

## Governance Committee

April 12, 2021

In attendance: Angela Thanyachareon, Colleen Miller, Diana Crosswhite, Lance Elwood, Heidi Campbell.

Missing: Donna Gilles, CW Tillman, Sierrah Willis Carrie Knopf, Angela Thanyachareon, Jefferson Harding

In the absence of the Committee Chair, Colleen convened the meeting at 12:05. The Committee did not have a quorum.

Colleen report on a Board recruitment training that she and Donna attended, that urged Boards to “make the case” for diversity before acting. She recommends that we ask the Board to do some homework before the next meeting – specifically, watching the TED Talk “Be Color Brave” and taking the Harvard Implicit Bias test, in preparation for a structured discussion at the Board meeting. Lance offered to share a sample “case statement” for consideration. The committee endorsed this approach for the April 30 Board meeting.

The committee discussed several options for extending a term of membership for a Board member who has served two full terms but is necessary for the Board to meet its goals, such as goals for racial, ethnic and geographic diversity. The Committee suggested that the Board consider two possible options: 1) a four year term as an “emeritus” board member, with full voting privileges, where doing so would advance the goals of Board composition, and 2) a nonvoting consultant status, where the outgoing member contributes to a specific subject area of Board work. The committee noted that, under the Articles of Incorporation, the member could also re-apply to be on the Board after a two year absence.

The Committee suggests the following schedule for recruiting of new members:

May, June, early July-- Revise and distribute the job description

Introduce interested candidates to Colleen – Colleen to set up meet and greets with potential candidates and another Board member

July 15 – application goes live

August 15 - application closes

September Governance meeting (9/13)– committee reviews applications and makes recommendations

Late September – Board votes on new members

October – new member orientation

October 29 – first meeting for new members

The Committee discussed the job description (“opening”) but agreed that, before finalizing, we need to find out what the plans are of a couple of Board members who may decide to go off the Board this year. It is possible we may need to recruit for financial expertise.

Diana presented the Committee with ideas for Resource Development training modules. The Committee agreed that the April Board package should contain information about fundraising versus resourced development, and that the Board should have two training opportunities on “making the ask” in May, in anticipation of the June awards event.

The meeting ended at 12:50.