

## WILPF Board Meeting, March 30, 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 Committee Chair

Ellen Thomas: Personnel Committee Chair and Disarm Issue Committee Co-chair

Linda Conte: At-large Board Member

#### Steering Committee:

Janet Slagter: Americas Region Alternate

Jane (Cricket) Doyle: US Liaison to the Americas Region Rep

Dianne Blais: Board Notetaker and Jane Addams At-Large Branch Convener

Laura Dewey: Interim Nominating Committee Chair

#### GUESTS:

Janice Hawkins: Anti-Racism Team

Eileen Kurkoski: Anti-Racism Team

Joan Goddard: Anti-Racism Team

George Friday: Disarm Issue Committee & Fannie Lou Hamer (FLH) Branch

Theresa El-Amin: Founder of the FLH Branch

### AGENDA with Motions SUMMARY

**Motions are in bold font; Decisions are underlined**

#### Announcements and Check-in

##### Old Business

- 1 **Minutes** of Jan. Board Meeting discussion/corrections/approval. **Approved**
- 2 Proposal to Hire Ad hoc Development Ctte/Fundraiser postponed to next month.
- 3 **Anti-racism work:**
  - a Should every WILPF US member be asked to devote individual/small group/branch time to anti-racism work? The Anti-Racism Team (Eileen Kurkoski, Joan Goddard, Janice Hawkins) has compiled an extensive list of resources/materials.
  - b George's presentation on how WILPF can become an anti-racist institution
  - c **Proposal for National (virtual) seven week study group based on Paul Kivel's book, *Uprooting Racism: How White People Can Work for Racial Justice***  
**Passed unanimously**
- 4 **Congress Update** Mary Hanson Harrison, Congress Coordinator

##### New Business

- 5 **WILPF US's** goals and one-year and three-year plans
- 6 **International Items** – Janet Slagter

- 7 **Making board positions more doable**
- 8 **Looking forward –strategic planning** “360degree input”
- 9 **Comments from Meeting Visitors** (non-Steering Ctte. members)

### **National WILPF Announcements**

**Recent WILPF US Programs Online at <https://bit.ly/wilpfus-youtube>**

**WILPF US Congress:** "WOMEN, POWER, and SOCIAL JUSTICE: Building from Strength", AUGUST 2021 Congress – Friday-Sunday, 13-15 and 20-22.

**Membership Recruitment Drive** – second Wed. of each month at 5 pm PDT

**International WILPF Endorsement** on the letter to John Kerry re: counting (for the Paris Accords) the carbon footprint of the military

After **Check-in** we proceeded to **Old Business:**

- 1 **Board Minutes** – **Approved** w/o discussion or corrections
- 2 Proposal to Hire Ad hoc Development Ctte/Fundraiser postponed to next meeting
- 3 **Anti-racism work**  
Eileen is impressed with the materials that Janice gathered.

George has worked for PEACE for 45+ years; peace which includes racial, environmental & economic justice. She wants to end and challenge white supremacy in all forms. White supremacy is everywhere and part of every act of violence. Challenging white supremacy reduces racism. WILPF should use an assessment tool to score itself for as an anti-racist organization, and then work constantly to improve. George is Co-Chair of the Southern Anti-Racist Network (SARN), which could be a partner to WILPF and help us work against white supremacy. Black, indigenous, and other people of color (BIPOC) have to be at the center of that work for change, or it's not accountable. Building WILPF branches helps this work, because that can bring BIPOC into branches.

Eileen presented a **Proposal of a seven week study group to run from May 1 – June 19 at noon ET on Saturdays, discussing Paul Kivel's book, *Uprooting Racism: How White People Can Work for Racial Justice***, along with other anti-racist resources.

Ellen would like to be part of the discussion group and made a motion to approve the proposal. Jan thought the proposal looks great and wants to be part of the program. Linda asked about whether racism against Asians is included in the study group, but Janice said her collection of resources is on racism against blacks. George mentioned the matrix of oppression and noted that slavery was key in white supremacy. **Proposal Passed unanimously**

- 4 **WILPF US Congress Update** Janet gave report as Mary was not on call. This congress will be a major challenge as it will be a virtual event. The 7-9 member Congress Program

Committee meets every 2<sup>nd</sup> Sat. and has worked on a time-line and contacting possible speakers. Speakers will be trained, their speeches rehearsed and edited.

### **New Business**

- 5 Should we have a national one-year plan or three-year plan? What are some of our goals as an organization?** Janet suggested a one-year plan and wait until after Congress for other plans. Cricket suggested to look at the International report and then come up with what we need to do. Jan suggested an in-person board meeting hopefully after the Congress ideally in our beautiful office. Laura believes recruitment has to be central to the plan.
  
- 6 International Items:** Janet pointed out that a virtual International Congress would be hard; WILPF members are located world-wide with so many time zones, so no particular time works for all. Last week's International Board (IB) meeting decided consideration of the 2018 Constitution will be a SWOT+ analysis. **Janet wants us to look at this current constitution** and consider if we want changes.  
The IB passed a new communications policy, and Janet succeeded in making the focus *two-way*, rather than only *top-down*.  
Janet and 3 others have spent almost 1,000 hours rewriting the UNO (United Nations Office) constitution and by-laws, but the current UNO board members – Catia Confortini, Melissa Torres, and Laura Roskos – don't want WILPF to appoint the UNO board and integrate UNO finances with other WILPF International finances.
  
- 7 Making board positions more doable?** Linda would like a master calendar of meetings. Shilpa and Darien noted that the many e-mails is a major challenge.
  
- 8 Looking forward – strategic planning** using “360degree input” / “listening sessions”. Nancy and Jan would like the Congress committee to schedule this. **Janet said she'd investigate the status of the Environmental Working Group** as Nancy was interested.
  
- 9 Comments from Meeting Visitors**  
George went through her presentation outline that Darien had included in the agenda, on “Best Practices to Build Community and Challenge Institutional White Supremacy: Accountability, Consistency, & Transparency (ACT) has to be in everything. She emphasized the importance of whites aspiring to relationships of authenticity and integrity with BIPOC.  
Theresa said praxis (theory + practice) is necessary for reliable white allies. WILPF US needs a strategic plan to build up the organization, and she'll work on a subcommittee to come up with proposals for action. Also, she will build the branches and help the BIPOC to understand the whites in WILPF.

### **Other Remarks**

Nancy commented that she has worked on water issues for 20 years, but they remain. *We are up against powerful opposition!* We are at a tipping point **now**. For system change we need collaborations as well as recruitment.