

## **Minutes of the KPFK Local Station Board Meeting of October 21, 2015**

The regular monthly meeting of the KPFK Local Station Board was held on Wednesday, October 21, 2015, 7:35 PM, at the Aris and Carolyn Anagnos Peace Center, 3916 Sepulveda Blvd., Culver City, CA 90230, the Vice-Chair (Jim Lafferty) being in the chair and the Secretary (John P. Garry III) being present. The minutes of the previous meeting (September 20, 2015) were approved.

**Eighteen members were present**, constituting a quorum: Chuck Anderson, Ankine Antaram (arrived 7:59), Rodrigo Argueta, (arrived 7:40), Douglas Barnett, Lydia Brazon, Chris Condon, Aryana Gladney, Tej Grewall, Kim Kaufman, Fred Klunder, Jim Lafferty, Dutch Merrick, Michael Novick, John Parker, Steve Pride, Lawrence Reyes, Ron Priestersbach, Lamont Yeakey (arrived 8:00).

**Three members were excused:** John Cromshow, Steve Brooks, Brenda Medina.

**Three members were absent:** Luis Garcia y Ayvens, Fred Blair, Chipasha Luchembe.

**Also present:** Leslie Radford (KPFK General Manager) and members of the public.

**Authority and Notice:** This meeting was authorized by the LSB's adoption of a regular meeting schedule at its meeting of February 18, 2015. The date and location was posted on the KPFTX.org on Pacifica Board Meeting Calendar on February 22, 2015 and on the KPFK.org Events Calendar on February 23, 2015 (see Appendix A).

**Audio Recording:** The audio of the meeting is available at: <http://kpftx.org/archive.php>.

[Audio Part 1: kpfk151021a.mp3]

I. CALL TO ORDER / OPENING BUSINESS (7:35) [00:34]

The meeting was **called to order** by the Chair at 7:35 PM.

I.a. ROLL CALL (7:35) [00:53]

An initial quorum of 15 was established.

I.b. GROUND RULES FOR COMMUNICATION (7:37) [02:20]

The Chair dispensed with a reiteration of the principles for Board communication and public participation and asked that a motion to extend be considered before time has expired on individual agenda items. There was no objection.

I.c. EXCUSED ABSENCE REQUESTS (7:38) [3:05]

Merrick **moved approval** of the excused absence requests of Brooks and Medina. Reyes

seconded. The excused absence requests were **accepted** without objection. [Cromshaw submitted a timely request for an excused absence but was omitted from the vote through an oversight. He is listed as excused]

#### I.d. DESIGNATE TIMEKEEPER / ESTABLISH TIME LIMIT FOR SPEAKERS (7:38) [03:50]

Grewall volunteered to be the timekeeper. The customary 90-second limit for individual speakers was established without objection.

#### I.e. AGENDA APPROVAL (7:38) [03:58]

Parker **moved approval** of the agenda.

Merrick **moved to amend**: 10:30 PM shall be the adjournment time. Barnett seconded. Motion to amend **failed** by a show of hands: Yes—6, No—7, Abstain—2.

Kaufman **moved to amend**: Delete Item IX. Treasurer's Report (on LSB expenses). Novick seconded. After discussion Spriestersbach **called the question**. There was no objection to ending debate. Motion to amend **failed** by a show of hands: Yes--4, No--6, Abstain—1.

Brazon **moved to amend**: Include the scheduling of a Delegates Meeting in Item II. Grewall seconded. **Passed** without objection.

The amended agenda was **approved** by a majority show of hands.

#### I.f. MINUTES APPROVAL (7:48) [13:59]

Reyes **moved approval** of the open session minutes of September 20, 2015, which were forwarded electronically to the Board prior to the meeting. Novick seconded. **Passed** without objection.

#### I.g ANNOUNCEMENTS (7:49) [14:40]

Argueta announced an on-going hunger strike at the Mexican Consulate in recognition of the missing children of Juarez, Mexico.

### II. SCHEDULING / LOCATION / ANNOUNCEMENT OF MEETINGS (7:51) [16:13]

Community Advisory Board (CAB) Meeting: Sunday, October 25, 2015 at Eco Village.

Governance Committee: Monday, November 9, 2015, 7:30 PM, The Peace Center.

LSB Meeting: Sunday, November 15, 2015, 1:00 PM, The Peace Center.

KPFK Delegates Meeting: Sunday, November 15, 2015: 2:00-3:30 PM, The Peace Center.

Outreach Committee: Thursday, November 19, 7:00-9:00 PM, Radio Station KPFK.

### III. IMPLEMENTATION / FOLLOW UP / ACTION ITEMS (7:59) [22:22]

a) Secretary Report on Excused Absence Policy (see Appendix C)

Responding to requests from Kaufman and Novick, the Secretary **committed** to review the minutes for additional excused absence policy motions.

b) Report Out from 9-20-2015 executive session (omitted)

Novick **referred** to the Governance Committee the question of whether or not members can make long-term excused absence requests.

#### IV. GENERAL MANAGER REPORT SUMMARY AND Q&A (8:08) [29:00]

The GM summarized her report. Discussion followed.

Yeakey **moved to extend** five minutes. Condon seconded.  
Motion **failed** by a show of hands: Yes--6, No--10.

#### PUBLIC COMMENT I (8:27) [51:56]

Public comment was heard for three minutes.

The GM responded to public comment for two minutes. (8:30) [56:03]

#### VI. HATE SPEECH TASK FORCE REPORT (8:32) [58:14]

[Audio Part 2: kpfk151021b.mp3]

KPFK Policy of Inclusion and Respect [amendments included]

KPFK maintains strong support for the right to critique positions or actions of any person, organization, nation or group of nations, and to advocate on its airwaves for change. The mission of Pacifica Radio, including KPFK, is “to engage in any activity that shall contribute to a lasting understanding between nations and between individuals of all nations, races, creeds and colors; to gather and disseminate information on the causes of conflict between any and all of such groups; and through any and all means...to promote the study of political and economic problems and of the causes of religious, philosophical and racial antagonisms.”

However, KPFK does not tolerate speech that would reasonably be perceived as defamatory or having the effect of intimidating individuals and groups based on their identity or perceived identity, such as their gender or gender identity, race, ethnicity, ancestry, age, sexuality, sexual orientation, physical disability, religion, national origin, or language.

Programmers on KPFK are not expected to police the statements of their guests, but must demonstrate a good faith adherence to this policy when scheduling or interviewing guests on the air. Further, they may not use guests as proxies to avoid adhering to this policy. Programmers are expected to take good faith and timely action to address any policy violation as soon as he or she

becomes aware of it or reasonably should have become aware of it. Appropriate action may include but is not limited to: notifying the guest and the listening audience of the policy and possible violation, ending the segment if a guest refuses to comply with the policy, and/or providing an opportunity for response or rebuttal.

A KPFK broadcaster who, in the determination of station management, violates this policy either through his or her own on-air remarks or by failing to appropriately address the remarks of another, will be subject to corrective action and or discipline, which may include but is not limited to: a) issuing an on-air apology for the violation; b) providing a reasonable opportunity during a later show for response and rebuttal; c) cancellation of one or more episodes of the show. If the policy violation is deemed serious enough, or if a programmer is responsible for repeat violations, station management reserves the right to cancel the show. Programmers may appeal any corrective or disciplinary actions under this policy as allowed by KPFK's existing programming guidelines.

There is no religious exception to this policy; however, this policy shall not be construed as a limit on the expression of opinion or religious belief. All programmers bear a responsibility to ensure that on-air expressions of opinion and belief are clearly presented as such and not promulgated as fact or with the intent of circumventing the purpose of this policy.

Discussion followed.

Novick **moved to extend** five minutes. Klunder seconded.  
**Passed** by a majority show hands. Discussion continued.

PUBLIC COMMENT II (9:03) [29:03]

Public comment was heard for two minutes.

Discussion continues. [31:05]

**Point of order** from Reyes: (Responding to a member comment) The motion belongs to the body and cannot be withdrawn by the maker. Novick moved an amendment that was subsequently withdrawn without objection.

Brazon **moved to amend**: Delete "Permanently and/or ban the programmer from hosting or contributing and future shows at KPFK." Pride seconded. Amendment **passed** by unanimous hand vote. The amended policy **passed** without objection.

VII. PNB REPORTS (9:12) [37:22]

Brazon reported. Reyes reported on the Personnel and Governance Committees. Discussion followed. There was a discussion of an email from the Local Election Supervisor (LES) to station staff requiring staff members to sign the 2015 Fair Campaign Provisions.

The Vice-Chair excused himself and the Treasurer (Novick) took the Chair for the rest of the meeting (9:28). Discussion continued.

[Audio Part 3: kpfk151021c.mp3]

Discussion continued.

PUBLIC COMMENT III (questions to PNB Directors) (9:35) [02:45]

Public comment was heard for four minutes.

e) PNB Directors respond to public comment (9:39) [07:00]

Brazon and Novick responded to public comment.

VIII. PROPOSED BYLAWS AMENDMENTS DISCUSSION (9:43) [10:50]

Brazon summarized the Proposed Bylaws Amendments. Discussion followed.

IX. TREASURER'S REPORT (on LSB expenses) (9:51) [18:30]

The Treasurer reported.

X. COMMITTEE AND TASK FORCE REPORTS (9:51) [19:26]

FINANCE COMMITTEE REPORT (9:51) [19:26]

The Treasurer reported. Discussion followed.

The meeting **adjourned** without objection due to the expiration of time at 10:10 PM. [38:05]

Respectfully submitted by John P. Garry III, Secretary  
(These minutes were approved on November 15, 2015)

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Appendix A—Public Notices

<http://www.kpfk.org/index.php/eventcal/icalrepeat.detail/2015/10/21/2078/-/lsb-meeting#.VjoHj4TBz8s>

[https://kpftx.org/pacalendar/cal\\_show1.php?eventdate=20151021](https://kpftx.org/pacalendar/cal_show1.php?eventdate=20151021)

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## Appendix B—Approved Agenda

### I. Call to Order / Opening Business (20 min)

- a) Roll Call
- b) Ground Rules for Communication
- c) Excused Absence Requests
- d) Designate Timekeeper, establish time limit for speaking
- e) Agenda Approval
- f) Minutes Approval (9-20-2015 open session)
- g) Announcements

### II. Scheduling / Location / Announcement of Meetings (10 min)

- a) Governance Committee: Monday, November 9, 2015, 7:30 PM, The Peace Center
- b) Finance Committee: Tuesday, November 10, 2015, 7:30 PM, Radio Station KPFFK
- c) LSB Meeting: Sunday, November 15, 2015, 1:00 PM, The Peace Center.
- e) Outreach Committee: TBA
- d) Personnel Committee: TBA
- e) Program Oversight Committee: TBA
- f) PNB Committee of Inclusion: TBA
- g) CAB Meeting: TBA
- l) Delegates Meeting

### III. Implementation / Follow Up / Action Items (10 min)

- a) Secretary Report on Excused Absence Policy.
- b) Report Out from 9-20-2015 executive session.

### IV. General Manager Report Summary and Q&A (30 min)

- a) GM summarizes report (5 min)
- b) Board Q&A (15 min)
- c) Public Comment (I questions to GM) (7.5min)
- d) GM responds to public comment (2.5 min)

### V. Local Election Supervisor Report (10 min)

### VI. Hate Speech Task Force Report (22.5 min)

- a) Diversity and Respect Policy Draft 2 (reading, 5 min)
- b) Board discussion (10 min)
- c) Public Comment II (7.5 min)

### VII. PNB Reports (30 min)

- a) Directors (15 min)
- b) Committees (5 min)
- d) Public Comment III (questions to PNB Directors) (7.5 min)
- e) PNB Directors respond to public comment (2.5 min)

### VIII. Proposed Bylaws Amendments Discussion (15 min)

- a) Amendment concerning change of membership class status
- b) PNB Quorum
- c) LSB Quorum
- d) LSB Town Hall fundraiser
- e) Term Limits
- f) Regular Meetings by Phone

IX. Treasurer's Report (on LSB expenses) (5 min)

X. Committee and Task Force Reports (15 min)

Finance Committee Report	(10 min)
Governance Committee Report	(5 min)
a) Strip Programming Motion (see Appendix)	
Outreach Committee Report	(0 min)
Personnel Committee Report	(0 min)
Programming Oversight Committee Report	(0 min)
Town Hall Task Force Report	(0 min)
Fundraising Task Force	(0 min)

XI. Public Comment IV (during debate on pending motions, placement TBD) (7.5 min)

XII. New Business (0 min)

XIII. Old Business (0 min)

XIV. Adjournment at 10:00 PM

Motion from Governance (passed December 15, 2014, 3-1-1)

Whereas strip programming on KPFK occupies most of the drive time (peak) programming, the LSB and station management shall replace these strip programs with non-strip programs in order to open up the airwaves to many other voices and analyses. This shall be implemented within 60 days.

Appendix C—Report From the Secretary on the KPFK LSB Excused Absence Policy

From the minutes of November 8, 2006:

**Motion** from the Governance Committee:

Barring events that unavoidably prevent notification, requests for excused absences shall be presented in writing or by email (unintelligible: "avorbie") to the Chair and/or Secretary in advance of the regularly scheduled LSB meeting.

**Motion passed** (no comment time requested by the public): Y: 13, N: 0, A: 5

Y: Adelson, Amir, Argueta, Brazon, Feuer, T. Goodman, Kolhatkar, Lemus, McFall, Minsky, Prescod, White, Yeakey, A: Gluck, J. Goodman, King, Radford, Weil.

From the minutes of February 20, 2009:

**Adelson moves:** That we excuse those members that have contacted the chair, and made an active request for an excused absence. Seconded, passed W/out objection.

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Wenger (Governance Committee Chair) moved the following motion:

#### ~~LSB Attendance Policy~~

- ~~1. Notification: Chair and Secretary by email, phone, written, spoken.~~
- ~~2. Excuses: health, family/personal, previous commitment, transportation issues, work commitment, lack of funds, pre-planned vacation, emergency/political exigency.~~
- ~~3. Limited Number: No more than three absences shall be excused per LSB year (Dec-Nov).~~
- ~~4. Quorum: Attendance for non-quorumed meetings shall be recorded. All absences that result in a lack of quorum shall be considered unexcused.~~

Wenger **moved** to extend five minutes. Motion **passed** by a show of hands (2/3 required): Yes—13, No—3.

The LSB Attendance Policy was **passed** by a show of hands on a revote: Yes—9, No—8, Abstain--1. [Motion rescinded by the board on April 18, 2012]

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Report to the Local Station Board

21 October 2015

PERSONNEL

The staff at KPFK has been doing yeomen's work through the fund drive. To the best of their capacity, the unpaid staff has stepped up to take on some of the fund drive load in light of the work reductions.

We've been plagued with leaves for unavoidable reasons--sickness and bereavement--over the month in all departments. Some of this has been reflected in repeated programming during the drive. Some of the gaps have been covered by volunteers, but for absences in traffic and among board operators, we've had to pay people to fill in.

I especially want to thank our phone room volunteers. Several of them are here on a near-daily basis, and we've had more phone room answerers than working tablets to record pledges on at times.

On October 12, the executive director informed me that he had received a report of a gun in the building in June. When I received an inquiry from one of the shop stewards on October 16, I wrote the following memo to staff:

I HAVE NO CONFIRMATION THAT THERE HAS BEEN A GUN IN THE BUILDING AT ANY TIME DURING MY TENURE.  
AS FAR AS I CAN ASCERTAIN, KPFK IS AND HAS BEEN A GUN-FREE WORKPLACE SINCE JUNE 1, 2015.

Last Monday, the former Executive Director asked me if I had heard anything about a gun in the station. I told him that I had not heard anything like that, and I asked for advice on precautions I could take. He told me he would refer the matter to the incoming interim Executive Director. I spoke with her about it on Tuesday and said the same. I asked a few people individually and confidentially—not wanting to cause unnecessary alarm--if they heard anyone talking about a gun on the premises, and none of them had. One said they had heard the rumor, but not the actual statement.

I first read the report below, with these details, this morning. No one I've spoken to today has confirmed that anyone who is a former employee was in the building that morning.

It is disturbing, to say the least, that this took months to surface. Concerns about guns or violence should be brought to management's attention *immediately*. If there were such an incident, everyone's safety would be at risk until the gun and the person who brought it were removed. The safety of everyone here is the highest priority, and one that we all need to take with utmost seriousness.

ANYONE WHO BRINGS A FIREARM ONTO THE KPFK PREMISES WILL BE IMMEDIATELY REMOVED by the police if necessary AND PERMANENTLY BANNED FROM THE STATION. I WILL NOT TOLERATE GUNS AT KPFK.

Leslie Radford  
General Manager, KPFK