August 10, 2020 (2-4pm) Central Time, ZOOM MEETING MINUTES

*In attendance*: Cindi Jones, Linda Watson, Heather Cacanindin, Michael Donoghue (President-Elect), Melanie Link-Perez (new Program Director), Imeña Valdes (new Student Rep), Shelly Gaynor, Chelsea Specht (new Director at Large for DEI; previously named Human Development), Chris Martine, Jenny Cruse-Sanders (new Director at Large for Development), Chris Martine, Lucinda McDade, Emily Sessa, Rachel Spicer

*Meeting called to order at 2:06pm Central*

1. Conference Program Debrief

* Excellent feedback overall and good social media reactions
* Pathable platform worked well and chats were great
* Hard to “get away” at your home base to participate
* Chat and speakers were visible in separate apps (ZOOM vs Pathable/main conference); having chat and other ZOOM features available would be an improvement
* Undergrad networking was limited because they could not be introduced to people
* Social breakout rooms were great
* Consider undergrad mixer with some other stages of pipeline present
* Having to miss talks for full day workshop should be avoided in the future

2. Boise 2021?

* Joanne is working to lower the penalties if we have to cancel or we end up much smaller than expected
* $74k currently penalty for Boise Center from 3 months out or closer (half that up to 6 months out; $37k now, for instance); BSA incurs half of this
* If “force majeure” kicks in – that will likely be very late, and we could be in the same position as we were in Anchorage
* Lower loss risk overall because no hotel fees
* We are not making any decisions right now
* We usually bring our own AV company with us
* Current start date is July 18th 2021 – so Jan 18th(17th) is 6 months
* CA just banned state-funded travel to Idaho over LGBTQ policies
  + We made a statement about taking this (i.e., state discrimination policies) in consideration in planning, but now that we have a conference contract we are not expected to cancel it on these grounds
  + Messaging will be important
* Reminder that 6 societies are involved and all participate in the decision; BOTANY Conference manager is an employee of BSA
* We had shuttled between facilities last time but this time would all be in one place this time

3. MOBOT Lease Agreement

* Space & HR services contract being renewed
* We benefitted from 2 months of PPP grant money for salary
* Extremely affordable rental rate for next 8 years
* Last contract we paid upfront but this time we’ll pay annually
* Note that the language about MoBOT being a “participating institution” is not accurate and should be re-written

**MOTION to approve rental agreement and remain at MoBOT -> APPROVED**

4. DEI Discussion Continued - Town Hall Debrief

* We hired Mariama Boney (Achieve More, LLC) to do the Town Hall, three staff training sessions, and at least one Board training session; dates TBD
* Sent her results of GoogleForm soliciting feedback on DEI issues
* Page 9 of report has ideas for the BSA to consider
  + Hire staff member to focus on DEI; consider partnership with other societies
  + BIPOC mixer feedback will be presented next call
  + Recommend separate event that is for self-identified BIPOC members to talk about issues
  + Need to have another Town Hall, ideally this fall, and focus on BSA
* Unfortunate truncation of meeting time slot for Town Hall
* Great ideas proposed by Student Reps about committee participation, leadership opportunities and transparencies; Chelsea noted excellent intensive training for anti-Black racism in academia specifically; weeklong but can be broken up
* SSE has a 17-page Strategic Plan for equity and inclusion
* Not sure what ASPB or SICB are doing
* Some feedback that the Town Hall was focused on personal growth and not societal growth

5. BSA Policies - Proposed Changes related to DEI Committee

* We already discussed and approved language changes (Ann Sakai’s document)
* Also approved two student reps with 2-year terms
* Actual membership composition is up to the committee; suggested that we say “6 members at a minimum” to add flexibility
* We previously approved the slate of committee members and there have been a few other changes
* Discussion about whether we should have a post doc on the committee (Kadeem is already on this committee)
* Also noted that this is not the transparent process that we’d hoped for

**MOTION to add Maya Allen to the DEI Committee (to be the second student) -> APPROVED**

**MOTION to approve new language in BSA Policy Changes Related to DEI document -> APPROVED**

6. Early Career Professional Development Committee Proposal - Shelly/Imeña

* The Student Activity Committee will formally be renamed the Early Career Professional Development Committee, with a revised description
* Assessing undergrad awards have been removed from the description
* Emphasis is on early career development

**MOTION to accept name change (new name is Early Career Professional Development Committee) and adopt new language describing the committee activities -> APPROVED**

7. Strategic Planning Discussion

* Hired professional strategic planner; teaches at Georgetown
* Recommends small leadership group to first identify key priorities/pillars; maximum of 5 pillars [BSA Executive Comm + Heather = Strategic Planning Working Group (Michaela = strategic planning consultant)]
* Larger meeting with subgroups (4-6 people per pillar) to brainstorm on goals/objectives
* Regroup and talk as full group
* Implementation and tasks and timeline is a separate event; keep separate from establishing the objectives; Staff heavily involved in drafting the implementation plan
* What should our process be to select the members of this committee?
  + We have a spreadsheet of about 50 possible people
  + Rough suggestion: 24 people total with 4 pillars x 6 people
    - Want to represent all career stages
    - Represent careers outside of academia
    - Suggest that we request people make statements about why they want to be involved (have a questionnaire)
    - Support for open call to membership for participation
* Discussion about having pillars defined ahead of time versus developed as part of a guided process
* Suggestion that we propose 8(ish) major areas and solicit ranking feedback from membership broadly
* If we did a survey do we share the results with the Board? Previous survey was based on previous surveys for consistency and tracking over time
* Could we use the Town Hall to solicit input on the “pillars”?
* Should issues of DEI be a pillar or instead be a “cross-cutting” element within each pillar? [substantial discussion here]
* Hybrid idea: Provide suggested pillars and ask for ranking, but provide a write-in box for other ideas
* We do not currently have a vision statement (we do have a mission statement)

8. Committee Selection Process Discussion

* Postponed – need to have another Board Meeting to discuss this in mid-September; grad students had to leave at this point

*Shelly Gaynor, Imeña Valdes and Lucinda McDade left at 4pm*

* Discussed appropriate brevity of application/statement and agreed to discuss further at another meeting.

*Meeting adjourned 4:13pm Central*