

No.	Table Top Titles	Discussion Points	Analysis
1.	Building Bridges, Not Walls	<p>Mission: Defining ways to meeting the issues of working together to contribute to lasting understanding between nations, and between individuals of all nations, races, creed and colors.</p> <p>Are we meeting our mission statement?</p> <p>1. Immigration. Where do we meet Dreamers and their needs?</p> <ul style="list-style-type: none"> ▪ Education on immigration laws ▪ Spanish language inclusion <p>Both sides of immigration debate:</p> <ul style="list-style-type: none"> ▪ Look at deeper issues of immigration ▪ Emotional aspects of debates ▪ Holistic view of immigration on KPFT <p>2. Accessibility of programming</p> <ul style="list-style-type: none"> ▪ Archives might not be user friendly ▪ Racial bigotry and economic impact ▪ Utilize information to counteract disinformation ▪ Utilizing independent media to counteract discrimination ▪ Utilizing independent media to propagate facts and studies <p>3. Presenting more community voices</p> <ul style="list-style-type: none"> ▪ Should independent media look for studies/research ▪ Look at aspects not being covered ▪ There are stories within stories ▪ Both sides get to express ▪ Challenge: How to address the FEAR of immigrants and others ▪ Persist in giving real facts ▪ Agitate the mind and the heart ▪ Allow people to hear the voices from all sides 	<p>People want access and equity. Resources should be accessible to the community and not a selective group of people.</p> <p>No.</p> <p>Stakes are high on societal issues. Issues are reduced to two sides. Should have nuanced discussions should create outcomes of. “best choices.” There is not just once choice or an either/or scenario.</p> <p>An educated public is a powerful/empowered public.</p> <p>Sources of information.</p>

2.	Art and Activism	<p>Mission: To encourage and provide outlets for the creative skills and energies of the community, and to provide aid to other creative activities, which will serve the cultural welfare of the community.</p>	<p>Art and activism can serve as a tool to end the marginalization and disenfranchisement of others. It can be a tool at identifying and eradicating racism.</p>
		<p>Art should represent the community</p> <ul style="list-style-type: none"> ▪ Art should be diverse 	<p>Development needed for stronger outlets of art and activism through programming, development and outreach.</p>
		<p>Seeking out more communities and voices</p> <ul style="list-style-type: none"> ▪ Local events 	
		<p>Podcasting and video podcasting for broader audience</p> <ul style="list-style-type: none"> ▪ Building radio ownership through podcast referrals, not competition ▪ Younger audience view media differently ▪ Remove limits of air time, and creates new venues ▪ Target more specific audiences 	<p>The lack of building of a diverse community is reflected in governance, programming, and staff makeup.</p>
		<p>It is important who ideas are pitched to</p> <ul style="list-style-type: none"> ▪ Grassroots organizations/groups ▪ Pitch to City 	
		<p>Not only within the bounds of the station, but with the community in mind.</p>	
		<p>Events that mostly whites attend, no cultural diversity:</p> <ul style="list-style-type: none"> ▪ Anthropology: not reaching out to the ways others listen ▪ Failing at diversity in artists, marketing and advertising ▪ Talking at people, not with them 	
		<p>Art should represent the diverse community and end racism through it.</p>	

3.	Ending Racism	<p>Mission: Promote the study of political and economic problems and of the causes of religious, philosophical and racial antagonisms.</p>	Major systems of oppression contribute to interlocking, supporting behaviors that incorporate racist behaviors. Need an interlocking model to resist this type of oppression.
		<p>Creating a work environment to end racism by understanding the structure of racism, defining anti-racism and non-racist behaviors, and responding to all acts of racism immediately.</p>	Need a manifesto from the station that creates a commitment to ending racism within a certain period of time (2020).
		<p>Racial bigotry and economic impact*</p> <ul style="list-style-type: none"> ▪ Interlocking models of oppression create infighting ▪ Utilize information to counteract disinformation ▪ Utilizing independent media to propagate facts and studies ▪ Presenting more community voices <p>*See Building Bridges, Not Walls</p>	<p>Training for leadership in anti- and non-racism models and responses.</p> <p>Recognizing issues of gaslighting, alternative facts, privilege, white supremacy, prejudices, discrimination, and bigotry that continually cause harm as a outcome for station in the future.</p>
		<p>Cross pollination not represented</p>	
		<p>Ending the Fatal Invention of Racism</p> <ul style="list-style-type: none"> ▪ We acknowledge that racism does real harm and can act with other axes of oppression like gender, orientation, etc. (see The Combahee River Collective Statement and interlocking oppressions, aka intersectionality as coined by Kimberlé Williams Crenshaw) ▪ Racism is a divide and conquer tactic, and one of the most important ways we must overcome it is by uniting against oppressors by working across our differences 	

4.	<p>KPFT, A Non-Profit</p>	<p>Mission: Defining the purposes of this corporation to promote the study of political and economic problems and of the causes of religious, philosophical and racial antagonisms.</p>	
		<p>A mission statement that has no teeth, seemingly ignored as a mandate to do the work required to do all of the discussion topics:</p> <ul style="list-style-type: none"> ▪ Building Bridges, Not Walls ▪ Art/Activism ▪ Ending Racism 	<p>Create a mandate for following the mission statement.</p>
		<p>Not meeting objectives/purpose.</p>	<p>Develop mechanisms for meeting objectives and purpose.</p>

<p>5.</p>	<p>Developing Community Calendar</p>	<p>Mission: Houston’s community of organizations, groups, and individuals should have a general calendar to support the work of all, while finding ways to not overshadow over another.</p>	
		<p>Knowing about one another is critical. Calendar makes a difference and helps include more diversity.</p>	<p>Find funding for creating a digital calendar that people can enter (and have approved) data about upcoming community events.</p>
		<ul style="list-style-type: none"> ▪ The selection should be those issues that people are interested in. ▪ Put links to other groups’ calendars, for example: <ol style="list-style-type: none"> 1. HPJC 2. Other Non-profits 3. Community centers 4. Health care, like HCFAT.org and others. 5. TOPS 6. Kim Ogg has a calendar. 7. CEHouston.org (Citizens Environmental Coalition) ▪ Corporations pay people to research calendar items. ▪ Jobs listing, career jobs. ▪ Art ▪ Internships in carpentry, free training is available. ▪ Movie software. 	

6.	Redressing KPFT's Mission	<p>Mission. Defining the educational purposes of the station and the Foundation without specific benefits to any member of the Foundation, but to all.</p>	Focus on education with equal access to all.
		<p>Diverse and Inclusive (what's missing at KPFT):</p> <ul style="list-style-type: none"> ▪ Intersectionality ▪ Not looking at other examples of programs and media done right ▪ Should be more effective and engaging ▪ The ease of independent radio is now easier than ever (don't need to fight over programming and airspace. Plenty to go around) ▪ Followers and leadership are important 	<p>Create a workshop on developing policies and rules based on the mission statement of Pacifica.</p> <p>Create marketing pieces that support the mission statement.</p>
		<ul style="list-style-type: none"> ▪ Feeling like the station is not here for us ▪ Should look around and do media right ▪ Stop being ineffective and more engaging ▪ There is no indication of outreach, perfunctory, not real ▪ Media done right (theme throughout) ▪ Ongoing surveys: What kind of things do you listen to 	

<p>7.</p>	<p>Programming A. Music B. Culture C. News and Information (Attached)</p>	<p>Mission. To establish and operate for educational purposes, in such manner should be self-sustaining; encourage and provide outlets for the creative skills and energies of the community (i.e., community radio).</p>	<p>Find models of media done right. Mission statement for educational training for media and marketing should be implemented.</p>
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<p>7a.</p>	<p>Programming: Music</p>	<ul style="list-style-type: none"> ▪ Audio media NETWORK ▪ Shift away from solely radio: <ul style="list-style-type: none"> ○ Podcast style ○ Developing a Netflix layout for media online (aka user friendly, searchable and curated archives) ○ Live Broadcasts / live recordings / soft greets for outreach ○ Driving listeners to potential platforms ▪ MORE COMMUNICATION BETWEEN PROGRAMMERS - less atomization/isolation ▪ More variety in music genres ▪ Return to some big personalities and followings (as opposed to phasing them out due to ego) 	<p>Create a more comprehensive music lineup that offers variety for multiple audiences.</p> <p>Strengthen communication with programmers, shared experiences and wealth of information.</p>
		<ul style="list-style-type: none"> ▪ Identifying other platforms (soundcloud, apple podcasts, spotify, etc) ▪ Fundraising to be streamlined for younger, fast-paced folks with the creation of a Patreon (which would bring a monthly income) ▪ Selling merchandise ▪ Education/training for folks who are not necessarily tech-savy - many of whom are very busy people! Consider making this training on media changes available via email along with a follow up conference call ▪ Music is getting old 	<p>Platforms to create and strengthen:</p> <p>Audio Reaching Worldwide(Archived) Tune-In (Live) Sound Cloud (Not Live) Mised Cloud (Archived)</p> <p>Video Snapchat Instagram I G-TV Tiny Desk Other social media.</p>

<p>7b.</p>	<p>Programming: Cultural</p>	<p>What we know. What we don't know:</p> <ul style="list-style-type: none"> ▪ Covering stories/ events listeners are interested in - ex. Pamela Turner, Sandra Bland updates ▪ More social media incorporating ways in which to focus on other cultures, diversity ▪ Different types of programming; (e.g., Hindi music with talk, BLM) ▪ Wide culture ▪ Inclusive (right wing nor left wing, but balance) ▪ Reporting on Community issues 	<p>Develop outlets for magazine format shows, call-in, panel discussions. Recognize that there are cultures within cultures that must be addressed, such as listed here.</p> <p>Emphasis on balanced programming: Deal constructively and responsibly to educate your listeners with an understanding of both points of view shared equally.</p>
		<ol style="list-style-type: none"> 1. Balance (view-educated, trade world) <ul style="list-style-type: none"> ▪ Glen Greenwall (you are out of bound) ▪ Gaby (anti-war) ▪ Challenge ▪ Recognize the different cultures (e.g., Cinco de Mayo) 2. Encouraging (Critical Thinking) <ul style="list-style-type: none"> ▪ Example: Immigration ▪ Lot is coming ▪ How did it happen? ▪ Conditions created in South America 3. Respectful counterpoint of views <ul style="list-style-type: none"> ▪ Focus on what people care about ▪ For young ▪ Get speakers they want to hear ▪ Use podcast, Instagram ▪ What is happening in the environment 4. Challenges <ul style="list-style-type: none"> ▪ Cultures within cultures ▪ Have vs. Have Nots ▪ Young versus Old ▪ Focus on issues ▪ Do not dilute yourself 5. Advice <ul style="list-style-type: none"> ▪ Have a show on STEM ▪ Tie to NASA ▪ Diversity of news and music ▪ Educate 	

<p>7c.</p>	<p>Programming: News and Information</p>	<p>What Information is needed for news:</p> <ul style="list-style-type: none"> ▪ Scapegoating, making villains is a DISTRACTION from noticing being taken advantage of. Did not realize the government plan to put highway 288 near 45/59 through the black neighborhood. ▪ How to fight being taken advantage of? Essentials in thinking important to have. Meanwhile people are dying, viewpoint from one who lived in Galveston pollution. We need another Fairness Doctrine. ▪ Media says anything which becomes entertainment, like Rush Limbaugh. ▪ The effect of media on individuals BECOMES THEIR THINKING. ▪ People with BIG MONEY CAN EFFECT THINGS, and THEY EVEN WRITE THE LAWS! 	<p>NEWS 24 HOURS Handicapped by lack of news cycle.</p> <p>Need to work on developing a comprehensive news program, that gives information which is relevant and timely, to keep people in the forefront of information that can impact them.</p>
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