



## Massachusetts Workforce Association Governance Committee Meeting Notes

Thursday, April 15, 2021

### Notes

*In attendance: Sheila Sullivan-Jardim, Shannon Norton, Stan Usovicz, Valerie Sutton, Tonja Mettlach, Raija Vaisanen*

**Nominations:** Tonja shared with the committee the nominations MWA has received from members for the two open board positions (see bullets below). The goal is to have two new board members join the MWA Board at the June Board meeting. The Central Region's nominee is a consultant and previously the committee discussed not allowing consultants onto the board. For the Metro South/West nomination, Tonja and Raija will further explore this nomination and set up a phone call with Charles to learn more. In addition, we have asked Lauren Jones, the new EVP of Mass Business Roundtable to consider joining the board. She would take the seat that was recently vacated by Chris Kealey, former Deputy Director of Mass Business Roundtable.

The seats being vacated include a business association seat and a private sector seat. However, according to the bylaws, the only seats that must be held by business representatives (private sector seats) are the Chair and Vice-Chair positions. In addition, with Suzanne coming off the board, MWA will need a new Treasurer. Stan will talk to a few potential candidates from the board including Jim, Maddrey, and Mary. Will report back to the committee at our next meeting.

- **Metro South/West:** Charles Gagnon, President & CEO, Volunteers of America, former COO of the South Middlesex Opportunity Council and member of MSW Workforce Board
- **Central Region:** Jason Matthews, Consultant, potential WIOA One Stop Operator for Central Region
- **MWA:** Lauren Jones, EVP, Mass Business Roundtable

### Next Steps:

- Tonja/Raija will continue conversations with Lauren and reach out to Charles.
- Stan to talk to other board members about potentially taking over the role of Treasurer.
- Tonja/Raija to report back to the committee on these conversations and potential new candidates for the June meeting.

**New Policies:** Tonja updated the committee that based on our 990 return and working with CLA on our FY20 financial review, it is recommended that we put the following two written policies into place.

- Document retention/destruction policy

- ED compensation review policy

Valerie shared what they did for ED compensation review in Metro North. Sheila and other committee members indicated they have samples of these documents/policies that they can share with MWA.

Next Steps:

- Tonja to reach out to the committee for samples of these policies. Tonja/Raija will have draft policies ready for the committees review and approval at the next meeting.

**Racial Justice Work:**

- Tonja and Raija recapped the DEI work MWA has tried to undergo since the last meeting, highlighting the issues we have run into.
- Raija updated the committee on the two MassHire DEI committees she is representing MWA on.
- Committee members recommended that staff look into individual webinars, courses, and other resources and build our own learnings.
- Sheila then shared about what her region is doing in terms of focusing on quality jobs and the issues they are running into.

Next Steps:

- Tonja/Raija to look into the resources shared and report back to the committee in June.

**Annual Meeting:**

- Tonja and Raija shared the outline for what they are thinking so far in terms of the MWA virtual annual meeting. It will be framed around an equitable recovery coming out of COVID, but MWA is still working out the details.
- One focus of the annual meeting, which is very in line with the committee's conversation, will be around promoting good jobs and the relationship between connecting job seekers to good jobs, working with businesses to improve job quality, and racial equity.
- MWA is also hoping to integrate informal networking into the virtual annual meeting series, as well.

Next Steps:

- Tonja and Raija will reach out to the National Fund for Workforce Solutions regarding their work with other regions on building capacity for improving job quality, and Boston Indicators on their Seizing the Moment series of research.