

Combined Board Meeting Minutes

Meeting Date: July 29, 2020, 5:50 p.m. Pacific, 6:30 p.m. Mountain, 7:30 p.m. Central, 8:30 p.m. Eastern

Meeting Modality: Zoom -Directions and password were sent out ahead of time.

Meeting Logistics

- The meeting was co-facilitated by Julie Alonzo and Jeanne Bond.
- Participants were given instructions as to meeting decorum in a Zoom Meeting. All members had an opportunity to speak on every motion up for discussion.
- Participant order for discussion was also established in an earlier email.

Voting Order

When we vote, the meeting facilitators will either call for a voice vote or a roll call vote. A **voice vote** will be used if there appears to be consensus on an item. A **roll call vote** will be used if any member of either Board requests it, or if there does not appear to be consensus.

If a voice vote is called, meeting secretary (Biddie Lowry) will record whether there were any ‘nay’ vote casts. If a roll call vote is called, Biddie will call on individual Board members by name and record the votes from the Confederation Board separate from the votes from the WE United Board, alternating between calling the votes starting with the Confederation Board and starting with the WE United Board.

Voting order was established prior to meeting. Roll Call Votes are recorded on the Voting Record Sheet and saved in Shared Drives > Collab – BOD meetings folder. There were no Roll Call Votes at this meeting.

Members in Attendance:

WE United		The Confederation for Working Equitation	
Julie Alonzo	Sarah Pinney	Jeanne Bond	Lauren Gueswel
Polly Limond	Cindy Branham	Karen Burch	Natalia Lord
Trisha Kiefer-Reed	Emily Kemp	Jill Malone	Adair Soho
Erin O’Shaughnessy	Barry Dornon	Leslie Martien	Kat Waters
Tracy Erway	Kiki Pantaze	Ashley Bowers	Chris Stanko
Kristine Strasburger	Heather Walters	Eleanor Thomas	Maria Blackstone

Members Absent:

CWE: Ashley Bowers, Natalia Lord, Jill Malone, Eleanor Thomas

WEU: Kristine Strasburger

Non-Voting Participants: Doreen Atkinson, Biddie Lowry

Meeting called to order at 8:35 pm EDT by Julie Alonzo, President of WEU. Both organizations must have at least 7 members present for quorum. Quorum was met.

All motions will be voted on by the Individual Board of each organization.

- Eleven members of WEU present, seven required to pass any motion.
- Eight members of CWE present, five required to pass any motion.

Agenda:

I. Approval of Meeting Minutes for July 22, 2020 – Julie Alonzo

Motion made by Kiki Pantaze **to accept the minutes of July 22, 2020 as submitted.** Seconded by Leslie Martien.

Discussion? none

Seeing no further discussion, Julie called for a Voice Vote on the Motion.

Voice Vote: When asked, “ayes” were heard and zero “nays.” **The Motion carried.**

II. Ethics Proposal Presentation—by Leslie Martien

There were two parts to this presentation. The first was the Ethics Proposal which comprised of six sections. The second part comprised of the six documents (most must be signed) created by the Ethics Team.

1. Scope of Work

a. Key Changes->None.

b. Detailed Discussion-> Process defined what the Ethics Committee (EC) has jurisdiction over and what they do not review. It also defines what the Appeals Committee does.

One person asked for clarification on who handles complaints about a judge and the process that follows. Julie explained that show complaints first go to the local Protest Committee at the show, then the Appeals Committee. (US Rulebook section 4.9.2) This is not the job of the Ethics Committee. This process was better explained later in this document.

2. Committee Composition

a. Key Changes-> Jeanne will reword the Rationale so that it is generic and not pointed at a licensed official.

b. Detailed Discussion-> This section was covered without much discussion.

3. Process Overview (no changes)

4. Internal Committee Process

a. Key Changes-> none

b. Detailed Discussion-> Jeanne explained that the process listed was the essence of due process. It was an open process and there was time to present documents and hear all sides of a conflict. There was discussion about whether there a step missing between the temporary suspension of membership/license of 1 month to 2 years to a permanent suspension. It was agreed that it was not necessary to add a step. Suspension of 2 years then permanent was reasonable.

5. Ethics Committee Housekeeping Duties

a. Key Changes-> none

b. Detailed Discussion-> If someone was up for a nomination for an office, then that person would have to sign the forms. Signing the forms listed would be for the lifetime of the person. Chris mentioned that if any form was changed, then everyone would have to sign the new form.

6. Documentation (no changes)

III. The Ethics Committee Presented Six Documents:

1. Code of Ethics: Coaches
2. Code of Ethics: Licensed Officials
3. Code of Conduct: Officers & Directors
4. EO Confidentiality Agreement
5. Social Media Policy
6. Nat Org Community Code

1. Code of Ethics: Coaches – no discussion

2. Code of Ethics: Licensed Officials

Key Changes-> Jeanne will remove the phrase “a privilege, not a right” from the document.

Discussion-> One person wondered why there was a document for Coaches and LOs since they were similar. It was clarified that some things were different; therefore, two documents are needed.

3. Code of Conduct: Officers & Directors

Key Changes->none

Discussion-> It was clarified that Officers & Directors also needed a separate document. Erin wanted to be sure that the comments about Non-Discrimination were sufficient to meet the IRS guidelines. Julie responded that the Bylaws should cover that. A mention of the Non-Discrimination in the section would probably be fine. This topic would be addressed by the Governance Team.

4. EO Confidentiality Agreement (for Members of Ethics Committee & Members of Appeal Committee)

Key Changes->none

Discussion-> Leslie stated that this document was important. Julie suggested that if an issue went to the Appeals Committee, that this document gets resigned by all parties involved and inserted into the documentation of that issue.

5. Social Media Policy

Key Changes->A sentence would be added that an Officer, Director, LO, and/or Coach at a show cannot post anything on social media about the show until the show has ended. Two sections would be added about what should and should not be done. Also, a sentence will be added about the NatOrg is not restricting the right of free speech.

Discussion->The email thread before the meeting about the Social Media policy was effective in giving members of the Combined Board an opportunity to express his/her opinions to help

shape the policy. There were several concerns about the Social Media policy in this meeting- in the past, some judges have singled out individuals at a show. Kiki wanted to make sure that this policy provided some restrictions for officials to not discuss specific competitors or horses. Julie suggested that the right to free speech was not being taken away and should be stated in some fashion in the document. The USDF policy was brought up as a good example, and then Jeanne stated that the Ethics Team used the USDF policy as its model.

6. National Organization Community Code

Key Changes-> none

Discussion->Some felt that listing items of what of what “not to do” would be better if written with what “to do”. Julie wrote a list of positive expectations. Kiki had written a community code that was shared in an earlier email to the Combined Board. For now, it was decided that the Code would be presented to the public for review as is. It was stated that if any member of this Board had a specific addition or change to the code that they put it in the public review comment section of the Google form. It would be discussed again by the Ethics Team after public review.

Motion made by Jeanne Bond to authorize sharing the Ethics Proposal with the decided modifications at the 7/29/20 Combined Board Meeting with the public to solicit additional feedback.

Seconded by Erin O’Shaughnessy

Discussion? none

Seeing no further discussion, Julie called for a Voice Vote on the Motion.

Voice Vote: When asked, “ayes” were heard and zero “nays.” **The Motion carried.**

IV. Conclusion

Julie announced that the next meeting will be Tuesday, August 4, 2020 at 8 pm EDT; the governance proposals will be presented.

With no further business, the meeting was adjourned at 9:41 pm EDT by Julie Alonzo.

Minutes submitted by Biddie Lowry on July 31,2020.

Note: Because there were no calls for Roll Call Voting, there is no Roll Call Vote Record for this meeting-