

**Grand Rapids Pride Center
Board of Directors
October 12, 2020 Meeting Minutes**

Present: Anne, Cat, Charissa, Chief, Devin, Gina, Lucy and Tommy

Introductions: The board welcomes new members, Cat Thorton and Chief Ewing, and asked each member to share their names/role, pro-nouns and their first experience with GRPC.

Farewell to Tommy: The board said farewell to Tommy Allen, who has served as our President for the past two years. Tommy's term ended in October 2020 and he will now be our first emeritus board member, helping to define that role as a community advocate.

Staff update:

-Thomas' exit interview: Anne

-Theme: Keeping the doors open

-Take away: Need for the board to be more present and engaged

-Cat asked if we have ever had a formal process for hiring and if we need one. The board members present could not recall seeing regular postings, so we are eager to have a formal, consistent and equitable

-There will be a hiring committee and one of the first steps we need to do is to determine what we need in this role

-Action item: Anne to share exit interview notes with board members. (done)

-Jazz - first week update: Anne

The board discussed the title for Jazz McKinney. There was debate on the topic if it should be changes from Program Manager to Interim Center Director. There was support on both changing the title and leaving the title the same. This was table for the time being since the title change was not on the agenda. (NOTE: The board did vote to change the title to Interim Center Director)

-Action item: Gina to finalize announcement on staff transition so we can announce the week of 10/19 (done)

What the board is working on: Tommy and Devin

- [Community Accountability Plan](#): Action - get with your committee by 10/19!!

Action #1: Relationship with GRPD and Law Enforcement	Gina
Action #2: Racial Justice & Sensitivity Training	Anne
Action #3: Community Listening Sessions	Lucy

Action #4: Content Knowledge Expert contracts	Anne
Action #5: Outside Vendor relationships/contracts	Charissa
Action #6: Board Self-Learning & Development	Anne
Action #7: Community Accountability Advisory Committee	Lucy
Action #8: No Police at Pride	Gina
Action #9: - language consistency - Black Lives Matter. Black Trans Lives Matter.	Gina

- Board accountability/task management: Make sure you are not only receiving your tasks, but also doing them
- Board member recruitment - specifically black folks and folks eager to really put in the work, literally, on a working board
 - Tommy shared that Jamal is too overwhelmed and not able to join right now
 - Devin shared we are specifically looking for BIPOC who are eager to be very hands-on and active on our board
 - Chief brought up that we are likely going to have to do work to rebuild trust in us. The people who have been supporting us in small and big ways have been hurt by us. Devin suggested one-on-one discussions are going to be one of the ways we can connect with those who we may have harmed in the past on our desire to change and how they can help be part of it
- **Action item for ALL:** Devin asked that each of us reach out to at least three people asking them to recommend three people they think would be good board members. Specifically, that means individuals who are willing to put the hours in required to serve on a working board, is eager to dive into equity work and sees the center's needs as priority above their own interests.
- End of year fundraising/increasing fundraising strategies and dollars
 - Devin shared the letter is almost finished and he will share the final draft
 - Gina is waiting on Thomas to finalize the font for the stickers
 - **Action item:** Cat said she will look on our website to see if she knows the font so we can get those ordered. (done)

Regular business

- Approval of [September board meeting minutes](#) - Lucy
 - Devin motioned to approve these at the next board meeting
 - Lucy reminded everyone that reading the minutes needs to be part of their prep for board meetings and that our community expects transparency by posting these on our website
- Any questions about most recent financials - Thomas and Charissa

- Charissa did notice a red flag in a vet bill and clarified with Thomas that he accidentally charged this month which he will reimburse us for this \$500 charge
- [Task check-in](#) - Lucy shared our new task list with new board members and this form to [assign new tasks](#).

Focus topics:

- Staff support - how can we support staff/what needs to be done to show appreciation publicly and privately for them? - Anne
 - Anne suggested we have some sort of in-person gathering with board, interns and facilitators with food. **Action item:** Devin to schedule a gathering for staff, board and interns. Lucy and Chief said the facilitators need to be invited, too. (done)
- TDOR 2020 - How might we support Trans Day of Remembrance on November 20th? What does the board need to do to support/plan? - Chief said the committee is not planning in person events due to COVID and will let the board know how they can support any virtual activities. Lucy shared that there is a \$500 budget for this event, but to let her or Devin know if more funding is needed.