

**NCECA Board Meeting
Monday August 7, 2023
Zoom**

In Attendance: NCECA Board Members; Rhonda Willers (President), Patsy Cox, Antra Sinha, Horacio Rodriguez, Jessica Spradley Rick Rogers, Shoji Satake, Heidi McKenzie, Yesha Panchal, MaPó Kinnord, Adam Chao, Ife Williams, Stacy Larson, Angelique Scott, Presidential Appointees; Kate Lydon and Ebitenyefa Baralaye, NCECA Staff; Helen Anderson and Executive Director Josh Green and guest Dr Jessica Spradley of Care Based Leadership.

Absent: Alex Hibbitt, Carletta Williams, PJ Anderson, Michelle Castro, Jeff Vick.

5.05pm ET meeting called to order by NCECA President Rhonda Willers
A quorum is present.

Primary Focus: Care Based Leadership with Dr. Jessica Spradley and Annual Members Meeting Preparations

Announcements

1. Rhonda welcomed Dr. Jessica Spradley of Care Based Leadership and Ebitenyefa Baralaye.
2. **Friday, October 6:** Deadline for Fall (June - October 2023) Committee, Board, and staff reports.
3. **Fall Board Meetings, Salt Lake City, Wednesday, November 8 - Saturday, November 11.**
4. Schedule a one-on-one catch up call with Rhonda for August-September
5. Annual Members Meeting Preparations

Members Meeting 2023: Sunday September 24th, 2023: noon PT / 1pm MT / 2pm CT / 3pm ET. All Board members plan to attend live via Zoom

Business

1. **Care Based Leadership** (Dr. Jessica Spradley)

Dr Spradley introduced herself and Care Based Leadership and gave an overview of upcoming steps working on a Diversity, Equity and Inclusion Assessment and Planning initiative with NCECA. She shared a PowerPoint giving an outline of the initiative, the annual focus for each year of a three-year time frame and gave more detail about individual elements of the process. Care Based Leadership proposes a collaborative project based on the following needs identified in their in-depth meetings with NCECA leadership:

1. Intentional and Strategic approach to Diversity, Equity, and Inclusion (DEI)
2. Qualitative and Quantitative data assessment
3. A data informed, long term, capacity building diversity, equity, and Inclusion strategy.

Year one focus is Diversity Equity and Inclusion, building shared understanding and doing assessment. Year two focuses on Strategic Planning - How is Diversity, Equity, Inclusion and Belonging infused throughout the Strategic Plan? Year three focuses on Implementation. Reviewing and looking forward.

Dr Spradley shared some tools that Care Based Leadership has created and uses to gather data and identify current needs and highlight areas of criticality for organizations. These assessments are done yearly to aid in planning and focus on four aspects of care: Organizational care (what are our values and visions?), Culture affirming care, (are we providing a welcoming and inclusive space?), Social and Professional Care (how are we fostering this development?), Safety (psychological safety and emotional care of individuals in the organization). She also outlined her role through the three-year process, moving from leadership in year one, collaboration in year two to support in year three.

The group asked Dr Spradley specific questions including about how the process would look, both within the board and staff and the membership, about best practices for communications and engagement with membership, how to maintain continuity for an ever-changing board, and CBL's approaches to Strategic planning. There will be a follow up information session for more discussion and questions with Dr Spradley on Tuesday 14th August at 12.00 ET.

Dr Spradley left the meeting.

Patsy noted that several Board Members were not present at the meeting and volunteered to reach out to get them engaged.

The group discussed the financial and practical logistics of the agreement with CBL. The Fall board meeting in Salt Lake City in November will start with full board and staff Diversity, Equity and Inclusion assessment and engagement with CBL. Discussion also touched on the timeline of data gathering and engagement with the membership.

6.15 PM ET Meeting Adjourned by NCECA President Rhonda Willers