

## Board of Directors Meeting Minutes

October 9, 2019

**Present:** Caroline Kinsman, Ryan Peters, Melissa Morin, Seth Mangold, Margaret Gerard, Randy Rydel, Terrance Morris, Laura Weiss, Adrienne Renz, Alana Smith, Jean Rogers

**Absent:** Ceci Lopez

**Facilitator:** Holly O'Neil

**Consent Agenda:** All directors confirmed they read their packets.

*GM Reports:* B1.13-B1.22, B8.1 – 8.5: No comments

*Committee Reports: Member Affairs (MAC), Board Development (BDC) and Finance:* No comments.

*September 2019 Board Minutes:* Correct the date of the next meeting to 10/9.

*Crisis Communication policies and 2020 Board budget:* No comments.

*Retreat Agenda:* Pulled onto the main agenda

**Decision:** Approved by consensus with the exception of the retreat agenda.

**Board Chair Report:** October 17: Board member engagement event: Pitchfest, 6 – 8 pm. October 20: Co-op sponsored film, "The Pollinators", with a panel discussion, Pickford Film Center, 1:30 pm. November 9: Strategic Planning Retreat, 8:30 am-4 pm (Terrance can attend after the break).

**Pitchfest Event:** We have five pitchers with varied proposals. The audience will select the top three for the final round, and then the three judges, Nancy Babick, Ashley Jakubczyk and Adrienne Renz will select the winner based on the pitches, responses to questions, and relevance to the Co-op's strategic goals. The Pitchfest sub-committee used a criterion to select five of nine applicants to pitch at the event.

**Equity, Diversity & Inclusion (EDI) Ad hoc Committee – Retreat Training:** The EDI ad hoc committee discussed having a training on intercultural conflict resolution, but the trainer was not available for the fall retreat. The committee recommends a training with Monica Koller: Cultural Unpacking, Cultural Humility, and Cultural Awareness. The training looks at how we see ourselves, how we see race, and terminology that we often use without much explanation or clarity. The goal is to move beyond our personal understanding to be more aware of how we each show up and how we can support others. The training will include time for group conversations and will prepare us for a deeper training session on conflict resolution.

**Proposal:** To approve a full afternoon training session led by Monica Koller. **Decision:** Approved by consensus.

**Retreat Agenda:** The Board Development Committee (BDC) postponed the topic of how diversity is important for business innovation to allow time for Monica's training. Two directors asked to clarify the training goals and successful outcomes for the Board. They expressed some concern about staying on top of our other strategic goals while the Board focuses on EDI. There was also a request to include time to discuss terms and language.

### **Considerations:**

- The training should give the Board a better context for working with our membership and community and help us create a climate of honor and respect. Next, we would look at business practices and being able to articulate why EDI is part of how we do business.
- We have discussed the importance of representing diverse perspectives on the Board. We are working to create a space that makes this possible, and to understand the barriers that maintain an exclusive culture.
- We adopted a new goal, and have to figure out new norms at an operational and governance level so we can articulate our culture and goals when we recruit for the Board. It is complex to apply enough lenses to monitor our strategy, business plan and long-range vision, in order to achieve our EDI objectives.
- Change will take time – acknowledge what we have done and know there is a long way to go.
- Co-op management and staff are doing this work, and it is important for the Board to lead by example in order to make successful policies.
- We have started building a study and engagement calendar, and will have more discussion regarding the Board's long-range work and strategic plan goals.
- We still have to add EDI to the Board Process (P) policies, and directors need more shared language and understanding to state Board goals for accountability and process around EDI.

- Education and training will set us up to better define success. Some successes would be to have these conversations as a Board, to be on the ground saying what we are doing, and for marginalized communities to see the work and feel they can be part of it.

**Suggestions:** Share some of our Board conversations with Monica so she can address them during the training. Reserve a study and engagement session to look at some of the Board process policies.

**Questions:** *For the trainer:* What would success look like? What would metrics look like? Allow time for questions about language and terms. *For the Board:* How to balance Board work on the strategic goals and annual work plan priorities.

**Candidate Packet Updates:** The Board Development Committee (BDC) drafted final updates to the Board candidate application and agreement. The EDI ad hoc committee recommended replacing a question about natural foods experience with a question about creating a climate of cultural diversity. BDC proposed removing the word "cultural". It was also recommended that directors agree annually to attend co-op sponsored events.

**Proposal:** To approve the changes proposed by the BDC. **Decision:** Approved by consensus.

**GM Report B7 – Equity, Diversity and Inclusion (EDI):** This is the first report on the new Boundary policy (B7). We wrote the policies and metrics when we added the Strategic Plan goal of Equity, Diversity and Inclusion (EDI), and the wording reflects our understanding at that time. There will likely be more refining to do. When reading monitoring reports, consider whether the data supports reaching our stated goals. **Considerations:**

- Decide whether the word “actively” works in the interpretation for B7.
- We can retain census data for future shopper surveys and look at 5-year estimates from the American Community Survey (a more reliable census survey). Our categories don’t mesh with the census, but we can address this.
- *B7.1:* The wording reflects an assumption that more cultural representation will create inclusivity, and this warrants review. The hiring process does not weight multilingualism yet (B7.1.1). Latinx and Hispanic representation for the Co-op and staff are lower than the demographics for Whatcom County or Bellingham. A question is how this part of the report shows what we are doing to reach the goals in B7.1
- *B7.2 –* We broadened the policy to hear things we wouldn’t expect. Clarify the feedback we want and who we want to hear from. A question is if our many systems are accessible and inclusive. Adrienne would like to include staff training and systems in the B7 policy and monitoring report (currently in the Exemplary Workplace policy).
- *B7.3:* It would be valuable to understand and track sponsorships related to EDI. Adrienne breaks out sponsorships by strategic plan goals, and Outreach manager Amy Esary can do this for donations.

**Suggestions:** Include how we are creating a culture of inclusivity and respect among staff in the B7 report. Consider a policy regarding members and shoppers and creating a culture of inclusivity and respect.

**Proposal:** To approve the GM monitoring report for B7. **Decision:** Approved by consensus.

**To-do:** *BDC* - review the wording of B7.1 (we will review more of B7 at another time).

*Jean* – Put a review of whether the new EDI policies express our intention on a future agenda.

**Rose, Bud, Thorn:** General Manager Adrienne Renz gave a brief update on Co-op operations.

The Board moved into executive session at 8:07 pm.

**Executive Session--Community Shopping Day (CSD) Slate 2020:** The Board reviewed the Member Affairs Committee’s (MAC) recommendation for the 2020 slate of CSD recipients.

**Proposal:** To approve MAC’s recommendations for the 2020 CSD awards. **Decision:** Approved by consensus.

**Closing:** Appreciation for the facilitation and conversations, looking forward to addressing our strategic goals over the next few years, informed by the work we are doing now.

**Next Co-op Board of Directors meeting: Fall Retreat, November 9 (8:30 am-4 pm), Connections Classroom.**

The meeting ended at 8:15 pm.

*These minutes have not been approved by the Board*