



Recess Board Manifesto

Developed by Sadao Ghosh

Updated January 11, 2024

Recess intentionally reimagined what its Board of Directors can be over several months in late 2023 alongside consultants Sadao Ghosh and an Advisory Circle of KT Kennedy/Recess Youth and Community Organizer, American Artist, Keonna Hendrick, Tiffany Lenoir Jones, Salvador Muñoz, Sarah Workneh, and Christopher Udemezue.

2023 Transition Board Members Paul Kim, Mark Hatch-Miller, and Jan Postma alongside Co-Directors Shaun Leonardo and Lindsay C. Harris respectively submit the following manifesto outlining Recess's new forms of leadership.

1. The Board personifies and amplifies Recess's values.
2. The Board engages in individual and shared learning opportunities. Members continually refine aesthetic, social, and political understandings.
3. The Board trusts and empowers the staff as the experts in mission-fulfilling work of Recess.
4. The Board participates in developing and creating accountability around strategy and long-range planning for Recess.
5. The Board uplifts, supports, and strengthens the leadership of all staff at Recess beyond their tenure as staff. The Board recognizes Recess individual staff members' impact on the field as a long term commitment.
6. The Board values being accountability partners to the Co-Directors.
7. The Board, in partnership with the full staff, hires and releases Co-Directors.
8. The Board regularly takes time to self-reflect on how they are holding Recess's values and their progress towards stated goals and identified areas where they are seeking improvement.
9. The Board regularly takes time to reflect with the Co-Directors on the way the Co-Directors are holding Recess's values and their progress towards stated goals and identified areas where they are seeking improvement.
10. The Board embraces an abolitionist lens to addressing conflict and/or harm. They lean into restorative justice and reparative practices. As necessary, the Board will invest in outside mediation and host conferencing for and between board and/or staff.

11. The Board works towards full consent, not just consensus. When full consent cannot be achieved, the Board will continue discussion and/or adapt what is being proposed to be adopted by vote.
12. The Board acknowledges that conflict is inherent to all justice movements. The Board stands ready to address conflict in the ways they each hold the organization's goals, objectives, and values in a spirit that welcomes principled disagreement and that prioritizes long-term relationships.
13. The Board values clarity, generosity, and consistency in communications between its members, with staff, and with community members when messaging on behalf of Recess.
14. All Board Members have equal standing and one vote. The Board works towards horizontality and regularly rotates its Officer or Executive Committee positions.