

LPM
Diversity, Inclusion and Community Engagement Committee
Meeting Minutes
January 25, 2022
11:00 AM to 12:00 PM

Board Members Attending: Ann Coffey, Cedric Powell, Dexter Horne, John La Barbera

Board Members Absent: Wendy Sirchio, Jose Gaztambide, Jose Neil Donis, Nat Irvin

Staff Attending: Stephen George, Lia Murphy

Meeting was held remotely via Zoom due to COVID-19 protocol.

- 1. Welcome and Agenda Review:** **Ann Coffey**
A Coffey reviewed the meeting agenda.

- 2. Approval of December 6, 2021 Meeting Minutes** **All**
 - C Powell made a motion to approve the minutes
 - D Horne seconded, and the motion was approved unanimously.

- 3. The Committee discussed what priorities they believe would be most helpful to focus on moving forward. The general discussion is captured below:** **All**
 - *We need to define what representation and “all voices” means? It must include refugees and immigrants.*
 - Pay attention to who is covering news and what is being covered
 - Are we advancing democracy in a nonpartisan way?
 - How do we empower people to advance democracy?
 - Be responsive to misunderstood narratives that are being told; example 1619 Project, critical race theory
 - Monitor changing demography in context to democracy
 - How can the Board use our voice to support this work?
 - How can this Committee and Board help LPM be reflective on the issues affecting our community?

- o Where is the immigrant community in this discussion? They do not feel included.
- How does this impact everyday coverage?

Discussion & Comments:

Representation & Voice

- o Includes staff, board, cab, content, play list reviews, hiring committees
- o The default is centering whiteness and we must train ourselves to notice when this is happening
- o “All voices” means creating opportunities for “all” to speak
- o Reducing barriers
- o Representing voices is easier to solve in music
- o Need to build relationships with immigrant and refugee communities; build access and trust

LPM Staff:

- o Staff are identifying who on staff speaks different languages

Other Comments:

- o Must identify barriers to Inclusion; push back on default
- o Too often media defaults to white supremacy and the organization needs to make time to identify this
- o Track affirmative action, voting rights, elections

Democracy:

- o Empower people in context of democracy
- o Civic bridge-making with differing views
- o What is a thriving democracy?
- o Change approach to political coverage – call it civics
- o Pay attention; push envelope on democracy
- o Open society – spark ideas – what does advancing a democracy look like?

Next Steps:

- Find immigrants and refugee board member candidates; identify who has connections
- Continue the discussion on what a thriving democracy looks like.

4. Meeting adjourned at noon.

All