

KPFT Governance Committee
Draft Agenda
January 13, 2026

- 1. Call to order 7:00 pm CST**
- 2. Chair Protom Marianne Martinez**
Secretary Protom Debbie Smith

- KPFT Governance Committee is reconstituted every year.
- New officers and new committee members start over the first meeting of the year cycle based on precedence.
- Due to changes at the National level only LSB members are voting members of this committee. However, others are welcome to share their thoughts.

- 3. Roll Call. Secretary Protom will take roll call.**

Please provide complete name and email address so that you can be added to the list in order to receive all notices concerning this committee.

- 4. Nominations for Chair & Secretary. Winners will be notified by email.**

- 5. Motion for consideration**

Regarding Safe and Respectful Behavior Policy

WHEREAS, the Pacifica National Board has adopted a Safe and Respectful Behavior Policy to promote civility, fairness, and integrity throughout the network; and

WHEREAS, the implementation of this policy at the Local Station Board level must ensure due process, transparency, and respect for local governance; and

THEREFORE, BE IT RESOLVED, that the KPFT Local Station Board affirms the Safe and Respectful Behavior Policy as a guiding standard for all members and further directs that:

- 1. No finding of violation shall be entered into the record or reported to the PNB without review and discussion by the full LSB.**
- 2. Any allegation of misconduct shall be referred to a Mediation and Conduct Review Committee for fair, confidential, and education-based resolution.**
- 3. The LSB shall develop a Manual of Conduct and Cultural Awareness, defining terms such as micro-aggression, gaslighting, implicit bias, and restorative dialogue, and outlining clear, restorative processes for handling complaints.**
- 4. The Manual shall incorporate community mediation and anti-racism best practices, serving as both a local guide and educational tool for Pacifica members.**
- 5. The Chair or Secretary shall transmit this motion to the PNB and ensure its inclusion in the official KPFT LSB meeting minutes.**

RATIONAL

This motion strengthens Pacifica's culture of respect by pairing policy with education and local accountability.

It upholds the principles of due process, cultural awareness, and restorative justice, ensuring that all members are treated fairly while fostering a safer, more inclusive environment for dialog and collaboration.

Amendments submitted by Ron Stubbers.

First Proposed Amendment:

I move that the third 'Whereas' paragraph be stricken from the proposed motion.

Rationale:

The first two paragraphs, and the PNB adopted policy are forward-looking and strive to promote positive behavior, the third paragraph presumes bad intent and assumes negative behavior on the part of board members. I do not believe this is the way to start a policy to promote 'civility, fairness, and integrity'.

Second Proposed Amendment:

I move that the fifth enumerated item be stricken without replacement, and that the second enumerated item be stricken and replaced by 'Any allegation of misconduct shall be referred to any KPFT LSB officer for fair, confidential, and education-based resolution.'

Rationale:

- 1. The fifth enumerated item "The Chair of Secretary shall transmit this motion to the PNB and ensure its inclusion in the official KPFT LSB meeting minutes." Is unnecessary as the motion has already been included in the KPFT LSB meeting minutes.**
- 2. As to the second enumerated item, the full LSB has authority to handle any behavioral issue that comes up, either through Roberts Rules or the PNB policy and its officers are already elected to take on that task. Second, it is difficult enough to staff the committees we have sufficiently to make them effective, and having a subcommittee only compounds that problem. Third, it is unclear from the original resolution as to the authorities of the Mediation and Conduct Review Committee, meaning that it is unclear that it could be effective in any way.**

Third Proposed Amendment

I move that the third and fourth enumerated items be stricken without replacement.

Rational:

Surely in the history of corporate and non-profit organization behavior there exists some guide as to appropriate behavior so that one does not have to be constructed from zero by the LSB. The LSB is tasked with increasing listenership, increasing funding, and outreach/ascertainment, not the writing of manuals. I believe that applying precious board resources to creation of a manual takes away from the mission of the board.

With all Amendments, the amended Motion would then read:

Motion for Consideration

WHEREAS, the Pacifica National Board (PNB) has adopted a Safe and Respectful Policy to promote civility, fairness, and integrity throughout the network; and

WHEREAS, the implementation of the policy at the Local Station Board (LSB) level must ensure due process, transparency, and respect for local governance;

THEREFORED, BE IT RESOLVED, that the KPFT Local Station Board affirms the Safe and Respectful Behavior Policy as a guiding standard for all members and further directs that:

- 1. No finding of violation shall be entered into the record or reported to the PNB without review and discussion by the full LSB.**
- 2. Any allegation of misconduct shall be referred to any KPFT LSB officer for fair, confidential, and education-based resolution.**

6. Next meeting: March 10th, 2026

7. Adjourn 8:45 pm