

## 6.12.17 Notes from Meeting with Steve Turner

Had a 2pm meeting with Steve and [REDACTED] about the 100 Objects exhibits fundraising. Asked Steve for a minute afterwards and suggested to him that a dinner for [REDACTED]'s staff and volunteers would go a very long way toward acknowledging them for all their hard work for the Ute Indian Museum Opening. He said that [REDACTED] could do it herself. He would not pay for it. I responded, "Oh, OK." and went to the door to leave.

Steve, then visibly annoyed, told me to come back and sit down and he began to lecture me that I have a bad attitude and am very negative and really need to do something about it. I was completely taken aback and said, "Really? I thought we just had a good meeting, Steve." The conversation continued and Steve's comments included the following:

- You are always SO negative, everybody thinks so... people are too afraid to talk to you directly.
- You always push all my buttons; every time you open your mouth you have something negative to say.
- You never tell me what I want to hear – you always tell me what you can't do.
- Why do I even have a development department anyway, you don't do anything...
- How long have you been in Development? 10 years and you don't even know who the oldest families in CO are?
- I have to do everything myself.
- It's been months and nothing has happened with 100 Objects.
- You push all my buttons, you are so difficult you make me crazy!!! I don't react to anyone else the way I do to you.
- And DON'T CRY!!!
- I asked Steve if he wanted me to continue working in this organization. He said "Well, you have to do what is right for you," in a very dismissive tone.
- By the way, while I have not been taking credit, I raised all the money for Ute from Boettcher, Gates and El Pomar – yes, you wrote the grants but that's all.
- And, you have already had plenty of recognition for Ute.

Steve was yelling at me to the point that my colleagues heard him through his office door. At two points, he had his hands in white knuckled fists and was shaking with rage.

This was completely unprofessional and inappropriate behavior. No matter how frustrated Steve is or how much pressure he is under, I do not deserve being berated with these unproductive comments and unprovoked hostility. I felt very threatened, physically and emotionally, during this meeting. I will not be in a room alone with him again.