



**Arizona School for the Arts**  
**Governance Committee Meeting Minutes**  
 Wednesday, October 20th, 2021 at 8:00 a.m.  
**Zoom: 864 6975 9102 Passcode: 508904**

<b>Attendance (Board Members in bold)</b>					
<b>Betty Hum, Secretary-Treasurer/ Governance Committee Chair</b>	P	<b>Dr. Anthony (Tony) Dietz, President</b>	P	<b>Dr. Javier Cárdenas, Past President/RDC Chair</b>	P
<b>Alexander Laing</b>	P	<b>Karen Lugosi</b>	A	<b>John O'Neal</b>	A
Ed Novak	P	Leah Fregulia, Head of School/ CEO	P		

<b>Agenda Items</b>
<p><b>Role of the Governance Committee in DEI Strategic Plan – Review from Last Meeting and Approach Based Upon Training:</b></p> <ul style="list-style-type: none"> <li>• Role of Equity Team - Alex is our board representative, Nonnie Shivers is our parent representative</li> <li>• Communicating Progress – Review metrics in blue print for year</li> <li>• Following staff review:               <ul style="list-style-type: none"> <li>○ Review our employee and community policies in light of how they impact our most vulnerable populations (exercise from training)</li> <li>○ Revise our Equity Statement</li> </ul> </li> </ul>
<b>Policy Review Timing and Team</b>
<b>Head of School Evaluation and Succession Planning</b>
<b>Board Development, Onboarding, and Mentoring</b>
The Governance Committee may hold an executive session for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda pursuant to: ARS §38-431.03 (A)(3) Legal Advice

<b>Minutes</b>
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Committee Chair Betty Hum called the meeting to order at 8:00 a.m.

**Role of the Governance Committee in DEI Strategic Plan**

Leah Fregulia shared that the Core Equity Team (CET) includes Alex Laing as the Board representative; he will interface with the Governance Committee. The Governance Committee will Review community and employee handbook after the staff has reviewed DEI recommendations from CET. The focus will be on the impact of the most vulnerable, e.g., disciplinary practices: Are they appropriate and what can be done to make the approach more equitable? This committee will also work on revising the equity statement. Leah will share the equity statements from other schools with the Governance Committee.

**Policy Review Timing and Team**

The Equity Statement and changes to employee and community handbook will occur after the staff reviews; the Governance Committee will then review for clarity and any other impacts before they go to the full Board for approval. Staff is still working on policy manual; the Governance Committee to review after the first of the year with approval by the Board by the April 2022 meeting.

**Head of School Evaluation and Succession Planning**

Tony Dietz will pull together team for the Head of School review in January. Team members will provide other policies from other organizations to help formulate a Succession Plan.

### **Board Development, Onboarding, and Mentoring**

Karen Lugosi and Heidi Jannenga are mentors for Hazem Hnaide and Yetta Gibson, respectively. At this time there no major gaps in membership, but the Committee continues to look for possible candidates with finance backgrounds and community involvement. This January we will elect the new slate of officers – the leadership pipeline for executive committee: Board has been apprised to express interest to Leah or Tony. When Leah meets with each member of the board during her 1:1, she will ask about their interest in Committee leadership and assignments and will mention that this is the process to make transparent to everyone.

The meeting ended at 8:45 a.m.