

Executive Summary

Monthly Transitional Board Meeting

July 10, 2017, Centro Latino, 4-8 p.m.

Actions Taken

Creation of Nomination Committee

A Nominating Committee will be formed to select candidates to interview for the Permanent Board and develop recommendations for which candidates should be invited to join the Permanent Board. The Nominating Committee will be comprised of Transitional Board members and PWI staff. Attendees were polled regarding their interest in joining the Permanent Board and the Nominating Committee.

Updates to Permanent Board Structure

The Transitional Board discussed and updated the Governance document. It was decided that Permanent Board members should either live *or work* in the watershed. Additionally, there was a conversation about the role of COI members within the Permanent Board, and it was decided that COI representation should constitute a minority on the Permanent Board (approx. 30%) and represent the COI's as a whole, but not act as specific COI representatives. This was in part due to conflict of interests (since Permanent Board members will be allocating funding among COI's) as well as the realization that the number of COI's may continue to evolve and that this should not be institutionalized into the PWI's governance structure. Additionally, it was clarified that committees are open to anyone and may include non-Permanent Board members. It was also suggested that Transitional Board Members that become Permanent Board Members should serve on terms that rotate off first.

Board Giving

It was affirmed that the Permanent Board would have the goal of 100% board giving, with each board member giving at any level that is meaningful to them. Having 100% board giving is important for leveraging other funding sources, but it was recognized that this requirement not be a barrier for low-income board members to join, and should not be cost-prohibitive. It was decided that this reasoning should be communicated to potential Permanent Board members during the recruitment process.

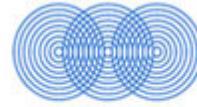
Diverse Representation for the Permanent Board

The Transitional Board discussed representation in regards to diversity on the Permanent Board. Categories were presented to consider and it was decided to separate "race, ethnicity and culture" from "tribal representation" so that more explanation and context could be given regarding the importance of tribal representation as an aspect of equity work.

Discussion Items

Diversity, Equity & Inclusion

The Transitional Board discussed the role of equity work within their efforts. There was a request by some Transitional Board members to focus on *why* we do equity work as opposed to



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focusing merely on the procedural aspects of developing equitable policies. It was also recognized that relationship building is a key strategy for equity and so a portion of the meeting was devoted to discussing dynamics within the Transitional Board and strengthening relationships and understanding among members.

Nomination Process

April presented a proposed outline for recruiting and selecting Permanent Board Members.

Board Selection Criteria reviewed

The Transitional Board reviewed the selection criteria (etc.) that was drafted by Tad Monroe, and offered feedback on how to improve it. The article 'Ditching your Board Composition Matrix' was distributed, which emphasized focusing on board duties over member's identities or skills (which are often too broad and can also lead to tokenization of minorities). Therefore, it was agreed, Permanent Board recruitment and selection will focus on an applicant's ability to perform expected board duties and actions instead of an applicant's identity or specific skill(s). This is helpful in avoiding tokenization of marginalized Permanent Board members and in ensuring that Permanent Board members can perform the necessary duties to move the PWI forward.

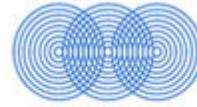
Assigned Task

- Transitional Board members are asked to bring 3 suggestions of potential candidates for the Permanent Board to our August meeting.
- Transitional Board members to send Tad any feedback on documents, governance structure, or individual organizations or outreach channels that could be used.
- April and Tad will create outreach packet for recruitment for the Permanent Board.

Ideas and Suggestions

- It was suggested that Permanent Board members be asked during the interview process: 'Why does equity matter and what does it mean to you?'
- Working agreements should be revisited during the opening of future Transitional Board meetings.
- There was a request to develop a visual flow chart or an organizational chart for the future Permanent Board to make explicit what is the relationship of different entities and the power structure of the governing board, advisory board, etc.
- "On Tyranny" by Timothy Snyder was brought by Diane Wiatr as a suggested book to read.

Additional Updates



Puyallup Watershed Initiative

July 10 is Solana's last meeting due to getting a new job as Executive Assistant with Cowlitz County in Tukwila, which will inhibit her in-person attendance at future meetings. Solana would like to stay involved and will discuss with the PWI team what this can look like.