

KXCI Board meeting  
February 22, 2018  
Make Way for Books

Present:

Ally Baehr  
Brandi Haga-Blackman  
Ellie Patterson  
Fernando Gonzales  
Greg Rogan  
Mike Kalil  
Tom Buchanan

Mission moment: Mike K on Kid Squid's Black History Month theme show.

January 2018 Meeting Minutes Approved

Cathy's ED report:

- Feeling better after cold and flu.
- Jennie Grabel, Program Director and Membership Coordinator hired. Thrilled! Extremely strong field of candidates. Jennie clearly the choice.
- Major clean-up on building.
- Amanda and Cathy attended AFP breakfast – valuable insight from a philanthropist. Potential for major gift to KXCI.
- Rialto Gala this Saturday. Attend this weekend if you can!
- Tucson Hip-Hop Fest this weekend.
- Changes to DJ trainings. Classes will be less KXCI-centric. Opportunity for revenue stream. Great way to vet potential volunteers.
- Videos online increasing web presence.
- Donors through gov't employee campaigns have not been listed as members, though they have been thanked. System corrected.
- Calexico signed guitar went for nearly \$1,000.
- Membership drive usually in March. Will be April this year, but we will not have a March board meeting.

Committee Reports

Finance

- YTD financials looking good.

Governance

- Revising bylaws is priority, in process.
- Bylaws will address what it means to be a member.
- Open to new board members.
- Cathy revising her job description.

## Development

- No meeting since last board meeting.
- Informal gathering of Kristi and Amanda. Finalized list of development activities to be included in “laundry list” for board members to consider as development activities in individual interviews.
- Will be meeting with each board member. Interviews with Ally and Adam complete to date.

## Marketing

- Cathy and Hannah working on survey to look at station demographics. Meeting March 8, Kristi will represent Marketing Comm.
- Looking at value of in-kind support by/for KXCI.
- Raising rates on underwriting spots. Considered increasing frequency, decided instead to increase price.

## Strategic Planning

- Committee reviewed goals (as presented in agenda).

## Diversity Discussion

- Tucson Kitchen Musicians member pointed out lack of female musical headliners. Diversity is key, lack of it can be a flash point.
- Diversity is something that needs to be continuously addressed.
- Importance of knowing where we are; surveying listeners.
- Frank discussions, coming from a place of love, are critical.
- Diversity and Inclusion training at YWCA: discussion of “what is diversity.” More than race and ethnicity, national origin. Those are core, but other areas (people with disabilities, age, class, etc.) are critical as well. Diversity of music on KXCI – strong point.
- Need to commit to outreach into community to people who “need the invitation” to participate in, for example, DJ classes. Will require budget for things like school outreach.
- History of much of the music we love and celebrate has a shadow-side of sexism and tokenism. This is our chance to re-do much of what was not done well in our history.
- Diversity can and will fit into strategic plan.

## Introductions of audience:

George, Steve, Jennie, Amanda.

Cathy will be out of town through next week.

Motion moved and seconded to adjourn.

Minutes taken and submitted by Tom Buchanan.