



Association for
Performing Arts
& Entertainment
Professionals

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USITT Bylaws Committee (fill in name of group meeting)

Minutes

Date and Time of Meeting: Thurs. January 6, 2022, 4:00p-5:40p

Attending: Brunner, Culhane, Montgomery, Williamson, Hefter, Satter, Asbell-Swanger, Grindle

Topics discussed:

- Finalized amendments to the Bylaws for Board vote in January. Gino and Paul to give it one final reading with a deadline of Jan 12 to include in the Board packet.
 - Today's edits in the Bylaws - Please see Pg 6, Article VI, Sect 2 and 3. We updated, clarified, and simplified the language surrounding how committees are populated and how chairs are selected.
 - At the policy level, the Gov Comm will oversee soliciting membership of committees, and will also present recommendations for chairs for board approval.
 - Spirit is to have committees identify their own chairs. If issues arise with a particular committee or chair, Board has a mechanism (probably through GovComm) to replace a chair or override a committee in extreme situations. Again, all subject to board approval who sets overall direction.
- Policies will NOT be presented for vote in Jan. We will present our current drafts for a first reading in January, with a vote in March. Gives us more time to polish, and more time for the board to familiarize themselves with these policies. Thanks Mr. Grindle for this prudent suggestion.
 - "The Big Six" policies remain our primary task with our new deadline about 6 weeks way (late Feb) for the March 1-2 board mtgs: Audit, Exec Dir Review, Gov Comm, Finance, Bylaws, NomComm. Others may be added for approval in March, but these are the "Big Six".
- We discussed and agreed with the use of "Inclusion" to represent our ED&I activities. This was suggested by the ED&I committee, after Dstew and I discussed it in Nov/Dec. The IDEAS acronym works, but it's not useful to change the title every 1-3 years as the acronym changes to accommodate the efforts in this realm. This means ED&I Comm will become the Inclusion Committee, and the acronym doesn't disappear, just takes a step down within the activities of the committee. Also means our new staff will be Director of Inclusion.

Votes made (with tallies)

- Unanimously approved the ED&I name change, and final edits to the Bylaws amendments.

End time: 5:40p

Next scheduled meeting is: 4:00p, January 20, 2022.