

**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*

*change?*

- *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.