

2019 VPH Board Meeting - Sunday, September 1st, 2019 14:00 at the VPH office

Board attendees:

Carol Shillibeer
Andrew Sutherland
Sho Wiley
Sammy Bassam
Daniyah Shamsi
Amanda Eagleson

Staff:

Colleen Brown

Regrets:

Frankie McGee
Leslie Stark

Guests:

Parker Johnson

Action Items:

- Sho to contact Andrew (RC to be contacted regarding position)
- Next meeting September 17, 2019
- Amanda to send out letter (Hal)
- Amanda to write up templates (name redacted by request of DS/name redacted by request of DS/name redacted by request of DS)
- Agenda to be started with grant visioning focus

Motions:

- Sho Motion to adopt agenda with amendment to move the Strategic Plan in the Agenda. Amanda seconded. Carried (with amendment but plan not moved further from agenda item two)

- Andrew Motion to approve August 4th , 2019 minutes. Amanda seconded. Motion carried.
- Andrew Motion to approve WordPlay meeting minutes so as to establish youth focus in the formal minutes. Amanda seconded. Carried.
- Motion to approach johnny regarding grant writing consultant position (1) (regardless of if rc says yes or no) . Amanda seconded--Motion Carried
- Motion to rescind the current contract until mediation processes in place and issues have been addressed with the community. Motion Carried
- Motion for Daniyah to take on interim AD position should RC decline. (Withdrawn)

Meeting Start: 14:10

Meeting End: 19:30

We Acknowledge that this meeting took place on the the unceded Indigenous land belong to the Musqueam, Skxwú7mesh, and Tsleil-Waututh people.

14:10 Meeting Called to Order

Agenda Item 1) Approval of minutes

- Sho Motion to move the Strategic plan. Amanda Seconded.

Land acknowledgement done while motion still on the table

Motion carried (though not moved from Agenda item 2)

- Andrew Motion to approve minutes (August 4th, 2019 meeting). Seconded Motion carried
- Andrew Motion to approve Wordplay meeting minutes specific to their focus on youth engagement. Amanda seconded. Motion carried.
- Sho motion to defer the hiring of the AD until after speaking with name redacted by request of DS and community members to resolve outstanding issues.

Daniyah/ Sammy proposed rewording of motion

- Motion resubmitted as motion to rescind the current contract until mediation processes in place and issues have been addressed with the community.

Daniyah: Brought up the need for a contingency plan. Says they have seen this convergency coming for two years.

Carol: Oct 6th deadline for grants. And we need to keep in mind the optics for Funders. An announcement has been made in regards to the AD -- our funders expect an announcement of AD by Sept. 1st. Plus how this appears to the Arts cohort in terms of getting funding - it took months to rectify the previous situation. Organization considered terminal. Consider cohort communication(s) ties to/with other funding until May for this to be resolved.

Daniyah: The time frame being referenced? Clarification on the organization being declared terminal.

Andrew: From August 2018- May 2019. Was an eight / nine month time frame regarding the Arts Cohort

Sho: Keep in mind The cohort itself was experimental funding program (sent through on behalf of funder).

Daniyah: Reiterates question regarding where Cohort determined 'terminal'.

Carol: Is Cohort's term regarding stages of development within organization. Found in the drive. Cohort Folder.

Andrew: Questioning as to the push for 'tomorrow' as a deadline for having this in place.

Carol: Financiers. The importance of possible funding increase \$45,000-80,000 from Canada Council.

Sammy: The issues between name redacted by request of DS and name redacted by request of DS are long standing issues.

Carol: Understanding of issues regarding hire: society framework. But this is the hire that was made.

AS: name redacted by request of DS; community complaints made and move forward as if the don't matter.

Daniyah : Also in mind the involvement of a person involves ties to arts and granting organizations should also be considered.

Sammy: How this hiring speaks to the future in terms of unresolved issues

AE: Back to terminology. Preference for deferral of process.

Parker: Your issues are alternate between fiduciary and community. What happened was the board resigned and Jill resigned. Issues were left unresolved. Responses to situation must be framed in a way that is transparent and accountable

Carol: name redacted by request of DS concerns are related respond to due process. Suggestion made for an interim appointment (in line with wording within the contract). There is a need for an appointment of an interim person regular or replacement.

Sho: No to the “dismissal without cause” part of the contract. Can't approve of using name redacted by request of DS or another candidate this way. It's someone's labor without knowing processes' outcome and if it is unsuccessful then what?

Parker: Board has continued to move forward with this ghost in the room.

Daniyah: It's name redacted by request of DS.

Andrew: (In response to interim suggestion) How do we address verbal offer to name redacted by request of DS?

Carol: Let them determine the interim title.

Andrew: We have the same problem regardless of the title

Daniyah: There is the option of approaching RC. And the 'blue sky scenario' if everything worked out would be name redacted by request of DS to have their job back. Defer community conflict.

Sammy: One on one discussion with each of the members involved. Decide issues. Share

Daniyah: Offers Windsor School model as example for the Set up of circle.

Sammy: Concerns about Phrasing; that they will not be offered a job today Following consultations with the community?

Sho: Follow up specific. “At this time:”

Sho: There should be a timeline today for mediation

Daniyah: But with regards to wording now, our wording should be careful, precise, professional

Parker: This is a community/ fiduciary choice. How this should be approached to name redacted by request of DS is that this will be done with **integrity , due process, transparency and there will be a timely response.**

Sammy to speak to name redacted by request of DS 15:15

Carol: Addresses Verses the Strategic plan, partnership, and youth funding

Daniyah: Johnny Macrae consulting at mashed poetics. Following points:

- Rc/Johnny could be brought back in the form of a consulting mentorship (a design similar to dtes women's shelter where Daniyah worked/special project coordination)
- Slam Master can be a rotating position similar to what is in place for host(s)

Carol: This is possible but requires a good model but right now requires an AD

Daniyah: Questions this (for details)

Carol: For funding. Grant writer will need the narrative and vision. Even if RC is on board, his main concern was with regards to grants.

Andrew: There is a requirement of a joint vision

15:26-30-name redacted by request of DS joins. Questions regarding plan ahead (regarding community healing). Questions regarding if there is a place for them in other roles? Questions regarding Grant process and who will be assisting with the visioning of the grant process.

Board has no answers except for the assertion that there are other less problematic roles for them.

name redacted by request of DS leaves with Sammy.

Andrew leaves

Round Table Following:

Present: Amanda, Holden, Carol, Daniyah, Sammy, Sho

Check-in with all present

Sammy: Attempted for the process to be official. Divide between the personal/political.

[amendment requested by Bassan - "divide (exists) between personal & political" (from notes in minutes Board meeting September 15, 2019)]

*name redacted by request of DS's outstanding question was why could this not have been done in an email?

Sho: Concern regarding this (being harmful)

Daniyah: This was why wanted consistent messages. (request :Sense of feeling in the room?)

Sammy: Frustrated. They respect the people in this room but this must be resolved in one month (the outstanding issues with Jill and messaging to community).

Sho: We need to be mindful of VPH capacity. Realistic goals.

Daniyah: Expresses frustrations with hiring process.

Daniyah: Frustration. Specific to addressing issues with the hiring process and mediation. This was messy. Have been asking for strategy, collective knowledge (to bridge gaps). Also HIRING process communication was questionable in its autonomy and a mess (Andrew's comment in previous email thread). Need for the wisdom circle (need for integrity). Questions Carol's position in charge of hiring committee.

Sho: While some legitimate criticism we do not have all information. This problem was put on the current board by the previous board (and yes hasn't been dealt with). Focus was on processes groundwork. So we put these processes in place. We must work this Sept to make the wisdom circle happen.

Holden: Frustrated. Lack of knowledge and background to this conflict. Trouble reconciling these issues with the kind and caring person they know name redacted by request of DS to be. Problems happened (with name redacted by request of DS 'something' happened). I don't know enough details of what we are voting on. I don't understand why this conflict makes name redacted by request of DS lose candidacy. Concerns with this. With processes. With the harm we just did.

DS: Motion regarding summary (agenda item...) of complaints.

Sho: Stated we are still checking in with everyone in the room. Generally in a talking circle we do not offer feedback. Daniyah asked to hold their thoughts until after check-in is completed.

Carol: Perspective. We had a process. We had a meeting. Short listing. Candidates (RC/name redacted by request of DS). There was a divide due to knowledge of conflict. Summary. We Voted. It was between RC/name redacted by request of DS. Went to the Board with 3 options. 1) Option one of joint directorship (2) name redacted by request of DS second number of votes to this. (3) RC. The option was given of opening this up to a new pool of candidates should none of these be workable.

The vote from hiring committee was 3 & 3. Resolved it by splitting the role. Choose 1 with 2nd name redacted by request of DS and 3rd RC--- Wisdom circle model given (to meet 2 times a year or more). All these processes were in place. All of these options but this board chose to subvert them out of fear of community fallout. This did not have to be done this way.

Is out of Hiring Committee -- closing the dropbox account (carol) the @hiring email & will not do it. Someone else has to know enough Contract Law to hire new staff, know Independent contractor law, kill the ads on the website. Will not be doing this and is considering not having any other involvement. Today we chose one community member over another. Should have been handled six months ago. name redacted by request of DS was offered an Exit interview. name redacted by request of DS turned it down.

We have offered opportunity to resolve this conflict. There's been no acknowledgement of already existing process. wisdom circle.--- professional --- organization brilliant ideas (funding

means expansion) processes. Is angry. Pissed off. There is the diversity question part of the mandate which must now be answered.

We (colleen and carol) need to be able do our jobs. The questions on the core grants that they need someone else to do are a) artistic vision and b) diversity question. go to name redacted by request of DS // name redacted by request of DS = process in place should be immediate

Processes are in place. We need to decide if we follow process.

Check-ins are complete. Continue with agenda.

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Staff: Share information (meetings etc) Strategic Plan Colleen

Colleen: Problem is there are gaps in the current document that were to be filled by the AD. Examples: Digital (for the orality component === she needs a framework for making choices. Strong plus here for moving into digital culture. (1) Oral culture -- digital publishing etc...or (2) campaign digital transformation this was given as the sort of directional choice an AD might make).

Sho: Unclear as to issues which need to be filled.

Colleen: It's Stewardship of artistic framework. Artistic Framework should take mapped out (artistic direction) by an AD. someone holding the artistic vision of organization.

Carol: Are we Streamlined individualistic (Mark Smith model is our current one) or do we want to shift this model?

Sammy: Like introduction of other artforms (multimedia ...etc)

Colleen: It's the basics that I need. Artist Names for example. I could do this...but I would be using google? I don't know this art form, I don't know the names this community wants. It's about vision. Example do we want production money? Think about how to curate ? Vision is specific to artists----or everything goes to youth... Should be in the hands of Working Poets: guidance to be effective.

Sho: Questions gaps(?)/issues.

Daniyah: We can't know names of poets that will be working with us two years down the road. We don't know if they're available. We don't know if they want to work with us.

Colleen: For example Partnerships and partnership building. Like there are two options

- Arts Festivals (artistic excellence)
- **Engage** and sustain (----)

I don't need the names of which poets we have already booked. I need names of poets that we want to book, that we want to get in touch with. I need to know where this organization is going so that it can be reflected in the core grants in a real and material and believable way.

Artistic vision: Is it individualist or another solution. Do we want poets to apply to work with us?
Hiring Process: Open/Call out/Apply position. We need an artistic director for *these* types of gaps.

Working Group suggested

Progress on this stalled. Colleen leaves.

Board Continues conversation regarding conflict resolution.

Daniyah: Conflict resolution (name redacted by request of DS name redacted by request of DS and name redacted by request of DS): This is the result of outstanding issues. Hiring process (& conflict) --We need to resolve those actions.

Mediation process needed for community consultations within (impacting the operations of VPH) work needs to be done.

Holden: Expresses Concern Derailment of the hiring process. We have several emergency situations right now and need to focus.

Sho: Concern over putting processes in place (re: community) and hiring process. Action item: Sho to contact RC regarding AD position.

Daniyah: Need broad invitational language (process available to you) when approaching people on mediation--- how many and what objectives are. Kink community as references for harm reduction models.

[amendment requested by Daniyah - preceding references how models are transparent to and accountable to the communities in terms of conflict resolution (from notes in minutes Board meeting September 15, 2019)]

- End of September (soft deadline). Processes in place
- October 6th (deadline for grant)

Processes and Work with Parker to resolve outstanding issues.

AE: Reachout should be done now (name redacted by request of DS/name redacted by request of DS/Draft (template)

Daniyah: (start off of "template"/letters)

Thank you for reaching out...(1) Template name redacted by request of DS

Your name has been come up(?) with regards to conflict resolution ...(2) Template (name redacted by request of DS)

[amendment requested by Daniyah - reflect that the email to Jillian should not reference "your name has come up with" instead "there are some administrative duties that were not followed up" (from notes in minutes Board meeting September 15, 2019)]

3) name redacted by request of DS --- **as an organization that strives for community....(involvement in community conflict)...**(3)

Consent (how would you like to proceed)---documentation. Both important. Amanda to write templates.

Be transparent volunteer.

*advisor/board development: Daniyah's idea regarding creating an advisory board of community members (Dana Id mathews/lisa wilson) intermediaries between the community and the institution & help better integrate both, (particularly in policy consultations & conflict resolution)

[amendment requested by Daniyah - advisory board development, not Daniyah's idea, but brought it up in this context (from notes in minutes Board meeting September 15, 2019)]

Sunday 17th (update Andrew...RC) must be done immediately

For Agenda: Working Group: Visioning of the grant.

***Johnny Consultant ? fees?

- Daniyah Motion to approach Johnny regarding grant writing consultant position (1) (regardless of if rc says yes or no) . Amanda seconded--motion passes
- Motion from the floor (Sho): defer the agenda (with the exception of sammy's letter to Hal)

Action Item Letter Scan / is signed/ to be sent via email and post.

Deferred due to time: Summary of complaints/Conversation with jaye/discuss what's reported with Holden.

Carol conversation (online option?)

Daniyah offers to take interim AD position if RC declines.

Sammy Motion for Daniyah to take interim AD position. Amanda Seconded.

Sho: Andrew gets 48 hours offer position to RC

Interim AD discussion

Board integration filing work flows : staff and community application from board

- Sammy: Motion offer Daniyah interim artistic director for a term to be determined (if RC declines) Amanda seconded ---Holden objection based on ongoing conflict within the community. Especially given current situation with why name redacted by request of DS's candidacy was removed
- Motion Withdrawn
- Sho: Motion Sept 17th meeting. Holden Seconded. Motion carried

19:30