YNPN-TC Board Meeting

October 1, 2020
5:30pm – 7:30pm

Attendance: 18-3					
	Present	**Absent**		**Present**	**Absent**
Alishia Wright	X		Kristin Skaar	X	
Alyssa Whalon	X		Laura Reller	X	
Arwen Tag	X		Molly Budke	X	
Audra Weigand	X		Nora Henle		X
Biftu Takele	X		Paul Johnson	X	
Cate McKay	X		Rachel Garaghty	X	
Dan Frankenfeld		X	Ruth Hamberg	X	
Emily Pyle	X		Tess Montgomery	X	
Jillian Theuer	X		Xavier Vazquez		X
Kelsey Parsons	X		Guest: Rochelle Younan-Montgomery	X	
Kevin Bruins	X		Keliyah Perkins	X	

Convened: 5:35PM

MVV Activity (15 min) - Alishia *5:30pm*

Alishia led a fun MVV activity for this month.

UPCOMING

November	Audra
December	Jillian

Consent Agenda - **(1 minutes)** *5:45 pm*

- Vote on September meeting minutes
  Board majority votes to approve the September meeting minutes. The September minutes have been approved.

Xavier and Alejandra had their baby!!! *5:45 pm*

Fundraiser additional cost approval (10 min) - Kristin & Alishia - *5:45 pm*
Kristin gave an update on the upcoming fundraising event. We are thinking about doing an honorarium for guests to present at the event. The Development managers are asking for approval of up to 600 to pay those folks. If there are committees that are going to spend less money than they were approved for let Kristin know. The communications committee mentioned that they might have some wiggle room in their budget. If anyone else has wiggle room in their budget, connect with Kristin and Alishia.

Upcoming Activities (5 minutes) - Laura & Biftu - *5:55 pm*
Biftu gave and update on the upcoming elections which will take place in November. An elections form will be sent out to everyone to nominate folks for positions or nominate yourself for as many positions as you would like.

YNPN-TC Board applications are now open! Please share with your networks. The task force will be meeting on October 26 and will then be reviewing applications and deciding who to interview.

IDI Workshop (90 min) - Rochelle - *6:00 pm*
Rochelle Yuonan-Montgomery joined the board for an IDI board discussion and facilitated the workshop and conversation.

Rochelle walked the board through a workshop focusing on white dominant culture norms and how they show up in the board and how the board can move forward and implement new norms. Notes from that discussion can be found below.

<u>Notes from the Group discussion:</u>
If you disagree – there are times where people might hold back. Do not want to create tension or make someone feel bad. Disagreement if you do feel comfortable disagreeing, it depends on the comfort level in the space. If you feel comfortable speaking up. Could be related to identity or time on the board.
-   Focus on saying the right thing. How will my comment affect the group, or will the tone come off?

How decisions are made – standard process for how we need to vote on things. In those types of decision-making situations. Sometimes there's discussion but other times not. Not wanting to disagree could affect the lack of discussion. A lot of decisions are made outside of board meetings. Those who can show up to those extra meetings outside of those spaces and those who are more vocal might have more of a say in it.
-   In person vs. zoom – we have more discussion and back and forth when meeting in person but just want to move along with the meeting.
    o   Just a note that when offering criticism or differing opinions that we qualify it a lot
-   The vibe virtually is just different than in person. Not having the greetings and goodbyes without it being performative on zoom. Trying to be more animated on zoom.
-   Decision making protocols have evolved over time. Less about sticking to rules and protocols and procedures – and just letting something roll and execute. Means we have trust in each other and means we are not waiting around for permission for things.

- Keep focus on a culture of ownership on a project or support ownership or a project especially if it is someone who is passionate about something.
- Newer board member – decision making is different than other groups. Everyone is welcome to engage with different committees. How and when we are able – there is a feeling if someone isn't regularly part of the committee they are welcomed to join.
- Navigating MN nice – part of disagreeing – having other people modify something that has been critiqued. In the past if someone would disagree, they would not offer any critique or ways to made it better. Defensiveness. There is some policing of how we communicate.

Themes:

-Disagreement and accountability

-how to navigate conflict: Non-violent communication

Practices and agreements moving forward:
- What are alternatives or examples of conflict management?
- How to navigate conflict management.
- What is the anatomy of trust? How to build culture and trust?
    - Looks different based on who you are and who is in the space. Work can look different.
- Start and end meetings with voices in the space shared.

How will you know if you are making progress?
- Celebrate and notice progress