



## Montgomery County Road Runners Club Board Meeting

**September 10, 2020**

**Time: 7:00 – 9:00 Board Meeting**

**Location: Virtual Meeting via Zoom**

**Board Members:** Ken Earley – President, Brad Stewart – Vice President, Jennifer Smith - Treasurer, Brian Murphy – Secretary, Carol Braun – At Large, Peter Haack – At Large, Jefferson Lunsford – At Large, Yvette Murphy - At Large, Kristen Serafin – At Large (not present)

**Staff:** Ashley Zuraf – Director of Operations

**Ashley Zuraf, Director of Operations Report:**

### **Membership:**

Total members as of 9/2/20 – 2,554 which is down 57 from 2,611 the previous month\*\*

\* This number should be used for estimation purposes only. There are still memberships that have not been setup in RunSignUp, as well as missing family members. Until this is complete, the total members number will not be accurate – see additional notes.

### **Additional Notes on Membership:**

- The system is currently showing 74 memberships who are not yet set up on RunSignUp.
  - Of this 74, 58 are individuals, which has no impact on the membership total listed above.
  - Of the remaining “unclaimed” memberships, 7 of them are Primary + 1 Memberships, so we can assume there are 7 members missing from the total membership above.
  - The remaining 9 memberships are Family Memberships so it is unknown how many missing members there are from total membership.

### **Donations:**

The club has received \$5,005.92 from donations through our virtual programs, virtual race series, and club member signups.

### **Suspension of Club Activities/Race Committee:**

The club is still in suspension mode due to COVID-19 and will be through October for all low-key events. Rockville 5K/10K is cancelled for the live event. However, the City of Rockville will hold a virtual event. The Race Committee has started working through several issues leading up to next year:

- Scheduling a meeting with the race directors
- Setting up next year's calendar
  - Detailing which races would be easier to manage during COVID.
- Detail a race budget and stress to the race directors that we need to hold to it, especially in the coming year
- Working a survey for membership especially targeted towards volunteers and their feelings in volunteering in the current pandemic situation

### **Communications:**

The Race Committee brought the idea of establishing a Communications Committee or Social Media Committee. This committee would help leverage the content the club is creating and make sure it seen across the membership. Brian proposed establishing a communications committee, Brad seconded the motion, the board approved with Kristen not present/not voting. Yvette took the action to reach out to a few members and get that ball rolling.

Kudos to Pete for the successful transition to Groups.io.

### **Inclusion and Equity:**

The group is continuing the conversations and working within each sub-workgroup. Yvette has been working with RRCA on what is being done nationally. We are not the only club having these conversations and confronting the race issues within the sport of running.

RRCA is doing a full bylaw review, updating imagery and course materials, working with BIPOC (Black, Indigenous, People of Color) running groups for partnerships. RRCA is creating resources for groups like ours to help the individual clubs along in their efforts. RRCA also connected us with other RRCA clubs that are working through this.

A few items coming out of the group (rapid results on what we can do):

- Integrate more diverse stories in our content – I&E can be supportive of this effort.
- Ensure imagery represents our diverse membership.
- Idea of opening the virtual race series for where ever our members feel safe, not just the provided course.

The group is going through the club's bylaws. The I&E is continuing the conversation on moving the club to a Anit-racist multicultural organization (see attachment). Are we being intentional in our actions as a club to get us to be anti-racist? The I&E group, being led by Yvette and Jeff, are working a values statement for the club.

### **Financials:**

No real update from the previous month. August we ended with a \$2,800 profit – mostly from unrealized gain of \$5,600 (investments). Mostly, things remain as they were last month. The budget process for next year will be starting in the next few weeks.

## Continuum on Becoming an Anti-Racist Multicultural Organization

MONOCULTURAL ==> MULTICULTURAL ==> ANTI-RACIST ==> ANTI-RACIST MULTICULTURAL  
*Racial and Cultural Differences Seen as Deficits ==> Tolerant of Racial and Cultural Differences ==> Racial and Cultural Differences Seen as Assets*

Exclusive An Exclusionary Institution	2. Passive A "Club" Institution	3. Symbolic Change A Compliance Organization	4. Identity Change An Affirming Institution	5. Structural Change A Transforming Institution	6. Fully Inclusive Anti-Racist Multicultural Organization in a Transformed Society
<ul style="list-style-type: none"> <li>• Intentionally and publicly excludes or segregates African Americans, Native Americans, Latinos, and Asian Americans</li> <li>• Intentionally and publicly enforces the racist status quo throughout institution</li> <li>• Institutionalization of racism includes formal policies and practices, teachings, and decision making on all levels</li> <li>• Usually has similar intentional policies and practices toward other socially oppressed groups such as women, gays and lesbians, Third World citizens, etc.</li> <li>• Openly maintains the dominant group's power and privilege</li> </ul>	<ul style="list-style-type: none"> <li>• Tolerant of a limited number of "token" People of Color and members from other social identify groups allowed in with "proper" perspective and credentials.</li> <li>• May still secretly limit or exclude People of Color in contradiction to public policies</li> <li>• Continues to intentionally maintain white power and privilege through its formal policies and practices, teachings, and decision making on all levels of institutional life</li> <li>• Often declares, "We don't have a problem."</li> <li>• Monocultural norms, policies and procedures of dominant culture viewed as the "right" way" business as usual"</li> <li>• Engages issues of diversity and social justice only on club member's terms and within their comfort zone.</li> </ul>	<ul style="list-style-type: none"> <li>• Makes official policy pronouncements regarding multicultural diversity</li> <li>• Sees itself as "non-racist" institution with open doors to People of Color</li> <li>• Carries out intentional inclusiveness efforts, recruiting "someone of color" on committees or office staff</li> <li>• Expanding view of diversity includes other socially oppressed groups</li> </ul> <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> <li>• "Not those who make waves"</li> <li>• Little or no contextual change in culture, policies, and decision making</li> <li>• Is still relatively unaware of continuing patterns of privilege, paternalism and control</li> <li>• Token placements in staff positions: must assimilate into organizational culture</li> </ul>	<ul style="list-style-type: none"> <li>• Growing understanding of racism as barrier to effective diversity</li> <li>• Develops analysis of systemic racism</li> <li>• Sponsors programs of anti-racism training</li> <li>• New consciousness of institutionalized white power and privilege</li> <li>• Develops intentional identity as an "anti-racist" institution</li> <li>• Begins to develop accountability to racially oppressed communities</li> <li>• Increasing commitment to dismantle racism and eliminate inherent white advantage</li> <li>• Actively recruits and promotes members of groups have been historically denied access and opportunity</li> </ul> <p style="text-align: center;"><i>But...</i></p> <ul style="list-style-type: none"> <li>• Institutional structures and culture that maintain white power and privilege still intact and relatively untouched</li> </ul>	<ul style="list-style-type: none"> <li>• Commits to process of intentional institutional restructuring, based upon anti-racist analysis and identity</li> <li>• Audits and restructures all aspects of institutional life to ensure full participation of People of Color, including their world-view, culture and lifestyles</li> <li>• Implements structures, policies and practices with inclusive decision making and other forms of power sharing on all levels of the institutions life and work</li> <li>• Commits to struggle to dismantle racism in the wider community, and builds clear lines of accountability to racially oppressed communities</li> <li>• Anti-racist multicultural diversity becomes an institutionalized asset</li> <li>• Redefines and rebuilds all relationships and activities in society, based on anti-racist commitments</li> </ul>	<ul style="list-style-type: none"> <li>• Future vision of an institution and wider community that has overcome systemic racism and all other forms of oppression.</li> <li>• Institution's life reflects full participation and shared power with diverse racial, cultural and economic groups in determining its mission, structure, constituency, policies and practices</li> <li>• Members across all identity groups are full participants in decisions that shape the institution, and inclusion of diverse cultures, lifestyles, and interest</li> <li>• A sense of restored community and mutual caring</li> <li>• Allies with others in combating all forms of social oppression</li> <li>• Actively works in larger communities (regional, national, global) to eliminate all forms of oppression and to create multicultural organizations.</li> </ul>

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