

## Community Advisory Board Meeting Agenda February 25, 2020 6pm

Present: Celeste, Emma, Arthur, Tammy, Althea, Azia  
All CAB members, althea, tami, azia

### Agenda:

#### Azia- General KBOO Report

- Sabbatical
  - Erin's gone until May 2nd
  - Introduce self
- Positions on staff:
  - Membership director
  - Volunteer coordinator
  - Tom - New development Director
- Program openings - taking proposals until 3/6th
  - Rabia quit, show open Mon Mid-3am every week - looking to split it between two hosts
  - Joe Woods quit, show open Tues Mid-3am every week - looking to split it between two hosts
- New shows: 4th Monday poetry - new host Jennifer Perrine show = The Occasion
- Membership Drive  
Successful
- Althea - General Newsroom report:
  - Jenna has pitched the idea to shorten the evening news to a half hour
  - 2020 themed months
  - How to handle candidates wanting airtime?
  - Utilizing transcription service to make stories more accessible
- Brian Setzler(A long time listener, volunteer, and past board member)
  - Has brought it to the programming departments attention, that it seems nearly impossible for new programmers to get a show, especially during desirable hours.
  - ex/ in the early 2000s we had a reggae show that was highly regarded across the country, but it was on at midnight - 3am, and was never able to get a better timeslot, even though our viewers loved it.
  - Longtime show hosts have developed a false sense of ownership over these time slots, based on seniority. But these are the communities Airwaves, it does not belong to one person.

- Brian suggests we do more than just re-evaluate shows every 2 years, but also set expiration dates on shows, allowing new show proposals to have a fighting chance. The current show, can still re-apply
- KBOO needs a more dynamic flow of programming
- Emma knows Brian, take it with a grain of salt
- Tammy: Evening is eclectic hours, doesn't have to be strictly music show
- Arthur: Evolution of a show over the years shouldn't be a bad thing, things need to evolve over time
- Tammy: start by splitting up the weekly shows in the drive time
- Celeste: back in the day, programmers couldn't assign someone to take their spot, one of the ways programming gets opened up. It's a challenge when people get ownership of their slot. How do we hold people to a high standard? Paying back to the station by mentoring others. One way to sunset a show is to have them honor the volunteer contract as it doesn't count as community service, have to fulfill their hours. Amount of work put into the station will pay off in duration of show before a reevaluation
- Arthur: Glad to hear it, at Freeform, programmers have to contribute 5 hours per month, self-reporting system works (Celeste says we abused that system)
- Emma: We could stray from the western sort of ideal of orderliness, some days it could be completely opened up, could be airing things from our podcast stream
- Azia: could open up more radiozine slots
- Emma: Talk to programmers that have shows and ask them to collaborate, worked hard to make Transpositive a collective
- Althea: make decisions from a positive point of view, rather than plotting against the particular programmers who we see take up too much space
- Tammy: these are all good ideas, but there's not enough paid hours in the day to do all of this stuff, MLK was really rough, jaded sense of staff cooperation, got tasked with a lot more stuff than just 'directing public affairs'; workplans seem to help, visible way to have accountability, Azia feeling anxious about the upcoming remotes, not her job to wrangle volunteers, News and PA Orientation helped in getting returns from particular volunteers
- Celeste: negotiating with the union to get training volunteers into everyone's job description, Bowling Alone, volunteering and engaging has changed, as an older person there is a limit to how much engagement she can get from people
- Tammy: wish there was a shortcut to getting volunteers started and on their way, limited in what she can provide
- Celeste: trial and tribulations of trying to get a volunteer coordinator etc.
- Althea: get new people from the volunteer orientation to start evaluating shows
- Emma: MLK broadcast contrasted with Black Lives Matter protest in the streets, at some point KBOO needs to go where it needs to go
- Tammy: frustrating to be told what to do around MLK, but expecting things without offering any help or assistance

- Celeste: Most of the staff was new around MLK, so there wasn't a lot of knowledge around what the rest of staff does to contribute to the broadcast, not a deliberate thing, though it was still hurtful
  - Tammy: if that's the case, then why didn't we say that we couldn't do it? Continually falls on black staffers to make it happen, major KBOO red flag
  - Celeste: Person who had been doing it kept the info in their brain, without a big paper trail to figure out how staff should be supporting on that day, stuff Tammy put together for the morning was fantastic
  - Tammy: would like more support from Engineering in the future -- more communication is better, work plans offer some level of promise, want to protect Azia from the same sort of thing
  - Arthur: sounds more like a volunteer coordinator problem
  - Tammy: schedule your own meetings to put the remotes together
  - Arthur: successful remotes require buy-in from the whole staff
  - Celeste: was a pinball wizard back in the day
- Person attended Board meeting wants ppl from undocumented communities to speak for themselves, rather than trying to be a voice for, let them be a voice for themselves, increasing spanish language point of view
  - Tammy has worked with VOZ and Portland from a Latinx point of view
  - Celeste: are there real or perceived barriers to being involved at KBOO? What can we do to assist people in feeling comfortable in coming here? Emma can pass that on to Carla
    - What if we get to be a welcoming and well known place what if we then become a place for ICE to pick you up?
  - Tammy: don't like the pigeon holing of, eg. black programmers having to talk about black issues all the time, or they're only here at night.
    - Why are there no radiozine slots in the night time? Want to put Rural Roots Rising in the AM drive time
  - Celeste: Make choices that keep us healthy and vital and responsive, programming is our product, use the data to make decisions. How do we come up to the modern era?
  - Arthur: new listeners listen online! We should be tracking our webstream way more closely; spanish language programming dips (anecdotal evidence) on webstreams
  - Emma: We need to have communities own their part of the station
  - Emma: we should really try to get some community groups and community members involved in this meeting
  - Celeste: how do you build a new identity when some of the old identity isn't bad?
  - Tammy: there are a lot more people now creating community oriented things, so we can definitely find them out there
  - Celeste: evaluate programs for content and quality, offer them the training they need. If they're not pitching in around the station, it's not the place for them, the point of this meeting is to get wide feedback

CAB Members:

- What is KBOO doing well and could improve on for your community
- Who in your community should be on the radio - who needs a mic, and who would benefit from training in the technical aspects to get out their message or music
- What organizations should be using KBOO to help get the word out or to partner with?

Celeste: open signal forum and craigslist to find more people

Set Next Meeting for May

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Brainstorm of new CAB Members