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TO: RAILS Board of Directors

FROM: Deirdre Brennan

SUBJECT: Policy Committee discussion and recommendations

At their meeting on October 3, policy committee meeting members discussed several policy issues: the board election, holidays and remote work.

The committee voted unanimously to recommend to the board the addition of Martin Luther King's birthday (observed) and Juneteenth to the holidays that RAILS is closed.

They discussed many aspects of the board election process and possible changes and improvements. We also reviewed the changes that have been made already, notably greater involvement of the nominating committee in the process and the addition of sitting board members to the nominating committee. The two issues that received the most attention were bringing greater diversity to the RAILS board and increasing the number of members who vote in the election.

The following suggestions were made:

- Diversity has many aspects – geographic, job title, ethnicity, gender, etc. It would be helpful if the board could discuss what we mean by diversity in this case.
- We have done a better job of recruiting diverse candidates over the past couple of years but we need to find ways to increase voting through better publicity and information about the election, candidate forums and other public events.
- Create a pulse page or dashboard on our website about the election and why it is important.

You will find an additional memo from Monica in the packet about the remote work discussion at the policy committee.