the questions\

Erin - information I want to get about process - how to have a fair process for program expansion and changing, and how do we know if we're going a good job.

Dan - how do we move forward?

Roger - next meeting - ALL should bring 5 questions for survey.

Dan - prime the pump - first one easy,

Erin - attempt to finalize the questions, and then make a specific time line

Dan - who's using CDs, equipment?

Danielle - would be helpful to have that data

Erin - yes, may be too off topic of program changes

Celeste -survey - 5 questions - bottom as a note Here are future things that we are thinking about - plant seeds for future surveys

Paul - what we're trying to do is to get opel to expand their view beyond their program, look at it, reflect upon it, how do you evaluate it , but also trying to get people to look at KBOO as a whole, To me - how to frame this thing to give them things to think about - how do we frame it? Imperial tendencies - don't think most people listen to other kboo shows that much. How do we get them excited?

Dan - programmers have good ideas and no one is asking them

Paul - how would you frame this to draw people in and engage them? That's what you all think about as staff...

Next meeting -

5 questions from everyone

Incentive  
Framing  
timeline

- clarification about who has censoring and banishing authority and the lines between Staff, Board and Program Committee.
  - Ani Haines has agreed to come to the meeting and talk about the policies.

John Shuck situation

Herschel - read a lot of it, want to clarify policy number 6, I don't like what happened

Ani - staff acted to do staff level things - relegates basic management of the station to staff in terms of programming, including enforcing standards. By applying standards and house rules mission, program charter, it was a staff decision to not put person on the air. Your suggestion of having it encoded in policy is fine suggestion, not sure it would be policy 6.

Herschel - that's what she (Del) referred to, it's not there

Ani - staff develop overall standards, don't extend a platform to someone who has in writing gone counter to program values, that's how policy 6 comes into Policy 6 part A #5.

Celeste - what is it?

Ani - what the role of the PAC is, role of staff. Program director, AM news and PA, PM News and PA (reads policy - Erin Pasted it Below)

Dan -

Ani - refers to the "Anne Frank Myth" - to what extent did the holocaust happen? Dangerous line of thought during a time of rising actual nazi activity, and white supremacist rise. Derric did his diligence, pulled up articles that KB had written, not upholding the values of peace, justice, etc

Dan - Johns' notes had a different slant on things, didn't seem like there was much interaction between staff and John when decision was made

Ani -

Dan - why John wasn't included in the due diligence problem?

Ani - don't know, may have been a misstep - Derric spoke with John immediately. Enough out there that he stands behind that we don't feel comfortable - cannot by our values - give him a platform

Celeste- weren't they discussion 9/11?

Ani - islamophobia, its roots in 9/11, before I knew anything about it

Dan - seems like John had other viewpoints as well

Ani - maybe, but that would be extending the platform. Staff's job is to uphold the values of the station. To put it in perspective, in 17 years I've been on staff - it's rare for KBOO to say this person is counter to our values, extending a platform is hypocritical. As we look at our mission statement, these are the values that I get paid to uphold, we do stand for freedom of expression, that doesn't mean all expression at all time, akin to cable access when there was a decision made that they could not censor - American Nazi Party, Jim Spagg, were not allowed to apply any standards. We draw our lines widely, as many controversial folks we have had on the air, we don't take it lightly. I have often thought that the answer to free speech is more free

speech, but holocaust denial has real consequences for people, we are here to impact social change in a more positive manner

Hersh -when you say giving him a platform ,John schuck is drawing information out of him, not here's the mic, what do you have to say? Taking a decision away from John Schuck

Ani - it is taking a decision away from John Shuck, John is able to continue to program. There were some things around 9/11

Celeste - if they are discussion 9/11 why would you ban it

Ani - it's his established body of work

Hershell - new programmer - here's a list of topics we won't let you discuss, here's people that have been banned

Ani - we have established boundaries of what is upholding our values. If a new program host comes on, they have agreed to uphold the mission and values of KBOO.

H - I' m sure john did

Ani - and we (john and KBOO) disagree. Find out more information about his guest, here's a bunch of stuff we don't agree with. Who gets the platform? You get to decide for yourself, we are charged with upholding those standards. We are charged with upholding

Dan - huge precedent, programmers wondering what we can and can't do. John been doing this for a long time, thought it was controversial but okay.

Ani - Paul Watts - rainbow warrior and macaw whaling example - intense topic, people calling a lot, what we can or cannot air, we made the decision to say yes, these are all important parts of a conversation, not succumbing to public pressure. 9/11 special programming got lots of public imut. Get it vehemently and often. We back our program hosts up damn near 100% of the time if it's in our values. Who gets to apply standards?

H - good question, I don't know

A - at this point, staff applies standards for continuity. If these decisions were not made by staff and could not be made quickly, what happens? This is who we're' working with, you know us, we try to apply those standards. The only time this has happened in 17 years.

Dan - any discussion in postponing that? Any other options besides canceling

A - Not time. We looked at it day before the show, we found out he existed 2 days before. Derric did due diligence

Dan - would postponing offer more time for due diligence. Interesting hearing Johns perspective

Paul - didn't delve into this after last meeting, and I think we can keep going around. My concern was exactly that there was potentially a political conflict being masked - a firm line as to the values. Can't say I've done my due diligence enough to resolve the question. My inclination - some sketchy things seemed to go into the land of holocaust denying. For good or ill, falls back on John and those concerned that they want to take another step to get into the nitty gritty (talk about KB and if he's controversial or not) .

Octavius - if you have a controversial guest, are we going to air it or not? Have a meeting about it. We can look at things differently. It's a community station, everybody has a right to hear every angle. Example - Farrakhan. Community can weigh in on it,

Roger - John is in Montana? Who fills in

Ani - on once a month

Herschel - lack of faith in John. let's say David Duke, poke holes in his statement, doesn't seem ridiculous to me. John didn't get that chance

Celeste - it's what I like about KBOO - hear things that I don't agree with, but want to hear about, i don't want to restrict that

Dan - john brought up - lot of external pressure. Calls, email, tweets, what was the extent of external calls.

Ani - we got calls, emails, from our own volunteers and community members - on higher end of input, but not unusual. John and I talked after, we are in complete disagreement, we still respect each other, but we really disagree. That said, understand you had to succumb to the outside pressure. Ani said no - it was not outside pressure, Derric's decision, we backed him up, Del, Erin, Ani. We did get calls, but that didn't affect the decision. Derric's research and our mission and values are why we made the decision

Herschel - I would be embarrassed if I were making these rules, by the way there's one other page that we can look out "you can't believe in these things".

Ani - you cannot actively promote white supremacy, you cannot actively promote homophobia, you sign on to the values of KBOO when you come on the air. Most people on the air are controversial, not sure what point the discussion gets on the air, feedback and community discussion if it's a flashpoint. We have always backed up our hosts until this juncture. Paul, not sure about your concern, but the answer is No. WE have vibrant and varied political discussion

Herschel - this masks his defense of zionism

Ani - have you ever talked to the hosts of the jewish hour? They feel like we are .. as long as people are yelling at me from both sides, figure we're on the right path.

Herschel - I like the values, I didn't see where the guy was over the boundaries. Lynn flap, making it be more NPR, add Thom Hartmann, tom swore he won't talk about Israel Palestine issue,

Ani - do programs on BDS movement, many hosts air opinions and public affairs programs that are very critical of the state of israel, we have done internet only specials , on air specials, one land many voices, etc etc. Not sliding into "no one can speak ill of israel". I appreciate being able to be frank. Controversy is okay, we enjoy hearing things we disagree , or hate it, but love that it's on the air, but we have standards we have to enforce, where do we draw the line

Paul - bringing up Farrakhan is interesting. Say someone renounced it,

Ani - people who have left white power groups have been on the air , yes, there is a distinction between past behavior and present self.

Dan - What happened with the survey?

Erin - one answer so far, supportive of the staff decision . Are keeping it up through June 30th, Erin will print out survey and give it to Celeste.

Hershell - tried to get Kevin Barrett on skype to defend himself at the PAC

Paul - Del said she thought it was more appropriate for a board meeting

Danielle - KB hasn't contacted us (The kboo board)

ERin - Del's point was that the decision has been made, and if there is a different way that the committee wants decisions to be made, that can change the policy., because at this point staff will continue to make the decisions, and if this happened again today, we'd make the same decision.

Ani - how do we deal with stuff in the future, we evaluate and move on, we can't turn back time. I've seen enough I'm comfortable with this decision. Trust that we are not slipping down a slope as to never be critical of israel or the democratic party, it's the enforcement of these standards. That's the best I can say that can come of this. There is still an active grievance between John and the Board. Happy to discuss this is how we came to decision. Not interested in conjecture. How can we do this better? What would work better? As opposed to "he should have been on the air". Not helpful in doing process.

Octavius- if a program has a controversial guest, they have to have a counter person on, if you're going to do that, that's the only way you can balance it out. Information on both sides.



There are always opposing sides. They'll get information somewhere. Let the community decide. I don't cut someone off, everyone has a right to decide for themselves

Martin - think it's good to have 2 sides, makes you question the host on his politics, that can lead to something. When it's one side, I'm questioning what the host is trying to promote.

Celeste - Do we have a schedule when board meeting will happen?

Dan - time table for conflict resolution?

Danielle - not yet, John is out of state, no time frame on it currently.

ERin - process on how staff makes decisions - that we can keep talking about if people want to, but I want to make sure we are done with the KB decision.

Ani - someone makes decisions somewhere,

-----

## 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

NEXT MEETING JULY 12th 6pm

Adjourned 7:53