

BOT Action Committee on Alumni Culture, Diversity & Inclusion
Meeting Summary / Minutes

Date/Start Time: 20 July 2021, 1830 EDT

Location: Lifesize VTC

Time ended: 2001 EDT

Attended: BoT Action Committee

Absent: Carlos del Toro, Tara Houlden, Mark Rupprecht, Jim Schwab, Craig Washington, Courtney Jolley

Agenda:

- Welcome / Attendance (Quorum)
- Meeting Minutes – Review and Vote
- Admin / Announcements
 - BoT / AA Updates
 - USNA / NAMA and other
 - Scheduling and status
- Committee Review / Discussion of SS Survey Information and Going Forward in our work
- Next Meeting – Tuesday, 27 July 1830 EDT
- Adjourn

Discussion:

- 6/29/21 meeting minutes – reviewed and approved for posting on website
- Admin/Announcements
 - BoT/AA Updates
 - Discussion of BoT Executive Committee (ExComm) meeting on 12 July for staff to brief initial survey results provided by Simpson Scarborough
 - Discussion regarding dissemination of the survey data and analysis with the BoT, volunteer leaders and alumni
 - Request for Ad Hoc committee to receive and evaluate survey results before disseminated to entire BoT
 - Committee has most of the information from SS but the AA Staff is seeking additional detail and clarifications from SS's initial report
 - Presentation discussed:
 - Weighted vs unweighted approach.
 - Much actionable information already available from survey.
 - Survey comments will be provided soon.
 - There are gaps in the information from SS, so more work to do there, including written comments.

- Information shows that alumni in the more recent classes are not well informed about what AA is or does – begging the question, why is that? How to address this and understanding why younger alumni are not more involved? How to create or beef up programs to get alumni involved?
- Chairman desires recommendations from the Ad Hoc to the BoT and its committees by the December BoT meeting, which should be a workable timeline.
- USNA / NAMA and other
 - Janie will be attending an event with 2LT Sidney Barber.
 - Carlos del Toro had his confirmation hearing, hopefully the US Senate will vote on his nomination before August recess.
 - Craig Washington is working on staffing issues.
- Committee Review / Discussion of SS Survey Information and Going Forward in our work
 - Discussion regarding value, intent and concerns for usage of weighted vs unweighted data as provided by the survey vendor
 - Unweighted is pure, unfiltered. Weighted data allows each alumni decade to have a response value in proportion to its actual population among membership. This is a common statistical practice.
 - Both data sets are available and usable in different ways.
 - Important how these sets are used in the judgment of the committee, in combination with other inputs, and then communicated for transparency in the committee's work.
 - The survey response breakdown generated a question about, Why such a low(er) response rate from some junior classes?
 - Review of the AA Staff presentation slides from 12 July
 - Noted the potential of a Survey Bias, "snapshot in time" and other factors occurring when the survey is live.
 - How to address large population who aren't aware that USNA AA is committed to D&I?
 - Consider other possible channels to communicate?
 - What factors effect limited or no engagement: work life balance? What else?
 - Campaign Participation: shows higher participation from younger classes but may not indicate future giving or engagement with AA.
 - Consider using Survey Monkey for future analysis or follow up to fill in the blanks
 - Next Steps suggested:
 - How to communicate results effectively
 - Refer Board actions
 - Create volunteer presentations

Action Items/Votes:

- 29 June meeting minutes approved and to be posted on webpage

Action Items for Next Meeting: Tuesday, 27 July 2021, 1830 EDT

- Start working on mapping effort, linking the survey with the Desired Outcomes