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Resist Board Meeting Minutes

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11-21-1999

Resist Board Meeting, Nov. 21, 1999

Resist

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Notes from Resist Retreat 11/21/99

Board members present: Eileen Bolinsky, Jim Campen, Robin Carton, Pam Chamberlain, Kate Cloud, Louis Kampf, June Lee, Marc Miller, Wayne O'Neil, Jorge Rogachevsky, Carol Schachet, Nancy Wechsler

Facilitator: Laverne Saunders from Dorrington and Saunders and Associates

Opening concepts:

1. Both/And versus Either/Or
 2. Responsibility - accurately affixing responsibility for diversity within Resist to various categories (eg. Founders, donors, staff, outside institutions and people, etc.).
 3. Preparation - how do we recruit, receive and retain Board members
 4. Diversity within [the systems of oppression]/Diversity without [the systems of oppression]
- All groups need allies.

FOCUS

Diversity

- * Representation
- * Allies

Organizational Culture

- * Welcoming, accepting, holistically balanced
- * Power, authority, influence, privilege, value, worth
- * commitment, responsibility, investment, decision making

Character of allies:

intentional
effort
prepared
informed
back leadership of group in
self-empowered liberation
work in segregation with allies
work in integration with group
practice/strengthen spirituality

Character of Oppressors:

Intentional and unintentional
effort
Prepared
Informed
perpetuate oppression

segregation
stereotypes, privilege, power, opportunity
split spiritually

Defining diversity:

Marc suggests: breadth of experiences, backgrounds and connections to do our work better.

Representation sought: expertise/organizing experience with: Prisons, Teens, Students, Labor, Physical Ability/Disability; personal backgrounds of race, age, class, ability.

Dangerous to try to determine who is an "authentic" person of color.

VOTE:

To accept the proposal presented by the Board Development Committee that: Two-thirds of all new Board members be selected to promote racial or ethnic diversity, with a special focus on outreach to and recruitment of African Americans and Latinos/Latinas. The ratio will be evaluated yearly.

Mentor:

Check in before and after Board meetings.

Marc will send the staff a document that Jobs for the Future uses re: mentoring. Everyone will e-mail Eileen with comments on mentoring and Resist.

Orientation to the Board: provide some prior to the first meeting. Perhaps an information open house for Board and prospective Board/new Board folks.

TASKS

- | | |
|---|--------------------------|
| 1. Find and forward mentoring information: | Marc |
| 2. Give feedback re: mentoring to Eileen | Everyone |
| 3. Get outreach materials to Jorge (job descriptions, etc.) | Carol |
| 4. Translate outreach materials into Spanish | Jorge |
| 5. Think about and send "selling points" to Eileen | Everyone |
| 6. Send appropriate groups and people's names to Jan* | Everyone |
| 7. Compile a master list of people for outreach | Jan |
| 8. Evaluate and make report on diversity to the Board | Bd Development Committee |

A call to **RESIST** illegitimate authority

259 Elm Street, Suite 201 • Somerville, Massachusetts 02144
(617) 623-5110 / www.resistinc.org

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Pam Chamberlain
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Noam Chomsky
Kate Cloud
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Norm Fruchter
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September 22, 1999

Dear Resist Board Members,

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For peace and justice,

The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: Frank Brodhead

☐ I wish to remain a member of the Board of Directors and will do my best to complete that commitment.

☒ Although I cannot commit to be on the Board of Directors, I still want to be active with Resist as an Advisor.

☐ Thanks, but I'll pass on both options at this point.

Name:

Richard Ohmann

☐ I wish to remain a member of the Board of Directors and will do my best to complete that commitment.

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Name: JORGE ROGACHOVSKY

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Name: Eileen Bolinsky

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☐ Thanks, but I'll pass on both options at this point.



The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name:

Tess Ewing

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For peace and justice,

The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: HENRY ROSEMONT, JR.

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☐ Thanks, but I'll pass on both options at this point.

Subject: Board relationship

Date: Thu, 30 Sep 1999 10:29:31 -0400

From: "Wayne O'Neil" <waoneil@MIT.EDU>

To: resistinc@igc.apc.org

CC: lkampf@MIT.EDU

Dear Board Development Committee,

It is with a great deal of regret and some reluctance that I choose the second option offered in your letter of 22 September: to remain "active with Resist as an Advisor." This is what my relationship with Resist has in fact been over the past year or so; thus it seems best for me to recognize that fact and act accordingly. Although I am supposed to be winding down towards retirement at the end of the next (2000-2001) academic year, I find that my work at MIT requires more rather than less of me, this preventing me from being as active with Resist as a member of the Board must be.

I hope that my choosing now to become an Advisor to the Board does not preclude my returning as an active member of the Board sometime in the future.

Later,

Wayne

board

Subject: board

Date: Mon, 4 Oct 1999 09:49:21 -0400

From: Penn Loh <psloh@ix.netcom.com>

To: resistinc@peacenet.org

Carol and Robin,

I got your Board memo. Unfortunately, there is no way I can reactivate with the Board. The situation here at ACE is that I am now Interim Director and looking likely to take over the permanent position. Our previous Director just left a month ago for a job in the state bureacracy.

A I would be open to being on the Advisory Board if you felt it would be valuable to you, but honestly won't be able to put in a lot of time.

Hope all is well.

Penn

Penn Loh
Associate Director
Alternatives for Community & Environment
2343 Washington St., 2nd Flr
Roxbury, MA 02119
(617) 442-3343 x24 fax 442-2425
ACE web site!! <http://www.netcom.com/~psloh/ace.html>

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For peace and justice,

The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: Kenneth Hale

We have new zip code - it is 02421

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I still want to be connected somehow, but I'll be away much of the time until April 15. Thanks so much for asking me. Best, Ken

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Name: _____

Cheryl Smith

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Name: _____

Hans Koning

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(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: _____

Debra Kay Jefferson

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The Board Development Committee
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Name: FRANK JOYCE

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RESIST

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Rena Scott Gray
Kenneth Hale
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Paul Lauter
June Lee
Penn Loh
Kay Mathew
Marc Miller
Richard Ohmann
Wayne O'Neil
Carlos Otero
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Roxanna Pastor
Merble Reagon
Jorge Rogachevsky
Henry Rosemont, Jr.
Carol Schachet
Cheryl Smith
Amy Swerdlow
George Vickers
Nancy Wechsler
Fran White

September 22, 1999

Dear Resist Board Members,

As you probably are aware from reading the Board minutes, Resist approved a new organizational structure for Board members. In order to accommodate the different levels of time and energy that individuals are able to volunteer to Resist, as well as to offer consistency in grant and organizational decision-making, Resist will be guided by a Board of Directors and a Board of Advisors.

The Board of Directors (BOD) will be the main decision-making body and function much as it always has. A job description for the BOD is enclosed. In addition, a Board of Advisors (BOA) provides another mechanism for participation in Resist's work and vision. Its job description is also enclosed.

At the Board meeting on August 15, 1999, the Board agreed to encourage all current BOD members to self-evaluate which body best fits with their availability and interest at this time. The hope is that as many current BOD members as possible will be able to commit to continuing in that capacity for at least the next year, if not significantly longer. We hope that those of you whose time and commitments do not allow for that level of involvement will continue to be actively involved with Resist as a BOA member.

Please take time to read through both job descriptions and evaluate your involvement with Resist for the upcoming year. Talk with us concerning any questions or thoughts about your involvement. We request that you respond using the self-evaluation form below to indicate the level of involvement you wish to commit to for the year 2000. Please return the form to the office by October 15, 1999.

For peace and justice,

The Board Development Committee
(Eileen Bolinsky, Robin Carton, Louis Kampf, and Carol Schachet)

Name: NORM FRUCHTER

☐ I wish to remain a member of the Board of Directors and will do my best to complete that commitment.

☒ Although I cannot commit to be on the Board of Directors, I still want to be active with Resist as an Advisor.

☐ Thanks, but I'll pass on both options at this point.

Level of involvement for upcoming year

Subject: Level of involvement for upcoming year

Date: Thu, 28 Oct 1999 21:34:12 -0700

From: Carlos Otero <otero@ucla.edu>

To: resistinc@igc.apc.org

Dear Eileen, Robin, Louis, and Carol,

Although under the present circumstances I cannot commit to be on the Board of Directors, I still want to be active with Resist as an Advisor.

Sorry for the delay in writing. It was a hard decision to face.

Carlos