

**National Organization for Women Board Meeting
June 18, 2015
Hyatt Regency New Orleans, LA
DRAFT minutes**

NOW President Terry O'Neill called the meeting to order at 9:20 am.

Roll Call

Present or arriving shortly thereafter were: April Emmert-Maguire, Charlotte Klasson, Gilda Yazzie, Gordy Gustafson, Jerilyn Stapleton, Joanne Tosti-Vasey, Kae Chatman, Marian Bradley, Mary Pollock, Meredith Ockman, Michele Hamilton, Nancy Campbell Mead, Robin Dionne, Shirley Ranz, Sinoun Hem, Sonia Ossorio, Sue Gibson, Ellie Smeal, Janet Canterbury, Patricia Ireland, Terry O'Neill, Bonnie Grabenhofer

Absent were: Aida Zuniga, Amber Kirchhoff, Carla Josephson, Elena Carillo, Kim Villanueva, Laurie Bertram Roberts, Panyiota Bertzikis, Susan Mottet, Carol Moseley Braun

Adoption of Agenda

The agenda was adopted without amendment.

Approval of Minutes

The minutes of the Spring 2015 board meeting were approved as corrected.

Financial Report

O'Neill presented the financial report for the first quarter (YTD March 31, 2015). In overview, the financial performance of NOW, Inc. and NOW Foundation combined for the first 3 months is in line with our overall budget of \$3.3 million. Combined payroll and overhead expenses are down, in keeping with the 2015 strategy. Direct mail expenses are front-loaded, also in keeping with our 2015 acquisition strategy. NOW, Inc. and NOW Foundation continue to pay all invoices on time, usually on 30 days' terms. As of the end of the first quarter, NOW, Inc. and NOW Foundation combined show a surplus of approximately \$7,000.

NOW, Inc. revenue for the first quarter, \$852k, is lower than the same period 2014 (\$883k) but higher than projected 2015 budget. Expenses for the 2015 first quarter (\$800k) are higher than the same period 2014 (\$786k) and higher than the 2015 budget due to our 2015 strategy of front-loading acquisition expenditures. NOW, Inc. has a surplus of \$52k, slightly lower than the budgeted projection of \$55k. The surplus is lower than the 2014 first quarter surplus (\$98k), largely because of front-loading of 2015 acquisition expenses.

Member recruitment results continue to be strong, reflecting the continuing success of our new control package which features a survey. In 2013 we mailed 12 million acquisition letters which brought in 8,458 new members. In 2014, we mailed 1.5 million acquisition letters which brought in 21,542 new members. Total membership as of Dec. 31, 2014 was 62,223. Total membership as of April 30 was 66,739.

NOW Foundation's revenue and expenses are also performing roughly as expected for the first quarter. Approximately 38% of salaries, benefits and overhead are allocated to the Foundation for 2015. Because Foundation revenue largely comes in at the end of the year, a deficit in the

first three quarters is expected. For the first quarter, the Foundation's deficit of \$45k is lower than the deficit in the same period 2014 (\$84k).

President's Report

O'Neill reported on NOW's work in response to police brutality against people of color. NOW has worked with the African American Policy Forum (AAPF) and other organizations to raise awareness of the impact on women of color. Approximately 20 percent of African Americans killed by police are women. The #SayHerName campaign is slowly getting the message out that Black women are severely affected by this crisis in the criminal justice system. At the close of the board meeting, NOW is hosting the AAPF's town hall hearing on violence against Black girls and women in the New Orleans area. The town hall was organized by AAPF Executive Director, Kimberle Crenshaw, and is the sixth in a series of similar events held around the country. These events are particularly important because the town hall hearings organized over the past year by the White House for its My Brother's Keeper initiative have excluded girls and women of color from testifying about their own experiences.

Conference Report

O'Neill reported that approximately 385 people have pre-registered for the conference, and our hotel room block of 415 room-nights has been met or exceeded. We expect more attendees to register on-site. We have sold approximately \$3,000 in program book ads and \$5,000 in exhibit tables. In addition we received on sponsorship gift in the amount of \$10,000 from Even the Score, a coalition that advocates for the development of safe and effective treatments for women's sexual disorders.

Structure Modernization Update

O'Neill reported a high level of interest in the structure modernization proposals, including the bylaws revision. Based on the nationwide webinars held since December, the online discussion board commentary, conversations at NOW chapter and state meetings, and personal conversations with NOW members and leaders, it is likely that everyone will get something they want, and no one will get everything they want. There will be two structure modernization plenary sessions on Friday of 90 minutes each, and three additional plenary sessions on Saturday. The first three such plenaries will be informational sessions at which the board committees (NOW's Statement of Purpose; National Board and National Officers; NOW subunits; Money and Members; and Conferences and Committees) will present the proposals they helped develop through the webinars and online discussions. Voting on the bylaw revision, including any alternative proposals to the revision, will begin on Saturday when the informational sessions have concluded. After completing the debate and adoption of a bylaws revision we will turn to administrative policies related to structure modernization.

In addition to the structure modernization plenary sessions, there will be several plenaries with inspiring speakers such as Professor Kimberle Crenshaw, Barbara Arnwine, Aimee Thorne-Thomsen, Monica Simpson, Catherine Dent, Randi Weingarten, and special awardees Deon Haywood and Kathleen Gasparian. On Saturday at noon the NOW PAC box-lunch plenary will feature Patricia Ireland as moderator and Carol Moseley Braun, Janet Canterbury, Ellie Smeal and Tania Tetlow. We will formally announce the NOW PAC's endorsement of Hillary Clinton for President, and have a lively discussion of what chapter activists can do to help elect our country's first feminist woman president.

In addition to these plenary sessions, there will be six skills-building workshops. Because of our focus on modernizing NOW's structure, there are no issue-based workshops this year.

The meeting recessed at 11:20 am for the NOW Foundation board meeting followed by lunch.

O'Neill called the meeting back to order at approximately 1 pm.

Action Report

Grabenhofer reported on NOW's recent action work. We are participating with allies in campaigns to **raise the minimum wage to \$15 per hour** at the state level. Chapters in New Jersey, California and other states are active with this campaign. NOW has also signed on as an endorser of a nationwide alliance to **support the public postal service**, which is under severe pressure from right-wing members of Congress who want to cut its services.

Grabenhofer recently met with representatives of the Department of Labor's Office of Public Engagement. They are available as a resource on women's employment issues and welcome the opportunity to provide information or even presentations to chapters. NOW worked with allies in mobilizing our grassroots activists to urge **confirmation of Loretta Lynch** as the first African American woman Attorney General, which finally has happened. North Carolina NOW activists worked hard during this year's state legislative session for **ERA ratification** in North Carolina, but unfortunately it did not pass. A number of cities recently passed **Cities for CEDAW** ordinances. NOW and its allies successfully lobbied for more money to be allocated for **processing of rape kits**. Activists should work to identify the extent of the backlog in their communities urge their local jurisdictions to apply for federal grants to clear their rape kit backlogs.

NOW PAC has voted, as requested by the National Board, to endorse Hillary Clinton for President, and we are developing a project, NOW4Hillary, which will feature a website, Facebook page, Twitter account, information and many opportunities to work for her election. An ActBlue webpage will be created allowing donations to be made directly to the Hillary campaign with NOW PAC and the individual donor getting credit for the gift. Individuals may give up to \$5,000 to Hillary for the primaries and another \$5,000 for the general election. NOW activists can go to www.nowpac.org to sign up to become a NOW4Hillary volunteer. On Saturday, at the PAC box-lunch plenary, attendees will be able to sign up by sending a text message on their smart phones.

NOW's national action campaign for marriage equality is nearing a moment of truth. In the Supreme Court cases consolidated under the name *Obergefell v. Hodges*, challenging state bans on same-sex marriage, oral argument was heard in April and NOW activists joined thousands of allies outside the SCOTUS building to rally in support of same-sex marriage. There were also local rallies in numerous large cities. We expect a decision before the end of the month. We hope to get marriage equality in every state. Several different outcomes are possible. We have posted an issue advisory with talking points on the NOW website. Assuming we get a good decision on marriage equality, the next focus for LGBTQIA rights will be to enact federal and state comprehensive non-discrimination legislation aimed at employment, housing, credit, education and public accommodations. Conservatives have already begun a campaign to undermine marriage rights by a religious right to discriminate against the LGBTQIA community. **Grabenhofer** extended a special thanks to the Board members and all of the other NOW leaders who have stood firm for NOW's campaign to win marriage equality over the years.

NOW PAC Report

NOW Political Director Linda Berg presented a brief report. The big news that will come out of this conference will be the PAC's endorsement of Hillary for President. If we received a major grant (\$100,000 or more), we could mount an exciting independent expenditure campaign. But even without that, there are many things NOW chapters can do, and many things NOW members acting as individuals can do, to help elect our first woman president. National NOW's NOW4Hillary Facebook page will be especially helpful in connecting chapters and activists across state lines to work together.

In 2008, many NOW members donated to Hillary's campaign but NOW didn't get credit for it. This time around, we have created an ActBlue webpage, actblue.com/contribute/page/now4hillary, where you can donate directly to the Hillary campaign, and they will know it came through NOW. At this conference, the NOW PAC will raise money by selling pushpins (\$10 each) which the donor can place in any state representing her commitment to help get out the feminist vote for Hillary in that state. The PAC box-lunch plenary will be filled with excellent information about how you can mobilize the feminist vote in your state for Hillary.

Report from National NOW Task Force on Ending Racism

Jocelyn Morris, chair of the task force, presented the resolution on behalf of the task force:

[TBA - emailed to planner@now.org]

After discussion, the resolution passed.

Discussion of Fall 2015 board meeting

Tosti-Vasey suggested amending the 2015 budget to add \$15,000 expenditure for the purpose of holding the fall 2015 board meeting in person, rather than via webinar. Without objection, it was agreed that the board would hold a special meeting after the Conference to discuss such an amendment to the budget.

Appointments

Motion by Stapleton to add three board members to the Structure Modernization Working Group. After discussion, the motion failed.

O'Neill named the following to the Credentials Committee: Marian Watkins, Rita Fuson Charlotte Klasson and Cynthia Bennett. Without objection the appointments were confirmed.

Items Postponed

Ossorio requested that at the fall board meeting a resolution be considered that would call on the Boy Scouts of America to admit girls.

The meeting adjourned at 3:00 pm.