

**USENIX Board of Directors Meeting**  
**Friday, April 16, 2021, 10:00 a.m.-12:00 p.m. PDT/1:00-3:00 p.m. EDT**  
**via Zoom video conference**  
**Minutes**

**Attendance**

**Board:**

Cat Allman  
Kurt Andersen  
Will Enck  
Arvind Krishnamurthy -- left at 11:00  
Laura Nolan  
Kurt Opsahl  
Amy Rich  
Hakim Weatherspoon

**Staff:**

Natalie DeJarlais -- joined at 10:20  
Casey Henderson  
Ginny Staubach -- joined at 10:20

**Guests:**

Burton Li, Sutro Li -- joined at 11:06  
Robin Smith, Sutro Li -- joined at 11:00

*Rich called the meeting to order at 10:00 a.m. PDT/1:00 p.m. EDT  
Executive Session was convened at 10:00 a.m. PDT/1:00 p.m. EDT*

**Agenda**

**1. Executive Session**

*Executive Session concluded at 10:20 a.m. PDT/1:20 p.m. EDT  
Regular meeting convened at 10:21 a.m. PDT/1:21 p.m. EDT*

**2. Minutes of the Previous Meetings**

a. February Meeting

Enck moved to approve the minutes of the February meeting as presented. Allman seconded the motion. All voted in favor; none opposed. Motion carried.
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### **3. Stop Asian Hate Statement**

Rich proposed that USENIX issue a statement showing support for ending violence and discrimination against people of Asian descent.

Nolan moved that a committee be formed to prepare a statement in support of people of Asian descent. Weatherspoon seconded the motion. All voted in favor; none opposed. Motion carried.

Allman, Nolan, and Krishnamurthy volunteered to serve on the committee. Henderson nominated Yoshi Kohno as well; Krishnamurthy will invite him. Henderson stated that Jessica Kim, USENIX Operations Director, and Arnold Gatilao, USENIX Production Specialist and Web Developer, will be invited as the staff representatives on the committee.

### **4. Draft Revisions to Conference Submissions Policy; Statement on Diversity, Equity, and Inclusion; and Code of Conduct for Review and Approval**

Henderson presented draft revisions to several USENIX policies for the Board's review and consideration, giving background on the reasons for these revisions. Many of the changes are the result of recommendations by the USENIX Committee for Black, African-American, and African Diaspora Inclusion. A document highlighting the revisions was provided to the Directors prior to the meeting. Discussion ensued.

Nolan moved to accept the proposed revisions to the Conference Submissions Policy; Statement on Diversity, Equity, and Inclusion; and Code of Conduct. Andersen seconded the motion. All voted in favor; none opposed. Motion carried.

Henderson thanked Rich, Andersen, Nolan, and Weatherspoon for their work on the policy revisions. Rich thanked DeJarlais for her editing efforts.

### **5. Internet Defense Prize Discussion, continued**

Henderson presented the latest information on the Facebook/Internet Defense Prize issue. Discussion ensued.

### **6. 2020 Preliminary Year End Financial Statements and 2021 Budget**

Henderson welcomed Li and Smith of Sutro Li and provided an overview of the 2021 budget. Henderson, Li, and Smith presented budget reports, reviewed specific line items, and answered questions posed by the Directors. Li noted that the growth in USENIX's equity speaks to good decision-making at the governance level. Rich thanked the USENIX staff and Sutro Li for their excellent efforts throughout the pandemic.

Opsahl moved to approve the budget as presented with an amendment of an increase of \$67,000 in operating expenses to be allocated appropriately as personnel costs per the existing proportions. Andersen seconded the motion. All voted in favor; none opposed. Motion carried.

## 7. Reserve Fund Discussion


Henderson presented several questions that have been raised regarding the investment policy. Opsahl provided background and information. Discussion ensued. Henderson noted that other decisions related to investing will be revisited later.

Opsahl moved to amend USENIX's investment policy to allow for investments in the market as a whole (not excluding the tech sector). Nolan seconded the motion. All voted in favor; none opposed. Motion carried.

Rich called for a motion to adjourn.

Allman moved to adjourn the meeting. Weatherspoon seconded the motion. All voted in favor; none opposed. Motion carried.

*Meeting adjourned at 12:07 p.m. PDT/3:07 p.m. EDT*

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