

## Louisville Public Media Board DE&I Meeting

March 12, 2019

In attendance: John LaBarbara, Stephen George, Laura Warren, Nichelle Freer, Tyler Allen, Brenda Hart, Mac Brown

Tyler Allen opened the meeting.

Allen said that there has not been a meeting in a while because the LPM staff had been working on the strategic plan, which would directly impact DE&I efforts going forward.

Stephen George outlined three strategic goals that will be addressed in the Strategic Plan, one being DE&I efforts. The goal was read in its entirety to the group and asked for feedback.

The DE&I efforts will be leader agnostic and will continue no matter who will be in power at LPM.

LPM has reached out to a consultant, who would lead these efforts. The consultant would provide board and staff trainings, surveys and recommendations. The agreement would be on a 3 year term in order to measure progress and adjust as needed.

The board DE&I committee will report progress to the board on an annual basis.

Nichelle Freer asked if a review of content would be part of the effort and compared it to how JCPS Is looking at their curriculum to make sure that it is equitable to all students. George replied that yes, we may engage NPR in a training exercise again.

John LaBarbara asked if the committee would have enough time between now and the beginning of the fiscal year to be involved. George explained that there is a working group structure internally that will be executing the different aspects of the plan.

An updated diversity statement would be part of the actions to execute in the next fiscal year.

The CPB now requires each employee to complete DE&I training each year.

Anthony asked how involved staff are in the strategic planning process. George: staff will be very involved. There were surveys and one-on-one conversations with teams and there was representation of staff on the SP committee. The full staff will be made aware of the strategic plan prior to the board vote.

George noted that LPM has put together a communications team to develop both an internal and external plan.

Allen: we will view the reporting of progress of the plan to the board as the DE&I Committee.

Anthony: It would be great if the consultant could possibly come to our meetings when doing board trainings twice a year. She would like to have the surveys be reviewed by this group.

George elaborated on previous NPR training: Consultants from NPR came in and specifically to discuss content-related topics. We need to have full participation from board and staff on these so that everyone is at the table. It will move us forward.

George shared that the group would get a copy of the strategic plan prior to the full board meeting.

Meeting adjourned.