

Monday, October 5th

Present: Tiernen, Lorelle, Tim, Vera, Rachel, Meaghan, Nailah, Aj, Rodney

Absent: Torie

Approve Meeting Minutes for September

- Very thorough!
- How are the minutes done? Does it depend on who is doing them?
- Will talk it over in the Board retreat.

Move to approve the Board Minutes

Seconded

Approved! All thumbs up.

Approve Meeting Minutes for August

- Meaghan and Rachel were not at the meeting

Move to approve the Board Minutes with friendly amendment ^^

Seconded

Approved! All thumbs minus abstentions from Meaghan and Rachel

July minutes never approved?

Action item: Tiernen will find the minutes for approval.

Board Retreat Agenda

- Tiernen, Tim, Aj got together to list many topics the Board has spoken about.
- One major goal is to get together for a day and make a plan around these topics. Might not get to discussion around all of them and that's ok.

Goals:

1. **Discuss the core job of the Board** - Expectations, responsibilities, what we should be doing monthly, end of the year
2. **Defining vision of the Board for the Co-op** - Ends, policy, community. Groundwork for the rest of the work
3. **Finding our place in the context of current events, issues, and community** - Who is our community? Who are we working for? Support the Black community, anti-racism, what is our role in the community?
4. **Creating a month-by-month calendar** - One solid goal to walk out of the retreat with!
5. **Setting up a framework for rewriting the ends** - Won't do it in one day. Setting the framework for starting it. Biggest project this year.
6. **Review, evaluate, rewrite policies** - Decide which need to be rewritten and which do not.
7. **Expansion** - Work has stalled, but work was done before March
8. **Make a future schedule for above issues that we don't get to.**

10-5 weekend day. Morning and afternoon sessions with breaks.

Plan a meeting with the Black Staff Working Group outside of the retreat.

Questions:

- **Was there staff input on the ends? Other input? -**
 - Usually the Board writes them. Strategic planning group and some community members originally wrote. Aj included staff in coming up with interpretations.
- **How can we involve more people in creating the ends, what does that look like?**
 - Engaging SCDC? EOC is more active right now. Could also put the word out to see if there is staff interest. At what point in the process do we involve staff? Figuring out goals and expected outcomes first.
- **Who attends the Board retreat? - Should Aj be there? What has happened in the past? What do other people think?**
 - In the past the Board was small and nobody had historical knowledge so it was up to Aj to help provide that context.
 - Might make sense for them to be there for at least a portion?
 - Need collective understanding of how to hold Aj accountable and speak with one voice, also need a bond with Aj. How to achieve both?
 - Should have time for just Board discussion but also dedicating equal time to have Aj there for goals and expectations.
 - Two halves of the same day or two different events?
 - Tiernen brings up that they lean on Aj a lot for historical context, roles, etc.
 - Time to take the “training wheels off” and not fully rely on one person.
 - Also important to build trust.
 - Can break up the day many different ways.

Aj: Having such a new Board that relies on Aj makes it a little weird to have to correct. Can have “training wheels” but Aj does not have to be that guide. Some other person, group, could do that. Having a training on policy governance could be good.

- Having a third party facilitator and not necessarily someone who has a connection to Mariposa.
- Plenty of resources vs. a person on short notice.

Action item: Send commentary, ideas, feedback, questions about the goals for the retreat to Tiernen. Tiernen will structure and send back out to everyone

Break!

What does the Board want to know as FYI points outside of monitoring reports?

The email Aj sent is just a sample of things that might be of interest.

Does Nailah have a role in helping put this info together as the Staff Rep? Not in the past, but we could redefine the roll now!

Knowing what is going on with operations is helpful! What's up with the staff? How are they? Nice to feel like there is understanding.

In the past, staff were asked for updates for reports.

How did the discussion go at the all staff meeting around Black staff demands?

- Had about an hour for discussion.
- Conversation was anyone who wanted to speak (predominantly white staff) in reference to a few questions:
 - Do you see Mariposa as an anti-racist org?
 - How do you view your roll in an anti-racist org as a non-black staff member?
- Nobody said that we are anti-racist. We aren't living up to our values.
- Most everyone spoke about things they need to do moving forward.
- Will continue the conversation and check in for accountability

What are the next steps? Have the demands been addressed?

- Logistics were talked about with regard to trainer
- Staff were sent demands well in advance of meeting
- Getting various forms of "no" from groups
- Part of the work will be budgeting
- Meg and Aj will be implementing next steps, need more clarity. Will work with Black Staff Working Group for addressing
- Have a very specific vision, no group we have found does it exactly how we want but we also don't want to be disappointed after spending a large sum of money and time.

FYI reports don't have to be monthly. Could be quarterly? Doesn't have to sync up with quarterly report so there isn't too much work at once.

Aj could do an open Q&A. Board should feel like they have the data they need to understand how the store is operating. Categories of info would be helpful.

Tiernen has contacted two possible new Board members. Has not received answers yet.

Board presentation at the member meeting? **Tiernen will do it!**

Tiernen wants to send out trainings for the Board. Four are coming up.

Anyone who has a lead on relevant trainings - let's put out a monthly list!

Columinate full day training for the Board, other trainings, etc. \$7500. Could split it between two Board years. The Co-op has used this in the past. A bit of a mixed bag in terms of trainers, but has a lot to offer in terms of facilitation, guidance.

- Discuss as an option at the Board retreat

Action Items from Black Staff Working Group

- Locating resources that would be helpful for training/audit. How do we describe what we are looking for? Who has everyone already contacted?
 - Goals were outlined in demands. Looking for POC, Black-led specifically to review our policies and practices as they relate to anti-racism. Needs of Black staff in the org.
 - Figuring out a small group of the working group and the Board to do this research.
 - Who is actually talking to the groups? The group would like a Black staff member to be that person making intros with the support from the Board.
- Rodney and Tim have volunteered to be on the subgroup to work with Black staff. Tiernen, Rachel, Lorelle also interested depending on commitment.
 - **Next step: Schedule a follow up to figure out details.** The ask has already been made, just need to figure out specifics.
- Willing to meet again to have a conversation with the working group about experiences if there is a need.

Online Voting Process Review - Tim did some work on that. Review at the retreat.

Scheduling the retreat: November 7th!