I. Call to Order:
Meeting called to order at 5:45

I.1 Acceptance of Board Applicants
No applicants

II. Roll Call
Present: Taz Vass, President; Clara Martinez, Secretary; Jeff Pope, Executive Director.

III. Amendments to the agenda
Add “Advice to Board” to XI Old Business

IV. Minutes of the previous meetings for action
Without objection, approval of April 2014 Minutes.

V. Recognition of visitors
No visitors

VI. Correspondence
No correspondence

VII. Financial reports
No reports

VIII. Report of KZET/KSJD Executive Director
The Capital Project moved more slowly than expected. The Bathroom and Balcony for the Sunflower Theatre are finally under construction and will be completed in November.
The new fiscal year began October 1, 2014. The Board approved a budget for both KSJD and Sunflower Theatre for the approximate amount of $400,000 in September.
The budget also reflects a commitment from the organization to turn it’s focus to produce local news, and hopes to hire a reporter in December 2014 to produce local news.
The station hired Liz Bohm as Development Director. The morning host Mark Dugan has left to pursue other opportunities and the station will be hiring for that position.
The collaboration to consolidate database and bookkeeping /backend operations with
KBNF Paonia ended, their board pulled out of the deal. KSJD continues to be interested in collaboration with other stations and agencies.

IX. Reports of officers and committee
Report from Secretary: Clara Martinez attended a KSUT fundraiser in September hosted at the home of Robin and Nancy Strother in Mancos. Kat Roberts was in attendance and spoke on behalf of KSJD. She addressed the common purposes and collaborations and possibilities for cooperation between stations. Clara reported to the Board and Jeff that Kat spoke eloquently, carried herself with great poise and represented the station very well to the public. Clara thinks that Kat is a great asset for direct solicitation of support for the station.

X. New Business
1. Clara Proposes that each CAB Board member invites 1 or 2 prospective Board members to the next meeting, the tactic at this time is board self perpetuation and recruitment. If we are struggling for prospects Taz will publicly announce for recruitment.

2. The CAB Goal for Diversity Compliance (see Old Business) is an improvement in two categories by a one-point measure. The tactic is to educate the remainder of the CAB board regarding the goal and the rubric to measure compliance. See Addendum: Community Radio Project, Inc. Diversity Statement.

XI. Old Business
1. Add Advice Statement to this Agenda as Item XII.

2. Diversity Compliance and Evaluation: Taz and Clara collaborated with Jeff to evaluate the CAB, Staff and BOD regarding the extent to which the staff and governance reflects the diversity of the listening area, using a rubric of 1 to 4 for compliance with 4 being high. See Addendum: Community Radio Project, Inc. Evaluation of Staff and Governance Diversity Across Four Categories With 1-4 Rubric, with 4 being high compliance
3. For the first Meeting in 2015, Taz proposes that the CAB Board survey 5 community members with revised questions to report out at the meeting. Board will communicate regarding questions beforehand.

**XII. Advice Statement**

We advise the board to improve two Diversity categories by a one-point measure.

**XIII. Public Comment**

No Public attending meeting.

**XIV. Adjournment**

Meeting adjourned at 7:07

**NEXT MEETING:**

Mid April TBA

**ADDENDUM**

**Community Radio Project, Inc.**

**Diversity Statement**

**DRAFT: October 8, 2014**

The following statement is in response to the request by the Corporation for Public Broadcasting for a brief statement (500 words or less) of the diversity goals of the Community Radio Project, Inc., a CSG recipient. Specifically, CRP is asked to reflect on the following points:

- The elements of diversity (e.g., gender, race, culture, religion, language, generation) that the CSG recipient finds important to its public media work.
- The extent to which its staff and governance reflects such diversity.
- The progress the recipient has made to increase its diversity in the last two to three years and its plans in the coming period.

*Elements of diversity important to public media work*
The service area for Community Radio Project reaches six counties, three Indian reservations (Ute Mountain Ute Tribe, Southern Ute Indian Tribe, and Navajo Nation) in four states (Colorado, New Mexico, Utah and Arizona). This rural area encompasses an area that has a rich history of occupation by Native Americans, settlers, miners, ranchers and farmers of European and Mexican descent. Four languages are commonly spoken by current inhabitants: English, Ute, and Navajo, Spanish. In addition, hundreds of thousands of tourists visit the area every year to enjoy the cultural heritage and geographic beauty of the area.

All diversity is important to the Community Radio Project, but those elements that receive the most attention are culture, geographic location, gender and generation. In order to not offend any particular group, the Community Radio Project avoids taking a position on partisan political perspectives, religious indoctrination and anti-social organizations.

**Extent to which the staff and governance reflects such diversity**
The table below details the diversity of people in the Community Radio Project Service area and compares that with the diversity of the Board of Directors (BOD, Community Advisory Board (CAB)) and Staff of the organization as of October 2014.

<table>
<thead>
<tr>
<th>Category</th>
<th>Service Area</th>
<th>BOD 2013</th>
<th>BOD 2014</th>
<th>CAB 2013</th>
<th>CAB 2014</th>
<th>Staff 2013</th>
<th>Staff 2014</th>
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<tr>
<td>Gender</td>
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<tr>
<td>Male</td>
<td>49%</td>
<td>57%</td>
<td>58%</td>
<td>50%</td>
<td>33.3%</td>
<td>60%</td>
<td>50%</td>
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<tr>
<td>Female</td>
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<td>42%</td>
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<tr>
<td>White/Anglo</td>
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<td>Hispanic</td>
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<td>Native American</td>
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<td>African American</td>
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<td>Utah</td>
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**Progress**
The Community Radio Project Board of Directors has focused on promoting diversity since its inception and has varied success in acquiring a diverse membership on its boards and committees and its staff.

In 2012, the Community Radio Project expanded its service area to encompass four states, and two native American reservations—up from a service area of just one state (Colorado). Up until that time, the makeup of the BOD, CAB and Staff was aligned more with the population the station served.

Since that time, the following progress has been made:

**Board of Directors**
- Intentional recruitment of diversity candidates to the board of directors
- Addition of diversity person who identifies as a minority to the Board of Directors

**Community Advisory Board**
- Addition of diversity person who identifies as a minority to the Board of Directors

**Staff**
- Addition of a regular on-air commenter/analyst covering agricultural and natural resource news impacting Native Americans living in the region. The commenter/analyst lives meets the diversity goals of CRP in that he lives in New Mexico and of Native American descent.

**Plans for Progress**
Community Radio Project will work to diversify its Board of Directors, Community Advisory Board and Staff as follows:

**Board**
- Evaluate diversity of the board of directors, CAB and Staff at the first board meeting of the fiscal year (October)
- Establish diversity goals and tactics for diversifying the organization at the first meeting of the fiscal year.

**CAB**
- Evaluate diversity of the board of directors, CAB and Staff at the first board meeting of the fiscal year (October)
- Establish diversity goals and tactics for diversifying the CAB at the first meeting of the fiscal year.

**Staff**
- Evaluate diversity of the board of directors, CAB and Staff at the first staff meeting of the fiscal year (October).
- Hire assistant programming director staff at satellite studios to support geographic diversity
- If classified and funded as a CPB Minority Audience Service Station, develop news staff with qualified diversity candidates.
- Production and distribution of regular Public Health programming in partnership with Indian Health Services (IHS) of Arizona and New Mexico.
- For new employment at station, ensure advertisement of positions so as to reach qualified candidates throughout the service area.

**DRAFT: October 8, 2014**