



February 18, 2021

Dear SPD Community,

Here's an update on recent developments at SPD:

- We have re-staffed the publicity manager position, which has been vacant since mid-December. Our new-hire starts March 8. Look for more detail on this shortly.
- This past Thursday's board meeting (held virtually, as has been standard practice since the pandemic's onset) marked the first time that we welcomed all staff members to attend. We're also developing a formal staff-board liaison function to foster more consistent staff-board communications and sharing of workplace concerns or issues.
- We're pleased to announce the addition to the board of Wendy Lukas. She has more than 35 years of experience in human resources and, as our new board vice president for HR, will play a key role in helping improve SPD's workplace policies and practices. We're very lucky to have her and look forward to benefiting from the insight and judgment she honed in her work with large and small organizations.
- SPD is expanding our COVID-19 Work-at-Home policy to better assist with staff stress caused by continued pandemic-related disruptions. Staff members will have greater latitude to choose their own schedules.
- Within the next two weeks, employees will begin logging their own time cards online in order to support working from home and minimize errors.
- Our impartial workplace assessment consultants are finishing up their assessment and confidential 1:1 interviews with staff members. Participation was completely voluntary and we're encouraged that the vast majority of current full-time staff members participated. Former staff members were also offered the opportunity to contribute, but several declined. The anonymized report with its recommendations for SPD is under way, and we expect it to be finalized and shared with you in early March. The assessment will be the basis for mediation, conflict resolution, and any actions by the board.

- Speaking of mediation and conflict resolution, we've narrowed the search for this important next step in healing our workplace to a field of three expert firms. Staff will be involved in the final choice. We aim to share details on the selection, timeline and process in tandem with the assessment report in early March.

We have heard the ongoing calls for immediate action to be taken against SPD Executive Director Brent Cunningham, and we continue to read and process new information that comes in from members of the SPD community. Each of us on the board appreciates your understanding that we need to complete the assessment process.

Thank you,

SPD Board of Directors: Alan Bernheimer , Cecil S. Giscombe , David Rothenberg, Estee Schwartz, Ethan Nosowsky, Jerrold Shiroma, Jonathan Fernandez , Juliana Spahr, Laura Moriarty, Lorraine Lupo, Michael Morgan, Rena Rosenwasser, Roberto Bedoya, Tonya Foster, Wendy Lukas

P.S. In addition to Wendy's new role on the board helping SPD with HR and workplace functions, we continue to seek a new board member with expertise in social justice and the modern workers movement, and once again ask for your nominations.