

**Inclusivity Fund Advisory Committee**  
**January 9, 2019**

**Present Committee Members:** Co-Chair Damon Barry, Co-Chair Benita Duran, Secretary Tony Garcia, Susan Jenson, Tariana Navas-Nieves, Malik Robinson, Maruca Salazar

**Absent Committee Members:** Anthony Aragon, David Atekpazin Young, Will Chan, Jasmine Crane, Crisanta Duran, Susan France, Dan Hopkins, Deborah Jordy, Regan Linton, Chip Walton

**Present Public Participants:** Chrissy Deal

**Mile High United Way Staff:** Eddie Koen, Chief Impact Officer; Karla Maraccini, Vice President of Community Impact and Strategy; Roweena Naidoo, Senior Director, Policy and Impact Investing; Michael Burke, Senior Director, Finance; Robert Neumann, Coordinator, Community Investment Division Programs

**Action Items**

1. Committee members have been asked to submit their preferred time frame for their first term, either 1, 2, or 3 years to committee co-chairs Damon Barry and Benita Duran, before the February meeting.
2. Tony Garcia and Tariana Navas-Nieves will take lead on drafting a proposed committee structure.

**1. Welcome, Introductions & Lunch**

The meeting was called to order at 11:45 a.m.

**2. Regular Business**

Approval of December minutes: Tariana Navas-Nieves motioned to accept the minutes from the previous meeting. Tony Garcia seconded the motion and it passed unanimously.

Damon Barry announced that committee members Susan France and Crisanta Duran resigned their position. The co-chairs accepted their resignations.

**3. Overview of Values**

Roweena Naidoo revisited the values that the committee agreed to at the December meeting to guide the committee's work: Transparency, Equity, and Integrity. MHUW would like to start our 2019 meetings with this overview as these values guide our work moving forward.

**4. Organization Eligibility**

Tony proposed a set of conditions Tier III organizations must meet to be eligible for funding. Following suggestions and changes, the committee proposed the following:

*Eligible communities shall be defined as historically marginalized and under resourced communities, including communities of color (based on race and ethnicity), people with physical and mental disabilities, older adults, low-income populations, veterans, and LGBTQ people.*

*To be eligible for funding, a Tier III SCFD eligible organization must meet one of the following two conditions:*

*1) Organization mission states specific focus on defined historically marginalized and under resourced communities*

OR

*2) 51% of programming is focused on engaging and supporting defined historically marginalized and under resourced communities, AND 51% of the board of directors or staff consists of individuals from defined historically marginalized and under resourced communities*

Tony Garcia motioned to accept the amended eligibility condition #1 (as presented above), seconded by Tariana Navas-Nieves. The resolution passed unanimously.

Tony motioned to accept the amended eligibility condition #2 (as presented above), seconded by Malik Robinson. The resolution passed unanimously.

Damon asked for committee members to closely review the resolutions.

## **5. Committee Involvement and Recruitment**

Maruca Salazar revisited the issue of whether the committee would be replacing members who had resigned

- Tariana Navas-Nieves stressed the importance of diverse voices on the committee.
- Tony Garcia suggested the committee move to a Board of Directors structure with staggered terms of 3 years each. The existing committee could provide nominations or open up committee growth to a call. Committee members will need to submit their preferences for service in the next couple of weeks.
- Benita Duran felt it would be useful to outline time requirements for potential members, including the monthly meetings of one and a half hours, as well as the time needed for grant review commitments.
- Damon Barry mentioned that meetings might not be required following grant distribution and may shift to calls or meetings held on a "as needed" basis.
- Tony Garcia asked that the committee not change chairs until after the first award process is completed.
- Tony Garcia recommended the inclusion of language around "self-perpetuating" to make sure that the committee is able to continue service over time, allowing the committee to nominate and vote for new members over time.
- Future recruitment should prioritize county representation in line with the 7 SCFD counties to ensure that all communities are represented.
- Tony Garcia and Tariana Navas-Nieves will take lead on drafting a proposed committee structure, specifically looking at the role of an Executive Committee, a potential Board of Directors, a Governance Committee, and Nomination Committee. Additionally, those who decide to participate in application review will become a committee.

Damon Barry moved that the committee have two, 3-year terms, with existing members determining their preferred time frame for their first term, either 1, 2, or 3 years. In the future, existing committee members could renew their involvement for an additional, 3-year term, with the maximum of 2 terms and a total of 6 years of service. Tony seconded the motion. The motion passed unanimously.

## **6. Upcoming Meeting Dates**

The committee decided on the meeting schedule of the first Wednesday of the month, with an 11:30 start time.

Next meeting will be Wednesday, February 6th, at 11:30.

### **7. Other Business**

Tony shared materials from Leveraging A Network for Equity (LANE), recommending a review of LANE's work be added to the Parking Lot. The work undertaken by LANE might offer opportunities for reflection for the Inclusivity Fund Advisory Committee.

Damon Barry mentioned that the contact process funding the Inclusivity Advisory Committee was completed. He thanked Mile High United Way for bringing that to closure. Damon also mentioned that Deborah at SCFD has already started a press release thanking the original committee members for their work.

### **8. Public Comment**

Chrissy Deal presented that there was a great deal of overlap in efforts within the arts community, specifically around equity. She informed the committee of the development of an internship program created and supported by Bonfils-Stanton and SCFD looking at best practices around arts and culture organizations. The new internship program will identify up to 8 host organizations to place interns for a 10-week period. Application announcements will be shared with the committee.

Additionally, Chrissy Deal mentioned she has been working with Tier 1 trustees of color who have been meeting every other month, speaking about equity across their organizations. Ms. Deal will share additional information for those trustees and their work, as appropriate, as the Advisory Committee continues its work around inclusion and equity.

Tariana Navas-Nieves announced, as a representative of Arts and Venues, that they will be starting a speaker series for artists. In February they will be focusing on working the local artists. In the Spring and Summer, they will have sessions on marketing and Google Analytics. In the Fall they will be presenting a session on equity, which may align with the efforts of the Inclusivity Fund Advisory Committee.

### **9. Parking Lot**

- A review of Leveraging A Network for Equity (LANE) existing work and how it may inform the work being done by the Inclusivity Fund Advisory Committee.

### **10. Adjournment**

The meeting adjourned at 12:58p.