

# WILPF US SECTION STEERING COMMITTEE MEETING

*Tuesday, April 17, 2018*

## **Participants:**

- President: Mary Hanson Harrison
- Secretary: Eileen Kurkoski
- Treasurer/Chair of Finance: Jan Corderman
- Chair of the Nominating Committee: Laura Dewey
- Chair of the Membership Development Committee: Shilpa Pandey
- Chair of the Development Committee: Marybeth Gardam
- Chair of Program: Barbara Nielsen
- Chair of Program: Teresa Castillo
- Personnel Committee Chair: position not filled

Start time: 8:35 PM EST      End time: 11:17 PM EST      Meeting was recorded.

**Facilitator: Marybeth Gardam**

**Note taker: Eileen** Decisions are in bold letters and underlined.

## **Agenda:**

- 1. Check in:** Marybeth asked what members most loved about being on earth.
- 2. Secretary-** Eileen asked if the February, 3rd draft, steering minutes were accepted. Barbara did not accept them but said she will make comments and send them to Eileen. The minutes will then be submitted off line, and when accepted put on the website.
- 3. Goals for US Board, 2018** In this steering committee we wanted a decision to select 3 GOALS, which will be sent to the Board for a vote. After meeting 3 times the Goals sub-committee, consisting of Mary, Laura, Barbara and Eileen, submitted prior to the meeting an outline of 5 goals to work from; prior to this meeting Barbara also submitted to the committee a template she designed for the sub-committee; it organized the goals all board members originally listed.
  1. Diversity and inclusion-for the board. It was suggested Board members be part of the WILPF Racial Justice monthly workshops to learn more about others, our biases and better ways to communicate.
  2. Fund raising - This is a main function of the board (most boards). We would keep alert to potential donators, and approach them or ask the Development Committee to approach them.
  3. Increase the number of applicants running for the Board - We will help to recruit new branch and at-large members of diverse backgrounds, and find ways to help encourage them to take leadership positions on branch & national committees in preparation for the board.
  4. Network with other national groups as equal partners. -We are part of PPC now and we can consider peace and climate organizations.
  5. Build more communication with international. -Invite other sections to participate on our One WILPF Calls and be sure to attend invitations from other sections. Ask

for quarterly webinars from international so we can keep communication open about our struggles and achievements. Let our branches know of these international webinars.

*Comments from the 80 minute discussion about the 5 listed goals and diversity/inclusion:*

- We had lots to read and not much time to read them.
- Tying goals with a timeline through the year and accountability will lead to success.

*'Goals' of Diversity and Inclusion for the Board.....Thoughts and ideas*

-Having more routine discussions about diversity and inclusion are more helpful than just one workshop per year.

-Have webinars on diversity, with Dr Scott or another person, for members, including board members.

-Create a pro-active task force that will look at how to define the task and explain to new people we are actively trying to include their participation.

-Participate in the WILPF racial justice working group (of the Advancing Human Rights issues committee) conference call discussions including reading Carol Anderson's book "White Rage". This is a way for people to become more aware of themselves regarding racism/bigotry and change ingrained attitudes.

-Shilpa shared her personal and insightful story of growing up in India in a majority community; she didn't realize how that impacted her thinking until she came to the U.S. 4 years ago. Now she is no longer in the majority and she understands better what minorities go through.

-We need to consider diversity in all we do- in our goals and our programs.

-In terms of working on issues around "diversity", diversity is not a goal that should be "ranked" as if it is the same kind of goal as, for example, fundraising.

-We can't treat diversity and inclusiveness the same way as we do fundraising and recruiting.

- Goals around diversity are infused in all of our other goals and in that sense, goals have 'equal value' as any and all of our other goals.

-We might want to do something more pro-actively with diversity as leaders of our section, rather than personal (internal), more passive work.

-Routinely ask ourselves as board members, "Are we being open to diverse opinions? Has everyone been given an opportunity to express themselves. We need radical, practical steps to make this happen. By being aware of the impact that white privilege has on every single one of us and working to be conscious of that and of ways in which we can show respect for each other as we work toward increasing diversity and inclusiveness, we do this for ourselves as individuals; it is also reflective of us in our roles in WILPF leadership and of the tone being set by the organization itself.

To achieve our desire to have three goals, we will combine further fund raising efforts and recruitment efforts into one goal & call it *Capacity Building*.

The second goal: *Movement Building Outreach (External)*

Third Goal: *Organizational and program Issues Movement Building Outreach (Internal to US Section)* Combine strengthening both our internal organization and internal program issues.

**Decision: Board Goals were organized into 3 categories. Diversity and inclusion are considered part of all categories as well as being an ongoing process of growth and development of the board members (and our general membership). The goals are listed below and these will be addressed further and voted on by the Board.**

**1. Capacity Building:**

- a. Fundraising
- b. Recruiting

**2. Movement Building-** This is about how we relate to the outside world. What is going on with WILPF international?, It also includes what most branches are working on. Ex. Don't Bank on the Bomb and Poor Peoples' Campaign.

**3. Strengthening Internal Organization-**How can we be more effective in our internal org? Ex. How do we hold board members accountable?

-An ad hoc committee from 2 years ago has a lot of ideas to make WILPF national's internal organization more effective but not the people to work on them.

**4. Update on Nominations for the International Congress-**Laura After clarifying questions were addressed it was decided to list 2 slates of nominees, one for the new re-organized regional plan and one for the International Board (IB) as it is structured now. We will have a separate conference call, an executive meeting to go over these and vote.

**5. Update on grant writer & communications coordinator-**Marybeth

-The Grant writer, Mary Dooley, has signed the consulting agreement and started working; she is already bringing clarity and analysis to our database. She is working with Jan Corderman to write a financial request statement and looking at foundation lists for potential supporters. Critical questions we are dealing with include: What do we want to do that requires spending money? What needs do we have? Comments: Jan C. and Mary HH are looking for money for operating expenses. Grant writers are looking for money for projects; board and branch members are invited to come up with possibilities and should know the administration fees for projects are built into the budget for them. Perhaps the projects could stem from the goals we talked of earlier.

-Communications, Coordinator, Michael Ippolito, has not signed a consulting agreement yet due to family illness. He plans to sign by May 1. He is now working on Poor Peoples' Campaign materials to make them coherent for the first phase of the campaign, 40 days of action.

**6. What is the board's job re International Congress?**-asked by Eileen Mary responded by encouraging all of us to participate in the One WILPF Call on 4/24 to clarify and understand the proposed reorganization of the IB. We were asked to look at documents she sent out in preparation for the call. Comments were made re the weaknesses of the program outlined for the Congress- There is little on climate change and its connection with military actions, and no request for workshop ideas.

**Needed: a volunteer facilitator for the June meeting**

**Steering Committee Meeting: Tuesday, June 19, 2018**

**Board Meeting: Tuesday, May 15, 2018**

Approved: Mary, Shilpa, Barbara, Jan, Marybeth, Laura