



**Arizona School for the Arts**  
**Executive Committee Meeting Minutes**  
**Wednesday, December 7, 2022 at 8:00 a.m.**  
**On Campus: Building A, Large Conference Room**

| <b>Attendance (Board Members in bold)</b>           |          |   |          |  |          |
|---|----------|---|----------|--|----------|
| <b>Dr. David Garcia, President</b>                  | <b>P</b> | <b>Alexander (Alex) Laing,<br/>Vice President</b> | <b>A</b> | <b>Dr. Heidi Jannenga,<br/>Secretary/Treasurer</b> | <b>P</b> |
| <b>Dr. Anthony (Tony) Dietz,<br/>Past President</b> | <b>P</b> | <b>John Snider</b>                                | <b>P</b> | Leah Fregulia, Head of<br>School/ CEO              | <b>P</b> |

| <b>Agenda Items</b>  |
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| <b>Equity Plan Next Steps with Board of Directors</b> <ul style="list-style-type: none"> <li>Guest: Dr. Linda Groomes</li> </ul>   |
| <b>Consolidated Strategic Plan</b> <ul style="list-style-type: none"> <li>Discussion</li> </ul>  |
| <b>December Board Meeting Agenda Draft</b> <ul style="list-style-type: none"> <li><i>No business; Courtesy Notice only.</i></li> </ul>   |
| The Executive Committee vote to 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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Board President Dr. David Garcia called the meeting to order at 8:00am. Dr. Heidi Jannenga attended via Zoom until 8:30am.

The meeting was attended by Dr. Linda Groomes, Diversity, Equity and Inclusion (DEI) consultant. Linda was invited to discuss with the Executive Committee the Board's further role in DEI. As President, David invited to her to share her observations and recommendations. Linda first observed that Leah Fregulia, Head of School, takes on most of the leadership and that she needs to begin including others on the team to help move the DEI plan forward to avoid burnout and increase shared leadership for initiatives. She also remarked progress is being made, but it is sometimes hard to see. David offered that Alex Laing's leadership and communication are very helpful to keep the Board engaged.

Heidi commented that she would like to see metrics on progress, and Leah thought it would be a good exercise for the Board to recommend the metrics that would be meaningful. Leah also mentioned that culture and climate surveys are being devised for regular check-ins with students, parents, faculty, and staff. Dr. Tony Dietz thought that sharing Board, Student and Faculty demographics are good metrics. Tony reminded the Committee about keeping DEI as a continuous and ongoing goal that is essential for the culture and climate of ASA and that it arose from a real need to examine the school culture. He would like to see communication and action that is proactive not reactive when something goes wrong.

Linda recommended that DEI questions or considerations are embedded in the work of each committee (Executive, Governance, Finance, Resource Development). Board recruitment that includes the voice of diverse individuals is also important. She thought that a regular "Equity Spotlight" might be included in monthly board meetings. John Snider felt that a great deal of time has been spent on equity, and the Board needs to also focus on the school's mission; he wants DEI to be continuous and embedded in Board

work, but also efficient. David thinks it best to hold on developing metrics or a dashboard until the Strategic Planning Retreat in April. Linda concluded that Board social interactions to build collaborative and collegial relationship is also important. Finally, Tony wondered if we could build a bank of reading and resources that would be accessible on the Board Portal. Linda left the meeting at 8:30 a.m.

There were no questions about the Consolidated Strategic Plan and as there is no Board meeting in December, only the holiday reception, there was no agenda discussion.

The meeting ended at 8:45 a.m.