

## **WILPF Board Meeting MINUTES, September 28, 2021 (via Zoom)**

### Participants:

#### Board Members:

Darien De Lu: President  
Nancy Price, At-large Board Member, Co-Chair of Earth Democracy Issue Committee, and Interim Secretary  
Jan Corderman: Treasurer/Finance Committee Chair  
Shilpa Pandey: Membership Development Chair  
Ellen Thomas: Personnel Committee Chair and Disarm Issue Committee Co-Chair  
Linda Conte: At-large Board Member

#### Steering Committee:

Jane (Cricket) Doyle: US Liaison to the Americas Region Rep  
Dianne Blais: Board Notetaker and Jane Addams At-Large Branch Convener  
Janet Slagter: American's Region Alternate

#### GUESTS:

Joan Goddard: Anti-Racism Team (ART)  
George Friday: Triad Branch  
Theresa El-Amin: Founder of the FLH Branch  
Philip Cole: Disarm Issue Committee  
Barbara Nielsen: Life Member  
Margo Schuller: Disarm Issue Committee  
Dee Murphy: new WILPF member

**Note: Motions are in bold font; Decisions and Action Items are underlined**

Check-in (noting challenges of the past 18 months).

**Discussion of posting Board meeting recordings** so that WILPF members can review. Linda thought it would be helpful to her and perhaps other board members. Ellen thought it would be a good service to provide to WILPF members. Dianne suggested that the minutes list times of when items start being discussed. Darien recommended that the postings be up for a limited time.

## **Old Business**

- 1 Minutes of July Board Meeting Approval Postponed.
- 2 Bylaws amendment on Disqualification from Membership – *Postponed*, to be reviewed later.
- 3 Board elections – Oct. 1 Nominations Deadline
- 4 Congress Updates and Evaluation – *Postponed*, to be revisited later.

**5 Fundraiser Position Proposal: a 40 hrs./month paid staff person with *the updated job description with possibility to subsequently add/change responsibilities, hours, and/or, pay.* Passed**

Hiring Committee/ Recruitment team: Ellen Thomas, Jan C., tentatively Cricket and Eileen K. and de-facto Darien

**6 Back from the Brink (BftB)** M. Rees responded without being able to offer an existing policy. After hearing from numerous guests, the board voted on: **The board affirms its prior decision to endorse BftB.** Passed with Nancy abstaining. Ellen will inform BftB tomorrow.

**7 Code of Conduct** – Margo said that since WILPF already has a Code of Conduct, a Truth and Reconciliation (T&R) Committee, representative of the diversity of WILPF, is needed. She volunteered to head the committee saying she'd be honored to work with George F. Linda stated that a Code of Conduct is an umbrella plan and asked for input. Margo agreed to work with Linda.

**8 Racial Justice Work** – Darien wanted input, suggestions, and volunteers to address dismantling white supremacy among WILPF members as well as within WILPF. She explained that because this is work internal to WILPF (not out-ward seeing as the work of issue committees) this is a board responsibility. Linda said she is interested in this. Theresa noted that the BLC (Black Liberation Caucus) is part of WILPF which is moving in a good direction. Phillip noted that that the mission of the BLC is integral to WILPF and hopefully will be embraced by WILPF.

**9 Committee Guidelines & Best Practices.** Barbara noted that WILPF has used consensus since incorporation in the 1970's and that all committees use consensus except for the Board and any changes would

have to be on the ballot. Jan had concerns about . Darien noted that she had sent out info about the Guidelines before the July board meeting. Barbara said she'd send out info to the board and suggested tabling this. Darien will send out the current and marked up version. George noted that any documents should be based on anti-racism and match our values; if a doc. is not made to be *intentionally* anti-racist, then it *will be* racist so she will help w/ value-based policies Theresa objected to 51% - should be 50% + 1 and noted that consensus is a feminist technique and that the BLC uses consensus for democratic decision-making. Darien pointed out that consensus can be very time-consuming. Nancy and Janet asked for the caucus document that George had shared. George will communicate when she has some product about the process to share within a month.

## **10 Developing the Int'l WILPF Constitutional & By-Laws Amendments**

The end of November is the suggested submission deadline to the Int'l Constitution Ctte for any suggested changes. Deadlines are 6 months before the July Congress plus any other time needed. One suggested change is to remove some of the responsibilities of the Treasurer. A Secretariat staff proposal limits ability of Sections to state policy and resolutions and send letters. Janet suggests a US section meeting in late Oct. to discuss any proposed changes.

**11 Developing the IP (International Programme)** – Janet got the Sept. 30 deadline changed to be a “soft” deadline. Cricket sent and will resend an impressive, comprehensive list of our programme suggestions.

Nancy noted that the newly revived Environmental Working Group of WILPF will be sending out their Climate, Justice, Women & Peace banner to sections and the group going to Glasgow and are having a webinar on Oct. 6. Nancy will send out her suggestion of relating militarism and its impact on the environment.

The Secretariat hired a consultant group from South Africa, "the Strategy Circle," to work on Constructing the International Program and Organizational Development.

Working with consultants means that there are extra steps to program development and more levels for info to flow through, resulting in nearer deadlines.

Janet thinks we should participate in a call with the consultants, then a call with our US section and then our (the America's) region.

## **New Business**

**12 Communications/Social Media Ctte.** – Topics for consideration: Peace and Freedom refocusing: improving the eNews and its interface with the new website; how issues campaigns mesh with our communications, including the eNews, eAlerts and the new website functions. Jan and Nancy spoke favorably about pursuing this and developing a timeline.

## **13 - Closing comments from Meeting Visitors**

Theresa – *The* FLH branch submitted a min-grant proposal for \$1500 of the \$2000 budget (SARN has pledged \$500) sponsoring a Human Rights Conference on Dec. 11. Panel will be on Human Rights and TPNW.

Margo – BLC is the heart of WILPF; happy to work with BLC on T&R

George – Over the weekend at a BLC event sponsored by the Southern Anti-Racism Network (SARN), the song *WHAT IF* inspired her long-term work which comes from love.

Barbara – Looking forward to working on the International Programme..

Phillip – A concrete example of bringing BLC issues to the branches is when he brought one of the BLC issues he committed to working on to the San Francisco branch and got their support.

## **Selected Chat:**

Janet: International is in the process of rewriting code of conduct and personnel policies.

Theresa: Code of Conduct is often used to stifle debate and police people who are different ethnically or otherwise. Cultural competency is needed for members who have no experience with different traditions like Black Radical Feminism. Inviting WILPF members to the Umoja Unity Talks has

been an effort to familiarize WILPF members with different traditions and viewpoints within the Black Liberation Movement.

**Darien** A former WILPF US member, who has not maintained her US membership, is currently an Int'l VP: Melissa Torres.