



<p><b>DRAFT</b></p> <p><b>MAR Membership Business Meeting</b></p> <p><b>Regional Conference – Harrisburg, PA</b></p>		
MINUTES	<p>Thursday, April 7, 2022 5:15 PM</p> <p>Friday, April 8, 2022 11:30 AM</p>	<p>MAR-AMTA</p> <p>Membership</p> <p>Business Meeting</p> <p>Regional</p> <p>Conference –</p> <p>Harrisburg, PA</p>
MEETING CALLED BY	Bob Miller, <i>President</i>	
TYPE OF MEETING	MAR Membership Business Meeting Regional Conference – Harrisburg, PA	
FACILITATOR	Bob Miller, <i>President</i>	
NOTE TAKER	Lauren Stoner, <i>Recording Secretary</i>	
PRESENT	<p>Bob Miller, President</p> <p>Beth Deyermund, Immediate Past President;</p> <p>Audrey Hausig, President Elect;</p> <p>Tim Doak, VP for Conference Planning;</p> <p>Donna Polen, Assembly Chair;</p> <p>Mary Holiday, Continuing Education;</p> <p>Tatyana Martin, Government Relations Elect</p> <p>Janet Spink, Archivist</p> <p>Liz Stevenson, Parliamentarian</p> <p>Cheyenna Eagle, Public Relations;</p> <p>Amanda Montera, Treasurer;</p> <p>Lauren Stoner, Recording Secretary</p> <p>Ian Vereen, VP of Conference Planning Elect</p> <p>Meghan Smith, Student Affairs Advisor</p>	
ABSENT	<p>Stephenie Sofield, Government Relations Chair;</p> <p>Clarissa Lacson, VP for Membership</p> <p>Mel Srolovitz, Assistant Editor</p> <p>Mark Ahola, Newsletter Editor; Historian;</p> <p>Nina Alden, Treasurer Elect</p>	

**CALL TO ORDER:**

Meeting was called to order April 7, 2022 at 5:29 pm

**I. Shared Agreements****DISCUSSION**

1. Speak honestly.
2. Believe people if they voice that they have been harmed.

The MAR EB acknowledges the stark difference between: 1) legitimate harm, which elicits and compounds the trauma of lifetimes and generations of oppression; and 2) feelings of discomfort, which may result from being held accountable for causing harm. We acknowledge that likening the two is oppressive and unethical.

3. Have a moment of reflexivity and consider “Why am I saying this?” before speaking.
4. Be aware of time.
5. Leave room for other voices.

**ACTION ITEMS****PERSON RESPONSIBLE****DEADLINE**

**ACTION ITEMS** See “Action Items” on page \*\* of Minutes document.

**II. Housekeeping/Procedures****DISCUSSION***President*


- A. Call to Order
  1. Bob called the meeting to order April 7, 2022 at 5:29 pm
- B. Welcome to the in person participants and welcome to those in the Zoom space; discussion of how questions will be answered

**ACTION ITEMS****PERSON RESPONSIBLE****DEADLINE**

**ACTION ITEMS** See “Action Items” on

page ** of Minutes document.		
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III. Approval of Draft Agenda		
DISCUSSION	<b>Motion:</b> Gene B. moved to approve the agenda. Seconded by Alison B. Motion Passed.	
	PERSON RESPONSIBLE	DEADLINE
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

IV. Approval of Consent Agenda		
DISCUSSION	Approval of Consent Agenda  April 6, 2022 Consent Agenda <b>.Motion:</b> Beth D moved to approve the consent agenda, seconded by Michelle M. ; Motion passed	
	PERSON RESPONSIBLE	DEADLINE
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

V. Executive Board Officers' Reports	
DISCUSSION	<ul style="list-style-type: none"> <li>A. President - Bob Miller               <ul style="list-style-type: none"> <li>1. Officially recognized the conference chairs and all those who helped</li> <li>2. Open Positions:                   <ul style="list-style-type: none"> <li>1. Editor, Exhibit Coordinator, Regional Event Coordinator</li> <li>2. Please see us if you are interested in any of these positions</li> </ul> </li> <li>3. "Thank you for being here!"</li> </ul> </li> <li>B. President-Elect - Audrey Hausig               <ul style="list-style-type: none"> <li>1. Constitution and Bylaws Committee                   <ul style="list-style-type: none"> <li>1. Roya has joined the committee, Brian A. has been working as a consultant.</li> </ul> </li> <li>2. Upcoming Projects                   <ul style="list-style-type: none"> <li>1. You will hear about the possible changes - combining the bylaws and constitution</li> </ul> </li> </ul> </li> </ul>

- 2. Working on looking at this through an anti oppressive framework
- 3. Action plan to increase safety
- C. Immediate Past-President - Beth Deyermond
  - 1. Nominating Committee
    - 1. Elections are set to take place next year
    - 2. The committee has been meeting on a regular basis
      - 1. Working on best ways to move forward and ways to change the process to be more accessible and navigated
      - 2. Created a timeline of how anonymizing elections came to be
      - 3. Brainstorming as to how to improve transparency and clarity
      - 4. Schedule individual meetings with those who have asked to meet with us
  - 2. Core Values Adhoc Committee
    - 1. This had been pushed back due to other pressing needs
    - 2. This is naming who we are as a region/ what we stand for
    - 3. We will be sending out information about this committee; if you are interested, please let us know
- D. Secretary - Lauren Stoner - nothing to report
- E. Membership - Clarissa Lacson - nothing to report
- F. Conference - Timothy Doak
  - 1. Discussed the importance of having sustainability of conferences
  - 2. 2 initiatives for this conference and conferences moving forward
    - 1. Hotel matching
    - 2. Acknowledgement of oppressive systems - compensation for those who have been historically marginalized by offering free conference registration for those who are presenting
    - 3. Covid - 19 policies and procedures that are in place
  - 3. about 560 registrants for this conference
- G. Government Relations - Tatyana Martin
  - 1. AMTA overall
    - 1. 49 active state task forces
    - 2. 13 states that have recognition
    - 3. Congratulations to Illinois
  - 2. Regionally
    - 1. Delaware
      - 1. looking for another co-chair
    - 2. Maryland
      - 1. Are now licenced
      - 2. 100 music therapists currently licenced
      - 3. Time frame was unusual - only about a month, but this has extended to April 20th
      - 4. Created a fund to help those who needed assistance
  - 3. New Jersey

1. Currently writing regulations
2. They started a social media campaign
4. New York
  1. Implemented new language and removed language; holding meetings with staffers
  2. Mid April Letter writing campaign
5. Pennsylvania
  1. Hopefully will get bill number soon
  2. \$500,000 grant was offered statewide for healthcare workers
  3. Fully staffed; and can balance out the work
6. Virginia
  1. Got licenced in 2020
  2. writing the regulations
7. West Virginia
  1. one chair right now,
  2. not currently active

Applause for everyone who has been helping on these state task forces.

- H. Assembly Report - Donna Polen
  1. We are having the session explaining what is going on with the assembly later in the conference.
  2. We have a new delegation for 2022- 2023
- I. Public Relations - Cheyenna Eagle
  1. Working on increasing activity on social media
  2. Streamlining postings for a more sustainable communication
  3. Social Media policies and code of conduct for basic ground rules in how we interact with each other are in place
  4. We hired a new webmaster and the website has been updated
    1. If you have any suggestions or concerns, please reach out to all of us and we will get on it as soon as we can
- J. Student Affairs - Meghan Smith
  1. Virtual Krispy Kreme Donuts Fundraiser
    1. Raised over \$1,000
  2. Student Leadership academy - the role of advocacy in your music therapy career
    1. 40 students attended
    2. Hosted by PA state task force
  3. Poster Project
  4. Student Board is about to start their student advocacy by going to high schools to discuss music therapy
  5. Awards are going to be announced at the ceremony tomorrow evening
- K. Historian - Mark Ahola - nothing to report
- L. Archivist - Janet Spink
  1. Discussed the next task is digitizing our information
    1. If that is a project that you would like to help with, let us know

	<p>M. Finances - Amanda Montera</p> <ol style="list-style-type: none"> <li>1. We have done our taxes</li> <li>2. Put together some fundraising - such as the Maryland fund</li> <li>3. Compensated the scholarships and conference bills</li> <li>4. Looking at ways to keep things more sustainable related to conference finances</li> </ol>	
ACTION ITEMS	PERSON RESPONSIBLE	
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

VI. Committee Reports		
DISCUSSION	<p>Committee reports will be submitted via electronic form and available on the website. They are listed to be recognized and to add any additional information they express during the meeting</p> <ol style="list-style-type: none"> <li>A. Academic Program Approval - Hannah Bush</li> <li>B. ICRC - Laurie Keough <ol style="list-style-type: none"> <li>a. New to the committee - started in the Fall</li> <li>b. AMTA fact sheets have been updated as have the process for how these are created</li> <li>c. New resource: a Music Therapy Moment <ol style="list-style-type: none"> <li>i. To highlight collaborative work of music therapists</li> </ol> </li> <li>d. Gave a virtual presentation at the AMTA 2021 conference and hope to do that at the 2022 conference</li> </ol> </li> <li>C. Association Internship Approval - Susan Glaspell</li> <li>D. CHADI - Audrey Hausig <ol style="list-style-type: none"> <li>a. Read the CHADI resignation letter which was sent Dec 6, 2021</li> </ol> </li> </ol> <p><i>December 6, 2021</i></p> <p><i>Dear MAR-AMTA Board Members,</i></p> <p><i>We, the members of the Cultural Humility, Accessibility, Diversity and Inclusion (CHADI) committee, acknowledge and appreciate the space you have given us these past months as we entered a time of much needed internal reflection and examination within ourselves, with each other, and our relationship with MAR board and members. As we reflect upon the start of CHADI as a standing committee within MAR, it has become apparent that this committee was created within the oppressive white systems and forces that are MAR and AMTA. As such, CHADI has come under pressure to serve these systems rather than build, sustain, and support historically marginalized communities within our profession. Contingent upon the pleasing and approval of a white majority leadership and membership, CHADI has encountered continuous issues since its formation, even challenged in the need for the committee and the use of the name CHADI. Since then, CHADI's primary role has been relegated by the MAR board to that of a collectively tokenized group of "DEI experts", often hastily asked to assist</i></p>	

*with issues at the cost of our personal well-being. Furthermore, when members of CHADI have been asked to serve in additional committees and task forces, our critical observations and advice were constantly met with white guilt, white fragility, and white denial. We have also experienced and witnessed how members of historically marginalized communities have been pitted against each other in these systems of oppression. This drains us of our energy as a committee that we would aim to spend working with historically marginalized communities and harms us further. While we appreciate the space that some members of the board have given us, we are still acutely aware that our existence and function is predicated on the will and need of these oppressive systems.*

*While we are hopeful about the current members of the board, especially with the newly elected board members from the anonymized elections, we, the founding members of CHADI, feel that it is time for us to step down. Much like the situation with AMTA, we are concerned that the current systems in MAR further marginalize already marginalized music therapists through tokenizing, discounting, and ignoring their perspectives, skills, and knowledge. Energy spent on MAR and AMTA business has been constantly met with negative responses, particularly with certain members of the board and their allies. This ineffective and hurtful way of draining our energy takes us away from investing into the communities we belong to and sustain us. It is our ask for the MAR board to critically examine and re-envision their role in relationships to AMTA, historically marginalized music therapists, and any future attempt at a committee such as CHADI.*

*We thank everyone who genuinely supported us and our contributions throughout our time as CHADI.*

*Sincerely,*

*Adaisha Cole (she/her)*

*antonio esteban torres-peña (they/them)*

*Jenny Hoi Yan Fu (she/her)*

*Gabriela S. Asch-Ortiz (she/her)*

*Ming Yuan Low (he/him)*

*Rachel Reed (she/her)*

*Jae Swanson (they/them)*

*Jesse Asch-Ortiz (he/him)*

**Motion** Tom G. moved to extend the meeting by 15 minutes; Beth D seconded; Motion Passed

E. Clinical Practice Networking - Sarah Biedka

a. Networking has changed at this conference

b. The committee has requested a temporary pause from AMTA's board of directors

i. The letter the committee wrote and submitted to the board on November 2, 2021 was read

*"Dear AMTA Board of Directors,*

*On behalf of the Clinical Practice Networking Committee, we respectfully request your approval of our temporary pause. These changes to our committee will be effective immediately. In light of the recent statement from AMTA, regarding the need to reassess strategies for acknowledging DEI practices and it's community members, our committee members collectively voted to request a pause in committee action while awaiting to hear the next steps from the AMTA. We would like to uphold certain principles, but there is a need to know the principles of AMTA aligned with the*

*aspirations of the members serving the networking committee. Our committee has made great efforts to expand our conversations to address and acknowledge this socio-cultural climate and its impact on our clients, clinical work, and our own identities as clinicians and individuals in the world. With that said, we are increasingly challenged with curating networking events on regional and national levels given the increases in social networks, affinity groups, and special topics groups that exist outside of conference and AMTA. Additionally, networking has become a factset of other AMTA committees including the international relations committee and regional conference planning committees. Committee members have also experienced difficulties in fulfilling the tasks and goals set forth by the committee including the planning and organizing of regional networking events. We have made efforts to reach out to regional conference planners and asked for greater CPN committee representation integration into conference planning and other coordination to move beyond what is historically done in order to be more progressive and utilize their skills to a great extent. The representatives are unutilized within many regions including the New England Region, the Great Lakes Region, and Mid-Atlantic Region.*

*We have actionable recommendations for the CPN committee. 1) To enhance inclusion within the greater music therapy community - this includes offering networking to both AMTA members and non members at national and regional conference events. 2) To remove mentoring from the committee's goals and tasks - We have acknowledged that mentoring is beyond the scope of this committee. It is recommended for AMTA to create a special committee to address mentoring on a national level. 3) We recommend changing the goal of this committee from 'to provide coordination for networking and mentoring opportunities for practitioners working in a range of settings and with different populations and to foster communication between committees and with professions in related fields.' to be changed as follows 'to provide coordination for networking opportunities for practitioners to discuss a range of topics relating to our clients, clinical work, and our own identities as clinicians and individuals and foster communication with other committees in the professional related fields as needed. A) We are excluding the word population due to issues with this term. The topics facilitated at networking events for example mental health, neurodiversity, etc. not only describe an area of practice but also describe the lived experiences and socio-cultural identities of individuals. 4) The current tasks are as follows: 2) developing networking opportunities to support music therapists working with a broad range of populations to host a round table cash luncheon at the annual national conference and organized networking opportunities at the regional conference further explain the development of clinical populations subgroups. 3) to identify various structures that enable mentoring for music therapists working with a broad range of populations 4) to inform AMTA members of the work of the committee, regional and national publications, as well as on the members only of the AMTA website. As such, we are recommending the tasks change as follows: 1) to develop networking opportunities to support music therapy members and non-members. 2) To host a networking event or events at annual national conferences and organizing networking opportunities at regional conferences 3) To inform AMTA members of the work of the committee via regional and national publications and social media. 5) We also recommend for AMTA to dissolve the chair position as the committee works to promote equity among its members related to the goals and tasks and a chair position is not deemed necessary to engage in communication with the board or in planning national events. This request is submitted for your consideration and approval. If you have any questions, fee free to contact us."*

And each member of the committee signed, including myself.

- c. The chair of the committee did resign in 2021 and the board has yet to appoint a new chair or to concede to the request to remove the chair position.



	<p>d. The CEO of AMTA did state interest in having this committee continue,; however due to activity within AMTA,our requests related to tasks have been backlogged. Resulting in committee members not being able to take an active role in event planning or mentoring.</p> <p>e. It was encouraged to contact AMTA on comments and concerns about networking and if you feel this role is necessary, successful currently, or could be improved.</p> <p>f. You can contact Sarah B at <a href="mailto:clinicalnetworkingrep@maramta.org">clinicalnetworkingrep@maramta.org</a></p> <p>F. Continuing Education - Mary Holliday</p> <p>G. Diversity, Equity, and Inclusion - Open</p> <p>H. Government Relations - Tatyana Martin</p> <p>I. International Relations - Arlene Witt</p> <p>J. Judicial Review Board - Leah Oswanski</p> <p>K. Membership - Clarissa Lacson</p> <p>L. Public Relations - Cheyenna Eagle</p> <p>M. Professional Advocacy - Michelle Muth</p> <p>N. Reimbursement - Shelby Reynolds</p> <p>O. Research - Kathy Murphy</p> <p>P. Standards of Clinical Practice - Scott Horowitz</p> <p>Q. Technology - Tracy Souhrada</p> <p>Bob M Thanked everyone.</p>
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ACTION ITEMS	PERSON RESPONSIBLE	
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

<b>VII. Old Business</b>		
DISCUSSION	None discussed.	
ACTION ITEMS	PERSON RESPONSIBLE	
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

<b>VIII. New Business</b>
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DISCUSSION

A. Constitution and Bylaws Committee Proposed Revisions Presentation

a. Audrey Hausing

**Motion:** Liz moved to wave the reading of the changed to the bylaws; Audrey seconded; Motion Passed

**Motion announcement:** Barbara stated that she plans to offer a motion tomorrow to allow the “membership to reconsider the issue of anonymized elections via a proper and informed vote”. the ballot of recommendation for changes to the MAR constitution and bylaws will include the deletion of two lines that refers to the anonymized elections and avoiding the identified information

**Meeting in Recess**

Meeting resumed:

**Bob called the meeting back at 11:40 am April 8, 2022**

Bob discussed guidelines for how the meeting will happen to allow for discussion with the virtual and at conference space.

B. Audrey began to discuss the constitution and bylaws proposed changes

**Motion:** Beth D. moved to forgo the reading of the constitution and bylaws revision for time sake; seconded by Amanda M. Motion Passed.

C. Constitution and Bylaws Committee Proposed Revisions Discussion

- a. Tom G. commented on the proposed change in Article 8 “I applaud that.” And discussed article 8 “increases transparency of the process..” and stated “I applaud that.”
- b. For clarification: The vote today is whether or not to send these revisions out to vote (to be put onto the ballot for a vote):
- c. **Vote:** Proposed changes from the committee passes.
- d. Thank you to the committee and everyone who offered suggestions to the committee

D. **Motion**

We, the following members of MAR:

Kenneth Aigen

Darlene Brooks

Mary Claire Holliday

Bryan Hunter

Karen Jasko

Barbara MacLean

Katherine Pistilli

Brigette Schneible

Elizabeth Schwartz

Rebecca Szalay

Amy Thomas

Erin Triola

Gary Verhagen

stand in support of MAR’s Diversity, Equity and Inclusion (DEI) initiatives to address the struggles of marginalized members. We acknowledge the work, time and effort the committees,

marginalized members and the Board put into this decision. We know that the implementation of anonymized elections was part of well-intended DEI efforts. However, for the reasons outlined below, we do not believe that anonymized elections further these goals.

Therefore we move:

to allow the membership to reconsider the issue of anonymized elections via a proper and informed vote. The ballot of recommendations for changes to the MAR Constitution and Bylaws would include the following:

Bylaws Article VI - Elections, Terms of Office, and Vacancies

Proposed:

Section 2. The Nominating Committee shall draw up a slate of consenting candidates for each elective office to be presented to the general membership at the annual regional conference or via special election procedures as specified in the Bylaws, Article VI, Section 5. ~~The slate of candidates shall be anonymous.~~ The Nominating Committee shall provide membership with biographical information obtained via questionnaire pertaining to each candidate's training, life experiences, perspective, and motivation to serve, ~~avoiding identifying information wherever possible.~~ The Committee shall make every attempt to present at least two (2) candidates for each elective office. They shall also draw up a slate of at least twice as many nominees as there are designated positions for the Assembly of Delegates. Additional nominees of consenting candidates for elective offices shall be accepted from the floor at the annual regional conference or via special election procedures as specified in the Bylaws, Article VI, Section 5.

a. **Motion seconded** by Virginia D.

*Rationale provided:*

This is a 2-part rationale: Part 1 addresses the reason to provide members an opportunity to reconsider anonymized elections, and Part 2 addresses the reason for changing the bylaws, thus eliminating anonymized elections.

Part 1: Rationale for reconsideration (sending the issue back to the membership):

1) The MAR Executive Board implemented a major policy change regarding how regional elections are conducted by instituting anonymized elections. This major change was implemented:

- a) without the requisite authority of the MAR Constitution and Bylaws. Instead, the authority was sought via a Constitution and Bylaws ballot after the new procedure was already implemented and the election completed;
- b) without regard for the viewpoints and potential impact on the entire MAR membership, including those who identify as marginalized and those who do not;
- c) without opportunity for members to debate its merit (a parliamentary right); and
- d) without properly and fully informing MAR membership of the purpose of this crucial change and how anonymized elections meet those goals. Most members had no information on the proposed change until two weeks before the regional conference. Members were referred to multiple documents and articles via links, none of which addressed anonymized elections. Likewise, easy to access formats such as email blasts, newsletter, and google survey were not used to gather or disseminate information. The rationale on the Constitution and Bylaws ballot did not include the goals for the change. The lack of an informed membership, and the presentation as a decision already made are likely reasons that only 58 members voted on the

Constitution and Bylaws ballot which passed with 41 votes. While this meets the requisite 2/3 majority of completed votes, it represents only 7.6 percent of eligible MAR voting members, and passed by a margin of just 4 votes.

Part 2: Rationale for changing the bylaws by eliminating anonymized elections:

1) Without candidates' identifying information, the intent of DEI is compromised and members' basic voting rights are violated. Members have lost the rights and opportunities:

- a) to make informed decisions and to freely vote for the individuals of their choice;
- b) to support marginalized candidates, as well as to know, see and hear their views on issues of importance to the region. Thus, anonymized elections may be yet another way to marginalize members;
- c) to know the effect or result of their votes following the election. This is contrary to the central principles of democratic voting;
- d) to independently verify a candidate's expertise, experience or skills for the position;
- e) to independently question any candidate to determine if the candidate is able to effectively interact as well as listen to member concerns;
- f) to observe the candidate in a professional role to determine if they have the leadership abilities and qualities those members feel are necessary to address the challenges of the region or their individual concerns as a member; and
- g) to choose to withhold their vote for a candidate they deem a poor fit for the position.

2) Without knowing who the Nominating Committee has already placed on the ballot:

- a) members cannot make informed decisions about who else might be a good fit in the mix of candidates; and
- b) the right of members to make nominations is adversely affected. "Nominations from the floor" (currently in the bylaws) are no longer possible because candidates cannot be identified by name, and potential candidates cannot give their consent to run without revealing their identity.

3) Anonymized elections increase some biases and gives some candidates advantage over others in the following ways:

- a) many candidates remain anonymous, but inevitably, other candidates can be identified, creating an imbalance and adding a different bias;
- b) on a ballot with over two dozen candidates, all with fairly similar "bios" to sort through, voter fatigue can set in after reading even a fraction of them. Thus, Candidates "A" through "E" may be at a distinct advantage over Candidates "S" through "W";
- c) in an organization built on democratic principles, bias is spread over the entire group. In anonymized elections, the potential for bias is concentrated in the 7 members of the Nominating Committee;
- d) the goal of increasing diversity, equity and inclusion is suppressed by restricting members ability to make an informed choice. The attempt to be more inclusive of some while exclusive of others is neither equitable nor inclusive, and anonymizing elections is the opposite of transparency;
- e) candidates are severely restricted in their ability to reveal crucial information about their experience and qualifications for a position. Suppressing such information is a disservice to members and candidates, as well as to the organization as a whole; and
- f) according to the National Association of Parliamentarians, AMTA's legal counsel, and legal counsel within the American Society of Professional Executives, there is no precedent for

anonymized elections and they are not known to be best practice.

*"A key element of a deliberative assembly is the ability for members to make informed decisions and freely exercise their ability to vote. Any process that seeks to intentionally prevent members from knowing the effect of their votes runs contrary to the principles of parliamentary law."*

Tim Wynn, PRP

National Association of Parliamentarians

January 21, 2022

- E. Discussion on presented motion listed in E (a)
  - a. Sarah B. discussed the multi page rationale that was not disseminated and that this was ableist. Discussed the rational section of voter fatigue and observing people in leadership positions when they have not been able to hold one yet
    - i. Bob acknowledged that the motion was sent to the board ahead of time and asked to be shared, but it wasn't

**Motion for secret ballot**

- b. Michelle M. - for the motion. She proposed a motion "I feel that a secret ballot should be considered and implemented"
  - i. Liz as parliamentarian discussed secret ballot as part of procedure
  - ii. Motion was seconded by Leslie H.
  - iii. **Motion Passed**
- c. Besty K. in favor; I am a typical member and this is a momentous change and I don't think we understood what was happening; I am in complete support that we need to get newer people, people from marginalized groups in leadership I have seen no evidence that anonymized voting is what will make this happen
- d. Tom G in favor - discussed "one person one vote"; "I believe in diversity and inclusion and including membership in vote is important; at least let the membership vote"
- e. Brian A. opposed to motion discussed historical "national sins of the United States ..compromises at the expense of human rights to appease the white colonial power centers" "let us please stop" in how we are relating to each other including policies
- f. Kate M-C opposed to motion Going back to this is so harmful, there are limitations within anonymized voting but instead of it being binary where it is all good or bad, I would like to see something proposed that would approach the limitation while still honoring all these voices' input and lived experiences
- g. Tracy W in favor- discussed unintended consequence as part of the new process, it allows those who have caused harm to run under the veil of anonymity potentially causing further harm; I chose not to run for fear that I would need to work closely with those who have caused harm
- h. Natalie T - I am still working to understand both sides. If people were harmed during the previous way of voting and people are stating that they are harmed by anonymous voting, how are we going to move forward?
- i. Kery D. - opposed to motion - I am against sending this membership. I find it egregious that we are still having this conversation after all of the labor that many folks have put forth. This was to stop oppressive practice within the MAR and to take steps toward unsettling those to move forward with safer more

equitable spaces and practices This motion is working against DEI procedures; change is uncomfortable but it is necessary

**Motion:** Tim D moved to extend the meeting by 30 minutes 1:10 pm; seconded by Beth D.; Motion Passed

- j. Donna E. in favor - the membership should be given time to review all the documents; discussed anonymized elections and compared it to recent supreme court election
- k. Elissa S-G - in favor- "because everyone has a voice and times when I have felt helpless and wasn't allowed to have a voice. I support putting it though to membership so everyone has an equal vote"
- l. Paula A. - opposed - I felt the sense of discomfort and then I took a step back and realized there is nothing wrong with this and thought this is the proper way to address this. I think this would be better spent how can we improve this
- m. Kendall J- opposed - I am in favor of anonymized voting; this is an action step to minimize harm, we need to start taking action, we can't take it away, I don't think we should step backwards
- n. Audrey H - opposed - discussed recognition that some people are not here and present due to harm
- o. Clarissa L - opposed - committee meetings were held and lived experiences were shared and ignoring this not appropriate
- p. Zane - opposed - discussed implicit bias; discussed that people came to the board by knowing the right people per the Anti Oppressive adhoc
- q. Rachel R. opposed - read a statement from Becci Warren "I agree with people who have spoken about ableism" This has been shared with the membership already. We need to work on how to improve anonymous voting, not get rid of it.
- r. CJ S opposed - I would encourage everyone to look at the Anti-oppressive Accountability Adhoc report; AMTA and MAR have historically created a system of harm toward marginalized communities; Discussed the stories of the folks interviewed for the Anti Oppressive Accountability Adhoc and the harm commented by the popularity contest of voting. We need to move forward and explore how to make the anonymized voting process better.
- s. Sofie T. - opposed ; the membership did have the opportunity to become properly informed and if we vote against this we are saying how we feel about the content and I want to underscore who is present and who is missing in this conversation and remember who was present in coming up with the anonymous voting in the first place. We can not claim to be in support of diversity, equity and inclusion if we have taken recommendations from those groups and then decide to no longer center the marginalized experience, but center the dominant experience.
- t. Tim D. opposed - when I was running, the person I was running against had more experience in the conference planning than I did; The only difference was I had more letters and had more connections . There are ways this can be improved, but anonymized elections brought people with more experience.
- u. Roya R. - opposed - as music therapists, if we are not willing to listen to our colleagues, I am not sure I am comfortable with this. Colleagues are telling us that they have been harmed and we need to respond to that; It was weird and uncomfortable, but it won't kill me to do something different.

	<p><b>Motion:</b> Beth D. moved to extend the meeting to 1:15, seconded by Tim D. Motion Passed</p> <ul style="list-style-type: none"> <li>v. Arron T. opposed - We are trying to move forward; let's take what we have and move forward.</li> <li>w. Beth D opposed - discussed the nominating committee is reviewing the process; discussed concerns on the rational such as taking nominations from the floor electronically; from the past 3 election 2017 16% are new to regional membership, in 2019 is was 30% of people who were new, 2022 - 50% of the people elected are new to service</li> </ul> <p><b>Motion:</b> Tom G called for question; Leslie H seconded; Motion Passed</p> <p><b>Vote:</b> 38 for and 58 against the motion, the motion does not pass</p>	
	PERSON RESPONSIBLE	
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

VIV. Good and Welfare		
DISCUSSION	A. Nothing reported	
ACTION ITEMS	PERSON RESPONSIBLE	
ACTION ITEMS See "Action Items" on page ** of Minutes document.		

X. Adjournment		
DISCUSSION	A. Bob M., President adjourned the meeting at 1:30 pm.	
ACTION ITEMS	PERSON RESPONSIBLE	
ACTION ITEMS See "Action Items" on		

page ** of Minutes document.		
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MOTION TO ADJOURN	
MEETING CLOSED	Bob Miller, President, adjourned the meeting at 1:30 pm.
NEXT MEETING	