



**WPFW COMMUNITY ADVISORY BOARD**  
**April 21, 2014 Meeting Notes**

*Attendees: Cynthia Hartley (Chair), Aminyah Muhammed-M'backe (Vice Chair), Nancy Switkes (Co-Secretary), Keith Braswell, Barbara Patterson, Ariel Medley and Marcel Reid. Brittani Riddle excused as absent.*

*WPFW staff: Vinnie Jack*

*Guests: Mo Watts, Jerry Reynolds, David Muse, Deb Morris, Eric Ramey, Starr Bowie, Ron Benjamin and Pete Tucker.*

Meeting on the record at approximately 6:45 pm.

**ROLL CALL**

Seven members were in attendance and quorum was met.

**APPROVAL OF AGENDA**

After the agenda was amended, Ms. Switkes made the motion to approve the agenda. It was approved without objection.

**APPROVAL OF MINUTES**

Ms. Reed made a motion to pass the March meeting minutes. It passed without objection.

**LISTENER COMMENTS**

Mr. Ramey said there is a rumor that volunteers are being threatened with expulsion from boards for not agreeing to a peer evaluation. Additionally, the CAB is to work in an advisory capacity, not in collusion with other parts of Pacifica.

Ms. Bowie, expressed concern that the station and Pacifica is circumventing the community regarding their wish to return to the pre-2012 grid. The LSB passed a resolution to restore the grid. We should not have an external entity making decisions. Pacifica's African American leaders and programmers (such as Tom Porter) were often replaced with white programmers. She was expecting a more transparent process of training and evaluations. The community needs a climate where you can work through issues together. Censorship is a big concern lately.

Jerry Reynolds and Mo Watts came to familiarize themselves with the station.

David Muse, WPFW programmer recently became the staff Operations and Productions Manager, which the station has not had in some time. He is undertaking a technical re-training of production staff. He invited technical concerns to be addressed to him at dmuse@wpfw.org or 202-631-1779. We are now at 100% power, to Pennsylvania, the Eastern Shore and border of North Carolina.

Deb Morris, former programmer, expressed her optimism about station changes. She encouraged people to throw your support to the station.

In response to Ms. Bowie, Chair Hartley commented that most of the changes since Michelle Price-Johnson took the position of interim GM, are for the best, though change is hard for many people to accept. With respect to the grid change, she cannot expect it to revert back to the old grid. "You can't unring a rung bell." There needs to be a venue for the community to discuss issues with pros & cons. The station is "an adult" at 37 years. The last year and 2014 are very positive years for CAB, a four year-old board, still in its infancy. CAB is building a foundation to allow members of the community a venue by which to express their concerns, through, survey, email and telephone. All these things take time.

#### **RESOLUTION AMENDMENT**

Ms. Muhammed-M'backe made a recommendation to amend Resolution 2014-001 so that it reflects the current CAB, with Ariel Medley as alternate board member. Ms. Patterson made a motion to approve the amended resolution, which was passed without objection.

#### **CODE OF CONDUCT**

Chair Hartley ceded her duties to Vice Chair Muhammed-M'backe in order to raise a motion regarding CAB Misrepresentation and Code of Conduct. Over the last few months, LSB member, Eric Ramey, has been disseminating false information and disparaging comments toward Ms. Hartley and others.

- At a previous LSB meeting, Mr. Ramey announced that Ms. Muhammed M'backe had a free building to offer to the station. Ms. Muhammed-M'backe acknowledged that she does not have a building to offer, nor if she did, would it be free.
- Subsequent to Katea Stitt's announcement at the March meeting that she had been named interim program director, Tony Bates had transitioned to a new position at the station, and Miyuki Williams had accepted a temporary position as programmer development manager, Mr. Ramey sent an email to the LSB claiming that Miyuki had been appointed to staff, Tony Bates was out, and Katea Stitt was the new interim general manager. This was inaccurate.
- Mr. Ramey made claims that CAB intervention to quell the infighting among the LSB is mandatory. Ms. Hartley stated that it is not the CAB's responsibility to baby sit the LSB.
- Mr. Ramey stated that CPB requirement require the CAB to brief the LSB. Ms.

Hartley stated that as the CAB is independent of the station and LSB it is not required to brief the LSB on anything, only make recommendations as warranted

- Mr. Ramey stated that CAB is claiming it is the fundraising arm of the LSB. Ms. Hartley has maintained that she does not want to engage in fundraising. If the CAB wanted to form an ad hoc committee to raise funds they could do so, but it is not the CAB's responsibility
- Mr. Ramey stated that Ms. Hartley is planning a merger between the LSB and CAB. Ms. Hartley claimed this is false.
- Mr. Ramey stated that the CAB chair is threatening CAB members with expulsion, has bullied CAB members into seconding a motion, and has coerced members of the CAB to participate in the evaluation of other board members. Ms. Hartley asked if any CAB member had been put in any of those positions. No CAB member indicated they had.

Ms. Hartley read a draft resolution #2014-002 regarding CAB misrepresentation and code of conduct.

Ms. Reid indicated that she has been with Pacifica for a long time and has witnessed this type of poisonous character assassination. The PNB attempted a similar resolution several years ago. The board is generally banned from responding to community comment. This creates a launching pad for venomous pummeling. Ms. Reid asked if the resolution would be implemented at the first instance or a gradual progression. Ms. Hartley replied that it would be gradual. Ms. Reid asked that procedures for banning a member be included in the SOPs.

Ms. Hartley noted that for an LSB wishes to remove another LSB member, it requires a 2/3 majority vote of the LSB, or if the station has 10,000 members, it only requires 2 percent vote or 200 votes of the listener members.

Ms. Mohammed-M'backe stated the CAB is not the LSB and agreed that there should be something in place that dictates appropriate behavior, but people should have recourse to address any move to be banished from meetings. CAB can make its own rules and structure for such matters. Even though the CAB is not an organization per se, the members are all volunteers. The CAB is, under DC nonprofit code, an unincorporated voluntary association. Volunteers are exempt from liability except when they willingly and knowingly do things that create a libelous situation. She stated discomfort with the proposed two-year ban. She proposed a written warning after the first infraction, a three-month ban for the second infraction, a six-month ban for the third infraction, a one-year ban for the fourth infraction, then a two-year ban for the fourth infraction.

Mr. Braswell stated that he would approve this resolution if it were put to vote.

Ms. Patterson stated that in principle she is opposed to banning people from open

meetings, but in light of what has transpired by Mr. Ramey, she does agree with the resolution.

Ms. Mohammed-M'backe suggested this be an SOP. This will be voted on by email, as long as it is a unanimous result to expedite the process. Otherwise, the vote would be held in person. Ms. Hartley made a motion that the resolution be reviewed and revised by Ms. M'backe over the course of the week to include language on recourse and gradual banning, she will send the draft to the CAB for comment, and then for email-vote. The motion passed unanimously.

### **STANDARD OPERATING PROCEDURES**

Ms. Patterson led the discussion on several SOP documents including new language CAB Website letter and CAB Volunteer form. People will give her feedback by 4/28.

Item to go on next agenda: Are people volunteering at events for CAB or for WPFW?

### **BOARD ORIENTATION**

Ms. Mohammed-M'backe stated that she would like to work with a CAB member to develop a board orientation. This is the first board on which she has served that did not have an orientation or a job description.

Ms. Patterson asked what we planned to do with CAB bios. There was a discussion of having it on a website, perhaps with a photo, so that people in the community would know who we are. The bios would also go in a board binder.

Ms. Switkes and Mr. Braswell will assist Ms. Mohammed-M'backe develop some ideas for the entire CAB to work on for a CAB Board Orientation.

### **PEER EVALUATION**

Ms. Patterson made a motion that passed unanimously to accept the CAB Peer Evaluation Form for use. It was noted that a second evaluation can later be developed to assess how we are working, not just individually, but as a board, or this one can later evolve to include that perspective.