



LWVCO 2019 Convention
Creating A MORE PERFECT Democracy

May 31 - June 1, 2019

Denver, Colorado

Minutes

Day 1 – May 31, 2019

Welcome by Cath Perone – VP Administration

- Order forms are available for 100th Anniversary merchandise including t-shirts, table runners, pins, and hats. Jean McGuire will take suggestions for additional merch. Pueblo will make sashes available for purchase.
- Every Word we Utter monument is welcoming donations.

Convene and Call to Order: Ruth Stemler, First VP LWVCO –

Ruth Stemler Introduced Colorado's Governor Jared Polis

- The Governor started his first business from his dorm room in college. He has spent his adult life improving public education serving on the state board of education and the US representative for Colorado's 2nd congressional district. The governor is a Colorado native and lives with his husband and two children.
- The Governor congratulated the League of Women Voters of Colorado on their 100th Anniversary and thanked the League for its work on voter education and voting rights over the past 100 years including important reforms such as the Y and Z redistricting measures.
- We are proud of the past legislative session in Colorado – working in a bipartisan manner to the legislature passed several measures promote voting rights and education, including all day kindergarten. A bill requiring equal pay for equal work was signed last week.
- There is now a majority of women in the Colorado House of Representatives and the Governor has a cabinet with a majority of women. Having women helps to broaden representation and results in better policy.
- There are challenges to liberal democracy; it's more important than ever before that we have civic education and fair elections. We need to restore integrity and faith in our system and encourage the resolution of differences through engaging in civil debate and fair elections.
- LWV has been in the forefront of encouraging civic engagement and dialog.

Introduction and appointments:

Ruth introduced the following and thanked them all for their work throughout the year

- State Board of the LWVCO

- Legislative Action leadership (LAC) including Andrea Wilkins, Legislative Liaison; Leslie Chomic, Legislative Action Chair; Gerry Cummins, VP Voter Service; and Frank Bennett, editor of the Legislative Letter
- LAC membership including Carol Bennett, J. Fern Black, Patty Cordova, Gerry Cummins, Jo Feder, Jean Fredlund, Kim Grogan, Marcia Helfant, Harry Hempy, Sigrid Higdon.
- Staff including Andrea Wilkins (staff lobbyist), Beth Hendrix, Executive Director, and Beth Sale, office administrator.
- LWVUS Ruth S. Shur Fellows from Colorado – Marjorie Beal, Lineah Davey, Linda Mahan, Shiquita Yarbrough
- MLD coaching coordinators – Prue Larson, Patty Schoedler, and coaches Gerry Cummins, Diana Haskell, Bobbie Heisterkamp, Vicky McLane, Jodie Rankin, Marion Read, Barb Whinnery. Ruth acknowledged the MLD program and its successes with local Leagues.
- Parliamentarian - Gerry Cummins
- Reading Committee – Chris Humphries – Denver; Vicky Harimon -- Douglas County; Barb Whinnery -- Greeley/Weld.
- Budget Committee headed by Pat Long

Credentials Report – Jeanette Scotland reported that there are 8 state board members and 68 local delegates present; 17 leagues are represented. The quorum is met. Two observers are present.

Rules Adoption

Ruth reviewed the Standing Rules of the LWVCO 2019 convention (included in the workbook). It was moved that the rules be adopted for the convention by Chris Humphries. Jean Fredlund seconded the motion. The motion was passed unanimously

Agenda Adoption

Ruth reviewed the agenda included in the convention documents. It was moved by Vicki Harimon and seconded by Linnea Davey that the agenda be adopted. The motion was passed unanimously.

Approval of 2017 Convention Minutes – the minutes were approved by the reading committee and are on file.

Financial Statements – reviewed by Beth Hendrix –

- The financial position of LWVCO is strong net worth has increased 38K since the February board report.
- Two generous requests totaled over 46K increasing. NW is 756, XXX including investment funds FifKova fund, and Futuer fund. In the bank we havfe 141xxx and AR of elss than 1000. 14K is being held for local leagues.
- Financial Statement FY 2019 Report –
 - Income is over budget and expenses are also over budget.
 - Fundraising has reached the annual goal.

- Personnel costs will continue to run above budget as the Executive Director position was not included in last year's budget.
- Income from national grants totalled 23K this year – additional funds from LWVUS left over from the Y and Z advocacy efforts will also be available to use this year.

Proposed Budget FY 2020 Presentation* -- presented by Beth Hendrix vote on the budget will be tomorrow. (packet) pp 9-11.

- Income -- The budget includes transfers from savings and from Fifkova of nearly 100K to support increased fundraising and communication efforts. The budget includes nearly 90K as a fundraising goal for 2020 including special events for the 100th birthday, enhanced attention to Colorado Gives, and an effort to increase corporate and foundation grants. Beth explained the nature and origin of the Fifkova fund
- Expenses – Local league support is being increased to \$2,500 in 2020; funds available for local league grants will total \$9,000 vs. \$6,000 in 2019. There is not budget for special events as we hope to get corporate sponsors for any events.
- There are 5 sponsors underwriting the Leaders in Democracy event for June 6. Wayne Williams and FairMaps Colorado Coalition and National History day student winner will be highlighted.
- 5K is being budgeted for the centennial events throughout the year – Jean hopes to cover all expenses with income from those events.
- The biggest increase is in personnel which this year includes Beth Hendrix' salary for 2020. She also has an additional line item for ED expenses for meetings, partnerships, etc. There is 20K budgeted for extra personnel – 15 K for a 10 hr./week communications manager to get voter content, website updates, social media and other portions of the communications plan. 5K is for grant writing research.
- PR and media outreach are being increased to 2.5K to increase visibility. Leadership retreat will be replaced with leadership and training opportunities throughout the year.
- Census advocacy will be supported by grant funds -- 20K from national is largely for census advocacy and education – it will include publications, travel money, and town halls throughout Colorado. We will also be applying to the Colorado health Foundation and other sources for funding to support the census effort.
- Ruth noted that most grants from the Fifkova fund this year will be for technology support . The PMP was not increased this year.
- There will be an external financial audit this year which may be required for major grant proposals.
- The insurance budget is less than actuals for 2019 due to consolidation into the single 501 (c) 3 organization. It was noted that there should be a plan for responding to audit findings. Need a plan and a timeframe for response to the audit.
- The board was encouraged to examine and increase employee benefits.

Proposed Bylaws Presentation Jeanette Scotland

Jeanette Scotland presented the report of the bylaws committee. The committee included Judy Beerbaum, Gerry Cummins and Jean McGuire. After extensive discussion, it was suggested that the bylaws committee clarify their recommendations, highlighting necessary changes (and the rationale for those changes) and clerical or format changes. The recommended changes will be voted on in Day 2.

Business Reports and Presentations

Program – Ruth Stemler –

Ruth presented recommendations of the Program Committee for 2019-2020.

- The board will retain all current positions in the areas of government, natural resources, and Social policy. A motion was made by Ruth Stemler second by Cath Perone that the recommendation regarding current positions be adopted. The motion was passed unanimously
- No new studies or reviews of positions will be recommended – we will continue the Making Democracy Work actions and advocacy. This will include work on the census. The motion was made by ___ and seconded by ___ to adopt the recommendation for new studies and positions. Non-recommended programs include review of the LWVCO positions on housing, water, and environmental planning and management (including hydraulic fracturing for oil and gas. A 3/5 vote will be needed to approve any non-recommended programs.

Nominating Committee – Vicki Harimon –

Vicki recognized members of the committee including Sue Vaughn, Eleanor Poole, Barb Mattison and Marlu Burkamp.

- There are several board positions for which there are no candidates at this time. Vacant slots will be filled based on further strategic planning by the board.
- It was moved to accept the nominating committee report. Nominations from the floor?

Nominating committee for 2020

- Three members of the 2020 nominating committee will be selected by vote tomorrow. Volunteers included Sarah Pitts Larimer County, Connie Fox Montezuma County, and Chris Humphries, Denver. Gerry Cummins nominated Ruth Nuremberg of Pueblo County.
- Two additional members will be appointed by the board.

Day 2 – June 1, 2019

Call to Order 9:15

Announcements:

Jean McGuire – thanks for purchase of 100th anniversary merchandise. Jean has an order form for local leagues to sell additional items. She has a “suggestions” basket for other logo merchandise

Credentials Report

17 leagues and 78 delegates are present – there is a quorum

Keynote Speakers: Shiquita Yarbrough and Genesis Kebede *Diversity, Equity and Inclusion, Perspective of an LWVUS SHUR Fellow and LWV Youth Club Report*

Introduction by Ruth Stemler:

- Shiquita Yarbrough lives in Longmont and works for the Boulder County Community Foundation as the youth engagement director. She is a single mother of 4 children. She holds multiple positions on community and other boards including the Boulder Chamber of Commerce and the YMCA of Boulder County. She is also a Shur fellow for LWVUS working with the Diversity, Equity, and Inclusion national program.
- Genesis Kebede – Shiquita’s daughter -- She’s the founder of the first LWV Boulder youth program at Niwot high school and will attend the University of Denver next year.

Shiquita Yarbrough

- Shiquita is thankful to LWV for the opportunity to do interesting and fulfilling work with LWV Boulder County. Ruth Stemler recognized the strength that Shiquita could bring to LWVBC and pursued her not because of her skin color but because of the value that she would add to the League and the local community.
- Boulder county has a large Latino population and a lot of mixed families but not many black families. They wanted to be able to share their experiences in Boulder County, so Shiquita started “Families of Color Colorado” to provide a forum which has turned out to be very popular in Boulder County. The forum provides a setting which is not available in everyday work and family life for people and families of color.
- Shiquita is often approached to serve on boards and committees – sometimes as a token, but from her perspective, she wants to serve in a way that she can represent otherwise unrepresented individuals.
- There are many types of diversity other than color; for example, single parents, differently abled, GLBT, and others. She said yes to be a Shur fellow because she and they recognized her value in promoting DEI in the League.

- Changing the lens – look at your community from the perspective of a photographer who is trying to capture the richness and “color” of the environment to provide a different perspective. Different views open more creative opportunities.
 - The Prime lens – enables the photographer to capture a shallow depth of field – keeps the subject in focus and in view. Ruth kept her prime lens on Shiquita to get her involved and let her provide value. It’s not about YOU or the League it’s about the other individual or group that would provide you and your league with wider and deeper perspective.
 - Macro lens – the macro lens captures a wide, close-up view. Communities may not trust that you have their interests in mind. You must build trust to get the macro/close-up view. Look and listen and appreciate until you have the trust of the community with which you’re trying to become involved.
 - Wide angle lens – this is usually the first lens we use but it should be your last. Once you have focus and trust then you can appreciate a wider and more colorful perspective. Using the wide-angle lens, you can include the additional communities with which you have become familiar in your world view.
- Steps:
 - Focus on an individual group -- Diversity is a range or spectrum of human differences. What does it mean to be a more diverse league? Who or what is your focus? DEI is a big marketing deal, but it is about human-to-human interaction. What do you need to change about your league to accommodate that focus?
 - Go out to the groups on which you want to focus and see how you can accommodate them. In Boulder County they are trying to reach out to the Latino community which includes central Americans, Cubans, and other non-Mexican populations; Shiquita’s experience is that many white people are not welcoming to non-white people. You must be nice and respectful as you would like to be treated.

Genesis Kebede –

Genesis will major in philosophy and environmental science with a minor in Spanish and leadership studies at the University of Denver. She enjoys working with the Boulder league – they make it easy to feel welcome.

- Genesis formed the Niwot high school LWV club. She recognized the need when she was at a league candidate forum where none of the questions asked of the candidates applied to her youth demographic.
- The club was introduced at the school’s “club rush” She supplied flyers in English and Spanish and buttons and a goodie bag. She collected 30+ email addresses for kids interested in the club.
- 20-25 people showed up at the first meeting including several freshman boys. Issues identified by the club included gun laws, immigration, environment/fracking, healthcare, and tuition.

- She stressed the need to supply “real” food – not carrots. And working on issues that youth are interested in. Her cohort couldn’t get interested in Y and Z.
- The big social media formats are snapchatting and Instagram – they don’t tend to use Facebook. You need to “push” information does not rely on individuals to get on the web site and find things out. Youth respond to instant messages and love buttons and stickers —make them work for them.
- Once you have their attention, how do engage them?
 - 1) inform them – what are our positions, what are the issues we’re concerned about, what do we know about elected officials;
 - 2) what actions are being taken to solve the issue? If there’s no action connected with the issue, they won’t keep interested.
 - 3) make sure they know that they’re valuable to the League. What can they do to have an impact? Use language that they can understand.
 - 4) show that the actions taken by your league have had an impact. They like to feel empowered like what they do matters.

Shiquita –

Shiquita reviewed the definitions for implicit vs explicit bias.

- Implicit bias refers to attitudes or stereotypes that affect our behavior in an unconscious manner. Includes unconscious habits and attitudes that need to be recognized and challenged.
- Explicit bias is conscious –
- Shiquita showed a portion of a Ted talk by Dushaw Hockett, Executive Director of SPACES. Implicit bias works at the subconscious level; we don’t know we have it. 2) biases run contrary to conscious stated beliefs as human beings. 3) biases are triggered through automatic associations based on our rapid mental associations about different people. See the complete Ted talk at <https://www.youtube.com/watch?v=kKHSJHkPeLY>
- Implicit biases lead to micro-aggressions and discrimination. Shiquita showed a short video by Dr. Derald Wing Sue, Professor of Columbia University Teachers College, on Microaggressions. See the video at <https://www.youtube.com/watch?v=-ItWFYVW2Y>
- Microaggressions vary from intentional – expressions of world views outside conscious awareness. They are constant, continual and cumulative. Any one in isolation may represent the feather that breaks the camel’s back. Allies who are willing to educate themselves listen to those that are targets of oppression; examine their own biases, and work through feelings of guilt shame, and defensiveness to understand what them is beneath and what needs to be healed.
- Leagues need to start changing their lens; set tangible goals, build relationships with target communities.

Voting

Proposed Budget FY 2020 Discussion and Adoption - The proposed budget as presented in convention materials was passed unanimously without questions, objections or abstentions.

Proposed Bylaws Discussion and Adoption - Proposed changes to the bylaws were explained by Jeanette Scotland, Committee Chair. Some issues were substantive, others housekeeping matters. A justification for changes was presented: simplification, clarification and grammatical errors.

Substantive issues:

- Article V, Section 2: Delete proposed change of 'sole' ; add 'The President or her or his designee(s) serve as the spokesperson for the LWVCO.'
- Article V, Section 4, remove '4' referring to number of vice-presidents of the organization.
- Article V, Section 6. Refers to audit; Delete 'upon request of the board' and add "as described in the Policies and Procedures Manual'.
- Article VI, Section 8. Refers to Board Powers and Duties. Add: 'fiduciary responsibility and'
- Article VI, Section 8. Program is capitalized when referring to League Program. Add: 'Program defined as study and action on public policy issues'.
- Articles XI Convention and XII Council: add 'The final call shall include a packet to include an annual budget, current and proposed by-laws changes, nominating committee report, proposed Program and any other information needed by delegates.' The Call will be sent out 45 days before Convention and 30 days before Council.
- Article XV Section 2. Annual budget - to be removed as it better belongs in Policies and Procedures. (Section 3 renumbered to 2. Section 2d Proposed language on specific rules for student members will not be added as it is too limiting and there may be other populations for which the board wishes to make rules.

Grammatical and/or formatting issues:

The by-laws will follow APA guidelines in using acronyms.

After the discussion which explained changes, the body voted to accept the recommended changes. There was a motion to approve the changes to the by-laws as accepted by the body. The motion passed unanimously.

Proposed Program 2019- 2020 Discussion and Adoption - Discussion led by Leslie Gates. A motion was made and seconded to adopt the recommended program as presented in convention materials.

All current positions of LWVCO to be retained; one (1) no vote, no abstentions.

Recommended program: no new study or review of positions – Motion was passed unanimously with no abstentions.

Officers & Directors Slate 2019-2020 Discussion and Adoption - Vicki Harmon presented the proposed slate of officers and directors. There was a motion made and passed unanimously to accept proposed slate.



Nominating Committee - Nominations were: Sara Pitts of Larimer, Chair; Chris Humphries of Denver; and Connie Fox of Montezuma. Motion was made and passed unanimously to accept the nominations.

Direction to Incoming LWVCO Board - Toni Larson announced it will be done in writing due to time constraints.

Emergency Resolution – Amy Sherwood distributed a proposed Climate Emergency Resolution. After a brief discussion Amy moved and Vicki McClean seconded the following resolution: 'The Colorado League of Women Voters of Colorado will call on local Leagues to advocate for the consideration of a "Climate Emergency Declaration" for the state and all county and local municipalities' and that the resolution be sent to the LWVUS Council in June 2019." Motion passed unanimously. Toni stated that the board would be working on the wording of the resolution and sending it to the National Council.

The Convention was adjourned at 12:15pm.

Andrea Mitchell and Jeanette Scotland