OUR HOUR
A Gathering for BIPOC in Public Media
This space is for us.
Meet Sameer – Public Media Newbie

✅ Mission / Public Service

✅ Respected

✅ Professional Goals & Personal Values
Can we call you Sam?
6 Months Later...
Sam shares an idea with his team and they love it!
Sameer shows the boss... 🤔

Changes contradict with Sameer’s vision

Dismisses Sameer’s initial compromises

Will only support if his changes are made
What should Sameer do?

Let’s Talk About It:
In the next 8 minutes with your group please share:
- Your name, station/organization and role in public media
- What you would do if you were in Sameer’s position
- Each group will report out afterward
Buy-in:

Acceptance of and willingness to actively support and participate in something.
To some degree, we have all “sold out” or made a tough choice that challenges our integrity.

“…it does harm to view selling out simply as a failure of moral character, rather than nuanced decision making in the context of a seemingly impossible choice.”

_Selling Out: The Diversity Issue We’re Not Talking About_
By Lily Zheng and Inge Hansen
Two Assumptions:

We Need to Earn Money To Survive.

Society Values Certain Identities Over Others.

Image Sources: medium.com/@wendycockcroft & liquidplanner.com

Source: Selling Out: The Diversity Issue We’re Not Talking About
Compromise or Confront?

Source: Selling Out: The Diversity Issue We’re Not Talking About
FILM
THE
FORTY-YEAR-OLD VERSION

Image Source: USA Today
**Buy-in:** acceptance of and willingness to actively support and participate in something.

**Sellout:** to betray one's cause or associates especially for personal gain.
Compassion  Honesty

Accountability  Nuance

Growth  Exploration

Source: Selling Out: The Diversity Issue We’re Not Talking About
What is my why?
Lift others up.
Offer insight freely.

What do you do?