

WJFF Nominating and Governance Meeting Minutes

2/19/21 3:30 pm by Zoom

Approved 4/14/2021

Committee members present: Amy Brightfield, Kevin Cooke, Angela Page, Sally Stuart, Kathy Geary

Non-committee trustees present: Thane Peterson

Staff present: None

Public: None

- A. The meeting was called to order at 3:39 by Amy.
- B. Amy proposed appointing Kevin Cooke as co-chair of the Nominating and Governance Committee and the committee members approved this proposal unanimously.
- C. Sally reported that she and Kathy have been working through Kit's summary of policy's adopted by the board and is putting them on a drive and organizing them. They can be shared with the full board and serve as a reference and resource for our work going forward. Sally will share the drive with other committee members for their input and suggestions.
- D. Kathy Geary suggested that the minutes could also be stored on the drive as a backup.
- E. The bulk of the meeting focused on discussion of the NFCB Community Radio – Diversity Equity and Inclusion meeting and the knowledge and insight gained. Major take-aways include:
 - a. We need to do a diversity assessment. Kevin will draft a workplan for this assessment and share it with the committee for discussion at our next meeting. This will include looking carefully at how we show up in our community when it comes to diversity. Diversity is much more than the board.
 - b. We are committed to avoiding tokenism and want to bring on diverse board members who bring key skill sets that are needed on the board. (E.g. a lawyer, a finance and accounting expert, etc.)
 - c. We don't want to recruit diverse board members and ask them to take on the responsibility of making sure the organization is Diverse, Equitable and Inclusive. We need to do that work as a group and we should expect some of this work to be done in connection with the Strategic Plan. In addition, creating an Equitable and inclusive culture for our organization is essential for creating a safe and welcoming environment.
- F. It is unfortunate that there is only one open seat on the board for this election cycle. There was considerable discussion of the pros and cons of increasing the size of the board by 1, 2, or 3 seats. This would require a by-laws change. It would not necessarily need to be done on a permanent basis but could be done on an interim basis and then

scaled back over a few years. One benefit of expanding the board size is getting more hands to help with the work of the board. However, committee members pointed out that there are many people among our volunteers and past board members that can help with the work of the committees. The committee will return to this question. Kathy and Thane will confirm the timeline for by-laws changes and for the election process. The committee decided not to place ads in the paper or make announcements on the air to recruit new board members. We will do selective outreach this year.

- G. Each committee member will reach out to explore board service with candidates and connector discussed.
- H. The January 20th minutes were approved unanimously (Kathy/Amy).

Meeting was adjourned at 4:45.