



National Organization for Women

Board Meeting Minutes NOW and NOW Foundation Boards

Monday, November 8, 2025

The meeting was held on Zoom.

NOW Board Meeting

1. President Kim Villanueva called the meeting to order at 10:03 am EST.
2. The President called the roll. Present were President Villanueva and Vice President Brunache and Board members Sue Burtch, Dr. Rosa Colquitt, Beth Corbin, Camerina S Davidson, Katonya Hart, Sharon Lockhart, Shirley Henderson, Carolyn Maloney, Judi Marraccini, Mary Mosley, Jerilyn Stapleton, Irene Strohbeen, and Laura Welch, as well as Advisory Board members Susan Bramlet-Lavin, Jeanne Clark, Kobby Hoffman, Diane Lebedeff and Ellie Smeal. Board Member Alexia Emuze was excused. Also in attendance were Parliamentarian Darlene T. Allen, and Legal Counsel Thomas J. Hart.
3. The minutes of the September 3, 2025, board meetings were approved as amended on consent. The amendments shall be deemed incorporated and amended minutes approved as of this date.
4. The District Directors delivered reports on district activities.
5. The President and Vice President reported on their activities. The President welcomed new board members who had been appointed to fill vacancies pursuant Article XIII, Section 3 of the NOW Bylaws.
6. The Communications Report was delivered by Laura Gross.
7. The Board discussed the Financial Report which was included in the board package. A draft Vendor Engagement policy was reviewed and unanimously approved (movant Welch). The approved Vendor Engagement policy, formatted as appropriate for inclusion in a NOW Administrative Policy Manual, shall be deemed appended to these minutes.
8. Laura Welch presented various options for the 2026 National NOW Conference. The board unanimously approved a site selection of Alexandria, Virginia with the conference to be held on June 24th through June 28th, 2026 (movant Stapleton). Planning for NOW's 60th Anniversary was detailed by Supria Bhatia. Board members suggested themes which would elaborate and amplify NOW's core messages.

9. The Chapters Report was delivered by Supria Bhatia, who is assisted by Gina Beller.
10. Kim Sontag presented the Digital Report, which covered social media, the book club, gift memberships and aspects of NOW's online membership record system. She reported that NOW has resumed posting on Twitter. The President advised that Kim had been named Employee of the Quarter.
11. The President reported on current fund-raising and development, as well as ideas being explored for future action. Funds raised are approximately 15% lower than past years, which is similar to the experience of many national non-profits.
12. Jan Erickson updated the Board on Government Relations and recent election results.
13. Shelby von Hofe provided the Advocacy and Policy report, noting the many changes in federal programs under the current Administration and that her Action Alerts have generated a successful response. Her program is developing a system for tracking national and state legislation relating to NOW values. There are now eight interns and selection is ongoing for the interns for next year.
14. The PAC report was delivered by the President.
15. Reports on Board Committee were as follows:
 - (a) Terry Sanders reported that the Elections Committee had recommended members to fill five of the seven Board Member vacancies.
 - (b) A Membership Processing Task Force has been formed, composed of Suzanne Southard (the Florida NOW Treasurer), the President, the Vice President and staff.
 - (c) Laura Welch advised that the Operations Manager Search Committee has identified three final candidates chosen from a field of 80 applicants.
16. The Resolutions held in abeyance from the 2025 National NOW Conference were considered by the Board. Action on the proposed Resolutions was taken as follows:
 - A: Recognizing the Equal Rights Amendment in Congress: adopted (movant Stapleton)
 - B: Fight Against Police Brutality: adopted (movant Colquitt), question called
 - C: Age Verification for Access to Online Pornography: adopted (movant Colquitt) D: Long-term Family Caregiving: adopted (movant Maloney), question called

E: NOW Stands for All Members of the LGBTQIA+: adopted as amended (movant Burtch) / amendment passes - “reaffirms support” in place of “stands” (movant Corbin), question called

F: Support of Iranian Women and of Women Led Leadership in Iran: motion to send to committee adopted (Corbin, had priority over motion to adopt made by Stapleton), question called

G: An Intersectional Feminist Response to the Big Brutal Bill (The “Big Beautiful Bill”): adopted (movant Mosely), question called

H: Resolution for Lesbian Only Spaces: motion to postpone until Board meeting or in person Conference adopted (movant Mosley, motion to postpone had priority over motion to adopt made by Colquitt)

I: Single Sex Prisons: motion to postpone for in person discussion passes (Mosley, motion to postpone had priority over motion to adopt made by Colquitt)

J: Resolution in Opposition to War and Its Disproportionate Impact on Women, Children, and Other Marginalized People: adopted (movant Stapleton)

The Resolutions approved by the Board, formatted as appropriate for inclusion in a NOW Administrative Policy Manual, shall be deemed appended to these minutes.

The Board resolved that online versions will be subject to spacing, punctuation and scrivener’s error corrections (movant Hart). The letters preceding the title of the Resolutions are for reference only and are not a part of the text of the Resolutions. The Resolutions approved by the Board, formatted as appropriate for inclusion in a NOW Administrative Policy Manual, shall be deemed appended to these minutes. .

17. Member comments were permitted.

18. An item of new business was advanced, asking that NOW urge its members and chapters to join www.TrumpMustGo.org (movant Lockhart). The motion passed.

19. An item of unfinished business was advanced, asking that Board member training be scheduled. The Parliamentarian advised that a motion was not needed, given the existing Board policy on the subject.

20. The next Board meeting date and time was set as Sunday, December 7th, at 5:30 EST for 3 hours. The Board meeting was adjourned at 4:14 pm EST.¹

¹ The date of the next Board and Foundation meeting was subsequently rescheduled to Saturday, December 20, from 12-1:30 PM

NOW Foundation Board

21. The Meeting of the NOW Foundation Board commenced at 4:16 pm EST.
22. The President called the roll. Present were President Villanueva and Vice President Brunache and Board members Sue Burtch, Dr. Rosa Colquitt, Beth Corbin, Camerina S Davidson, Katonya Hart, Sharon Lockhart, Shirley Henderson, Judi Marraccini, Mary Mosley, Jerilyn Stapleton, Irene Strohbeen, and Laura Welch, as well as Advisory Board members Susan Bramlet-Lavin, Jeanne Clark, Kobby Hoffman, Diane Lebedeff and Ellie Smeal. Board Members Alexia Emuze and Carolyn Maloney were excused. Also in attendance were Parliamentarian Darlene T. Allen, and Legal Counsel Thomas J. Hart.
23. The agenda was approved (movant Stapleton)
24. Jan Erickson, Director of NOW Foundation Programs, reported on the status of (1) Perkins v. Montana, in which amici urged the federal court to sustain its preliminary injunction staying Montana H.B. 121 which imposed restrictions upon the use of sex-segregated public facilities and (2) Newton v Louis Vuitton, in which amici urged the federal court bar the use of a forced arbitration pursuant to the federal Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act.
25. The Foundation's investment portfolio report of Bridgewater Advisors, documenting performance as of October 24, 2025, was reviewed.
26. It was reported that art works by Judy Kaplan were available for purchase.▪
27. The NOW Foundation Board meeting was adjourned at 4:38 pm EST.

NOW Board Executive Session

28. The Board convened in Executive Session at 4:39 pm EST.
29. The President called the roll. Present were President Villanueva and Vice President Brunache and Board members Sue Burtch, Dr. Rosa Colquitt, Beth Corbin, Camerina S Davidson, Katonya Hart, Sharon Lockhart, Shirley Henderson, Carolyn Maloney, Judi Marraccini, Mary Mosley, Jerilyn Stapleton, Irene Strohbeen, and Laura Welch, as well as Advisory Board members Susan Bramlet-Lavin, Jeanne Clark, Kobby Hoffman, Diane Lebedeff and Ellie Smeal. Board Members Alexia Emuze and Carolyn Maloney were excused. Also in attendance were Parliamentarian Darlene T. Allen, and Legal Counsel Thomas J. Hart.
30. The Board heard confidential reports upon topics previously publicly identified as being the purpose of the executive session, i.e. a pending grievance and one pending item of litigation.

31. The Executive Session was adjourned at 5:20 pm EST. An adjourned date for a further executive session was not set.

Respectfully submitted by

Diane Lebedeff, Secretary Pro Tem

These minutes were approved by a duly appointed Minutes Committee comprised of the Secretary Pro Tem and Board Member Irene Strohbeen, so noted by the Secretary on the date below, and so to be reported as appropriate:

Initials: /s/ DAL Date of Approval: 5/18/2026

