

Governance Working Group Recommendations on Monitoring Reports October, 2015

2.3: Treatment of Staff

The board approved the interpretation as reasonable with one dissenting vote, and decided 5-4, with one 'undecided' vote, that credible data did not show accomplishment of the interpretation. Only one board member answered the question "If you think the board should discuss this policy, please state why." That trustee pointed out that the wording of the policy is actually a double negative ordering the president to operate without written personnel rules.

The following comments were offered as answers to the question, "If you don't think the data supports the compliance conclusion, please state why:'

- There are no metrics for our measurement of diversity.
- Quantitative data on the diversity of committees/task forces would be useful in determining if this had been achieved. Also data from voluntary and involuntary employment separations should be separate to give a more robust picture.
- Quantitative data (i.e., for whether they would work for UUA again or recommend working at UUA) for separating employees/volunteers are favorable but perhaps misleading in that those leaving involuntarily and those leaving voluntarily are aggregated. The percentages should be reported separately for each group. "Glosses" to the report should be deleted, specifically delete the word "fully" in front of the report on whether those separating would recommend UUA. For the data on diversity representation among employees/volunteers, specific percentages should be reported for each diversity category.
- There are no quantitative metrics provided to demonstrate that the racial/ethnic, sexual orientation/identity or disability characteristics of the staff-appointed committees represent the current or aspiration diversity of the association.
- While the data shows that staff appointments "consider identification with historically marginalized communities", it provides no data that shows committees and task forces reflect "the full diversity of the Association."

2.5: Employee Benefits for UU Organizations

The board has accepted the report, the interpretation, and the supporting data.

2.5.1: Plan Surplus Revenue

The board has accepted the report, the interpretation, and the supporting data.

2.7.2: Budget & Variance Monitoring & Reporting

The board has accepted the report, the interpretation, and the supporting data.

2.7.3: Acceptance of Gifts Guidelines

The board has accepted the report, the interpretation, and the supporting data.

2.7.4: Assessment & Approval for Asset Transfers

The board has accepted the report, the interpretation, and the supporting data.