

**Board Meeting Minutes**
**Tuesday, January 3, 2023 (“December 2022”
meeting); 6-8:30pm**

Facilitation: Jenny

Minutes: Gayle

Vibes/Celebration: Brion, Forrest

Clean-up: n/a **Scribe:** n/a

Attended by:

Board Members: Alysia, Mandy (aka Amanda), Brion, Marc, Claire, Eleanor, Bruno

CM/Staff: Forrest, Gabi, Tamara, Charlotte, Amina

Member-Owners:

Guests:

COMMITMENTS:

| | COMMIT MADE | DIRECTOR(S) | DUE DATE | COMMITMENT |
|---|--------------------|--------------------------------------|-----------------|--|
| 1 | 10/25//22 | Claire, Marc, Amanda, Brion, Alexis | 1/23 | Claire will follow up and figure out what would need to happen legally to change from discount to gift card. After that, Marc will convene with Amanda, Brion, and Alexis to discuss in-depth. Pushed to January. |
| 2 | 10/25//22 | Marc, Brion, Alysia | 1/23 | Marc, Brion, and Alysia will rework the budget line items after hearing back from CM on total budget allowance. Pushed to January. |
| 3 | 5/24/22 | Brion, Eleanor | 1/23 | Brion and Eleanor will get photos and recordings from Jinju's visit to Farmageddon. Pushed to January. |
| 4 | 6/28/22 | Brion, Eleanor | 1/23 | Eleanor will communicate with Rachel about places to park cash in alignment with our Ends, including CDs. Pushed to January. |
| 5 | 9/28/22 | Eleanor, Bruno, Marc, Alexis, Alysia | 1/23 | 2023 End Selection Sub-Committee (Marc, Eleanor, Bruno, Alexis, Alysia) will reach out to Owners to select 2023 End focus. Pushed to January. |

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|---|---------|--------------|------|--|
| 6 | 1/3/23 | Gayle | 1/23 | Gayle will update the December packet with the changes made via email. |
| 7 | 1/3/23 | Gayle | 1/23 | Gayle will add a Policy Note for 2.1 to include the number of MOs who responded to the survey. |
| 8 | 3/22/22 | Marc, Alexis | 2/23 | Marc & Alexis will create an agenda request to discuss future board self-monitoring. |

DECISIONS:

DECISION: IMR calendar approved as proposed in consent agenda.

DECISION: IMR 2.1 accepted as submitted, with plans for getting into compliance with 2.1.1a, c, and d.

NEW COMMITMENTS:

Gayle will update the December packet with the changes made via email.

Gayle will add a Policy Note for 2.1 to include the number of MOs who responded to the survey.

M-O FORUM:

- N/A.

CONSENT AGENDA:

- IMR calendar proposal (same as last year). Consented.

DECISION: IMR calendar approved as proposed in consent agenda.

AGENDA REVIEW:

- Some adjustments to the packet. Materials were shared with board; Gayle will update the packet.

Gayle will update the December packet with the changes made via email.

MINUTES APPROVAL:

November minutes will be reviewed for approval at the January meeting.

1) Anti-oppression: Interrupting the “Single Story”

Sponsor: Brion

Purpose: discuss

- We have progressed towards this conversation for about 3 years in different ways.
- The areas we hold privilege are often areas that we don't really have to think much about, so we're raising awareness about where our privilege is and how it affects others.
- Video: [Chimamanda Ngozi Adichie: The danger of a single story](#) (18:30 minutes)
- Video: [Schoolhouse Rock! Elbow Room](#) (3:00 minutes)
- Discussion: Any thoughts about either video?
 - o The cartoon was pretty much a single-story distillation of what I was taught while growing up.
 - o Alternative stories are out there, but the single story gets the dominant attention.
 - o We were fed a narrative throughout childhood that erased our indigenous identities.
 - o What hubris to be subjected to that kind of propaganda as a child!
- What single stories might we be telling ourselves about our co-op, ourselves, national grocers?
 - o My single story is positive: Everyone's great, there no oppression, it's like a utopia. Is there (must there be?) a broader perspective?
 - o I have this single story that our community is predominantly affluent and white, but I don't really know our demographics.
 - o People's building was inexpensive to buy in 1972 because a highway was about to be built through it, but that highway was never built; other highways were built instead, through poorer, non-white neighborhoods. So we owe some of our financial stability and success to white privilege.
 - o Our community includes many houseless people who sleep on or near the property.
- How can we, as the board, ensure there is greater diversity in the stories we tell about the co-op?
 - o We need to hear them and demonstrate openness to receive these stories.
 - o I realize I am already biased in many ways. It will be great to open that up.
 - o We should solicit these stories—ask for people to send us their stories, and also just talk to people.
- Let's hold the question in our minds about the stories we tell about ourselves and the co-op. How can we cultivate more awareness?
- What if we also go into “regular” grocery stores in lower-income neighborhoods and asking people there about their stories and relationships with food?

ANNOUNCEMENTS:

- Tomorrow there will be a hearing of dept of ag about what kinds of containers shoppers can bring into grocery stores.
- Great letter praising the work of the CM and making a legacy donation to People's.

2) IMR 2.1 Treatment of Co-op Patrons & Member-Owners

Sponsor: CM Link

Purpose: decide

- Gabi and Charlotte are here to help answer questions.
- There are 3 points of noncompliance (p 11, 15, 17) which are themselves pretty minor but relate to a larger issue. Good data from MO survey on p 10 with numbers going up!
- How many MOs answered the survey? About 600. Similar to previous years.
 - Any interesting comments? [Yes. We didn't go into that much detail to include them so we could complete the IMR on time. Do you want CM to send the 100 pages of comments to the board?] [No. CM will share a further report with more results included.]
 - Nice to see the upticks! Thank you all for doing the work that makes that happen! Could we have maybe a page or so of representative highlights and lowlights from the comments?
 - Data comment: Might be interesting to include the number of MOs who responded.
 - Awesome to get a snapshot of the information. I wonder if we are actually ADA compliant enough for an electric wheelchair to get around. I feel cramped sometimes just walking around the store myself. [Yes, I have seen customers with wheelchairs in the store. Would be great to get feedback from them. Also thinking about making fonts bigger, etc, to be more accessible. We have an elevator that can get to the community room upstairs. Maybe not a lot of people know about these things.]
 - How often are the survey questions reviewed? [Every time. That said, we haven't made huge changes every time. It's been pretty much the same for the past 3 years or so.]
 - Anyone unprepared to act? No. Definitions or interpretations unreasonable? No. Inadequate data? No. Besides 2.1.1a, c, and d, is anything noncompliant? No. Are plans for getting into compliance unacceptable? No.

Gayle will add a Policy Note for 2.1 to include the number of MOs who responded to the survey.

DECISION: IMR 2.1 accepted as submitted, with plans for getting into compliance with 2.1.1a, c, and d.

3) Policy 2.1 Reflection

Sponsor: Eleanor, Alysia, Marc

Purpose: discuss

- Since we didn't talk about policy reflection much at retreat, we will talk about it here. We will NOT use the example that was originally in the packet, since it was particularly complex.
- Intro to policy reflection and why we do it continuously. Because we use policy governance, with the CM reporting on compliance to the policies, it is important for the policies to be living documents, keeping them updated to make sure they're actively reflecting the information that we want to receive.
- Make it routine to do policy reflection. As the world changes and evolves, what we need to know could have changed since the last time we reviewed a monitoring report. Example: Updating how we use pronouns in the policies: A small change that makes a big difference.
- Our decision tree does walk us through thinking about the policy in various ways.
- IMR interpretation and policy reflection are a dialogue between the CM and the Board. More diversity on the Board leads to richer policy reflection.
- The art of asking powerful questions: See article about questions by Eric Vogt, Juanita Brown, and David Isaacs. One of the most powerful words in the English language is WHY? It opens up conversation. Stay flexible and be willing to adjust the question to get the information we want. Also powerful: the HOW question. These two go together: The Why looks back and the How looks forward. For example. WHY do we have that single story, and HOW do we add more stories to it?
- In order to do policy reflection, we need to be able to ask compelling questions. Also need to be sure the question doesn't alienate anyone—positive questions, not accusatory. Questions should start positive dialogue.
- See Columinate article with examples of how to include anti-oppression, etc, into policies. A good exercise might be to look at each policy specifically through an anti-oppression lens.
- What has most impeded me is not feeling like I have a sense of enough information through time to know how the data I'm looking at shows a trend.
- A proactive board does policy reflection and discovers things that could arise in the future; a reactive board responds to issues as they come up.
- Temp check: Would you want a way to easily look at all the discussions of a certain policy over the years? [Mostly thumbs up.]
- Temp check: Would you want to try that anti-oppression lens overlay? [Mostly thumbs up.]
- How do CM feel about having a collection of a bunch of previous reports on the same policy? [It's not formalized into how we write reports.]

Meeting ended at 8:28.