

WILPF-US SECTION BOARD COMMITTEE MEETING

Tuesday, May 15, 2018 Held via teleconference and was recorded.

ATTENDEES:

- 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 Program: Barbara Nielsen
 - US Section Member of the International Board, Melissa Torres
- Board members not present:
- Chair of the Development Committee: Marybeth Gardam
 - At-large Board Member: Dixie Hairston
 - Chair of Program: Teresa Castillo, had phone problems

Facilitator: Laura Dewey **Dashboard facilitator:** Mary
Note taker: **Eileen:** All decisions are underlined and in bold print.

Start 8:40 PM End 11:25 PM EST

AGENDA:

1. **Ground Rules & Check in** - Laura
2. **Presidents Report: Mary H-H** Mary's report of her activities over the past 2 months was written and sent. Highlights included:
 - *Wrote another response to WILPF INTL Reorganization Plan / Constitution and By-Laws
 - * Continuation of the INTL Reorganization Discussion of the Proposed Plan on 2 OneWILPF Calls; an informal poll showed most members were against the plan.
 - * Planning for a CSW62 Side-Panel in Ghana on Women, Agriculture and the Vital (R)evolution of US Farming,
 - * Preparing for the INTL Congress: including travel details and future meetings of the delegation team about strategies for articulating our dissent response to the re-organization plan.
 - * Working with Poor People Campaign, locally and nationally.
 - * Offering an Open-House for residents at WILPF Headquarters, DesMoines 5/16
 - * Writing President's Corner for PEACE & FREEDOM, letters to the editor, etc.
 - * Participating in Financial Planning and Finance Committee
 - * Participated in ONE WILPF calls & various Committee Responses, wrote thank you notes, etc.

-Mary found the OneWILPF calls worked well to get organized for the U.S. response to the INTL Reorganization Plan. She asked the Board as well as the delegates to be on fu-

ture calls in preparation for the August Congress. -

Mary wants to continue getting minorities involved with agriculture in Iowa.

-Barbara: Complimented Mary on her report and commented about the lack of action on the environment, which Mary brought up in her report. Barbara also mentioned the negative impact of militarism. Eileen brought up the amendment -resolution on the environment she sent to INTL staff/ membership after participating in an open call asking for ideas/comments for INTL Programme. Eileen talked with Nancy Price at the time and Nancy sent an amendment/resolution re the the negative impact militarism has on the environment. Eileen will send a copy of what she sent to INTL to Barbara.

3. Approaches to the Board Values and Selected Goals: Eileen

— See attachment

We said we value **Diversity and Inclusion** and want to be welcoming to those who are not of white privilege like most of us. Because of this we want to be mindful of our behavior in all our WILPF activities. The Board will have a training with Dr. Scott on the topic when we get together in Des Moines this Fall but most of us said a once a year training is not adequate. The Goals Sub-committee came up with two other ideas.

1. Participate in two or more discussions on the WILPF Racial Justice conference calls on the last Thursdays of the month. Read Carol Anderson's "White Rage".

2. Keep the issue in mind for our board and steering meetings by:

a. answering one question re diversity &/or inclusion that will be sent out with the Board & Steering Committee agenda; each member is to write their answer and send it to the the chair, in this case, Eileen. Eileen will write a summary of the answers and start the meeting off with the summary. If a member of the groups wishes to add a brief comment they can do so.

b. at the start and end of this 6 month trial each member will take a Pre and Post Test. It is up to them if they want to send the results to Eileen.

The questions for a. and b. are attached. The trial will begin in June with the Steering Committee.

Mary thought this was an interesting way to approach the issue; there were several questions to clarify the plan.

Decision: Everyone agreed to try the Proposal in a. and b. for 6 months, and to make an effort to attend 2 or more racial justice calls.

Substantive Goals on Process and Infrastructure:

1. Capacity Building-

FUNDRAISING- Discussion: Eileen explained we are trying to give the Development committee 2 reasonable leads for donations; these can be found by reading about

someone or looking at a theater playbill. Barbara-what happens if you don't provide leads. Ans. Eileen said this is unenforceable but this is the job of a Board. Jan reminded us we promised to raise \$500. when we were asked to be on the board. Barbara will keep the list of leads for fundraising.

2. **RECRUITING**- Discussion: Eileen explained we will bring 3-5 new members into WILPF and guide interested members into leadership. Shilpa liked the goal but thought we may not be able to achieve it. Laura said we already have a lot of responsibilities. The goal changed to 'We will invite 5 people to join WILPF.' Laura-suggested that Shilpa remind us at each meeting and she agreed to do that and to keep a list of those we approached.

Decision: Laura asked and found there were no objections to this Fundraising and Recruiting plan.

We ran out of time and knew the next goal on **Movement Building** needed more work. Barbara explained that she and Michael have started the movement building as part of the program committee and that, in time, it could be expanded to the board. Eileen thanked her.

3. Treasurer's Report: Jan

- a. **IN PERSON BOARD MEETING & TRAINING** -Save Oct 4-7 dates. It will include:
 1. One day of leadership development with Kathy Sharkey.
 2. A second day of fundraising with Kathy and fundraiser/consultant, Mary Dooley
 3. A half day with Kesho Scott, & time for the board meeting
 4. Time to meet the mayor of DesMoines & WILPF members in the branch, and some time to further brain storm and share.
- b. **\$3,000 SCHOLARSHIP FUND** - We talked of giving the fund to the Kay Camp for someone under 35 yrs. but decided it is better to give it to the Congress scholarship fund because the money is provided to someone in an area of poverty and conflict.
- c. **APPROVE AMENDED BUDGET, & EXPENSE** for the Parallel Presentation Mary and group did at CSW. (This is the follow up re. line #98 in the budget discussed at 3/20 board meeting.) Instead of \$5500 budgeted, the cost was \$3285.46; this was a similar amount to what Melissa's panel cost. Mary shared a room with two speakers on the panel. It was suggested we talk in Sept. of costs and stipends some attendees get.

Two Decisions: The expense of line 98 was approved and the amended budget was approved by all.

Barbara requested clarification that the \$3,000 approved in the Budget allocated to the program committee (\$1,500 for each chair) can be used for anything, including travel. During the discussion, Shilpa asked if she could use the money allocated for the membership committee for travel to Congress. Laura thinks it's a committee decision. There is no rule against it, but it was not on the agenda. Eileen thought the US section budget was for US (domestic) spending but it was clarified that such was not the case; for in-

stance, the section pays for travel to international meetings and domestic ones and our section pays for our member of the International Board for in-person International Board meetings and International Congresses, as well as (when we have had funds to do so), for costs for our board-appointed delegates to the International Congresses, sometimes only for the appointed voting delegates. On the other hand, we have members who go to the International Congresses on their own and pay their own expenses when they have not been chosen as members of the official section delegation. Barbara said she had requested these funds in the budget for the program chairs specifically for use for travel by the program chairs and had brought up this topic several times in the finance committee and in board/steering meetings. Laura clarified that it's necessary to put the topic on the Board agenda to be discussed and voted on.

4. Nominating Report: Laura

a. LEADERSHIP - The Nominating Committee will hold a conference call open to all members on May 31. The purpose is to introduce members to WILPF's leadership and committees, encouraging them to recognize the leadership qualities within themselves, and generate interest in serving on national committees and/or the board.

b. PROPOSAL FOR A President's "Cabinet": Because no-one has stepped forward to run as president, a proposal is for the Board to allow candidates running for president to have a "cabinet" of three members: one would be the ex-officio president (advisory capacity), the other two would be chosen by the candidate. One cabinet member would oversee administrative issues such as personnel, bill paying, and the budget; the other would liaise with International, Practicum organizers, and allied organizations. These would be informal positions with no vote. The goal is to ease the workload of the president and give the cabinet members a taste of the presidency, perhaps increasing the pool of members running for president in future elections. Laura wants feedback on her proposal for a mini cabinet after the call.

c. 2018 ELECTIONS - Five positions are open for 2019. President, Development Chair, and Nominating Committee Chair, Personnel Committee chair and an at-large positions. Board members are welcome to suggest possible candidates for any of these five positions.

d. VOTE or continue with CONSENSUS - We are to send our opinions to Laura, who will compile the responses and discuss it with the nominating committee before bringing it back to the Board for a vote. (If a change in the bylaws to provide for voting is agreed upon, it will go to the ad hoc bylaws committee to formulate changes in the bylaws for presenting to the members on the fall ballot for the 2019 elections.)

5. Development report: Marybeth - not present. Mary said the WWINGs project is taking off. For more detail we can ask Mary after this meeting.

6. Membership report: Shilpa - Recruiting is going well with 49 new members over the Jan-April period. The new member packets are now being sent out. They are getting good responses from reminders to older members.

7. Program report: Barbara (Teresa not present) The Program committee's first Maestro conferencing service-based committee call is coming up soon, with Michael Ippolito helping as he did with DISARM-End Wars; he is also doing outreach with Teresa. Barbara is also watching closely to see what following is gathering regarding the Poor Peoples Campaign, which Mary Bricker-Jenkins is coordinating as board-appointed chair of the section's ad hoc committee on the PPC. Laura asked Barbara how we can approach networking and communicating throughout the section (in his new consulting role as communications coordinator). Ans. Michael's plan was to begin working on this with the issues committees and then expand to include the branches, but she will find out and get back with Laura.

8. Melisa - International Board In Melissa's absence, Mary HH reported that she spoke with Melissa today regarding our need to write up a review of the section's activities for the past three years – a form from international to be submitted to the International Congress. Mary hopes Melissa has seen a previous template/sample. There is a need for a committee. We could run through e-news, P&F and previous notes. Eileen will help gather info, and the Program Committee/chair(s) will also help.

9. Update on Immigration: Laura brought up issues around the federal government's focus on immigration and arrests of people including families and children and what we in the section could be doing – 32 were arrested at Postville, Iowa, for instance; most came from Guatemala. Laura asked if we would be posting to the US Section Facebook page. General conversation was that this would be good for the Program Committee's Rapid Response Team (RRT). Barbara said the Program Committee will be talking more about the Rapid Response Team concept and infrastructure.

NEXT BOARD MEETING: Tuesday, July 17, 2018

STEERING MEETNG: Tuesday, June 19, 2018

Attachment re Goals...

Ideas for Goals -Eileen with Mary, Laura & Barbara 4/30/18

*****We agreed goals were to be Specific, Measurable, Attainable, Realistic, & Timely.*****

These are sample ways to approach the decided Board Goals. Other ideas are welcomed.

To make diversity and inclusion a part of ALL our WILPF work:

A. Consider sending out one question re diversity &/or inclusion with the agenda to each board and committee WILPF meeting asking each member to write their answer and send it to the chair of the group. The chair will write a summary of the answers and start the meeting off with the summary. If a member of the groups wishes to add a brief comment they can do so. Examples of possible questions:

1. In the past week I talked with someone from a different background and found commonality? Describe briefly.
2. Over the past 2 weeks I said hello and started a conversation with someone I've seen before but never talked with? How did it go?
3. What are three positive things I bring to a relationship?
4. In my interactions with others, what might be harmful about my responses?
5. What behavior/s do I have that inspires trust? What behavior/s do I have that inhibits trust?
6. What provokes fear in me when I'm with people I don't know?
7. What does it mean to me when I think of how the concept of white privilege affects me?

B. Have one or two trainings with Dr Scott and arrange for Dr. Scott to be available as a resource to get direction re any issues members may want to discuss.

To measure our effectiveness with diverse people and our goal to be inclusive: Do a pre and post test several months apart Sample test:

In the past 6 meetings...

1. I felt like I was treated as an equal in the group? Yes, No
2. The kinds of things &/or behaviors that made me feel included and equal were....
3. I would have felt more included and equal if.....
4. I felt comfortable enough to ask questions. Yes, No
5. I asked for help regarding something? Y, N Did you get helpful feedback? Explain.

6. I got enough helpful feedback when I asked a question?
7. I felt like I was part of the group? Yes, No
8. I asked someone for their opinion if they hadn't expressed one? Yes, No
9. I contacted someone privately to see if they wanted to discuss an issue that they seemed hesitant to bring up in a meeting. Yes, No Explain if appropriate.
10. I have acted as a mentor at times when I sensed a new member needed more information or was struggling? Yes, No
11. I have connected to other members well enough to know their strengths and helped them bring them out if they have been timid to do so. Yes, No

1. Capacity Building-The Board's primary job.

A. Fundraising-

Help the fundraisers working with the Development Committee by offering 2 leads that could bring in money &/or arrange a fundraiser.

B. Recruiting- Each board member will recruit 5 new members and look out for members willing to take on more responsibility and leadership. Use something learned at the leadership institute to further train our members?

2. Movement Building- How we relate to the outside world.

A. Network with 1 other board member in another national group as equal partners; we are part of PPC but a board member is not connecting with a leader in PPC; we are in ICAN and might want to consider climate organization. What members of the board will take this on? We are not sure how to approach this. Should we focus on one issue & approach a lot of organizations? We have to be equal partners in knowledge. Inquire to see what orgs. we re now participating in.

B. Build more communication with other International sections. Invite other sections onto our OneWilpfCalls and be sure to attend invitations from other sections. Our mutual efforts may be regarding a form of Poor People's Campaign or Ban the Bomb.

Are we doing enough with communications since we hired Michael Ippolito? What do you think?

3. Internal Organization-How can we be more effective in our internal org?

The ad hoc governance committee acquired a lot of ideas to make WILPF national more effective but it has fewer people to work on them. Marybeth said she will be too busy.

Perhaps, Darien, Achi and Ann Henney could resume working on it. (Last year they implemented a handbook training and diversity training.)

Perhaps our goal for int. org for 2018 could be:

1. Find another person to work on the ad hoc governance committee, if necessary.
2. Focus on one prioritized obtainable idea ex. How do we hold board members accountable?
3. Have another board training with Aechi, who went through the WILPF handbook with board members in January 2017.

Approved: Laura, Dixie, Mary, Shilpa, Jan, Melissa, Barbara