



Conference on World Affairs

UNIVERSITY OF COLORADO **BOULDER**

UNAPPROVED

BOARD MEETING MINUTES

December 18, 2020, 11:30 am - 1:30 pm, Virtual via Zoom

CWA Board Present: Anya Berlova, Steve Bosley (Observer), David Brown, Alison Cool, Leslie Durgin, John Griffin, Robin Luff (in place of Laurie Leinonen), Tina Marquis, Shelly Miller, Alex Pham and Peter Spear (Observer)

Absent: None

Attendees: Alan Culpepper (Director of Marketing and Operations), Katie Grady (Conference Manager), Anne Knorr (Racism in the U.S.A. Co-Chair), Erin Rain (Senior Manager of Marketing and Media Relations), Thomas Windham (Racism in the U.S.A. Co-Chair)

Minutes prepared by: Katie Grady

I. Preliminaries

- a. Introductions
 - i. Alex Pham, Newly Elected Student Board Member
 - ii. Teresa Wroe, Senior Director of Education & Prevention & Deputy Title IX Coordinator, CU Office of Institutional Equity and Compliance
- b. No Public Comment
- c. Administrative Matters
 - i. Approval of the November 20, 2020 Board Meeting Minutes – Approved
 - ii. Spring 2021 Board Meeting Schedule
 1. Please let the office know if you are not available to continue the third Friday of each month from 11:30 am – 1:30 pm for the Spring semester
 2. Otherwise this cadence will continue (may not be an April meeting)
 - iii. Board Vacancies
 1. Please send any recommendations to Leslie and Laurie to fill the vacant community member Board seat.
 2. In May, additional Board seats (one community and one faculty) will be opening up as Tina Marquis and Shelly Miller are not serving another term (Tina is term limited) and Anya will rotate off.

II. Old Business

- a. Racial Equity Initiative Discussion with Teresa Wroe
 - i. Teresa Wroe, Senior Director of Education & Prevention & Deputy Title IX Coordinator, CU Office of Institutional Equity and Compliance

- ii. Goal of the discussion is to identify issues, opportunities toward achieving CWA goal to increase inclusivity and diversity
- iii. Questions to Determine Actions
 - 1. Who is involved and who is excluded?
 - 2. How would the group need to change to be truly open to more inclusive participation?
 - 3. Is racism talked about and dealt with effectively within the group?
 - 4. Who holds power and how are decisions made?
 - 5. What is one thing you will do to begin the process?
 - 6. How will you sustain your efforts?
 - 7. What will the group lose and what is the broader impact if you don't act?
- iv. What does it mean to integrate anti-racism into organization?
 - 1. Analyzing the effects of our work on communities of color and addressing structural problems that uphold white institutionalized power
 - 2. Working as part of a wider network of individuals, groups, and organizations serving the interests of marginalized groups in our society.
 - 3. Being accountable to these groups, their issues, and actions in our decision making.
- v. Questions to Examine Purpose
 - 1. What does CWA stand for?
 - 2. Who do you stand with?
 - 3. Are you willing to examine the founding values of CWA and why it currently works the way it does?
 - a. How could the group be more democratic?
 - b. How could the group be more multiculturally competent?
 - c. What forms and effects of racism need to be dealt with?
- vi. Organizational Accountability
 - 1. Organizations must have sustainable leadership at the highest levels committed to anti-racism
 - 2. Anti-racism and equity must be an integral part of the overall strategic plan
 - 3. A serious commitment to racial justice must be built into the core mission of an organization.
 - 4. Ongoing education can then be an effective piece that serves deeper organizational change.
- vii. Questions for Wroe from Board & guests:
 - 1. What about using outside consultants?
 - a. Not against using outside resources but one hesitancy is with less of a connection with the larger organization, outside consultants aren't always able to move further with broader structure and action within the organization.
 - b. Are there pieces within the University that is already tied in and ready to move things forward?
 - 2. Need to have safety and engagement around issues in place to allow discussion and action to move forward. It requires structural work, buy in at the highest level
 - 3. How do we broaden understanding and appreciation of issues before moving forward on initiatives?
 - 4. A good place to start might be within the strategic plan
 - 5. Focusing on age diversity could also start to create change in our community representation

6. We have low level of participation from members of marginalized communities which centers around the issues of trust.
 - a. Should building trust and relationships be a first step to attract members to further our purpose?
 - b. Idea: Learning what would be relevant and of value to the marginalized communities to be involved
 - c. Idea: Reach out to CU Student groups focused on diversity and let them drive the content
7. When mistakes are made and feedback received – how we react and learn from the mistake is critical
8. How do we strategize asking marginalized communities to do uncompensated work (for both committee members and speakers)?
 - a. Flexibility in the structure and reprioritization of the work asked of volunteer
9. Need structure and will and continual process of learning to move forward
10. Trying to understand racism quickly turns into institutional equity without exploring first racism and that contributes to mistrust by minorities
11. How do we build that trust?
12. Reorient discussion from “what are we going to lose with change?” to “what are we going to gain with change?”
13. Invite new voices into the planning

III. New Business

- a. Data and Feedback on December 3rd Event
 - i. Had a different structure than prior sessions, three interviews back-to-back as opposed to a panel
 - ii. Feedback that quality of conversation was good
 - iii. Smaller audience than previous virtual events
 - iv. Post Panel Donor reception was the best executed and attended so far
- b. Upcoming Program Events
 - i. International Affairs – 3 virtual panels on the “International Affairs During the Next Presidential Administration”, January 25, 27 and 29
- c. Development Committee
 - i. End-of-year giving is behind where we have been in the past, in terms of number of gifts, so the committee will be making efforts to increase by Jan 1
 - ii. CU’s Office of Industry and Foundation Relations will be working with CWA on corporate giving and foundation partnerships for 2021 and 2022
 - iii. 100% Board support (excluding students) is extremely valuable in grant and sponsorship generation, if you are able any give from our Board members is appreciated.
- d. Program Committee
 - i. For April CWA Week, 17 Panels, 6 Performances, and 3 Debates over 7 days have been chosen by the Program Committee (handout)
 - ii. Committee is generating ideas to make each of these events as creative and unique as possible.
 - iii. Schedule is tentatively 10 am, 2pm, 5 pm, and 7 pm for events each day

- iv. Committee is tracking to ensure each panel has racial and gender diversity
 - v. Committee is seeking more international speakers as well without travel constraints
 - vi. Idea: Develop specific outreach to groups in the community to attend each panel
- e. Grievance Policy and Ombudsman Role
- i. Idea of establishing a grievance policy has come to light due to a precedent of public grievances and a recent OIEC complaint in order to provide an internal outlet for resolution of complaints.
 - ii. Need to explore the requirements for the ombudsman need to have any legal training or training in mandatory misconduct reporting before making it a policy of the board.
 - iii. Idea: Break into two roles – make the ombudsman only for discovery and listening have them elevate the resolution piece to Executive Team/Board
 - iv. Idea: Have a way to make anonymous reports of complaints
 - v. Idea: Have “ombudsman committee” with three people so one person is not in a tough spot to decide on what should be elevated or decided, most matters resolved by Chair working as mediator
 - vi. General support of developing such a committee
- f. Strategic Planning Implementation Updates
- i. Organizational Effectiveness has sent a survey out to volunteers for information to develop job descriptions and traits and characteristics for lead volunteer positions

IV. Upcoming Key Dates

- a. January Board Meeting Friday, January 22, 11:30 am – 1:30 pm (4th Friday, but students then back)
- i. Agenda Items:
 1. Mentorship Program and CWA Certificate
 2. Board Officers
 3. Development Committee Membership
 4. Appointment of Community Chair
 5. Next Steps in Diversity/Equity Strategy
 6. Grievance Implementation
- b. “International Affairs in the Next Administration”
- i. January 25, 27, and 29

V. Meeting Adjourned at 1:32 PM