

Governance and Policy Committee, March 18, 2025, Minutes

Jill, Nate, Zale

Approved by the committee June 17, 2025

1. Check-in/[meeting guidelines](#)/agenda approval:

- All done and all good (well, not meeting guidelines, but we're all versed on them)

2. Updates on our [work plan](#), based on other work by other committees and input from our board liaison

- The finance committee is starting on the conflict of interest policy, since it mostly involves financial issues.
- Discussion of conflicting policies regarding public participation at board/committee meetings will rise to the top of the priority list (see item #4 below).

3. Minutes

- officially approve [Governance and Policy Committee January 21, 2025, draft minutes](#)
 - We unofficially approved them in February; now for the official approval
 - Officially approved!
- review [Governance and Policy Work Group February 18, 2025, draft notes](#)
 - People approve of these, too, despite them never going public

3.5. Transmitter

- What's going to happen with the extra channels on our new transmitter?
 - This is going to be part of the strategic plan?
 - In beginning stages of the strategic plan process; unsure if we need a policy until we know what the plan is
 - Unless the plan is the policy
 - Will likely need a policy once we know what's happening. Hard to prioritize it before then
 - It's unlikely to come up on our work plan before the strat plan is completed.
- Zale asks Jill to prioritize this with whatever number feels appropriate and it will fall wherever it falls in the rank of our Governance priorities

4. Conflicting policies re: public participation at board/committee meetings

- Policy II.C.1 (formerly 17)
- Policy II.C.2 (formerly 49)
- Two different kinds of public participation:
 - 1. Time at the beginning to state what you would like to state, but the board doesn't have to respond. Then commenters are quiet during the meeting
 - 2. Commenters can comment on whatever agenda item is being discussed

- During meetings, had members giving advice on topics they didn't have knowledge or expertise on.
- Zale thought it was public comment at the beginning and/or end of the meeting with no other comment UNLESS you are the person in the public working with the board on the topic being discussed
 - Zale = KBOO cop at meetings
- Does seem to conflict. Hard to govern a meeting with seemingly conflicting rules.
 - Maybe add the word "limited"
- It would be nice to make them one policy about addressing the Board of Directors
- Jill offered to rewrite the policy to present to the Governance Committee and we will put it on the agenda for next month.
- There is a Drive "Governance and Policy" Folder if anyone wants to look at what's being worked on in the "Working Documents" folder.

5. [Conflict Resolution Policy](#) revisions

- don't want to forget these questions:
 - ☰ Copy of Conflict Procedure Questions for GaP committee
- Want to be sure we are creating an anti-racist and anti-discriminatory policy
 - *Possible* some procedures and processes are based in white supremacy language and concepts
 - Goal is to create a *just* policy.
- Research task:
 - **What does an anti-racist conflict resolution/grievance policy look like?**
- How can we make it fair/safe for parties in conflict?
 - Need to consider integrity and accountability
 - If someone is accused of abuse, what does the accused person get to know about the situation?
 - And how do we separate that from people who may have ulterior motives to their complaint.
 - Responsible for protecting all parties
 - Do you have the right to face your accuser as in a court of law?
 - What about fears of retaliation?
- Comment from Azia: How do we tell the offender they are being removed for harm against another volunteer if the victim wishes to remain anonymous?
 - Policy says things should remain confidential
 - Account shared of a volunteer who had been removed from air about not knowing anything about why they had been removed.
 - They were very upset and didn't have any understanding of what they were supposed to have done.
 - Came to board to appeal
- Conflict is separated from Harassment, Discrimination, Intimidation, Abuse

- Separated to give more severe situations greater weight and consideration
- Nate chimes in with assessment of the fallibility of language where “harassment” and “intimidation” are in the eye of the beholder and many other things outside of the control of the person grieved against may inform how actions are interpreted
 - Some situations may arise from a misunderstanding that could easily be resolved with a conversation, but our policy puts it in a box where that isn’t possible.
- How familiar are volunteers with our House Rules/Meeting Guidelines/Beloved Community?
 - Are supposed to read the Volunteer Handbook, which contains those, as part of the orientation process, but may be the last time they do it.
 - We are told to speak directly.
 - Some people read that directness as hostility
- If we aren’t letting the accused know the reasons for the expulsion, how can they learn from the situation?
 - There is a re-engagement process that they will be assigned and have to engage with to return some day.
- What happens if Conflict Resolution Team didn’t follow the process?
 - Becomes a conflict with the Team
 - And probably a do-over
- Is the makeup of the Conflict Resolution Team appropriate?
 - Volunteer, Staff Person, Board Member
 - Will all parties have enough insight into the subject at hand?
 - Is this an issue?
 - Feels weird for someone without knowledge of a situation to make a verdict on the situation.
- Could identify a Conflict Resolution Team that would always be the Team.
 - Did it in the past, but didn’t work.
- Is there a way to make people read the rules before a board meeting.
- “Welcome to the board meeting, if you are a member of the public, this is what will happen” message.
 - People should introduce themselves.
 - Put rules on the website where the link is found.
- What if people come late?
 - See bullet point above

6. [W I.C.12 Hiring Committee Composition working version.docx](#) revisions

- Staff hiring is covered by the Collective Bargaining Agreement and we can make reference to that in the policy.