

## Call for GLMA Board Applications 2022

GLMA seeks to build upon its Board of talented individuals who are committed to helping GLMA end health care disparities experienced by lesbian, gay, bisexual, transgender, and queer (LGBTQ) populations.



Board membership is open to health professionals and those with a passionate interest in healthcare equality. We are especially interested in applications from individuals who will enhance our Board's diversity, and those with experience in non-profit governance, fundraising, and financial matters. Applications for the Health Professional in Training Board positions, which are dedicated Board seats for individuals currently in a student or trainee status, are handled under a different application process.

The GLMA Board of Directors requires attendance at a minimum of two board meetings (out of four) per year, with locations chosen to be geographically diverse each year (currently all meetings are being held virtually). Electronic attendance at meetings is allowed for any future in-person meetings as well. As with many non-profit boards, board members are expected to cover their own expenses for travel and accommodations to board meetings, assist with fundraising activities, and be an active member of the organization. Attendance at our annual conference is strongly encouraged.

If you are interested in board service for a three-year term, please complete [this application](#).

We aim to conduct interviews with qualified applicants in early May and regularly hold board votes on completed candidates recommended for Board service during our summer/June meeting. Those selected to join GLMA's Board should plan to attend the next regularly scheduled board meeting in September 2022.

Please direct all questions regarding board membership or the application process to [estevangarciamd@gmail.com](mailto:estevangarciamd@gmail.com).

Sincerely,

Estevan Garcia MD, DrPH, MPA, FAAP  
He/him/his  
Chair, Board Development Committee  
GLMA: Health Professionals Advancing LGBTQ Equality

## GLMA Board of Directors Applicant FAQs

The GLMA Board of Directors aims to keep the size of the board between 19 and 23 members. Members of the board are primarily health professionals and health professionals in training.

**Committee service:** Board members can serve on committees in an at-large capacity or as a committee chair. These committees work closely with GLMA staff. All board members are required to serve on two GLMA committees during their board term. Committee chairs are either elected officers or appointed by the president.

**Education** – This committee is chaired by the VP of Education and a Co-Chair. The Co-Chair oversees the Conference Planning Subcommittee.

**External Affairs** – This committee is chaired by the VP for External Affairs. The External Affairs Committee provides bidirectional communication with our partner health agencies and organizations.

**Finance** – This committee is Chaired by the Treasurer. This committee manages the financial and budgetary concerns of GLMA.

**Health Policy** – The chair is appointed by the president. This committee is charged with addressing and responding to health policy concerns regarding GLMA and LGBTQ health.

**Lesbian Health Fund (LHF)** – This committee is chaired by the VP of the Lesbian Health Fund and oversees the fundraising, operation, and distribution of LHF grant awards.

**Membership & Development** – This committee is chaired by the VP of Membership & Development. This committee is charged with fundraising, membership engagement, and retention and tracking.

**Health Professionals in Training (HPiT)** – This committee is co-chaired by health professionals in training Board members to address their needs and benefits within GLMA and to address and promote improvement in curriculum and climate of health professional schools. Leadership for the HPiT committee is designated for individuals who begin their board service while in a student or trainee status.

**Board Development** – This committee chaired by the President-elect. Membership for this committee is limited to board members whereas the committees above may include both board members as well as members of GLMA. It is charged with identification of potential board members, board member development, and orientation.

**Governance:** The Executive Committee of the Board is chaired by the President and comprised of all of the officers of the Board, including the President, President-Elect, Immediate Past President, Secretary, Treasurer, VP of Education, VP of External Affairs, VP of the Lesbian Health Fund, and VP of Membership & Development. This committee holds monthly conference calls and conducts GLMA business between quarterly board meetings.

**Staff:** Current GLMA staff includes Executive Director Hector Vargas, one full-time staff member, and a part-time auditor.

**Time needed for GLMA committee activities:** GLMA's committees conduct monthly hour-long calls. GLMA officers and Committee Chairs have greater responsibilities in planning the call agenda,

documenting call minutes, and coordinating related committee events between the monthly calls. Members at large can expect to participate on 2 committee calls for a total of 2 hours monthly, as well as the time needed to attend to tasks assigned during those calls. Committee Chairs can expect to commit 4-8 hours a month for committee work and call preparation in addition to an hour for the call itself.

**Board Meetings:** GLMA Board meetings occur four times a year. In the past three of these were in-person meetings with videoconferencing possible, however, due to current circumstances all meetings are currently being held virtually. In-person meetings are typically held in cities where GLMA board members reside and can serve as hosts, often associated with a reception for local GLMA members. These meetings last one and one-half days. The fourth meeting, in December, is always held virtually, lasts about 4 hours, and is focused on the annual budget. Attendance at 50% or more of meetings is required of board members annually.

**Personal financial responsibilities:** Board members are encouraged to make a meaningful financial donation that varies depending on each individual's circumstances. Board members are also responsible for their own travel, hotel, and dinners for the four board meetings. This averages about \$1000-1300 per meeting, when meetings are held in person. Meetings may be attended electronically, but in-person attendance is strongly preferred. Board members are also expected to register for the Annual Conference on LGBTQ Health.

**Fiduciary responsibility:** A Board member is obligated by a fiduciary responsibility to the organization, which generally includes duties of care, loyalty and obedience, and in particular, makes board members responsible for the financial well-being of GLMA. GLMA's Directors & Officers Insurance generally provides liability coverage for decisions made by the organization, including board members, for reasonable actions taken in the normal course of board member duties.

**Term:** A Board term is 3 years with the opportunity to be considered for one additional 3-year term. HPiT terms are for 1 year with the opportunity to be considered for an additional 1-year term.

**Opportunity to attend board meeting prior to being considered for a board position:** GLMA members who are considering Board service may request to attend a Board meeting in which they can participate in discussions but not vote.