

GRIEVANCE PANEL RECOMMENDATIONS FOR KFAI BOARD AND STAFF

The full report was presented to the KFAI Board of Directors in closed session at the May 2021 meeting

Grievance Panel Members:

Mike Milligan—Board member

Stacey H Taylor—Board member

Bianca Rhodes—Board member

Kenna Cottman—Station volunteer and on-air host

David Orenstein—Grievance panel chair

Summary:

The panel believes that the events and facts alleged by the Grievant stem from larger issues within KFAI as an organization, and the intent of this report is to highlight those issues, relate them to the underlying specific grievances, and offer recommendations for resolution of these larger issues. The recommendations are intended to present a restorative justice model that recognizes the needs of, and harms to, the community and gives the community agency in changing the culture at KFAI.

Recommendations for KFAI:

- Actively recruit BIPOC volunteers to assist with program and content-management duties, as well as technically skilled BIPOC volunteers to augment and assist the Engineering Manager.
- Establish a path to enable qualified volunteers to progress from a purely volunteer position, to internship, to a paid position.
- Create an honorarium-based, community-consultant position to aid KFAI in achieving its mission of serving diverse communities and fostering social justice. The position should include reaching out to and mentoring volunteers from the BIPOC community.
- Instruct staff to train BIPOC volunteers in key aspects of their jobs.

The goal is for KFAI to develop the power and skills of a broader group within the organization and to create a culture of appreciation in which everyone's work and efforts are recognized and valued.

Findings and recommendations in regards to the 12/2/2020 CAB meeting:

The "Tell Us How We Are Doing" session was a good idea, but the manner in which it was executed created ill-will in the community, rather than healing. The panel recommends that KFAI obtain professional assistance from an organization that can teach KFAI how to listen deeply and non-defensively and that KFAI's Board host periodic healing circles in which there can be open exchanges about difficult issues in an atmosphere of respect and concern for everyone. The goal is preemptive (to

handle conflict and tension before they escalate) and reparative (to rebuild KFAI's relationship with BIPOC communities).

To ensure that the circles are restorative, rather than focusing on the violation of a rule or policy and how to punish the violation, the primary questions will be: How were you harmed? What do you need? Whose obligation is it to meet those needs? Who has a stake in this situation? What are the causes? What is the appropriate process to involve stakeholders in an effort to make things right and address underlying causes?

Timelines and Implementation:

The panel recommends the following timelines and implementation mechanisms:

Timeline:

May 2021 Board meeting: include a copy of the report in the Board packet and discuss the findings and recommendations in closed session—Goal met

June 2021 Board Meeting:

- A representative of the Social Justice Committee presents for Board approval a plan and timetable for conducting restorative healing circles, including, if appropriate, a proposed contract with an organization to facilitate the process.
- The Board assigns the Governance Committee to draft and present to the Board for adoption an updated Personnel Policy specifically outlined in the formal report discussed in closed session in May.
- At the June Board meeting and at each monthly Board meeting thereafter, the GM, Governance, and SJC monthly reports to the Board include detailed updates of progress toward implementing the recommendations in this report.

Mechanism for Implementation:

A member of the Social Justice Committee, selected by its leadership, will meet with the General Manager as soon after the June Social Justice Committee meeting as possible to establish a RACI (Responsible, Accountable, Consulted, Informed) matrix to ensure that the recommendations are carried out and appropriately assigned to board and staff members.

https://en.wikipedia.org/wiki/Responsibility_assignment_matrix

A **responsibility assignment matrix**^[1] (**RAM**), also known as **RACI matrix**^[2] (/ˈreɪsi/) or **linear responsibility chart**^[3] (**LRC**), describes the participation by various **roles** in completing **tasks** or **deliverables** for a **project** or **business process**. RACI is an **acronym** derived from the four key responsibilities most typically used: *responsible*, *accountable*, *consulted*, and *informed*.^[4] It is used for clarifying and

defining roles and responsibilities in cross-functional or departmental projects and processes.^[5]