

Summary Meeting Notes for January 2024 Executive Committee Meeting:

1. DEI Policy discussion:

FROM GWEN PRE MEETING: The issue is whether or not to include the term “Equity” in that policy. This has been discussed at a few previous meetings, and back in October the Governance Committee had approved a statement *without* reference to equity due to concerns about a lack of clarity regarding what that means, some donors equating it with affirmative action or with particular policies of the current administration, and responses among various corporations and academic institutions to the SCOTUS supreme court decision. That statement is the first attachment here, and was presented to the Board in October, but the governance committee did not seek a board vote, rather just requested that it be posted. It hasn’t been posted or used, and since then Brian and Marji have experienced fundraising challenges as a result. I haven’t heard specifics from Marji yet, but Brian wants to see equity added back in there. That could basically be done by adding equity after diversity everywhere in our policy or by adopting BGCA’s policy (the second attachment wholesale). One alternative raised earlier on in discussions about this policy (before the Governance Committee approved this draft) was to include “equality” where Brian had “equity” to mitigate against the political connotations associated with the term equity but still allow the policy to be called a “DEI policy”. Brian feels pretty strongly about having the actual term “equity” in there and hopefully we can get a better sense of the fundraising hurdles he and Marji are having before revisiting this with the Board. I did suggest that my personal thought was that if we’re adding “equity” we probably need to define what that means for our particular Clubs and processes.

FROM DEB PRE MEETING: I believe that the term equity applies exactly to the BGCCC. This is the internet search response.... Equality means each individual or group of people is given the same resources or opportunities. Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Brian advised that we had lost at least one major grant directly as a result of not having a policy that includes “Equity” or reference to DEI (Colorado Health Foundation \$120k), and indicated there had been others where this was a factor in the amount awarded. The committee determined that the best approach to avoid fundraising issues was to adopt the BGCA policy wholesale, and if questions arise as to what that actually means in practice in our Clubs, those could be directed to Board Chair. Equity is what we accomplish for our youth by committing resources to those who need us most, and we don’t have enough applicants for open positions, or competing filled positions, for quota and affirmative action type concerns among staff to even be a consideration. We can further evaluate what that term means to our Clubs in the context of staffing as we continue with DEI trainings/committee establishment on a going forward basis.

Gwen to add the BGCA DEI policy to the Agenda attachments for the Board Meeting and seek approval of the policy.

2. Status of Board Page Updates

Brian to work with Tessa to get individual items and TOC with links uploaded per October correspondence EXCEPT Policies attachment to be updated following Board meeting before being uploaded

3. Any adjustments to the Agenda for the Board meeting (updated draft below)

Changes per discussion made to agenda circulated to Board for approval at meeting

4. Brian updates re: OST bill, safety audit timing, State Alliance changes, BV MOU
Discussion of safety audit, BV potential changes, and whether we have an Employee Assistance Program in place for staff having mental/emotional difficulty
5. **Standing agenda item for every EC meeting is thoughts on Board recruitment/succession**
Kate Haslett (sp?) to follow up with Brian, Helen plans to join Finance Committee but not interested in Board