

DEI

**EXECUTIVE
FORUM**

Presented By

BREVITY & WIT

**GREATER
PUBLIC**



Cohort 1

Feedback

What did you find most rewarding?

“The learning and self reflection. I still have lots of work to do that I think will continue to be rewarding.”

“I feel like we created a strong network amongst ourselves which will set a strong foundation upon which to create change in the entire public media ecosystem.”

“learning with peers while learning with the expert – a beautiful combination.”

“After 18 years in the system, I finally felt like I found a group of colleagues who accepted me without judgement; where I could be vulnerable, learn, and be myself. I learned more in these 6 months than I have in any other training or conference or affinity group.

“The chance to hear from and share with my colleagues in a safe, non-judgmental environment.”

“Elevating my thinking on DEI.”

“While a professional endeavor, this was the first time I've EVER been so vulnerable. I was authentically myself and shared a lot of feelings...It was liberating.

“That my coach was in the room and could be present to the commonalities experienced by the whole.”

What elements of the Forum were helpful?

“The vulnerability of everyone was what really helped us think carefully about these issues.”

“Free flowing group session about the big issues we're all grappling with.”

“...kept energy going by strategic use of small groups and breaks.”

“I appreciated [Minal's] flexibility to allow the agenda to evolve. [She] let these organically take shape and often these were breakthrough moments.”

“Sessions with Sabine.”

“The large group dialogue related with current events.”

“Keith Wood's presentation.”

“The safe environment Brevity & Wit created...allowed us to be open and vulnerable in a way that I've never experienced in two decades of work in public media.”

“being with all sizes of markets with different staff sizes and budgets.”

	1	2	3	4	5
Presentations	0%	0%	0%	30%	70%
Group Breakout sessions	0%	0%	10%	0%	90%
Individual coaching	0%	0%	0%	40%	60%
Learning materials	0%	0%	0%	60%	40%
Guest speakers	0%	10%	20%	50%	20%
Length of monthly sessions	0%	0%	10%	50%	40%
Duration of overall forum	0%	0%	10%	50%	40%
Monthly session meeting times	0%	10%	0%	50%	40%
Networking opportunities	0%	10%	0%	10%	80%
Movement & mindfulness breaks	0%	10%	20%	0%	70%
Communication & responsiveness	0%	0%	0%	0%	100%
Overall quality of forum	0%	0%	0%	10%	90%

On a scale of 1-5 with 5 being excellent, please rate the various elements of the DEI Executive Forum.

	1	2	3	4	5
Module 1: Equitable Leadership	0%	0%	0%	30%	70%
Module 2: Envisioning DEI in the...	0%	0%	0%	60%	40%
Module 3: Communicating Change	0%	0%	10%	10%	80%
Module 4: Define & Diagnose	0%	0%	0%	20%	80%
Module 5: Brainstorm Solutions	0%	0%	10%	10%	80%
Module 6: Capstone	0%	0%	0%	20%	80%

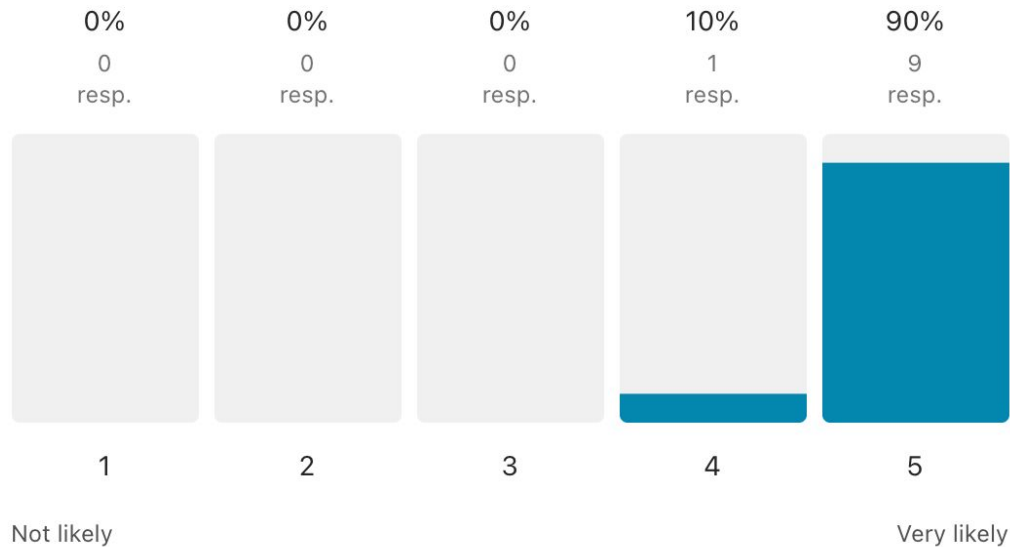
On a scale of 1-5 with 5 being excellent, how would you rate the monthly sessions?

1-5

the # of hours
participants spent
monthly preparing for
forum meetings &
coaching sessions

90%

felt the
time commitment
was just right.
10% felt it was too little.



How likely are you to recommend the DEI Executive Forum to a colleague?

Add / Change / Expand Feedback

Preparation / Review

- Provide framing for how to best take advantage of coaching sessions
- Offer materials for pre-read
- Showcase the end product and templated language at the beginning of forum
- More review of past items covered, i.e. return to personality traits and leadership style at end of forum

Additional Topics to Cover

- Session on engaging external stakeholders (universities, boards, etc.)
- Tie DEI work to our larger strategic goals, i.e., reaching new audiences and financial sustainability
- Offer "booster sessions" // "after cohort" opportunities like paid brush-up sessions, on-site station-specific, etc.

Add / Change / Expand Feedback

Format / Set up

- Hold in-person sessions
- Consider two half-day sessions per month
- Consider 12-month forum
- Consider developing a more concrete outcome for each session that could be building blocks toward a more complete DEI roadmap
- Change the practice at the end of raising your hand and waiting for another participant to call on you before you can speak. Consider sharing the order of speakers in advance.

Appendix

Open-ended Responses

Q2. What elements of the forum were particularly helpful or could be enhanced?

- The vulnerability of everyone was what really helped us think carefully about these issues. Also the selection of participants.
- I loved how sometimes the conversations took detours, but were necessary. Minal lets these organically take shape and often these were breakthrough moments. I appreciated her flexibility to allow the agenda to evolve
- Minal's leadership of the sessions and thoughtful, empathic approach. Sessions with Sabine. Keith Woods presentation. The free flowing group sessions about the big issues we're all grappling with.
- The best part of the forum was the safe environment Brevity & Wit created. This allowed us to be open and vulnerable in a way that I've never experienced in two decades of work in public media. Minal allowed us space and time to share our challenges, our frustrations and even our failures.
- A session on engaging external stakeholders (universities, boards, etc.). That requires a focus of its own.
- It was all great. My score lower than 5 on coaching wasn't a reflection on the coaches, just that I don't know how to use the opportunity well, and therefore it was slightly less than perfect.

Q2. What elements of the forum were particularly helpful or could be enhanced? (cont.)

- Flexibility of Minal to carve out time for current event issues and needs of participants.
- The materials were really great and it helped to have a copy of the book as a way of reviewing the materials in a somewhat different format. These were long sessions but we kept the energy going by strategic use of small groups and some longer breaks. I also appreciated how the agenda was a bit fluid at times, allowing us to go where the conversation took us.
- There is so much excellent work presented and so much facilitation for significant personal/professional growth. It's very dense and I would love for future cohorts to perhaps have a 12-month program with more time to present similar info in a couple of different ways over more time to support learning and retention.

Q4. Specific Feedback on Modules

- Looking back it would have been a little more helpful to me if I had spent more time prepping for what each session was or maybe if there was a pre-read. That's tough because I'm also not likely to have pre-read, but it may have had me more tuned into each session. I'm stretching here but if I just say 5's across the board and offer no feedback, then you don't get feedback :o
- Might be helpful to showcase the end product at the beginning to manage expectations for cohort and/or share the templated language at the beginning too. also bring back the personality traits/leadership style back at the end.
- I thought focusing on the big picture at the beginning was very important. I appreciated having the plan outline and wondered if I was making appropriate progress in my work with it. But through coaching and discussion, I got the sense that there's no one right way to do this. And Rima's example was very helpful in putting it all in perspective.
- I could benefit from review, one time through is not enough. I should have reviewed the material myself more frequently but a touch back to some of the building blocks would have helped me. I know that when you have a lot to share then there is more time constraint.
- I loved the models and to aid in retention and application, I plan to try and revisit ongoing and continue to work on our plan because I wasn't able to fine tune it during the course of the cohort as originally planned.

Q8. What did you find the most rewarding?

- I loved the cohort. After 18 years in the system, I finally felt like I found a group of colleagues who accepted me without judgement; where I could be vulnerable, learn, and be myself. I learned more in these 6 months than I have in any other training or conference or affinity group.
- Aside from the presentations, discussions and coaching, the cohort itself was very helpful and supportive. It was an impressive group of people at various stages of their DEI journey who were all committed to making lasting change. I feel like we created a strong network amongst ourselves which will set a strong foundation upon which to create change in the entire public media ecosystem.
- It was a safe space to share thoughts with people who experience the same things i experience each day, That makes it more validating than if Minal just told me what I should be doing. the dialogue was vital. same as classroom. Theoretical goes better with discussion and practical.
- Getting to know folks in the cohort, ability to connect the learning immediately to the strategic plan work for my station
- The chance to hear from and share with my colleagues in a safe, non-judgmental environment
- While this was a professional endeavor, it was the first time I've EVER been so vulnerable. I was authentically myself and shared a lot of feelings I've often kept to myself. It was liberating.
- Elevating my thinking on DEI. Staying focused on the big issues I'm dealing with and learning from my colleagues across the system.

Q8. What did you find the most rewarding? (cont.)

- While this was a professional endeavor, it was the first time I've EVER been so vulnerable. I was authentically myself and shared a lot of feelings I've often kept to myself. It was liberating.
- Elevating my thinking on DEI. Staying focused on the big issues I'm dealing with and learning from my colleagues across the system.
- Listening to colleagues share similar struggles and discussing how their next steps would be taken with the DEI lens in place -- key here was that Minal was able to share perspective during these real-time share outs. It was learning with peers while learning with the expert – a beautiful combination. I also liked that my coach was in the room and could be present to the commonalities experienced by the whole. This was then phased into coaching naturally, and did not require a lot of time wasting let me tell you what happened dialogue.
- Very intimate, engaging and supportive. I knew it was going to be great and it far exceeded my high expectations.

Q9. What do you suggest we improve/add/do differently?

- It feels important that we tie this DEI work to our larger strategic goals. At times it felt like an isolated undertaking, rather than part of the bigger picture. We spoke very little about the larger issues (reaching new audiences and financial sustainability for example) our organizations are grappling with and how and where this fits in. Sometimes it felt hard to piece the sessions together. I would consider developing a more concrete outcome for each session that could be building blocks toward a more complete DEI roadmap.
- I dislike the practice at the end of raising your hand and waiting for another participant to call on you before you can speak - not very inclusive! Shades of picking teams in elementary school. Sharing the order of speakers in advance allows people to concentrate on what's being said - not on who will be picked
- One of the drawbacks was that we couldn't get together in person. It was adapted about as well as it could be on Zoom. But there's always something lost by being in the same room. Would be great in the future if there could be one or two in-person sessions (maybe first and last).
- Consider 2 half day sessions per month
- I would maintain the diversity of station size and format. I love being with all sizes of markets with different staff sizes and budgets. It's so satisfying to share with my colleagues that no matter what station size, we all have the same challenges as leaders and we can all learn from each other.
- Think about structuring in "after cohort" opportunities like paid brush-up sessions, on-site station-specific after-work, etc.

Q10. Other feedback about the Forum

- It has really sustained me over these 6 months. I have hope for things that I didn't really have hope for previously.
- So grateful for this experience. No matter what position I have in the future, this was a game changer for my leadership, my emotional intelligence and my confidence in addressing and making positive change towards DEIB at my station.
- It was uplifting and affirming, which isn't something that I was expecting. DEI is challenging work and this Forum brought some joy to the process. I thought the stories of gratitude were incredibly powerful and demonstrate the degree to which this was in some ways a joyful process.
- I sincerely appreciate the colleague connections we built over the 6 months
- This is a great experience. A lot more white guys like me should be participating in it. I come away knowing so much more about the experience of my female and BIPOC colleagues, and I can speak more comfortably about my privilege, which helps me lead my organization in a better direction.
- It was great, and I'm so glad I was afforded the opportunity.
- This experience of working out DEI with an expert and with my peers has been extraordinarily valuable. Thank you for continuing to offer this important resource to public media. You are appreciated!
- Timing of forum was perfect as I was new in the GM role. The coaching was really helpful.
- I absolutely loved every minute of it and was so sad on the days when I was late coming back from break or missed part of a session because they were all so very good!