

**National Organization for Women, Inc
Board Meeting, July 5, 2018
San Jose, California
NOW Inc. Board Meeting Minutes**

Thursday, July 5th

10:00 AM: Welcome, Roll Call and Introductions

10:10 am, meeting called to order by President Toni Van Pelt

10:11 am, Roll Call by VP Gilda Yazzie: Audrey Muck, Barbara Miller, Bear Atwood, Beth Corbin, Carla Josephson (absent), Christian Johnson Nunes, Cindy Drabek, Gina Austin-Fresh, Jacqueline Kozin, Jocelyn Morris, Judi Polson, Meredith Ockman, Michelle Hamilton (via phone), MonaLisa Wallace, Monica Weeks (Absent), Nancy Campbell Meade, Sinoun Hem (late),
Officers: Toni Van Pelt, Gilda Yazzie,
Advisors (NV): Carol Robles-Roman, Eleanor Smeal, Bonnie Grabenhofer, Carol Moseley Braun (Absent)

Adoption of Agenda

- Toni: motion to add Chief of Staff report to 12:25, and move down lunch five minutes; as well as add a communication reports
- Barbara Miller moved to adopt the agenda
- 10:32 Agenda adopted as amended.

Adoption of the Rules:

10:35 Rules adopted.

Adoption of Minutes

Minutes amended (noted on minutes sheet)

10:38 Minutes adopted as corrected

10:39 am: Board Report on Grassroots Engagement, Activities & Implementation of 2017 National Action Campaigns

Bear: Strong school to jail movement in Mississippi; we highlight the strong impact of sexual abuse on young women

- A 14-week abortion ban in the state was enacted; I've been speaking out against this

Beth: Marilyn Mosbey filed charges against officers in Freddie Gray case; her actions resulted in changes in police department policy

- MD NOW has taken part in many demonstrations; given testimony in Annapolis

- New President of Baltimore NOW raised over \$6,000 so 800 high school girls could attend A Wrinkle in Time

Cindy: AZ, CO, ID, MO, NV, NM, OK, TX, UT, WY; active local chapters where state chapters are absent

- ACTION ITEM: Like the Facebook pages of our NOW sisters
- We're very active on the ground getting many interested members
- NOW TX (Houston area) has been very active making, distributing, selling handheld NOW rounds
- Toni emailed out organization information to help flood victims in TX

Christian: AZ NOW have been working on legislative action regarding immigration laws; been involved in protests; also working on the ERA

Jacqueline: CT, RI, MA, ME, VM, NH. Mass chapter is robust: doing a legislative action series writing letters to the editor; did a screening and panel discussion

- CT also has a NOW member running for state representative

Judi: NJ & NY. New governor (Not Chris Christie) is doing a lot of good.

- NY State senate has majority 1 vote republican
- We have NY NOW member running for a state seat as well.
- We have NY rallies that we take part in as well as testifying for sex crime survivors' rights
- Endorse and support women candidates across the state
- Our charitable side as well has been fighting against drugs that facilitate sexual assault

Nancy: Oregon, Pacific district. We have grown significantly from 1 to 6 chapters in 15 months

- We have a member who is looking to upset a republican seat in the state
- We helped pass the reproductive health equity act; legislation that helps provide abortion to all women – covers us if Roe v Wade is overturned
- We've done marches

Barb: Illinois. We need to improve heartland communication between the states.

- Illinois amendment to abortion legality in the state, (protects if Roe is removed)
- Ratification of the ERA; we asked if we wanted national help with this, but it was decided to make it very local, quiet activism and that seemed to be the right course of action
- Toni added: although we didn't come in nationally, a FLA rep sent out robo calls to our members. This is an available resource in the NAC

Joycelyn: representing Missouri. We are going to try to work with Michigan. We need to go back to regional directors to break up into smaller bites. We all have too much on our plates.

- We need to activate younger members

Audrey: NC, eastern district. We divided our district evenly and have one common email that is helpful for reaching all our members.

- My district has taken part of reproductive rights rallies, organizers for women's march anniversary, March for our Lives, Keep Families Together March.
- Kentucky used a rally as an opportunity to collect toiletries for refugees.
- NC involved in economic justice work
- Taking on the ERA in NC as well; also keeping it within the state.
 - Held ERA day
 - GA members need to be educated about the ERA
- State PAC interviewing candidates; 3 chapter members running for office
- [Add info about VA]

Meredith Ockman: Florida, we've been a part of many rallies

Terry Sanders (President FLA NOW): Constitutional revisional commission; conservative & against women, but we have a strong right to privacy rule

- State conference pacified resolutions to support Puerto Rico
- Protecting women in prisons from being strip searched by men
- Support Ms. Brown who's been in prison for a decade due to trafficking – want her pardoned
- 7 members running for office
- Lost a member, Doris.
- Passed a resolution to ratify the ERA

MonaLisa: Pacific district. Occupy outside ICE office in San Fran, camped out for a while now

- Immigration Committee distributing stickers in support of immigration
- Already illegal to detain someone seeking asylum; so right now we are giving for-profit prisons money for doing illegal things
- We don't need ICE
- Domestic Violence victims are being denied asylum
- Our resolution from our committee is to dismantle ICE

Sinou: Washington State, created a woman advisory counsel to the governor; in the process of appointing women to this board

- We just had the state conference where we invited Women Democratic Educators to teach us how to be involved leaders in the government sectors
- Focusing on recruiting more NOW members
- Participated in Keep Families Together march last week

Judi (on behalf of Michelle): PA NOW has a young dynamic board, but need more emphasis on chapter growth and maintenance, and fundraising

11:21 am President's Report and Conference Update

Conference Update:

Toni: We have additional speakers, as well as a few speakers that had to drop out
We received a \$10,000 grant approved from the Office of Women's Policy Santa Clara County.

- 240 registrants already; many to arrive day-of

President's Report:

Toni: We have an excellent rapid response team to get our statements out

- List of Events attended
- Local website funding is cost prohibited
- Discussion has already begun about whether or not to accept corporate donations
- Appearances on TV bring in donations

Nancy: ACTION ITEM: Toni should share her interview videos on facebook so we can share with our local chapters

11:59 am Vice President's Report

Gilda:

- Gives an Insurance Report:
- General Responsibilities:
 - Supervising Chapters
 - Work with PAC and Government Relations
 - General organization, troubleshooting, ad. Hoc
 - Structures and Processes – work on issue hearings
- Review of Chapter rules
- Overview of Charitable Registrations
- Election Rules & Issue Hearings
- List of outreach activities

ACTION ITEM: Audrey: review appropriate use of our logo

12:26 Chief of Staff Report

Lisa:

- Overview of current state of affairs in US
- High rate of staff turnover; review of new hires
- Discussion of previous experience as immigrant advocate

12:43 Recess for Lunch

2:02 pm Call to Order

Introductions of new people in the room

Roll Call: Audrey Muck, Barbara Miller, Bear Atwood, Beth Corbin, Carla Josephson (absent), Christian Johnson Nunes, Cindy Dravek (late), Gina Austin-Fresh, Jacqueline Kozin, Jocelyn Morris, Judi Polson, Meredith Ockman, Michelle Hamilton (technical difficulties joining conference call), MonaLisa Wallace, Monica Weeks (absent), Nancy Campbell Mead, Sinoun Hem (late),
Advisors (NV): Carol Moseley Braun (absent), Eleanor Smeal, Bonnie Grabenhofer, Carol Robles-Roman,
Officers: Toni, Gilda

2:05 pm NOW Inc., Foundation, and Financial Report

Toni: Jan 31- March 31 2018 expenditures NOW Inc.

- Revenue review
- Expense Review
- Net: \$390,697

- Quarterly Statement Review of NOW Foundation

- Balance Sheet Review

2:33 pm Budget

Toni: Update on current budget and combined actualities, including staffing budget details

- Budget overview: \$4.2 Million
- Current Revenue vs Expenses & Net deficiency
- Emphasis on need to budget higher for conferences

Update and explanation of individual budget for both NOW Inc. and NOW Foundation including a description of current processes of recruiting new members/fundraising.

- Explanation of NOW Inc.'s ability to donate to NOW Foundation.
- Expense Allocations shown

Meredith moves to extend the end time of the agenda from 5:00 to 5:45; new agenda time adopted.

3:04 pm Beth Corbin moves to approve the budget

Beth: This is the most detailed budget we've ever seen with thorough explanation. I am satisfied and trust our officers. We can amend later, but need to adopt this now.

Gina moves to call the question

- 7 for, 7 opposed – The question is not called, debate moves forward

Beth Calls the question

- 12 for, 2 opposed; question is called.

3:21 pm Budget Approval Vote

9 for, 2 opposed; budget adopted

3:22 pm Chapters Report

Supria Bhatia: Self-introduction and background information given. She relayed her current projects and goals as well as the current status of chapters and membership throughout the country. Emphasis on online chapter portal to make it easier for chapters to directly change their info online.

3:30 pm Communications Report:

Brittany Oliver: Self- introduction and background information given. Assess NOW's current communications situation. Relays goals for the communications offices as a whole as well as more specific plans. Overview of personal events attended.

- Nancy: ACTION ITEM: Send the coalition phone call #

3:40 pm Membership and Development Report

Toni overviews the current membership status and support efforts being made by NOW, as well as tracking tactics. When members join through chapters' individual website, we do not necessarily get those numbers.

ACTION ITEM: Fix the credit card issue with new members via state chapters

Linda: Overview of NOW as beneficiaries in members' wills. They are not systematically filed. Gives specific examples (June Gleason) of times where these wills are not straightforward and need attention. Emphasis that much money can be found in these wills. Linda will represent NOW in at least one of these cases

Geraline: Kim Saulter can answer the orange county question

Lois: Sandy, a former NOW member might be helpful in the legal side of this

3:53 pm Government Relations Report & VAWA Reauthorization

Jan: Overview of NOW's stakes in government; explanation that we are losing on all fronts; details provided for a specific issues. Progress highlighted regarding equal pay laws in various states and the failure of the balanced budget act.

Pat Reuss: VAWA background given; it's up for reauthorization this year, and the bipartisan leader, Chuck Grassler, is trying to negatively amend it. Update on VA politics in regard to the ERA and LGBT issues. Emphasis on importance of battling the Supreme Court nomination

4:09 pm Political Report

Linda: Reminder of the NOW PAC auction Saturday. Other information regarding conference given, including political speakers.

Eleanor: Explains what seats we need in the Senate and which we cannot lose, highlighting key pickups possible and Feminist Majority's role in this process. Relays the reality of Trump's dwindling base. Explanation of possible seats also available in the House. Role of women voters and young voters emphasized. Democratic organizations will cooperate with us if we see candidates that could win.

4:33 pm Vote to add Brittany Oliver to the Combatting Racism Committee

unanimous vote yes

4:34 pm Vote to add Samantha Pearson and Krishna Rami to the Young Feminist Committee

unanimous vote yes

4:35 pm Recess for Foundation convening

5:00 pm Reconvene Inc. Meeting

Combatting Racism Committee Report

Christian: Three resolutions will be presented. Explanation of committee's goals and strategy, including ending violence against women of color, addressing internal racism in our own organization.

Structure & Process Committee Report

Audrey: Discussing grievance process again – moving to email and video conferencing

Audrey motions to adopt the grievance process as amended: "A motion to update the grievance procedure as presented at the March 2018 Board Meeting and amended at the Summer 2018 Board Meeting that *parties to the grievance may choose to conduct the filings by email and the meetings/hearings by videoconference*"

5:13 pm vote on motion: motion carried unanimously.

ByLaws change proposals

ACTION ITEM: at our next board meeting we must clean up the bylaws

Immigration Committee Report

MonaLisa: Reiterated report about sticker action project- safety is a human right, hotline number. We have a resolution as well.

MonaLisa motions “The national chapter of NOW resolve to call to action for its members, chapters, leaders, supporters, and feminists at large to investigate, organize, and report back about the upswell of often inexperienced progressive contenders in conventionally uncontested electoral districts”

Toni: This is ruled out of order, it needs to be in a resolution.

Other Committee Reports

Join the Reproductive/Abortion rights committee Friday during the conference

5:45 Executive Session is called to order – recording stopped -