Meeting Minutes  
Retreat of the Envision Board of Directors  
Thursday, February 17, 2022  

The California Governor’s Executive Order Number N-29-20 has suspended some provisions in the Brown Act and allows meetings during the COVID-19 pandemic to occur entirely telephonically.

I. Preliminary  
   A. Call to Order  
      ■ Board Chair Mark Daoust called the meeting to order at 9:31am  
   B. Roll Call  
      ■ Attendees: Keysha Bailey, Mark Daoust, Jean Driscoll, Akil Hollis, Bob Lenz, Miyesha Perry, Susan Portugal, Michelle Seijas, Shruti Sehra, Rhonnel Sotelo, Tara Thomas, Gia Truong, and Rob Vassel  
      ■ Not present: Larry Hancock, Kaleb Lawson  
      ■ Others Present: Jeff Sloan, Sele Nadel-Hayes, Elizabeth Raji-Greig, Javier Cabra, Justin Wells, Robert Spencer, Daneen Keaton, Gay Hoagland, Kathi Burke

II. Public Comments and Announcements:  
   A. There were no public comments.

III. Opening:  
   A. Mark Daoust welcomed everyone and introduced Daneen Keaton, Executive Director of Leadership for Liberation who will facilitate the board retreat grounded in these two questions:  
      ■ What are we grounded in and how can we ensure institutional strength during a time of transition and change?  
      ■ What are the most important steps for the organization and the next CEO to take that are aligned to our anti-racist pro-Black vision, Envision's learning model, and our current reality?

IV. Retreat Discussion  
   A. Daneen Keaton reminded us of the importance of honoring Native Land. Daneen then shared the importance of working alone, in affinity, and across differences.  
   B. Board members and the senior leadership team meet in small racial affinity groups to answer these questions:  
      ■ What was your initial reaction to the pro-Black Framework?  
      ■ Focus on the purple box: Given the four categories, which is your strength? How does that show up in your daily practice? Which is your area of growth? How can you attend to this?  
      ■ As board members with our racial identity, what does it mean for us to concretely work towards the last two bullets (organizationally and systemically)?  
      ■ What does it mean for us to support a Black CEO?  
      ■ What is one thing you can commit to for today?  
   C. Daneen then facilitated a Senior Leader Personal Experience Panel where panelists answered these questions while the board listened for themes.  
      ■ Share an experience from the last two years that inspired you and/or shifted the way you think about your work.  
      ■ What are the most important things the board should know during a time of transition and

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What would you like to see from the board to ensure that you and fellow Envision team members feel aligned with and supported by the board?

D. The Board then worked in small groups to draft guiding principles for the CEO transition based on the Pro-Black Framework and the personal experience panel.

E. Lastly, the Board met in small groups to discuss priorities for the next CEO.

V. Adjournment:

A. Board chair Mark Daoust adjourned the meeting at 2:00pm.