

Nominating and Board Development Committee Meeting Agenda

February 19, 2020 4:00-5:30 pm

Call in no.: 800.920.7487 Passcode: 59396188 #

The Nominating and Board Development Committee shall present a slate of candidates for Directors to the membership. In addition, the duties of this committee shall be to: identify potential Directors of Access Living; orient new members to the Board; and assess participation by members on the Board.

- I. Call to Order
- II. Approval of Minutes
 - 1. 9.4.19 (attachment 1)
- III. Determine 2020 Committee Goals (attachment 2 and 3)
 - 1. Recruitment
 - 2. Engagement
 - 3. Other
- IV. Brainstorm Recruitment Strategies
- V. Develop List of Board Candidates/ Develop Action Items (attachment 4)
- VI. Adjournment

*** Board members whose terms end this year**

Doug Dobmeyer

***Board members who need to be reelected for a second term**

Ken Bennett, Tara John, Wilson Mantilla, Shari Runner, and Joan Wolfensberger

Nominating and Board Development Committee Meeting Minutes

September 4, 2019 4:00-5:00 pm

Call in no.: 800.920.7487 Passcode: 59396188 #

The Nominating and Board Development Committee shall present a slate of candidates for Directors to the membership. In addition, the duties of this committee shall be to: identify potential Directors of Access Living; orient new members to the Board; and assess participation by members on the Board.

In Person: Ben Lumicao, John Schmidt, Elliot Roth

On Phone: Joan Wolfensberger

Absent: Ken Bennett

Staff: Daisy Feidt, Barbara Khalouf, Brenna McCauley

- I. Call to Order – 4:00

- II. Approval of Minutes
 1. 7.17.19
 1. John motioned to approve the July 17, 2019 minutes. Joan seconded the motion. *The motion carried.*

- III. Action Items/Recruitment
 1. Daisy
 1. Daisy will get in touch with Felicia Rauls regarding Courtney Everett.
 2. Daisy talked to Emily Harris regarding Linda Kaskel. Linda is not comfortable being “out” as a disabled person at this time.
 3. Vincent Smith and TJ Gordon are both people of color and people with intellectual disabilities. If Daisy cannot get ahold of Courtney Everett she will contact one or both of them.
 1. Be advised that we could set something up for next year.
 4. Daisy and Bridget have been discussing an Access Living elevator pitch. They could prepare something for the next board meeting.
 1. Joan offered to assist with this effort.
 5. Daisy will ask Jill Houghton of Disability IN to make an introduction to Carlos Cubia of Walgreens.
 6. Connie Lindsey of Northern Trust said that she cannot serve on the board. However, Kristin Weaver agreed to serve another year.
 1. Ben noted that we would have to change the bylaws in order to elect Kristin to a third term.
 2. Ben
 1. Ben and Daisy met with Kevin Bradley. He just started a new role at Zebra Technologies. He self identifies as a person with a disability, and he is Asian-American. He would be good for the Racial Equity Committee.
 2. Ben thinks that Abdul Hakim-Khan might be better for YPC. Daisy will reach out regarding YPC, then connect him to Justin Cooper.

3. John
 1. Susan Manilow said no to joining the board this year, but we could follow up with her another year. She would still be open to being on the Gala Committee.

IV. 2020 List

1. Larry Goodman
 1. The way the numbers stand right now, we cannot bring Dr. Larry Goodman on the board. In order to add him, we would have to add another person with a disability.
2. Proposed Slate
 1. Molly Walsh, JPMC
 2. Mike Santay, Grant Thornton
 3. Sarah Helm, Discover
 4. Kevin Bradley, Zebra Productions
 5. Dr. Larry Goodman, Rush
 1. Elect Larry on condition that we add one more person with a disability.
3. Reelect
 1. John Schmidt
 2. Kent Klaus
 3. Felicia Rauls
 4. Kurt Schulenburg
 5. Mark Owen
 6. Kristin Weaver, Northern Trust
 1. Elect Kristin on condition that we amend bylaws to elect for a third term.
4. Elliot motioned to approve the slate pending the conditions for Dr. Larry Goodman and Kristin Weaver. John seconded the motion. *The motion carried.*

V. Future Prospects

1. Elliot suggested former Access Living employees, such as Rahnee Patrick or Judy Panko-Reis.
2. Ben asked if we could add board members outside of Chicago. Access Living has a national impact.
 1. John noted that Ford Foundation and Darren Walker have been big supporters.
3. The Committee will think about what the board needs moving forward.






VI. Adjournment

Board Member Name	Disability		Sex		Race/Ethnicity					
	Yes	No	Male	Female	African American	Asian American	Caucasian	Latino	Native American	Other
Bennett, K.	1		1		1					
Bradley, K.	1		1			1				
Brown, J.		1		1			1			
Dawson, S.	1			1	1					
Dobmeyer, D.	1		1				1			
Gallegos, A.	1		1					1		
Goodman, L.		1	1				1			
Haffner, W.	1		1				1			
Hartigan, N.	1		1				1			
John, T.		1		1	1					
Klaus, K.		1	1				1			
Kordik, Z.	1		1				1			
Le, T.	1			1			1			
Lumicao, B.	1		1				1			
Mantilla, W	1		1					1		
Owen, M.	1		1				1			
Rauls, F.	1			1	1					
Roth, E.		1	1				1			
Runner, S.		1		1	1					
Santay, M.		1	1				1			
Schmidt, J.	1		1				1			
Schulenburg, K.		1	1				1			
Walsh, M.		1		1			1			
Weaver, K.		1		1			1			
Wolfensberger, J	1			1			1			
Total	15	10	16	9	5	3	15	2	0	0
AL Percentages	60%	40%	64%	36%	20%	12%	60%	8%	0%	0%

People of Color 40%

Director	First Jan. of Service	Annual Meeting			Service Resumed (Jan.)	Annual Meeting			
		Y1	Y2	Y3		Y4	Y5	Y6	
Bennett, Ken	2018	18	19	20					
Bradley, Kevin	2020	20							
Brown, Jennifer	2019	19	20						
Dawson, ShaRhonda	2019	19	20						
Dobmeyer, Doug	2015	15	16	17	2018	18	19	20	
Gallegos, Andres	2020	20							
Goodman, Larry	2020	20							
Haffner, Will	2019	19	20						
Hartigan, Neil	2019	19	20						
John, Tara	2018	18	19	20					
Klaus, Kent	2017	17	18	19	2020	20			
Kordik, Zachary	2019	19	20						
Le, Tuyet	2016	16	17	18	2019	19	20		
Lumicao, Ben	2019	19	20						
Mantilla, Wilson	2018	18	19	20					
Owen, Mark	2017	17	18	19	2020	20			
Rauls, Felicia	2017	17	18	19	2020	20			
Roth, Elliot	2016	16	17	18	2019	19	20		
Runner, Shari	2018	18	19	20					
Santay, Mike	2020	20							
Schmidt, John	2017	17	18	19	2020	20			
Schulenburg, Kurt	2017	17	18	19	2020	20			
Walsh, Molly	2020	20							
Weaver, Kristin	2020	20							
Wolfensberger, Joan	2018	18	19	20					

"First Jan. of Service" notes the calendar year beginning after election at the annual meeting. Term begins at election and expires at the third annual meeting following election. E.g., for election in Dec. 2009, term expires at Dec. 2011 annual meeting.

-  Life Members
-  Need Reelection
-  Maximum Service
-  Resigning
-  Reelection for 3rd term

Waiver resets the clock and starts the 6 consecutive year measuring period over again. So if you hit year 6 and get a waiver, go back to "Start of Service" column for the next year.

Notes (n)

(1) Past chair can be reelected once without formal board waiver.

2020 Potential Board Members and Action Items					
<i>Updated February 2020</i>					
	Board Member Name	Organization	Ethnicity	Disabled?	Action Item
short list		Northern Trust			We need to work hard to replace Kristin Weaver. She agreed to one more year, so the new person would serve 2 years.
	Jason Benetti	White Sox	Caucasian	yes	
	Judy Panko-Reis	Retired AL employee	Caucasian	yes	
	Rahnee Patrick	former AL employee	Asian American	yes	Need to see if this would be a conflict of interest.
	Keidra Chaney	DePaul College of Communication	African American	yes	
	Tarrah Cooper	Rise Strategies	African American		Felicia to speak with Tarrah.
	Jasmine Bankhead	Healthcare	African American		Felicia to speak with Jasmine.
	Courtney Everett	Therapist	African American	yes	Felicia to speak with Courtney.
	Eric and Cheryl Whitaker	Healthcare	African American		Shari to speak with Eric and Cheryl.
need to vet		IL Tool Works			
	Nancy Prussian Weber		Caucasian		
	Tom Bookey		Caucasian	yes	
	Gregory Perez	ED of Deaf Planet Soul	Latino	yes	Recommendation from Amber.
	Michele Cunningham	Victim Advocate at Chicago Hearing Society	Caucasian	yes	Recommendation from Amber.

	TJ Gordon	MSc Candidate (Disability and Human Development) at UIC	African American	yes	
	John McDonough	Sidley Austin		yes	
	Peter Berg	Great Lakes ADA Center	Caucasian	yes	
	Seth Green	Baumhart Center for Social Enterprise and Responsibility	Caucasian		Daisy
	Kathleen Dillon Narko	Northwestern Pritzker School of Law	Caucasian	yes	Withdrew because of pressing concerns for 2018 but is interested for future. Strong interest, but should not count on her
	Julie Sullivan			yes	
	Rami Nashashibi	Inner-City Muslim Action Network (IMAN)			Suggestion from Michael Strautmanis.
	Susannah Vasquez	University of Chicago (formerly with IFF)			Suggestion from Michael Strautmanis.
consider for future	Charlie Huzenis	Jameson Realty	Caucasian	no	
	Michelle Saddler	Principal at Kittleman & Associates, LLC	African American	no	
	Monica Faith Stewart	Former IL State Rep	African American		
	Kathy Pick	photographer	Caucasian	no	
	Nancy Gidwitz		Caucasian	no	
	Renee Togher	Azteca Foods	Latina		
	Juan Salgado	Chancellor City Colleges	Latino	no	
	Amina Dickerson	Dickerson Global Advisors	African American		
	Bridget Evans	on AL's YPC/Lurie	Caucasian	yes	
	Amelia Warwick	YPC	Caucasian	yes	

	Azeema Akram	State of Illinois (Advancing Leadership Fellow)	Asian American	yes	
	Jewel Ware	Jewels of Success (self employed trainer)	African American	yes	Would do either committee or board. Very interested, but also in business. She is in current Advancing Leadership class, referred by Francine Bell. Travels a lot
	Sam Mendenhall	Winston & Strawn	African American	yes	Reach out to Sam in 2021.
	Ravi Kasi	Rush/YPC	Indian American	no	To be discussed further.
	Ron Otto	Thresholds	Caucasian	yes	Consider for Finance & HR Committee.
committee first	Bruce Zaccanti	EY	Caucasian	yes	Consider for Finance & HR Committee.
	Anthony Hinton				Recommendation from Elliot.
	Valerie Gilles	KPMG/ADA 25	Caucasian	yes	Emily. Doug Dobmeyer is her mentor (suggest committee first)
	Maggie Sugrue	LGC Fellow		yes	Maggie is still in school and wants to be considered after June 2019