KZFR Program Committee
Minutes of Meeting November 11, 2021 on Zoom
Meeting called to order at 5:04 pm

Members present: G Parks, W Nichols, A Steckel, S Scarborough, R Jones, C Nelson (notes)

Agenda approved without amendments

Announcements:
- KZFR vaccination PSA is now on the air
- P.C recruitment recording is being broadcast and is also in the newsletter. Ann suggested a revision of the application and Grant will review the application for needed changes/updates.

Public Comments:
- One listener objected to the lyrics of music on Live Band Club- Grant understood the complaint and wrote to reassure the listener.
- A thoughtful concern was lodged about the programmer who airs anti-vax misinformation with concerns about the curtailment of information diversity and censorship. BOD President R Davidson responded based on KZFR station policy and the Programmers Handbook.

Program Proposal- Island Rhythms was approved with encouragement to do regular station ID breaks and to have a verbal segue at the end of the show.

Fresh Hop Cinema- P.C. reviewed the show itself rather than an archive of the podcast. Comments were the same as previously discussed. Grant will follow up with the hosts with comments from the last meeting.

From the General Manager-

Matrix- The BOD was generally favorable (on 11-09-21) to the proposal of open format programming, but there was a question about the word “temporary” in regards to the weekday 7pm slot. There was also a problem with the formatting of the proposal necessitating the proposal to be re-evaluated at the next meeting. Steve S suggested revised wording to clarify the meaning of “temporary.”

3. Monday-Friday, 7pm-7:30pm is earmarked for the development of underage programmers. In the event there are not enough kid/teen proposals to fill these air shifts, open format programming will be broadcast in each empty time slot until such time that a kid/teen program is proposed and approved.

(This exact wording was submitted after the PC meeting but was generally discussed and approved in the meeting.)
Survey Report- The report indicates that KZFR needs younger listeners. Getting the app to work better may help. We discussed how to make the radio attractive to those under 40. A younger working base also is needed to become contributors. We did not discuss individual shows which had few listeners. During covid the numbers were somewhat unreliable. (Sample size 600.)

Workplace Harassment Training is a free CPB training that all programmers will be asked to complete between May and Sept 30, 2022.

Covid Specific Disclaimer- Grant said he was not in favor of a covid specific disclaimer because he felt it may actually encourage an increase of anti-vax comments on the air. At the beginning of the meeting he announced a new PSA that outlined the station’s pandemic protection measures and its support for vaccinations.

Programmer violation of KZFR station policy- the context and timeline to a one month suspension for a programmer were explained as it pertained to why the BOD initiated a disciplinary decision rather than the P.C. Steve S commented that a punitive decision from the BOD impaired its ability to be available in the case of an appeal request. Please note the applicable sections of the Programmer's Handbook that are attached below regarding the Level 2 violation in question:

IV. DISCIPLINARY POLICY
KZFR programmers are expected to comply with station policies and procedures, accept certain responsibilities and conduct themselves with respect for the rights and feelings of others. If, in the judgment of the organization, your performance becomes unsatisfactory in this regard, you will be subject to sanctions in accordance with the following Disciplinary Policy.

2-8 Engaging in conduct detrimental to the mission statement of KZFR including, but not limited to, verbal abuse; harassment; bullying; hate speech; and/or threats of violence against any person(s) or property

Violation Level 2
Violation
Evaluation with recommendations

Next P.C. meeting set for Thursday, Dec. 9th at 5pm on Zoom.
Meeting adjourned at 7 pm