

Program Advisory Committee Meeting Minutes

April 10, 2018

Present: Roger Warner, Herschell Soles, Celeste Soles, Shaheed Hamid, John Shuck, Zeloszelos Marchandt (Staff), Delphine Criscenzo (Staff), Erin Yanke (Staff), Paul Roland, Dan Shramek, Jenna Yokoyama (Staff), Danielle Parks (Board Liaison), Reggae Bob Hamilton

Facilitator - Dan Shramek

Note taker - Erin Yanke

Introductions

Public Comment - none

Staff Reports

Zelos

- Street Roots Partnership
 - Broadcast INTensive, they'll create a Print INTensive for volunteers to crosstrain
- Native Programming expansion
- Producer Meetings
 - Reevaluate news orientation, create a Beat for new reporters
 - The KBOO Evening News turns 46 on may 2nd! We're throwing a party and inviting people to call in with heartwarming tales of the KBOO Evening News and Public Affairs

Derric

- 2 new morning interns from POIC - working to place youth in job training - helping to fill in morning board op needs
- Forum for candidates for City Council position 3 next week, facilitating by Lisa Loving on April 18th.
- Membership Drive special programming
 - Robust morning shows
 - Use 50th anniversary content
- New Standing Desk!!!

Erin

- Membership Drive Planning
 - All Programmer Meetings happening
 - Volgistics is new Volunteer management software, going over it at all meetings, and goal of 2018 to get everyone to use it. Will eventually take much scheduling burden off of staff
 - Theme: **Make history. Support KBOO.**
 - Donor-centered messaging

- More important than what KBOO does for people, how KBOO supporters have an impact on the world
 - Training
 - Professional Development
 - PUGS Train the Trainer all day training was excellent
 - Boundaries and Rankism
 - Redoing KBOO Trainings
 - Need new Intro to Aud Prod trainers, taught 4 new folks how to teach the class, currently scheduling with them
 - Meeting to revamp Live Music Mixology - will offer again in June
 - Will be standardizing KBOO training to look at what's working and what's not through the PUGS lens
 - Adding 5 week series class on long-form storytelling
 - Special Programming - 50th Anniversary
 - Following Reggae Bob's lead, we are using the bonus 5th week programming for programmers to celebrate and have open houses.
 - Native Programmers -Aug 30th 8-10pm
 - Women Programmers - in negotiation - Barbara Bernstein lead - wants to do it during the day
 - Founders - also in negotiation
 - Other communities - Queer programmers, Asian and Pacific Islanders, Latino
 - maybe add a "Late Night" open house, and a "Good in the Hood" follow up in July
 - Other Stuff
 - Jenna as The Syndicator - in charge of syndicating KBOO Programming nationally, going well
 - Working to make it also a place to supervise interns.
 - 50th Birthday Party at OHS - Birthday cake potluck and City proclamation that it's "KBOO Day"

Jenna - The Syndicator Report

- Everything is being uploaded to Audioport - Pacifica
- John Shuck and Doug McVay have had programs up before
- New programs
 - Voices from the Animals, Rose city NAtive Radio, Locus Focus, PRison Pipeline, Black Book Talk
- Slow process, getting our name out there
- LPFM in Columbus OH has a "voices of KBOO" show, and they rotate shows
- Jenna does most of editing, trying to get collectives to taking on that work
- Open to taking on the POIC interns
- Trying to figure out a system for interns
 - How many hours are realistic

- How do I keep them accountable
- Try to interview Happy 50th birthday interstitials by hosts
- Will open a voicemail line for listeners to wish KBOO a happy birthday
- How do you decide Synciation? (Herschel)
 - Sent out email, and can see who downloads, not much outreach, but picking things that sound unique, not hyper local, not a lot of shows about animals, for instance
- Try to get more POC and LGBTQ programming on the audioport
 - Questions about Pacific Underground - hyper local right now, may move back to national, but right now more work
- Paul Roland - put up some of my shows that have got a lot of attention
 - Sure - put 30 minutes into Editing, Jenna will send the information

Board Report

- Welcome Danielle!
- Didn't talk about programming at all
- Have 12 members in place, will need 3 more members at the end of April, if you are interested in applying or know anyone who is

General

- Programmer Surveys
 - What are we looking to find out about our programmers?
- As part of the Strategic Plan, we have the desire to expand programming opportunities for several groups - POC, Women, Youth, People with disabilities, Transfolks
- We have a second stream that is fully functioning
- This will require us to rethink about programming structure and schedule. If we are going to make more time for groups, how does that happen? Are we rethinking programming schedule? Ideas and thoughts for how to use the second stream?
- IN a good place to ask programmers for input - if we are going to make these changes, how would you want them to happen? We are going to want to address some changes around programming
- First good step would be to survey programmers and ask them questions about what would be a process that would feel fair and healthy about changes.
- Big, Significant Changes
- Dan - 2nd stream is functional... what's the process?
 - Right now, 50th anniversary content is on the second stream - once a month we are changing it up, for this year, we focusing on archival material.
 - The job of Program Director (with Derric and Zelos and Erin) for the 2nd stream needs another person

- How do we use the 2nd stream to expand programming? What does it look like? Who oversees it? Do we follow the same charter? Thoughts - more remotes from community events, regular programming on the second stream when remotes are happening
 - Frustration is staffing at this point, and training volunteers to create content.
 - Library strategy
- Strategy for promotions
- Paul - Strategic plan - what process and where the decisions are made? Is there a timeline that's been developed? Who ., how , what process?
 - Del - we don't have decisions made about that yet - we are looking at making more airtime for specific groups, and looking at continuing to be a hub for local content, but we don't know that it means programming changes. We are wanting to have conversation and ask questions to programmers about how to make this happen. If we say we are going to make more air time, how do we do it?
 - No answers for timeline or process yet. That's why it's important to hear from programmers
 - In the past, it's been radical, top down approach.
 - We have time, looking at 3-5 years. There are so many possibilities with the second stream, but it requires a plan.
- Paul - understand the opening up programming opportunities for communities, political question is To What End? What changes need to be made in society, and what role does KBOO plan in making those changes? Don't see us engaging. Is it possible to include these political questions into how we prioritize programming? What understanding do we have the way societies going, what changes to we need to confront the political/social realities?
 - Del - yes, have these as questions on the survey -will inform choices.
 - Representation has to be there, but also consistency around the content
- Reggae Bob - is the second stream running now
 - kboo.fm/kbooshistorystream
- Dan - second stream as a launching pad for new programmers?
 - Del - right now we use podcasting as that, but could be?
- Herschell - as many internet listeners as on air?
 - Del - yes, 40,000 a week each
- Del - as far as idea of the survey, we could take the next 5-10 minutes to brainstorm and then keep thinking and bring more to the next meeting? Aim to have the survey out in August? Spend the next 2-3 months coming up with questions? Do folks feel comfortable with the idea of survey
 - Shaheed - survey for programmers - when was that last time we looked at survey for listeners?
 - Del - part of the process should also be to survey listeners, is what you're saying
 - Shaheed - programming to suit the programmers shouldn't be emphasis, what are listeners needing?

- Del - thought that mission , we together created the strategic plan, want the programmers to be involved , and also to serve communities
- Shaheed - have programming address the need of the listeners, include more community groups
- Erin - the process I think needs to involve the programmers, how the decisions are made, but we'll need to get information from the listeners
- Del - was this committee in the past responsible for listener surveys?
- Shaheed - yes. Have we done listener survey? See what's on their mind, their perspective, what they want to hear?
- Del - not for a long time. Will ask very different questions for programmers - more process questions. Not looking at asking programmers about content. Parallel survey for listeners
- Shaheed - or communities that are being left out
- Reggae Bob - coming in and out over the years, I think we did a survey?
 - Erin - don't think in the last 8-10 years
- Celeste - at other meetings, we were working on it
 - Erin - Kathleen working on a non-listener survey, got stuck when we didn't have funding to proceed
- Reggae Bob - outreach department ,what do they do?
 - Right now, outreach is almost not eistant, combined with the volunteer coordinator, our outreach is limited because of capacity.
 - Del - question of funding priorities (rethinking structuring and priorities in general to create space for new priorities)
- Shaheed - issue that goes way back for years in terms of listener and membership. Mechanisms that we used to use - program guide as vehicle to ascertain what listeners wanted. Another tool is during the membership drive - have a space on the forms to collect data. What kind of vehicles can we develop? Survey - listeners have a voice.
- Erin - getting the programmers engaged BEFORE the process is important to have buy in and avoid animosity.
- Shaheed - Black programming strip was request by the community. Programming changes was hell, choice between strip programming or block programming, which do the listeners want to hear? Not an easy thing but something that we've been involved in before.
- Del - move forward with a listener survey
- Shaheed -
- Del - we want to ask programmers VERY DIFFERENT QUESTIONS. 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? Not talking about changing programming, but trying to have a healthier rotation of shows, and making sure certain communities have access. What we are asking programmers is different, so we are clear on the process. Ask programmers what we want to ask the listeners

- Dan - programmer survey - started it from a place of isolation of programmers, haven't had a lot of input, getting more inclusive, what can we as the station do to help with your programming. A Few goals with each of the surveys
- Del - what more do programmers want? More training in what? Be more in tune with the needs. Some things we may not be able to work on for months or years.
- ERIN WILL collate questions for next meeting about
- Reggae - 3 nights in particular that have subs every week. PAC is advisory, decision comes down to Erin (or Derric or Zelos) - programming staff.
 - One example - Guess who's coming to radio - Effable Radio - Talked
 - Friday night - went through the schedule
 - Celeste Carey - needs subs a lot - RB wants her to split her show - went on sabbatical - back now, missing shows again. Missing shows on her return. Committee can take the stress of her, DJ Audio and Marvin Raines been subbing on a regular basis. Not her station, it's KBOOs station
 - Paul Roland - seconds him on that, perfect opportunity to make places for new voices, new guy did a kick ass show. Not that Celeste has lost her edge. Should favor that energy, give people a rest.
- Del - Erin and I are talking about it, made plans as you've seen
- Dan - one sheet for programmers a week before that has bullet points and other info about the drive for those who can't make the meeting
 - Del - yes, sending it also through constant contact to see if people are opening email
 - Erin - Send messaging out ahead of time with social media hand out and one sheet with basic information
 - Dan - programmers are interested, one page summary would help

Herschell - thought that John may say something

Paul - said he wasn't ready

Del - ask that there's a proposal brought for PAC to discuss - what we are bringing to the committee needs to be productive - request for change about how decisions are made, or something more robust than what could be said for public comment.

Paul - looking forward to conversation about John issue

Del - if you are wanting more information, request of PAC to do an investigation, or if it wasn't transparent, ask for a different policy. Fine with justifying and being transparent, and or a policy change to have further changes about how policies are made. it's the mandate of the staff to make programming decisions. We need to agree on how to make decisions together on what feels fair. if it didn't feel fair, we need to change it.

Paul - came down to a political decision

Del - everything is political -

Paul - based on some people's politics against someone else's.

Erin - feel uncomfortable talking about this without John around

Reggae bob - want to make a meeting to make it clear

Del - John was on the agenda - he asked not to be on the agenda. Don't want to making new process

FUTURE

All Programmer meeting planning (Idea to have programmers be involved in planning program changes, this meeting is to discuss what we're looking to achieve with the strategic plan, and make a process) Issues: Funds, outside facilitator, space, food. Would happen after the survey.