



## Zoom Teleconference of the Governing Board

**Wednesday, September 9, 2020 – 12:00 p.m. to 1:00 p.m. PST**

**Invited Attendees:** WRIPMA-HR Governing Board & 2021 Conference Chair

### Meeting Minutes

<p><b>1. Roll Call:</b>          Members Present: Christine Hoffman, Brian Haggerty, Mel Gregg, Tamara Dixon, Andrea Cutler, Brody Lorda, Chris Haze, Jocelyn Turner, Nancy Love          Members Absent: Paula Adams          Guest: 2021 Conference Chair – Mary Rowe</p>	<p>Nancy</p>
<p><b>2. Review August Minutes:</b>          Christine mentioned that Ron Zito is no longer on the Governing Board, therefore, his name should be removed from the Roll Call. Nancy stated she would remove his name from the August 12, 2020 minutes and not include him going forward. Being no further discussion or changes, Mel made a motion to approve the August 12, 2020 Governing Board Meeting Minutes, Tamara seconded. Motion passed.</p>	<p>Nancy</p>
<p><b>3. August Financials:</b>          Brody reported the August financial were not yet complete due to the timing of when the bank statements were received and the date of this meeting. They will be available prior to our October meeting. She did report our current balance is approximately \$57,000. There are two outstanding conference reimburse checks that have yet to be cashed, totaling approximately \$500. Brody will follow-up with these 2 individuals regarding the status of their checks.</p>	<p>Brody</p>
<p><b>4. 2021 Conference Update:</b>          Mary reported that National is looking at the Developing Competencies training model, so it is unclear at this point whether we will be able to offer the Competency training at the conference. Mary will follow up with National and let us know what she finds out.</p> <p>Mary requested Board input on offering a hybrid model for the conference in case there are those who would like to attend, but aren't comfortable traveling. One thought was to video tape the keynote speakers and then offer copies of PowerPoint presentations for the various breakout sessions. The thought was not to have all the concurrent sessions offered online, because we still want as</p>	<p>Mary</p>

many people to attend in person, as possible. Mel stated it would be important to insist that the concurrent session presenters make sure their PowerPoint presentations were meaningful. Too often, the PPT presentation alone adds little to no value if an individual was not in attendance for the presentation.

Discussion followed regarding if we offer a hybrid format, is the virtual component something attendees would pay for, or could it be something like 2 weeks after the event, individuals could listen to the keynote speakers, as well as a small select offering of concurrent sessions, at no charge. All on the call agreed, if a hybrid is offered, it should be a paid option. It was discussed that offering both an in person and a virtual platform will create some technology issues, especially if the virtual component is live. Further discussion took place on possible ideas of what to include in the virtual option, such as a selection of concurrent sessions they can view, but not all of them.

Andrea volunteered to work with Mary to come up with ideas on what offering a hybrid option could look like. Mary also stated that Bruce Gardner has expressed an interest in assisting and is working on some of the tech pieces with Chris. After Andrea and Mary have some thoughts together they will reach out to Chris and Bruce for their input and ideas.

**5. Executive Council Update:**

Tamara reported the Executive Council will be meeting tomorrow (Sept. 10, 2020). On their call they will be discussing Executive Council nominations which includes a nomination for Brian to be elected to the Exec Council. Tamara will provide an update of their meeting on our next call.

Tamara

**6. Disruption / Innovation plans:**

Christine stated she will follow up with Paula regarding the status of the upcoming webinars.

Paula

**7. Awards, Recognition & Support plans:**

Mel reported that Paula, Nancy and she met regarding the awards program. The committee recommended not changing any of the categories for the conference awards. They feel they are meaningful and capture the spirit of what IPMA and the Region believe are important elements to recognize.

The committee also discussed and Mel presented to the Governing Board the idea of making a short video to send out to the membership which would explain the award nomination process. The process would eliminate the completion and submission of a form, and instead nominations would be submitted by individuals or small groups of individuals making a short 1-2 minute video, on their smartphone, that speaks to: "I'm proud of....or We're proud of...." It can be an individual, organization or chapter accomplishment. The idea behind this, is that perhaps members find the award nomination process overwhelming, coupled with the demands of the daily job. Therefore, the hope is that more individuals and/or chapters will participate in creating a short video to submit. The video idea was well received by those in the

Mel

<p>meeting.</p> <p>Mel reported there was only 1 submission for the Gratitude Contest.</p>	
<p><b>8. Communications / Chapter Engagement:</b></p> <p>Jocelyn shared her communication plan with the Board. It includes various ways WR will communicate and engage with Chapters and WR members, such as President’s Messages, training opportunity announcements, as well as general WR updates and messages.</p> <p>Jocelyn plans to dedicate her \$2,000 budget to help chapters in need, by assisting them with development opportunities within their chapters. An application, detailing what the chapter will use the money for, will be submitted and 4 chapters will be selected to receive \$500 each.</p> <p>Jocelyn will continue to reach out to chapters in an effort to increase chapter participation in various WR events. She is also looking to identify communications needs that are not already being met.</p> <p>Jocelyn is still working to get the 2020 award winners information on the website. She will reach out to Paula to get the winners nomination applications and draft something for the website from their submissions.</p>	<p>Jocelyn</p>
<p><b>9. Technology, Sponsorship &amp; Marketing:</b></p> <p>Chris is still working with Zoom trying to figure out how to sell sponsorship opportunities for our webinars and conferences.</p> <p>Chris is also talking with a Graphic Designer with the idea of creating a standard brochure that can be given to vendors who inquire about sponsorships.</p>	<p>Chris</p>
<p><b>10. Professional Development:</b></p> <p>Brian reported that nearly 300 people attending the Diversity webinar. A survey was distributed after the webinar, and to date 50 people have responded. The feedback was very positive and included that attendees liked the format. There were also some suggestions for other topics for future webinars.</p> <p>Brian and Andrea are working with Viva on a couple more classes on Diversity and Inclusion. Tentatively looking at the end of October for the Part 2 of this 3 part series.</p> <p>WRIPAC approached Brian about a possible partnership for the remaining two Diversity webinars. WRIPAC designs testing primarily for recruitment and selection, as well as offering a variety of other HR related trainings. Their involvement with us will primarily be through sponsorship of webinars, etc. Brian will contact them to have further discussions on the partnership, and will report back to the Board at our next meeting.</p>	<p>Brian / Andrea</p>

<p><b>11. Round table/Miscellaneous:</b></p> <ul style="list-style-type: none"> <li>a) SF Bay Area Chapter formed! Christine announced the Chapter has been officially formed. Their bylaws have been submitted to National for approval.</li> <li>b) Gratitude contest update</li> <li>c) Chapter/Region Leadership event 9/12: Paula, Tamara, &amp; Christine</li> <li>d) Good of the Order – Roundtable. Personal or Professional Shout Outs: Andrea announced she has a new granddaughter</li> </ul>	<p>All</p>
<p><b>Adjourn</b> Being no further business the meeting adjourned at 12:54p.m.</p>	