



Annual Report

2019-2020

Table of Contents

ASDAH's 2019-2020 Leadership Team	3
Your Incoming Leadership Team	3
President's Report	4
ASDAH Advisory Board Report	6
Membership Committee Report	8
Education Committee Report	9
Blog Report	10
Website Update Committee Report	11
Marketing & Social Media Committee Report	12
Inclusiveness Committee Report	13
ASDAH Income Statement	14

ASDAH's 2019-2020 Leadership Team

Interim President / President –

(May-July 2020) Ani Janzen, Interim President

(Sept-Oct 2019 & Feb-April 2020) Melissa Granovsky, Interim President

(July-Aug 2019 & Nov 2019-Jan 2020) Ducky Jones, President

President Elect – Melissa Granovsky (July 2019-April 2020)

Equity Ambassador – Joy Cox

Interim Secretary / Secretary –

(April 20 - June 30, 2020) Melissa Carmona, Interim Secretary

(2019-2021) Ani Janzen, Secretary

Treasurer – Kimmie Singh

Membership Director – Jessica Zupan

At Large – Neathery Thurmond

At Large – Melissa Carmona

At Large – Kristina LaBan (July - August 2019)

Committee Chairs

Conference Planning Committee Chair: Ani Janzen

Education & Blog Committee Chair: Chelsea Fielder-Jenks

Blog Coordinator: Erin Ebert

Diversity & Inclusion Committee Chair: Joy Cox

Marketing & Social Media Chair: Alysha Groghan

Membership Committee Chair: Jessica Zupan

Website Committee Chair: Kimmie Singh

Your Incoming Leadership Team

This information is To Be Determined and will be included in the final version of this report.

President's Report

Interim President: Ani Janzen

The year 2020 has proven to be a year of momentous change globally, and the Association for Size Diversity and Health (ASDAH) has been no exception. We began our board year with a new Board of Director structure with the new position of President Elect replacing Vice President, in addition to establishing an ex-officio position of Past President. While this structure minimally provided some stability during presidential transitions, this year we had two serving presidents step down.

As ASDAH has grown, become more social justice oriented, and strived to center marginalized voices, it was impossible to ignore the reality that leading ASDAH as a volunteer was possible only for the most privileged. This structure was keeping the leaders we wanted from applying for these positions; and for those that did enter the positions, this structure was setting them up for failure.

We were given an opportunity this spring after receiving no nominations for the President or President Elect positions to begin a transformation that we had been discussing all year (and even before): moving to a non-hierarchical leadership structure. With immense support from the advisory board, we began discussions among the leadership team, advisory board, and some key leaders from previous ASDAH boards on changes we could make immediately to change the direction of ASDAH and to envision a future where leaders are fully supported to help ASDAH flourish and our organizational structure is aligned with our values of liberation and equity.

The result of these conversations was the creation of two co-leader positions that will be paid board positions, elected by ASDAH membership. We will be holding elections for all nine board positions in July 2020 and the new board will begin their terms August 1, 2020.

Though ASDAH has endured many challenges and growing pains this year, our organization continues to grow and bring passionate people into our work. ASDAH membership and committee volunteers will be strengthened by increased support in on-boarding processes and better organizational stability that these newly created positions will offer.

Throughout this year of transitional leadership, our committees and leadership team continued to maintain much of our on-going work. In addition to the committee work detailed later in this report, we followed up on Health at Every Size™ (HAES) trademark violations; awarded HAES Expansion grants; moved the ASDAH listserv to Groups.io; formed a conference committee to begin planning the next ASDAH conference; formed a website committee to update the ASDAH website; onboarded Chelsea Fielder-Jenks as Education Committee Chair, Alysha Groghan as Social Media & Marketing Committee Chair, and Erin Ebert as Interim Blog Coordinator; began creating more meaningful connections between the Advisory Board and the Leadership Team including holding a visioning session and working together on making the aforementioned changes to our leadership structure.

We also awarded the last of the initial funds from the HAES Expansion Grant. The HAES Expansion Grant Fund was established in 2014 by an anonymous donation of \$10,000. This year, we awarded the remaining funds (\$1,550) and paused applications. We plan on discussing the future of this fund during the strategic planning process once the 2020-2021 board is established. In 2019-2020, we awarded funds to two projects including: a project to create accessible resources for HAES-aligned, weight-inclusive medical approaches to various medical conditions that are typically treated with weight management; and to support at least three webinars through Weight Inclusive Nutrition and Dietetics' (WIND) monthly webinar series uplifting marginalized voices in nutrition and dietetics.

In closing, I want to thank the folks who stepped down from their positions this past year for their contributions to ASDAH. Thank you to Lori Short-Zamudio for serving as our Social Media and Marketing Committee Chair for one year, Kerry Kirsch for serving as our Education Committee Chair for two years, and Erin Harrop (who plans to return after her dissertation is complete) for serving as our Blog Coordinator for one year.

Last, but far from least, I want to thank everyone who served on our ASDAH Advisory Board this year: Lisa Marie Alatorre, Gloria Lucas, Joy Cox, Marcella Raimondo, Dianne Bondy, and Ducky Jones, as well as Stacy Milbern, may she rest in power. You all continue to serve as a grounding and visionary cornerstone of our organization and offer invaluable stability and guidance as we move ASDAH into a bigger and better future. Thank you.

ASDAH Advisory Board Report

Facilitator: Lisa Marie Alatorre

Members: Gloria Lucas, Joy Cox, Marcella Raimondo, Dianne Bondy, and Ducky Jones, Stacy Milbern**

Structure: Standing Committee

***We want to honor and acknowledge Stacey Milbern who is deeply missed in the physical form, but her spirit of social justice is more powerful than ever. Stacy was the newest member of ASDAH's Advisory Board and while our work with her was brief, her support of ASDAH and our collective goals and politics was a powerful statement of the critical intersectional work with Disability Justice that is central to ASDAH's vision for a just world. We celebrate the genius of Stacy and her razor-sharp analysis that made her a leader and inspiration for all of us. For more information about Stacy's life and work, please check out [The Disability Visibility Project's remembrance page for Stacy Milbern](#).*

Highlights from 2019-2020:

The ASDAH Advisory Board was very involved in supporting the leadership and visioning of ASDAH alongside the Board of Directors. As the Board of Directors both came together and experienced struggles, the Advisory Board was available for strategizing and processing what was possible in those varying moments. We started the year with a shared visioning session between the Board of Directors and the Advisory Board members - we were able to talk openly and honestly about the places where ASDAH still needs growth and where we can amplify the shifts that had been happening in positive directions. This visioning session laid important groundwork for supporting ASDAH leadership as our community navigated multiple transitions in leadership and other struggles related to our structure.

Our aspirations for the year included:

- Ground visioning with new Leadership Team and dream big for ASDAH and what ASDAH can be
- Support the lessons from organizational trainings regarding transforming white supremacy culture and turn them into actionable steps
- Support the operationalization of a non-hierarchical structure for ASDAH

Advisory Board Report Cont.

- Prioritize dialoguing about the work and expectations for the Leadership Team and finding ways and resources to prevent burnout (i.e.: paying for the labor of marginalized leaders)
- Increase the face time and meeting opportunities between Advisory Board and Leadership Team
- Feel more integration of Advisory Board advice into overall moves of the organization.

In addition to the visioning session with the Board of Directors, the Advisory Board guided and supported the visionary thinking and action towards implementing changes in ASDAH'S structure and make-up to more accurately reflect our values and role in our movement. Through many zoom meetings and processing sessions between the Board of Directors, the Advisory Board, and other ASDAH leaders - plans were put in place to drastically change ASDAH's structure towards less hierarchy and resourcing leaders who otherwise could not participate in leadership roles. These changes are very exciting and reflect years of struggle and transformation that ASDAH has been in which deeply includes the loving agitation work the Advisory Board has done over the years. As ASDAH moves towards an organization that practices collectivity, accessibility, integration, and intersectional thinking - the Advisory Board will continue to be a grounding force, sounding board, and internal agitators ensuring that ASDAH never gets comfortable in white supremacy culture moving forward.

As we look towards our next year, the Advisory Board will be instrumental in supporting the new paid positions for the Board of Directors, ensuring accountability and support are leading factors in this new structure. The Advisory Board will also be supporting creative resource gathering/fundraising schemes, increased programming highlighting the margins of our movements, and further political development of our organization and membership.

Membership Committee Report

Submitted by: Jessica Zupan, Chair

Committee Members: Jessica Zupan (Chair), Anne Cuthburt, Dana Schuster, Bill Fabrey, Alice Baker, Rosie Young, Sue Relihan

Structure: Standing Committee

Membership Statistics (As of June 19, 2020)

- Total Active Members: 418
- 163 New Members have joined this term so far
 - This includes 27 from outside of the US (12 from Australia, 11 from Canada, 3 from the UK, and 1 from Germany)
 - 44 of these people identify as members of marginalized communities
- Since 7/1/19, there have been 350 members who expired and did not renew their memberships

Highlights of 2019-2020:

- Revised and expanded the Member Survey (to be sent after the 2020 Election)
- Assisted with the transition from Yahoo Groups to Groups.io, including updating the related automatic informational emails to members
- Revised membership fee language regarding the recommended amount, increasing the fee to \$100
- Added new committee members and divided responsibilities more efficiently as we continued to complete routine membership related tasks (i.e. activations, sending invoices, answering inquiries and assisting with member processing problems, managing member expirations, Listserv and Facebook additions and removals, reviewing and approving/denying HAES® Experts listings)

Education Committee Report

Submitted by: Chelsea Fielder-Jenks, Education Chair (position began Jan 2020)

Committee Members: Chelsea Fielder-Jenks, Kerry Kirsch, Dawn Clifford, Kelsey Rose, Julia Levy-Ndejuru, Sarah Pannell, Amy MacDonald, Noel Ramirez, Carrie Dennett, Erin Harrop, Erin Chatten, Ellen Pudney, Samantha Nilsson, Maria Ricupero, Shira Cutler, Emily Gilcher, Emily Ifrach, Annette Adams, Melissa Granovsky, Dr. Sae-Mi Lee, Dr. Luciana Zuest, Kendra Whitmire, Erin Ebert

Structure: Standing Committee

2020 Education Committee Goals:

- Provide HAES® principled blogs regularly, aim is a monthly blog publication
- Continue active HAES® Curriculum Committee, name new chair as Amy has stepped down
- Provide webinars for membership and larger ASDAH audience
 - Host 2 webinars this year; long-term goal = quarterly and then monthly
 - Create streamlined process to solicit and accept webinar proposals on continuous, rolling basis to support increased frequency of webinars
- Assist website committee with providing content for new ASDAH website
 - Review existing education content
 - Provide updated, ASDAH originated content

2020 Education Committee Goals Progress (Accomplishments):

- Blog Committee (see below for full report)
 - Brought on new blog coordinator, Erin Ebert, in April 2020
- HAES® Curriculum Committee
 - Amy is stepping down from chair, Crystal Vasquez has taken over this role
- Webinar Progress
 - Created a process to solicit webinar proposals and to accept webinar proposals on continuous, rolling basis: <https://bit.ly/3i8PP9y>
 - Opened a call for proposals and will begin reviewing proposals. To date, we've received one proposal and will move forward with this proposal and schedule a webinar for this summer.

Education Committee Report Cont.

- Created process for reviewing education content and provide updates to supply website committee with. We have formed an informal subcommittee group that will be meeting in June to help move this process forward.

Blog Report

Members Associated with the Blog: Erin Harrop, Erin Ebert, Dawn Clark (assisted with recruiting authors), the ASDAH Board also reviewed blogs

Structure: Standing Committee

Goals for 2019-2020 Year:

2018-2019 we had three goals (Not sure if we had specific ones for last year...):

Get the blog out:

- With some regularity.
- With an emphasis on social justice and intersectionality topics, and how they intersect with HAES and weight stigma.
- While sending a consistent HAES message that does not compromise with diet culture.

Accomplishments July 1, 2019-June 30, 2020:

- Published 7 blogs so far this year.
- We featured multiple authors from marginalized groups including 8 first-time ASDAH authors.
- Social justice topics addressed in the blogs included: orthopedic surgery and medical discrimination, disability rights, immigrant rights, eating disorders, weight stigma in primary care, issues of race and eating disorders, and fat activism.

Website Update Committee Report

Committee Members: Stephanie Campbell, Rosie Young, Dana Schuster, Kimmie Singh

Structure: Ad hoc committee

Accomplishments:

- Identified needs from committee chairs and leadership regarding the website update

Next Steps:

- Hire a designer and start the update process

Marketing & Social Media Committee Report

Committee Members: Alysha Groghan (chair), Neathery Thurmond, and Ani Janzen

Structure: Standing Committee

Committee Objectives for the 2019-2020 Term included:

- Increase committee by recruiting new volunteers
- Increase activity and engagement on all social media platforms
- Develop an overall marketing plan

Highlights of 2019-2020:

- Continued posting and engaging on Instagram and Facebook
- Participated in Weight Stigma Awareness Week 2019
- Committee chair became a moderator for the public HAES Facebook group

Next Steps:

- Recruit more volunteers to join the committee
- Develop a comprehensive marketing plan
- Implement marketing plan and increase social media usage

Inclusiveness Committee Report

Committee Members: Joy Cox (Equity Ambassador/chair), Erin Harrop, Patrilie Hernandez

Structure: Standing Committee

Highlights of 2019-2020:

The Inclusiveness committee members worked closely with multiple committees via ASDAH leadership to explore a new organizing structure.

Work alongside the Advisory Board continued as they facilitated discussions about representation and white supremacy, dissecting how these issues could be addressed through education and implementation.

Proposed workshops for inclusivity training and non-hierarchical organizational models were explored and will continue through 2020.

Next Steps:

- Identify goals for 2020-2021 and implement inclusivity and a non-hierarchical organizational model
- Continue to seek out organizations and groups of marginalized communities to connect with
- Continue to increase the diversity of committees within ASDAH

ASDAH Income Statement

Reporting Period: 2019-07-01 to 2020-06-30

Amounts reported in US Dollars

Revenue

Accounts	
Bank Interest	0.12
Membership Dues	22,678.00
Donation – General Fund	2,399.78
Donation – Education	321.00
Total Revenue	26,423.90

Operating Expenses

Accounts	
Website – Hosting	602.03
Insurance – Directors and Officers	709.00
Postage and Delivery	193.35
Merchant Account Fees	910.68
Contract Services – Advisory Board Facilitation	5,460.00
Contract Services – Consulting	3,822.50
Contract Services – Virtual Assistant	885.00
Online Service Subscriptions	976.76
Webinar Presenter Stipends	500.00
Donation In Kind from Education Webinar	1,505.60
HAES Expansion Grant	2,300.00
Total Operating Expenses	18,864.92
Net Profit	7,558.98