



## **Nominating Committee Meeting**

**June 21, 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 Nominating Committee Meeting was held on June 21, 2021 commencing at 2:34 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:

Dr. Daniel Bagner  
Mark A. Trowbridge  
Gilda Ferradaz  
Mary Donworth  
Judge Orlando Prescott  
Kenneth C. Hoffman (Zoom)

1 STAFF:

2 James Haj

3 Juana Leon

4 Muriel Jeanty

5 Dane Minott

6 Lisete Yero

7 Imran Ali (Zoom)

8 Juliette Fabien (Zoom)

9 Susan Marian (Zoom)

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11 GUESTS:

12 Pamela Hollingsworth

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PROCEEDINGS

(Recording of the meeting began at 2:34 p.m.)

DR. BAGNER: Okay, good afternoon, everyone.

Thanks for joining us. I know it feels like we were just here and we're here again. We are here to review applications, again, as you know, for another At-large position. And so before we begin, though, we'll just approve the minutes. If I can have a motion from our last meeting?

MR. TROWBRIDGE: I'll move it, Trowbridge.

MS. DONWORTH: Second, Donworth.

DR. BAGNER: All those in favor?

ALL: Aye.

DR. BAGNER: Any opposed?

Okay, motion passes.

So let's move on to the business at hand. So as you all received the email, we had several new applicants for this position. And then we also included the list of those finalist from the last time we met for the other position. Just to remind everyone about the -- who -- the person leaving this position, that she is a psychologist, she is Latina, just to give a little bit of background, so we know and we're familiar with who we're replacing in this position specifically.

1       So with that, I think, maybe, we can get started  
2 with going through perhaps a list of -- what I'm  
3 thinking is, maybe, if everyone could go around and  
4 list their top three candidates from the new list.  
5 If that sounds reasonable, to start from there and  
6 see how much overlap we have.

7       MR. TROWBRIDGE: Can we access the grid as well,  
8 please?

9       DR. BAGNER: Yeah, could we pull up the grid of  
10 the new applicants, please?

11       And just to reorient everyone, a couple of the -  
12 - in terms of the conversation last time when we met.  
13 A couple of the areas that, at least for me, that I  
14 was paying attention to, I know we talked a little  
15 bit about advocacy for LGBTQ and I know we have a few  
16 applicants in that area. And I think we also talked  
17 about potentially people in the community that might  
18 be a good fit. And we also talked about certainly  
19 diversity is an important consideration. I know that  
20 Muriel sent out a board demographics, the current  
21 demographics, so we can take a look at that as well.

22       So with that, why don't I -- I could start off -  
23 - could we have a list, too, of -- do you have like  
24 one of those Excel files where we could start listing  
25 everyone?

1 MS. JEANTY: Yes.

2 DR. BAGNER: Okay, great. If we can have both  
3 of those up.

4 MS. JEANTY: Here you go.

5 DR. BAGNER: Yes, that's perfect. And this is  
6 the new -- that's the new group, right, correct?

7 MS. JEANTY: That's the new, that's old.

8 DR. BAGNER: Both of them, wonderful. Okay, so  
9 why don't we start with the new group. And so I will  
10 start us off. The three finalist I had from the new  
11 group Diaz-Herman, Gonzales, and Joseph.

12 Actually, maybe, why don't we -- why don't we  
13 also say the top three of the old group and then we  
14 could kind of figure out where there's overlap.

15 So my top three of the old group, the previous  
16 finalist, Bins, Jones and La Greca.

17 Okay, so we could go down, maybe, just in  
18 alphabetical order. So, Gilda, share with us next.

19 MS. FERRADAZ: Bao, Presswood and Solman. And  
20 from the old list -- from the list from before, Ares-  
21 Romero, Jones, and Pagliery.

22 DR. BAGNER: Thank you, Gilda. Mary?

23 MS. DONWORTH: I'm doing two and two. Okay,  
24 from the original list, Dr. Ares-Romero and Clarence  
25 Jones. And from the new list, Diaz-Herman and Samuel

1 Joseph.

2 DR. BAGNER: Okay, great. Thank you, Mary.

3 Next on the list, I think I need glasses. Judge?

4 MR. PRESCOTT: On the new list, I have Colyer,

5 Mr. Diaz-Herman and Murias. From the old list, I

6 have Bins, Romero, Pagliery.

7 DR. BAGNER: Okay, and Mark.

8 MR. TROWBRIDGE: Thank you. From the prior

9 list, I have Patricia Ares-Romero, Heather Bins, and

10 Annette La Greca. From the new list I have Diaz-

11 Herman, Orlando Gonzales. And those are the only two

12 that I had on the list.

13 DR. BAGNER: Okay, great. Thank you, Mark. And

14 Ken, would you like to add your --

15 MR. HOFFMAN: How many do we --

16 MR. TROWBRIDGE: One.

17 DR. BAGNER: One.

18 MR. HOFFMAN: -- vote?

19 DR. BAGNER: Oh, good question. So, yeah, well

20 that is a discussion we will have is -- I don't know

21 if it would be necessary to interview the previous

22 finalist, although we could. And then of the

23 current, I think it might depend how many come out.

24 I'm just curious to see how much agreement there was

25 before we make a -- I think we have flexibility about

1 whether or not we want to interview one or two, or we  
2 could interview as many as three or four.

3 MR. HOFFMAN: Diaz-Herman, Gonzales and Samuel.  
4 Bins, La Greca, and Pagliery

5 MR. TROWBRIDGE: Pagliery.

6 DR. BAGNER: Okay, great. Thank you, everyone.

7 I think one of them didn't add right, correct? Or  
8 two of them, yeah. Okay, those are tied with three  
9 votes, I believe. Okay, so it looks like of the new  
10 applicants there are three that have the highest  
11 number of votes. That's Diaz-Herman, Gonzales and  
12 Joseph.

13 I think, Mark, I think you mentioned that you  
14 were, you knew a couple of these applicants? Maybe  
15 you want to --

16 MR. TROWBRIDGE: Yeah, sure.

17 DR. BAGNER: -- speak a little about them?

18 MR. TROWBRIDGE: Thank you, Dr. Bagner. Full  
19 disclosure, I actually sent the information about  
20 applying to both Victor and to Orlando. I know both  
21 of them personally and have worked with both of them.  
22 Especially after our conversation about the LGBTQ  
23 community. I think they're very different  
24 individuals.

25 But I would just say, you know, Victor obviously



1 works very much on the frontlines with pride lines.

2 Very much with young people and their families.

3 Especially those that are struggling to stay united.

4 And then Orlando just came back to our

5 community, right before COVID, to run Save Dade,

6 which is now referred to as SaveD. More on the

7 policy side. Certainly a very accomplished person in

8 the area of LGBTQ advocacy and rights. And really

9 SaveD is kind of the go to community organization

10 that's kind of take the temperature of a number of

11 issues. And they also endorse candidates.

12 So that's just something they've been very well

13 known for. And I only picked those two because I was

14 kind of thinking about the fact that they have some

15 really great rollovers and also just what we were

16 looking at in terms of their background.

17 Some of those folks up there have been around

18 the political block. So I think about that in terms

19 of our board dynamic and our leadership.

20 DR. BAGNER: Okay, great. Thank you, Mark, for

21 sharing. Any other thoughts about some of the new

22 applicants?

23 MS. FERRADAZ: Can I -- yeah, I think it's on.

24 I put Anne Bao because we had also talked about

25 having maybe families who have -- who are basic

1 consumers of our services. And she mentioned that  
2 she had small children and, you know, that she would  
3 have that perspective from a consumer. A consumer  
4 viewpoint.

5 DR. BAGNER: Yeah, thank you for sharing. I did  
6 notice that as well. That she was one that mentioned  
7 specifically being a parent of two young children.

8 MS. FERRADAZ: Right.

9 DR. BAGNER: And seeing the difficulties that  
10 children face.

11 MS. FERRADAZ: I also recommended Mr. Presswood.  
12 It looked like he was a foster parent, I have that  
13 perspective. And there's one more. Susan Solman.  
14 On the disabilities committee. She put in her remark  
15 that she lives with a disability. And I don't think  
16 we have anyone -- that was my thinking on those  
17 three.

18 DR. BAGNER: Great, thank you, Gilda, for  
19 sharing. Other thoughts, comments?

20 MR. HOFFMAN: I would echo what Mark said about  
21 the two candidates. I actually found them both very  
22 interesting, but very different. If I had to pick  
23 between one of the two of them, I thought that Diaz  
24 actually provided maybe a closer look at what the  
25 issues we would have, but I thought they were both

1 excellent representatives of the community. I  
2 thought we had a number of good new applicants, a  
3 couple that were a little bit weak on their  
4 explanation of why they wanted to be on The Trust or  
5 what they wanted to do, but -- so I think we have a  
6 great candidate pull no matter which of these we pick  
7 to -- as finalists.

8 DR. BAGNER: Any other comments, thoughts?

9 MS. DONWORTH: I just want to say, generally, I  
10 thought that they were very good, the applications.  
11 I was really looking at this as well, which kind of  
12 steered me away from more white nominees just because  
13 we're overrepresented and really not well represented  
14 in the Hispanic pool of candidates.

15 DR. BAGNER: Yeah, thank you for adding that  
16 Mary. That certainly was my lens, I remember the  
17 discussion from last round, we were certainly giving  
18 diversity strong consideration, ultimately it was  
19 about content of the background, the professional  
20 background that was most important at that stage. We  
21 did, though, I know it was raised at the full board  
22 meeting about our lack of representation of Hispanic  
23 Latin board members. I did ask for the county  
24 demographics, the county demographics are 71 percent  
25 Hispanic/Latino and our board is 29 percent. So

1 we're certainly not representative of the community  
2 with regard to that percentage. I think all three of  
3 the top candidates of the new candidates are  
4 Hispanic/Latino, if I'm remembering correctly. Oh,  
5 actually two of the three -- Sam Joseph is Haitian-  
6 American, actually. But they would all be bringing  
7 some more racial and ethnic diversity.

8 MR. TROWBRIDGE: And I work a lot with Sam, he's  
9 very involved in the Coral Gables community. He just  
10 recently was the architect of the Literacy Festival  
11 that The Children's Trust participated in. I just  
12 worry about him being oversubscribed with regard to  
13 that because he's very active in a number of  
14 different spaces.

15 DR. BAGNER: Great, thank you. I think I'm  
16 inclined to, jump in if you disagree, I'm inclined to  
17 say we should interview the three top new candidates,  
18 which would be Diaz-Herman, Gonzales and Joseph. And  
19 then I think the question would be, is it fair to  
20 compare them with the top, I would say, two of the  
21 previous finalists, Bins and Ares-Ramero, or do we  
22 want to re-interview the previous finalists?  
23 Thoughts on that?

24 MR. TROWBRIDGE: Remind me, I think we  
25 interviewed five or six the last temporary single

1 position; is that correct?

2 DR. BAGNER: Correct.

3 MR. TROWBRIDGE: I think you're building a great  
4 bench here. We've had some surprise turnovers and  
5 so, including the most recent one we're trying to  
6 fill. I think if people can make the time to do  
7 that, maybe we narrow down the ones we previously  
8 interviewed to just one, but I think one versus two  
9 interviews is a 30-minute additional commitment. I'd  
10 like to see Heather again. I think she was our first  
11 interview, the last time out. I'm not sure we were  
12 quite ready on our end. It was a little more of  
13 stiff -- and again, it was all Zoom related, so.

14 DR. BAGNER: I think the plan is going to be  
15 Zoom again, correct? Yeah, I think that'll be  
16 easiest for everyone. We had our go at it, so  
17 hopefully be smoother this time.

18 Judge?

19 MR. PRESCOTT: If I may, Chair. Understanding  
20 the last two highest scoring finalists from last  
21 time, some of that information may have slipped past  
22 us in light of the new people we have. I don't think  
23 it'll be onerous to do those five. That'd be my  
24 suggestion.

25 DR. BAGNER: Great, I think that sounds

1 reasonable. Any objections to that plan? Okay,  
2 great. So I think the next step would be figuring  
3 out dates. So, what -- and again, this can all be  
4 done via Zoom.

5 MR. TROWBRIDGE: Jim, do we have a July meeting?

6 DR. BAGNER: Well, the July meeting is when we  
7 are going to make our recommendations.

8 MR. TROWBRIDGE: I'm just saying because I know  
9 one month we don't have.

10 MR. HAJ: That's August.

11 MR. TROWBRIDGE: That's August, okay.

12 MR. HAJ: But July we have a board meeting.

13 Right now it's only four resos, the budget is going  
14 to take up most of that. But the resos, its only  
15 four resos, so it's going to be somewhat light on the  
16 reso schedule.

17 MR. TROWBRIDGE: Okay.

18 MR. HAJ: And we have a Nominating Committee  
19 right before.

20 DR. BAGNER: Correct, the plan was to have the  
21 Nominating Committee right before at 3:30 -- at 2:30  
22 again, like we did today, on July 19. So we just  
23 need to make sure that we interview these candidates  
24 before July 19, so we can have a decision. Or we can  
25 make a decision on that day and then in time for the

1 board meeting. So we could look at -- oh, we already  
2 picked, okay.

3 MR. HAJ: And just a reminder, July 1 is  
4 committee meeting, so we have finance --

5 MR. TROWBRIDGE: That's what I was thinking, we  
6 might -- because I know that we have a finance  
7 meeting already that morning. So if you don't mind  
8 us maybe looking at another date.

9 DR. BAGNER: Yeah, so better to pick another  
10 date? Okay. I think we were thinking maybe if we  
11 were to do it in-person, but I think we're doing it  
12 via Zoom so we can pick any date. Is anyone out of  
13 town that week of -- so I'm out of town the 12th,  
14 13th and 14th, but otherwise, I'm around.

15 MR. TROWBRIDGE: You want to try to do it that  
16 short little last piece of June? I think, Gilda, you  
17 said July 1, right?

18 DR. BAGNER: And through when, Gilda?

19 MR. TROWBRIDGE: Thirteenth.

20 DR. BAGNER: Through July 13 you said?

21 MS. FERRADAZ: I'm out the week of the 12. And  
22 actually, out the week of the fifth, but I'm in town.  
23 I'm out of town the week of the 12th.

24 DR. BAGNER: Yeah, that's what I was looking at,  
25 that week. How does the 29th look for everyone?

1 That's a Tuesday. You have to what, I'm sorry.

2 MS. JEANTY: That's a -- I have to --

3 DR. BAGNER: It's a week away, I think it's  
4 reasonable to see if they can do that. Tuesday we  
5 can give a block of time.

6 MR. TROWBRIDGE: I'm looking at it.

7 DR. BAGNER: And then if they can't, we can try  
8 to have a --

9 MR. TROWBRIDGE: You need what, about three  
10 hours, you think?

11 DR. BAGNER: Yeah. So what time would work for  
12 everyone?

13 MR. PRESCOTT: -- traveling that week --

14 MR. TROWBRIDGE: I know you're travelling.

15 DR. BAGNER: Are you travelling that whole week?

16 MR. PRESCOTT: I am.

17 DR. BAGNER: Oh, that whole week. Okay.

18 MR. PRESCOTT: Don't --

19 DR. BAGNER: We just want to make sure we have -  
20 - everyone -- yeah, as many as -- well, let me ask,  
21 Gilda, you said you were out -- well, Mary, you were  
22 out the week of the fifth but in town. Gilda, is  
23 that week a possibility or you're out?

24 MS. FERRADEZ: I'm --

25 DR. BAGNER: We could look at Tuesday the 6th.



1 But Judge, you're out that whole week of the 28th,  
2 correct? Okay. Because I'm wondering if -- another  
3 alternative is, now this may be a lot for everyone,  
4 but we could consider doing the interviews on the  
5 19th, before our meeting. And then just spend  
6 several hours together and just -- no, that's not  
7 good? Even if we just expanded the nominating time  
8 beforehand, like if we met at, let's say, 12 o'clock  
9 or -- okay.

10 Right. We would need time to have the  
11 discussion before the board meeting.

12 MR. TROWBRIDGE: It'll work.

13 DR. BAGNER: Yeah, we could do like 10:00 to  
14 1:00. And then we all break for lunch. And then we  
15 come back at --

16 The 16th, Judge, I think you were out?

17 MR. PRESCOTT: I'm --

18 MS. FERRADAZ: I'm out of town.

19 DR. BAGNER: You're out of town.

20 Well, if we can do everyone on -- if we can make  
21 that work and we could break, we could even do it  
22 11:00 to 2:00. Break for a half hour. How long  
23 would you need? Well, in between our Zoom meetings  
24 and -- or we could even meet, actually, given the  
25 Zoom, we don't have to be here to do it, we could all

1 do it from our respective places. And then come in  
2 that afternoon at 2:30 still, is the plan. So we can  
3 do like a morning, like 10:00 to 1:00 and that would  
4 give everyone enough time to get -- to make it here.  
5 Would that work for everyone? And then we'll have  
6 the discussion here. Then we could avoid having to  
7 turn over the room. The 19th from 10:00 to 1:00.  
8 Does that work for everyone?

9 MR. TROWBRIDGE: And its okay for us to all be  
10 on Zoom?

11 MR. HAJ: As the Chair said, we have to come in  
12 so we can take the official vote. We have plenty of  
13 discussion and wait for the board meeting --

14 MR. TROWBRIDGE: The interviews can be done  
15 remotely.

16 DR. BAGNER: Yeah, the interviews will be from  
17 10:00 to 1:00 and then that will give us enough time  
18 to make it here. And then at 2:30, we'll still meet  
19 as planned.

20 MR. HAJ: And then you had a discussion about  
21 formal board action, you'd have to have three people  
22 in the room at three o'clock.

23 DR. BAGNER: 2:30 is where its scheduled now.  
24 So that gives Muriel enough time to turn over the  
25 room.

1 Between the committee meeting and the board  
2 meeting.

3 Yeah. Okay, great. So if I -- so I think 10:00  
4 to 1:00 so everyone can make it -- because you'll be  
5 doing it from your respective offices, your homes.  
6 And then that'll give everyone enough time at one  
7 o'clock to have lunch and then head over here. And  
8 then we'll meet at 2:30 as planned and come with a  
9 decision. And this way everyone is available. Any  
10 objections? Wonderful. Okay, great, this way  
11 everyone can be there. And I do notice there's two  
12 other people in our committee, but we haven't seen  
13 them in a while. Nelson and Marissa, I believe.

14 MS. JEANTY: Yes --

15 MR. TROWBIRDGE: Yeah.

16 DR. BAGNER: Okay. I just want to know if we  
17 can share with them the update for this, so if they  
18 can join us. Okay. We're going to keep the original  
19 plan for the 2:30 meeting. 2:30 to 3:30 will be our  
20 meeting where we discuss the candidates, 10:00 to  
21 1:00 will be the interviews. And the board meeting  
22 will be at 4:00. Excellent. Anything else to add?

23 MR. HAJ: Mr. Chair, just to clarify, we're  
24 going to bring in the five former finalists with the  
25 -- I don't know where the spreadsheet is, the two or

1 the three.

2 DR. BAGNER: It'll be five, right, the two top  
3 of the previous candidates.

4 MR. HAJ: I thought, my understanding we're  
5 bringing the five finalists back from the final?

6 DR. BAGNER: Oh, no, I think it was the top two  
7 of the previous five, correct? Or did --

8 MR. HAJ: Total of five.

9 DR. BAGNER: Total of five, correct.

10 MR. HAJ: So these five we'll schedule between  
11 10:00 and 1:00?

12 DR. BAGNER: Correct. With a half hour -- for a  
13 half hour each.

14 Yeah, I mean, I guess it's a different ranking.  
15 We didn't do an overall ranking, it was kind of  
16 separate rankings. I mean, we could consider a sixth  
17 of the previous finalists if -- I mean, I would have  
18 someone in mind if I wanted to advocate for someone,  
19 I would advocate for Annette La Greca, who is a  
20 colleague and psychologist and would be replacing our  
21 current psychologist, but I'm also open to hearing  
22 other suggestions if we want to bring a sixth person.  
23 I think we would have time to do that if we setup  
24 three hours.

25 MS. FERRADAZ: I would stick with the five, just

1 because there are three who got three votes, you know  
2 what I mean. And so then you -- to be fair, you  
3 would end up having to bring everybody back. Yeah.

4 DR. BAGNER: Correct. Okay, so its five?  
5 Unless there's any objections. Okay, so the two  
6 previous finalists, Heather Bins, Patricia Ares-  
7 Romero, and then three new applicants.

8 MR. TROWBRIDGE: The ones that are carryover. I  
9 know we had reached out to them so they knew they  
10 were being reconsidered, so. Correct? Perfect.  
11 Thank you.

12 DR. BAGNER: Correct. The plan was, I think  
13 they were asked if they wanted their applications  
14 considered again, they didn't resubmit them, but they  
15 were told we have your applications, if you want to  
16 be reconsidered. I assumed they all said yes.

17 MS. JEANTY: Yes.

18 DR. BAGNER: Okay.

19 MS. JEANTY: And then, they -- may not be --

20 DR. BAGNER: You said they may be?

21 MS. JEANTY: May not be.

22 DR. BAGNER: Okay. Well, they may not be, but  
23 they're going to be.

24 MR. TROWBRIDGE: Double negative, all right.

25 DR. BAGNER: That was still reasonable. Okay,

1 great. Well, any new business? Any other points of  
2 discussion before we end our meeting?

3 Okay, motion to adjourn?

4 All right, we'll see you all in a little bit.

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7 (Whereupon, at 3:03 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.

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Christy Caldera, Transcriber

July 9, 2021