

Governance and Policy Committee January 21, 2025, Minutes

Attending: Nate, Zale, Diablo, Emma
Approved by the committee March 18, 2025

1. Check-in/[meeting guidelines](#)/agenda approval/announcements

- Zale's back, baby!

2. Public comment

- No members of the public present

3. Minutes

- Officially approve [Governance and Policy Committee September 17, 2024, draft minutes](#)
- Approved unanimously!

4. Update our 3-year-old [2022 work plan](#).

- [2025 Work Plan doc](#)
- Privacy Policy?
- Auditors would like to see a Conflict of Interest Policy
- Lower priority for the Station Manager hiring revision
 - Nate comments it could be an easier item to check off
- Volunteer Rights Document
- Azia is rewriting the on-air contract, so anything we may act on from that document should wait until it's finished so we aren't making decisions based on old documentation
 - Ask Azia to send the On-Air Contract to Governance when done.
- Outside vendors/contractors discussed. An old issue dating back about six years
- Clean up after yourself (dishes, garbage) - make a House Rule
 - Nate doesn't think there's any way to meaningfully enforce it
- Whistleblowers
 - Protecting people who observe something illegal and report it to an outside authority and not have to worry about retaliation
 - Zale will look up what a whistleblower policy looks like
 - Emma says this is very needed at KBOO.
- Policy written letting people know that they are not responsible for lost property
 - Staff shouldn't make assurances that people's property will be safe.
 - Let people know the processes for trying to reclaim their property
 - Procedure for it
 - Make it clear and follow up
- Formalize Board Leave of Absence procedures for when someone on the board tries to get hired at KBOO
 - Feels like it's roughly written already

- Better to write it down in case institutional knowledge fades for the process used in prior instances
- Emma advocates for policy of mandating a balanced budget
- Process to give volunteers and members a voice at the table at KBOO. And to reach out broader than our community.
- Emma feels that the process for prioritizing the items on the work plan is stifling sharing of ideas for the work plan. It feels targeting having people shoot things down before we even get to discuss it.
 - Proposes anonymous ranked choice voting
 - **Number the items in the order in which you would like them to be prioritized. 1 is the most important, down to the least important.**
- Two members of the board are not here and have a larger say in the matter as this is a committee of the board.
 - Their priorities may supercede our desires since it is their committee.
 - Vote will allow board members to have a say
- Zale will tell the board members at the Board Meeting to review the Work Plan document.

5. [Conflict Resolution Policy](#) revisions

- also, let's be sure we answer these questions:
 - ☰ Copy of Conflict Procedure Questions for GaP committee