

The Dane County Humane Society

Board of Directors Meeting – January 19, 2021 11:00 a.m.

Attendees: Joe Goode, Joel Davidson, Shirley Crocker, Cathy Holmes, Amy Johnson, Julie Fagan, Sara Colopy, Mark Knipfer, Joy Cardin, Lilly Bickers, Maggie Premo (joined at 12:07), Laura Murray (joined at 11:15)

Excused: None

Guests: Shiva Bidar-Sielaff – UW Health VP & Chief Diversity Officer

Staff: Pam McCloud Smith, Amy Good

Note – This entire meeting occurred using video and/or phone conferencing.

1. Call to Order
 - a. Called to order at 11:01AM
 - b. Approve December 15, 2020 meeting minutes
 - i. **Motion to approve minutes by Joel Davidson.** Second by Joy Cardin.
Motion carried.
2. Guest Presentation by Shiva Bidar-Sielaff – UW Health Chief Diversity Officer
 - a. Slides from the presentation were being sent to DCHS
 - b. Shiva's presentation was titled "Becoming an Anti-Racist Organization"
 - i. Diversity, Equity and Inclusion – DEI
 1. Moral case for DEI
 2. Economic case for DEI
 3. Market case for DEI
 - ii. Equality does not necessarily mean Equity
 1. Important to be clear and forward when communicating
 - a. DO NOT use board terms
 - iii. Path to becoming Anti-Racist
 1. Exclusive > Passive > Symbolic Change > Identity Change > Structural Change > Fully Inclusive Organization
 2. Tokenism versus Anti-Racism
 - a. Intentional commitment and journey
 3. Steps in becoming Anti-Racist
 - a. Fear Zone > Learning Zone > Growth Zone
 4. Strategies
 - a. Educational opportunities
 - b. Recommitment, retention and advancement
 - c. Commercialize
 5. Key Tactics
 6. Recommendations
 - a. Spend 15 minutes discussing issues related to Anti-Racism at each meeting
 - b. Need open discussion on what is it DCHS needs to do to move forward

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- i. How do we introduce / educate other communities about who DCHS is and what it does?
 - ii. Other communities must value DCHS to want to support / participate with it
 - iii. Example opportunities for education
 - 1. Black Chamber, Urban Triage, Centro Hispano
 - c. Diversity Committee should start discussion on how to move this introduction / education forward with the Board
 - i. Anyone interested should contact Joe or the Board Diversity Committee
 - iv. Will discuss action items and Diversity Committee at February Board meeting
3. Regular Updates
 - a. Executive Director
 - i. See Report
 - ii. 2020 Audit
 - 1. Audit letter signed and sent
 - 2. Auditors on site
 - a. Helped reduce staff time commitment for audit
 - 3. Auditors presenting to Finance Committee in February
 - a. FC to present audit report to Board in March
 - b. 990 review and approval by Board in April
 - iii. Development Staff
 - 1. Lost three staff members to national humane organizations
 - b. Development Update – Amy
 - i. See report
 - ii. Over \$120,000 above goal for Development for 2020!
 - 1. Amazing accomplishment!
 - 2. Unknown how this will impact 2021
 - iii. Toto's Gala
 - 1. Invites going out today
 - 2. Already sold 80 ToGo Boxes
 - c. Animal Statistics
 - i. Populations down due to Covid
 - ii. No Transfers at beginning and now only at ½ volume
 - iii. Difficult to social distance in Vet Clinic
 - iv. Lots of wildlife being done directly by rehabbers
 - 1. Not through DCHS
 - 2. No Wildlife volunteers in 2020
 - a. Volunteers are very necessary to run wildlife programs so had to reduce intake significantly
 - d. Financial Report – Cathy
 - i. No new financials until after audit
4. Committee Activity
 - a. Finance
 - i. Continued to work in IPS and working with UBS
 - b. Philanthropy – no update

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- c. Nominating – on hold
 - d. Board Operations – Maggie to review DCHS Board website
 - e. Legislative – Finalized Charter
5. Adjourn
- a. Meeting was adjourned at 12:50PM.

Respectfully Submitted by,
Cathy Holmes
Board Secretary