

Governance and Nominating Committee

Meeting Notes - March 30, 2022

Present: D. Poundstone, S. Rose, T. Slick, M.Clifford

Update on Diversity, Equity & Inclusion efforts: Molly and Brian met with two consultants (DEEP Corporate Consulting Partners and Rich Rivera) who will submit proposals for introductory DEI efforts. Molly will update the committee when both proposals have been received.

Board Orientation/Onboarding Process: At the last meeting, the committee decided that it was appropriate for us to develop an improved Board onboarding program. Upon further discussion, we agreed that the outline for such a process could be:

- Welcome Call/Meeting with New Board Member (Board Chair & ED) – to include an introduction to the basics of the Board, a brief history of the organization, documentation relating to the Board (conflict of interest, Board expectations, etc.), and an invitation to read the following documents:
 - Visitor Handbook (with quiz)
 - Strategic Plan
 - By-laws & Committee Charters
 - ...with the understanding that there will be a follow-up meeting with the Governance Committee at which time questions can be addressed
- Follow-up Meeting with the Governance Committee
- Other potential onboarding ideas:
 - Build in a social time at Board meetings for members to get to know each other better
 - Send an electronic welcome card to new Board members with personal messages from each member

Board Nominating Process: We reviewed the Board Matrix and discussed what our next steps should be in terms of identifying potential candidates. In addition to David reaching out to Marc Levin in hopes of getting some advice on contacts in the foundation/fundraising world, Molly will set up a meeting with Tom and Jack Malinowski to discuss networking in Philadelphia. Molly will also pull the background information on the following: Vanessa Emem, Nat Case, Gary Blanchard, Elaine Granata, and Martha Pentescost to see what their backgrounds are. We may want to talk with them about committee opportunities as a step toward the Board. This will be on the agenda for the next meeting.

**Next Meeting – needs to be rescheduled