



Nominating Committee Meeting Transcript

May 24, 2021

THE CHILDREN'S TRUST
NOMINATING COMMITTEE MEETING
"VIRTUAL MEETING VIA ZOOM WEBINAR WITH A QUORUM OF
MEMEBERS PHYSICALLY PRESENT
AND SOME MEMBERS ATTENDING VIRTUALLY"

The Children's Trust Board of Directors
Committee Meeting was held on May 24, 2021
commencing at 3:20 p.m., with a quorum of members
physically present and some members attending
virtually. The meeting was called to order by Dr.
Daniel Bagner, Chair.

COMMITTEE MEMBERS:

Daniel Bagner, Chair
Gilda Ferradaz, Vice Chair
Mary Donworth
Judge Orlando Prescott
Mark Trowbridge
Kenneth C. Hoffman, ex-officio

1 STAFF:

2 Leigh Kobrinski

3 James Haj

4 Imran Ali

5 Muriel Jeanty

6 Juana Leon

7 Lisete Yero

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PROCEEDINGS

(Recording of the meeting began at 3:20 p.m.)

MR. PRESCOTT: They have to actually reapply, they can't call in and say, I'd like the application that I previously submitted to be reconsidered for this new position?

DR. BAGNER: So, I think they have to reapply, but they could send in the exact same application.

Is that right, Jim?

MR. HAJ: We will call them and tell them we have your application, would you like to resubmit. We're not going to make it go much paperwork, you know.

MR. PRESCOTT: Thank you.

DR. BAGNER: Perfect. That's great.

MR. TROWBRIDGE: So, that was my question, in terms of the process for resubmittal. But second to that, are you suggesting today that we make some potential ranking decisions and then marry that up with the applicant pool or are you suggesting otherwise?

DR. BAGNER: So, what I'm suggesting -- if you could put up the timeline, that would be really helpful. So the meeting today was going to be very brief so that we could, again, just authorize Jim to

1 put the ad out. The plan was to have another meeting
2 on the 21st where we discuss applicants. So that
3 will give us some flexibility if in the event maybe
4 someone else applies that we think is also an
5 outstanding candidate, then we can consider them
6 rather than just consider those that applied last
7 time and were our finalist. So that's the plan, but
8 open to hearing other suggestions as well.

9 MR. HOFFMAN: I think it's a great -- I mean, we
10 did have some great candidates. I think it's a great
11 idea to ask them if they want to reapply, or
12 encourage. But I just say ask, because then they can
13 just say, oh yeah, throw my name back in. And --
14 but, I don't think anything other than that, whether
15 we decide to ask them to interview again, which we
16 might, I don't think you need to decide that until
17 you see how many you have and in addition to those
18 whether we need to.

19 I personally would say, if we were going to
20 interview new candidates, we probably should allow
21 the existing ones to say something too, even if we
22 give them a different time, just to refresh
23 themselves. Because we all had different impressions
24 of them and their candidacy.

25 MR. TROWBRIDGE: Can we be reminded of that

1 list? I know we had ranked four or five.

2 DR. BAGNER: Prepared, there they are. And just
3 to refresh your memory too, one of the focuses of
4 when we were looking for the previously At-Large
5 member was a physician. So now we have a physician
6 onboard and feel like we can have a little bit more
7 flexibility and open to ideas now. We could briefly
8 discuss ideas of focus. I know certainly diversity
9 is an important consideration that we talked about
10 last time. So those are things we could briefly
11 touch upon now, as we then plan to review
12 applications before our meeting on the 21st.

13 MR. TROWBRIDGE: Are we generally the same group
14 that was meeting before? I know that the chairman
15 has made some additional adjustments to the
16 committee, so we may have some new folks
17 participating, correct?

18 MR. HOFFMAN: I think on this committee, it's
19 the same committee, right now.

20 MR. HAJ: Nelson Hincapie is added to this
21 committee.

22 MR. HOFFMAN: Nelson, okay, but he's not here,
23 so he doesn't have a say.

24 DR. BAGNER: Okay, so any thoughts on areas that
25 we think would be important to cover in this

1 position?

2 MR. HAJ: Well, I think, Mr. Chair, just one
3 more point of clarification, we did have Dr. Abraham
4 came onboard. But since our meeting, Annie Neasman,
5 also, who has the medical background, has joined the
6 board. So now since our last meeting, we've had two
7 people on board with the medical background.

8 DR. BAGNER: And actually, could you pull up the
9 diversity breakdown? That would be helpful too, I
10 think, as we think about this.

11 MR. HOFFMAN: One thing I would say is, we are
12 losing something, I think, in Dr. Jimenez leaving, in
13 the sense that we had -- I think, Tiombe covers sort
14 of the psychology aspect as well, but the
15 professional part of that, I think, was Monique had a
16 slightly different perspective. Although, her focus
17 was a little bit different in terms of her practice,
18 but I do think that we ought to, you know, consider
19 whether it's -- the breakdown of her missing
20 something, in terms of focus. Maybe even looking
21 for, we don't have too many people that are just
22 people, meaning some representative of the community,
23 that's not otherwise affiliated, whether it's a
24 parent, an activist, or something that, you know, is
25 dealing with these issues from the community

1 perspective. That would be another thought that I
2 had. That was it.

3 MR. PRESCOTT: I would like to second that. I
4 think that that's very important that we see that
5 better. Because quite frankly, I'm doing so on the
6 justice aspect. On some of my companies, I'm putting
7 parents that have influence or they have -- that they
8 can educate me.

9 DR. BAGNER: It's a great point. And if someone
10 knows of someone, a parent or otherwise, a person in
11 the community who might be a helpful addition, then
12 feel free to encourage them to apply. I think that's
13 a really great point. Other ideas or thoughts?

14 MS. FERRADAZ: No, I think it makes sense. And
15 I'm wondering if through NAMI and all of the
16 volunteers, you've got parents, teachers, et cetera,
17 that are working in that space, there might be
18 somebody who might be interested in applying.

19 DR. BAGNER: Just off the top of my head, to
20 continue the discuss, Jim, I think her name was
21 Helene Good (sic), who runs the disability network?
22 So, perhaps maybe a parent with a child who has a
23 disability might be another avenue to consider. We
24 could ask, I know she networks a lot with the
25 families in the communities, so that might be someone

1 to think about. I know we have strong push for
2 father involvement as well. So, you know, we could
3 think about father network, if they have ideas on
4 fathers who are involved in that community, agency,
5 and if they're interested.

6 MR. TROWBRIDGE: Jim, I'm sure when you all
7 advertise you cast a very wide net. But, when we're
8 looking for a very specific kind of applicants, how
9 do you do that? Is there something we can help you
10 with? I'm just thinking some of the things that
11 Daniel has mentioned and I know we have like a
12 fatherhood task force, I know we do a number of
13 organizations that are funded via us and LGBTQ space,
14 disabilities space. I mean, it's good that we've
15 gotten to a point where we're being very deliberate
16 and very focused in our recruitment.

17 MR. HAJ: Mr. Chair, as we normally do, once we
18 get the advertisement ready, we will send it to the
19 board, and the board could also forward it to anyone
20 interested, but we have a wide network that we can,
21 you know, if these are the things that you mentioned,
22 we'll be happy to send it to those groups. We send
23 it to all, but we do reach out specifically, and make
24 some calls, just to encourage additional people
25 apply. It worked successfully last time, when we

1 were looking for the medical field, we were able to
2 get a lot of applicants. If we're pivoting away from
3 that and what we're discussing, we'll happy to
4 concentrate on those areas as well.

5 MR. TROWBRIDGE: I saw a piece on 60 Minutes
6 last night, which some of you may have seen on
7 transgender and folks who are working in that space.
8 And certainly, our state has seen a significant rise
9 in legislation, some of it anti-trans and transgender
10 folk, so I don't know if that's another audience.
11 But, it was just intriguing watching that, so I
12 thought I knew a lot about what was going on in that
13 space. I think there was another area where a
14 retiring board member had worked very closely,
15 especially with LGBTQIA youth.

16 MR. HOFFMAN: I do think that in the past,
17 again, as Jim said, once it's advertised, I mean, if
18 we have people that we want to influence to apply we
19 should do so. Because I think that's also part of
20 our role, trying to get the right people in here.

21 DR. BAGNER: Okay, great. Well, this is very
22 fruitful discussion. I appreciate the feedback and
23 the thoughts. Any other considerations of things we
24 should think about as we review applications, once we
25 receive them? Yeah, could you switch back the board

1 composition?

2 MR. HOFFMAN: So the only interesting thing that
3 I note is, and Nelson did make this comment, that we
4 don't have that many Hispanics on the board. I'm not
5 sure that I would deliberately look for, again, a
6 Hispanic representative as opposed to somebody who
7 could otherwise be qualified. But it is interesting
8 that we're fairly, we're certainly well-balanced
9 gender-wise. Age, I think we probably have too many
10 old people, but fairly representative.

11 DR. BAGNER: Actually, related to age, I did
12 have a thought, if we are -- going back to Mark's
13 comment about LGBTQIA, I wonder, I assume 18 is the
14 minimum age, is that?

15 MR. HOFFMAN: I don't think there's a minimum.

16 DR. BAGNER: There's no minimum?

17 MR. HAJ: We'll confirm the age. But, you also,
18 we do have a student government representative.
19 There is a student who does serve on our board. And
20 that changed, well that will change next month, we'll
21 have a new student.

22 DR. BAGNER: Right, I knew we had a high
23 schooler, but someone might -- right, but even like
24 an 18 to 25 age range of someone, you know, I think
25 that might --

1 MR. TROWBRIDGE: Send the notice, I'll share it
2 with like Pride lines, some of the groups in my
3 network and the Gay and Lesbian Chamber of Commerce
4 as well. I think would be a good peer group of ours
5 to share that with, in addition to what you all have.
6 I think Ken's points are well taken, is that, you
7 know, use our networks as well. You know, maybe it's
8 more paramount in this cycle than before because
9 we're looking for a very specific types of
10 opportunities. We want to cast as a wide net. I'm
11 hoping this would be the last time we do this for a
12 little while.

13 DR. BAGNER: Yes?

14 MS. FERRADAZ: Sorry -- on the recent ethnicity,
15 we have the -- these are the breakdown of the
16 members, right? But it's not the breakdown of the
17 community composition? Can we compare the community
18 composition?

19 DR. BAGNER: Obviously, I think -- well, I
20 don't know the community --

21 MR. HAJ: That was Nelson.

22 DR. BAGNER: -- yes, Nelson's comment was that
23 it's not represented of the community in the sense
24 that, you know, probably Miami-Dade is 55 percent
25 Hispanic, yeah. So I think that is a -- certainly a

1 point that we have 30 -- and I assume it's 33
2 percent, is that with Dr. Jimenez-Herrera or without
3 her?

4 MR. HAJ: This is without her.

5 DR. BAGNER: Without her, okay.

6 MR. HAJ: This is revised from the last board,
7 the last time we met. But, Gilda, we will bring it
8 back when we start July 21st, we'll bring it back
9 with the community composition.

10 MS. FERRADAZ: Okay. And is this self-defined
11 or is this the Children's staff -- Children's Trust
12 staff is defined the ethnicity?

13 MR. HAJ: Self-defined. Right, Muriel?

14 MR. FERRADAZ: Okay, I just say that because
15 when we were processing the pandemic applications, a
16 lot of people who are Hispanic, they consider
17 themselves white, even though they may not be
18 technically. So I just don't know.

19 MS. JEANTY: But white is a race. Hispanic is
20 the ethnicity.

21 MR. ALI: Yeah, people get race and ethnicity
22 confused.

23 DR. BAGNER: Yeah, I assume it's broken down
24 ethnicity, Hispanic or not Hispanic, and then race.

25 MS. JEANTY: It could be white-Hispanic or

1 black-Hispanic.

2 DR. BAGNER: Right.

3 MS. JEANTY: They're different.

4 MR. TROWBRIDGE: Should we try --

5 DR. BAGNER: We can, sure. I mean, that's -- in
6 the work that I do, when we report to the government,
7 in NIH, that's how we report, Hispanic, Latino, or
8 not. And then also under race, then people can also
9 not disclose or say, other, if it's not selected.

10 MR. TROWBRIDGE: I got you.

11 DR. BAGNER: Could we actually -- at the next
12 meeting, it might be helpful to get a copy of what we
13 ask when we -- I think it's an important point.
14 Because there aren't also some ethnicities -- races
15 that are not covered in the typical, you know,
16 typical questions. I think that's important to
17 consider.

18 MR. TROWBRIDGE: Okay.

19 DR. BAGNER: And is it open-ended or is it
20 closed-ended. Is there choices for race or is it
21 they fill in? So, it will be helpful to see, because
22 I bet there are races that may not be covered, that
23 you know, folks --

24 MR. TROWBRIDGE: Well, I know when I first
25 joined the board there was a lot of discussion in HK

1 Smith to come and present about the fact that we had
2 replaced some African-American seats with either
3 Haitian-American or Anglos. And he wanted to make
4 sure we were drawing a distinction. And I don't --
5 either we don't have any Haitian-Americans currently
6 serving or we're not categorizing it in that way.
7 Anybody see that? I don't know. So that's just
8 changed over time where it's evolved. Okay.

9 DR. BAGNER: Okay, great. Well, again, thank
10 you for the great discussion. So, at this point we
11 do need to have a motion to advertise for this
12 position.

13 MR. TROWBRIDGE: I'll move.

14 MR. PRESCOTT: Second.

15 DR. BAGNER: Okay, all those in favor?

16 ALL: Aye.

17 DR. BAGNER: Okay, unanimously passes. So
18 we'll give Jim the authority to advertise this
19 position. So, if we could go back to the schedule so
20 we can wrap our meeting up. June 21st, I believe is
21 our -- June 21st, at what time?

22 MR. TROWBRIDGE: Before.

23 DR. BAGNER: Right before our board -- yeah. I
24 don't think we ended up -- let's see. I think we
25 should slot an hour. Does that sound reasonable to

1 everyone? So why don't we say at 2:30? Give us --
2 give you enough time to turn over the meeting. So,
3 we'll meet at 2:30 on the 21st, and then once we
4 decide who we want to select for finalist and if how
5 -- if and when we want to interview, we can do those
6 remotely, I was told, by the -- so we don't have to
7 meet again in-person. And we can do exactly what we
8 did last time. And could also just interview those
9 new applicants if we select -- if we chose to do so.
10 So at that June 24th meeting we'll determine that and
11 we could figure out dates and that will be the week
12 of July 1st.

13 MR. TROWBRIDGE: This year July 1st is a
14 Thursday, I know some people will be out like Friday
15 through Monday. So let's be cognizant of that
16 please.

17 DR. BAGNER: Yeah, thank you. I think that
18 gives -- we have some flexibility because then we'll
19 have the meeting right before the July board meeting
20 to select our final candidate and make the
21 recommendation.

22 MR. TROWBRIDGE: Right, because otherwise we
23 have to wait until September.

24 DR. BAGNER: Right, so as long as we interview
25 the candidates prior to our meeting on the 19th,

1 which will be before our board meeting on the 19th,
2 then we should be fine. So we could have some
3 flexibility there.

4 MR. TROWBRIDGE: And would you be okay if we
5 left the option open to do a refresh interview with
6 any of the folks that want to carry forward?

7 DR. BAGNER: Correct.

8 MR. TROWBRIDGE: I'm just cognizant that -- you
9 know, a little bit of time for us, but also Nelson
10 didn't participate in those, I just want to give him
11 an opportunity.

12 DR. BAGNER: Absolutely, I think that's
13 reasonable.

14 MR. PRESCOTT: I would just like to let my
15 colleagues know for the July 1st, I will not be
16 available, I will be out of the country.

17 DR. BAGNER: For that whole week?

18 MR. PRESCOTT: Yes.

19 DR. BAGNER: Okay.

20 MR. PRESCOTT: Yeah, June 28th. The week of
21 June 28th I'll be out.

22 DR. BAGNER: Okay. We could look at that July
23 5th. The week of July 5th.

24 MR. PRESCOTT: I'll be back.

25 MS. FERRADAZ: That week I'll be out.

1 DR. BAGNER: You'll be out?

2 MS. FERRADAZ: I'll be gone until the 13th.

3 DR. BAGNER: Yeah, we will be doing it remotely,

4 so.

5 MS. FERRADAZ: I'm not going anywhere

6 international, so.

7 DR. BAGNER: If you're not going international,

8 you could zoom in. Okay, well, with that, I'm going

9 to ask for a motion to end the meeting.

10 MR. TROWBRIDGE: So moved.

11 MS. FERRADAZ: Second.

12 DR. BAGNER: Okay, we will adjourn. And I'll

13 see you all shortly at the full board meeting.

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16 (Thereupon, at 3:40 p.m., the meeting was adjourned.)

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CERTIFICATE OF TRANSCRIPTION

The above and foregoing transcript is a true and correct typed copy of the contents of the file, which was digitally recorded in the proceeding identified at the beginning of the transcript, to the best of my ability, knowledge and belief.

Christy Caldera, Transcriber

June 9, 2021