

 **UR HOUR**

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**A Gathering for BIPOC  
in Public Media**

# This space is for **us**.

***This space is for people who identify as BIPOC, biracial or multiracial.***

If you do not identify as BIPOC, you may be compromising the sense of safety this town hall provides; we kindly ask that you exit this space.

## Our Hour is a Camera On Environment



**We ask that attendees keep cameras on when entering and for the first few minutes of this town hall as well as while in the breakout rooms.**



# Supporting Each Other Through Shared Wisdom

- Show up with curiosity
- Speak from your own experience
- A solution may not immediately be clear; what can our colleagues consider to help them gain clarity?
- Bring a positive/growth mindset



## CULTIVATING COMMUNITY THROUGH CONVERSATION



## *How to embrace the “Rest is Resistance” philosophy when doing so feels impossible in public media.*

- Aim to join or create intentional spaces where rest is the focus.
- Find pockets of time to take a quick break from what you are working on; consider breathing, turning off your screen, stretching, doing something tactile, watching or listening to something funny, calming, or joyful, etc.
- Find an accountability partner and work together to set healthy boundaries at work.
- Let go of feeling guilty about resting. Rest is restorative and helps maintain focus.
- This is a marathon, not a race. Look at work like a relay race; you can pass the baton to a teammate so that the whole team can preserve energy.
- Let go of the sense of urgency; immediate responses are often unnecessary.
- Schedule time off and let your manager and team know when you'll be away so that everyone can plan accordingly. Don't bring work to your vacation.
- Connect to something that brings you joy; remind yourself of it throughout the day.
- Find a way to balance work and life; lean on mindfulness to avoid burnout.
- Be intentional about screen usage for work. Multiple screens can be distracting and overstimulating. Ask yourself: Is this a one screen task? If so, turn all other screens off and lock in on one screen.



## *What to do when new leaders pick favorites – and you're not one of them.*

- Find ways to be seen authentically while sincerely connecting and engaging with various leader and individuals across the organization. Authentic relationship building with your colleagues will get you "seen."
- When you're doubting yourself, it may mean you are seeking recognition. Find ways to connect with and recognize the people around you to combat your own feelings of doubt.
- Give leaders, especially new ones, some grace. It can be difficult entering a new organization. They are human and adapting to a higher standard as a leader.
- Schedule time with the new leader to get to know one another. Share info about the work you do and your skillset; ask them about their vision, ideas, and how you can support them as they learn the ropes.
- Be your own favorite first! Value who you are and what you bring to your team.
- Consider starting Employee Resource Groups (ERG) in your organization to increase opportunities to see one another and be seen. Join an affinity space outside of your organization.
- Consider reading "How to Win Friends and Influence People" – It's a timeless guide.
- Consider brushing up on your networking skills. Check out the YAYAHPs [No Cringe Networking webinar](#).

*Navigating a boss who received coaching due to poor management skills and is operating as if they are under a magnifying glass.*

- Learn about and complete a [Skill Will Matrix](#) and communicate what you need in order to do your job while also learning more about how you can support your boss.
- Be direct; ask them if there is something you can perform better. Also, let them know which of their behaviors may be getting in the way of being able to do your job – they may not even realize they are doing something that is affecting your productivity.
- Ask yourself: Could my boss be over-correcting in response to the coaching they received? Remember: Leaders are humans, too. This behavior may be in response to feeling as though they have to perform perfectly and avoid criticism.
- The manager may be trying to take back control. Address the behavior in the moment by asking for clarity. What work is yours and what work is theirs?
- Focus on developing a partnership. Ask your manager how you can retain the work you do while getting the results they need to make it a win-win.
- If challenges continue, schedule a meeting with your supervisor and their supervisor to address the situation and gain clarity on work responsibilities and collaboration.
- Self-document all instances of challenging behavior or interactions.

## *Making a case for investing in resources in the face of budget cuts and layoffs.*

- The resources the organization invests in is a reminder of what the organization deems important. Organizations should openly discuss these investments.
- When making a case, show how the initiative/item/project is in alignment with meeting the mission, meeting key results, and/or the impact that having these resources will make.
- Show the value proposition – Answer the “Why?” and bring qualitative and quantitative data into your pitch to help leaders make an informed decision.
- Don’t be afraid to ask. The worst they can say is “No.” Sometimes the timing may not be right, so a “No” now could be a “Yes” down the line.
- Map out internal and external resources, how they contribute to achieving your organization’s mission and the strategic impact they have. If something is cut from the budget, what will be the ripple effect – both to the external community (listeners/viewers/members/partners, etc) and the internal community (staff/teams)?
- Develop a cost-analysis chart that includes priorities that might not be quantified by dollars (such as audience engagement/participation) and include them in your valuation of the initiative/project/training/event.

# Announcements

Share what's happening in your world.

See what was shared in our [Announcements Doc](#)



Spread joy and encouragement by sharing personal or professional achievements



Promote industry-wide job opportunities, networking events, and learning offerings



Show love for up-and-coming BIPOC creators and businesses





# Our Hour 2025:

## Honoring Cultural Heritage/History Months

“Our Histories Are Intertwined”

February - Black/African American History

April - Arab American History

May - Asian American/Pacific Islander History

September - Latino/Hispanic Heritage History

\*August - Interrupting “BIPOC”

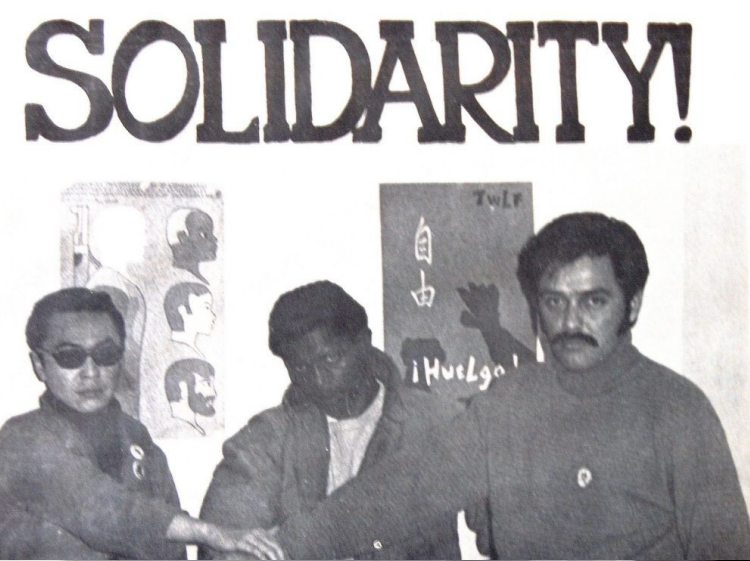
November - Native American History Month

Send Sway recommendations of topic ideas, unsung heroes, and guest speakers representing these identities for Our Hour town halls in 2025.

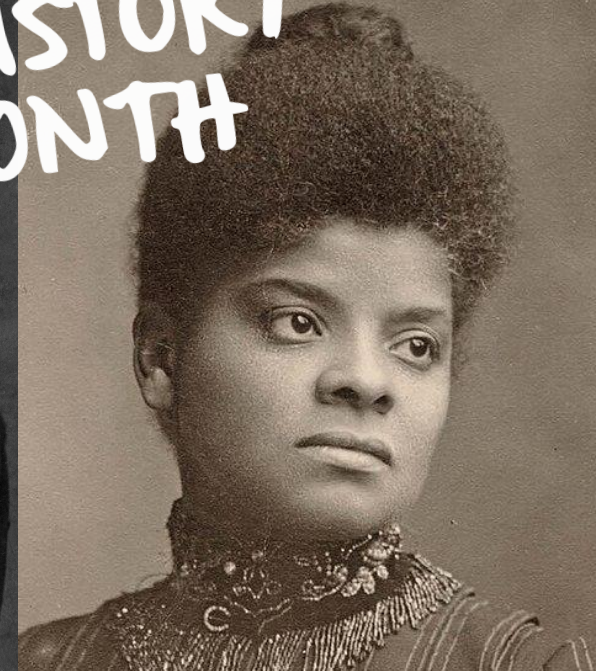
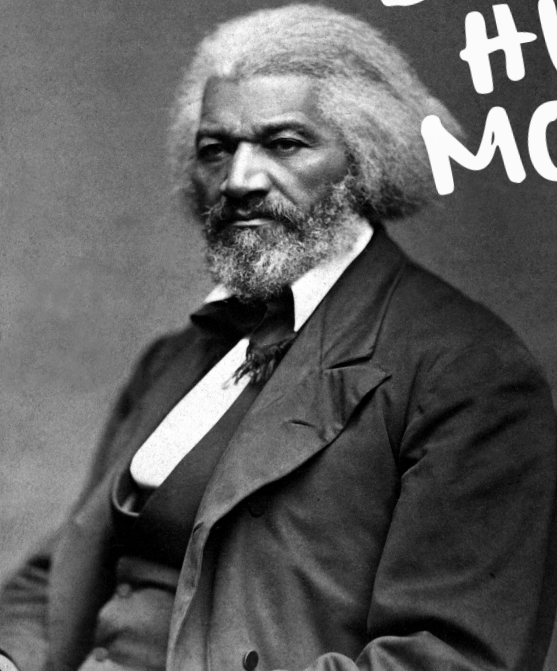




gettyimages  
Credit: Leif Skoogfors



# BLACK HISTORY MONTH



# Resources

PMDMC 2025 - <https://pmdmc.org/>

Protect My Public Media - <https://protectmypublicmedia.org/>

Black History Month – Our Histories are Intertwined

[Black and Asian Solidarity in American History: The Power of Unity Exemplified by 5 Major Events](#)

[Asian Americans and African Americans: Points of Unity and Discord](#)

[The Long History of Black-Asian Solidarity](#)

[The History Of Solidarity Between Asian And Black Americans](#)

[Black-Native Identity and Futurity](#)

[Black History Includes Native American and African-American Generational and Historical Trauma](#)

[The Relevance of Native America to Black History](#)

[Black, Native American and Fighting for Recognition in Indian Country](#)

[The Young Lords' Legacy of Puerto Rican Activism](#)

[The First Rainbow Coalition](#)

[MLK's son helps form new "Black-Brown coalition"](#)

[Latinos and African Americans: Shared experiences, shared solutions](#)

['We Know Occupation': The Long History of Black Americans' Solidarity with Palestinians](#)



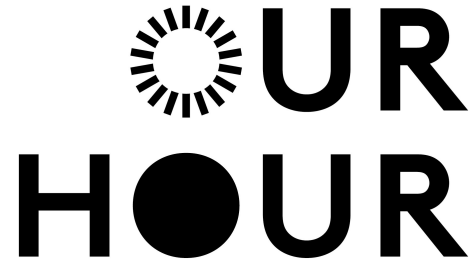


**Thank You for  
Connecting Today!**

Please complete our  
feedback survey.

Do you have resources  
related to today's topic?

Send them my way for  
inclusion in our  
highlights:  
[sway@greaterpublic.org](mailto:sway@greaterpublic.org)

The logo for 'OUR HOUR' is displayed within a white square with a black border. The word 'OUR' is positioned above 'HOUR'. The 'O' in 'OUR' is a stylized sun with radiating lines. The 'O' in 'HOUR' is a solid black circle. A thick horizontal black line is located below the text.

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