

Minutes for the Governance Committee
8 November 2018

Present: Barbara Ballard, Jane Bolles, Alison Zack Darrell, Cemmy Ryland, Roger Smith, Kitty Stalsburg, Sarah Hill Canning
Excused Absent: Mark Fader

Officer Slate Discussion: Kitty updated us on her conversations with the present Executive Committee and which Trustees would agree to serve again on the Executive Committee. Our goal is to find those Trustees willing to serve as officers. Barbara reported that she had had a very positive conversation with a potential Chair. We hope to have an Officer Slate prepared by early 2019.

Prospective Trustee Update: Our search for incoming Trustees continues. Sarah Keenan, has agreed to be considered to be on the Slate as a Trustee in 2019. J. Visiglio has declined yet remains very committed to High Hopes. Several other candidates were discussed and Sarah HC will be contacting them.

Diversity: Kitty briefed us on a workshop she attended on Diversity, Equity and Inclusion Training. She said it was “a real eye opener”. Important to the discussion was the question of our own social identity. Also WHY we are seeking Diversity is key, and to avoid tokenism. We all felt a Board and Staff session on Diversity would be an excellent start in our understanding (although, Kitty pointed out that even our approach might be considered as coming from a very privileged place). John agreed that proceeding cautiously and that asking WHY is essential. We wondered what organizations do Diversity well, and thought we could look at their models--The Community Foundation of Eastern Connecticut, or The Hartford Foundation for Public Giving.

Trustee Self Evaluation Survey: We talked about the evaluation and the question of why are we doing it came up. Some members of the Committee thought a conversation with individual Trustees might work better than sending out a Survey. The purpose of the individual Trustee Survey was to encourage *self* evaluation. We did the Board Survey last year, and Sarah thought this would complement that Survey. The individual Survey could open a conversation about Committee participation and fit. Sarah HC and KS will prepare a sample survey. Discussion will occur at January Board meeting re: need/purpose of Individual survey.

We went through the list of present Trustees and the Committees on which they serve.

Our next Governance Committee Meeting is on **12 March 2019 at 4:30**.