

**League of Women Voters of Metropolitan Columbus**  
**Board Meeting Minutes**  
**November 2, 2020**  
**6:30 PM**

**Board Members in Attendance:** Barb Hykes, Ben Sullivan, Cheryl Roller, Lucy Hadley Buzzee, Bridget McDaniel, Ellen Rapkin, Mary Burkey, Sally Morgan, Mary Austin Palmer, Jacqueline Nielson, Catherine Logsdon

**Not in Attendance:** Beth Strohl, Katherine Brandt, Lindsey Kauffman

**Staff in Attendance:** Elizabeth Grieser

Welcome - Barb Hykes welcomed attendees

**Approval of October Minutes** – Motion to approve October minutes, motion seconded. Motion passed.

**Treasurer's Report** – LWVMC received \$7500 in grant funds during October: \$2500 from ACE, \$3000 from Ohio Voices, \$1000 from Common Cause, \$1000 from COHHIO – all related to voter service work. LWVMC also received \$6500 payment from Franklin County Auditor's office for an ad on the back of the voter guide. We may be able to cover our printing cost this year. Over \$8000 paid to LWVUS for PMP. Otherwise, usual expenses.

**Development Committee** – The following motion was brought by the Development Committee: *The Development Committee moves that we not seek money from L Brands until allegations against L Brands/Les & Abigail Wexner are resolved.*

The Board discussed the motion. The Board recommended returning the motion to the Development Committee for additional investigation into more general language related to corporate donations. The Development Committee and/or Elizabeth will reach out to LWVUS and LWVOhio for sample language.

**Voter Service** – no report

**Education and Advocacy** - The racial justice definitions included at the end of these minutes were brought to the board for approval. Motion to approve the definitions. Motion seconded. Motion passed.

**Membership** – Membership renewals are going on pace. Elizabeth will be sending a list of non renewed members to the Membership Committee for followup reminder calls.

**Holiday Party** - Discussion about a zoom meeting for LWVMC members and volunteers to give feedback about the election activities and also a celebration of 100 years – Bridget McDaniel, Mary Burkey, Lucy Buzzee will help Elizabeth Plan

**Operations Manager Report** - Elizabeth will be on vacation the week after the election

**Presidents Report** – no report

**Nominations** - Barb nominated Cheryl for LWVMC President, effective immediately. Motion seconded. Motion approved. Cheryl read member and committee chair thank yous to Barb for serving as president the last 4 years

**New Business** - Cheryl reported on bringing more diverse board members to LWVMC. She will begin contacting several potential board members immediately. The board discussed starting a diversity and inclusion committee to help with the process.

**Old Business** – None

**Personnel Committee Report** – The Personnel Committee, chaired by Barb, recommended the attached compensation and review structure for Elizabeth for the duration of the calendar year 2020.

**Motion** to Adjourn. Motion seconded. Motion passed.

Next meeting will be on Monday, January 4, 2021 at 6:30 PM.

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## **Operations Manager Interim Compensation Recommendations**

At the October 5, 2020 meeting of the LWVMC Board of Trustees, a concern was raised regarding whether our Operations Manager, Elizabeth Grieser, is being appropriately compensated for all of her

work during this very unusual and extremely busy election season. After a short discussion, an Ad Hoc Personnel Committee was formed to look into this question and to come back to the Board with a report and/or recommendation.

The Ad Hoc Committee is chaired by Barb Hykes and consists of Cheryl Roller, Mary Burkey and Bridget McDaniel. After meeting and doing some research, the committee has 2 recommendations.

1. To complete a more in-depth review and updating of the Operation Manager's job description, job title, and compensation; to complete a review of her current performance; and to come back to the Board in early 2021 with any recommendations for potential changes to her compensation package. ***The current Ad Hoc committee, chaired by Barb Hykes is prepared to continue with this process.***
2. To immediately pay compensation to our Operations Manager for specific duties that she is currently performing above and beyond her regular 30 hour per week compensation agreement.

Participating in voter services coalitions and acquiring and/or implementing voter services grants are among the duties that the Board actively encourages the Operations Manager to perform. To this end, we recognize that there are two recent voter services grants that she acquired and that she is implementing on behalf of the LWVMC. Acquiring and implementing these two grants puts Elizabeth's current work load above her regular 30 hour per week compensation agreement. (See below for brief descriptions of the grants and see the attachments for full information on the grants.)

The Ad Hoc Committee recommends that we compensate Elizabeth for her specific work acquiring and implementing these two grants. We recommend that 20% (\$800) of these grant payments be reserved to the LWVMC operating budget for overhead expense. ***The Committee recommends that the remaining 80% (\$3200) of these grants payments should be paid to Elizabeth Grieser to compensate her for her supplemental work acquiring and administering these grants, which is over and above her regular work load per her weekly compensation agreement. The Committee recommends that the Board direct the LWVMC Treasurer to make these compensation payments, totaling \$3200.00, to Elizabeth Grieser in equal payments spread out over the remainder of calendar year 2020.***

The two grants are:

- Common Cause Education Fund grant to LWVMC of \$1000 in support of activities and deliverables as part of Election Protection 2020.
- Ohio Voter Rights Coalition grant to LWVMC of \$3000 in support of election protection activities.

Respectfully submitted to the LWVMC Board of Trustees,

Barbara Hykes

Mary Burkey

Bridget McDaniel

Cheryl Roller

## Definitions

**Anti-Racism** – The active process, on both an individual and institutional level, of identifying and eliminating racism by changing systems, policies, and practices. It is the work of actively opposing racism in political, economic, and social life, and challenging racist behaviors and attitudes. (Alberta, n.d.)

**Equity** - The state, quality or ideal of being just, impartial and fair. (Casey Foundation, 2020)

**Prejudice** - A preconceived opinion that is not based on reason or actual experience that can manifest as dislike, hostility, or unjust behavior. (Oxford, 2020)

**Race** - Race is not a biological fact, but rather a socially constructed system categorizing humans largely based on observable physical features, such as skin color, and on ancestry. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for prejudice, discrimination, and domination. (Casey Foundation, 2020)

**Racial equity** - The condition that would be achieved if racial identity no longer determined the distribution of society's benefits and burdens. (Aspen, 2020; Casey Foundation, 2020)

**Racial Justice** - The systematic fair treatment of people of all races that results in equitable opportunities and outcomes for everyone, regardless of race, ethnicity or the community in which they live. Racial justice is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity. (Aspen, 2020; CAPD, 2019)

**Racism** - Racism is a system of advantage and oppression based on perceived inferiorities or superiorities due to race. It is most visibly manifested in the United States as white supremacy, in which prejudice combines with institutional and social power to create a system that disproportionately harms non-white citizens. (CAPD, 2019; HPIO, 2020)

**White privilege** - The unquestioned and unearned set of advantages possessed by white people in a society characterized by racial inequity and injustice. Generally, white people experience such privilege without being conscious of it. (CAPD, 2019)

## References

Alberta Civil Liberties Resource Centre. (n.d.) *Anti-Racism Defined*. Calgary Anti-Racism Education. Retrieved October 10, 2020 from <http://www.aclrc.com/antiracism-defined>.

The Annie E. Casey Foundation. (2020, August 24). *Equity vs. Equality and Other Racial Justice Definitions*. Retrieved October 10, 2020 from <https://www.aecf.org/blog/racial-justice-definitions/>.

The Aspen Institute. (2016, July 11). *11 Terms You Should Know to Better Understand Structural Racism*. Retrieved October 10, 2020 from <https://www.aspeninstitute.org/blog-posts/structural-racism-definition/>.

Center for Assessment and Policy Development. (2019, October). *Glossary*. Racial Equity Tools. Retrieved October 10, 2020 from <https://www.racialequitytools.org/glossary>.

Health Policy Institute of Ohio. (2020, August 14). *Connections between racism and health: Taking action to eliminate racism and advance equity*. Health Policy Brief. Retrieved October 10, 2020 from <https://www.healthpolicyohio.org/connections-between-racism-and-health-taking-action-to-eliminate-racism-and-advance-equity/>.

Oxford University Press. (2020). Prejudice. In *Oxford Languages and Google Dictionary*. Retrieved October 10, 2020 from [google.com](https://www.google.com).