

Inclusivity Fund Advisory Committee
March 6, 2019

Present Committee Members: Co-Chair Benita Duran, Secretary Tony Garcia, Will Chan, Susan Jenson, Regan Linton, Tariana Navas-Nieves, Malik Robinson, Maruca Salazar

Absent Committee Members: Deborah Jordy

Public Attendance: Chrissy Deal

Mile High United Way Staff: Michael Burke, Roweena Naidoo, Robert Neumann

1. Welcome, Introductions & Lunch

2. Regular Business

Tariana Navas-Nieves motioned to approve the minutes from the previous meeting. Maruca Salazar seconded the motion. The motion passed unanimously.

3. Co-chair Election

Benita asked for a nominee for the second co-chair spot to replace Damon Barry, following his resignation.

Tariana Navas-Nieves nominated Tony Garcia to serve as Co-Chair. Tony expressed his interest in the filling the position but expressed concerns about two Latinos leading the committee. Committee conversation indicated that the group did not feel there would be any issues with Benita Duran and Tony Garcia serving as the co-chairs.

Benita Duran asked for votes nominating Tony to the Co-Chair position. The vote passed unanimously.

Benita Duran asked for votes approving the two co-chairs, Benita Duran and Tony Garcia, to serve through 2019. The vote passed unanimously, with Benita Duran and Tony Garcia abstaining from the vote.

Given the vacancy created by Tony Garcia moving into the Co-Chair role, Benita asked for nominations for the Secretary role. Regan Linton volunteered to serve as Secretary. The vote passed unanimously.

4. Committee Structure

Current Committee Terms:

- Benita Duran – Dec 2020
- Tony Garcia – Dec 2020
- Maruca Salazar – Dec 2020
- Tariana Navas – Dec 2020
- David Young – Dec 2019
- Regan Linton – Dec 2019

- Susan Jenson – Dec 2019
- William Chan – Dec 2019
- Jasmine Crane
- Malik Robinson – Dec 2019

Benita Duran presented Tony Garcia's Committee Structure design for a "Self-perpetuating Board." A definition "Self-perpetuating Board" was provided for discussion.

Self-perpetuating Board

We propose the model of a self-perpetuating board of directors for the ongoing administration of the Inclusivity Fund. In this model, the board of directors manages its membership subject to its own regulations. It can set terms dictating how long a director can serve and can elect and re-elect directors itself. If a director comes to the end of a term and leaves, or resigns mid-term, the board sources and elects a suitable replacement from contacts or recommendations made by its members. This model allows the committee to re-generate membership and continue operations.

The self-perpetuating board is different to a membership elected board, which applies to a board that is made up of members of the organization.

Purpose

To provide fiduciary and implementation oversight to the Inclusivity Fund.

New Inclusivity Committee Members shall serve three-year terms, expiring in December of the third year from their original join date.

Co-Chairs shall continue following the current co-chair model with each term being one year in length, with potential re-election for two consecutive terms.

The committee plans to increase committee membership to a maximum of 15 members, with one representative from each county, and eight at large members. County representation is defined as a committee member either living or working in the county.

The committee discussed current county representation with existing committee members, determining that the following committee members represented the listed communities:

Benita Duran – Representing Boulder county
 Tony Garcia - Representing Denver county
 Maruca Salazar - Representing Denver county
 Regan Linton - Representing Denver county
 Susan Jenson - Representing Denver/Arapahoe counties
 Will Chan - Representing Jefferson county
 Jasmine Crane - Representing Douglas county
 Malik Robinson - Representing Denver county
 Tariana Navas-Nieves - Representing Denver county

Standing committees should include:

- Executive Committee - Comprised of the Co-Chairs and Secretary. Meets before the full meeting to establish the agenda.
- Governance Committee - Oversight of the relationship with the five SCFD Tier I Partners and Mile High United Way

- Nomination Committee - Focused on recruitment, interview of potential members, and involvement of existing committee members
- Application Review Committee – approve grantmaking process and timeline, review applications, make funding recommendations to the full committee
- Ad Hoc Committees to be created by Co-Chairs as needed

There was some discussion around forming a Best Practices Committee but given the scope of work and agreed upon focus, it was decided that the committee's work should be guided by established values, making a Best Practices Committee unnecessary.

Maruca Salazar motioned to approve the structure. Susan Jenson seconded the motion. The vote passed unanimously.

The committee asked for volunteers to serve on the committees outlined above.

Nominating Committee: Tariana Navas-Nieves, Maruca Salazar, Malik Robinson, and Benita Duran

Benita Duran tasked the nominating committee to reach out to David Young and Jasmine Crane to determine their interest in continuing to serve on the committee. Malik offered to reach out to David Young. Tony Garcia, as the new Co-Chair, will reach out to Jasmine Crane.

Benita Duran asked if Mile High United Way could provide a phone/conference line to increase involvement of committee members. Roweena Naidoo confirmed that Mile High United Way can provide that kind of support for the meetings.

The priority counties for recruitment include Adams, Broomfield, and Arapahoe Counties. It was decided that at least 4 new committee members should be recruited by April. All committee members are encouraged to help with recruitment, passing potential new members to the Nominating Committee.

Benita Duran shared demographic data for Broomfield, in addition to the figures provided during the meeting for Adams, Arapahoe, Boulder, Denver, Douglas, and Jefferson counties. This information was retrieved by Robb Neumann, but updated data is presented below, utilizing the same data source used for other counties:

County Demographics 2016

	Adams	Arapahoe	Boulder	Broomfield	Denver	Douglas*	Jefferson
Population	497,673	637,254	321,989	66,252	693,292	328,330	571,711
White	50.70%	60.06%	76.75%	76.41%	52.17%	81.82%	77.46%
Hispanic or Latino	38.21%	18.11%	13.38%	11.67%	30.07%	7.99%	14.77%
Asian	3.61%	5.33%	4.36%	6.09%	3.32%	4.04%	2.57%
Black or African American	2.94%	9.74%	0.83%	0.91%	9.19%	0.98%	1.00%
Other	3.93%	6.26%	4.43%	4.64%	4.72%	4.94%	3.65%

* Includes Larkspur and Castle Rock which are not a part of the SCFD

Source: <https://drcog.org/services-and-resources/denver-regional-visual-resources/community-profiles>

5. Application Structure

Roweena Naidoo presented three options for the Application Structure, including proposed timelines for each option:

- Option 1: The first option was taken from Tony, who recommended a Letter of Intent, with the Review Committee inviting select organizations to submit a full proposal. Each organization invited to submit a proposal would receive \$1,000 and be asked to submit their proposal within six weeks.
- Option 2: All interested organizations submit an application with technical assistances for application submission provided to all organizations. The review committee would select organizations to receive funding, becoming the first cohort, receiving funding and capacity building.
- Option 3: All interested organizations submit an application. The review committee would select organizations to receive funding.

The committee did not decide on a specific option for Application Structure, instead hoping to get feedback from the Application Review Committee.

During discussion it was decided that committee members would be allowed to apply for funding for their organizations but would be required to abstain from participation in funding decisions/discussion as a part of the Application Review Committee. Committee members would be allowed to vote on the final funding recommendations provided by the Application Review Committee. The committee agreed with this proposed governance.

Benita Duran asked for volunteers for the Application Review Committee. Committee members Tony Garcia, Maruca Salazar, Susan Jenson, Regan Linton, Will Chan, and Tariana Navas-Nieves volunteered to serve on that committee. Tony Garcia volunteered to serve as the coordinator of the Application Review Committee to advance the work.

6. Timeline and Next Steps

Next steps for the Application Review Committee is to develop the Letter of Intent, Application, and Rubric.

7. Other Business

No other business.

8. Public Comment

No public comments.

9. Adjournment

The meeting was adjourned at 1:03 p.m.

Next meeting to be held on April 3, 2019 at Mile High United Way.