

SAN BRUNO

Community Foundation

Board of Directors

Malissa Netane-Jones, *President* • Jim Ruane, *Vice President* • Raul Gomez, *Secretary* • Pak Lin, *Treasurer*
Melissa Moreno • Supriya S. Perry • Irving Torres
Leslie Hatamiya, *Executive Director*

MINUTES

SAN BRUNO COMMUNITY FOUNDATION

Special Meeting of the Board of Directors

January 30, 2023

7:00 p.m.

Meeting Conducted via Zoom

- 1. Call to Order/Welcome:** President Netane-Jones called the meeting to order at 7:00 p.m. Noting that San Bruno knows first-hand the power of community support at a time of deep tragedy, she expressed support for Half Moon Bay in the wake of the recent mass shooting in that community.
- 2. Roll Call:** Board Members Netane-Jones, Ruane, Gomez, Lin, Moreno, Perry, and Torres, present.
- 3. Public Comment:** None.
- 4. Study Session:** Diversity, Equity, and Inclusion Training led by Jana Kiser and Bela Bhasin of Libertiva

Ms. Kiser and Ms. Bhasin began the study session with a land acknowledgment and a breathing exercise. After introducing themselves and the ground rules for the session, the consultants launched into a discussion of implicit bias – what it is, how it works, why it matters, how to counteract it, and how it affects the Foundation's work. They explained the difference between explicit bias and implicit bias as well as how the conscious and unconscious mind works. They noted the three key processes explaining how implicit bias works: priming (information received via images, messages, and experiences), associations and assumptions (information stored in the brain gets activated), and decisions and actions (decisions and actions at odds with one's intentions or explicit values, which are driven by unconscious associations and assumptions).

After a brief break, the consultants then explored the concepts of unearned advantages and disadvantages, using a wheel of power/privilege as an instructional tool. They asked Board members to reflect on unearned advantages and disadvantages in their own lives and then to discuss how the Foundation as an organization may have unearned advantages and disadvantages. Finally, the consultants discussed how to shift one's thinking and counteract implicit biases through a growth mindset.

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5. Board Member Comments: President Netane-Jones apologized to Ms. Bhasin for mispronouncing her name and thanked the consultants for sharing their personal identity wheels.

6. Adjourn: Vice President Ruane moved to adjourn the meeting at 9:05 p.m., seconded by Board Member Moreno, approved unanimously.

Respectfully submitted for approval at the Regular Board Meeting of March 1, 2023, by Secretary Raul Gomez and President Malissa Netane-Jones.



Raul Gomez, Secretary



Malissa Netane-Jones, President