

## **Democracy, Transparency, Confidentiality and Accountability to the Membership Agreement**

### **Understanding Important Information**

The Council has to know what facts to share with membership to make good decisions. Wisdom rests in the membership. It is the membership that carries out mission and vision. The President of the Trustees/Council ideally should be a Grail nucleus member.

### **CART Principle – Communication Accountability Responsibility Transparency**

Major decisions involve all members and we cannot make a proper decision without all the information and opinions of those most involved in the issues. All Council deliberations and decisions should be guided by the CART Principle, which is the following:

**Communication:** The membership needs to know what is really involved in major decision making. And it must be timely, before a decision is made.

**Accountability:** Membership needs to have the possibility to give push back when there is a different perspective regarding a particular decision to be made.

**Representative:** Everyone's voice and opinion is important. It is not a majority who decides until all voices have been adequately heard. Consensus is ideal.

**Transparent:** What's really involved in the issue. Membership needs to know the details.

These are the necessary elements **that** help to carry a movement or an organization forward. Elected by our sisters to ensure broader participation of membership in major decision making, the Council will regularly report back to members and seek the counsel of the wider membership whenever needed.

### **Council minutes are available to members on the U.S. Grail website.**

Council meeting minutes contain who was there, topics of what was discussed, any decisions made (results of vote taken), date the Council will meet again.

### **Council notes are more detailed and should be shared.**

- Who voted and how they voted
- How decisions were made
- Reports to Council from staff and committees
- Evaluations of committees, task forces, etc.
- All minutes shall be e-mailed to members unless they opt out.

### **Some Council materials are considered confidential. As part of the job, Council members frequently hold confidential information about:**

- Personal information related to staff including evaluations, disciplinary proceedings, sensitive family matters, etc.
- Personal information related to members, e.g. sensitive family matters

Non-members of the Council should not be present for these above discussions, but otherwise, all Grail members are welcome to observe all meetings at their pleasure. The Council can enter into closed session if necessary. A request such as "Please hold this in confidence, or please don't share this" made by any Council member during or immediately after a particular discussion shall suffice to keep that discussion confidential.

**Council confers with the Finance Committee and the National Office to better understand and make decisions on the budget. What Council needs to understand better, the membership does as well. For indeed, all collective matters of the Council are Grail matters.**

- Financial information is available to members on the website from the National Office.
- This ensures that all members have the same, correct and current information.
- Financial details should not be hidden. Members supply the money and should have access to an understanding of exactly how it is spent.
- Financial decisions require more input and information to membership prior to decision making.

*I read and understood the information above describing confidential information and agree that I will not disclose or use any Grail confidential information, or confidential information from Grail entities and/or individual members, either during or after my tenure on Council.*

Signed: \_\_\_\_\_

Date: \_\_\_\_\_