

WILPF Board Meeting MINUTES, January 25, 2022 (via Zoom)

Participants:

Board Members:

Darien De Lu: President
Jan Corderman: Treasurer/Finance Committee Chair
Shilpa Pandey: Membership Development Chair
Ellen Thomas: Personnel Committee Chair and Disarm IC Co-Chair
Linda Conte: At-large Board Member
Philip Cole: At-large Board Member & Disarm Issue Committee
Dianne Blais: Secretary and Jane Addams (JA) Branch Convener

Steering Committee:

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

GUESTS:

Nancy Price: Departing At-large Board Member,
Co-Chair of Earth Democracy Issue Committee
Mary Hanson Harrison
George Friday: Triad Branch
Theresa El-Amin: Founder of the Fannie Lou Hamer Branch
Barbara Nielsen: Life Member
Dee Murphy: WILPF member, JA branch
Samantha Turner: AHR's EMIDP sub-committee convener
Margaret Pecoraro: Disarm Issue Committee
Gisela Wilson, Madison branch who monitors the listserv
Ashley Carrington
Rebecca Irby,
Mary Sanderson
Pam Albright
Dr. Melissa Torres
Margo Schulter
Rita Gonzalez
Tina Shelton, Greater Philadelphia branch
Jean Hays, Earth Democracy leadership
Dr. Jean Kennedy

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

Announcements provided as a separate document stated:

Amendments to the Int'l Constitution and By-Laws, proposed by Janet Slagter, were unanimously agreed to and submitted to Int'l.

In a Board vote by email, the Board decided to remove Theresa El-Amin from the Branches Listserv for continuing to violate the listserv guidelines after a first warning.

Board vote: For — five: Darien D., Ellen T., Dianne B., Shilpa P., Linda C.
Against — one: Jan C., Abstain —two Nancy P., Jennifer B.

All board members will be invited to an upcoming **board orientation**. New Board members are expected to attend.

The Board referred three applicants to WILPF International for the Nominations Committee. Int'l requested us to recommend only one by early January. The Board decided to recommend Mary Hanson Harrison.

Our WILPF4PPC Initiative is gearing up to be a strong partner in the Assembly and Moral March, a call for all people of conscience to unite our efforts. Dorothy Van Soest has asked Rowan Fairgrove and Emily Keel to take a leading role in rallying WILPF members to attend in DC or our state capitals on June 18. Darien may ask approval for various expenses although the board did approve \$1,200 as part of our 2022 budget to support attendance of low-wage WILPF members at the march. An in-person board meeting around the Board's participation in the Moral March & Rally will be on a later agenda. Contact Emily, for PPC matters, at ppc-comm@wilpfus.org.

Members of the extended Steering Committee will be discussing scheduling and likely themes for the first *P&F* magazine of 2022. Our editor needs to solicit articles in Feb.

Preliminary

Check-in of all attendees (not recorded) - name and *one* WILPF role or office.

Visitors to the board meeting were able to speak during the meeting for up to one minute on two items **or** up to two minutes on one item, as well as for up to two minutes at the end of the open Board meeting.

Installation of new Board members, *Phil and Dianne, only*; Jennifer Bailey was not present.

Parting words from retiring board member, Nancy Price, emphasized pacing oneself.

Old Business

1. proposed change in WILPF liaison to the PPC – shifting from Dorothy Van Soest to Emily Keel – to be voted on in the exec. session.

2. WILPF Committee Guidelines, Best Practices & Information: The new guidelines passed with one abstention.

3. Treasurer's Report: Jan talked about our unusually comfortable financial situation due to member support; two 2021 bequests, which totaled \$350,000, decisions by past Boards and Finance Committees; and help from the Peace Development Fund.

4. Fundraiser positions: Nancy reported that the 9 applicants were all women representing a range in age and experience. The ad hoc Hiring Committee has been interviewing them and wants to complete this process by mid-February.

Proposal: A 2022 position to focus on increasing donations from members and trying to increase possible major donors as well. Passed with one abstention.

5. The proposed WILPF 2022 Election Timeline submitted by the Nominating Ctte. (similar to last year's) Passed unanimously.

6. - Inside-Out – Continuation proposal: Mary discussed the Inside-Out program noting the excellent work of facilitator, staff member Nikki Abeleda. Mary briefly discussed Nikki's report which showed significant participant satisfaction with the program, which ends in March. Some current branches might continue in the program starting in April, but more branches are invited to apply to start the program then. The proposal passed unanimously.

7. Sustained Branch Project Program Proposal for 5 branches and up to \$3,200 each. This proposal provides funding for materials and *six month's* of paid help for either oral histories or some other project. We need a committee of several people to finalize the parameters of the program. Judy Adams is putting together materials on the oral history project and Story Corp in the Bay Area is helping. Passed unanimously.

8. International Code of Conduct applications– Theresa had problems with #9 –

9. Eschew all negative actions towards each other; be supportive, compassionate and frank in a non-confrontational manner, in the way they deal with one another

– as “voicing negativity is necessary to abolish white supremacy”. Also, she didn't think there was a legitimate process for handling conflicts in WILPF US, as called for by #12:

12. Ensure that WILPF has a strong conflict resolution process incorporated in its culture and be a learning organisation in which an ethos of reflection, evaluation and enlightened action can flourish;

New Business

9. - Proposal for an additional board meeting to receive reports and discuss items, esp. in preparation for the March board meeting – in the first two weeks of February. Topics to be addressed include: the 2021 Congress, making board positions more doable, the Inside-Out Review Evaluation, and WILPF US Bylaws and how they pertain to the powers of the Board. The proposal passed unanimously

10. Proposal to Create a Discussion Listserv for WILPF members. For guidelines, the **code of conduct** of the Southern Anti-Racism Network Facebook group: *Be open to listening to different opinions, Be Kind and Courteous, No Hate Speech or Bullying, No Promotions or Spam, Respect Everyone's Privacy* might be applicable. There would probably be a disclaimer at the bottom of each page. This would be a moderated discussion listserve.

Mary preferred “No ad hominem attacks” to “bullying”.

Jan wants to make sure members know about the listserv.

Jan will work w/ John Sepulvado (media specialist). Additional volunteers are needed for this ad hoc committee. The president is authorized to appoint people to ad hoc committees. Passed with one abstention.

11. Responses to the Board Decision to Remove Theresa from the Branches Listserv for Repeated Violations of Numerous Guidelines– (Extensive Background and Possible Appropriate Listserv Administration Changes (Lessons Learned) were included in the agenda).

Three guests spoke, challenging the decision, questioning the parameters of removal, and emphasizing the necessity of racism awareness and ending white supremacy. Several board members then spoke about the necessity of a rapid decision due to requests by liaisons to be removed. Jan thought a committee to mediate is needed. An appeal process, etc. needs to be outlined.

Theresa spoke, saying that she comes from a civil disobedience background. Her postings were an effort to find allies. Darien has been trying to control her for a year. She’ll fight.

Dee suggested an ad hoc committee to hear sides.

Mary pointed out all the voices brought out in the August WILPF Congress and our trajectory.

Nancy suggested formation of a committee to solve these listserv issues.

Phil suggested a committee to discuss specific racial accusations to which anyone raising those issues be invited to participate.

Darien suggested that by the next board meeting we should have a decision in place.

Theresa said that she is the chosen liaison of the Fannie Lou Hamer Branch and that she would not post on the branches listserv if she would be reinstated.

Shilpa proposed that **Theresa be reinstated on the listserv.** Passed w/ 1 abstention.

12. Creating a WILPF US Conflict Resolution Process Phillip had already suggested an ad hoc committee. Volunteers and a pool of mediator candidates of diverse backgrounds are desired. Passed unanimously.

13. Standards for a branch to qualify as being “in good standing” We’re overdue to review the status and structures of our branches. The Bylaws stipulate some basic requirements for branches. We have not implemented a means to collect information for verifying that branches meet the requirements to qualify as being “in good standing”. Ellen asked about the process to be used creating the ad hoc committees that the board approves.

Darien stated an e-Alert might be best.

Shilpa agreed that this item would fall under Membership Development and agreed with Jan’s suggestion that volunteers could be involved with just this issue.

Darien emphasized that getting on committees is a great path to leadership.

The proposal, to **have the Membership Development Committee make recommendations for updating and reviving the standards for a branch to qualify as being “in good standing”** passed unanimously.

Tabled 14. WILPF Meeting recordings. Agenda mentioned that meetings are not webinar presentations and questioned: *What is the appropriate use of recordings? Would they affect the participation of and by WILPFers? Is it appropriate and/or useful for WILPF to post these to the WILPF recordings page? (If so, for how long?) Is it appropriate and/or useful to post recordings links to the branches list when they are not posted to the (official) WILPF recordings page?*

15. Board (Standing) Cttee. member appointments Board votes for approval to take place in executive session. Committee chairs may appoint members (must be WILPF members) to their cttes., *and* those appts. must be approved by the board. Announced: Phillip Cole was appointed to the Finance Committee.

16. (2 min./person) – Visitors' opportunity to speak.

Theresa thanked the board for giving her another chance and mentioned the Black Liberation Caucus's strategizing.

Tina mentioned the letter from the Greater Philadelphia branch which suggested mediation and racial justice training is an on-going process and thanked the board for their work.

Phillip noted that people being dismissed or mistreated is not limited to women of color and we need to make an effort to be nice to each other.

Darien emphasized that she wants WILPF to cast off any remnants of White Supremacy and mentioned her availability the ½ hour before and after Program Committee meetings.

Nancy noted that environmental injustice is based on racism and discrimination and Earth Democracy will emphasize that in the future. Nancy also welcomed Earth Democracy activist, Jean Hays, who mentioned Dr. Jean Kennedy's good work.

Darien thanked all attendees and adjourned the open part of the meeting.

Executive Session

The new PPC Liaison, Emily Keel was approved.

There was more discussion but no additional decisions.