

Minutes 2021
Executive Committee Agenda
Southern Sociological Society
Virtual New Orleans, LA Meeting

Wednesday, April 7
2:00 pm – 5:00 pm

Present: Beth Rushing, Kylie Parrotta, David Brunσμα, Kirsten Dellinger, Lisette Garcia, Will Tyson, Katie Acosta, Kendra Jason, Stephanie Bohon, Cameron Lippard, Margaret Hagerman, Eduardo Bonilla Silva, Adia Harvey Wingfield, Kendra Jason (missed first two votes)

Not present: Toni Calasanti

Welcome, Approval of Inter-Meeting Minutes, President Wingfield's Report

Adia Harvey Wingfield invited everyone and started the meeting at 12:05. She acknowledged that it has been a difficult year.

MOTION: Adia Harvey Wingfield motioned to approve the annual committee reports. Katie Acosta seconded. 13 YES (unanimous).

Adia Harvey Wingfield motioned to approve the interim votes. Katie Acosta seconded. 13 YES (unanimous)

President's Report – Adia Harvey Wingfield

Adia Harvey Wingfield summarized her presidency as being focused on supporting members and responding to diversity and inclusion efforts. She signed a letter of support for JT Thomas and Wendy Leo Moore and a statement condemning violence towards Asian Americans after the Georgia murders.

Adia noted the big challenge was figuring out how to host the meeting on a virtual platform, which the program co-chairs will discuss further, and the other worry was the financial well-being of the organization after cancelling the 2020 meeting.

She convened an Anti-Harassment Task Force and they made a lot of progress. Adia Harvey Wingfield hoped to have business wrapped up before the end of her term, but due to COVID-19 the initiative was delayed. They brainstormed a lot of ideas that the EC will review on Saturday. Kylie has provided links to the documentation in the Google drive. We will discuss turning the task force into a formal standing committee Saturday and the work that will continue under Stephanie Bohon's term.

Executive Officer Report – Dave Brunisma

Dave Brunisma was happy to see everyone and stated it had been wonderful to work with Adia Harvey Wingfield, Katie Acosta, Rashawn Ray, and Brandon Jackson throughout the year so closely on hopefully what would be Southern's first and last virtual conference.

Dave Brunisma mentioned that the EC members received the Finance Committee's Report and that he wanted to spend more time reviewing the details to show where we have been as an organization. 2020 wasn't as hard on us as we thought it would be because we were able to cancel the hotel contract without penalty because we rebooked the same hotel for 2026. We ended up with more revenue than what we spent, but it's more nuanced than that.

Site selection realized that we double booked SSS in Birmingham with the PAA meetings. We are going to reach out about shifting the date so that they don't overlap. Membership numbers and registration numbers had been growing.

The Finance Committee tried new initiatives in 2019. We got rid of programs and tote bags, changed our credit card processor, and did other things to cut costs. Kylie sent out the 2022 Budget that was approved by the Finance Committee that we will review more closely Saturday.

In early March we decided to postpone SSS 2020 until the Fall and then we decided to cancel. Due to the timing of COVID shut downs, and our need to make a decision for 2020, we were able to postpone our contract in Jacksonville until 2026. We were expecting about 1000 at the meeting, but we don't know how many we would have ended up with. 76 people forwarded their dues on to this year, about \$10000 was donated, and we processed about \$14,500 in refunds.

We were down about 40% across the board in revenues, which are tied to memberships and registration. People register because they have to for the meeting and most people don't renew their memberships until they have to register. In terms of expenses, we cancelled the hotel contract without fee. The Site Selection Committee decided we will try to renegotiate all of the terms of those contracts from 2022 onward to take into account that our membership may have plateaued right before the pandemic hit as well as to consider the uncertainties of the next 5 years. The contracts through 2027 were all signed while we were increasing in size.

We had a significant cost in 2020 for the virtual platform we're using. We looked at 12 platforms as a team and they ranged in quality and price (\$7,000-\$180,000). We went with All of the Loop (British Company), which cost \$22,500. We wanted to keep registration costs near zero for students, contingent faculty, and emeritus members. We calculated the costs with the goal of making back the money in registration and as of today we met that goal.

Dave Brunisma and Lyla Byers are going to meet with the Database people to merge and streamline the database to reduce the amount of emails that need to be filtered. Some members have three accounts registered in the system.

We are going to do a survey to ask members about their University travel budgets and how it may impact travel to Birmingham. Dave Brunisma thinks we'll get through this and will be stronger as an organization and will build back. The accounts are healthy. The balance of all of our assets is \$291,990. Our investment fund is at \$254,391. Our investment fund is about \$292,000. Our money market account is at \$13,649 after buying new equipment for the NOLA 2018 meeting. We have \$40,591 in checking.

We currently have 803 members, but might get up to 900 by the end of the meeting. We have 640 people registered for the meeting. We have about 900 participants listed in the program.

Slade Lellock now has a TT position at Avery University. Dave Brunisma worked closely with Slade over 7 years and he acknowledged how much he did for SSS. You will get to meet Lyla Byers who took over as the new AEO on Saturday. She has been helping Dave and Kylie.

Eduardo Bonilla Silva thinks the trend for membership will level off. The EC discussed raising dues.

Adia Harvey Wingfield Harvey Wingfield announced that Kendra Jason just found out that she was promoted to Associate Professor! YAY, Kendra!

Program Committee Report – Brandon Jackson & Rashawn Ray

Brandon Jackson and Rashawn Ray identified 19 sub-themes under Adia Harvey Wingfield's main theme and formed a great program committee. Dave, Lyla, and Rebecca Shankman did so much to help navigate putting on our virtual program with 417 presentations at 175 sessions. There were some people dropping out of the conference.

The program committee did a lot of work with All In The Loop Platform. The response has been good during the pandemic and we're hoping that the flow will go smoothly. They reduced the length of the presentations to reduce the Zoom fatigue of our members and tried to incorporate some neat things, like the Network Cafes, where people can have small meetings that would have taken place at a coffee shop after a session. They hold up to 14 people and they're encouraging everyone to use them.

We have two plenary sessions and the Presidential Award sessions. Adia Harvey Wingfield said she was worried about the plenaries because some of the people may not be able to attend, but she plans to make it more conversational.

Awards Discussion – Norma Burgess

Norma Burgess said that we received a good bit of applications for the award categories this year. The process for awards was complicated by people not following the eligibility requirements. She noted it was a lot of work to go through to see who has paid their membership and who is eligible before they even spend time reviewing the candidates' materials. The materials were emailed out to the committee members and then shared with Kylie. Sharing the files through Google docs made it easier for the EC. We discussed the materials being submitted to Lyla Byers (AEO) to verify eligibility before sending the materials to the Honor's Committee for review.

Membership Committee – Joanna Hunter

Joanna was stepping in for Maria Aysa Lastra. The membership numbers have decreased since last year, but we think this is related to the pandemic and university travel budgets. They have two sessions scheduled for the meetings: 1) Conversations with Grad Students and 2) Conversations with Junior Faculty. This will be part of making members feel more included and help them access networking and professional development opportunities.

We are interested in attracting undergraduate institutions and smaller schools. We are developing a database of all of the schools in the South and updating the contact information for the department chairs. We discussed the departmental membership process and how it has improved with the redesign of the website. We thought about advertising through ASA and SWS, but did not. The committee discussed doing something similar to SWS's hand program. They noted seeing an increased interest in rural sociology and the sociology of the South, so they're going to try to tap into that as a way to market to new members and plan to reach out to all of the state associations.

Will Tyson asked whether students who join maintain their membership after they graduate and if the data relates to the job market? Joanna said that she would get back to the EC with that data after reaching out to Lyla. Cameron Lippard thought it was good to reach out to the state associations and see if they wanted to do a session about the state we're hosting the meeting in. Dave Brunnsma suggested that Joanna contact him because there is a database that has already been started. Beth Rushing shared it.

The Southern Sociologist – James Maples

Cameron Lippard was pleased that he could access it online. Kylie Parrotta brought up that she would like to see the graduate students who are serving as editorial team members be recognized as formal committee members. Stephanie Bohon recommended tabling the discussion until new business on Saturday.

Dave Brunisma brought up how there are materials that need to make it into the archives that are related to the pandemic, such as things like canceling hotel contracts. James agreed that documenting this history was important and encouraged people to scan materials to him.

ACTION ITEM: James Maples will send out a call to the membership for collecting materials.

James will be the program co-chair next year and is thinking about taking one year off or co-editing TSS with Nadya Vera.

Publications Committee – Gayle Kaufman

Gayle reported that they are recruiting new editors for *Social Currents* and that they have been advertising with an April 1st deadline but have not received any applications. The committee will be meeting on Saturday to brainstorm potential contacts for the editorial position. Dave Brunisma brought up how this is a problem across the discipline. Kendra Jason asked how we could appeal to people to become editors and make them understand the workload and helping people understand the career advantages might make more people consider it. Cameron Lippard said it is a labor of love, but that he has learned a lot from serving as an editor. He said his university didn't value the service as much as other service, but that he enjoyed overseeing special issues and networking. Cameron said the length of term and the benefits that might come with it are important to consider because some journal positions provide different types and levels of support.

ACTION ITEM: Kylie Parrotta recommended organizing a session with current and past editors to talk about what the roles entail and why people should consider that type of service.

Committee on Professions - Michelle Petrie

Brandy Simula resigned from the committee. Michelle said that the committee coordinated two sessions, one of which was cancelled last year and reorganized for this year, and one that is for graduate students to help them better understand what jobs are like at different institution types. They considered organizing a session with people who survived the last job recession and those who have had success in the non-academic job market, but will be waiting until next year to host the session.

AEO Report – Lyla Byers

Joined SSS in 2016 when Stephanie Guittar recommended that she attend the conference. She felt welcomed, started organizing fat studies sessions, and got involved with SWS-S. She spent a lot of time shadowing Slade in his role and has experienced a learning curve with the website. The new site is more user friendly and has streamlined member info. We had a countdown clock for the conference and that made it more engaging. We will be overhauling the Honor's page and the *Social Currents* page. We'll

try to feature articles and award winners. We've made a YouTube channel to incorporate videos into the website. Adia Harvey Wingfield made a great video to announce the conference. We tried to make it multi-modal. Lyla and Kylie worked on Handbook revisions. Lyla is coming up with creative ways to market the conference and to engage the membership. We're working on the database to generate reports.

Committee on Professions - Andrea Hunt

Andrea said that they were organizing three sessions and that they worked really hard reaching out to the people who were on the program last year. They drafted a mission statement and got the committee approval on that. They started brainstorming sessions for next year, including doing a working session on developing policy briefs. They are expanding efforts by reaching out to high school and community college students.

Andrea stressed that offering these workshops is important on this job market, especially letting students and faculty know that they can often make money doing evaluation work. Kirsten Dellinger asked if there was any sense of whether faculty were working on sociological practice within university organizations. Andrea said that there would be a session on sociological practice and experiential learning, but she wasn't sure if people would be working in how people work with community engagement offices across campus and the community. The EC discussed bridging this type of community engagement work, which could help members access non-faculty positions.

Will Tyson wondered if we should push for free membership for high school teachers to attract teachers to the conference. Andrea Hunt said teachers often teach Sociology classes despite many having never taken sociology classes themselves. The EC discussed attracting AP students, high school teachers, HBCU and community college faculty and students in the area.

Small Colleges & Community Colleges – Naomi Simmons

There has been fluctuation in the membership of the committee. Sarah Cribbs and Naomi have been working together to better highlight teaching through the Teaching Corner. They've been soliciting submissions from faculty members and trying to create networking opportunities for people at small colleges. They will be co-sponsoring a panel on teaching community engaged courses with SWS-S. And, plan to offer more teaching centered panels in the future. The committee also wants to make a list and do more marketing to community partners.

Dave Brunsma brought up that people are coordinating similar efforts and not to recreate the wheel. Kendra Jason mentioned faculty who started at community colleges might be willing to mentor faculty who are at community colleges. Kirsten Dellinger pushed EC to think about how the virtual meeting capacity might be extended after the pandemic during our face-to-face meetings so that people at smaller colleges might still be able to participate (especially as travel budgets will likely decrease).

Committee on Student Concerns – Taylor Jackson

The committee has been focused on student engagement, especially during COVID-19 as students are feeling isolated. They have been trying to find ways to get students involved throughout the year to make connections outside of the conference. The job market, funding, and mental health are pressing concerns for students and they've been brainstorming ways to address these by sponsoring or co-sponsoring events.

Taylor shared they are going to host Zoom sessions for students to voice their concerns. The committee wants to develop a workshop for people that want careers outside of academia. Taylor said they couldn't get conference fees waived this year for sessions with panelists working outside of academia and Adia Harvey Wingfield said this will continue to be a budget issue. Adia Harvey Wingfield brought up partnering with other committees, such as Professions to collaborate on sessions.

Kendra Jason stressed that mentorship is more than a relationship and the need to create tangible items, like grants and publication opportunities. Lisette Garcia usually organizes at least one panel on non-academic careers that's been well attended by students. Kylie Parrotta brought up that DEI Task Force will be offering some sessions for junior and grad members next year through the Good STARTS program.

Lisette Garcia suggested that we share all of the committee reports with all of the chairs so everyone is more in the loop on organizational business. Katie Acosta brought up how Membership was thinking about modeling SWS's hand program, but maybe we can ask them to consider expanding the mentoring to specifically include a hand for research support.

CREM - Adia Harvey Wingfield on behalf of Hayward Horton

The committee will be doing some co-sponsored sessions with ABS this summer, which will fall under Stephanie Bohon's presidency. The CREM scholarships were not advertised this year due. EC changed the eligibility requirements to target it more towards faculty at HBCU's and MSI's rather than students. One of the historic rifts that occurred in the SSS was between the Mid-South and it had to do with institutional elitism. Kendra Jason brought up that Sociology conferences are more like reunions for people you already know, whereas interdisciplinary conferences people are more welcoming to new research collaborations. We discussed creating more opportunities and building blocks for junior scholars to get tangible outcomes for building tenure cases.

Adia Harvey Wingfield adjourned the meeting adjourned at 4:40pm.

**Business Meeting
Southern Sociological Society
Virtual New Orleans, LA Meeting**

**Saturday, April 10
10:30-11:30 am**

Present: Beth Rushing, Kylie Parrotta, David Brunisma, Kirsten Dellinger, Lisette Garcia, Will Tyson, Katie Acosta, Lyla Byers, Kendra Jason, Stephanie Bohon, Cameron Lippard, Margaret Hagerman, Eduardo Bonilla Silva, Adia Harvey Wingfield, Brandon Jackson, Kendra Jason, Joseph Lariscy, Earl Wright II, Mitch (MDH)

Not present: Toni Calasanti

President's Report – Adia Harvey Wingfield

Adia Harvey Wingfield welcomed everyone and thanked them for attending. She reviewed her year in office. She tasked the Nominations Committee with making recommendations on how to best run for office. Adia noted that Katie Acosta and the committee did a great job drafting recommendations.

President Wingfield reminded us that she signed a statement after the murder of George Floyd and that the DEI Task Force put on anti-racist teaching workshops for faculty and graduate student members in response. On behalf of SSS, she signed a letter of support for JT Thomas and Wendy Leo Moore who organized the Scholar Strike and a letter against Asian American hate in response to the recent shootings in Georgia.

Adia discussed the creation of the Anti-Harassment Committee and the report they drafted. The EC will discuss their recommendations in the meeting and will consider next steps, like turning the Task Force into a standing committee.

Adia stated that the financial standing of the organization weighed on her a lot throughout the year, but it was not as bad as we anticipated.

Adia Harvey Wingfield opened for questions and no one had any.

Executive Officer Report – Dave Brunisma

Dave recommended we all give Adia Harvey Wingfield and Katie Acosta a huge round of applause. He noted being a big fan of both of them and working with them being a highlight during the pandemic along with Brandon, Rashawn, and Rebecca. They had a hard job doing a virtual conference and they put together a brilliant program in a very difficult year. Dave thanked Lyla Byers and Whitney Hayes for all of their work monitoring everything and making things go as smooth as possible.

We had 668 people register for the virtual meeting. While we can't compare it to our other meetings, we're happy with the numbers because we were able to cover the virtual platform. We brought in about \$25,000. We have 828 members. It's not too much lower than where we normally sit between 1000-1100 members.

The virtual platform – All In the Loop – was vetted before the conference out of a dozen different platforms. We tested out the program and despite this on day 1 we had a lot of problems. We are going to meet with the company to discuss a refund for the complications that we faced. Our members adapted and figured out as they went with EO's team helping through all channels of communication. The developers worked things out on their end, but there were still issues. Dave feels like he lost two years of his life navigating the meeting through the virtual platform, but after stepping back feels members seemed to really enjoy the meetings. We'll send out a satisfaction survey following the meeting. The recordings that were captured on Zoom will go back into the platform and will stay on the server for a year for the people who were registered for the conference.

Dave provided a financial update. EC was worried for two primary reasons: 1) the Buckhead meeting was double booked with Population meetings which hurt our numbers and revenues, and 2) We also changed our membership year to the calendar year, which made it an 18 month fiscal year.

We typically spend about 40% on meetings. We expect Birmingham to be a big meeting, but it's double booked with the Population meeting and we are working with the hotel to adjust the dates. We're working with all hotels we've contracted through 2027 to renegotiate contracts to reduce the expectations as we are going to be in a rebuilding phase for the next 5 years.

We ended 2020 in the black because we cancelled our hotel contract with no penalty since we moved it to Jacksonville in 2026. Our membership is younger than it's ever been. Will Tyson asked if students remain members after they graduate, and we are going to examine the data to answer that question.

Our investment account is at \$254000. Our money market account is as healthy as it was three years ago. We have 168% in reserves (only required to do 33%). Dave Brunsma is looking forward to working with Stephanie Bohon and Cameron Lippard this year.

Adia Harvey Wingfield thanked Dave Brunsma for his report and opened it up for questions. Cameron Lippard asked what the plan was for the money: is it held for catastrophe or should we use it for supporting our members? Dave explained that the use of investment funds is dictated by the bylaws and constitution. We can take out 6% to cover expenses.

Eduardo Bonilla-Silva asked about the conference renegotiations and asked about the coffee expenses. Stephanie Bohon raised that Birmingham requires \$30,000 on food

and beverage at hotels. Dave said hotels require 800-1000 room nights and that if we don't get them, we can owe the difference. We are going to try to cut costs.

Katie Acosta discussed how having more students and junior faculty impacts our budget overall since their fees and costs are lower. Targeting our senior members who may have lapsed might be strategic. Dave Brunnsma noted in the report that the reduced fees makes us take a hit, but we're still one of the cheapest regional organizations. Cameron Lippard suggested doing BOGO for members who bring someone new with them.

Lisette Garcia said that the conference behaviors are different amongst younger attendees in terms of renting Air B&Bs off site with friends instead of staying at the hotel. She also brought up the current contract company Helms-Brisco was used to working with larger organizations and that we should look at different groups. Lisette said she'd pass on contact information to Dave Brunnsma. Lisette said that food and beverage costs in the contract is likely linked to room nights, but attrition might be cheaper.

Stephanie Bohon plans to have the membership committee look at trends. Will Tyson brought up concerns in membership numbers and renewals being connected to PAA and university travel budgets. Will also said AERA sometimes conflicts as well. Dave Brunnsma said their dates are up through 2027 and that the EO will build a stronger relationship with the orgs to avoid date conflicts in the future.

Cameron Lippard speculates that the next two years will be rough for faculty in the South. Do we ever ask our members what we should do with the money? Can we show loyalty to our members to keep us going by investing "in us." Cameron encouraged us to think about ways to bring our members back. Marni Brown suggested surveying our members on needs and wants.

Adia Harvey Wingfield passed the gavel to Stephanie Bohon at 11:12. She described the history of the items that she obtained as part of her presidency: 1) the gavel (which she said she'd bang on the keyboard if we got out of control), 2) a book by Idea Harper Simpson, 3) the late Ron Wimberly's mirror, and 4) John Reed's gifted copy of Robert Rules of Order. She noted that she would be hunting down Adia Harvey Wingfield and Beth Rushing for their signatures in the book at the Birmingham meeting.

Stephanie thanked Brandon Jackson and Rashawn Ray for getting the program together. Stephanie thanked the out-going administration for their efforts, especially because Adia did not know she would be agreeing to be president during a pandemic and have to pull off organizing a virtual meeting. She acknowledged the team's hard work and played a DMX clip for Adia!

Stephanie Bohon thanked Dave Brunnsma, Kylie Parrotta, and Lyla Byers. She thanked Kirsten Dellinger and Will Tyson for their service. She thanked Eduardo Bonilla Silva for his service over the years and expressed her gratitude. She welcomed Cameron Lippard, Earl Wright, Marni Brown, Tiffany Taylor and Megan Underhill to the EC.

Stephanie joined SSS in the 1990s and New Orleans was her first meeting as a graduate student. She was hooked and has been a member for over 25 years, only missing two meetings. She remarked that she didn't realize how much she missed everyone until we went virtual. It's been great seeing your presentations in Zoom. She noted being able to attend more meetings in this virtual format than a regular face-to-face meeting. Although, she said, "Being able to attend sessions from bed is good, but it's no New Orleans."

Stephanie Bohon said Birmingham is growing and was excited to host her meeting in the city. The Sheraton is close to 15 museums, including the Civil Rights Institute and the 16th Street Baptist Church. We have two dynamic local arrangements chairs: Verna Keith and Patricia Drentea. The theme will be "Invisibility."

The theme of invisibility runs through Stephanie's work and she thinks sociologists need to do a better job conceptualizing it. Stephanie highlighted the flexibility of the theme and that they are trying to feature a live recording of Dr. Enkeshi El-Amin's podcast Black in Appalachia at the conference. She noted that violence and extremism are being made visible by the work of sociologists and we need to highlight that after being subjected to the active production of ignorance over the last four years. Vinny Roscingo was proud to have a two-word theme as a president, so she was excited to have a one-one theme.

James Maples and Carmel Price will be the co-chairs of the program committee.

Stephanie thanked everyone for attending the business meeting. Adia Harvey Wingfield said that Stephanie's plans made her very excited for next year. Adia Harvey Wingfield thanked everyone for their work, service, energies, and efforts.

Adia Harvey Wingfield adjourned the business meeting at 11:24 am.

**Executive Committee Agenda
Southern Sociological Society
Virtual New Orleans, LA Meeting**

**Saturday, April 10
12:00 pm – 2:00 pm**

Present: Kylie Parrotta, David Brunisma, Lisette Garcia, Katie Acosta, Kendra Jason, Stephanie Bohon, Cameron Lippard, Margaret Hagerman, Adia Harvey Wingfield, Earl Wright II, Megan Underhill, Beth Rushing, Bri Turgeon, Marni Brown, Margaret Hagerman

Not present: Toni Calasanti, Tiffany Taylor

Stephanie Bohon called the meeting to order at 12:02. She reviewed that the theme would be Invisibility and that James Maples and Carmel Price would be serving as committee chairs.

DEI Task Force – Lisette Garcia

The committee drafted a diversity statement and shared it with the EC to review before the meeting. We discussed the anti-racist efforts language and Marni Brown explained the DEI Task Force's background conversations. We discussed whether social justice represents our membership at large or if anti-discriminatory does better. We discussed organization goals and what we are striving to become, while Lisette Garcia incorporated wording edits in the Google doc.

Marni Brown brought up that we have a history of being an organization in the South. Earl Wright II brought up as a historical sociologist, thinking of the origins of the Southern and the Southern Historical Congress which was about social justice. Was some of our history built on social justice? Dave Brunisma said in the early days that the organization was focused on race and racism in the South. It was one of the first to hold integrated meetings and it was in the hotel contracts. Leslie Hossfeld dove into these historical issues during her presidential address. Cameron Lippard brought up how we're striving to change as an organization, especially towards LGBTQ issues. We're not perfect, but that's what the striving is about. It's a goal. We can measure it.

Kendra Jason wondered if the average member sees the concerted efforts or a reactionary effort. As EC we see a lot, but are we transparent to our members? Marni Brown brought up the neutral bathrooms and the statements that we have signed on to as examples that our members may or may not know about. Kendra Jason said we could do a better job highlighting these things in our annual report.

Action Item: Kendra Jason suggested making a list that members could see our actual action items that we're doing related to DEI.

Dave Brunisma brought up making DEI Task Force a standing committee to track the things that we need to track and that we're creating publicly facing information to our members. We discussed making this a standing committee and Cameron Lippard brought up that sometimes it's hard to find enough people to serve. Marni Brown brought up that the ASA grant for our Good STARTS program aligns with the goals, but we don't know the history of the organization enough to claim we were founded on anti-racist principles.

Stephanie Bohon made a motion to accept the DEI Diversity Statement.

MOTION: Stephanie Bohon made a motion to accept the Diversity Statement. "In pursuit of its mission, the Southern Sociological Society (SSS) is committed to building a diverse association and creating a welcoming and inclusive environment for its members. This includes welcoming individuals along many different dimensions of diversity including but not limited to: race, ethnicity, gender identity, sexual orientation, socioeconomic status, religion, physical and mental ability, age, institution and career status. We actively work to do this through inclusive, anti-discriminatory, and equitable practices and programming, encouraging full participation in SSS and fostering a mutual respect for others in all that we do and in the business of the society." 13 YES (Unanimous)

The second thing from the DEI Task Force is whether we turn them into a standing committee. Stephanie Bohon sees their work as separate from the existing committees and Cameron Lippard stressed that they are working with internal issues.

Stephanie introduced the new EC members while Kylie ran to door to get packages and then Stephanie Bohon went back to discussing creation of DEI Standing Committee.

MOTION: Stephanie Bohon made a motion to create DEI as a standing committee. 13 YES (Unanimous).

Kecia Johnson brought up being on the SWS taskforce on bylaws and the mission statement where they solicited feedback from members (but they were given a deadline for feedback). Lisette Garcia said the committee who drafted the statement was a diverse cross-section of the members. Dave Brunisma said the ballot doesn't go out until May and we could get feedback. Adia Harvey Wingfield brought up that we'd have to get EC feedback and vote before it could go on the ballot for the membership. The EC continued to discuss the work of the DEI Task Force and the direction of the organization.

Stephanie asked Lisette to draft language for the ballot.

Lisette Garcia discussed the creation of the charter for the DEI Task Force. It outlines the purpose of the committee and how it differs from the existing standing committees.

Stephanie Bohon brought up adding about diversifying leadership, not just recruitment efforts. We discussed DEI committee composition and if standing committee chairs should be required to serve on both. Connection to SWS-South was also discussed.

Kendra Jason brought up if this was a chance to add justice to the call and to make it the JEDI committee – Justice, Diversity, Equity, and Inclusion. Kendra Jason said institutions are about DEI, but not justice because it requires action and accountability.

Adia Harvey Wingfield made a point to note that EC was bringing in Star Wars, the Wire, and DMX...and that we were spitting fire this year.

Cameron Lippard said we'd get applicants for people wanting to be JEDI Masters. Earl Wright II said the history of the Southern to be insistent in holding integrated meetings and how this is in line with that initial goal.

MOTION: Cameron Lippard made a motion to change it from the Diversity, Equity, and Inclusion Committee to the Justice, Equity, Diversity, and Inclusion Committee and Dave Brunsma seconded. 13 YES

We continued to discuss committee composition. Membership will be chairs of CREM, CGS, Small Colleges, Status of Students, and Membership with an EC liaison. This will be a bylaw change for membership. We discussed the wording of the purpose statement and composition statement from Google doc.

We discussed the DEI survey and sending it out at the same time as the satisfaction survey. Dave said we had about 300 members vote in the last election, but thought the response rate on the satisfaction survey tended to be lower than the response rate for elections. We decided to keep the DEI survey separate and to get feedback from EC by April 24th. It will go out to the full mailing list.

Stephanie Bohon made a motion to accept the language for the committee.

MOTION: Stephanie Bohon made a motion to accept the language from the Justice, Equity, Diversity, and Inclusion Committee.

“The Committee on Justice, Equity, Diversity, and Inclusion (the “Committee”) is a special advisory committee of the Executive Committee (the “EC”) of the Southern Sociological Society (“SSS”). The Committee acts in accordance with this charter, SSS’s articles of incorporation and any amendments thereto, SSS’s bylaws and policies and all applicable laws, and the overall direction of the organization as determined by the EC.

Purpose

The purpose of the Committee is to help achieve SSS’s organizational goal to improve diversity awareness, remain mindful of equitable workloads and contribution, and support and retain diverse members and leaders. The Committee works to ensure that inclusion and equity activities among its

members are closely aligned with SSS strategic priorities and, in so doing, supports the EC and leadership in advancing inclusion efforts as an organization.

Responsibilities

In carrying out its purpose, the Committee, under the direction of the EC, shall:

- Draft a diversity and equity statement to be considered for inclusion in the mission statement of the SSS organization;
- Conduct its responsibilities for the purpose of making non-binding advice and recommendations to the EC and its committees;
- Engage in planning events and activities designed to help members enhance diversity, equity, inclusion, and intersectionality awareness and appreciation;
- Provide resources and training to SSS members to assist with building competencies around inclusive behaviors in pedagogy, student engagement, and higher education responsibilities more generally;
- Partner with other SSS Committees on ways to reach new and diverse audiences and help ensure that SSS programs address and reflect issues of intersectionality and incorporate inclusion and equity into their work;
- Recommend metrics or points of assessment for diversity, inclusion, and intersectional goals within SSS's strategic plan;
- Engage in a process of ongoing & collective learning focused on diversity, equity, inclusion, and intersectionality and report to the EC on such activities and learning;
- Carry out other responsibilities as assigned to the Committee by the EC.

Committee Membership

The Committee shall consist of at least 5 members and all shall be members of SSS. The Committee should include the chair(s) or designates from the CREM, Gender & Sexuality, Community & Small Colleges, Graduate Students, and Membership Committees and a liaison from the Executive Committee.

Subcommittees

The Committee may create subcommittees for the purpose of gathering information, conducting analyses, and developing draft recommendations for consideration by the Committee and EC with respect to particular matters related to the responsibilities of the Committee. All subcommittees must report their recommendations and advice to the Committee for deliberation and discussion. A subcommittee may include members who are not members of the Committee. Subcommittee members are appointed by the Committee chair.

Voting and Quorum Requirements

Each member of the Committee shall have one vote. A majority of the then-serving members of the Committee shall constitute a quorum for the transaction of business at any meeting. The act of a majority of Committee members present at any meeting at which a quorum is present shall be the act of the Committee. There shall be no proxy or ballot voting but voting via conference call or electronic method such as email, Zoom, etc. will be permitted.

Meetings

The Committee shall meet no less than quarterly each year. Meetings may be held telephonically or electronically so long as all members participating have the opportunity to read or hear the proceedings substantially concurrently with their occurrence. Members of the Committee will be expected to attend one in-person meeting annually, to be held during the annual meeting of SSS.

Minutes, Reports, and Records

Minutes of Committee meetings shall be maintained by the chair of the Committee. The Committee chair shall prepare two (2) written reports on the Committee's activities and recommendations annually to be submitted to the communication chair for review by the EC.

13 YES (Unanimous)

Lisette Garcia notified the EC that members of the DEI Task Force and other SSS Committees drafted a proposal lead by Kylie Parrotta on anti-racist teaching, which was funded by the ASA Howery Teaching Enhancement fund. They will be creating a professional development program--Good STARTS--for a cohort of 20 teacher-scholars who will attend 4 virtual meetings and a face-to-face workshop together in Birmingham.

Committee on Gender & Sexuality – Bri Turgeon

Bri Turegon attended the EC meeting to provide the Committee on Gender & Sexuality report and to update us on the Anti-Harassment Task Force. CGS organized sessions and worked in collaboration with DEI and CREM on several efforts. With CREM, we collected candidate statements. We drafted anti-harassment documents that were based on SSSP's efforts. The CGS asked the EC for more work around creating all-gender bathrooms in future conference spaces, having lactation space, and child friendly spaces (ex: coloring station).

The energies of the committee were mostly focused on Anti-Harassment efforts and adapting the SSSP policy. CGS did not want to be in charge of harassment because we did not want it to only be focused on gender and sexuality.

Anti-Harassment Task Force – Bri Turgeon

The task force reviewed the materials prepared by SSSP. We'd broadly be covering SSS meetings and activities affiliated with Southernns. They worked with Sarah Jane from SSSP and discussed the difficulty of implementing sanctions.

They wanted to have co-chairs to decentralize power and to have multiple types of expertise. They want to have a graduate student and representation from different institution types. The composition would be a combination of appointment based and election based. We wanted to have an external component with an ombudsman to provide more support for victims. We wanted to policy to be inclusive and accessible. We wanted the policy and reporting process to be clear.

Adia Harvey Wingfield thanked Bri for her work and asked EC to review the materials. We discussed whether Anti-Harassment should become a standing committee. Adia Harvey Wingfield said that presidents across professional associations have been discussing these issues and working together to have consistency and to develop policies that would work for Southerns.

Stephanie Bohon mentioned that the proposed composition of the committee was different from other SSS committees. Bri explained that there were concerns about only having elected representation and the power dynamics involved. Cameron Lippard raised questions about the importance of confidentiality, liability, and who will pay for it. Bri said the only people on the committee who would receive complaints would be the co-chair or the external investigator or ombudsman. Bri said you pay the external investigator and ombudsman as you need them and that SSSP and SWS have found the costs reasonable. Cameron Lippard brought up that the committee would need a budget, which other committees do not have. Earl Wright asked if we already have liability insurance and Dave Brunsma said no but that the EC had looked into it before. Katie Acosta explained her experiences serving on the SWS Anti-Discrimination Committee operating with co-chairs who didn't have liability insurance.

Lisette Garcia asked about the obligations to report and whether or not we can be held financially responsible if a member was to sue us. She also recommended us exploring director and officer insurance. We discussed the role of EC members and potential liability as elected officials of the organization. Katie Acosta brought up that SWS had a lawyer that they consulted.

Dave Brunsma created relationships with insurance companies when investigating cancellation insurance due to COVID-19. At the time, it wasn't worth pursuing because of the cost and it wouldn't cover what we were looking for. Stephanie and Dave will set up a call with SSSP and SWS to discuss this further.

Stephanie Bohon told the EC to plan to have another virtual meeting to continue addressing anti-harassment. Bri Turgeon will attend this meeting with EC in the future. We tabled the discussion.

Nominations Committee – Katie Acosta

Katie Acosta presented the documentation with track changes so that we could review the suggested comments and edits. Adia Harvey Wingfield asked the nominations committee to prepare this document.

Cameron Lippard made a motion to accept the best practices language prepared by the nominations committee. Marni Brown seconded.

MOTION: Cameron Lippard made a motion to accept the best practices language prepared by the nominations committee. Marni Brown seconded.

“Thank you for your willingness to run for a leadership role for the Southern Sociological Society. We value your service and believe SSS is a better organization

because of you. The Southern Sociological Society adheres to the American Sociological Association's Code of Professional Ethics. We expect candidates to adhere to the 6 general principles of [COPE](#) — Professional Competence, Integrity, Professional and Scientific Responsibility, Respect for People's Rights, Dignity and Diversity, Social Responsibility and Human Rights — throughout the election period, for the duration of their held office and beyond. We ask that you remain mindful that your actions within the profession and in your personal life represent our organization.

Below is a list of best practices that SSS asks you to adhere to during the election period.

- SSS asks that you wait until the SSS Executive Office has officially released the full slate of candidates before you begin to publicly recruit support for your candidacy.
- SSS understands that members often use social media platforms to announce their candidacy and to solicit votes. We believe this practice is an important way to draw attention to the yearly elections and encourages member's participation in the electoral process. To that end, we support candidates' use of social media in the procurement of votes to the extent that they are comfortable.
- SSS aims for members' participation in all elections to be free of coercion or pressure. We deem it appropriate for candidates to send a general email on their department listservs informing colleagues, staff, and students about upcoming elections. However, we ask that candidates not send *individual* emails to students, junior colleagues or contingent faculty asking for their support. We further ask that candidates not make face-to-face requests of students', junior colleagues', or contingent faculties' votes.
- Finally, SSS believes that the best way for candidates to earn the votes of other SSS members is by preparing a strong biosketch that represents their academic accomplishments, career goals and vision for the Southern. The Committee on Racial and Ethnic Minorities, and the Gender and Sexuality Committee, in coordination with the Nominations Committee ask candidates to answer specific questions about their diversity, equity, and inclusion goals. SSS members will look to candidates' responses to these inquiries as representative of what their leadership will bring to the organization. Candidates should take the time to ensure that these statements are a reflection of their values so that these documents can be the primary reference during the election period."

13 YES (unanimous)

Katie Acosta discussed the nomination practices and being more intentional to diversify the pool and thinking more deeply about our membership. The committee worked with the EO to see which members wanted to get more involved. Katie Acosta asked if a membership list documenting previous service could be compiled to see who has already served who hasn't already to try to spread out the opportunities.

CREM and CGS were working together on the candidate diversity statements, but we think it would be easier if the nominations committee did it. Dave Brunnsma and Lyla Byers will be working with Brad Smith on the data management system (Meeting Savvy) this summer and they will be overhauling the member profiles. They will see if they can access service data on the members since it isn't systematically collected and build it into the database.

Stephanie Bohon thanked Katie Acosta for her service. Lisette Garcia asked if the newly formed JEDI committee should be involved. Katie Acosta said that candidates could draft diversity statements instead of soliciting responses to survey questions.

Stephanie Bohon said we still have ad-hoc committees on bylaws, disaster relief, and the website and wondered if we needed to have them. Dave Brunnsma said his book royalties were previously funding it. He said the website committee wasn't needed any more.

Stephanie Bohon raised the concern that students submit abstracts, but often don't show up to present. The EC discussed if we should make a rule that says if you don't pay and register by a certain time that they should be taken off the program. Lisette Garcia wondered if it was related to just the virtual meetings or always was the case. Dave Brunnsma said about 25% of our members register on site.

Stephanie recommended that we review the budget and vote via email.

New Business

Stephanie Bohon brought up that Kylie Parrotta's term is ending and won't be going for another one because of the difficulty of traveling to SSS meetings from California.

Dave Brunnsma is willing to stay on for another term as Executive Officer. Dave wants feedback on how to improve his performance and how to better serve the organization. He wants the office to be providing what the organization needs. Stephanie said we will consider discussing Dave serving a third term via email.

Stephanie Bohon said we're booked through 2027. Charles Tolbert is resigning as a Sociologist and our site selection officer. We have an outside company and don't really need a site selection officer right now. We don't know what is going on with membership trends. Stephanie would like permission to not select a bylaw officer this year.

Adia Harvey Wingfield logged out at 2:00 to get children.

MOTION: Dave moved that we suspend Article IX Section 1 and Article VIII Section 5.

~~“Section 5. A Site Selection Committee consisting of the President, President-Elect, the Past President, chair or co-chairs, Executive Officer, and the Site Selection Officer-~~

~~shall be responsible for recommending to the Executive Committee the site and venue of the annual meetings. The chair of the committee shall be Past President.”~~

~~“ARTICLE IX—STANDING REPRESENTATIVES AND APPOINTEES. Section 1. A Site Selection Officer shall be appointed by the President Elect for a term of five years. Should the office be vacated before the end of the term, the Site Selection Committee will perform the duties of the Site Selection Officer until a replacement is found. The Site Selection Officer shall recommend sites and venues to the Site Selection Committee and negotiate preliminary contracts, to be reviewed by the Site Selection Committee and submitted to the Executive Committee for approval.”~~

12 YES (Unanimous)

Stephanie Bohon thanked everyone for their attendance. Kylie Parrotta will send out language for additional votes via email and will schedule a virtual meeting in May.

Stephanie Bohon adjourned the EC meeting at 2:05

Respectfully submitted,

Kylie Parrotta
Recording Secretary
2017-2022

**Virtual Executive Committee
Southern Sociological Society
Friday, May 21, 2021
1:30 pm – 3:30 pm**

Present: Kylie Parrotta, David Brunnsma, Lisette Garcia, Kendra Jason, Stephanie Bohon, Cameron Lippard, Margaret Hagerman, Adia Harvey Wingfield, Earl Wright II, Megan Underhill, Beth Rushing, Marni Brown, Margaret Hagerman, Tiffany Taylor

Not present: Toni Calasanti

Welcome & Announcements

Stephanie Bohon called meeting to order at 1:31. Dave Brunnsma announced that we are still renegotiating the contract to reduce the number of room nights we're responsible for by 30% and potentially to lower the food and beverage costs from \$30,000. Also, we're trying to reduce the number of breakout rooms from 25 because we don't need that much space. Lyla Byers will update the website.

Stephanie Bohon announced that Kylie Parrotta's term of secretary is running out and being in California makes it difficult to travel to "banned" states where Southern Sociological Society meetings are often held. [Dr. Rhiannon Leebrick](#) from Wofford University is considering the position.

Stephanie Bohon said her University is going to provide a chunk of money for food and beverage and one of the presidential plenaries (Black in Appalachia podcast). Cameron Lippard is going to ask App State for funding for SSS to support the podcast as well.

Unfinished Business

- Meeting minutes

Motion: Stephanie Bohon made a motion to approve the minutes. 14 YES (unanimous)

- JEDI Business

Lisette Garcia discussed how the DEI committee didn't like what EC proposed for the membership structure. Lisette reviewed the newly proposed the structure of committee where some people would be appointed, some would be nominated, and some would volunteer. We discussed why we would need a mix of appointed and elected and volunteers as being rooted in inclusivity.

Motion: Stephanie made a motion to pass the language that Lisette recommended for the JEDI membership. "The JEDI Committee shall consist of six members elected by the voting membership of the Society for a term of three years with two members'
--

terms expiring each year. The chair(s) or designates from the CREM, Gender & Sexuality, Community & Small Colleges, Status of Students and Membership Committees shall also be voting members of the JEDI Committee. A liaison from the Executive Committee shall be a non-voting member. A Chair and a Chair-Elect of the JEDI Committee shall be selected by voting members of the Committee and shall each serve a one-year term.” 14 Yes (unanimous)

Lisette asked EC to approve our request to send out the JEDI survey.

Motion: Stephanie Bohon made a motion to send out the survey. 14 YES (unanimous)

- Anti-Harassment Task Force

Stephanie Bohon reviewed the history of the task force and how we developed the current language from SSSP. Stephanie Bohon thinks that it should remain a task force for the time being until we get further with the structure of the committee, language, and liability concerns. Stephanie suggested we act on whether or not when people become members and register for meeting they should sign off and acknowledge a statement. Adia Harvey Wingfield explained how SWS set up their statement for members to acknowledge and sign.

Dave Brunsma mentioned the statement approved by EC that is inside the cover of all SSS conference programs and Stephanie shared her screen so we could read it. Cameron Lippard asked what would happen if someone didn't sign and what the impact would be. Adia Harvey Wingfield said we didn't have a clear policy fleshed out of what would happen if someone violated the policy, but thought we should keep the statement to provide a foundation for when we expand on it. Kendra Jason said that when we have consequences that we need some structure of due process. Lisette Garcia suggested creating a reporting system through the app.

Action Item: Stephanie Bohon wants Anti-Harassment Task Force to draft a clear statement to sign and to develop consequences. New people will be added to the task force and a sub-committee will be formed to write new language. Marni Brown suggested they start by addressing the following: what is harassment to SSS, what are we asking our members, and what are the consequences for members accused due process and accountability?

Marni suggested that we include non-SSS members, including hotel and restaurant staff, for our members. Cameron Lippard stressed that our members need to understand what it means when they are clicking a box confirming that they signed a statement, so we need to make the statement clear. Lisette strongly encouraged us to look at [University of Michigan's report](#).

- Budget

Dave Brunisma reviewed the budget with the EC. He explained how they budget based on previous off-site numbers. We ended up not going to Jacksonville in 2020, but it may have been the apex of our membership, so Finance decided not to build in any growth assumptions for Birmingham. The biggest change is the *Social Currents* editorial office, where we will be reducing the amount from \$10,000 to \$5,000. Dave Brunisma explained that the EO works to produce a reasonable budget and then the Finance Committee reviews it before it's presented to the EC. Stephanie Bohon asked questions about food and beverage budget for Birmingham and Dave pointed out coffee was budgeted for \$10,000 and that there will be money for receptions. We discussed the need for lactation space and why we budget \$750 to cover room nights so that mothers can access a comfortable space with access to a fridge and freezer. Tiffany Taylor asked about dipping into investments and Dave said Finance discussed it. Stephanie Bohon pointed out that we're yielding more than 6% and recalled the first time we took money out was when SSS started *Social Currents*. It was supposed to be net financial benefit for SSS. We have to sell at least \$50,000 to institutions and individuals before SSS gets a return and we haven't come close to it. We will be entering into a contract renegotiation phase with SAGE and it will be important to review that contract closely. Toni Calasanti changed our membership year to address the numbers for SAGE. Cameron Lippard brought up that the open access model is going to have an impact.

MOTION: Stephanie Bohon said that the motion comes from the Finance Committee for the EC to approve the budget. 14 YES (unanimous)

New Business

- Social Science Research Network

Stephanie Bohon was contacted by [SSRN](#) about partnerships. She and Dave Brunisma will meet with them to discuss what that would entail.

- Sinikka Elliott's passing

Stephanie Bohon wants to send a condolence letter to UBC. Marni Brown brought up that her family set up a [Vancouver Backpack Buddies](#) where people can make donations and asked if SSS could make a donation. Dave Brunisma said we could donate \$100.

MOTION: Marni Brown made a motion to donate \$100 to Vancouver Backpack Buddies and Tiffany Taylor seconded. 14 YES (unanimous)

Action Item: Kylie Parrotta will reach out to NC State about including their statement in the SSS newsletter.

Stephanie Bohon adjourned the meeting at 2:42pm.