

NATIONAL NOW BOARD FALL MEETING
Hyatt Regency on Capitol Hill
400 New Jersey Ave NW, Washington DC 20005
Draft Minutes

Friday, September 16, 2016

President Terry O'Neill called the National NOW Board meeting to order at approximately 9:00 am.

Roll Call

Vice-President Bonnie Grabenhofer called the roll. The following were present or arrived shortly thereafter (note: "nv" denotes non-voting): *Audrey Muck, Barb Miller, Bear Atwood, Beth Corbin, Bonnie Grabenhofer, Cindy Drabek, Eleanor Smeal (nv), Gilda Yazzie, Gina Austin-Fresh,, Jacqueline Kozin, Janet Canterbury (nv), Jerilyn Stapleton, Jocelyn Morris, MonaLisa Wallace, Meredith Ockman, Michelle Hamilton, Monica Weeks, Nancy Campbell Mead, Patricia Ireland (nv), Sinoun Hem, Terry O'Neill*
Absent were: *Carla Josephson, Carol Moseley Braun (nv), Judy Polson, Michelle Hamilton*

Adoption of Agenda

The agenda was adopted as amended.

Approval of Minutes

The minutes of the Regular Summer 2016 meeting and the Special meeting of July 10, 2016 were approved as corrected.

Committee Meetings

The board committees met from 9:30 to 10:45 a.m.

Committee Report: Dismantling the Sex Abuse to Prison Pipeline (SAPP)

Committee member **Corbin** presented the report. In August **Corbin** and committee chair **Hamilton** presented a workshop on NOW's SAPP campaign at the conference of the National Sexual Violence resource Center. The audience was especially impressed by the idea of bringing Title IX to bear on this issue, and urged the presenters to include more information about the impact on LGBTQIA students, especially trans girls.

The action program fellows, Rachel Birnbaum and Nia Niamweya, are creating a tool kit which will be rolled out to NOW leaders after the election, with further roll-out planned for allies and the general public shortly thereafter. The toolkit will include:

- Social media guide (including overview of online activism, sample tweets, social media campaigns & challenges)
- Brief explanation of how Title IX can be used to demand trauma-informed services instead of punishment -- including how to find out if your school district has a Title IX coordinator, sample letters to school authorities, one-page information sheet for PTAs
- Materials on starting a conversation with teachers, counselors, school administrators, PTAs, school-based law enforcement, and legislators -- to include information about school policies on behavior issues, policies on dress codes (exclusively applied to girls, and disproportionately harmful to girls of color), and availability of trauma-informed services for sex assault survivors
- Materials on other federal laws: Juvenile Justice and Delinquency Prevention Act; the Prison Rape Elimination Act; and the Trafficking Victims Protection Act.
- Materials (for ambitious chapter projects) on community forum discussions such as town halls, briefings, or testimony before city/county councils
- Materials on organizing networks of lawyers, social workers, service providers
- Possibly an online forum where people can share their stories of activism on this subject -- what worked, what didn't
- A feedback form so the toolkit can be evaluated and improved

Committee Report - Equal Rights Amendment

Kozin presented the report. The committee recognizes that there are many moving paths to getting ERA part of the US Constitution.

- Engendering renewed interest in this issue requires that people become familiar with the history of the ERA movement. Most people think it has already become part of the Constitution. In addition, corporate interests (US Chamber of Commerce) continue to oppose ERA, and the Supreme Court may be hostile to a broad interpretation of it even if/when it is ratified
- NOW supports both the 3-state strategy and the start-over strategy
- Therefore we need a long-range (3-5 years) strategic plan for ERA, including a communications effort making the case for the ERA, a network of constitutional lawyers building an inclusive interpretation
- We also need to reach out to allied organizations e.g. LGBTQIA, women of color, reproductive rights organizations about inclusion of their issues in ERA
- And we need to understand and counter the white women and men who oppose ERA (voters of color are on board, but majorities of white voters have been on board with Republican anti-choice policies for numerous election cycles)

The meeting recessed at 12:30 and reconvened at 2 pm.

Committee Report - Reproductive Justice

Ockman delivered the report. Committee member **Drabek** arrived early for the board meeting and visited numerous Congressional offices to urge their support for the EACH Woman Act, the Women's Health Protection Act, and other NOW issues.

- NOW is a partner in the All* Above All coalition, which is pressing for passage of the EACH Woman Act, which would repeal the Hyde Amendment and require full funding for abortion care by any insurance plan funded by the federal government, including Medicaid and federal employees' health insurance.
- The Committee will reach out to state leaders and urge them to conduct phone banking in support of the EACH Woman Act.
 - End of September: focus on repealing Hyde
 - October & November: focus on electing candidates who will support the EACH Woman Act
 - December: focus on the One Key Question campaign, urging primary care doctors and OBGYNs to ask women of child bearing age if they would like to become pregnant in the coming year. This would open up a productive doctor-patient conversation about reproductive options.
- NOW chapters will also be encouraged to hold postcard parties, promoting women's reproductive rights and comparing candidates' positions. **Corbin** offered to design the postcards, and the Action Center would print and distribute them.

President's Report

O'Neill reported on her major activities since the summer board meeting. She was a plenary speaker at the Rainbow Push conference Women's Luncheon where Hillary Clinton was the keynote speaker. NOW is also participating in the National Women's Law Center meeting on creating a women's legislative agenda for the new administration. They are assuming Hillary will be elected, which seems extremely premature. **O'Neill**, **Grabenhofer**, Political Director Linda Berg, and PAC senior advisor Gay Bruhn attended the Democratic National Convention in Philadelphia, where **O'Neill** spoke at the Equali-tea which NOW hosted along with the Feminist Majority Foundation; she also spoke on a panel addressing urban reconstruction, hosted by PA state senator Vincent Hughes. O'Neill met with Florida NOW activists over the Labor Day weekend, discussing the presidential election as well as Senate and House races there.

Motion by **Campbell Mead** that with the consent of Oregon NOW, National NOW endorses Kate Brown for Governor of Oregon. After discussion, the motion passed.

Financial Report

O'Neill presented the report, referring the board to the financial spreadsheets and PowerPoint slides. On a combined basis, the financial performance of NOW and the NOW Foundation is on track with budgeted expectations. Combined revenue is higher than the same period last year. Expenses are also higher than last year, but in line with budgeted projections. As a result, right now we have a healthy combined surplus heading into the second half of the year. As always, however, we need to remember that summer revenue is always slow, and a great deal depends on us having a successful fall and end-of-year fundraising.

NOW, Inc revenue is up 11 percent over the same period last year. Inc expenses are also up, 25 percent over last year. That is partly because the 2016 budget calls for 12 percent higher expenditures than 2015, and also because our annual direct marketing expenditures are heavily front-loaded to the first few months of the year. Against the 2016 budget, Inc revenue is up 28 percent. This is mostly because of a large unexpected bequest we received, about \$123,000. In addition, our direct marketing mailings were front-loaded, and also our online 50th Anniversary fundraising has gone quite well. Our membership acquisition package continues to do well, with a response rate of about 1.6 percent. As of July 31, 2016, our year-to-date average membership was 66,727.

NOW Foundation's financial results are on track with budget. Our fundraising for the 50th Anniversary was very strong, including about \$50,000 in gala ticket sales and sponsorship gifts. Foundation gifts are in line with budgeted projections. Foundation's deficit for the first six months is on target with the budget, and it is a much smaller deficit than same period last year. Recall that the 2016 budget foresees an overall deficit for Foundation (but a surplus in the same amount for Inc., which will donate enough money at end of year to ensure Foundation has a balanced budget). Recall also that the bulk of Foundation's revenue comes in at the end of year. Foundation has received no bequests this year, which is unusual.

2017 Budget Review

O'Neill presented the review. NOW achieves its mission of advocating for women's equality through three entities -- NOW, Inc., NOW Foundation, and NOW PAC. These entities give our donors three different ways to give.

NOW, Inc. is a 501(c)(4) organization, or "social welfare organization" under IRS rules, meaning that it does not pay income taxes on donations, but donations are not tax deductible. **NOW Foundation** is a 501(c)(3) organization, meaning that not only does it not pay income tax on donations, but also those donations are tax deductible. NOW Foundation provides materials to raise awareness and educate the public and NOW leaders and activists about NOW's issues. The Foundation does not engage in a material way in direct or grassroots lobbying on legislation, administrative rules, or confirmation of presidential cabinet or judicial nominees. NOW, Inc. also produces and disseminates awareness and education materials to the public and NOW leaders and activists; it also engages in direct and grassroots lobbying on legislation, administrative rules, and presidential nominees. As a result of *Citizens United*, NOW, Inc. also

endorses candidates for office. NOW Inc. does not, however, make cash or in-kind donations to candidates. **NOW PAC** is a "separate segregated fund" of NOW, Inc. The PAC receives money through direct contributions solicited exclusively from NOW members; general solicitations from the public for PAC donations are not permitted. The PAC makes cash and in-kind contributions to candidates for federal office only (President, U.S. House, U.S. Senate).

The leadership of NOW, Inc. and NOW Foundation are always identical, and for that reason our auditors review those entities' financial reporting on a combined basis. The PAC leadership is not the same as Inc. and Foundation, and its budgeting process is separate from theirs. The 2017 budget we are about to review relates to Inc. and Foundation only.

We project a combined 2017 budget of \$3.66 million for NOW, Inc. and NOW Foundation. This is higher than 2016 (\$3.62 million budget) and 2015 (3.55 million actual) because our membership base has grown, and we are revitalizing our fundraising department. The 2017 budget is "break-even" meaning that on a combined basis we expect to raise and spend the same amount. Nearly 85 percent of the revenue will come from our integrated multi-channel direct marketing program, with the rest coming from major gifts (8 percent), bequests (3 percent), the 2017 Forward Feminism Conference (1 percent) and sales (3 percent). About 40 percent of expenditures will go to the direct marketing program, 30 percent goes to personnel, and 10 percent goes to rebates and board meetings / communications. The remaining expenses are for gift processing and regulatory compliance (9 percent), overhead (8 percent), and the 2017 conference (3 percent).

NOW, Inc. will account for most of the combined revenue, \$3.15 million. Inc. will hold expenses to \$3 million, resulting in a surplus of \$150,000. Foundation is projected to bring in \$515,000 and spend about \$665,000, for a deficit of \$150,000. Inc. will donate its surplus to Foundation as necessary to ensure Foundation ends the year at break-even. If Foundation receives an unexpected windfall, there will be no need for a donation from Inc.

NOW, Inc will increase its investment in membership recruitment, from \$175,000 in 2016 to \$205,000 in 2017. We are also increasing our budget outlays for materials, travel and incidental expenditures for board members' grassroots organizing. Inc. will pay for all of the Political Director's salary. We project three board meetings in 2017: a Spring webinar, a Summer in-person meeting prior to the conference, and a Fall webinar.

NOW Foundation's direct marketing consists of one paper mailing in November and an intensive online end-of-year effort (Foundation does not engage in telemarketing). We project total direct marketing revenue at \$310,000, with additional amounts from major gifts (\$150,000), bequests (\$45,000), and conference sponsorships (\$10,000).

NOW, Inc. pays about 65 percent of total payroll and associated overhead expenses, with the remaining 35 percent paid by Foundation. It should be noted that much of the work that NOW, Inc. does is education and raising awareness, which Foundation could do. However, because

we are primarily direct-marketing funded, the Foundation does not bring in as much money as Inc., so Inc. pays for it.

Motion by **Campbell Mead** to hold the Fall board meeting in person, and for that purpose to have NOW PAC pay \$15,000 of the political director's salary, allocating \$15,000 to pay for the Fall meeting. After discussion, the motion passed.

At 5:30 pm without objection the agenda was re-ordered and the meeting recessed for the NOW Foundation board meeting. The meeting re-convened at 5:45 pm.

Government Relations Report

Jan Erickson reported that at the Democratic Party's convention in July they adopted the most progressive platform in recent history, including support for the ERA, support for expanded Social Security benefits, and support for full insurance coverage of abortion care, whether through Medicaid, other federally-funded plans or private insurance. We were happy to see Hillary fully support most of the recommendations on Social Security expansion sent to her campaign by NOW and other allies. Recently Sen. Maisie Hirono and Rep. Louise Slaughter introduced the Patsy Mink Equal Gender Equity in Education Act of 2016, which would provide more resources for schools, school districts, states and institutions of high education to fully implement Title IX. The Republicans in the House and Senate are holding up funding for the Zika virus crisis. The Obama administration has requested \$2 billion. Religiously affiliated organizations are taking another shot at the Affordable Care Act, trying to eliminate the part that prohibits providers from discriminating on the basis of sex, race, sexual orientation, gender identity, etc. -- at least they want permission for religious entities to discriminate on these bases. A federal district judge in Texas has issued a nationwide injunction against trans students using the bathroom appropriate for their gender identity. Purvi Patel was finally released from prison in Indiana after the state court ruled her conviction for feticide was wrong, as that law was not intended to apply to women seeking abortions.

Vice President's Report

Grabenhofer introduced the new board to an overview of the Vice President's current responsibilities using a PowerPoint Presentation. She divided her responsibilities into two buckets: Program and Internal Operations. Program includes managing the Government Relations & Political Departments, MsPresidentNOW campaign, Chapter Services, and the FYI NOW. Internal Operations includes: Network Administration, Office Facilities, Human Resources, and Charitable Registrations.

Government Relations includes working with Jan Erickson to work with coalitions and legislators, and communicating to members through issue advisories, fact sheets, action alerts on the website, social media suggestions, and email blasts to the chapter leaders list and to selected groups of activists as appropriate. Grabenhofer takes the lead with several coalitions, and Pat Reuss represents NOW at violence against women coalition meetings.

Grabenhofer works with Linda Berg and the NOW PAC to develop our political strategy, process endorsements of federal candidates, post endorsements and profiles on the NOW PAC website, and work with chapters on the endorsement process and electoral activities including state grants for NOW activist electoral work in key states.

Grabenhofer manages the grassroots portion of the Ms. President NOW campaign – a project of the NOW PAC to elect Hillary Clinton – in conjunction with volunteers including Gay Bruhn who designed the structure and strategy.

Grabenhofer works with Paul Wommack, NOW's Network Administrator, who provides chapter services support one day per week. He fulfills membership list requests and summarizes the chapter annual report. Together we provide support for chapter convening and deconvening, IRS filing; completing the IRS Parent Report; and answer numerous miscellaneous questions. I also handle grievances.

Grabenhofer and Jan Erickson write the FYI NOW email communication. It is sent several times a month to chapter leaders. It contains updates about MsPresidentNOW and NOW PAC; recent issue advisories, fact sheets, social media kits, and action alerts and other actions; and chapter services information.

Grabenhofer described great Women's Equality Day Events done by Arizona NOW, Albuquerque NOW, Montgomery County NOW (MD), Charlottesville NOW (VA), Fayetteville NOW, and Palm Beach County NOW.

Grabenhofer supervises Paul Wommack who does Network Administration. That includes setting up and maintaining the server, computer equipment, internet, telephone, email, and webinar service. We do a rolling 3-5 year computer upgrade plan and identify the addition and/or disposal of fixed assets for the audit. Paul also runs many reports, sends email blasts, posts documents and information on the website for the program team, and provides computer, webinar and other user and technical support.

Grabenhofer manages aspects of the physical office suite – the lease contract (including reducing our space a couple of years ago) and maintenance and service issues as well as subtenants; the copier contract and maintenance; office supplies and security.

Grabenhofer is responsible for Human Resources including new employee payroll information and changes; insurance contracts and other benefits, employee enrollment, audit information, and reference requests.

Grabenhofer works with a vendor to complete charitable registrations in almost every state and several cities on an annual basis.

Resolutions Referred From the 2016 Conference

Boy Scouts: The Structure and Process Committee moved for adoption of the resolution (as amended by the committee) urging the Boy Scouts to admit girls. After discussion, the resolution was adopted as follows:

WHEREAS, according to the websites of the National Council of the Boy Scouts of America, for over 100 years the Boy Scouts of America (“Boy Scouts”) has made a positive impact on our boys and young men in many ways including the nurturing of academic skills, leadership skills, self-confidence, social ethics and good citizenship, the fostering of positive social connections, and by promoting protection of our environment; and

WHEREAS, in May 2005 a study entitled, *Eagle Scouts - Merit Beyond the Badge*, it was shown that the Boy Scouts build tolerance and respect for diversity; and

WHEREAS, according to the website and other informational materials, the Greater New York Councils of the Boy Scouts of America maintains that “*the Greater New York Councils, Boy Scouts of America is in business to help all children... As the most diverse youth organization in the most diverse community in the country, we are committed to this mission and we oppose any form of unlawful discrimination*”; and

WHEREAS, in January 2014 the Boy Scouts ended the discriminatory policy excluding boys based on their sexual orientation, and in July 2015 ended the discriminatory policy excluding gay and lesbian adults from leadership positions within the organization; and

WHEREAS, despite the goals and commitment to oppose discrimination, the Boy Scouts of America has a longstanding, discriminatory policy of excluding girls and young women from full membership in the organization, including the opportunity to join Scout Troops, earn Merit Badges, and earn the Eagle Rank, the Boy Scout’s highest rank; and

WHEREAS, earning the Eagle Rank opens up opportunities for Scouts by allowing them to join the National Eagle Scout Association (NESA), gain admission to selective colleges and earn scholarships exclusive to Eagle Scouts, and to be considered for the most challenging and highly paid jobs, including employment on Wall Street, as astronauts, and in the military (16% of West Point Cadets are Eagle Scouts); and

WHEREAS, federal, state and many city employment laws prohibit discrimination based on gender; and

WHEREAS, almost all international Scouting organizations, welcome girls and young women to fully participate in Scouting organizations and do not discriminate based on gender; and

WHEREAS, the discriminatory policies of the Boy Scouts of America, by prohibiting girls from fully participate in Scouting, have negative consequences, including, but not limited to: (1) Perpetuating the negative image that the Boy Scouts of America is a discriminatory organization; (2) Prohibiting girls and young women from fully participating in the organization and from earning the highest Scout rank - Eagle Scout- only because of their gender, which is not their choice; and

WHEREAS, it is determined by the National Organization for Women (NOW) that discrimination in any form, including but not limited to discrimination based on gender, is contrary to our mission to promote equality for women.

WHEREAS, the Boy Scouts receive direct and indirect support from the federal government;

THEREFORE, BE IT RESOLVED, that NOW calls for an end to all discriminatory policies by the Boy Scouts against girls and young women and urges the Boys Scouts to allow girls all opportunities in the organization, including the opportunity to earn the Eagle Rank; and

BE IT FURTHER RESOLVED, that NOW calls for the suspension of all direct and indirect support and other forms of remuneration from the federal government to the Boy Scouts until the Boy Scouts ends its discriminatory practice of excluding girls and young women;

BE IT FINALLY RESOLVED, that NOW will transmit a letter to National Council of the Boy Scouts demanding that the organization end discrimination against females, and allow girls and young women into all Boy Scout programs.

Arms Dealing: The Structure and Process Committee moved for adoption of the resolution (as amended by the committee) on arms dealing by the U.S. After discussion, resolution was adopted as follows:

WHEREAS, the epidemic of gun violence and gun related suicides cause countless loss of life creating a bloody legacy for women and children and a humanitarian crisis; and

WHEREAS, according to the Brady Institute to Prevent Gun Violence, guns kill 90 people a day in the United States; and

WHEREAS, the Stockholm International Peace Research Institute (SIPRI) estimated that the 2012 military expenditure was roughly 1.8 trillion United States dollars, which resulted in a surplus of decommissioned military arms and equipment that feeds into the overall number of weapons on the national and international market, currently estimated to exceed 300 million in the United States alone; and

WHEREAS, according to the Stockholm International Peace Research Institute, the United States of America supplies more than 33% of the exports in the global arms market, substantially contributing to the global product stream of military arms and war equipment; and

WHEREAS, military style weaponry and surplus arms sold by the United States cannot be guaranteed to be used safely by the end user after it has ended up in the marketplace, contributing to militarization of the police, mass shootings, domestic violence, and gang violence, particularly disadvantaging less privileged populations; and

WHEREAS, military arms and war equipment no longer considered useful or technologically advanced enough for national defense can be recycled and/or dismantled thereby ending the product life cycle; and

WHEREAS, the issue of purchasing military arms and war equipment for national defense is distinct from the budgetary benefits of United States governmental involvement, the selling, reselling or giving of such arms and equipment is inconsistent with national defense; and

WHEREAS, NOW recognizes the life threatening dangers that women and their families face as a result of the federal arms trade, both internationally and nationally;

THEREFORE BE IT RESOLVED, that NOW calls for a ban on the selling or donating of decommissioned military arms and equipment by the United States and demands a policy of requiring the dismantling and recycling of discarded equipment and arms to prevent future harm and death.

The meeting recessed at approximately 7 pm and re-convened at approximately 9:20 a.m. Sunday.

PAC Report

Political director Linda Berg reported on the US House and Senate races that the PAC is tracking most closely. There is an opportunity for pro-woman candidates to take control of the Senate, although it will be an uphill battle. The seat we are most likely to take is in Illinois, where Tammy Duckworth is challenging incumbent Mark Kirk. The second most likely is in Wisconsin, where Russ Feingold is challenging Ron Johnson. In Indiana, we are hoping Evan Bayh will win the open seat; Rep. Todd Young is his opponent. In Pennsylvania, Katie McGinty could unseat Pat Toomey, which would be quite a coup. In Nevada, we are worried but hopeful that Catherine Cortez Masto can win the open seat vacated by outgoing Senate Minority Leader Harry Reid. In New Hampshire, we believe Maggie Hassan can unseat incumbent Senator Kelly Ayotte, who has been terrible on women's issues. There is a possibility that Deborah Ross could unseat sitting Senator Burr in North Carolina. In Florida, Patrick Murphy is running against Senator Marco Rubio, having defeated the PAC's endorsed candidate, Pam Keith. In Missouri, Jason Kander is a strong pro-woman candidate who is running against incumbent Roy Blunt. The last state where a feminist candidate might win is Ohio, where Ted Strickland is running against incumbent Rob Portman. One last campaign to watch, although we don't expect our candidate to win, is Arizona, where a wonderful feminist woman, Ann Kirkpatrick is challenging Senator John McCain. He is running double-digits ahead, but she has a good political future. It is important to note that conservative super-PACs are pouring hundreds of millions of dollars into most of these states, making it much harder for our candidates to win. That is the ongoing dreadful impact of *Citizens United*.

In the House, gerrymandering has resulted in only 37 of 435 seats being competitive. We would have to 35 of them to create a pro-woman majority. The good feminist candidates there include Emily Cain in Maine, Terri Bonoff in Minnesota, Carol Shea-Porter in New Hampshire, Morgan Carol in Colorado, Val Demings and Stephanie Murphy in Florida, and three candidates in New York, Anna Throne-Holst, Zephyr Teachout, and Colleen Deacon. In addition, Monica Vernon is running in Iowa, and Emilio Huerta--Dolores Huerta's son--is running in California.

California NOW has requested the PAC to take a candidate's position on the Trans Pacific Partnership into account in making endorsements. **O'Neill** has spoken out against the TPP, and Democrats are split -- Hillary Clinton no longer supports it, and Sens. Bernie Sanders and Elizabeth Warren have campaigned vigorously against it, but President Obama strongly supports it. Berg agreed that the PAC will do some research and report back to the board the pros and cons of using the TPP as an endorsement criterion.

The PAC has become more and more concerned about voter suppression and election protection. Extremist right wing groups have recently said they intend to show up at the polls to intimidate people of color from voting. In addition, numerous states have purged the voting rolls, in effect un-registering voters, who will not be allowed to vote unless they have re-registered. The voter rolls in Florida have been purged. This tactic disproportionately affects voters of color. In North Carolina, most of the "monster" voter suppression law was ruled unconstitutional, but not the one-person challenge rule, and not the new requirement that you have to have two witnesses for absentee voting -- this severely impacts people who are home-bound, especially older women and women with disabilities.

NOW PAC will make grants to state NOW organizations for voter education and mobilization. There is not a lot of money, but we hope it will help educate women about what's at stake in this election, and get out the women's vote in those states. We have received requests from Florida, Illinois, North Carolina, Pennsylvania, and Wisconsin.

Ms President NOW Update

Grabenhofer reported that the Ms President NOW program conducted a workshop at the 2016 Conference, and it was also the focus of the PAC luncheon at the conference. Grabenhofer spoke at the PAC luncheon and Smeal moderated it. Mini Timmaraju from the Hillary for America campaign also spoke as did writer Jamia Wilson, and **Kozin** who is a member of the NOW PAC. Ms. President NOW also hosted a very successful NOW PAC party poster session, where activists shared their grassroots political engagement efforts with conference attendees, including tip sheets on how to succeed. The materials can now be found on the NOW Leaders page of the NOW website. **O'Neill, Grabenhofer**, PAC advisor Gay Bruhn, and political director Berg attended the Democratic National Convention, as did a large number of NOW activists from around the country. Pennsylvania NOW hosted a happy hour. Feminist Majority and NOW co-hosted a reception, the "Equali-tea." Together we celebrated the history-making nomination of Hillary Clinton as the first woman to win a major political party nomination for US President.

Ms President NOW has a structure including state coordinators and volunteers. When someone volunteers via the website form (it is on the PAC website, at nowpac.org), their name goes to the coordinator for that state. **Grabenhofer** is scheduled to speak about Ms President NOW at the Indiana NOW and Illinois NOW state conferences. Also in Illinois, **Miller** and other chapter leaders are registering voters, and Gay Bruhn is hosting a debate watch party. Connecticut NOW is phone banking and held a "How You Can Help" event where a surrogate for Hillary spoke. In Florida, **O'Neill** met with Florida NOW activists in Miami-Dade County and visited a number of Hillary for America campaign offices as a surrogate, and former Board member Toni Van Pelt is housing an HFA organizer, and using her home for various events. California is also organizing phone banking. **Kozin** has organized phone banking and canvassing in New Hampshire. NOW staffers Doris Steppe and Paul Wommack are phone banking every week in western Pennsylvania. And our PAC phoners have been on the phones constantly. There is a private Ms President NOW Facebook page where activists can have a safe space to share strategy and information about the work they are doing. There is also a public Facebook page, which pushes out information to the public about NOW's support for Hillary Clinton. Fact sheets and fliers are available on now.org/for-now-leaders.

Motion by **Muck** to adopt the following resolution calling for investigation of allegations of rape, sexual assault and trafficking by Donald Trump:

Whereas there are a minimum of three allegations of rape against presidential candidate Donald Trump, including an account during a deposition by his former wife Ivana Trump in the 1990s, a 1997 lawsuit by Jill Harth in which he was accused of groping, and now a third lawsuit of Jan Doe accusing him of raping her when she was just 13 years old;

Whereas there are additional allegations of trafficking of women involved in the Trump modeling agency; and

Whereas rape and child and sexual abuses are felony crimes against women;

Therefore be it resolved that NOW demands an immediate full and robust investigation prior to the election into the troubling reports of rape and sexual assault by Donald Trump by the news media and law enforcement.

After discussion, the resolution was adopted.

Items Postponed

The Structure and Process committee submitted the following resolution on menstruation products in public schools, referred from the 2016 conference, as amended by the committee:

Whereas The National Organization for Women is the grassroots arm of the women's movement and it has a long-term commitment to supporting advocacy for women in marginalized communities;

Whereas NOW is a multi-issue, multi-strategy organization that takes a holistic approach to women's rights;

Whereas all girls get their periods at some point in their lives, usually in middle school but it has been happening as early as age eight;

Whereas public education is a fundamental right and important to a girl's future;

Whereas due to safety precautions most students are no longer allowed to carry any type of bag with them through the halls forcing girls to have to publicly carry their menstruation hygiene products through the halls in school;

Whereas these policies subject girls to harmful social ridicule and peer pressure, due to the exposed carrying of menstrual products, which can impact their school experience and decision to remain in school;

Whereas access to the needed menstruation hygienic products can also be highly limited for families with limited income;

Whereas schools supply toilet paper, soap, and bandages providing for all the needs of male students, but do not provide the menstruation hygiene products needed by girls; and

Whereas programs of this nature have been successfully implemented through the New York City education departments pilot programs in 25 public schools in Queens and the Bronx, where over 79 percent of students are low income;

Now therefore be it resolved that the National Organization for Women hereby calls for the provision of menstrual products for girls in all schools; and

Be it finally resolved that NOW state and chapter leaders are encouraged to lobby their school officials to require that schools provide the necessary menstruation hygiene products at no cost in all public schools both in the girls' bathrooms and with easy accessibility for transgender students.

After discussion, the resolution was adopted.

The Structure and Process committee submitted the following resolution on immigrant women's rights, referred from the 2016 conference, as amended by the committee:

Whereas The National Organization for Women believes that the rights of women are not limited by the borders of the country in which they live;

Whereas the organization's statement of purpose says NOW's purpose is to take action through intersectional grassroots activism to promote feminist ideals, lead societal change, eliminate discrimination, and achieve and protect the rights of all women and girls in all aspects of social, political, and economic life;

Whereas immigrant asylum seeking and refugee women in the US uniquely experience multiple forms of oppression such as gender, race, ethnicity, language, education and labor practices which are enforced by racist and nationalist policies at federal, state, and local levels;

Whereas lived experience is equally if not more powerful than academic experience in qualifying someone as an expert on an issue, and communities are experts on their own issues; and

Whereas NOW co-founded the National Coalition for Immigrant Women's Rights in 2008 to advocate for immigrant women on an array of important issues including immigration reform legislation, access to healthcare, detention conditions, family reunification, and battered immigrant women;

Now, therefore, be it resolved that NOW condemns coordination between local law enforcement agencies and immigration and customs enforcement, ICE, that serve to intimidate, imprison, and isolate undocumented immigrants;

Be it further resolved that NOW calls for policies that include a path to citizenship, access to healthcare, access to education, and protection of the fundamental dignity of all people regardless of citizen status, including keeping families together and protection from domestic violence and exploitation;

Be it further resolved that NOW welcomes participation by immigrant asylum seeking and refugee women in NOW activities including chapter meetings, conferences, and actions;

And be it finally resolved that NOW state and chapter leaders are encouraged to facilitate participation by immigrant asylum seeking and refugee women in this organization, and to assist them in their ability to reclaim space and power particularly on issues that disproportionately impact their lives and communities.

After discussion, the resolution was adopted.

The meeting adjourned at approximately 11:45 a.m.