

## **Program Advisory Committee Meeting Minutes**

### **May 8, 2018**

Present: Celeste Soles, Herschell Soles, Roger Warner, Paul Roland, Per Fagereng, Karen James, John Shuck, Delphine Criscenzo, Erin Yanke, Danielle Parks, Reggae Bob Hamilton

Facilitator - Roger Warner

Note taker - Erin Yanke

Time Keeper - Delphine Criscenzo

### **Introductions**

### **Meeting Guidelines**

#### **Public Comment**

- Description of how public comment works at board level (Del and John)
- Herschell - good idea to hear from someone who is being banished from the station. Had unprecedented banishment. I thought the advisory board would be a sounding board from the committee, but we were bypassed.

### **Staff Reports (30 Minutes / 10 minutes each)**

#### Zelos

- Special Programming - Radio Free Palestine 70th anniversary of the ongoing Palestinian Nakbah.

#### Derric

#### Erin

- Membership Drive
  - All Programmer Meetings were successful part of the drive, had about 2/3rds of programmers show up
  - Drive did not meet goal, had first part of a debrief at staff meeting, identifying things that can be improved, and what went well
- Training
  - Beloved Community Training - it was great, looking forward to implementing ideas that were brought up. Made a plan to get more people attending, it is mandatory for all on air hosts, and for receptionists, news volunteers, and staff and board
  - Volgistics - increase in use of volgistics, all training sign up will happen on this platform by June. Also volunteer tracking and reminder emails/texts are possible with this software.
- Hack on Saturday April 29th
  - Taking all of Jenkins time. Security was breached when we didn't do a drupal update within 24 hours of the update, and hackers were on it!
  - The hack is still affecting us, there is some script still on the site that Jenka is trying to identify. We've been asked not to upload audio or program episodes until Jenka lets us know

- Been communicating with programmers to let them know that, although we thought we'd fixed the issue, that it is still ongoing and a menace. Asking for patience and understanding.
- Partnerships
  - NAYA - year long leadership training program starting in the summer will be heavily involved here, as well as a career exploration field trip for a workshop
  - Roosevelt High School - helped their media class with podcasting
  - This week the kids from King School Museum of Contemporary Art are coming for a tour and recording project
- Outreach
  - Past - Open Signal panel about archiving with Becky and Marti
  - Future - Planning listening sessions and meetings in Corvallis and in Hood River in August or September
  - Grassroots Radio Conference in Portland in October, organizational meetings are happening. If you have workshop proposals to teach, or that you want to see, the link is [here](#)
    - [https://docs.google.com/forms/d/e/1FAIpQLSe85IUBS7j4s7a9cmhz0WC-D-r\\_DeKG0cUARmr1i9nLJQfwirw/viewform](https://docs.google.com/forms/d/e/1FAIpQLSe85IUBS7j4s7a9cmhz0WC-D-r_DeKG0cUARmr1i9nLJQfwirw/viewform)
- Other Things
  - 50th Anniversary party is June 3rd, with a Pedalpalooza ride leaving from KBOO at noon to get to the OHS at 1 for the Birthday Cake Potluck.

## **Board Report (10 minutes)**

### Danielle

- Starting a conflict resolution process with John Shuck, getting community resources lined up for that from Resolutions NW or Community Mediation (based in Vancouver)
  - Following Conflict Resolution Policy #5 - since the conflict is with Statin manager and involves a board member, that's why we are going to outside mediation.
- Busy with Spring Membership Drive
- 4 Open Board Positions
  - Danielle will send Erin information, Erin will make an on air promo

## **General**

- Programmer Survey (20 Minutes)
  - PAC Members questions from last month
    - 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 - how will we do this?
    - 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?
  - what would be a process that would feel fair and healthy about changes.
  - 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?
- Erin - past questions from meetings and past surveys
    - Should KBOO have more mainstream programming if it would increase listenership?
    - If national programming increased listenership should we add that to the schedule at the expense of local programming
    - Describe the types of shows that do not increase listenership by that KBOO needs to have on the air
    - Should KBOO's music or public affairs be more uniform if it would increase listenership? Should some types of music or public affairs be eliminated?
    - What communities should be served with air time on KBOO?
    - KBOO Broadcasts 70% music/30% public affairs. Should this change? If so, how and when?
    - What types of programming do you think would increase listenership?
    - What are the strongest shows or types of shows on the air?
    - What are the weakest types of shows on KBOO?
    - Are there any show that you think do not meet community needs? What are they?
    - How should KBOO's programming be used to serve non-English speaking communities
    - Should KBOO increase, decrease, or keep the same, Spanish programming?
    - Should KBOO sunset programs? After how many years?
    - How can we address current issues to a broader audience?
    - If you are a programmer, do you work to promote your or program? KBOO in general? How?
      - What kind of feedback do you get?
    - Should the program committee have more authority to make program changes? Should it be strictly advisory? Should there be a program committee at all?
    - Should the board be involved in setting programming changes or setting goals?
    - Should there be an appeals process for programmers if their show is taken off the air or changed?
      - how?
    - Any last thoughts on how to promote KBOO and increase listenership?

Paul - lot of questions, need time to think about it.

Roger - speaking for myself - Should KBOO increase, decrease, or keep the same, Spanish programming? - hard to ask and answer - how do we increase that type of programming? Who do we ask? Programmers? Community?

Del - Was this just for programmers?

Erin - listener meetings also happened, but couldn't find the answers before the meeting

Roger - confirms that they happened

Del - listeners is next step. We need to assess the programming because of strategic plan, and want to set up a process? Sunset program question gets to it

Roger - I don't think this committee has answered

Del - I don't think that's the right questions "If kboo were to sunset programs, what is a process that would feel right to you?"

Roger - only way people sunset programs is they move away or pass away.

Del - if our plan is to make more space in the current program grid, we are going to have to have a hard conversation about how to rotate... how can we get input from programmers about the process?

Danielle - Like what (del said) about rotating

- Brainstorm more questions

John - to what extent is this topic never covered on mainstream media and to what extent is that important in the decision of kboo to have the show on the air?

Roger - do you as a programmer use social media to get out your program get the word out, etc? What kind of social media do you use?

Del - what makes you open an email? How can KBOO staff communicate better with you?

Del - how did these questions come about

Roger - PAC - part of meetings were brainstorming these questions

Paul - how does your program contribute to the overthrow of the established order?

John - and the wars, how does it end the wars?

- **NEXT MEETING**

- Go over all past questions and consolidate for new survey
- Make timeline for survey

- Karen James - Prison Pipeline (10 minutes)

Karen - representing PP Collective - read letter:

5/8/2018

I am here on behalf of the Prison Pipeline Collective to discuss production issues we're experiencing at KBOO. PPC hosts strive for excellence in programming as required by KBOO and we feel improvements in these areas would greatly assist hosts in achieving this goal.

- Noisy production rooms

While interviewing, we have experienced very loud wall-vibrating bands, barking dogs, very loud conversations in the hallways. During these incidents we must stop our interview and leave the production room to handle the situation. On one occasion, when a host voiced their concern to a KBOO staff person, they were told "Well, tah's KBOO!"

A noise during interviews is very disruptive and distracting to the interviewee and the noise is picked up and recorded on the audio rendering the audio unusable

We understand that KBOO is aware of these issues but urge a greater effort toward resolving this issue.

- Issues with scheduling rooms

Having scheduled a production room in advance, upon arriving to conduct our interview, we were told the production room was being used for a live band and that a live band takes precedence over any previous reservation of Production room #1

We all appreciate live music at kboo

- Reeving and picking up field recording equipment

Danielle - clarify

Karen - bought my own, since it's not professional or reliable.

KAren - we wanted to voice our concerns. New production room is virtually useless because it is noisy

JOhn - what would it take to soundproof it better? Is it possible? I guess that's an engineering question.

Del - Karen - most of feedback go directly to staff, committee can't do anything but be aware. Pooling resources. Communication - room use, being quiet in hallway, I can directly ask staff to make signs, put in the programmer email, communicate that. Tech issues - fixing power supply in Prod 1 to stop the buzzing. Appreciate the solution you brought, and can bring forward. Go to station manager or program director, if you feel we don't have adequate responses to the PAC (for program director) or the board members who make up the station manager support team (for station manager) to hold staff accountable and help with implementation. Live music gets priority, but there should be a call if there is a room change, clarifying expectation around room communication is something that I can help lead.

Karen - other times we've come to the committee, Board said it wasn't the place for you. Our Public Affairs director we have no contact with them

Del - that's feedback for me, cause I am the person that can help make things change.

Karen - how do we move forward

Del - will bring them to the staff members that are responsible. Will you email the collective members and copy me so that I can respond to all. Let people know the program directors are responsible first, and then come to me. I can't know what I don't know

Paul - Those notes from Prod 3 to be quiet don't work - too small.

Del - stop looking at signs

Paul - some form of repercussion or direct feedback to the people who are doing that. Important thing

Celeste - sign up all the time? Can there be a sign that goes up WHILE the recording happens?

People are not seeing the light

Del - question for programmer survey - what would be fair pay out for interrupting an interview?

W

Paul - warning

Del - what is a way we can be accountable when we interrupt each other recordings

Reggae Bob - that would add professionalism

Del - who gives the warning? Who is warning police?

RB - if i'm nominated...

KAren - usually staff making the noise

Del - come to me

Roger - with 3 production rooms, 3 levels of things going on at the same time. We have too many things overlapped. What Erin and Del and the staff need to do is manage what's going on.

Make new signs, flashing red light, if you see the door closed move along. Programmer only has a certain amount of time to come to KBOO and work, have to have set time to do stuff

Del - we are committed to making changes.

- Del - Decision making Report on denying airtime to Kevin Barrett (20 Min)

## **KBOO MANAGER'S REPORT ABOUT THE DECISION TO NOT HAVE KEVIN BARRETT AS A GUEST ON KBOO**

### **TIMELINE and DECISION RATIONALE:**

- March 6th our social media team and John Shuck made Derric aware of some social media posts regarding a guest John planned on having on his show on March 9th
- Derric made Delphine aware right away. They discussed the information coming in, agreed Derric would do more research considering our [mission, vision, programming charter and KBOO values](#) as a lens.
- In the afternoon that day, Ani and Erin were made aware by community members of the debate happening on social media over the guest. They reached out to Delphine right away who let them know Derric was doing research.
- Erin, Ani and Delphine together called Derric. Derric explained that his research showed that Kevin Barrett (KB) is pushing an argument that stereotypes and vilifies people of the jewish faith. For example, in a photoshopped image he tweeted, KB claims with sarcasm "The Jews do NOT control the Media" (<https://www.veteranstoday.com/2017/09/28/jews-do-not/>) accompanying an image of media company logo superposed with their owners faces. The connection KB seems to want to make is that these owners are also citizens of the state of Israel or of jewish descent which furthers his theory that the State of Israel and Zionism is the root of

fascism. (<http://americanfreepress.net/antifa-left-wing-fascism/>) The issue KBOO staff had with his rhetoric is that it generalizes and stereotypes the “jewish” experience in very inflammatory ways.

- With this information in mind and previous feedback KBOO management has received through our Beloved Community initiative from community members at KBOO about feeling at time ostracized for their faith/origins by other KBOO community members, management made the decision not allow KB on the air.
- The team agreed Derric would call John to tell him and invite him to have another guest on, perhaps someone like Alexander Reid Ross who pointed to some of the issues with KB’s approach.
- Derric called John. They made a different plan about the show.
- Delphine called John on Wednesday to explain the decision and also had a in person conversation with John a few days later.
- Delphine drafted a public response and shared it with staff and the folks who had inquired about the issue. (See response below)
- Posted response in KBOO’s volunteer group
- Emailed response to all who reached out
- Posted public statement on website:

#### **SOURCES CONSIDERED BY STAFF:**

<https://www.veteranstoday.com/2013/04/22/holocaust-history-denial-a-clear-and-present-danger/>

<https://www.veteranstoday.com/2017/10/25/harvey-weinsteins-disgrace-a-major-event-in-the-culture-war-kevin-barrett-interviews-peter-myers/>

<https://www.veteranstoday.com/2017/09/28/jews-do-not/>

[https://youtu.be/ZjheYzfu\\_I8?t=1739](https://youtu.be/ZjheYzfu_I8?t=1739)

[https://youtu.be/ZjheYzfu\\_I8?t=1987](https://youtu.be/ZjheYzfu_I8?t=1987)

[https://youtu.be/ZjheYzfu\\_I8?t=2143](https://youtu.be/ZjheYzfu_I8?t=2143)

<https://www.veteranstoday.com/2017/10/25/harvey-weinsteins-disgrace-a-major-event-in-the-culture-war-kevin-barrett-interviews-peter-myers/>

<https://www.politicalresearch.org/2017/10/23/kevin-barrett-repackaging-antisemitism/>

<https://www.adl.org/blog/kevin-barrett-promotes-new-book-claiming-israel-behind-paris-attacks>

<http://americanfreepress.net/antifa-left-wing-fascism/>

## **RATIONALE FOR DECISION:**

KBOO is not a first amendment radio station. KBOO's mission does not guarantee access to the air waves to everyone. Instead, we are dedicated to "providing programming to unserved or underserved groups." That might seem broad, so KBOO also has a set of core values that include the concepts of community, progressive perspective, emotional maturity, diversity, leadership and creativity.

- **Community:** local, accessible, empowering, welcoming, inclusive, participatory, involved
- **Progressive Perspective:** questioning, vital, uncensored, controversial, activist resource, educational, journalistic integrity, reflecting justice, peace, sustainability and democracy.
- **Emotional Maturity:** respectful, honest, fair, positive, peaceful, non-violent, engaging, open
- **Diversity:** valuing, embracing, bridging, listening, understanding, giving voice
- **Leadership:** bold, exploring, independent, cutting edge, responsible, excellence
- **Creativity:** eclectic, traditional to experimental, idiosyncratic, innovative, iconoclastic, evolving, compelling

Though our core value of progressive perspective mentions "uncensored" and "controversial", this same core value also emphasizes the importance of "reflecting justice". The possible impact of some of KB's speech on our listeners was too great.

Furthermore, the decision was made by KBOO's program staff in accordance with [KBOO policy# 6](https://kboo.fm/policies) (<https://kboo.fm/policies>) and after consulting with KBOO's management. It is extremely rare for KBOO staff to intervene in volunteer programming in this way. The role of KBOO's program staff is not only to develop overall standards for broadcast and podcast, but it is first and foremost to ensure KBOO's programming is aligned with [our mission and programming charter](#). As explained above, KBOO's staff evaluated that Kevin Barrett's speeches, writing, and other publicly available material are diametrically opposed to KBOO's values.

On March 26th, 2018 KB published a blog post on American Free Press (<http://americanfreepress.net/antifa-left-wing-fascism/>) discussing the issues with KBOO not allowing him on the air. He concludes his post by saying:

"As an American loyal to our Constitution, and to our history as a tolerant "melting pot" of different cultures, religions, and worldviews, I am strongly opposed to most aspects of fascism. I loathe intolerance, authoritarianism, censorship, racism, extreme nationalism, militarism, and scapegoating. But I do think some fascists, such as America's greatest



20<sup>th</sup>-century poet. Ezra Pound, were right in their critique of usury and their support for overthrowing the dictatorship of the international bankers. And I think much of the so-called alt-right consists of patriotic Americans—not fascists—who are gradually waking up to oppose the global Zionist dictatorship in the making sometimes known as the New World Order.”

This statement further solidified the decision of management.

## **PUBLIC RESPONSE TO KEVIN BARRETT AND ALL**

March 13th, 2018

Dear Community Members,

We truly appreciate the level of community input we have received following our decision to cancel Kevin Barrett’s appearance on The Beloved Community program produced by John Shuck last Friday. We stand with the decision we made.

It is a decision that was made by KBOO’s program staff in accordance with [KBOO policy# 6 \(https://kboo.fm/policies\)](https://kboo.fm/policies) and after consulting with KBOO’s management. It is extremely rare for KBOO staff to intervene in volunteer programming in this way. The role of KBOO’s program staff is not only to develop overall standards for broadcast and podcast, but it is first and foremost to ensure KBOO’s programming is aligned with [our mission and programming charter](#). KBOO’s staff evaluated that Kevin Barrett’s speeches, writing, and other publicly available material are diametrically opposed to KBOO’s values.

To be clear, KBOO is independent and this decision was made by staff who have ethical integrity and not as a response to any type of pressure. At this point, we would like for the folks who are questioning KBOO’s decision making process, policies and leadership to explore their identities and that of the people who are entrusted by KBOO’s current policies and members to make these decisions.

KBOO values community input and we heard the arguments all of you brought forward. Thank you for your feedback. We stand with the decision we made last Friday.

Thank you

Best,

Delphine Criscenzo

Station Manager

### **LEARNINGS:**

- We needed to have more public statements to keep people informed of our decision and reinforce our rationale for transparency but also to further the dialogue and encourage more debate off the air

- The staff person in charge of overseeing communications and messaging for KBOO should also be involved from the get go and throughout to ensure proper communication happened.

#### **POSSIBLE NEXT STEPS:**

- For folks who disagree with the decision that was made and the process used by staff, they can suggest a policy change to replace or expand on Policy # 6 to be presented to the Program Advisory Committee for input and then taken to the Personnel and Governance committee to be formatted into a KBOO policy. The Personnel committee will then present a motion for the board to pass the new policy.
- Conflict resolution needs to happen with John Shuck and KB. A process is already under way led by the Executive Committee/Station Manager Support Team following KBOO's conflict resolution Policy # 5
- People can share their input about this report by taking this survey until May 31st: <https://goo.gl/forms/9SndVQhqapdDEjzD3> or access a paper copy at KBOO 20 SE 8th Ave.

Paul - qualifying question - after team agreed Derric would call John - they made a different plan about the show - makes me not understand what happened

Del - derric called - made a suggestion to have another guest, and they made another plan about the show.

**John Shuck Presentation** - (when JS emails it to EY, we will revise the meeting minutes and repost with the full report)

(notes were done my best, but it went fast. Please email me if you have corrections  
-program@kboo.org)

Doesn't think it's about him, but about KBOO and programming and what it wants on the air, will hand out hopes for KBOO.

Invited Kevin Barrett to be on the air, knew his books, invited to conferences by Muslims who are interested in ending the wars, lost politician at University of Wisconsin, called conspiracy theorist, people who had Richard Gage, issues of 9/11 said KBOO is the place to go. Felt Kevin had something to say, topic was going to be Islamophobia since the rise of 9/11 as fostered by Zionism.

Had him, episode program, had issues, got smear email that Erin forwarded from Rose City Antifa (quotes it) awful things, how could anyone know that? To me, this is a smear campaign that is done for anyone who has criticism of Israel. Common smearing. Figured the staff would see through it and not do it. I told Derric in the morning, got a call later - various emails in here -

Erin, gave the right response, host is responsible for guest and topic - lot of emails back and forth.

Derric called me about 3:30 on Thursdays , gave his research,  
I Said kevin was my guest  
Derric and John conversation (can't keep up)

Didn't agree with myth in an academic setting.

Charge of antisemitism hit me as a surprise that KBOO staff would cave in, Derric was apologetic in tone but was not going to change his mind

Cut to the chase - tried to email staff - tone "let's work this out" - letter came out without a conversation with me or Kevin Barrett - if you want to accuse the person let them defend themselves when the accusation is made. Humanitarian.

Can read all that stuff. We obviously disagree about what kind of person KB is, points out false flags and is an expert on false flags - syria - issues are important for me to talk about. When so much is at stake banning is not the way to go. Political.

My hope:

My life will go on as it is, I was a little humiliated, I wasn't trusted, my career dealing with these kinds of things, also hurtful in regards to how KB was treated, he's a human being. All for forgiveness. I'd be happy if re

- Clarification regarding program decisions
- On air debate between Alexander Reid Ross and Kevin Barrett and fascism
- Educational shows on israel lobby
- Programming regarding 9/11 research - happy to host a show on that topic, or be part of a collective
- If someone wants to accuse someone of doing something bad should be able to defend themselves

Conclusion - I'm about ending the war, first casualty of war is truth. (quotes from blog)  
Alternative media should be a place that provides this platform. I believe we need his point of view. Lively debate is the heard of democracy

Discussion

Del - John - feel like #1 adn #5 are policy changes, so change or expand policy, right now policy gives staff the ability to do what it did, doesn't have before or after

John - not just me, anyone can have your show taken from you

Del - yes, has to come through a policy change

JOhn - #5 is human decency

Celeste - thought that's what we did. Personally I wanted to hear the show and was disappointed that it was canceled for a "Pre-Crime". Have a way to end the program or hit the mute. I feel he was judged unfairly.

Del - if you want that change, needs to be policy

Celeste - feels policy was swindled

Per- wants to see #3, people being accused of being anti semitic when they are anti zionist. I'm all for #3.

Paul - I have a process point - Del has to go, set some time, a lot of people feel it's an important discussion

Del - continue on the survey - paper copies will be available. Then PAC can look at it, publicly,. We can share our own feedback, but can also take in the public

Paul - 20 minutes may not be enough, but maybe a forum

Del - organize a forum.

Paul - can we continue right now?

Del - what is the role of PAC? If you want to agree... role of PAC is what can we do different next time - make suggestions about policy. Keeping this discussion here and now is staff is being attacked, what do you feel is wrong about the decision was made? Right now I'm hearing that a black man and 2 white women

Herschell - i was upset too - not sure who complained

Del - process check - agreed to follow the guidelines. If you want to organize another meeting, this is it, we agreed to follow guidelines and end meeting

Paul - feels like you are unilaterally ending the meeting

Del - still over time. Explain why I'm unilaterally ending the meeting. I have to go. Only voting members can make that moment and go. If we agreed the meeting is going to follow a certain agenda then it's problematic to me

**Herschell makes add time motion**

Herschell - I made a motion to add time, no second?

Del - Staff can't vote, roger is a member, reggae bob is a member  
(silence)

Herschell - we can look at it again next meeting - look at feedback

Del - if you want us to make a decision different next time, then help us figure out how. Help us change the tools. Let's not make up tools as we go, let's not make up a process

Karen - if you are collecting feedback , will KBOO staff change the policy?

Del - clarification on how decisions. Discuss how it was made, transparency. I want us to keep to time, agenda, and stay accountable to each other.

Reggae Bob - usually at the end of the meeting we'll say all the subjects we are done, anything left, I have one or two, if i don't get my questions in ,that's okay

Del - if you want to have time on the agenda, please email them

Reggae Bob - leaving show, finishing through the month of May.

Meeting ends 7:45