



ASOR Executive Committee Meeting
April 24, 2021, 1:00-4:00 PM ET Via Zoom

Present: Andy Vaughn (Executive Director); Sharon Herbert (President); Chuck Jones (Vice President); Ann-Marie Knoblauch (Secretary); Susan Ackerman (Past President); Jane DeRose Evans, Eric Meyers, Lynn Swartz Dodd, Joe Seger

Absent: Richard Coffman (Board Chair), Emily Miller Bonney (Treasurer)

Guest: Meagan Shirley (ASOR Office Coordinator)

1. Call to Order

- The meeting was called to order at 1:02 PM. Since Board Chair

make up for deficits in publishing books, and that use was not related to subvention requirements.

- Some volumes are very expensive to print (with added inserts, etc.) and discussion turned to COP oversight of book costs when there is an added expense in the publication of a particular volume. Since the journal publications have moved to UCP, we no longer have a Director of Publications who in the past had provided this kind of oversight, so we should consider who might serve in this role.
- Susan made the suggestion that the Opportunity Fund

DEI.

- Andy asked whether we should limit ourselves to designated fundraising for DEI initiatives, or should we spend some unrestricted funds if we are not successful in securing designated gifts. The idea is to provide funding not just for fellowships, but also additional funding for staff support, development of programmatic resources, and mentoring of fellowship recipients. Fellowship support will come from donations, and we also need staff with expertise in diversity training to help us carry out these goals, and this will require additional funding. This could cost about \$50,000 to \$75,000 per year.
 - Ann-Marie asked what would be done with the money, and Sharon noted we are getting ahead of ourselves because we don't know what it takes to run an effective DEI program in an organization of our size with our resources. We are at the early stages.
 - Lynn noted we have to move ahead with goals (one-year, three-year, five-year) and produce cohorts (ourselves, our colleagues, our students) who engage with the resources we can offer.
 - Sharon noted the limited number of people in our field with this expertise, and possibly we might team up with other learned societies to maximize our investment.
 - Lynn noted that she has learned that such change requires systemic, structural commitment. Many organizations are open to change, but they are struggling to find a way to move forward. ASOR has an opportunity to take a leadership position.
 - Andy noted that during a meeting with a team from Howard University, it was observed that a lot of organizations have good intentions, but the outcomes often are neutral or negative. Andy is concerned that without mentoring, the results can do more harm than good. He then asked the EC if we are open to seeing a budget with approximately \$50,000 to \$70,000 (coming either unrestricted reserves or from new designated gifts) put towards DEI initiatives.
 - Lynn proposed we challenge the Board to help meet this need, Susan pointed out that it is not sustainable to raise that amount of money every year.
 - Susan noted that she liked Sharon's idea about forming a coalition, for example working with ARCE and promoting work in Nubia.
-
- LCP expenses (postpone budget discussion until LCP action item below)
 - Friends of ASOR / ANE Today expenses
 - Andy noted that these have more revenue support than they have in the past.

teaching resources for junior high and high school students. AITC and ASOR are in the process of producing education videos for jr. high and secondary school students. These videos will feature the work of four or five African American scholars, three or four of whom are ASOR members (or in the process of joining). He noted that the work of Sydney and Alex is not directly connected to the work of the DEI task force.

- Andy indicated that he hopes that the grants committee will finalize the selection of the summer stipend recipients within the week. This will include 26 stipends, five designated for BIPOC, one for veterans, and 20 open.
- Chuck indicated that he thinks it's a good idea for DEI to be a standing committee with representation on the CCC. Other committees are supportive of the things mentioned by the task force. Yet while the committees themselves are seeking to diversie-1 (e) -6 (f4 (e) (e-4 609.84 cm BT 0.1 1 33cm 4 45.005

