

I. Diversify Board representation (Goal: accomplish in 1-2 months)

- a. Create Joint SOCC-Centro "Board Development Transition Team" to participate in the review and selection of Board members in a real and meaningful way. (14 days)
- b. Post list of Board members and emails on website (14 days)
- c. Provide a list of categories Centro needs to have filled and specify both categories Board fills and is missing; post on website. (i.e., fulfills: artists, legal, accounting, graphic design, educator, self-employed, small business owner, Native American, Central American, Mexican American; missing: homemaker, student, laborer, Asian American) (14 days)
- d. Provide on website a list of Board categories we would like to fulfill (14 days)
- e. Post on website openings in Board membership (full Board – 16 seats), description of requirements for Board membership (including officers), and timeline for filling such positions (14 days)
- f. Post on website community application/nomination forms (for folks outside the Board to nominate themselves or others)
- g. Create formal joint SOCC-Board interface with various community organizations (arts, non-profit, Chicano, Latino and Indigenous) to formally to recruit Board members (14 days)
- h. Identify Committees (Outreach, Fundraising, Etc.) on website and the names of contacts for people to get involved in such committees. (1 month)
- i. Present and vote on Board nominees at open public Centro Annual Meeting. (14 days)

II. Reinstatement of Arts Advisory Committees (Goal: accomplish in 1-2 months)

- a. Restore formal structure of Arts Advisory Committee (Visual Arts and Performing Arts) that existed prior to 2000. Augment Committees to include additional disciplines (i.e. Multimedia, Literary, etc.). Restore role of Arts Advisory Committees to review, recommend and program events, exhibits, fundraisers and performances at Centro.
- b. Restore voting Board seats for each Arts Advisory Committee Chair (Visual Arts and Performing Arts), effective immediately upon the reinstatement of the Arts Advisory Committee.
- c. Arts Advisory Committee Chairs will be selected by members of respective Arts Advisory Committees.

III. Formal Structure for Hiring of all Staff Positions (Goal: accomplish in 1-2 months)

- a. Create Joint SOCC-Centro Staff Development Transition Team for selection of Executive Director and Key Staff Positions (14 days)
- b. Provide SOCC with all press releases, timelines, criteria and salary other information

- regarding open positions, vacancies and pending openings. (1 month)
- c. Post open positions on website along with detailed criteria (1 month)
- d. Identify and post (on web) the 15-20 venues (periodicals, websites, etc.) where Centro will consistently post any job openings
- e. Distribute a press release for all positions (1 month)
- f. Have a website button for 'Opportunities' (incl. Board, Committee and other volunteer opportunities) (1 month)
- g. Performance review of all current staff.

IV. Policies (Goal: accomplish in 1-2 months)

- a. Post Centro policies and Bylaws on website (1 month)
- b. Abolish by Board vote the Affirmation of Conduct Values (1 month)

V. Provide More Transparency of Centro Activities (Goal: accomplish in 1-2 months)

- a. Restore Open Public Board Meetings with public comment period at beginning of meeting. (14 days)
- b. Post dates, times, agendas and locations of Board meetings on website at least two weeks prior to meetings.(14 days)
- c. Post minutes on website (within 7 days of being approved) (1 month)
- d. Work with SOCC and Community Review Board to announce widely and post on website the date and time of the Centro Annual Meeting. Allow public to attend this meeting. (14 days)
- e. Host a quarterly open forum for public met and comment to representatives of Centro Board and staff (1 month)
- f. Provide a 'comment card' section on website
- g. Post Centro bylaws on Website. (14 days)
- h. Post governance structure of Centro on website. (14 days)
- i. Provide access to annual financial information (990 forms for past five years) on website. (14 days)
- j. Post mission on website. (14 days)
- k. List accomplishments on website (2 months)
- l. List formal relationships (sponsors, funders, organizations with whom collaborate, etc.) on website). (14 days)

VI. Establish formal complaint structure (Goal: accomplish in 1-2 months)

- a. Establish a Community Review Committee with SOCC representation to address complaints (14 days)
- b. Delegate an individual (rotating) to fill a position of 'community relations' (14 days)

- c. Establish formal grievance process for unsatisfactorily reviewed complaints (14 days)
- d. Report progress and results of complaints to Communittee Review Committee on a monthly basis. (14 days)
- e. Work with SOCC and Community Review Committee to draft formal complaint structure. (14 days)

VII. Formal Process for Guest Artists (Goal: accomplish in 1-2 months)

- a. Post formal process for submitting a program, exhibition or event on website (1 month)
- b. Formulate application package for submission process (1 month)
- c. Post names of committee and/or contact person to ask about process on website (1 month)

VIII. Community services (Goal: accomplish in 1-2 months)

- a. Post calendar on website (1 month)
- b. Make available to public mail received of interest to community (2 months)

SOCC Revision: 09/19/05

Goals for Sept. 19, 2005 Meeting

1. Date, Time and Location of Open Community Meeting To Be Attended By a Full Board Quorum.
2. Restoration of Arts Advisory Committees (Visual Arts and Performing Arts) with Chairs of each Committee retaining Voting Board Seats.
3. Establishment of Joint SOCC-Centro Board and Staff Development Transition Teams.
4. Board nominations and recommendations from Open Community Meeting to be addressed and voted on at Centro Annual Meeting.
5. Review and of Agreement on Revised Proposed Changes and Formalization of Centro Structure and Procedures.
6. Establishment of a Community Review Board to oversee transition for a period of 3 years.

Proposed Members for CCDLR Community Review Board

9/19/05

- **Ramon "Chunky" Sanchez, Musician**, Los Alacranes,
- **Patricio Chavez**, Former Centro Visual Arts Curator
- **Eloissa Leonna**, Former Centro Visual Arts Curator
- **Jorge Mariscal**, Former Centro Board Member
- **Carlos C. de Baca**, Former Centro Board Member
- **Alma Felan**, Businesswoman
- **Michel Madrigal**, Community Activist and Organizer
- **Robert Sanchez**, Artist, Educator
- **Mariajulia Urias**, Activist, Literary Arts Collective Member
- **Christian Ramirez**, American Friends Service Committee

Submitted by SOCC: 09/19/05