



Summary

-A complete copy of the minutes is available upon request-

GLBT Affinity Group Inaugural Steering Committee

April 28-29, 2009

George Williams Room, 13th Floor
YMCA of the USA, 101 North Wacker Drive

Attendance:

Steering Committee Members: Shelly Butler, Richard Clegg, Monica Elenbaas, Michelle Ford, Aaron Franco, Mark Kalloz, Donald Langley, Kari Lee, Tom Reynolds, Michael Saenz, Deb Salls, Leticia Torres, Roberto Valera, Alexander Vaughan, Scott Umbel, Amy White

Y-USA Diversity and Inclusion Staff: Gussie Monks (also member of Steering Committee), David Thomas, Sarah McMunn

Unable to Attend: Lisa Drouin, Michelle Ford*, Monica Grant, Ashley Page, Natalie Tyler, Ryan VanMeter*

*Attended via phone April 29

Tuesday, April 28th

Introductions followed the welcome by Richard Clegg, Resource Director YMCA –USA and National Affinity Chair - GLBT Affinity Group. Special guest, CEO Neil Nicoll, spoke to the group about the National Board's support for the work of this Affinity Group. Although thinking on GLBT civil right may vary among the over 900 Associations in all regions of the country, his approach is to act as if the GLBT Affinity Group and the work it will produce are a normal part our business and services to ever-evolving communities.

The purpose and history of the precursor to this new official Y-USA Affinity Group were outlined. The GLBT Steering Committee was organized in 2006 following Richard Clegg's defense of his Master's thesis and a question about what it will take to tip the movement to finally accept the GLBT community. Today's first meeting marked a critical step.

The YMCA of the USA three-year Diversity and Inclusion plan was reviewed. Of note is the transition from a Diversity and Inclusion Initiative to a fully integrated effort involving active

leadership and a mentoring program. The importance of devising methods to improve recruitment of diverse staff and upward mobility and options were discussed.

There was discussion around the how Associations involved in the past D&I Initiative may or may not have moved from simply having attended training to becoming actively responsive and encouraging diversity and inclusion. There was recognition of the need for YMCA CEOs to become change agents in their communities. A general survey is being developed at Y-USA to assess the current staff climate.

The overall Y-USA Affinity Group Guidelines were developed for review, feedback and approval.

The necessity for individual Steering Committees to be supportive of the overarching guidelines for all Affinity Groups was established. Interaction between Affinity Groups was discussed. The need for confidentiality of general members' contact information was acknowledged.

Issues and opportunities facing GLBT staff in the Movement were outlined and discussed. A full listing of these considerations and topics is included in the complete minutes.

The evening concluded with a tour of the highly regarded Center on Halsted and dinner.

Wednesday, April 29th

The Affinity Group's name was discussed, adopted and approved: the **GLBT Affinity Group – A National YMCA Leadership and Resource Network**.

The Constitution was presented, modified and adopted. The **GLBT Affinity Group Mission & Purpose**: “To bring together GLBT staff and volunteers in the YMCA movement that share the mission of the YMCA while striving for and working towards inclusion based on knowledge and respect while contributing to the movement's goal of being inclusive to all.” Additional considerations were offered regarding the seven objectives outlined in **Article II – MISSION**.

Article III – Membership reflects that membership is open to all (staff and volunteers, GLBTTQI and Allies). These general members may be open regarding their sexual orientation or not and may opt to be kept confidential. Members of the Executive Committee and Steering Committee must be open regarding their sexual orientation. There was discussion regarding the inclusion of YMCA members and it was decided not to include members at this time, although we will develop resources that will help the movement more effectively serve all.

Article VI Meetings affirms that, as funding permits, GLBT Steering Committee will meet twice a year, ideally, or at least once a year.

The By Laws were presented, modified and adopted. The **Executive Committee and Officers** were revised to include the past chair.

Attendance requirements were discussed and it was determined that Steering Committee members may not miss more than one meeting in two years or they may be subject to removal at the discretion of the Chair and Steering Committee.

Officers were selected as follows:

- Chair – Alexander Vaughan
- Vice Chair –Tish Torres
- Immediate Past Chair – Richard Clegg
- Membership Committee Chair – Donald Langley
- Resource Development C-chairs – Amy White and Aaron Franco
- Communications Co-chairs – Monica Elenbaas and Tom Reynolds
- Nominating – TBD as Task Force proceeds

Committee Members:

Membership – Michael Saenz, Shelly Butler, Michelle Ford, Ryan VanMeter

Communications – Richard Clegg, Monica Grant, Scott Umbell, Lee Concha (current newsletter editor)

Resource Development – Mark Kalloz, Roberto Valera, Kari Lee; asking Lisa Drouin and Loretta Trapani

Each committee will type a draft of their mission and goals and schedule a conference call.

Richard volunteered to be a resource to all Committee Chairs.

The next meeting will be a conference call in the summer (to be scheduled) and the next personal attendance meeting is being considered for spring 2010, possibly in San Francisco and hosted by the YMCA.

Summary by Monica Elenbaas and Tom Reynolds