



**NAHJ BOARD MEETING
DEC. 18, 2019 (CONFERENCE CALL)**

Minutes Approval

III. President's Report

- a. 2023-Miami
- b. 2024-Chicago w/NABJ

IV. Budget 2020/ Policies

- a. 2020 Budget

Geraldine motions to approve the budget. Yvette Cabrera seconds it.

Budget approved by board majority.

- b. Policies (Whistle Blower, Social Media, Document Retention, Gift)

Hugo motions to approve policies. Geraldine motions to vote. Monica seconds motion

Board approves the policies.

- c. Employee Handbook

Geraldine motions to approve policies/ Yvette seconds motion

Board approves the policies.

V. Executive Director Report

- Alberto highlights the momentum of this year and how it has built on years past
- Great news: Democracy Fund has pledged \$50,000 for 2020 to be used for Palabra. First grant directed to the publication. Ford Foundation is also looking into supporting Palabra as it continues to grow.
- Google grant (not completely public information yet) allows NAHJ to focus on Spanish training in newsrooms that predominantly serve Spanish media. To be held between Feb and July to reach 240 journalists. Schedule is still being finalized. Plan is to go to markets where there is more of a Latino community. Those who attend the trainings are also provided with an NAHJ membership, and this will allow growth of Spanish members.
- Alberto traveled to Miami for meetings with Knight Foundation. New grant that is in discussion is to provide tangible plan to support mid-career journalists and their professional development. Grant would be for 2020 to 2022.
- Scholarship fund is getting started to help support journalism management.
- 2020 conference is looking good and NAHJ closed the year with a lot of momentum including success in Puerto Rico student bootcamp and training.
- Help needed: Membership numbers are in lull and could use a membership drive led by the board to help increase the rate of membership. Possible target is 30-year NAHJ anniversary, granting membership for \$30 could be a good motivator. Some ideas: social campaigns with personal stories. From Nancy, national membership drive and regions have event at the same time tied to the 30-year anniversary.
- Plans for Palabra to grow. Next issue is February and theme will be Latinos in politics. Two other components of Palabra that need to be developed: a member directory of freelancers that has been vetted and is built throughout the country and ideas for stories that do not have a place in Palabra, to find a home elsewhere. Palabra leadership will be speaking at the NAHJ board retreat.
- Update on hacking of NAHJ and Palabra site. Issue was resolved, but Alberto suggests the board have a plan for situations like these. The two sites have been secured further after this incident.

VI. Regional Updates

- Region 1: Puerto Rico bootcamp was a success, with four different universities participating. Hoping to grow student chapters into professional chapters.
- Region 2: She finished up some tasks as NYC chapter president and is looking to take on more Region director roles in 2020. They had a major holiday mixer with a great turnout.
- Region 3: **Philly chapter.** We now have an official chapter! They selected their board last week. Helping offer guidance as they get their new chapter going. They are planning a

meet and greet mixer for start of year. **DC chapter:** Had CBS membership meeting with AAJADC and AU NAHJ chapter in early December. Preparing for the 7th annual Washington Journalism Job Fair happening April 17, 2020 that is held with other journo groups in the city and continues to grow in success year after year. They are planning a membership drive early 2020 to get members to update their membership (chapter has more than 110 official members and they are looking to boost their numbers to 150) DC chapter wants to host NAHJ board for a happy hour or meet up when they are in town end of February for retreat. For 2020 convention, they are open to helping with panel or opening happy hour/ event with local NABJ chapter as they did at last DC joint convention. Student outreach chair hoping to get second DC student chapter at George Washington University. Charlie Ericksen student supplement one winner in spring and two in summer. Chapter has looked to support members with 2020 campaign coverage and Impeachment coverage, including partnership with Fundamedios for training and additional outlets where events or trainings can be held. **AU chapter:** Attended their board meeting and they came to DC chapter CBS event. Looking to continue to grow chapter and leadership as two key members on student board will be on study abroad in Spring semester.

- Region 4: Did a mentorship event and launched the program. She is looking to work with local universities to get new student chapters going. Shared story of local member is Mundo Hispanic reporter and incident with ICE agent. Story in Mundo Hispanico. She is addressing it with ICE.
- Region 5: Regional director not on call.
- Region 6: Supporting Mizzou and DePaul to become student chapters. Chicago chapter had a successful podcast training. They had a cafe con leche with PIOs that was off the record and great discussion. In January, they have their “Nuevo Comienzo” major event for their student scholarship program. Chicago chapter will help pilot new grant money for Spanish training.
- Region 7: Most work has been introducing himself with chapters. Helped professor at the University of Arizona to get a student chapter started. He attended an AMLA mixer.
- Region 8: Bay Area has new leadership and hope to have Latina Summit. LA chapter in process of being reinstated. All materials are in. UCSB has all paperwork. Cal State looking to start a chapter. [Both UCSB and LA chapters were voted to be approved in meeting]

VII. New Chapter Votes

a. Student Rep (presents student chapters to be voted on that submitted all required materials)

Student chapters

University of Missouri. Yvette made motion to approve. Monica seconds. Board approves.

Ana G. Mendez, Puerto Rico. Rafael made a motion to approve. Yvette seconds. Board approves.

DePaul University. Nick makes motion. Rafael seconds. Board approves.

University of California, Santa Barbara. Nick makes motion. Yvette seconds. Board approves.

University of Arizona. Rafael makes motion. Yvette seconds. Board approves.

Professional chapters

Los Angeles. Hugo makes motion to vote on reinstatement of Los Angeles chapter. Cristy motions. Nick seconds. Board approves.

VIII. Old Business

a. Board Retreat (Frid, Feb 28, Sat 29, Mar 1) in DC

NAHJ helping coordinate lodging. NAHJ board will have dinner together on travel day and then full day of business on Saturday.

IX. New Business

NAHJ election committee needs to be created. Hugo asks Board members to consider joining committee to assist.

Rafael has update on meeting with national Telemundo team. They are looking to help sponsor a Spanish training. And meeting with HOLA TV with general manager. Workshops in Spanish with them and they are happy to be part of panels in conferences in Miami and supporting Spanish language coverage.

Executive leadership program with AAJA pilot program. Board members participated. Inaugural members Monica, Blanca and Nick. Hugo stresses importance of supporting leadership and board.

Hugo motions to adjourn. Rafael seconds. Board meeting adjourns.