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PACIFICA FOUNDATION
NATIONAL BOARD MEETING

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Washington, D.C.

19

June 27, 1999

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PROCEEDINGS

2 MS. BERRY: We are going to start

3 this meeting of the Pacifica governing board.

4 We are a little bit late, but here we are.

5 There are no new members to be seated. Could

6 I get a motion for approval of the minutes of
7 the last meeting?

8 MR. ACOSTA: I so move.

9 MS. BERRY: Is there a second?

10 MS. CISCO: Second.

11 MS. BERRY: All in favor indicate

12 by saying aye.

13 We have already set a schedule for
14 the next meeting. Does everybody know what
15 that is? That is the first weekend in
16 October. Is that right? It is the second
17 weekend of October. It is October 10th, that
18 is the board meeting.

19 MS. CISCO: Where?

20 MS. BERRY: It's in Houston, Texas,
21 October 10th.

22 MR. BRAMSON: As a reminder, I will
1 be unable to attend.

2 MS. BERRY: Right. We want to
3 congratulate you upon the birth of your
4 daughter, before your daughter is born, and
5 before she is even a daughter. Well, I guess
6 she is a daughter. That is the next meeting.

7 Now we have the report of the LAB chair, who
8 is Charlotte Holloman, from the WPFW LAB.

9 Could you please come forward?

10 MS. HOLLOWMAN: Good morning, ladies
11 and gentlemen. It's nice to see you, those
12 of you that I know, and those of you that I
13 don't, it is also nice to see you. This
14 report is on behalf of the council of chairs.
15 For those of you who don't know, that is the
16 five chairs of the local advisory boards in
17 each of our signal areas.
18 The report represents the minutes
19 of a meeting, which took place last week on
20 Thursday, the 17th of June via conference
21 call. Participating on that call was Sherri
22 Gendleman from KPFA, David Allison from KPFK,
1 Shirley Adams from KPFT, Karen Frillmann from
2 WBAI, Charlotte Holloman from WPFW and Mary
3 Frances Barry from Pacifica.
4 The agenda included the following:
5 LAB reviews related to community needs
6 assessment, station programming goals, policy
7 decisions and service provided by the
8 station, a process to calendar programming
9 reviews, the current situation at KPFA,
10 nominations to the governing board. Added to
11 the agenda: a strategic plan for the coming
12 millennium and the memo from African American
13 programmers at KPFA to Mary Frances.

14 With regard to required LAB
15 reports, Mary Frances mentioned that WBAI had
16 not turned in reports on training and WBAI
17 had not turned in reports on audience needs
18 assessments. Mary Frances pointed out that
19 the report done by Frank Millspaugh's committee
20 outlines methods by which community needs
21 assessments might be accomplished.

22 A discussion ensued about the
1 difficulty some LABs are experiencing in
2 securing required information from station
3 managers and program directors. Possible
4 causes and solutions were discussed. David
5 pointed out that clear programming goals may
6 be lacking at the national level.

7 Mary Frances invited LAB chairs to
8 offer suggestions about what current and
9 future programming goals should be. It was
10 pointed out that questions to managers by LAB
11 members with respect to policy decisions,
12 programming and service are viewed and
13 treated as interference by some station
14 managers who become defensive and decline to
15 share information.

16 It was agreed that in some cases
17 relationships between LAB members and station

18 managers are not productive. Mary Frances
19 promised to raise this problem with the
20 appropriate governing committee with the goal
21 of encouraging more supportive relationships. Mary Frances stated that program
1 directors should be providing regular
2 reports, including Arbitron data, to the
3 LABs. It was suggested that program
4 directors meet with LABs at least twice a
5 year.

6 Mary Frances agreed to apprise the
7 appropriate step and governing the committee
8 in this directive. With respect to a process
9 for calendaring programming reviews by the
10 LABs, Karen pointed out that Pacifica
11 decisions, read as Pacifica mandates, are a
12 bigger problem at WBAI than relationships.
13 For example, national programming
14 mandates conflicting with local programming.
15 Karen pointed out that calendaring might be
16 viewed as a mandate. Charlotte suggested
17 that calendaring programming reviews should
18 come down from Pacifica management to general
19 managers and program directors who are
20 Pacifica staff.

21 It was agreed that organizational
22 structure for communications and information

1 flow throughout the network is problematic.
2 Mary Frances promised to ask the governing
3 board to send something to general managers
4 and LABs designed to enhance communications
5 and relationships. On the continuing
6 problems at KPFA, there was lengthy
7 discussion.

8 Sherry reported that there is havoc
9 and chaos at the station. At the most recent
10 LAB meeting, 80 people attended. She said
11 the demonstrations have been ugly and
12 painful. Major donors are upset.

13 Sherry reported 6,200 people
14 contributed \$600,000 in KPFA's most
15 successful fund drive ever. However, 90
16 percent of this money was donated under
17 protest. Mary Frances states that Pacifica
18 policy is that no conditional pledges will be
19 accepted if they are given to affect
20 management decisions.

21 The comment was made that CPB money
22 is conditional. Mary Frances stated that
1 development directors have been asked to
2 determine which of these grants given under
3 protest are in fact conditional and that
4 money found to be conditional would be

5 returned.

6 Mary Frances said that the
7 governing board is upset about expenditures
8 and safety issues at KPFA. She has been told
9 that local police consider shots fired at
10 Pacifica and KPFA to be attempted homicide
11 and that security guards have had to be
12 hired. Any Pacifica board liability for
13 injury or worse is the central issue from the
14 board's perspective.

15 Mary Frances reported Lynn Chadwick
16 has moved over to be acting station manager
17 at KPFA because no one else was available
18 from the other stations. On the matter of
19 KPFA's African American programmers, it was
20 said that Sheryl Flowers left for another
21 opportunity and one paid programmer also
22 left.

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1 There followed some discussion
2 about KPFA programmers having on-air
3 discussion of internal management issues by
4 reporting it as news as a way of getting
5 around the so-called gag rule. Mary Frances
6 stated unequivocally that there would be no
7 mediation with regard to Nicole Sawaya being

8 rehired or Larry Bensky going back on the
9 air.

10 There is a possibility that
11 underlying policy issues may be mediated.
12 The gag rule policy will be kept until it is
13 discussed and changed by the governing board.
14 David asked whether the gag rule policy was
15 actually a written policy because Larry
16 Bensky has claimed that it is not. Mary
17 Frances said that it is her understanding
18 from the lawyers that it is.

19 It was noted that while LABs have
20 functions, they have no power and that
21 station managers sometimes use an extension
22 of the gag rule to keep from answering

1 questions they don't want to answer,
2 particularly as it relates to personnel and
3 programming. Mary Frances offered that
4 managers and program directors should be
5 forthcoming in the interest of collegiality,
6 especially as questions relate to why
7 programs are taken off the air because this
8 is within the purview of LAB responsibility.
9 Personnel questions are more
10 difficult because of privacy issues. Again,

11 general discussion of personnel matters
12 should take place in the interest of
13 collegiality. It was noted that the Pacifica
14 strategic plan is expiring.
15 Mary Frances said that the new plan
16 will address how Pacifica structure can be
17 improved and that all the various Pacifica
18 constituencies will again be consulted for
19 their input. With regard to nominees to the
20 governing board, Mary Frances offered that
21 many good names have been received by the
22 governance committee and that the committee
1 would recommend some and that others would be
2 withheld, but not rejected.
3 She pointed out the need to do
4 greater outreach to Native Americans,
5 Latinos, Asians and white women. She said
6 that of the 19 seats on the governing board,
7 she believes there are seven vacancies. It
8 was suggested that the council of chairs
9 conference calls take place more often than
10 the current three times a year in advance of
11 governing board meetings.
12 The consensus was six times a year
13 and Mary Frances said she would take this
14 under advisement. Respectfully submitted by

15 Charlotte Holloman, chair, WPFW LAB.
16 MS. BERRY: Charlotte, that was a
17 wonderful presentation. Thank you for it.
18 Let me just reiterate for the board, let me
19 comment on some parts of it and see if any
20 board members want to.
21 First of all, it is indeed true
22 that we need these reports on audience needs
1 assessment and for the stations that haven't
2 submitted them, we would hope that they would
3 do so since that is one of the principal
4 functions of the local advisory boards.
5 Also, the problems with the
6 managers and program directors and the LABs
7 have been surfacing ever since I have been on
8 the board and I'm sure before. I will
9 reiterate, and the board I know supports
10 this, that the executive director must direct
11 the managers, yet again, that we expect to
12 have harmonious and supportive relationships
13 between the station managers and the LABs and
14 the program director should meet with the
15 LABs and the general manager can be there
16 when they meet, but the general manager goes
17 to the meetings anyway, or they should.
18 Information should be given that

19 will help the LAB to exercise its mandate to
20 conduct the kinds of needs assessments. So
21 we are reiterating again, and I am sure I
22 have the board's support. I don't see
1 anybody objecting to that because that is
2 policy, that the executive director is
3 directed to make this clear to the station
4 managers and part of their evaluation of them
5 would include, of course, LABs involved in
6 input into the evaluation process.

7 It seems to me that that would be
8 an effective way to handle that. We will
9 have some discussion after this presentation
10 and after this segment of the agenda about
11 the nondisclosure rule and what is happening
12 on that. So, I am reiterating that
13 everything that you say, I would ask the
14 board to urge people to do and I am doing.
15 We will go on from there.

16 I am also trying to figure out how
17 to have six meetings with the council of
18 chairs.

19 MS. HOLLOMAN: Perhaps the calls
20 could be shorter if they were more frequent.

21 MS. BERRY: Yes, maybe we could
22 have more of them and make them shorter.

1 Yes, Rob?

2 MR. ROBINSON: I would just like to

3 thank you for that, Dr. Berry, and thank you,

4 Charlotte. I think that it's a wonderful

5 report. But I think what you showed to

6 everyone here so clearly is that our LABs are

7 indeed diverse, business-like, competent, and

8 very very positive in their orientation.

9 Thanks.

10 MS. HOLLOWMAN: I would like to take

11 one minute to recognize one of our chairs or

12 acting chairs, Dave Adelson, who

13 participated in this report.

14 MS. BERRY: All right. Are there

15 any other questions or comments from board

16 members? We will proceed and we will see

17 what kind of feedback we get next time.

18 Thank you very much, Charlotte.

19 I want to also acknowledge the

20 presence of Burt Lee who is out there

21 somewhere and to thank him very much for the

22 party he hosted last night in his palatial

1 residence for the staff and the board. He is

2 a long-time supporter of WPFW, among other

3 things.

4 Thank you so much and we're just so

5 pleased that you are here today and thank you
6 for all you do. The next item on the agenda
7 is the committee reports and the first one is
8 executive committee. On behalf of the
9 executive committee and on behalf of the
10 board, I want to read a statement and see if
11 I can get a motion on the statement that I am
12 introducing to the board.

13 Now, the statement is in response
14 to the current crisis. I have said to new
15 board members, and I am not all that old as a
16 board member myself, that Pacifica seems to
17 me to be constantly in crisis in some part of
18 the network. So, it's not that the current
19 crisis is the only one that has ever existed
20 or will continue to exist, but the current
21 crisis.

22 The board of directors of the
1 Pacifica Foundation abhors the climate of
2 violence, hate, racism and misinformation
3 that has evolved in the conflict surrounding
4 KPFA. The Pacifica board respects the
5 diversity of opinions and beliefs regarding
6 the KPFA conflict.

7 However, we are obliged to protect
8 the people, property, license and broadcast

9 air associated with Pacifica foundation.
10 KPFA is an integral part of the Pacifica
11 network, which includes stations in four
12 other major U.S. cities: KPFK in Los Angeles,
13 KPFT in Houston, WBAI in New York and WPFW
14 here in Washington. The network delivers ten
15 hours of satellite programming daily to 65
16 affiliates nationwide.
17 KPFA is a 59,000-watt station, very
18 large, located in Berkeley, which is expected
19 to serve not just Berkeley, but the entire
20 signal area from Mendocino to San Jose. The
21 board invests management responsibility for
22 the Pacifica network in the executive
1 director. This includes, but is not limited
2 to, operations, management and
3 decision-making concerning personnel matters.
4 The board this day affirms its support for
5 the enforcement of the nondisclosure policy
6 with respect to protection of broadcast air.
7 We believe it is unprofessional and
8 a disservice to the listeners for programmers
9 to use the air as a soapbox during disputes
10 over management issues. This policy has been
11 in effect by the board at least since 1989.
12 However, in order to provide a

13 forum for the discussion of issues concerning
14 Pacifica national management, programs and
15 policies, the board is directing the
16 immediate institution at each station of a
17 monthly program directed at this end. There
18 will be a monthly discussion.

19 The public and staff will be able
20 to participate, so we are directing that this
21 happen immediately. Because the board is
22 responsible for protecting the license,
1 personnel and property of the Pacifica
2 Foundation, we feel that we must provide
3 security whenever those interests are
4 threatened.

5 The firing of shots into Pacifica
6 offices and at Pacifica buildings, the
7 physical and verbal harassment of staff
8 members and the uninvited incursions into
9 staff offices have made security necessary at
10 Pacifica Properties in Berkeley. Those who
11 oppose the use of security forces have the
12 power to remove it in their own hands. As
13 soon as conditions no longer require its use,
14 the security currently in place will be
15 removed.

16 In other words, the key is in the

17 hands of those who are engaged in certain
18 activities there and we want to remove it; we
19 don't like having to pay for it, we don't
20 like having to have it, so as soon as matters
21 recede and become peaceful enough that we can
22 do so, we will do so.

1 We value and are committed to the
2 needs of local communities and will continue
3 to build collaborative relationships with
4 local representatives, while assuring
5 channels of communication. Representation
6 from each signal area on the governing board
7 and executive committee are important ways
8 that we show our commitment.

9 We have somebody from every signal
10 area on the governing board and on the
11 executive committee. Furthermore, regular
12 meetings by the LAB Chairs with the board
13 chair -- you just saw a report from the chair
14 of the WPFW board who talked about those
15 regular meetings -- is a way that we show
16 that commitment. Her participation here is a
17 way in which we show that commitment. These
18 are all important.

19 We also affirm in particular the
20 provision of the LAB Procedures and Practices

21 Policy -- that the LAB can be involved in the
22 evaluation of the general manager -- remains
1 in force and is policy in Pacifica and that
2 people can count on that. We are also
3 pleased that the Pacifica executive director
4 has been dialoguing with staff at KPFA to
5 begin conciliation with the assistance of the
6 Federal Mediation and Conciliation Service.
7 The board supports these
8 conciliation efforts and we also support the
9 idea of their extension and expansion as
10 determined by the conciliator to include
11 other parties of the issues with the
12 agreement of the parties. So that you are
13 clear about what I mean by that is, if these
14 efforts go forward, and it is determined by
15 the mediator after talking to the parties
16 that other people ought to be put on either
17 side, however many other people, that we, the
18 board, would support that.
19 This may include members of the
20 governing board, it may include LAB members,
21 it may include people in the community. I
22 don't know how many people it would include,
1 but we are open to and supportive of the idea
2 that other people can be included in the

3 mediations. I wanted to make that statement
4 and ask if someone on the board would
5 introduce a motion that this statement be
6 formally adopted as the policy of this
7 foundation.

8 MR. FARRELL: I so move.

9 MS. BERRY: Could I get a second?

10 MS. CISCO: I second the motion.

11 MS. BERRY: Would there be any

12 discussion that the board would like to

13 engage in at this time concerning the

14 statement that I have read and elaborated on?

15 Let me say as a point of information on the

16 statement that the unions -- at three of our

17 stations we have unions -- have contracts,

18 and the union contract has provisions in it

19 that they expect us to abide by.

20 We will implement this policy of

21 public and staff forums and want the union

22 members to participate too, consistent with

1 their contract. That is up to them to figure

2 out how they do it. We are not trying to

3 abrogate anybody's union contract. We don't

4 want it to become a dispute about -- trying

5 to overturn.

6 We know they have contracts, we

7 abide by them and we want them included too,
8 but consistent with how they view their own
9 contractual obligations. Is there any
10 further discussion of this matter? Yes,
11 Pete?

12 MR. BRAMSON: I appreciate the
13 statement. I think the tone is pretty good.
14 Specifically, the first paragraph is very
15 important because it addresses the issues
16 about violence, hate and racism.

17 I have a couple of questions, if I
18 may, which are based on, well, will there be
19 limits to the immediate institution at each
20 station of a monthly program directed to
21 these kinds of discussions about the
22 nondisclosure?

1 MS. BERRY: There are no limits to
2 what will be discussed so long as it is about
3 Pacifica programs, policies, whatever. It is
4 an opportunity for people, staff, community
5 people, anybody to discuss issues.

6 How it will be structured will
7 depend on the staff and the people at each
8 local station, because all of our local
9 stations have different kinds of way to do
10 stuff. But if there will be no limitations

11 of what they will discuss. We specifically
12 discuss Pacifica programs, policies, et
13 cetera, which is what the issue is.
14 Because if staff at a local station
15 have a problem with their general manager,
16 they can talk to the general manager, I
17 assume, and the general manager has to go on
18 the radio already to have a report to the
19 listener, in which people get to call in and
20 ask questions.
21 So, that has not been the bone of
22 contention. The bone of contention has been
1 about Pacifica programs, policies and the
2 rest. We also are aware that most
3 organizations do not have such policies.
4 Most organizations do not permit staff to use
5 the media operations, for example,
6 newspapers, magazines, and the like, don't
7 permit staff to use their news stories to
8 criticize management. Be that as it may,
9 this is Pacifica. Pacifica is different.
10 So we are saying that not only the
11 public but the staff, too, can be involved in
12 making any kind of statement they want as
13 long as they don't defame and degrade people
14 and call them, you know, racists, bigots,

15 names.

16 MR. BRAMSON: How would you
17 describe the continuance to build
18 collaborative relationships with local
19 representatives? Could you give me an
20 example?

21 MS. BERRY: You are the chair of
22 the process review committee on this board.

1 MR. BRAMSON: I am.

2 MS. BERRY: I would hope that you
3 would, in addition to what is in the LAB
4 procedures and policies, and the things that
5 I have outlined here, that you are already
6 doing and the things that I already said when
7 Charlotte was here making her chair statement
8 about how the PDs should be with the LAB, how
9 the manager should be with the LAB and these
10 other reports that you do, perhaps you will
11 suggest other ways the board can improve in
12 their --

13 MR. BRAMSON: Good. I will do so
14 within three days and I will bring it back to
15 the board.

16 MS. BERRY: All right.

17 MR. BRAMSON: I have asked this
18 before, I just want to make sure I am being

19 clear. Is there a possibility of some time
20 line regarding the assistance of the Federal
21 Mediation and Conciliation Service?

22 MR. BERRY: There are no time
1 lines. We have put an offer on the table to
2 engage in conciliation. Both sides have
3 discussed who the mediator would be.
4 I understand now there is a desire
5 on the part of at least one of the parties to
6 the conflict to expand the number of people
7 and who would be involved. I think that
8 should be taken up immediately by the people
9 who are involved in the narrow conciliation
10 process and the mediator with an immediate
11 determination of can we agree on who the
12 folks would be in this expanded definition of
13 each side?

14 MR. BRAMSON: Exactly. Great.
15 That is what I wanted to hear. Are we
16 willing to express interest in communicating
17 our time line issues to the public?

18 MS. BERRY: I just said that. I
19 want it to happen yesterday. I want it to
20 happen today. I want them to start
21 immediately defining who should be involved
22 and they are to take up each side's

1 presentation of who they want to be there and
2 act on it.

3 MR. BRAMSON: Thank you.

4 MS. BERRY: Do you want to ask me a
5 question?

6 DR. GIBBS: That is a question from
7 a member of the audience.

8 MS. BERRY: We don't do that
9 because we do not respond to questions. If
10 you want to ask me a question, you can.

11 DR. GIBBS: Oh, I see.

12 MS. BERRY: I will answer.

13 Otherwise the whole audience will be up here
14 asking me questions.

15 DR. GIBBS: Our statement says that
16 security depends upon the behavior of the
17 people who are causing us to have guards. Is
18 it possible to move the security guards in
19 front of the Pacifica national office instead
20 of KPFA?

21 MS. BERRY: The answer is no and
22 the reason why, let me explain why: there
1 were shots fired into the windows of the
2 Pacifica national office. Also, there was a
3 shot fired at the KPFA building.

4 The KPFA is a Pacifica property so

5 we are responsible for all of those
6 buildings. I know sometimes the stations
7 think that they are independent and that they
8 own Pacifica or something. But the board is
9 responsible for all those properties that are
10 owned by Pacifica.

11 Secondly, the incursions into
12 people's offices took place within the KPFA
13 part of the building and not in the national
14 office part of the building. The entry of
15 300 people or some number, I don't know what
16 number of folks in an unauthorized manner
17 into the space owned by us at KPFA took place
18 in the part of the building that is at KPFA.

19 What I am really saying is that as
20 soon as we can be assured that folks don't
21 intend to come into the building when they
22 are not supposed to, bring in 300 people,
1 make it appear that they are trying to take
2 over the building or some doggoned thing or
3 if they are harassing and abusing staff
4 members, then we'll take the entire security
5 away, paying for security.

6 But we cannot draw a distinction
7 between the buildings because we own them.
8 We own the whole thing and we have staff in

9 both of them. If something were to happen to
10 them, especially since we know something has
11 already happened, this board would be
12 considered negligent and we would be liable
13 for whatever happens. And I know that's hard
14 to take, but it's true.

15 As an anti-authoritarian myself,
16 and I have a demonstrated record of
17 anti-authoritarianism, I don't like any kind
18 of security and any kind of anything. But
19 under these circumstances I think that it is
20 necessary.

21 I hope that maybe as the mediation
22 goes forward people can sort of give
1 assurances to each other and then the board
2 wants it removed as soon as possible. Is
3 there anything else? Can I call for the
4 question? All those in favor of the approval
5 of this statement, indicate by saying aye.
6 Opposed? 7 I count one opposition. Have I
8 counted correctly? Is there someone I did
9 not count who is in opposition? Then the
10 statement is approved.

11 Also, the board has agreed that
12 board members may go out and discuss this
13 statement. We have not been publicly

14 discussing everywhere the issues around this
15 because we have felt that since we have a
16 policy of not discussing it, we would not be
17 on the air discussing it ourselves on the
18 air, but that wouldn't make any sense.

19 But now that we have a statement of
20 where we stand and the board has agreed to
21 it, there is no reason for board members not
22 to be able to discuss it. There are some
1 details that cannot be discussed. It also
2 does not preclude board members from
3 discussing the statement and the issues. Let
4 me ask the board about this.

5 Do you think we should be able to
6 discuss just this statement and the events on
7 any of the news shows on our own air as a
8 result of the change that we have made? Or
9 do you think we should still withhold
10 ourselves from discussing even the statement
11 even on our own air, keeping in mind, let me
12 just take a minute to say this, the reason
13 why this is a news story is because the staff
14 made it a news story.

15 I gave the example to some people
16 of when I was a reporter in Vietnam, there
17 was another reporter who used to go out to

18 villages and talk to people and create
19 stories, nice human-interest stories. Then
20 this reporter would write about the nice
21 human-interest story that he had just --
22 Then he would disseminate it and
1 get plaudits for this great human-interest
2 story he found in this village. Then all the
3 other editors would beat up on the other
4 reporters and say, why don't you go find a
5 nice human interest story like that?
6 Other reporters would be tempted to
7 go and do that. I call that the creation of
8 stories, and then never telling the listener
9 that you are part of the story, making them
10 think it is just a story you found. The
11 staff at KPFA, and I am not being critical of
12 them because they, I am sure, well meaning
13 people would have their own concerns within
14 this culture -- disclosure policy, they know
15 they violated it.
16 They said they know they violated
17 it and helped make it into a news story
18 something that was not a news story then it
19 became a news story so it was on the news,
20 but then we didn't comment on our air. What
21 I am asking you now is, since it is a news

22 story, they made it that, we have given them
1 a way to talk about it in the block, should
2 we report to the listeners and talk about
3 this statement or should we be willing to
4 talk about this statement on the air Friday?

5 MR. MILLSPAUGH: I think if we
6 issue a statement it is a legitimate news
7 story for any news service including our own.
8 I would point to the kind of related sort of
9 thing when a commercial broadcaster
10 broadcasts something about an organization
11 which may be their territory organization,
12 they identify the -- but they do make that
13 report and I think that as we are releasing
14 an official statement we should release it
15 universally, which universe includes KPFA.

16 MS. BERRY: Yes, Bob.

17 MR. FARRELL: I would expect that
18 another group of people who are part of the
19 Pacifica team be advised to treat this as any
20 other breaking news story that they might
21 deem to be of importance, and that is our
22 news directors.

1 News directors at each of the
2 stations have a responsibility to service
3 their area and also as part of the management

4 team, to ascertain importance of stories, to
5 place the priorities, to structure interviews
6 and comment, to establish balance as they
7 perceive that, to seek access to
8 spokespersons from several sides and put that
9 in some coherent manner so given the time
10 available to them, that they can put a
11 cohesive kind of comprehensive view to our
12 listeners and I would hope that our news
13 managers would rise to the level of
14 professionalism that is expected of them in
15 this manner as they often do in other
16 instances.

17 So I think it is appropriate for
18 our management to be available as a news
19 source and that our directors would be among
20 the first to accept this --

21 MS. BERRY: Since we are releasing
22 it as a news release it does become news?

1 MR. FARRELL: Yes.

2 MS. BERRY: However we got here, it
3 has become news.

4 MR. FARRELL: The policy that we
5 have approved in the statement, the one about
6 the forum and the staff it's on, is a way for
7 us not to have this happen in the future

8 because in the future if people want to
9 discuss something about the management they
10 can do it in that padlock and we don't have
11 to do it on programs and news and we won't
12 have this problem, so we hope that this will
13 be an exception and it won't ever happen
14 again.

15 But in this instance, we will then
16 be able to talk about this statement as a
17 news story and hope that this will be the end
18 of us having to do this.

19 MR. FARRELL: I thank the board
20 chair for bringing it up. I think that would
21 allow greater communication, greater
22 dialogue, at least in the presence of the
1 board and the members of the governing board
2 to the public.

3 MS. BERRY: So we are free to
4 discuss this statement and the statement will
5 be issued as a press release. All right, the
6 executive committee report. Why don't we
7 just go on to the next committee report, the
8 finance committee report.

9 MS. MAKELA: I will try to be
10 succinct. There were two segments of the
11 finance committee meeting, as often happens.

12 We had an executive session first and then a
13 public session.

14 During the executive session we
15 discussed financial matters of proprietary
16 nature relating to our CA budget, national
17 office budget and KPFA budget. In the next
18 segment of the finance meeting, as people are
19 aware, we have begun over the last couple of
20 years to look at proposed budgets for the
21 next fiscal year.

22 In June, in preparation for final
1 approval in October, we reviewed the station
2 budgets as they were presented to us.

3 I am delighted to report that in a
4 couple of cases the stations are projecting
5 surpluses due to successful fund drives and
6 containment of expenses this year. They are
7 planning to enter the next year with
8 surpluses that can be used for staffing needs
9 in some cases where they have been
10 understaffed and are prioritizing necessary
11 capital expenditures this year, for they have
12 not been able to make because of limited
13 budgets.

14 I want to particularly recognize
15 KPFT. We met with Garland Ganter and it had

16 been so long since KPFT had had a surplus
17 that Garland couldn't use the word. And it
18 was a lighthearted moment. But I want to
19 recognize that as with WPFW, our two smallest
20 stations have struggled out of nagging
21 deficits and a situation where they have been
22 underfunded and unable to do the programming
1 and make the changes that they most wanted to
2 do at those stations.

3 Both stations plan to end this
4 fiscal year with surpluses and are projecting
5 strong budgets for the next year. So, I
6 wanted to particularly recognize the general
7 managers of those two stations and the hard
8 work of all of the staff and volunteers at
9 those stations.

10 We had a meeting. We had a
11 discussion with the general manager of KPFK
12 about the on-going transmitter and tower
13 issue there. We had approved a budget for
14 the replacement of the tower and transmitter
15 which was to take place this summer and into
16 the fall and because of an increase in cost,
17 we had a brief discussion about the situation
18 and agreed that we needed a report on paper
19 of the new cost and new plan and that we were

20 committed to Pacifica's part of that cost.

21 We were hopeful that the NTIA grant

22 that has been applied for will come through

1 and we tabled final decision about augmenting

2 the commitment of Pacifica until August, once

3 the NTIA decision is made and we have a

4 written report from the general manager

5 there. The finance committee will reconvene

6 by conference call and work out the finances

7 for that. But we are absolutely committed to

8 going ahead as soon as possible with the

9 transmitter.

10 The National Office and Archives

11 budget at this point have not been finalized

12 and had projected deficits. The Comptroller

13 and executive director need to finalize those

14 budgets and rework them, including a plan and

15 a proposal to the finance committee as to how

16 we would cover the needed income for those

17 budgets. We then met with the general

18 manager at WBAI.

19 It was proposed to us that, well,

20 the context of it is that the finance

21 committee has had an on-going concern and had

22 been working with the WBAI management over

1 the year about the budget. There was a large

2 deficit of \$200,000 and some from last year
3 that needed to be scheduled into the budget
4 this year.

5 I am pleased to report that a good
6 chunk of that deficit has been covered this
7 year; however a remaining \$78,000 is in the
8 budget for this year. It is proposed to the
9 committee that we roll that amount over to
10 the next fiscal year because it would be
11 totally difficult and/or impossible to pay
12 that off this year by WBAI.

13 I think the committee expressed
14 great concern about the budget there and the
15 budget over the last few years, that we have
16 been unable to stay within the budget, even
17 with strong fund drives and an increase in
18 income. However, the committee does
19 recommend that we move the remaining deficit
20 into the next fiscal year.

21 Our further concern is that we are
22 also being told there may be an additional
1 deficit in this fiscal year. We are very
2 concerned about that so that WBAI is not
3 strapped with this as it goes into the new
4 fiscal year with much to do and can continue
5 to build the station.

6 So, in addition to recommending the
7 rollover, we have charged the controller with
8 putting controls in place to minimize the
9 deficit as much as possible as we finish this
10 fiscal year and to work with the general
11 manager to ensure that as far as possible,
12 BAI remains within the budget to send to this
13 committee and the controller will determine
14 what exactly those controls and management
15 will be.

16 We further instructed the general
17 manager at BAI to submit the New Year's
18 budget by Labor Day and the committee will
19 convene by conference call to take a
20 preliminary look at it and we will have a
21 better idea of the deficit at that point.

22 Just a note for people because there have
1 been some questions as the board composition
2 has changed, so will the budgeting of board
3 costs, the full budget for board costs will
4 now be seen in the national office budget in
5 the future.

6 Allocations were made per station
7 for signal area rests so that will be removed
8 from the station budget. That's it.

9 MS. BERRY: Could I get a motion to

10 accept the report of the finance committee?

11 MR. BRAMSON: I so move.

12 MR. FARRELL: I second.

13 MS. BERRY: Thank you very much.

14 Is there any discussion of the report of the

15 finance committee at this time? All right, I

16 will call for the question. All in favor

17 indicate by saying aye.

18 Opposed?

19 It is so ordered. Before I go to

20 the 50th anniversary committee report, let me

21 just point out that since this is Pacifica

22 there is always need for clarification.

1 When we earlier talked about being

2 available for the news -- our statement --

3 and discussed whether we would be available,

4 we did not need to imply that news directors

5 should assume that it is news and put it on

6 the air. What we were discussing was whether

7 we are willing to say, if asked, that it was

8 news and that it was okay for us to talk

9 about it.

10 That was the point that we were

11 making. The point is we decided that yes, we

12 would talk about it if anyone asked us and

13 that does not violate any policy or procedure

14 and that we're doing it because of the way
15 this has become news and the future has
16 nothing to do with us changing any way we
17 behave.

18 So that has nothing to do with
19 telling news directors that it's hot news,
20 that they should put us on the air. Now, the
21 50th anniversary committee report, Michael
22 Palmer, please.

1 MR. PALMER: The 50th anniversary
2 committee met yesterday afternoon. There are
3 ongoing events through the remainder of the
4 fiscal year that are going on at four to five
5 units.

6 I'm being helped quite ably with
7 the assistance of the national development
8 director, Cheryl Garner-Shaw. I want to
9 thank her for all of her help with that so
10 far.

11 A few of the things that are going
12 on now. KPFT last night had an event at one
13 of the venues in Houston that drew about 880
14 people to it. So it was well attended and
15 for Houston it will be a successful event and
16 we are glad to see that and for participation
17 of all of the community and all the work of

18 our staff in helping to get that off the
19 ground and completed.
20 KPFA, in May, they had a social --
21 that was similarly attended, 800 people or
22 so, that was well covered and a very positive
1 event for not only the L.A. community, but
2 the greater community during that time of the
3 crisis. They are also making efforts to have
4 another event the latter part of this year at
5 the museum on television, radio to celebrate
6 their 40th anniversary and we support all of
7 their good efforts in that direction.

8 They also have a particular -- WPFW
9 is undertaking a feasibility study right now
10 to determine their fundraising potential for
11 major gifts and one of their initial
12 priorities as I understand, is to be secure
13 the location for their transmitter; that's
14 one project.

15 Also, the feasibility study will
16 give them their capability of undertaking a
17 local capital campaign to obtain a more
18 appropriate facility for WPFW and I have full
19 confidence that the local community is
20 capable and will succeed in this effort. I
21 personally look forward to that success in

22 reaching that realistic goal to be
1 established by the feasibility study.
2 AT WBAI in early May they had a
3 public event that was a celebration of
4 Pacifica's 50 years, and as well, a
5 celebration for the program director, Samurai
6 Marksman, who had recently passed on. It was
7 very well-attended and a very good,
8 four-and-a-half hour event. I am quite
9 pleased that that community came together
10 like that.

11 KPFA'S 50TH anniversary committee
12 has suspended activities in recognition of
13 the conflict that is going on in their
14 community. So there is nothing going on in
15 that area at this time, although in the
16 meeting there was a spokesperson for that
17 committee in the audience who said that they
18 are very ready, willing and able to pick up
19 their activities again should there be
20 resolution to the conflict.

21 I would like to say that at this
22 point for me personally I would like to
1 recognize the courage of, primarily the women
2 in the national office that have been going
3 to work around all of this. They are showing

4 tremendous courage in the face of all of the
5 racism, the -- language that is being
6 directed at them.

7 Some of them are individuals, but
8 by the people that are in opposition. I have
9 been reenlightened about the magnitude, the
10 depth and the vehemence of racism since I was
11 a young boy from Korea and the latent ability
12 of a large majority of our core audience to
13 direct racism scares me to death at times. I
14 want to recognize Vanessa, Cheryl
15 Garner-Shaw, and Elan Fabri and all the
16 women in the office for putting up with this
17 level of hate from this progressive, Northern
18 California community.

19 I can only hope that the Houston
20 progressive community has a degree of
21 civility. That is my report.

22 MS. BERRY: All right. Could I
1 hear a motion to approve the report of the
2 50th anniversary committee?

3 MS. CISCO: So moved.

4 MR. FARRELL: Second.

5 MS. BERRY: All in favor indicate
6 by saying aye.

7 Opposed?

8 It is so ordered. The program
9 standards and practices committee, Frank is
10 going to tell us about the lively meeting,
11 the wonderful meeting.

12 Yes, the three-hour long meeting of
13 the program committee was held yesterday and
14 training session for the board. We had a
15 special presenter, David Giovanoni, of
16 Audience Research Analysis, who performed an
17 audience research analysis for us,
18 familiarized the board with some of the
19 procedures and techniques for doing that.

20 Two of us on the board were here
21 four years ago and had received an initial
22 instruction from David. So he had sort of a
1 baseline of four years ago to compare
2 performance of the stations. There is good
3 news.

4 The good news is that the combined
5 weekly cum of all of the stations has reached
6 or surpassed 700,000 listeners, which is a 20
7 percent increase.

8 Secondly, and more dramatically,
9 the amount of listening has increased by 30
10 percent. It was also viewed that Pacifica
11 listenership represents one-third of the

12 entire so-called community radio listenership
13 in which we are therefore a major presence.
14 There is also some, well, let's
15 call it not-so-good news, which is that
16 Pacifica listenership represents only two
17 percent of the total public radio
18 listenership, the whole public radio
19 universe. We represent two percent of it.
20 Furthermore, the Pacifica listeners
21 listen twice as much to NPR programming as
22 they do to Pacifica programming. Further,
1 Pacifica listener loyalty comes in at about
2 17 percent which is half of that, half of the
3 loyalty factor of the National Public Radio
4 audience. 5 Finally, that any given Pacifica
6 audience consists of one-third core listeners
7 and two-thirds fringe listeners. David also
8 imparted some basic conceptual information,
9 such as the definition of public service
10 consisting of the relationship between
11 significant audiences and, I think, gave us a
12 set of tools which we can all use to more
13 intelligently approach our role as board
14 members, which materials, by the way, will be
15 distributed to all the board members
16 subsequent to this meeting by mail.

17 In addition to yesterday's session,
18 I have some brief things to report. Our FCC
19 attorney, at our request, has given us a
20 letter which spells out the FCC issues
21 pertaining to so-called control of air and to
22 so-called non-commercial programming. I
1 believe you have a copy of that letter and I
2 would ask that that be submitted as part of
3 the report of this committee.

4 You have previously heard of the
5 progress in the LAB audience research
6 progress report which we did receive from
7 KPFA and WBAI, but have not received as yet
8 from the other three stations. I would urge
9 them to have them for us for the October
10 meeting so that we can have a complete file
11 and picture of the status of this effort at
12 this point.

13 We also requested some follow-up
14 answers and questions pertaining to producer
15 training opportunities at each of the
16 stations. I did get follow up response from
17 WPFW and KPFT and again, I will ask that
18 those stations which have not submitted
19 theirs as yet do so prior to the October
20 meeting.

21 I would also point out that in your
22 board booklet at Page 21 there is a national
1 program KU distribution schedule. I know
2 that many people sometimes feel that we are
3 only distributing a few hours a week of
4 nationally produced programming. That is
5 only just part of it.

6 We also distribute a large amount
7 of programming, some 50 to 70 hours a week, I
8 don't know, that reflect programs produced
9 locally and that are distributed nationally,
10 as well as a couple of independent
11 productions which we distribute nationally to
12 our 65 affiliates as well as to our five
13 Pacifica stations.

14 Along with that, I would also point
15 out that accompanying each of the station
16 manager's reports in the board booklet, there
17 is an annotated grid reflecting their program
18 schedules. I think that will be of interest
19 to all the board members, to look at for
20 their similarities and differences,
21 essentially in light of the conversations we
22 had yesterday at the meeting.

1 That concludes my report. I think
2 most of you were there yesterday, if you have

3 anything you wish to add.

4 MS. BERRY: All right. Could I get

5 a motion to accept the report of the program

6 standards and practices committee?

7 MS. CISCO: I so move.

8 MS. BERRY: Do I hear a second?

9 MS. MAKELA: I second.

10 MS. BERRY: Is there discussion?

11 MR. BRAMSON: In regards to the

12 documents going out to the governing board

13 members, is that what I heard? Will they

14 also go to the LABs?

15 MR. MILLSPAUGH: I see no reason

16 why not. I think that would be good to do.

17 MR. BRAMSON: Thank you. That

18 would be of assistance so that the local

19 boards can then do some pretty good

20 assessments. I just want to make mention

21 that KPFA has been involved in a struggle, so

22 therefore, I hope you will understand that

1 they have been --

2 MR. MILLSPAUGH: I do understand,

3 and I did point out that they in fact did

4 submit.

5 MR. BRAMSON: But they were

6 basically unable to do it, as I understand

7 it.

8 MR. MILLSPAUGH: What?

9 MR. BRAMSON: In the manner in
10 which they submitted it? I think, if memory
11 serves me, the context was, we are in the
12 middle of a fight here; we are not able to do
13 this completely.

14 MR. MILLSPAUGH: No, I would say,
15 we are in the middle of this dispute and
16 things have been difficult for us to make
17 progress, but here is the progress we have
18 made so far. That is all I would ask any
19 station for was what is the progress that you
20 have made so far?

21 I did not expect a completed
22 document but only a progress report, and that
1 was submitted and I want to acknowledge that.

2 MR. BRAMSON: Are you expecting,
3 and again, I just want to make sure I am
4 clear, are you expecting something kind of
5 completed by October?

6 MR. MILLSPAUGH: I'm expecting
7 progress reports by October. I think this is
8 an ongoing process and the root
9 responsibility of all of the LABs. It is
10 their function under law and it will be a

11 continuing revolution.

12 MS. BERRY: I think Charlotte

13 Holloman told us in reporting the council of

14 chairs that -- has turned in its needs

15 assessment. It was not -- didn't turn it in.

16 She pointed out which stations had not.

17 MR. BRAMSON: If there is anything

18 I can do to assist to get that going, I want

19 to do that. I think it is very important to

20 do that.

1 say that the presentation made to us in the

2 morning was by an individual that made no

3 recommendations at all as to what Pacifica or

4 an individual station should do.

5 They were simply holding up a

6 mirror that a impartial, third-party had done

7 to show us what our audience is, looks like

8 and it is very informative and is very

9 informative in light of getting needs

10 assessments from the LABs. It is very

11 informative because the audience that perhaps

12 we have perceptions about as well as others,

13 is different in radical ways and I found it

14 very informative, very useful, but I want to

15 be clear that it is my understanding that no

16 recommendations or suggestions were made

17 through that.

18 So that there is no

19 misunderstanding in our communities, I think,

20 that we are listening to people for this

21 reason. So, emphatically say, no

22 recommendations were made, just a mirror was

1 held out to see what this community looks

2 like.

3 MS. BERRY: I think that actually

4 once we get the needs assessment and your

5 committee does its work in looking at these

6 and matching them up, you might have some

7 recommendations to us as a board about

8 programming based on that which we could

9 enact as policy if we choose to do so. But

10 let's see what the stations -- I can see

11 where a station manager would made use of the

12 information with their program director and

13 try to figure out what to do about their

14 programs without anybody having to tell them

15 to.

16 But if they don't do that, and if

17 the LAB doesn't use the information in doing

18 a community needs assessment, then it will be

19 up to us to try to figure out what would I be

20 doing. Yes, Pete?

21 MR. BRAMSON: I would like to make
22 a suggestion that if I was handed this bit of
1 information and I was on a LAB, I don't know
2 that I would be able to understand it so
3 well. I would like a recommendation made to
4 each individual program director who goes to
5 LAB when this gets -- is that possible?

6 MS. BERRY: Well, I think it is up
7 to the station managers, the management, to
8 decide that. I have already encouraged and
9 said that PDs should go to the LAB meetings.
10 Whether they come on that occasion, that
11 would be up to the LAB and the station to
12 work out, but if they need that as a
13 resource, then certainly they ought to have
14 them.

15 MR. BRAMSON: Thank you.

16 MS. BERRY: They may also want
17 somebody to come and explain the numbers to
18 them. I was at a LAB meeting, one of the
19 ones I haven't been to in a long time, here
20 at W, where we had a discussion of programs
21 and ratings and all kinds of stuff with an
22 expert --

1 MR. MILLSPAUGH: I would hope that
2 the Program directors of each of the stations

3 were sufficiently conversant with how to read
4 numbers that they could help at least to get
5 the LAB members to the primary levels of it.
6 If that is not the case, I would suggest that
7 -- needed training for the PDs.
8 MS. BERRY: All those in favor of
9 accepting the report indicate by saying aye.
10 Opposed? 11 It is so ordered. Now we have the
12 report of the board of governors structure
13 committee. David. 14 MR. ACOSTA: Thank you Madam chair.
15 The Governance & Structure Committee met several
16 times by teleconference over the last few
17 months and also yesterday. We took up the
18 issue of nomination of directors. At the
19 February meeting in Berkeley when we enacted
20 the bylaw change regarding nomination of next
21 year's directors, we added a footnote to the
22 bylaws that states "the committee is
1 committed to maintaining a national governing
2 board composed of a majority of persons of
3 color, keeping in mind that this is a goal
4 and not a quota."
5 We have done that and we continue
6 to do that. In addition, the footnote stated
7 that "the committee recognizes that the local
8 advisory boards will still have input to the

9 governing board through the council of chairs
10 and the right to nominate collectively or
11 individually directors to the governing board
12 through the board of governors instructor
13 committee, the only limitation is that the
14 nominee may not be a LAB member and a
15 governing board member concurrently."

16 At present we are considering
17 nominees nominated by staff, present board
18 members, individual LAB members and full
19 LABs. So we are doing that. Furthermore,
20 the footnote stated that the committee will
21 ensure representation from the signal area of
22 each Pacifica station. We have done that.

1 Lastly, the executive committee
2 must have representation from each signal
3 area and we are completing that today. At
4 this time, Madam chair, I would like to place
5 into nomination for executive committee
6 member from the KPFA signal area Jewelle
7 Taylor Gibbs.

8 MS. BERRY: For the executive
9 committee, could I get a second of the
10 nomination?

11 MR. FARRELL: I second.

12 MS. BERRY: Is there any discussion

13 of Jewelle and whether we will accept her
14 generous offer to be willing to do this? All
15 those in favor indicate by saying aye.

16 Opposed?

17 It is so ordered.

18 MR. ACOSTA: And one other item
19 with regard to the directors is that we are
20 keeping in mind the diversity of
21 representation, specifically recruiting
22 membership of Hispanic, Asian and Native
1 American communities.

2 MS. BERRY: And white women. We
3 have a shortage of white women on this board.
4 I don't know how that happened since white
5 women are the majority of the population.
6 There must be something. I don't understand
7 it.

8 MR. ACOSTA: We have seven
9 positions available and hope to have a slate
10 of nominees by the October meeting. The next
11 item that we considered was the nomination of
12 officers. At this time there are two
13 vacancies for secretary and treasurer. The
14 committee recommends Andrea Cisco from the
15 WBAI signal area for a term of three years.
16 At this time, Madam chair, I would place into

17 nomination the name of Andrea Cisco for
18 secretary.

19 MR. FARRELL: I second the motion.

20 MS. BERRY: All right. Is there
21 any discussion of the name of Andrea who has
22 graciously agreed to take on this burden, if
1 we should agree to place it upon her? All in
2 favor indicate by saying aye.

3 Opposed?

4 It is so ordered.

5 MR. ACOSTA: The next vacancy was
6 the treasurer and to take advantage of
7 institutional memory and to aid in the
8 transition of this position, we recommend the
9 following: As interim treasurer for one year
10 only, June Makela from the WBAI signal area
11 and who has been our treasurer for the last
12 four years.

13 As treasurer for a three-year term
14 immediately following that one year, Michael
15 Palmer from the KPFT signal area. At this
16 time I would like to place both of these
17 nominees in nomination.

18 MS. BERRY: Could I get a second?

19 MR. FARRELL: I second the motion.

20 MS. BERRY: Is there any

21 discussion? Yes, Pete?

22 MR. BRAMSON: I want to make sure
1 that I am being clear as to why I will
2 oppose. It is not about June, nor her
3 qualifications, nor Michael and his
4 qualifications. I think we are setting a
5 precedent in our interpretation of our bylaws
6 that I cannot support.

7 MS. BERRY: Ayre?

8 MR. KRIEGEL: I also am going to
9 oppose that. But I would appreciate it if we
10 could split up the candidates because I would
11 rather vote yes where I can vote for yes and
12 no where I can vote for no.
13 I agree with Pete that I am
14 opposing June's re-nomination based on
15 procedural reasons, as we discussed before.
16 I would like to vote for Michael Palmer.
17 Given that opportunity, I would. So if you
18 could split those votes up, I would
19 appreciate that.

20 MS. BERRY: Is there any further
21 discussion of the motion on the floor?

22 MR. PALMER: I would say, it is not
1 a precedent. The board has acted
2 historically in accordance with the existing

3 bylaws.

4 MS. BERRY: Are you perfectly
5 comfortable with this process, being
6 nominated in this way, Michael?

7 MR. PALMER: Correct.

8 MS. BERRY: Is there any further
9 discussion? All those in favor of the motion
10 indicate by saying aye.

11 Opposed?

12 I hear two in opposition. It will
13 be recorded as a majority vote.

14 MR. KRIEGEL: Can you ask for
15 abstentions, please?

16 MS. BERRY: Yes. Abstentions?

17 MR. BRAMSON: I think there were
18 three nays, if I am correct.

19 MS. BERRY: Oh, did I miss -- wait
20 a minute. Opposed? Three. Abstentions?

21 In favor? Six. Even if you don't
22 vote for yourself, it still passes. There
1 are three opposed, one abstention, and six in
2 favor if we don't count you. Is there
3 anything else for your board of Governors?

4 MR. ACOSTA: Yes. The other issue
5 that we considered was committees. We are
6 presently formulating the purposes and the

7 strategies and the goals of each committee.

8 We should codify these by the October

9 meeting.

10 We established two new committees

11 that will be reporting to the governors

12 committee, as subcommittees. One is the

13 public relations subcommittee to formulate

14 ways to improve and invent communications

15 without and within the organization. We have

16 determined that Robert Farrell from the KPFK

17 signal area will be the chair.

18 We established a strategic plan

19 subcommittee to review and evaluate and

20 revise as needed the strategic plans and we

21 have determined that Andrea Cisco from the

22 WBAI area will be the chair of that

1 committee. We are also considering the

2 establishment of three new committees as

3 either full committees or subcommittees of

4 other committees.

5 The legal committee to aid in

6 issues of legality surrounding the

7 organization and the fund raising committee

8 to formulate alternative methods of raising

9 revenue and the technology committee to keep

10 us abreast and take advantage of new

11 technologies.

12 We also discussed the process

13 review subcommittee. That particular

14 committee will be reviewing and revising, if

15 necessary, parts of the bylaws and the LABs

16 policies and procedures to conform to the

17 action of the board and to clarify any

18 ambiguities.

19 We hope to have this also done by

20 the October meeting. For all of these

21 committees, we will be seeking input from all

22 segments of the organization. The last thing

1 we had on the list, I would like to introduce

2 a resolution at this time for our outgoing

3 board secretary, Roberta Brooks.

4 If I may read the resolution, Madam

5 chair: "Whereas Roberta Brooks in serving

6 Pacifica Foundation's national board, first

7 for six years as a representative from KPFA

8 and the last three years as an at-large

9 member and secretary of the board, has been

10 instrumental specifically in the formulation

11 of the board's strategic plans and generally

12 in the foundation's growth and stature in the

13 public radio community, the board recognizes

14 and thanks Roberta Brooks for her thousands
15 of hours of hard work and her dedication and
16 commitment to the highest ideals of the
17 mission of the Foundation."

18 I ask that this be approved by the
19 full board. 20 MR. MILLSPAUGH: So moved.

21 MS. BERRY: Is there a second?

22 MR. PALMER: I second.

1 MS. BERRY: All right. It has been
2 moved and seconded that we pass this
3 resolution of appreciation to Roberta Brooks?

4 Is there any discussion?

5 MR. ACOSTA: I would also like to
6 express my gratitude to the national staff,
7 and in particular, Vanessa Ransom, for all
8 her help with this committee, especially in
9 light of the climate that she and other
10 members of the staff have had to work in. I
11 appreciate all of the work from each of the
12 members of the board governance and structure
13 committee. I would ask them at this time if
14 they had anything to add to it. I would
15 welcome that.

16 MS. BERRY: Now, we first need to
17 approve the motion of resolution to be sent
18 to Roberta. All those in favor of it,

19 indicate by saying aye.

20 Opposed?

21 Secondly, we want to thank Andrea

22 Cisco for being willing to be chair of the

1 strategic plan committee and thank Bob

2 Farrell for his suggestions and for being

3 willing to be chair of that Subcommittee.

4 According to practice in Pacifica

5 and bylaws, the way they are stated -- and

6 keep in mind that bylaws are undergoing

7 revision by Pete & Company. The board chair

8 has historically appointed people to

9 committees except for the executive committee

10 and so on, or in this case their

11 subcommittees.

12 So one might think that the chair

13 of the committee might appoint people. First

14 of all, does any board member have any

15 objection to Bob being chairman of the

16 subcommittee on public relations and Andrea

17 being chair of the strategic plan committee?

18 I just want to make sure everybody gets the

19 right to express their opposition.

20 So they will be chairs of these

21 committees, without objection. What board

22 members would be willing to serve with them

1 on either one of these committees? Who has
2 an interest and is willing to serve on either
3 one of these committees? Pete?

4 MR. BRAMSON: Yes.

5 MS. BERRY: Yes? Which?

6 MR. BRAMSON: Both.

7 MS. BERRY: How about you, Ken?

8 MR. FORD: I'll take public
9 relations.

10 MS. BERRY: Public relations, okay.

11 How about you, Aaron? Will you be on PR?

12 Why don't we do the following? You think
13 about it. Don't E-mail me because I might
14 not get it.

15 Let's see what means we should use,
16 by horseback or pony express, well, by some
17 means of communication. Think about it over
18 the next week and let me know by the end of
19 two weeks from now if any of you want and
have a desire to be on any of these
21 committees.

22 DR. GIBBS: I will work with Andrea

1 on the committee.

2 MS. BERRY: Okay.

3 DR. GIBBS: Jewelle Gibbs.

4 MS. BERRY: Jewelle Gibbs will be
5 on with Andrea. So Andrea has Jewelle and
6 Pete and Bob. Bob has Pete and Aaron.

7 MS. BERRY: We are happy to have
8 board members work on any committee that they
9 care to. Can we have a motion to accept the
10 report of the board of governors committee,
11 just accept it?

12 MR. FARRELL: I so move.

13 MR. KRIEGEL: I second.

14 MS. BERRY: Is there any further
15 discussion? All in favor indicate by saying
16 aye.

17 Opposed?

18 It is so ordered. Technical
19 committee, do you have a report today?

20 MR. FORD: No. Our issues were
21 referred to the finance committee because
22 they have financial implications.

1 MS. BERRY: We are now, then, going
2 to go to the public comment section unless
3 board members have something else they would
4 like to raise that I missed and didn't know
5 it. Yes, Pete?

6 MR. BRAMSON: I have a couple of
7 comments and I will make it quick. I wanted

8 to go over a couple of issues and I wanted to
9 put forward a resolution. I submitted to the
10 full board a couple of documents representing
11 Pacifica KPFA statements, also statements
12 from the local area and each of the documents
13 developed binding threads that simply stated
14 to ask for the return of staff and
15 independent mediation dispute --
16 To that end we have all received
17 many letters and correspondence about how in
18 effect -- and I will use this as an example
19 of a letter that our major donors are upset
20 by our behavior and that they are going to
21 suspend their financial support of not only
22 of KPFA and Pacifica entirely.

1 I realize that the climate is very
2 difficult. I support the board's ability to
3 move forward into various conversations and
4 try to move things forward. At this time I
5 would like to put forth a motion which is a
6 vote of no confidence for the executive
7 director and the chair of the board.

8 MS. BERRY: Is there a second of
9 the motion introduced by Mr. Bramson?
10 Hearing no second, the motion dies for want

11 of a second. Now, we will go on to the
12 public comment portion of the meeting.

13 Do I dare let you take a minute for
14 a break or not? Okay, we will take a
15 five-minute break.

16 (Whereupon, at 11:28 a.m., the
17 board recessed to reconvene at
18 11:40 a.m. the same day.)

19 MS. BERRY: We are going to start
20 the public comment. The rules are that each
21 speaker has -- we are starting at 20 minutes
22 before the hour by my watch. I don't know if

1 it is right or not. That means we will go
2 for no more than an hour. It is suppose to
3 go an hour; we are starting late.
4 Each person who is called upon will
5 have two minutes to speak and then at the end
6 of it we will see if any board members have
7 any responses to what the public commentators
8 raise. I will call out the name of the
9 person. If the person is available, could
10 someone keep time for me, please? Elan, are
11 you keeping time?
12 When I call out your name, if you
13 are here, come forward. I will call out your

14 name more than once if you don't come forward
15 immediately. The first person to come
16 forward will be Errol Maitland.

17 MR. MAITLAND: I would like to say
18 good morning to the board of Pacifica Radio
19 and to the listeners, friends and supporters,
20 and public board members who are here from

21 the diverse stations and communities that
22 Pacifica serves. It is a pleasure to be here

1 on the 50th anniversary of Pacifica, an
2 organization that was founded in

3 contravention and contradiction to the most
4 popular war ever fought in the history of
5 mankind, the Second World War.

6 It is a tribute to Lew Hill that
7 during that time during that climate he would
8 stand up and question that war and for 50

9 years Pacifica as an organization has

10 continued to question. As someone from the

11 African American community, I am well aware

12 that the gains that we have in society have

13 come at great sacrifice. We did not enjoy

14 the privilege of laws and rules and

15 regulations; that we had to go out and create

16 for ourselves a just society -- our own

17 values.

18 Some of the steps that Pacifica and
19 this board have taken today live on in that
20 tradition. As an organization, we must be
21 open, we must be willing to discuss amongst
22 ourselves, and with our listeners. I pride
1 myself first and foremost as a listener to
2 WBAI in New York for well over 30 years.
3 That it serves that community well and it
4 serves it as a drum, a system that gives us
5 advance warning of some of the impending
6 doom.

7 I pride myself as a broadcaster and
8 feel we often times challenge this system.
9 We will continue to do that. As a member of
10 the local advisory board, I hope we continue
11 the process where it is open and where
12 dialogue will continue and that you all will
13 come to New York and mediate some of these
14 disputes.

15 As a union ship steward, we need a
16 contract and Pacifica should desist from
17 breaking a union. Thank you.

18 MS. BERRY: Your time is up. Thank
19 you. I now call Sorret Ambrose.

20 MR. AMBROSE: My name is Sorret
21 Ambrose. I live here in Washington. I work

22 with the Fifty Years is Enough network which
1 monitors IMF and World Bank. I am a frequent
2 listener to WPFW, a one-time subscriber to
3 that station. I hope to be again.

4 Many of our colleagues are from the
5 Bay area, so I have heard a lot about the
6 situation at KPFA. Totally by coincidence, I
7 was in Berkeley last Monday, the 21st. I was
8 on the morning show with Phil McGarry, being
9 interviewed. It was an 8:15 slot. When I
10 got there, there was a demonstration outside
11 the office. I was surprised by the press
12 release that was available here.

13 The description of what was
14 happening there doesn't match my experience
15 of what was happening outside of that
16 station. I would caution the board to be
17 very suspicious of the information you are
18 getting, if you are relying on the
19 information that suggested there was an
20 intimidating atmosphere there.

21 Lynn Chadwick was walking around
22 taking down the signs that the protesters

1 had. No one approached her. No one said
2 anything to her until one of the members of

3 Elders of Survival, a group I worked with for
4 a long time, and who has been working -- Her
5 comments were, "I hear you and I've heard
6 that," to everything that was said. She
7 refused to respond to anything.

8 So the depiction in the first
9 release of a woman who wanted to dialogue
10 with the protesters is inaccurate. The
11 assertion that the demands of KPFA are unfair
12 couldn't be further from the truth. There
13 were just some posters outside the station.
14 The staff was united behind the demands.
15 The assertion in the press release
16 that these people who are protesting are
17 politically retired and, therefore, have a
18 lot of time is scurrilous. It's very
19 important and makes -- These are people who
20 have many interests.

21 MS. BERRY: Your time is up.

22 VOICE: Let him speak, let him
1 speak.

2 MS. BERRY: Others wish to speak.

3 If there is time at the end, after everyone
4 has spoken, we will let you speak again.

5 VOICE: Can't you give him a

6 30-second extension? 7 MS. BERRY: You are taking up the

8 time by talking now. If there is time at the
9 end, we will let you speak again. I am sure
10 everybody will want to speak longer and then
11 they will be mad because they don't have
12 time. Cerene Roberts, please come forward.

13 MS. ROBERTS: I am Cerene Roberts.

14 I work at WBAI. I have been a listener,
15 programmer, and member -- can anyone hear me?

16 MS. BERRY: Just get closer to the
17 mike.

18 MS. ROBERTS: My name is Cerene
19 Roberts. I work at WBAI. We have a union
20 issue at WBAI where we have been working
21 under an old contract, an expired contract.
22 There have been tremendous sums of money
1 spent to break the union. You mentioned the
2 union and union busting, that it is something
3 that is not happening at Pacifica. It is one
4 of the things that has been happening at
5 Pacifica for a number of years.

6 What has happened at Pacifica and
7 the positions that the national board seems
8 to have been taking for the past several
9 years -- and I hope that this meeting marks a
10 change from that -- is that there has been a
11 whole lot of hypocrisy where what we say on

12 the air and what we advocate and what we do
13 behind closed doors, who work at Pacifica,
14 who work at stations, who --, made the
15 national office run are in direct opposition.
16 Hypocrisy is a really dangerous
17 thing. If we expect people to believe,
18 because I have talked to listeners and I had
19 someone say to me last week, I can't believe
20 any of the things I am hearing about Pacifica
21 because you guys talk about other people
22 doing this. We are doing it. We are doing
1 it at home.

2 What happened at KPFA and, you
3 know, you hear reports on having the police
4 or having an attempted homicide
5 investigation. On the other hand, you hear,
6 No, it was just a shooting. No one was in
7 the building. Some of these things should be
8 documented.

9 Are we talking about the Justice
10 Department having been brought in because
11 certain people have connections? We need to
12 address all of that. We need to address it
13 because it is affecting our ability to raise
14 revenue. It is affecting our credibility on
15 a really, really, really significant level.

16 I would like to see the board
17 address some of those issues. I have not
18 heard anything here today that even addresses
19 that. The fact that we are going to have a
20 monthly meeting, supposedly, I want some more
21 information about how this monthly meeting is
22 going to be convened and are we actually

1 going to deal with what the problem is?

2 MS. BERRY: Paul Schaffer, please.

3 Mr. Schaffer.

4 MR. SCHAFFER: My name is Paul

5 Schaffer. I think it is a mistake to view

6 Pacifica's problems in terms of the struggles

7 at KPFA and WBAI. I think those are signs of

8 health. I think the real way to understand

9 Pacifica's problems is to look at the

10 stations that do not get -- particularly at

11 KPFA.

12 I was going through the binder out

13 there with the program grids and the stations

14 and the question occurred to me, "How much of

15 the programming of WPFW would be out of place

16 in major NPR stations?" With the exception

17 of the Teach-In on the Yugoslavia situation,

18 how much of the programming of KPFK would be

19 out of place in a major NPR station?
20 Back when I worked for Pacifica, it
21 was considering itself listener-sponsored
22 radio. That terminology evolved into
1 community radio and public radio. The
2 official word is called constituency. But
3 more and more, I think the word market will
4 turn up in places where constituency might.
5 In the governance committee meeting yesterday
6 there was someone talking about how
7 Pacifica's fund raisings and marketing have
8 to have a shared understanding of "what our
9 market is."
10 I think the line says, national
11 Pacifica is evolving toward, I think it is
12 destructive of what happened to Pacifica's
13 values and I think, frankly, that you are
14 turning Pacifica into a somewhat different
15 flavor than we are.
16 MS. BERRY: Thank you, Mr.
17 Schaffer. Would Medea Benjamin please come
18 forward?
19 MS. SKEELS: My name is Vicki
20 Skeels. I am from Sacramento, California.
21 MS. BERRY: What is your name,
22 please? Would you spell it?

1 MS. SKEELS: Vicki S-k-e-e-l-s.

I 2 am one of the market, a constituent member

3 from the sidelines, from the provinces of

4 California. We have come a long way.

5 I am very concerned that we are not

6 seeing what the essence is and all of us in

7 Sacramento. There is a large -- there. We

8 don't want to lose -- We depend on KPFA for

9 information that we can't get anywhere else

10 and we believe strongly that the principles

11 that KPFA espouses on how to settle things

12 diplomatically, how to use the democratic

13 process, is essential.

14 Now we are not big donors, most of

15 us, but we are donors. We urge the board and

16 the management to consider the position and

17 the different ways of resolving this. I

18 would also say that I hope my impression is

19 wrong, but I think we are doing that. Thank

20 you very much.

21 MS. BERRY: Thank you very much for

22 your comments. LaVarn Williams, please come

1 forward.

2 MS. WILLIAMS: Good morning, my

3 name is LaVarn Williams. I am from the KPFA

4 area. I live in Union City, California. I

5 want to thank the people of Washington for
6 allowing me to speak on your time because I
7 realize that Listener Comment is one of the
8 -- I was at the Berkeley meetings at that
9 time when the listeners had to make their
10 speeches to the board at that time and they
11 raised a number of issues.
12 One issue was they wanted the board
13 to rescind their vote to remove the LAB
14 members from the national board. They wanted
15 to extend the contract of Nicole Sawaya who
16 was the general manager of KPFA at the time.
17 Sheryl Flowers spoke very eloquently and
18 emotionally about the disrespect from the
19 Pacifica national office and also Sheryl
20 Flowers is a Black woman and she has since
21 resigned from KPFA and -- also a black woman
22 was at the door of KPFA the night the shots me
1 were fired, so she was there and the shots
2 also -- 3

The other thing is, the other
4 opportunity for the listener to actually
5 voice an opinion was through the fund drive.
6 The KPFA fund drive was very successful. It
7 was 53 percent of the phone, 60 percent
8 higher than the last year and 88 percent of

9 the -- With this, the listener could see the
10 station was going from listener sponsored to
11 listener be damned. Thank you.

12 MS. BERRY: Thanks very much.

13 Christina Perry. Christina Perry, please
14 come forward. Christina Perry is not here.

15 Mike Alcalay. 16 MR. ALCALAY: It is spelled
17 A-l-c-a-l-a-y. I am a physician dealing with
18 AIDS. I have a program for a number of
19 years, a weekly program that went national.
20 I got an award from NFCB, Golden Reel.

21 Actually, I produced the first all-Pacifica
22 program -- in 1990. -- San Francisco. I had
1 the enormous chance to work as co-host with
2 Amy Goodman, spent a week, 18-hour days with
3 her. So I am prepared for this weekend.

4 I was sick several years ago,
5 picked up a bug from the open water supply,
6 almost died, was on IV fluids, had visiting
7 nurses. I was getting better with these new
8 protease inhibitors.

9 A friend of mine who I worked
10 hand-in-hand on these radio projects -- asked
11 me to co-produce his live recordings. We
12 did. My son, who is a photographer, went in.
13 This picture is the one he took. Movia is

14 the voice for the voiceless. Pacifica is the
15 voice for the voiceless. That includes
16 complete accountability. That includes
17 openness, openness, openness.
18 I am the campaign coordinator for
19 something called The Campaign for
20 Commercial-Free K-2EV. They have elections
21 and a folio. They have a folio. They have
22 elections for their governing board every
1 year, every year, every year. They are the
2 biggest NPR/PBS media station that has
3 elections for their governing board. They
4 their governing board. They
5 have a folio to do that with.

6 We have no
7 folio at KPFA.

8 We have not even started to
9 think about that.

10 Thank you.

11 I call Kaleel Jacobs-Fantuzzi.

12 MR. JACOBS-FANTANZZI: Hello. My
13 name is Kaleel Jacobs-Fantuzzi. I am a
14 local advisory board member at KPFA. I would
15 like to first say that I am not a part of the
16 hate campaign or the violence campaign that
17 the last person was talking about.

18 I am very concerned about several
19 different things. First of all, I would like
20 to suggest that there is a public speaking
21 time at the beginning and at the end of this
22 day. I think it is very important to hear

Page 90

(There is no break in the transcript moving from pg.89 to pg.91)

1 from the public as much as possible.
2 I also think that Lynn Chadwick, the
3 acting General Manager of KPFA has not come
4 to the local advisory board meetings, has not
5 made a response to points made on the radio,
6 so I think that she is not really doing an
7 effective job as general manager.
8 Also, I think there is a concern
9 that as we are attempting to make the Local
10 Advisory board more diverse, it is really
11 hard to get more folks wanting to be part of
12 the local advisory board after being
13 disempowered by the national board.
14 So I think it is very important
15 that we find ways to empower the community,
16 to empower the local advisory boards and I
17 also think that there is some issues I think
18 we need to discuss in terms of Mary Frances
19 Berry and her concerns and promises she made

20 about the -- diverse program.

21 I would like to see Pacifica have
22 more diverse diverse programming on a
1 national level directed towards youth,
2 directed towards people of color. I also
3 have been part of the repression, of not
4 being allowed inside KPFA several times.
5 Right now there is an increase in the number
6 of guards.

7 The police now accompany them and
8 they have been told to not allow me in the
9 building. This makes my job as a --

10 MR. BERRY: Thank you, Kaleel. Mr.
11 Ambrose Lane.

12 MR. LANE: Thank you for having me.
13 In your booklet on Page 84 it says that the
14 Christian Right has pursued radio licenses
15 forever, and that are made available. They
16 now number one out of every ten U.S. radio
17 stations. 18 There are nearly three religious
19 radio stations -- One of the things that I
20 know to be concerned about is that we haven't
21 dealt with what our role should be. We
22 should be the opposition to the right wing,
1 fascist movement in this country and we have
2 not done that. For five years we have been

3 mired down in this. We have allowed our
4 listeners to be taken over and we have not
5 dealt with two things: Vision, what is the
6 continuing vision of Pacifica? And secondly,
7 what does that vision mean in terms of our
8 seeking growth.

9 There is a lady in this city, a
10 Black lady who has taken one radio station,
11 and she now owns 26 radio stations from
12 Washington to Atlanta because she was focused
13 and she knew what she had to do. It's about
14 time the Pacifica board learns what it has to
15 do in terms of promoting the vision.

16 We are the only ones left out here
17 and we get mired down in this kind of thing.
18 Of course, you have to understand, Lynn, your
19 predecessors, Pat Scott, played games with
20 people. Her predecessor was a total
21 incompetent, and therefore, Pacifica has to
22 work on its competency, work on its vision
1 and make sure that there is growth because
2 this country is moving farther and farther to
3 fascism and we are the only voice out there.
4 If you can't focus on that, then you have no
5 relevancy and we must take on the Right Wing.
6 The only way we will do that is to

7 deal with these problems and move forward as
8 a corporation.

9 MS. BERRY: Thank you, Ambrose.

10 David Adelson,

11 please.

12 MS. BENJAMIN: Hi, I'm David

13 Adelson. No, I'm Medea Benjamin and David

14 has given me his place. I would say right

15 on, Ambrose to what he just said. We have

16 got to get ourselves out of this mud that we

17 are in.

18 Unfortunately, I am leaving, after

19 being here for three days, with still a heavy

20 heart. I think the delegation from the Bay

21 area came here to start opening a dialogue,

22 and I think we started it. I think that we

1 have the ability to address -- last night --

2 was a great beginning -- I don't feel that

3 the statement that you gave out this morning

4 went far enough.

5 I look forward to pushing further

6 on that because we are talking to people back

7 at the station and the crisis is greater than

8 I think some of you on the board really

9 understand. I think the responsibility of

10 board members is to come out to the Bay area.

11 Please, everyone, do come out there and get
12 the dialogue moving. We need you out there.
13 We are hearing things here we never heard
14 before.
15 We never heard about the racist
16 attacks and we are appalled by them. You
17 have never heard about the kind of repression
18 that people are feeling, opposing measures
19 that you have taken. So, please, come out,
20 every one of you. Please make this report.
21 Please recognize the crisis we're in and take
22 strong measures to --

MS. BERRY: Thank you very much.

2 The next person is Susan Stone.

3 MS. STONE: I am Susan Stone. I am
4 the director of drama and literature on the
5 staff of KPFA. I appreciate this opportunity
6 to speak because I want to say that although
7 I do not appreciate the depth and tone of the
8 staff on the national office, especially
9 women -- I come here -- because I deeply
10 believe in the mission.

11 After Sacramento we have been
12 working in a vacuum. We have been dying to
13 deal. We have been dying to move this
14 forward and we had nothing with which to

15 work.

16 I, too, hope that we see in a very,
17 very short time members of the board, and
18 Mary Frances Berry as well, in the Bay area
19 so that we can move forward.

20 I also resent the personal affronts
21 that some of us have had. You cannot know
22 the depth of what is happening in terms of
1 racial injustice that is personalized towards
2 us and we are here in spirit to advance the
3 dialogue as well as to keep it from being
4 personal on our end so we can deal with it
5 together.

6 I acknowledge how personal it has
7 been and I am very sorry about that. I also
8 want to encourage the board to remember that
9 the best of this culture comes from the local
10 level, the input into national program
11 directors, the development of the key and
12 varied apprentice program, whereby talent
13 must be developed for future news and
14 programs from other areas of Pacifica's
15 broadcast interests, and that we continue to
16 improve upon our apprentice talent that
17 represents diversity and youth, which is what
18 you want, and it is right there at KPFA,

19 especially at KPFA.

20 Also pay attention to the programs

21 such as the African American programmers who

22 came here and are represented by us who want

1 to be heard and have not been heard and who

2 also wish that you would pay attention to the

3 local issues that KPFA -- by showing them a

4 response to the letter and paying attention

5 to all things on the local level which build

6 the national level.

7 So, thank you for listening to us.

8 Please come out. We are waiting for you. We

9 will stay in touch to make sure that that

10 does happen.

11 MS. BERRY: Thank you, Ms. Stone.

12 The next person is Andrea Buffa, please.

13 Would you come forward?

14 MS. BUFFA: Hi. I came here with

15 the Bay area delegation. Before I got here

16 what I knew was that KPFA lost one of the

17 best station managers they have had in many

18 years, that we have lost two veteran

19 programmers, and that we have experienced a

20 management style -- style --

21 I also knew that there had been a

22 course taken so far that had been repressive,
1 including gag rules, security guards and
2 calls from the Department of Justice. But I
3 came to tell the board that there was a major
4 crisis happening.

5 When I got here what I found was
6 that I was perceived as potentially violent,
7 marginal, racist, despite the fact that I
8 have never done such things, have never
9 condoned such things, don't condone such
10 things and when I heard about them, the
11 racist -- I knew -- I think there is an
12 information blockade going on here and I
13 think what happened this weekend is that
14 despite all that we look forward to giving
15 each other information.

16 Our delegation came up with
17 creative solutions and the board has been
18 somewhat understanding of the situation in
19 working with us, especially by suggesting a
20 free speech block, as I have not seen any on
21 the board of directors. I think we need to
22 push a little bit further.

1 This morning I talked with people
2 at the station. There are now four security
3 guards instead of two. On Mary Burke's show

4 this morning she wanted to have two people on
5 to sing a duet. -- the second person was
6 allowed in and they were not allowed to sing
7 their duet and they were very upset.

8 I beseech you to put the security
9 guards in front of Pacifica and to move a
10 little bit further than you have so far. We
11 can get there. Please, please do more.
12 Thank you.

13 MS. BERRY: Thank you. It looks
14 like Amy Goodman. I thought Amy left.

15 MS. HANRAHAN: I am not on the
16 list, but I would be pleased to speak.

17 MS. BERRY: What is your name so
18 that the recorder can get it?

19 MS. HANRAHAN: My name is Noel
20 Hanrahan and I am a producer from Pacifica,
21 KPFA. H-a-n-r-a-h-a-n.

22 MS. BERRY: Go right ahead.

1 MS. HANRAHAN: I just want to say
2 that I find that your immediate strategy and
3 your spin on all this are just amazingly
4 masterful. I am sure that it will be
5 documented over the next couple of years.
6 It is something that really allowed
7 the Pacifica National board -- fly its way

8 through when it clearly failed its job. I
9 think your job is to listen to the station
10 people, listen to the people out there in
11 Pacifica and, and listen to the listeners.
12 So far, since I have been at this meeting, I
13 feel that you haven't.
14 You really haven't understood the
15 depth of the crises -- Nicole Sawaya was the
16 best manager we have ever had. I have worked
17 there for 15 years. I was trained as an
18 apprentice there and when I began producing
19 prison radio programs I got the skills to go
20 out and record Lamere Abu Jamal and to bring
21 out all 72 essays that we heard of Lamere and
22 bring them to the air and -- I can swear to
1 you that Nicole Sawaya was the best thing
2 that we had at that station.
3 The process of removing her was
4 completely undemocratic. So the way you are
5 spinning this, the things you are putting
6 out, it's unbelievably masterful and it will
7 not go unnoticed and true democracy means
8 that you will have to listen to listeners.
9 That station will not be returned
10 to normal. Producers like myself who
11 desperately love Pacifica and who want to

12 give my best to Pacifica and who want to
13 produce more voices like Lamere Abu will --
14 Right now you are really losing it. You are
15 really destroying the thing, one of the
16 things I love most.
17 The air at Pacifica is just too,
18 too valuable for you to go down this road and
19 make this mistake. In five years you will
20 see what you have done.
21 MS. BERRY: Thank you very much.
22 Tina Bartolome, please come forward.

1 MS. BARTOLOME: Good morning. I'm
2 Tina Bartolome and I came with the delegation
3 from KPFA. I am a native of San Francisco
4 and I'm 23 years old and a college student.
5 I subscribe to KPFA.
6 Basically, I came here with this
7 delegation as a representative of my
8 community in hopes to work something out so
9 KPFA can continue its mission of providing a
10 local voice. Basically, I am really
11 disappointed, as someone who intends to
12 dedicate her life to political activism, to
13 be in the ironic position of like protesting
14 against people who are involved in the civil

15 rights movement.

16 I feel like there are people here

17 and I have a lot of respect for their

18 experience in the movement, yet we are here

19 protesting against those very people. I find

20 that very ironic.

21 I'm leaving here knowing I never

22 want to be in your position, basically. I

1 never want to have such a disconnection from

2 our listenership and from the folks who are

3 here today. Basically, what KPFA means to me

4 as a young person in the Bay area is, I am a

5 cultural organizer as well and I do a lot of

6 thinking about how we are going to use

7 culture as a weapon in the movement against

8 fascism and the things that this gentleman

9 was talking about.

10 It is really serious in California.

11 There is going to be a youth crime bill

12 proposed next year that is very fascist. We

13 need radio. We need radio as a tool to fight

14 these things.

15 Young people don't always have

16 access to E-mail and things like that.

17 There's other stations like KMEL that really

18 manipulate hip-hop. I think we can use KPFA

19 to use culture as a way to hammer at the
20 things and create a vision of what we want to
21 build. That's why I am really passionate
22 about this.

1 So, I support what the delegation
2 is here to do. I just hope you listen to
3 that.

4 MS. BERRY: Jorge Garcia, please.

5 MR. AMBROSE: Mr. Garcia has
6 donated his two minutes to me so I can
7 conclude my statement.

8 MS. BERRY: You may be able to have
9 two minutes anyway. I said I would recognize
10 you again for a repeat, but you can go ahead
11 if you want to.

12 MR. AMBROSE: Okay. Picking up
13 where I left off, I mentioned that Ms.
14 Chadwick's lack of response to the protest
15 was very frustrating. I think it is that
16 kind of lack of response to the subjects and
17 issues that are being brought up that has led
18 to a lot of frustration --
19 I have seen the same lack of
20 response in the board here today. These
21 things are not being discussed. You are
22 talking about peripheral issues. I think we

1 I have some very unfortunate comments which I
2 had not heard about, racism and misogynistic.
3 But unfortunately -- I am not defending
4 racism or misogyny, of course. I am saying
5 that frustration builds up when there is no
6 response at all.

7 MS. BERRY: Let us be in order.

8 The gentleman is finished, I assume.

9 MR. AMBROSE: I made an unfortunate
10 comment and I can't get out of it.

11 MS. BERRY: Jorge Garcia. You may
12 still make your statement, Mr. Garcia. Then
13 we have one after you, so there is time for
14 you and time for the board to discuss what
15 has been said.

16 MR. GARCIA: My name is Jorge
17 Garcia. I am a schoolteacher. I also came
18 with the delegation. I don't feel that the
19 statements, the sexist and racist behavior is
20 in any way justified, regardless of
21 frustrations, so I disagree with that
22 statement.

1 I also find it ironic, like Tina
2 said before, that we are standing before a
3 group with an amazing amount of experience in
4 the struggle and this is who we are

5 challenging. This is who we are trying to
6 reason with.

7 I don't understand why we are
8 fighting this ourselves. I think we all see
9 the need. I also wanted to say that hip-hop
10 and youth culture is a very important tool in
11 drawing youth to the movement and drawing
12 youth to the progressive ideas.

13 As a Latino, I would like to see
14 the civic and national league come up with a
15 more creative program and consult us as to
16 how --

17 MS. BERRY: Okay. Cheryl
18 Garner-Shaw, please come forward.

19 MS. GARNER-SHAW: As Vanessa said
20 -- if you would not take my picture, I would
21 appreciate it. I appreciate the delegation
22 here. I appreciate the public here. I
1 appreciate the board here. This is a
2 challenge for you.

3 You say you don't know nearly
4 enough. KPFA is recording this. Now you
5 know. Current was here. Now you know.
6 Carnival is a -- I was there on Monday, same
7 as you. So what you just said is real
8 indicative of the people that work in

9 fronting me. That is the same thing as when
10 I stepped into my office, House Negro, was
11 yelled from the same person, a KPFA staff
12 member this morning was --, that same
13 individual.

14 So, I want you all to know, this
15 has been a long week. It has been a long
16 three months. I think it's peaking, but I
17 hope it goes away. Unfortunately, I think
18 everyone needs to understand your
19 responsibility of who you are representing.
20 It is your responsibility to know. Don't
21 excuse yourselves because if you are going to
22 take a position, if you are going to support
1 what is going on, you need to know who you
2 are representing and whom you're backing, so,
3 now you know.

4 We do a hell of a job to support
5 this institution, and I have never, ever,
6 called anybody a name, said anything
7 derogatory to anyone. But when I hear my
8 name on the air saying people are coming down
9 because I am getting ready to fight somebody,
10 a group of older white men outside waiting
11 for me, that's -- not only is the board
12 responsible, the community, and the people

13 who come out here to say, "I am representing
14 KPFA" and the community, of which I have been
15 a member for over 20 years, is responsible.

16 MS. BERRY: Thank you very much.

17 David Adelson was on the list and let someone
18 else have his time. I will let you have a
19 minute, so long as you don't discuss anything
20 that you know you are not supposed to
21 discuss. Then the board needs to discuss
22 what you have said.

1 MR. ADELSON: I understand. I
2 would just like to say something quickly.
3 Pacifica was founded to investigate and
4 explore the causes of poverty and other
5 things. Some of these racist remarks and
6 some of the violence should have been the
7 subject -- of the condemnations on both sides
8 aren't going to be sufficient. So I think we
9 should address it all. I want to thank the
10 board for providing a channel to actually get
11 this dealt with.

12 MS. BERRY: Thank you, thank you.

13 MR. ADELSON: I just want to ask -

14 MS. BERRY: No. Thank you very
15 much. Jay, was your name on the list?

16 MR. IMANI: I asked someone to put

17 it on.

18 MS. BERRY: It was a failure of
19 your secretary? Well, this is the last, but
20 I am indulging you because you said you
21 thought it was on the list. Assuming you are
22 not lying, I accept your representations in
1 good faith. Tell the people your name.

2 MR. IMANI: My name is J. Imani. I
3 am a member of the local advisory Board.
4 Racism is everywhere. For the last ten years
5 I have been struggling against it, all forms
6 of personal oppression.
7 On my right arm I wear a tattoo of
8 Africa with a cross, spear, and shield,
9 representing my commitment to the liberation
10 of African people. The moment I found out
11 about these allegations I also started
12 researching. I found out about who made such
13 allegations. This person will be dealt with
14 directly upon our return. I have already
15 started the process. If I could find out the
16 other folks who have made some of these other
17 remarks, they also would be dealt with.
18 I in no way support or condone that
19 type of behavior against any people,
20 particularly my sisters engaged in the

21 struggle. I don't go for it -- at the same
22 time, there are other issues that I must
1 address as well. Those are the issues of
2 democracy, accountability and participation.
3 I feel like, let me explain: I joined the
4 Local Advisory board feeling that if I
5 understand the inner struggle -- institutions
6 we can not build, must become -- National
7 radio network I am apart of that.
8 After joining up, my ability to be
9 able to affect what happened here was
10 drastically changed from my perspective. My
11 attempts to find out and figure what was
12 happening were stifled.
13 So now we are trying to figure out
14 how to do that. So, to me the main issue
15 here is how to get the station -- You all can
16 do what you all please. We can't do nothing
17 about it but just dislike it and talk trash
18 about behind your back or to your face. That
19 is actually not good enough.
20 I want to begin to affect change.
21 I want to structure a way to figure how we
22 can make sure and show accountable to us. We
1 want to do what's right; I know that, but --
2 makes that very difficult sometimes. We know

3 that accountability is the only way to keep
4 people actually accountable. We need to push
5 buttons and twist arms. Help us do that.
6 You know you ain't going to do
7 wrong when someone is holding your hand.
8 MS. BERRY: Thank you very much. I
9 will see if other board members have
10 something they want to say, but I would make
11 some comments in response to what has been
12 said. I think Ambrose Lane said what I hoped
13 when I first came on the board, although I
14 wouldn't have used "fascism" as an expression
15 since I am a public figure and I would have
16 had to explain what I meant and I try to
17 avoid that. I would have said some other
18 word that would be nicer.
19 But when I came on the Pacifica
20 board I thought we would be discussing issues
21 like programming and vision and making the
22 progressive voice have a longer reach and
1 being a newspaper for the progressive
2 movement, as it were. I thought we would be
3 discussing not keeping the progressive radio
4 as marginal, less than two percent of the two
5 percent that listen to public radio.
6 So that we don't think we are the

7 center of the universe. We are not. We are
8 not even on most people's screens. So I had
9 hoped to be something to make that voice
10 louder and be discussing that.

11 Since I have been on this board I
12 have had only the opportunity of two minutes
13 to discuss that since I have been on the
14 board. In fact, no one from the community
15 around the radio who wants to discuss issues
16 ever discusses that with me. I have had one
17 person who is interested only in trying to
18 get people elected as opposed to not elected.
19 I have some other people interested in other
20 stuff.

21 But the people who are involved
22 most of the time don't want to discuss the

1 vision. When I mention the strategic plan,
2 people who are protesting tell me they never
3 read it. When I asked some questions about
4 it, they say, "Forget it." When I ask them
5 what their vision is, they say democracy and
6 -- participate and I say, "For what purpose?
7 What is your goal? How are you going to make
8 the progressive voice have a broader reach?"
9 So maybe I am just at odds with your

10 organization.

11 I always assumed in the old days
12 when Askia was covering me when I was in
13 various protests that Pacifica had this
14 interest in the broader reach of a voice and
15 that was what it was all about. I am
16 discovering that most people are ground down
17 in what I call minutiae and worried only
18 about contemplating their own internal navels
19 at whatever station they happened to be at as
20 opposed to thinking about the broader vision.
21 To answer you more specifically,
22 when I became board chair I went around to

1 each LAB to meet with the people there. At
2 the KPFA LAB there were no people of color
3 who were members.

4 This is my first term as board
5 chair, so that was very recent. I am happy
6 to see that as a result of this crisis and
7 conflict there are now three, I am told,
8 members of the LAB who are people of color.
9 Two of them have only been members for four
10 months, I am told, or five, and they are the
11 ones that they sent here, which is very
12 interesting indeed.

13 When you talk about how to
14 manipulate the message and how to manipulate
15 the public relations, to take the two people
16 of color who have only been there for four or
17 five months, to put a face on your LAB by
18 sending them to meetings is a very, very,
19 very imaginative and creative way to deal
20 with it. But I want diversity, however I get
21 it. So I'm willing to take it, even if that
22 makes it.

1 Secondly, whether they sent you or
2 you came, my point is that you are the ones.
3 I accept you. I accept you in good faith.
4 I'm only pointing out for the audience that
5 may not know that KPFA had no people of color
6 as LAB members when I came on this board and
7 I am happy that they have some now and I want
8 the other LABs to do as well and I hope they
9 get more.

10 The second thing is that I have
11 long argued and preached, I have even had
12 discussions with Jay about it, the need to
13 have more youth involved. That doesn't mean
14 that I am an ageist and I hate old people. I
15 am old myself. But I have wanted youth
16 involved because I know that when the grim

17 reaper comes along and
18 it's just people like me when we go,
19 you need to have some people there.
20 I also want the progressive message
21 to reach broader and wider for the future.
22 That's what that is about. So I have tried
1 to talk to program directors and station
2 managers and executive directors about
3 hip-hop and all the various music forms and
4 how I listen to the stuff and some of it is
5 very progressive. I don't understand why it
6 is not on.
7 So, I will commit to you young
8 people that I will talk to the executive
9 director, I will talk in terms of the
10 organization utilizing your talents to try to
11 bring you together with the folks who are
12 implementing it to try to use your talents to
13 try to get some of that on the radio. Okay?
14 I commit that to you because I think it's
15 important.
16 The other thing that I will say is
17 that on the question of this board, I have
18 discovered in Pacifica something else I
19 didn't know existed. Incredible arrogance on
20 the part of the various constituencies within

21 Pacifica.

22 Everybody assumes that they have a
1 monopoly on virtue and everybody assumes that
2 they're in the right and morally correct and
3 that everybody else is evil, out to undermine
4 them or have some kind of nefarious purpose
5 in mind in whatever they do.

6 When I say to people, why would the
7 members of this board serving without pay,
8 all of whom have something else to do,
9 respected people who have public reputations
10 which you can look up, why would they be
11 spending their time sitting down engaged in
12 some nefarious plot to destroy Pacifica.

13 The asking of the question tells
14 you how idiotic it is to even propose such a
15 thing. You may disagree with people. You
16 may not like what they say. But to assume
17 that you are the only person who has morality
18 and virtue and that all others are evil, is
19 wrong.

20 The other thing I'll say to you is,
21 there is a deep-seated strain of racism in
22 the left. There always has been. History
1 will document this. It is a problem that
2 surfaces from time to time and it is

3 something that the left has had to struggle
4 with very hard. Why is that the case?
5 Because the left is part of society and there
6 is a deep strain of racism in the society and
7 sexism and homophobia and all of those other
8 evils.

9 Why wouldn't it be in the left? If
10 it is in the left, the left has to struggle
11 with it, acknowledge it, that it's there and
12 whenever it surfaces, cut it off at the head.
13 When the left fails to do that, then the left
14 deserves no respect from people who call
15 themselves progressives.
16 Movements must take responsibility
17 for the people who are in the movement with
18 them. It is not enough to say, I'm in a
19 movement. I have been in a lot of them and I
20 take no responsibility for all other people
21 and whatever they might say, oh they're just
22 doing that, let's just focus on the issue.

1 That is B.S.
2 If you are in the movement you are
3 responsible for your colleagues in the
4 movement and your cohorts and policing them
5 and that is what you are responsible for and
6 we have heard some of the things that have

7 happened here. But nobody has a monopoly on
8 virtue.

9 So, this board, let's talk about
10 responsibility, what this board is
11 responsible for. We have heard over and over
12 again that this board ought to go out to
13 Berkeley.

14 First of all, Pacifica has five
15 stations. Pacifica has national programming.
16 Every station in Pacifica thinks it is the
17 center of the universe. Every station in
18 Pacifica has problems, some of them may be
19 political problems with constituencies,
20 others may be money problems and others may
21 be other kinds of problems. I heard somebody
22 say that the executive director who was
1 acting as interim manager at KPFA hadn't done
2 this, that or the other, whatever. The
3 executive director has to manage the Pacifica
4 network. We are doing the best we can with
5 what we have.

6 The network is not rich. The
7 financial reports are available to people who
8 want to see them. I get E-mails from people
9 that think that there are billions of dollars
10 somewhere floating around and that the board

11 members are getting them and going off on
12 trips to this place and that place, which is
13 just absolutely ludicrous. Think about the
14 limitations of what we have to do. Have some
15 empathy for each other.

16 Now, on the matter of what we have
17 done here and whether we have gone far
18 enough, I know that in the progressive
19 movement no matter what you do you never go
20 far enough. I understand that. So, I expect
21 to be criticized. We came to this meeting.

22 We have had discussions, and we will have
1 others. We have made a terrific advance,
2 forward movement on what was happening before
3 we got to this meeting.

4 We have agreed that if the mediator
5 which is already -- the staff picked somebody
6 as this mediator -- say that there ought to
7 be more people, expanded constituencies on
8 each side, board members, people from the
9 locals, wherever, we're willing to entertain
10 that. The board is open to that.

11 But this entire board is not going
12 to troop out to Berkeley and camp out there
13 to sit down and have daily sessions all day
14 long -- I'm not, maybe the rest of you are

15 -- with the community, without any kind of
16 mediation or anything, with talk, talk, talk
17 back in forth to each other. We are
18 interested in resolving the issue and we are
19 interesting in doing it in a forum where we
20 are engaged and we are willing to be engaged
21 and to consider whatever needs to be
22 considered. We have said that.

1 We came to this meeting. People
2 didn't like the nondisclosure rule, one of
3 the places where they talk about Pacifica.
4 We said, yes, you can do that. They want us
5 to say that there will be no security at the
6 station. It would be ludicrous, outrageous,
7 and I don't know what other word I could use.

8 MR. FARRELL: Irresponsible.

9 MS. BERRY: Irresponsible, thank
10 you, Bob, for this board, to know what has
11 happened out there and to have no security or
12 not enough security. If something happened,
13 people would be saying, Well, why didn't they
14 do something? They knew that there was a
15 problem; these people are crazy.

16 Some of the same people now who are
17 complaining would be criticizing us and
18 saying, doggone it, you know they knew. And

19 here they are. And we would be held

20 responsible.

21 Now, on conditional pledges, this

22 has come up at various times. We appreciate

1 the people who gave money or made pledges to

2 KPFA, as we appreciate all the donors at all

3 the stations and all the programs of

4 Pacifica. We want more of that, as much as

5 we can get.

6 The point is that the staff was not

7 authorized to go on the air and tell people

8 to give pledges conditionally and to send

9 postcards with marked off, I am only giving

10 this money if you rehire this one and do

11 that, to my office.

12 It boggles the mind that they would

13 send it to my office in the first place. I

14 don't want Pacifica on a daily -- What was I

15 suppose to do with these post cards? What

16 did I do with them? I packed them up and

17 sent them back to Pacifica.

18 We cannot accept conditional

19 pledges because if a person gives us money

20 and says, you can only spend this if you hire

21 John Doe and we don't hire John Doe, the

22 person can sue us and get their money back.

1 We cannot accept conditional pledges. That
2 means that we don't know how much money -- of
3 course we accept grants conditionally. A
4 grant that says, this grant is to be used for
5 a certain program and we apply for it and
6 accept the condition, that is different. But
7 to say that managers must be hired or
8 programs must be kept on the air, we can't do
9 that.

10 So we don't know how much money we
11 raised at KPFA until that is worked out. The
12 final thing I will say is that no one in
13 Pacifica has the right to be on a program
14 forever. No one has the right to have a
15 program on a station for their entire lives.
16 Programs have to be evaluated. They have to
17 be reviewed, and they haven't been as much as
18 I think they ought to be. So we can
19 determine how they fit in with the strategy
20 with the Progressive message with the reach
21 of it, the changes that are taking place and
22 are there other voices that should be heard

1 and so no one should assume because I am on
2 the air this is my program forever and nobody
3 else can ever have this time slot.

4 That is the last thing I have to
5 say. Does any board member wish to say
6 anything about anything, including anything
7 that was said?

8 VOICE: I would like to agree with
9 Ambrose. I came on Pacifica because I
10 believe it is the voice of the
11 disenfranchised. I would like everybody here
12 to know that I came in this morning for this
13 meeting.

14 I couldn't be here the two days
15 before, unfortunately, but I want everyone to
16 know that you didn't hear a lot of
17 controversy today, but there is a lot of
18 controversy that takes place when you are not
19 here.

20 The board is not monolithic. I
21 want everyone to know that there are people
22 who stand on both sides. We are engaged
1 ourselves in trying to figure out the right
2 ways to go. We might be doing things
3 correctly and we might be doing things
4 incorrectly. But I would not want anyone for
5 a moment to think that the board is a rubber
6 stamp.

7 I want everyone to know that many

8 of the decisions that are made are made on
9 different levels and some of us have a part
10 in those decisions and some of us don't have
11 a part in those decisions. All of us at some
12 time or another hear about the results of
13 those decisions, sometimes we hear about them
14 and sometimes before you hear about them.

15 However, the board itself is
16 democratic and I think you can depend upon
17 that issue of democracy for us to continue
18 working hard to come to resolutions that
19 hopefully will be correct resolutions. But
20 sometimes they will be wrong resolutions.
21 That's just how it is with people.

22 MS. BERRY: Any other comments?

1 DR. GIBBS: Mary, I would like to
2 make a few points.

3 VOICE: Can you come to the mike?

4 DR. GIBBS: Actually I have a
5 pretty loud voice. It is tired, but can
6 everybody hear me?

7 First of all, I want to acknowledge
8 the fact that the board has worked very hard
9 over the last three days. We have been
10 meeting from 8:00 in the morning to 8:00 at
11 night and then talking to each other

12 afterwards.

13 We have not had much sleep. We are
14 all tired. We have worked very hard to
15 discuss these issues.

16 I also want to acknowledge the
17 people who came from the Bay area to meet
18 with us last night and to acknowledge those
19 who came today to express themselves. But I
20 want to say I think we are all here -- and I
21 am really underlining all, every single
22 person in the room -- because we are
1 interested in Pacifica, because we care about
2 Pacifica and because we care about what
3 Pacifica has historically represented and we
4 hope will continue to represent.

5 But there are two visions of
6 Pacifica. And this is something, actually,
7 that we are still struggling with on the
8 board. I want to say that honestly, we are
9 still struggling. The vision of Pacifica --
10 and I want to make an analogy which actually
11 we talked about earlier between -- one
12 vision says that there is the national board
13 and then there are the local stations and
14 that vision is a vision that would be like
15 the federal government and the states.

16 The federal government makes
17 certain over-arching policy, but the states
18 have certain rights and certain autonomy
19 But there has been an agreement worked out
20 over 200 years and it keeps changing, doesn't
21 it, between the states and the federal
22 government. Those of you who follow the news
1 closely know that the Supreme Court just gave
2 some more rights back to the states this
3 week.

4 The other vision of Pacifica was
5 perhaps more of the original vision which is
6 the local autonomy, and that each station
7 made its own policies and each station was
8 pretty much a rule unto itself. But when the
9 strategic plan was made several years ago,
10 before I ever joined the board and was just a
11 listener like all of you were at some time,
12 this vision shifted.

13 I think that we are all at some
14 level having trouble with the new vision.
15 That is why we asked some of the people who
16 came the other night, some of you guys know
17 from Berkeley, have you read the strategic
18 plan.

19 Now, at that time the staff was

20 involved, local stations were involved. I
21 think it is important to give me the time to
22 mention how this developed. This was

1 developed, as I understand it, in a very
2 collaborative, collegial relationship. All
3 the stations had delegates. It was not
4 imposed by the national board. This vision,
5 and please read it when you go back to
6 Berkeley or wherever, really changed the
7 nature of the relationship of the local
8 boards to the national.

9 I think the thing we are all
10 struggling with is how to go about
11 implementing -- it's really sort of a new
12 structure -- where it is true that more
13 functions were allocated to the board, not
14 for a power grab as people seem to say and
15 think, but for streamlining management.
16 Anybody who has ever worked in a big
17 corporation knows that if you buy things in
18 bulk it's just cheaper.

19 So that is just one example. So
20 you streamline how you buy things. It is
21 cheaper to have sort of certain kinds of
22 administrative services in one place. So

1 the idea of this change was to shift things
2 to the national board, not for power
3 grabbing, but for efficiency. Okay?
4 Now that's one point. The other
5 thing is that in this vision, it means we are
6 trying to develop more national programming.
7 There again, we have not developed all that
8 we would like to develop, and that is coming.
9 So basically, I want to say to all of you
10 that just as you are struggling with the
11 local issues, about how much autonomy you
12 have, the board is still struggling with
13 trying to figure out the relationship between
14 this new sort of more federal vision as
15 opposed to another vision.
16 But I think the strategic plan does
17 make some changes which are difficult. I
18 work at the University of California
19 Berkeley, and you all know we are always in
20 turmoil, too. I could just tell you, as I
21 said to my Dean after I had been there two
22 years and had seen several different
1 demonstrations, change is always difficult.
2 People are familiar with and comfortable with
3 what they always know and the programs they
4 always liked.

5 It is always difficult to initiate
6 change because you lose your favorite
7 program. Even you know when the cartoons are
8 changing in the San Francisco Chronicle and
9 you should see the letters. This is not even
10 serious. But people are committed to
11 cartoons and they get like, I'm going to
12 cancel my subscription because Peanuts was
13 cancelled, for god's sake.

14 So any change is difficult and what
15 we need to do as adults is work together to
16 accept the changes that will move the network
17 forward.

18 That was my first point. My second
19 point, and I admit that was a long first
20 point, but my second point is really to talk
21 about what Ambrose said about the vision. I
22 think it is so important what you said. We
1 ought to be responding to the Right Wing
2 Movement which is taking over this country.
3 We ought to be responding to the retreat from
4 affirmative action. Not just one program
5 that comes from New York. We ought to be
6 responding in every single local station.
7 The increasing power of the police state.
8 The Supreme Court has given the

9 police power. They can stop any of us at any
10 time, open our cars, and search us without
11 cause, as I understand it. I am not a
12 lawyer, but that's what I understand. The
13 increasing gap between the rich and the poor.
14 Corporate welfare which rips all of us off
15 because it takes our taxes, you know, all of
16 these issues are issues that Pacifica has
17 cared about.

18 While we are spending our time here
19 arguing about whether there is a guard or not
20 a guard, what are we doing about these
21 programs? What are we doing to communicate
22 to our audience the importance of voting the
1 right people in so that we can do something
2 about these things and everything. We should
3 be working together to define and develop our
4 vision.

5 I think Ambrose said it perfectly.
6 We should be working together to have our
7 listeners buy into our vision. That's very
8 important. We should be working together to
9 implement the vision on a local and national
10 level.

11 My third and final point is
12 resolving the conflict, which is why

13 everybody is here. I do think that we would
14 appreciate more acknowledgement from this
15 audience of how far the board has moved, just
16 in the last three days, to meet some of the
17 concerns.

18 We have been staying up night and
19 day. It would be nice to have some
20 appreciation from all of you. The idea of an
21 hour when you could discuss local issues --
22 MS. BERRY: Don't beg, Jewelle.

1 DR. GIBBS: I'm not begging. I'm
2 not begging. I am a minister's daughter, I'm
3 preaching. I'm just saying we would like to
4 have some acknowledgement that we are trying
5 to meet you halfway. The process is
6 beginning. We are trying to open the
7 dialogue. We are trying to have honest
8 dialog and I think we have to continue to
9 establish trust with each other and continue
10 to really believe that we are all here for
11 the same purpose of advancing the Pacifica
12 network and advancing the Pacifica vision.
13 Let's work together. Let's stop
14 fighting and that's all I'm going to say.
15 MS. BERRY: Thank you very much.

16 The public comment period is up, but go right
17 ahead, Ron.

18 MR. ROBINSON: Thanks very much. I
19 would just like the audience to know that one
20 of the most important reasons for us to be
21 here is to listen to you. I would like to
22 thank you for giving me the opportunity as a
1 member of the board to listen to you.

2 On the WPFW station where I came
3 from, my mentor and guru is Ambrose. Let me
4 tell you something that I heard Ambrose
5 saying which I am not sure everybody heard
6 the way I did. I think one of the things we
7 have to realize in the progressive movement
8 -- realizing the progressive movement, -- not
9 just the local community, but a community of
10 progressives and I think that is what
11 Pacifica believes at root that it is trying
12 to do.

13 The thing that I think Ambrose is
14 saying to us is that is all very well, but
15 the reality is that even with progressives
16 there are things that separate us. There are
17 differences between us. That doesn't make
18 any difference except that we have to listen
19 and speak to each other.

20 If we don't listen and speak to
21 each other, the people that are not part of
22 the progressive community will create a
1 community for us and we will wake up in a
2 can. I really think that that is what we
3 have to start doing as progressives.
4 Frequently, in any kind of community there is
5 a tendency for people -- we are all human,
6 whether we are progressive or reactionary of
7 whatever -- but we tend to listen to people
8 that we like and we tend to only talk to
9 people that we know; maybe it's because of
10 where we live or the things that separate us,
11 which church we go to.
12 I think one of the things that we
13 have to begin doing is, we have to worry
14 about the people that we don't know, talking
15 to them and listening to them, and the
z 16 that we don't like who live in that
17 community, talking to them and listening to
18 them as well.
19 I think one of the realities about
20 Pacifica as an organization is that we have
21 been in conflict for a long time. We are
22 very complex. We have a national staff and a
1 national office. We have five stations. We

2 have station managers, station staff,
3 volunteer programmers, volunteer producers.
4 We have -- we have LABs, we have a national
5 governing board. We have officers and
6 committee members, so we are a very complex
7 community, and I think one of the problems is
8 that historically it has been easy for all of
9 us to talk to only the people that we like
10 and to listen to only the people that we like
11 and to talk to the people that we know and
12 not talk and not listen to the people we
13 don't know and that I think the point that
14 Ambrose was making is that for many years, at
15 least five, that has been one of the things
16 that has hampered this board in its
17 relationships.
18 We become in many ways a
19 dysfunctional family. It doesn't mean we are
20 not doing wonderful things. It doesn't mean
21 we're not carrying the torch. There are --
22 for some very dysfunctional relationships and
1 I think what many of us feel today is we're
2 saying we have to start talking and
3 listening.
4 I personally, based on my
5 experience in local government, I don't think

6 that the public is ever -- particularly the
7 public in a progressive community -- is ever
8 going to be without conflict. There is never
9 going to be peace on the left. I think we
10 are unrealistic if we expect it. We maybe
11 should be real worried if we find it.
12 I don't think that we are going to
13 expect on a board like this that anybody is
14 going to walk up to us and tell us what a
15 wonderful job we are doing individually and
16 collectively. That just doesn't happen any
17 place. People tell you what is wrong. They
18 don't tell you what they like. Maybe that's
19 good, maybe that's diagnostics.
20 But I think the thing that I heard
21 Ambrose saying and I think most members of
22 the board would agree with at this point is
1 that what we have to do, and we began this
2 retreat, the meeting on Friday in which we
3 had somebody talking to us about the issues
4 of organizational development and how we can
5 manage conflict. The importance being for us
6 is not that we erase any conflict within the
7 organization as that we have institutions to
8 manage the conflict in the future and that we
9 start spending more time with people we don't

10 know, maybe the people that we don't like,
11 and entering into a dialogue and keeping that
12 dialogue in place.

13 If we can do those things, I think
14 we will be healthy. We need your help and we
15 are going to make mistakes. We don't always
16 take our responsibilities by ignorance. We
17 don't always take our responsibilities
18 sometimes by neglect. And we will make
19 mistakes.

20 A young man made a statement here
21 today that he didn't mean to say. He felt
22 badly about it. That's the way it is. If
1 you've got enough guts to stand up and say
2 something, nine times out of ten everything
3 that comes out of your mouth may not be what
4 you intended, but at least you got up and
5 talked.

6 MS. BERRY: All right. Does any
7 other member of the board feel that they need
8 to say something or want to say something?

9 All right, with that, that is the end of the
10 meeting. I will entertain a motion to
11 adjourn.

12 MR. FARRELL: I so move.

13 DR. GIBBS: I second.

14 MS. BERRY: It is non-debatable.

15 Thank you very much. I want to thank the

16 board members. I want to thank the audience.

17 Especially I want to thank the staff for this

18 meeting and for this last few days. Now let

19 us go forward.

20 (Whereupon, at 12:51 p.m., the

21 meeting was concluded.)

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