

## Louisville Public Media DE&I Board Meeting

January 14, 2019

In attendance: Dr. Matisa Wilbon, Stephen George, Kirsten Pfalzgraf, Laura Ellis, Lia Murphy and Tyler Allen

Stephen opens the meeting.

We're half way through year one of training. We've had some challenging and enlightening conversations. Some have drawn some discomfort which is great because that's where the work happens.

Quarterly committee sessions which will include broader board trainings

Feedback provided by staff, LM shared, KP shared, SG shared

- Fill in the gaps between sessions
  - ◆ Decompression sessions

We should see progressive and upward movement in understanding and comprehension

Discussed source tracking

Institutionalized and formalized trainings after the first 3 years

Establish DE&I mission statement

Conversations surrounding the DE&I should be intentional

Staff committee to be established; to become more broadened and active, also staff led. Monthly meetings ideally held the day after training while content is still fresh. Each goal should be coupled with a plan of action. Master plan should include training, database and ongoing conversations. Interface with the community on how this work will impact our audience.

Next steps

- Sequence of the next steps
- Trainings for the board facilitated by Matisa
- Quarterly training for the full board
  - Establish what that means from a governing perspective
- Learning, education, then governance

Meeting adjourned