

Strategic Planning Workgroup

Review & Evaluate 2017-2020 Strategic Plan Subgroup Meeting Notes 4/5/2023

Time: 6:00pm

Present: Janet, Joyce, Chris, Arthur, Mike Frost, Jill

Note taker: Jill

OVERVIEW

- This subgroup will meet to review and evaluate the 2017-2020 Strategic Plan
 - kboo-strategic-plan_2017-2020_final-web-1.pdf

FINAL REPORT

- The sub-workgroup agreed to produce a report on the 2017-2020 strategic plan to KBOO's membership

PROCESS

- The sub-workgroup will evaluate each of the 3 goals from the 2017-2020 strategic plan separately
 - 1 per meeting, with a report drafted by the 4th meeting.

REVIEW & EVALUATE

- For each goal in the 2017-2020 strategic plan:
 - What were the successes?
 - What were the challenges?
 - What do we not know?
 - What are lessons learned?

KBOO's MISSION, VISION & CHARTER

- Discussion about reducing the number of words in these statements

KBOO STRATEGIC GOAL 1

- **Successes**
 - Objective 1:1 | Action 1
 - There is a Beloved Community statement
 - Is it a charter?
 - Are there goals?

- Objective 1:1 | Action 2
 - Beloved Community/Anti-Oppressions Training 101 workshops took place for staff and some volunteers
- Objective 1:2 | Action 1
 - The Hip Hop youth program was funded by 2018
 - This funding is not in the FY23 budget
- **Challenges**
 - Objective 1:1
 - LGBTQ+ not included in the list of people experiencing microaggressions and systemic oppressions.
 - Objective 1:1 | Action 3
 - The written tech gap plan was not completed by 2019
 - Not complete in April 2023
 - Next strategic plan to address some of these issues
 - Objective 1:1 | Action 4
 - Due to COVID, and the station being closed for approximately 3 years, there haven't been many community partnerships pursued or maintained for a while.
 - Objective 1:2 (it says 1:1 but it's really 1:2)
 - Due to COVID the Youth Collective stopped and support for youth leadership at KBOO declined.
 - Objective 1:2 | Action 2 | Metric 3
 - Due to COVID, KBOO does not have youth leadership to measure
- **Unknown**
 - Objective 1:1
 - There was no survey of people of color, women, trans people, youth and people with disabilities in 2020.
 - Objective 1:1 | Success Metric 2
 - There was no survey of people of color, women, trans people, youth and people with disabilities in 2020.
 - Do we want to follow up now?

- Objective 1:1 | Success Metric 1
 - Increased percentage of leadership roles?
 - Are we measuring from 2017 to 2020 or to 2023?
 - Do we know how leadership roles are defined?
 - How do we want to follow up?
- Objective 1:1 | Action 1
 - There is a Beloved Community statement
 - Is it a charter?
 - Are there goals?
- Objective 1:1 | Action 4 | Metric 6
 - How was KBOO tracking its ongoing support of POC-led/based organizations?
 - Is there a list or a report that we could use to measure progress from 2017 to 2020?
- **Lessons learned**
 - Metrics need to beed specific and measurable.
 - ex. increased percentage of leadership roles
 - Define leadership roles
 - Board? Station Manager? This is confusing with unionized staff.
 - Line up objectives, actions, metrics so that they correspond with one another

ACTION ITEMS

- Read introduction to Strategic Plan including Mission and Vision
 - Pages 1-10
 - [kboo-strategic-plan_2017-2020_final-web-1.pdf](#)
- Review 2017-2020 Strategic Plan: Goal 2
 - Pages 13 - 16
 - Be prepared to discuss at next meeting
 - [kboo-strategic-plan_2017-2020_final-web-1.pdf](#)

NEXT MEETINGS

- Wednesday, 4/19 at 6pm
- Wednesday, 5/3 at 6pm
- Wednesday, 5/17 at 6pm