



**October 27, 2020 Membership Meeting (virtual)
Responses to questions raised by members during the meeting**

ByLaws Changes

This does not pertain to election procedures, correct?

No changes were made to the election process. At this time, the [Diversity Initiative](#) is in Phase 2 and the DEIJ consultant is gathering information from the membership in a variety of ways. The DEIJ Change Workgroup is serving in an advisory role. The Board is awaiting the recommendations from the DEIJ Consultant and a report will be shared with the membership in January 2021 and will detail next steps at that time. There could be recommendations that pertain to our election protocols.

Why are we removing NACAC standards?

All changes were made in consultation with NACAC. They advised that some information previously contained in the Bylaws should be moved to the Policies and Procedures Manual. They provided specific guidance on the changes required to conform to the DOJ Consent Decree. They also reviewed and recommended updates to replace outdated language. For more information you can access our [blog post](#) on this subject.

Committee on Issues of Diversity Name Change Motion

The following questions on this topic were shared with the Committee on Issues of Diversity for response, as shared in this [blog post](#).

- *Should "Justice" be added?*
- *Any thoughts to adding "inclusion" to the name and mission of the group?*
- *Does the language in the new title of the committee reflect international (non-North American) standards of language around these issues?*
- *If the committee's mandate has not changed, why add the word 'equity'?*

- *I propose an amendment to add "Inclusion" to the title - we should still emphasize inclusion when considering it inside the organization?*
- *Why is the word issues in it?*
- *Motion to amend the name to "Diversity, Equity, and Inclusion Committee"*
- *Drop the word Issues please*

[Additional, related questions raised during this discussion, with responses, include:](#)

Are there any changes to the description of the work (of the Committee on Issues of Diversity)?

Will you be sharing these goals (of the committee) in due course with members?

The members of the Diversity Committee are working on updating their goals and mission. They have the support and guidance of our DEIJ Consultant and from the Board. Members are encouraged to share ideas through the member engagement processes set up as part of our DEIJ Initiative. All committees create goals at the beginning of July once the new committee is seated. These will be reflected in the call for new committee members coming in December.

Will the Diversity and Equity Committee meet with the Inclusion and Access Committee so as not to overlap?

If Inclusion is not included in the title, it would be good to know how the Inclusion, Access, and Success committee promotes inclusion beyond the Scholar program at a broader scale.

If proposed amendment name Diversity, Inclusion and Equity is adopted, what becomes the Committee name with Inclusion in it?

For clarity of the membership, could it please be made clear what the 2 similar sounding committees and their mandates are?

Change to Organisational Diversity, Equity and Inclusion Committee?

Standing Committees are being reviewed as part of the DEIJ Initiative and these questions have been shared with the DEIJ consultant for the Change Workgroup. The Committee on Issues of Diversity are also considering these questions.

How long until the future vote? Next July?

When would we next be able to vote on this?

Given the concerns around this name, I think many would appreciate expediency.

The Board is awaiting the recommendations from the DEIJ Consultant. At this time, the initiative is in Phase 2 and the consultant is preparing to gather information in a variety of ways. The DEIJ Change Workgroup will serve an advisory role. A report will be shared with the membership in January 2021 and we will detail next steps at that time.

Can we get context to why legal counsel is necessary for a simple and harmless name change?

Since we already have a standing committee with the word "inclusion" in its name we would just like to confirm that this is acceptable to NACAC and that we are following proper procedure. It is more of an abundance of caution. Much of what has happened with the committee name has been because of a certain amount of haste to get it up and running. All we are doing is asking for a little time to do our due diligence and make sure we get it right. All of the questions on this topic are being referred back to the committee for their reflection and response. This also provides an opportunity for members to weigh in through the DEIJ Change Workgroup, our DEIJ Consultant and the other various membership engagement streams organized to hear from all voices in our organization.

2021 Annual Conference

How much are you estimating the cost of registration to be for the conference?

The approved 2021 budget includes a \$250 registration fee for the virtual conference. This does not mean, however, that it is the official conference registration fee; it does set the minimum for the fee. Virtual conference fees and event parameters will be announced to members early in 2021.

If members decide not to attend at the cost of conference what will the effect be?

Revenue loss for the organization.

What was the cost of the last in-person conference?

\$400 registration fee. The \$400 fee included lunch and dinner for two days, coffee breaks, and on-site support services.

How will a virtual conference be funded by scholar cohort since it is virtual?

The Scholar Program continues to be funded by the [Global Fund](#).

What percentage of members do you consider are likely to attend?

2,200 of 3,500 members registered for the July 2020 Conference. We anticipate a similar robust registration for the 2021 virtual Conference.