

SAN BRUNO

Community Foundation

Board of Directors

Emily Roberts, *President* • Jim Ruane, *Vice President* • John P. McGlothlin, *Secretary* • Tim Ross, *Treasurer*
Raul Gomez • Nancy A. Kraus • Malissa Netane-Jones
Leslie Hatamiya, *Executive Director*

MINUTES

SAN BRUNO COMMUNITY FOUNDATION

Regular Meeting of the Board of Directors

January 6, 2021

7:00 p.m.

Meeting Conducted via Zoom

- 1. Call to Order/Welcome:** President Roberts called the meeting to order at 7:02 p.m. She opened the meeting by acknowledging the day's troubling events and denouncing the violence and insurrection at the U.S. Capitol. She also sounded a hopeful note for 2021, with COVID-19 vaccines being distributed, and thanked the community for sacrifices made and traditions paused over the holidays.
- 2. Roll Call:** Board Members Roberts, Ruane, McGlothlin, Ross, Gomez, and Kraus, present; Netane-Jones, excused.
- 3. Public Comment:** None.
- 4. Approval of Minutes:** December 2, 2020, Regular Board Meeting: Vice President Ruane moved to approve the minutes of the December 2, 2020, Regular Board Meeting, seconded by Board Member Kraus, approved unanimously by roll call vote.
- 5. Consent Calendar**
 - a. Adopt Resolution Scheduling Special Board Meeting on February 3, 2021
 - b. Receive and Approve Treasurer's Report (November 2020 Financial Statements)

Board Member Kraus moved to accept the Consent Calendar as presented, seconded by Board Member Gomez, approved unanimously by roll call vote.
- 6. Study Session:** Diversity, Equity, and Inclusion Primer, led by Dr. Rona Halualani, Halualani & Associates

SAN BRUNO

Community Foundation

Board of Directors

Emily Roberts, *President* • Jim Ruane, *Vice President* • John P. McGlothlin, *Secretary* • Tim Ross, *Treasurer*
Raul Gomez • Nancy A. Kraus • Malissa Netane-Jones
Leslie Hatamiya, *Executive Director*

Dr. Halualani began the study session with an opening hand-raising exercise that highlighted different aspects of diversity. She then introduced the Board to key diversity, equity, and inclusion (DEI) concepts. She defined the term, "social location," as the power positionality and placement of an individual in a society in terms of key demographics, such as gender, race, ethnicity, socioeconomic class, sexual orientation, nationality, regional origin, and language, among others. She explained the "standpoint theory," which is that an individual's social location, in terms of gender, race, ethnicity, nationality, class, and sexuality, within a culture, shapes identity and that individuals experience things differently depending on their standpoint.

Dr. Halualani next reviewed the terms, "diversity," "equity," and "inclusion":

- *Diversity*: How difference, culture, and varied identity backgrounds and identity experiences are framed, engaged, and valued as a whole
- *Equity*: How structured inequalities, systemic oppressions, and power differences among cultural groups, identity backgrounds, and identity experiences, are confronted and engaged
- *Inclusion*: How an organization addresses societal, historical, & internal structural barriers to the full participation, contribution, and success of campus members across varied identity backgrounds and experiences

In explaining equity, Dr. Halualani displayed a graphic of people of different heights/ages standing on boxes to see over a fence, followed by a modification of the graphic that takes into account historical oppressions, systems of power, and structured inequalities.

Dr. Halualani concluded the study session with an introduction of the question of what it means to commit to diversity, equity, and inclusion as a community foundation. She presented a chart displaying "diversity change order," or the different ways in which an organization can enact diversity efforts, from the first order (establishing commitment to DEI), to the second order (demonstrating commitment through action), to the third order (acting through diversity strategy), to the fourth order (transformative and deep cultural change). Dr. Halualani said that the Board would build off this discussion at the second DEI study session in February.

7. Board Member Comments:

Board Member Kraus thanked President Roberts for her comments at the beginning of the meeting. Board Member Gomez expressed his gratitude for the Board's DEI training.

8. Adjourn: Vice President Ruane moved to adjourn the meeting at 8:42 p.m., seconded by Board Member Kraus, approved unanimously.

SAN BRUNO

Community Foundation

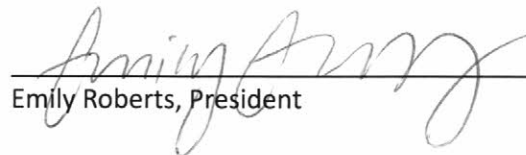
Board of Directors

Emily Roberts, *President* • Jim Ruane, *Vice President* • John P. McGlothlin, *Secretary* • Tim Ross, *Treasurer*
Raul Gomez • Nancy A. Kraus • Malissa Netane-Jones
Leslie Hatamiya, *Executive Director*

Respectfully submitted for approval at the Regular Board Meeting of February 3, 2021, by Secretary John McGlothlin and President Emily Roberts.



John McGlothlin, Secretary



Emily Roberts, President