

Mentor

The Newsletter of Arisia, Incorporated
Volume 29, Issue 259, April 2019
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Announcements *M*

The April corporate meeting will be Tuesday, April 16th from 7:30 to 9:30 PM at Cornerstone Cohousing, 175 Harvey St, Cambridge, MA 02140.

The quorum for the April corporate meeting is 31, based on 51% of the average attendance of the last three meetings $(85+48+45/3 \cdot .51=30.26)$.

Please submit proxies in advance by email to corp-proxies@arisia.org (a mailing list which will be seen by all subscribed corporate members) or clerk@arisia.org, CCing the proxy holder. Proxies may also be submitted with pen and paper by the proxy holder at the meeting.

At the April corporate meeting, the Eboard will not be reporting on new IR actions.

March Corporate Meeting Summary

- meeting called to order at 7:30 PM and adjourned at 9:45 PM
- 45 total in attendance, 29 total proxies reported; 2 in attendance departed partway through the meeting and reported proxies at that time

Corrections to the January minutes:

Added clarification to the acronym “ADR” (alternative dispute resolution) on page 3.

Added a missing word to a clause under discussion of the party policy motion (phi says - there is policy) on page 9.

Passed on a voice vote.

Corrections to the February minutes:

On page 11, in Sharon’s announcement about CostumeCon, "...this is the 37th, and the 2nd in Massachusetts..." should have been "...this is the 37th, the 1st in Massachusetts, and only the 2nd in New England."

Passed on a voice vote.

Motions:

MOVED to change our incident reports policy to read: "The Eboard will appoint a committee of at least three people to review and manage incident reports, with preference given to appointing Eboard members at large. Those people should select one of the Eboard members among their number as chair of the committee to:"

Passed on a voice vote.

MOVED to create a Corporate Communications Committee chaired by the clerk with [a guiding charter](#) as distributed to the corporation mailing list.

Passed on a voice vote.

MOVED to authorize the Treasurer to disburse a grant to Boston Comic Arts Foundation in the amount of \$964 to help defray their 2018 Massachusetts Independent Comics Expo (MICE) expenses.

Passed on a voice vote.

MOVED to thank Gregorian Hawke for his service and accomplishments in getting our recording policies updated.

Passed on a voice vote.

MOVED to add Disciplinary Process VIII to corporate policies with the following text:

“Beginning with reports received after December 19th, 2018, all disciplinary process decisions will be posted to a single webpage in list format on the Arisia corporate website, in addition to being reported out in Mentor. Except for decisions where a person has been permanently or indefinitely banned from attending Arisia Inc. sponsored events, names will not be published on this list.”

Passed in secret ballot vote: 72 votes possible, 57 for, 12 against, 1 abstention.

MOVED to add Disciplinary Process VIII b) to corporate policies with the following text, and to renumber the prior VIII, if adopted, to VIII a):

“Any person who was permanently or indefinitely banned from attending Arisia Inc. sponsored events, based on reports received on or before December 19th, 2018 will have their name and the date that ban was made effective, but no other information, posted to a page on the Arisia corporate website.”

Passed in secret ballot vote: 72 votes possible, 55 for, 15 against, 0 abstentions.

MOVED to add Disciplinary Process VIII c) to corporate policies with the following text:

“If a disciplinary process decision to permanently or indefinitely ban a person is later overturned, their name shall be removed from the webpage listing all disciplinary process decisions, and a footnote will be created noting that the decision was overturned which triggered the removal of their name, and on which date that subsequent decision was reached.”

Passed in secret ballot vote: 72 votes possible, unanimously for, 0 against, 0 abstentions.

MOVED to:

1. create a page on the corporate website that describes the corporate mailing list, including information listed below.
2. adopt the set of rules described below * (*will be included in full meeting minutes*) for governing the corporate mailing list.
3. create a corporate email monitoring committee to read the emails on the list within a reasonable window of time, act upon them as necessary, and respond to calls for moderation.

Passed in show of hands (fingers) vote: 72 votes possible, 47 for, 13 against.

March Corporate Meeting Minutes

The March corporate meeting was called to order on Tuesday, March 12th at 7:30 PM by Nicholas “phi” Shectman, President, at Roxbury Community College, room 3-121, 1234 Columbus Ave, Roxbury Crossing, MA 02120.

The quorum for the March corporate meeting was 36, based on 51% of the average attendance of the last three meetings $(78+85+48/3 \cdot 51=35.87)$.

Attendance (45):

Vivian Abraham, Wendy Abramo, Joseph Andelman, Priscilla Ballou, E.J. Barnes, James Boggie, Nicholas Brown, Daniel Eareckson, Etana, Kelly Fabijanic, Allison Feldhusen, Jaime Garmendia, Etana, Sol Houser, Diana Hsu, Rachel Kadel-Garcia, Matthew Kamm, Rick Kovalcik, Katherine Labella, Chris Lahey, Henry Leong, Benjamin Levy, Ken London, Richard Maynard, Edward McGonagle, William McMain, Elliott Mitchell, Alexandra Morgan, Kris Pelletier, Andy Piltser-Cowan, Jade Piltser-Cowan, Shannon Reilley, Kim Riek, Andy Rosequist, Mink Rosequist, Kevin Schendell, RaShawn Seams, Nicholas “phi” Shectman, Kris “Nchanter” Snyder, Mike Sprague, Maria Taranov, Dan Toland, Alan Wexelblat, Michelle Wexelblat, Dmitri Zagidulin

Proxies (29):

1. Jesi Lipp to Kris “Nchanter” Snyder

2. Anna Bradley to Alan Wexelblat
3. Richard Schmeidler to Andy Piltser-Cowan * arrived late
4. Ilene Tatroe to Kris "Nchanter" Snyder
5. Carol London to Ken London
6. Tamar Amidon to Alan Wexelblat
7. Jess Steytler to Michelle Wexelblat
8. Daniel Abraham to Michelle Wexelblat
9. Sharon Sbarsky to Rick Kovalcik
10. Peter Olszowka to Rick Kovalcik
11. Priscilla Ballou to Sol Houser
12. JB Segal to Allison Feldhusen
13. Terry Holt to Mike Sprague
14. Melissa Kaplan to Jade Piltser-Cowan * arrived late
15. Lenore Jean Jones to Diana Hsu * arrived late
16. Tanya Washburn to Mike Sprague
17. Karen Purcell to Ben Levy * arrived late
18. Gail Terman to Kelly Fabijanic
19. Jude Shabry to Jade Piltser-Cowan * arrived late
20. Cassandra Lease to Sol Houser
21. Lisa Goldstein to Henry Leong
22. Fred Bauer to Lisa Hertel
23. Ellie Younger to Andy Rosequist * arrived late
24. Heather Cougar to Daniel Eareckson
25. Sybil Shearin to Vivian Abraham
26. Jonathan Mendoza to Ed McGonagle
27. Emily Tersoff to Shannon Reilley * assigned after meeting called to order
28. Mink Rosequist to Andy Rosequist * assigned after meeting called to order
29. Etana to Ben Levy * assigned after meeting called to order

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Added clarification to the acronym "ADR" (alternative dispute resolution) on page 3.

Added a missing word to a clause under discussion of the party policy motion (phi says - there is policy) on page 9.

Passed on a voice vote

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Passed on a voice vote.

Eboard report:

(phi speaking about 2020 hotel)

I have been in further communication with the Marriott lawyers, and I continue to think that they are being kept on a short leash in terms of hours billed. Of the possible outcomes, one has been ruled out: The Westin is not interested in a multiyear cancellation deal. I'm sure they would do a single year cancellation deal, but I don't know if there is a number that they would accept that we would be comfortable offering.

The Park Plaza has indicated that if we lose in arbitration and a new organization was formed to hold a replacement for Arisia 2020, they would be happy to have that new organization's business and it could expect similar contract terms.

Vivian: did we approve a certain amount last time?

phi says - the motion for a spending limit failed at the January meeting. The person who loses in ADR foots the bill. Each party pays a deposit of half of the expected bill for the Arbitrator up front - so far, we have put down \$5000 in deposits for ADR (Marriott will be covering the second \$5000). After arbitration, the loser reimburses the winner for all ADR and lawyer fees. Based on the cost of the arbitrators as compared to our own lawyer, while we do not expect to fit within the value limit discussed in January, we do not expect it to get into the tens of thousands.

Maynard: would it be a strategy to let the Westin know that the Park Plaza is willing to foot our bill?

phi says - We don't want them to know the full extent, but there's an amount I'm willing to say to them. We hope to have much more information about all of this within a few weeks, and as we announced last month, when we do, we will announce a new deadline for conchair nominations for Arisia 2021.

(phi speaking about other things)

We set locations for the March (here) and May (Somerville Library) meetings and moved the May meeting half an hour earlier, to 1:30pm instead of 2pm, to allow more time before the library closes.

Sixteen lapsed corporate members were removed from corporate mailing lists and given instructions on rejoining should they wish.

The incident review and management committee is working on IRs received from Arisia '19, and we expect those to start coming before the full eboard soon. We also have other outstanding business, such as a recommendation for a future grant and an issue from CIC, on which we are not ready to report.

Officer reports:

President's report

I am appointing Andy Rosequist, Cassandra Lease, and Kris Pelletier to the Incident Review & Management committee. In light of the workload, and to allow for recusals, I would like to appoint additional people, including possibly people who are not Eboard members. Accordingly, I'd like to relax the policy constraints that currently limit this committee to three people and prohibit non-Eboard members from serving. I'm not just going to invite anyone and everyone; this committee is tasked with dealing with sensitive information, and you deserve a high level of trust. It won't be 18 people, just one or two non-Eboard members who we trust a lot.

MOVED to change our incident reports policy to read (deletions in ~~strikeout~~, additions in **bold**):
The Eboard will appoint a committee of **at least three people** ~~from the voting and ex-officio members of the Eboard~~ to review and manage incident reports, with preference **given to them being the Eboard** members at large. Those ~~three~~ people should select one of their number as chair of the committee to:

Vivian: have you finished reports from before convention?

Andy Rosequist says - No.

Vivian: How many are there?

Andy Rosequist says - 20+ pre-con and 40+ at-con.

phi say - when this policy was written, we anticipated 4-5 of these per year.

Ed: do you want to make it open to a professional or someone not a corporate member?

phi - the policy doesn't specify, but as I said, we will be careful

Wex: at what point do we discuss exact wording? I have a language question; there is a sentence structured weirdly.

Changed "the Eboard members at large" to "appointing ...", accepted as friendly.

Andy Piltser-Cowan: I am neither for nor against, but mulling it over, I understand that this workload needs to be shared. Committee appointments are announced after the fact, and I wonder if there should be more involvement of the membership of ratification before those people take their seats.

Nchanter: I think the chair should be a member of the Eboard

Chris: are you required to report all appointments? And before you do, there may be up to thirty days during which they can act?

Changed "one of their number" to "one of the Eboard members among their number", accepted as friendly.

phi says - To the question of prior approval of non-Eboard members, in the short term, we can address it by running by the corporation informally, and we can clean up the language later.

Rick: I think this language is stilted.

Will: for verification, would it make sense to have provisionally appointed people not actually take office until after?

Nchanter: to speak to that, while right now the practice is starting to do work immediately, it is not how every president has done that, it is not how I did that, it is not written in stone how this happens.

phi says - maybe we fix this for every committee and not just this one

Kelly: I would hate to hamstring the committee. Suppose all three of the current members must recuse themselves; it would stop all work on all IRs until the corporation could hold a meeting with quorum.

Nchanter: I think emergency powers apply.

Phi: as a point of information, there is already a case where all three of the current members are recused.

Lisa: It seems unlikely that this will happen on all 40 IRs.

The question was called.

Diana: short!!! point of order, what happens if someone on the committee has an IR filed about/against them? Recently, it's been understood that you cannot participate in the process at all.

phi says - I believe the rest of our policy does follow that. We should probably make it say that but probably not here. It should work that way.

The question was called again.

MOVED to change our incident reports policy to read (deletions in ~~strikeout~~, additions in **bold**):

The Eboard will appoint a committee of **at least three people** ~~from the voting and ex-officio members of the Eboard~~ to review and manage incident reports, with preference **given** ~~to them being the appointing~~ **Eboard** members at large. Those ~~three~~ people should select one of their **eboard members among their** number as chair of the committee to:

Passed on a voice vote.

I am appointing Joseph Andelman to the Grants committee.

Vice President's report

No report - everything is in committees.

Treasurer's report

Dues today are \$12, you can come see me or pay by Paypal; if you signed in with Sol, this will count as your first attended meeting and you can vote at the next one.

Clerk's report

I've made changes to the meeting sign-in process which will make quorum counts/calculation quicker: upon arrival, you should come to the front of the room and tell me your name, so that I can mark you off on both the paper sheet and the Google sheet. Anyone with accessibility concerns, please feel free to contact me privately so we can work out an alternate plan (such as messaging me to get my attention and making eye contact across the room).

Takeaways from discussion during the last meeting of a Corporate Communications Committee:

- Targeting three to four members; job descriptions are examples, can combine

- Developed to meet needs specific to the corporation that don't overlap much with the convention
- Time commitment currently unknown, hoping for a team that will enable mutual support and flexibility
- Clerk chair to allow agency of choice; committee structure (rather than staff) for continuity and for Eboard oversight since they will be involved in Eboard business
- Prefer to combine clerk assistant tasks with this body because a foundation in our messaging style is helpful for those too
- Corner cases will exist; generally want to avoid people with major convention commitments because that's the entire point

Richard: point of information, would some of these roles be duplicated with the IT Committee?

Sol says - some of these responsibilities I added because nobody is currently covering them. If the IT Committee were to decide that they fell under their purview, I would be happy to give them up.

MOVED to create a Corporate Communications Committee chaired by the clerk with a guiding charter as distributed to the corporation mailing list

Michelle: does this overlap with ConComms?

Sol says - not overly so, but the role of the liaison exists to smooth out any wrinkles and ensure cooperation/coordination.

Passed on a voice vote.

I will email the mailing list some brief basic questions later tonight; if you're interested in joining, please send your answers directly to clerk@arisia.org. Thank you!

Member-at-Large (Andy)'s report

Minor correction: there are 32 pre-con IRs and 40 from at-con.

The Incident Review & Management committee has begun processing the A19 incident reports, but has been delayed due to illnesses and attacks of life of multiple members of the committee. We want to make it known that we are taking the recusal process seriously, and that there are a number of incidents with Eboard members recused. Per policy, any Eboard member involved in a report is automatically recused from that report, where 'involved' is understood to mean reporter, subject, or otherwise named. Additionally, we recognize that we do not have enough volunteers to manage the volume of incident reports before us.

On the subject of recusal, I'd like to get a sense of the room on something, non-binding. Our current policy automatically recuses an Eboard member from any IR that they are involved in. There are some IRs this year that name Eboard members as people whose behavior is reported. Without going in to the severity of the specific reports, is it the sense of the corporation that these Eboard members should be recused from all IRs, or just those that they are involved in?

Nchanter: I think it really depends on the content. I do not believe it is a thing that we should make blanket policy about, whether a member of the committee or Eboard should be forced to abstain from involvement in all IRs; it opens us up to gaming the system to grind us to a halt and I believe there are malicious people paying attention right now who would do that thing. While I'm generally not in favor of constructing systems assuming bad actor, in this case I believe we have to.

Andy says - as a point of information, there is currently an IR naming the entire Eboard as a whole as the subject.

Etana: that gives a lot of context to the discussion we're having now, if we were to draw a hard line in the sand, we would have everyone recused and we wouldn't have the process happening, so clearly we can't. It brings to mind two important questions: what is our goal as an organization? Optics? Which is what folks filing maliciously may be trying to do: make us look bad and cause heartache.

Vivian: like Nchanter I don't like policies designed around bad actors, and in this case I think there's a straightforward way to avoid that. If an IR names a committee member, it might make sense to address that first, bump it priority: its resolution will either remove them or bring them back, or if it's super complicated, it probably rises to the level where we don't want that person involved in the process out of caution. As to the other one that isn't possible in the current system, the answer is "this is not the forum for this grievance, this should go to the corporate membership as a whole."

Joseph: point of order, there are currently 78 incident reports? (72), with several naming at least one member of the committee, and you're asking us how exactly to handle this? I don't have any thoughts than that what we just voted on technically provides an avenue.

Andy says - broadly speaking, based on severity and behavior and impact on the community's trust in the decision the member makes is how we should make that call, but I wanted to hear from people. We generally agree that the IR naming the entire Eboard as a subject is facetious, but I'm interested in using it as a way to figure out this problem; taking advantage of an asshat's asshattery.

Phi says - notably, it doesn't so much as name individual members one by one, it literally just says "the Eboard".

Wex: I'm in strong agreement with Nchanter, and I would like to remind people we still have a challenge in front of us. To many, it may feel like the only response to an IR is banning, coming out of our recent history with Noel; I would prefer to extend my trust in the committee to be able to distinguish the level of severity and take the appropriate level of action.

Rachel: replying to the idea of bumping up queue/complication=important; unless processes have changed radically, handling an IR involves getting in touch with people which is hard and takes time whether or not it is a big deal.

Nicholas: if there is an IR severe enough that the committee feels that the member should recuse, they should probably be replaced; it's a dead seat at that point.

Andy: part of the point of the motion we just voted on is to ensure we can handle recusals without overwhelming ourselves.

Vivian: I would recommend against any policy with a litmus test as to whether we should take an IR seriously. We should take them all seriously.

Andy says - the committee looks at each one and makes recommendation on whether to refer them through the full process with the entire Eboard, judgment of severity we currently have. I feel I have gained a sense of the corporation and it has answered my question of how hard of a line to draw.

Chris: do you plan to codify this policy/practice or leave loose?

Andy: I plan to leave it flexible, but depending on the next two to three months, we may want to figure out a structure. Discretion is important, but so is making sure we have transparency and expectations (part of this discussion is transparency about the IRs naming one or more Eboard members; if I don't share that, I'm not being sufficiently transparent).

Nchanter: in the stats you gave out, did at-con include post-con pertaining to con, not, ? another category? If it is not included, what is the number?

Andy: I included post-con reports about post-con things in the pre-con count, and post-con reports about at-con things in the at-con count. I admit these are estimates based on row numbers of spreadsheet, giving an indication of the magnitude of the work before us. We have been triaging what came in through the form; there have been some reports about the same incident, some reports include multiple incidents, and so the numbers get squishy.

Member-at-Large (RaShawn)'s report

I'm still alive (yay!)

A19 Conchair's report

No report.

A19 Treasurer's report

I need to follow up with people who emailed me. I haven't forgotten you! Probably next week (this week is really busy). Still looking optimistically to close the books in April.

A20 Conchair's report

Hey! I still exist. There's still probably gonna be a con so far. We're over 50% staffed, still looking for GOH ideas. Let me know if you're interested in doing a thing. Doesn't matter what level. Because that's awesome.

A20 Treasurer's report

No report.

Committee reports:

Budget Committee report

No report.

Corporate Inventory Control Committee report

We have received a check from Riverside Properties / 561 Windsor Somerville for early termination of our lease and our security deposit. However, they took out money for "elevator repairs". The Eboard is dealing with this.

The electrician for 143 Essex Street has still not installed the new circuits we requested. I will attempt to follow up with him.

The broken Arisia Sound Amplifier has been sent out for repair by NESFA.

Various stuff (mostly Tech) will be going to CostumeCon37 (March 22-25) and returning shortly thereafter as per previous approval.

phi says - we signed an agreement with the landlord that they owed us \$15,000 and our security deposit in exchange for early termination. Damages could be taken out of the latter but not the former; we do not think we are responsible for that, and we will be mailing a letter

Chris: could a reasonable person see it as our fault?

phi says - I don't think so, we requested maintenance a week previous and they didn't do that, if you ignored inconvenient truths...!

Chris: thank you.

Digital Assets Management Committee report

No report.

Disciplinary Policy FAQ Committee report

No report.

Grants Committee report

MOVED to authorize the Treasurer to disburse a grant to Boston Comic Arts Foundation in the amount of \$964 to help defray their 2018 Massachusetts Independent Comics Expo (MICE) expenses.

We inherited this from the previous committee and it has been discussed before. The paperwork for this grant was sent to the Corporate list on January 16th and no comments were received in response. Paperwork for another grant was sent to the Eboard for review and will be reported once their decision is made.

EJ: considering that the Marriott may want to take a fair amount of money out of our hide, how does that affect grants?

Kris says - we have just over \$4k allocated, and normally it's very difficult to move money out of the grants fund; this has been in the works since before last October, and it is in our best interest to follow through. As we get new grants, we will look at our liability coming out of ADR.

Wex says - one of the reasons we've recently added two members is to do more thorough research.

Ben: given that this was in October, do they still need the money?

Wex says - this is a promise we made to cover an expense they planned on making. We're still in the same position even though time has passed.

Ben: how did we promise them if we hadn't voted yet?

Wex says - wrong word, but that was the hope.

Jaime: I helped shepherd this application almost a year ago; MICE and the CAF had a guest with a major work being put out last year that they were hoping to promote. They got that guest here but could surely use the money for next year and the travel expenses. They would be happy to get another guest in the same vein and would use our money along those lines.

Passed on a voice vote, many to one.

Process in our bylaws: the committee does the work and submits a proposal to the Eboard, which they discuss and vote on (I am recused). There are three possible results.

Rick: my recollection was that the Eboard voted up/down and it went to the membership no matter what.

Wex says - that is not how I read the bylaws, let's connect offline.

Andy: it doesn't specify what happens if the Eboard votes against ("If the Executive Board approves the recommendations or takes no action within two (2) weeks, the recommendations shall be submitted to the Membership at the next meeting for which timely notice can be given in accordance with Section 2.4.")

Wex says - I'd like to just get a sense of the membership, not a binding vote, my intention is to do what Andy just read (not bring it if the Eboard votes no), straw poll (hands)

(unknown): Do you have to tell us?

Andy says - Eboard does report votes but doesn't have to be specific

Wex says - the committee would also report it.

Committee Chair requests that the President appoint **Joseph Andelman** <anothvortex@gmail.com> to the committee.

Hotel Search Committee report

No report.

Incident Review & Management Committee report

Given above

IT Committee report

No report.

Location Search Committee report

We have two members and one has been sick for the last month. We're open to anyone who is interested. It doesn't just include locations for corp meetings. We're trying to get a feel for the full membership as far as location and access needs; we've tended kind of northern and I want to spread it around a bit so that the whole community can attend. Tonight, for instance, is not bad. Please see me or Gail.

Diana: A20 would like the info as well!

Logo Committee report

No report.

Long Range Planning Committee report

No report.

Open Policy Committee

Photo Policy Committee

Ad hoc committee is formed to do a thing; does a thing; goes away.

MOVED to thank Gregorian Hawke for his service and accomplishments in getting our recording policies updated.

We know that the result isn't perfect but a person put in a lot of time and effort and got things done. If people want more changes, there are several avenues: discuss with ConCom, bring motion to corporation (OPC can help), but I want to draw a line saying we're done.

By agreement of the committee chair and the President, the committee is hereby dissolved.

Relaxacon Committee report

No report.

Student Contests Committee report

No report.

Unfinished Business:

Bylaws Amendment

A proposed bylaws amendment which was tabled at the January meeting has been requested to be withdrawn by its maker. I consider this request to have been made in good faith. This falls into an area where Arisia practice differs from Roberts Rules. Through mechanisms like friendly amendments, Arisia

recognizes maker ownership of motions where Roberts does not, and I am ruling that withdrawing a motion is a special case of a friendly amendment, in this case to delete the entire text. A motion to overrule the chair is in order at this time. If no one makes such a motion, or if one is made and fails, then I will rule similarly in the future.

(unknown): Can we see the deleted text? With friendly amendments we see the change?

phi says - this was about corporate meetings being open to the public.

Hearing no motion, the ruling stands.

Additional Disciplinary Process Policy Changes (Nchanter)

Note: we previously moved to remove a restriction on publishing names and to allow names to be published in Mentor when action is taken.

MOVED to add Disciplinary Process VIII to corporate policies with the following text:

“Beginning with reports received after December 19th, 2018, all disciplinary process decisions will be posted to a single webpage in list format on the Arisia corporate website, in addition to being reported out in Mentor. Except for decisions where a person has been permanently or indefinitely banned from attending Arisia Inc. sponsored events, names will not be published on this list.”

Chris: I move to change the date.

Nchanter: not accepted as friendly. One motion was passed at the December meeting [see above]; I am trying to make all changes from a single point in time.

Chris: withdrawn.

RaShawn: point of information, can this database be shared with other cons?

Nchanter: It is not a database, but a list on a website. It is public, but a pull method rather than a push method; I would not support e.g. tweeting every time we ban someone.

Rick: I've said before but I think this is a very bad idea; we already have legal action based on a misguided action with the Marriott, this is also a misguided action and accomplishes nothing other than making people feel good.

RaShawn: there is someone on the Eboard with an eye on the issue, with law enforcement experience, looking at repercussions and backlash. I've worked other cons and seen what they've done with their ban lists. Your point is being taken under advisement

Nchanter: do you know of other cons with a published ban list? I couldn't find any (only looked SF/literary and adjacent).

Rashawn: for-profits.

Phi: Firefly does.

Kelly: I disagree that it accomplishes nothing; someone considering attending can check the list and feel safe enough to attend

Joseph: would it include legal names or chosen identifiers?

Andy: legal names are not a real thing, that is a made up phrase, there are many different agencies which may be using different names for the same person. That being said, "name" is up to us as the Eboard to interpret - we would use moniker(s) most likely to allow people to understand who that person is.

Vivian: we discussed the issue of value extensively when we passed the first motion; the only difference this time is the creation of a separate website as opposed to inclusion in Mentor. Can we not rehash the whole thing?

Maria: this has been ongoing for months, I think this is the third or fourth meeting at which we've discussed this proposal, I am not hearing anyone saying we need no solution, they're saying we need a better solution, but I also haven't heard one in the past three or four months. We are not comparing two solutions because nobody is putting another forth. If you have one, people, put it forth quickly!

Rick: putting it on year-specific convention websites which age out is a better solution, and it tells people attending a specific convention who is banned from that year.

The question is called.

Michelle: point of information, many of us are holding proxies, if proxies contradict our verbal vote how do we take care of that?

Kris: I think this is important enough for a secret ballot --

Nchanter: I will be calling for a secret ballot on all three motions.

Wex: can we get a few volunteer tellers? Everyone else, when the volunteer tellers come around, please hold up a number of fingers equal to the number of pieces of paper you will need

72 valid votes

Motion passes 57 for, 12 against, 1 abstention.

MOVED to add Disciplinary Process VIII b) to corporate policies with the following text, and to renumber the prior VIII, if adopted, to VIII a):

“Any person who was permanently or indefinitely banned from attending Arisia Inc. sponsored events, based on reports received on or before December 19th, 2018 will have their name and the date that ban was made effective, but no other information, posted to a page on the Arisia corporate website.”

Rick: people were promised that this would not happen, I suspect this will lead to a lawsuit.

Ben: I am against because it creates an ipso facto rule, punishing people who will have no chance to appeal their case before this goes into effect. When the only consequence was not attending Arisia, they may have just decided not to deal with it, if they'd known this back then they may have tried to appeal their case, MA supreme court ruled [...]

Wex: point of clarification, if I understand correctly, anyone subject to a past ban can still appeal it.

Ben: the issue is they won't be able to appeal it before it goes into effect

Nchanter: when this came up previously, it was said that the implementation need not be secretive. I would recommend that the Eboard contact people affected and let them know, and if they decide to appeal it, we can hold off on posting, nothing here gives an exact timeline and I would be against having one. Some of us will be keeping an eye out to make sure they are added regularly, by which I mean me.

Also, small point, this is *not* to punish people, it is to keep our community informed so that they can make decisions, it is about risk assessment and safety, yes, my voice is now angry, this is not what

any of the work I've put in over the past decade or more has been about, if that's what y'all are about that's fine, but don't say that this motion I have worked on is about punishing people because it is not.

Vivian: who has attended Arisia for the past ten years, give or take? (hands) These names are not secret, I could find the right people and ask them and find out what I need to know. It is a question of ACCESS to the information; if I *don't know* how to find the right people, I don't get the benefit of that information. These people are not anonymous and they knew that was the case from the beginning.

Jaime: MA supreme court may have made a ruling about criminal actions but we are not a court of law, we are a private entity.

The question was called; passed on a voice vote. The motion maker asked if it was possible to withdraw a request for a secret ballot and the chair ruled that it was not.

72 valid votes

Motion passes 55 for, 15 against, 0 abstentions.

MOVED to add Disciplinary Process VIII c) to corporate policies with the following text:

“If a disciplinary process decision to permanently or indefinitely ban a person is later overturned, their name shall be removed from the webpage listing all disciplinary process decisions, and a footnote will be created noting that the decision was overturned which triggered the removal of their name, and on which date that subsequent decision was reached.”

Nchanter: I'm recommending including robots on this webpage that make it harder for Google to index; it's not a binding directive, but a suggestion.

Michelle: what would it look like when a name is removed? It isn't in this specific proposal, should we be more intentional with this?

Nchanter says - once it's been done it's there as a precedent.

Ben: can we change “footnote” to “note”?

Nchanter says - accepted as friendly.

Ben: can we change “their” to “a”?

Nchanter says - not accepted as friendly.

Jaime: we have a proposed policy, we don't need to pass procedure for enacting, the Eboard can just do a thing. If you dislike the way they do it, you can bring it up again, and you can discuss further on the mailing list

The question is called.

72 valid votes

Motion passes unanimously.

Email Policy (Vivian Abraham)

Summary of motion:

1. I move that we create a page on the corporate website that describes the corporate mailing list, including information listed below.
2. I move that we adopt the set of rules described below for governing the corporate mailing list.
3. I move that we create a corporate email monitoring committee to read the emails on the list within a reasonable window of time, act upon them as necessary, and respond to calls for moderation.
4. In the event that the corporate email list is split into several separate lists, the corporate email monitoring committee would moderate any email lists that were not already pre-screened.

Suggestions for procedural changes:

1. Create a page on the corporate website that describes the corporate mailing list(s), including the following:
 - A description of the corporate mailing list(s) and what they are used for.
 - How to ask to join the corporate mailing list(s).
 - Useful information about how to manage email threads, options for digest versions, and historical information about the amount of email traffic that users of the list can expect to receive.
 - A statement that the list is governed by rules, as set forth below, and the Arisia Code of Conduct.
 - A statement that access to and participation in discussion on the mailing list is a privilege of corporate membership, but that the ability to post to the list can be revoked for failure to follow either the rules of the list or the code of conduct.
 - A list of the rules (as described below).
 - A link to the Arisia Code of Conduct.
 - A FAQ, including contact information for questions.
2. This information should also be sent in the introductory email that corporate members receive upon being added to the list.
3. Appoint at least three people to monitor the corporate list. They would divide the duties amongst themselves as they wished. The important task would be to read the emails on the list within a reasonable window of time, act upon them as necessary, and respond to calls for moderation.

Suggested rules for the corporate email list:

1. When creating a new topic for the email list, please use a subject line that clearly identifies the subject of discussion. Please include any content warnings in the subject line. If the content warning message is lengthy, then just placing the words “content warning” in the subject line is sufficient, with additional information in the body of the email.
2. When replying to a topic on the email list, please note the subject line and make sure that your response is on-topic to that discussion. If it is not on-topic, or if you are not sure, please create a new topic. If what you are adding requires content warnings that are not already present in the topic, please create a new topic. If you are replying only to a particular person, and not the list, or if you are discussing something private between you and another person, please take that conversation to private email.
3. Email addresses of the corporate membership are private and personal information. If someone on the list asks you to stop emailing them privately, you must immediately cease. Do not distribute or publicize corporate member email addresses, either individually or as a group, to any third party.

4. Discriminatory speech, including but not limited to negative and/or stereotyping speech based on gender, sexuality, race, religion, nation of origin, or body-type, is a violation of the Arisia code of conduct and, as such, is strictly prohibited on this list.
5. Spam, including but not limited to advertisements and other off-topic, personal promotions, is strictly prohibited on this list.
6. If a monitor of the corporate list believes that a post violates any of the above rules, they will reply to the list with a reminder. This reminder should clearly address the person who violated the rules, explain what rule they violated, and make a suggestion as to what they should do. For example: "Person A, this reply is off-topic. Please create a new topic with an appropriate subject line."
7. If a participant in discussion believes that a post violates any of the above rules, they may contact the monitors directly at [email address].
8. Failure to follow the reminders of the monitors, or repeated violations of these rules, will result in a temporary mute from posting to the corporate email list (a period of time between 1 and 3 days in which the person who violated the rules will be able to read the list but not to post to it).
9. Repeated violations of these rules may result in a member losing the privilege of posting to the corporate list.
10. If a member believes that they were muted without good cause, they may appeal to the eboard. If the eboard believes that the mute is unwarranted, they can nullify it.
11. Monitors are assigned by the eboard in its sole discretion.
12. Nothing in these rules should be construed to replace the Incident Response system. Anyone who believes that there has been a Code of Conduct violation by someone posting to the corporate email list can, and should, report that to the eboard directly.

phi: We are almost out of time. With this proposal, we have two possibilities: either everyone is agreed and calling the question will work, or there is opposition and we need to have more discussion. Show of hands? (there is opposition)

Vivian: Honestly, I don't think anything we say will change anyone's mind. I'd be in support of calling the question, and if it doesn't pass, it'll come up again.

Quorum check is passed. The question is called.

72 valid votes

Motion passes on a show of hands (fingers), 47 for, 13 against.

New Business:

None.

Announcements:

Andy Piltser-Cowan: I've created a working group, we've gotten a couple of people but not a whole lot of interest; you don't have to be a corp member, if you might be interested but you don't know if you'll agree with me - great! Please bring disagreements, there are questions I don't know my own feelings about, please email me, awc34@cornell.edu.

Sharon: CostumeCon is in about 1.5 weeks. You do not need to come in costume or know how to sew. If you like masquerades, this is great, since there are four. It is at the DoubleTree in Danvers, MA near where 95 meets Route 1. Registration is \$90 currently. There are several Arisians working the con. Please come!

Jaime: I work in public transportation, and am also on the board of geeky “transportation camp NE”, April 27th @ MIT, unconference format - one day, we pick panels live in the opening session; I’m happy to talk if anyone is interested, registration is <\$30, and we are always up for volunteers.

Directing volunteer tellers to destroy secret ballots passed on a voice vote.

Meeting adjourned at 9:45 PM.

March Treasurer's Report

February 28			change versus last month
Odd Year - A19		\$26,938.68	-\$963.72
Even Year - A20		\$5,652.62	\$2,174.95
Corporate			
Reserved/Unspent			
Two years expenses (CDs)	\$41,704.87		\$2.50
Grant Fund Unallocated	\$4,020.09		\$0.00
Grant Fund Allocated	\$0.00		\$0.00
Capital Equipment Unallocated	\$1,542.27		\$139.95
Capital Equipment Allocated	\$0.00		-\$139.95
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$900.00		\$0.00
MCFI/CostumeCon	\$0.00		\$0.00
Relaxacon	\$48.60		\$48.60
Scholarship(?) Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$700.00		-\$1,175.72
Unspent Budget	\$19,041.25		-\$2,656.01
Total Reserved		\$68,979.08	-\$3,780.63
Unallocated Funds		\$23,390.58	-\$32,652.45
Total Corporate Funds		\$92,369.66	-\$36,433.08
Total Assets		\$124,960.96	-\$35,221.85
Total Corporate Income		\$1,221.51	\$819.89
Total Corporate Expenses		-\$10,685.81	-\$6,133.13

CorpComms Charter

Arisia, Inc. Corporate Communications Committee Charter

WHY THIS? WHY NOW? : Arisia, Inc. has historically relied on the current convention's communications division to handle corporate communications functions. This has worked well when corporate *and* convention demands are low, or when there is significant sharing of personnel. It is not sustainable long-term nor is it appropriate in crisis situations. The corporation needs to develop its own communications division to take care of these functions.

These functions have a natural relationship to the role of the clerk, but it is a mistake to (over)load the clerk's position with them. CorpComms should assist, and offload work from, not only ConComms but also the clerk and other Eboard members. Thus, it seems natural that the corporate communications division take the form of a committee supervised and staffed by the clerk. The suggested structure is as follows, but ultimately up to the chair's discretion:

1. CHAIR - clerk; supervisory * NO OTHER EBOARD MEMBERS!
2. corp/con liaison - preferably not an area head, definitely not an ADH or DH
 - a. ensures a consistent corp/con Voice developed through consultation of the eboard and the A/DHs
 - b. ensures coordination between the two bodies
 - c. assists eboard in drafting communiques (of all types - corp, staff, public)
 - d. acts as deputy chair? primary driver of the work
3. *press liaison?*
 - a. *acts as a public mouthpiece for the eboard and the corporation*
 - b. *assists eboard in drafting communiques (of all types - corp, staff, public)*
4. clerk's assistant
 - a. assists eboard in drafting communiques (of all types - corp, staff, public)
 - b. assists clerk with minutes, meeting summaries, mentor
 - c. manages meeting/events calendar and sends reminders
5. social media manager
 - a. assists eboard in drafting communiques (of all types - corp, staff, public)
 - b. manages social media in conjunction with ConComms
 - c. monitors mentions of arisia on social media
 - d. delivers reports on
 - i. trending topics
 - ii. problematic people or statements
 - iii. general engagement with communiques
6. systems manager
 - a. assists eboard in drafting communiques (of all types - corp, staff, public)
 - b. makes updates to corp.arisia.org as asked by clerk/eboard
 - c. manages mailchimp
 - d. investigates e.g. remote participation, secure electronic voting; other methods of communicating with the corporate membership
 - i. administers S U R V E Y S
 - e. investigates access options and checks communiques for accessibility
7. ConComms A/DHs - ex-officio

Membership List

This membership list is as of 11:59 PM on 4/9/2019. Please report any corrections to clerk@arisia.org. Names in italics are non-voting, honorary members.

Daniel Abraham	Jeremiah Hill	Andy Piltser-Cowan
Vivian Abraham	Terry Holt	Jade Piltser-Cowan
Wendy Abramo	Sol Houser	Rex Powell
Tamar Amidon	Angela Howard	Pacita Prasarn
Joseph Andelman	Diana Hsu	Karen Purcell
Vincent Anderson	Crystal Huff	Robert Rabito
Inanna Arthen	Bobby Huntley	Michael Rasnick
Dawn Ash	Suli Isaacs	Danielle Reese
Julia Austein	Lenore Jean Jones	Shannon Reilley
Priscilla Ballou	Swati Joshi	Mark Richards
E.J. Barnes	Jennifer Jumper	Kim Riek
Fred Bauer	Rachel Kadel-Garcia	Matt Ringel
Rob Bazemore	Walter Kahn	Phoebe Roberts
Melissa Beetham	Carolyn Kaminski	Noel Rosenberg
Noah Beit-Aharon	Matthew Kamm	Rebecca Rosenthal
Robert Berlet	Melissa Kaplan	Andy Rosequist
William Blanton	Terry Karney	Mink Rosequist
James Boggie	Rick Katze	<i>A. Joseph Ross</i>
Angela Bowen	Jeff Keller	Sherry Rudnick
Bridget Boyle	Allan Kent	Mark Sabalauska
Anna Bradley	Michael J Kerpan	Cayla Savitzky
Jonathan Breindel	Angela Kessler	Sharon Sbarsky
Jack Brooks	Jeremy Kessler	Kevin Schendell
Nicholas Brown	Beth Kevles	Richard Schmeidler
Michael Burstein	Rick Kovalcik	Cate Schneiderman
Andrea Carney	David Kramer	RaShawn Seams
Melissa Carubia	Susan Kramer	Matthew Segal
Brendon Chetwynd	Paul Kraus	Richard Segal
Shen Chew	Peter Kukolich	Kristin Seibert
Mieke Citroen	Katherine Labella	Kylie Selkirk
Todd Cooper	Chris Lahey	Paul Selkirk
<i>Brian Cooper</i>	Alex Latzko	Harriet Severino
Heather Cougar	Jodie Lawhorne	Julia Severino
Tom Coveney	Cody Lazri	Raye Seyberth
Rachel Creemers	Cassandra Lease	Jude Shabry
Elizabeth Crefin	Gabriel Lefton	Michael Sharrow
Morgan Crooks	Henry Leong	Sybil Shearin
Margaret Cullen	Benjamin Levy	Nicholas "phi" Sheckman
Mary Catelynn Cunningham	Megan Lewis	<i>Cris Shuldiner</i>
David D'Antonio	Julia Liberman	David Silber
Kenneth Davis	Jesi Lipp	Rachel Silber
Brett Dikeman	Carol London	Brad Smith
Samantha Dings	Ken London	Kris "Nchanter" Snyder
Thomas Dings	Glenn MacWilliams	Dylan Spencer
Michael Dlott	Diane Martin	J. Michael Spencer
Elizabeth Doherty	Claudia Mastroianni	Jana Spencer
Regis Donovan	Richard Maynard	Mike Sprague
Teresa Doran	Alan McAvinney	Tyler Stewart
Kaiden Drew	Matthew McComb	Jess Steytler
Janice Dumas	John McDaid	Mary Stock
Dennis Duquette	Mike McDevitt	Sandy Sutherland

Daniel Eareckson	Craig McDonough	Rachel Tanenhaus
Don Eastlake	Edward McGonagle	Maria Taranov
Jill Eastlake	Will McMain	Ilene Tatroe
Aaron Ennis	Jonathan Mendoza	Mike Tatroe
Maria Eskinazi	Penelope Messier	Gail Terman
Griffin Ess	Dale Meyer-Curley	Emily Tersoff
Etana	Erik Meyer-Curley	Persis Thorndike
Kelly Fabijanic	Daniel Miller	Dan Toland
Daniel Fairchild	Sarah Miller	Wesley "Statik" Toma-Lee
Sabina Fecteau	Elliott Mitchell	Dorothy Trachtenberg
Allison Feldhusen	Hope Moore	Ed Trachtenberg
Jennifer Fitzsimmons-Gauger	Alexandra Morgan	Tom Traina
Christopher Flynn	Angela Morley	Heather Urbanski
Patrick Foster	Skip Morris	Pat Vandenberg
Bernie Gabin	Rhianna Murphy	Helen Vickers
Jaime Garmendia	Daniel Myers	Kiran Wagle
Lisa Goldstein	Allison Nevitt	Mark Waks
Sarah Gullion	Eric Nielsen	Al *Hobbit* Walker
Adrian Gunn	Dan Noé	William Walker
Erik H	Abby Noyce	Tanya Washburn
Phillip Hallam-Baker	Lia Olsborg	Renee Watkins
Buzz Harris	Mary Olszowka	Alan Wexelblat
Adrian Hatton	Peter Olszowka	Michelle Wexelblat
Gregorian Hawke	Sheila Oranch	James Wolf
Joel Herda	Rachel Ossmann	Ellie Younger
Lisa Hertel	Kris Pelletier	Dmitri Zagidulin
Aaron Heuckroth	Melissa Perreira	

Executive Board - eboard@arisia.org

President	Nicholas "phi" Shtectman	president@arisia.org
Vice President	Alan Wexelblat	vice-president@arisia.org
Corporate Treasurer	Kris Pelletier	treasurer@arisia.org
Clerk	Sol Houser	clerk@arisia.org
Members-At-Large	Cassandra Lease	at-large@arisia.org
	Andy Rosequist	
	RaShawn Seams	
Arisia '19 ConChair	Daniel Eareckson	conchair@arisia.org
Arisia '19 Treasurer	Ellie Younger	con-treasurer@arisia.org
Arisia '20 ConChair	Diana Hsu	conchair20@arisia.org
Arisia '20 Treasurer	Kelly Fabijanic	con-treasurer@arisia.org

Committees

Budget - budget@arisia.org: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel-Garcia, Alex Latzko, Benjamin Levy, Tom Traina, Ellie Younger
Corporate Communications - corpcomms@arisia.org: Sol Houser (chair)
Corporate Inventory Control - cic@arisia.org: Rick Kovalcik (chair), Lisa Hertel, Benjamin Levy, Skip Morris, Al *Hobbit* Walker
Digital Assets Management - dam@arisia.org: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel-Garcia, Jess Steytler, Alan Wexelblat

Disciplinary Policy FAQ [no email address]: Kris “Nchanter” Snyder (chair), Vivian Abraham, Wendee Abramo, Claudia Mastroianni, Abby Noyce, Andy Rosequist, Allan Seyberth, Tom Traina
Grants - grants@arisia.org: Alan Wexelblat (chair), Joseph Andelman, Anna Bradley, David D’Antonio, Ilene Tatroe
Hotel Search - hotelsearch@arisia.org: Kris “Nchanter” Snyder (chair), Joel Herda, Benjamin Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Sheckman, Ellie Younger
Incident Review & Management - incidents@arisia.org: Andy Rosequist (chair), Cassandra Lease, Kris Pelletier
IT - it@arisia.org: [vacant] (chair), Rick Kovalcik, Benjamin Levy, Cody Lazri, Abby Noyce, Sharon Sbarsky, Gail Terman
Location Search [no email address]: RaShawn Seams (chair), Gail Terman
Logo - logo@arisia.org: Anna Bradley (chair), David D’Antonio, Sharon Sbarsky, Ellie Younger
Long Range Planning - lrp@arisia.org: Anna Bradley (chair), Daniel Abraham, Heather Cougar, Mink Rosequist
Open Policy - opc@arisia.org: Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, Andy Piltser-Cowan
Relaxacon - relaxacon@arisia.org: Ellie Younger and Johnny Healey (chairs)
Student Contests - student-contests@arisia.org: Kris Pelletier (chair), Anna Bradley, Johnny Healey, Allison Holt, Terry Holt, Skip Morris, Abby Noyce, Mike Sharrow, Mike Sprague, Carolyn VanEseltine, Conor Walsh

Storage Keyholders - keys@arisia.org

Julia Austein	Diana Hsu	Skip Morris	Nicholas “phi” Sheckman
Fred Bauer	Rick Kovalcik	Dan Noé	David Silber
Lisa Hertel	Paul Kraus	Kris Pelletier	Al *Hobbit* Walker
Sol Houser	Benjamin Levy	Kristin Seibert	Ellie Younger

Subscription and Dues Information

Subscription to Mentor is included with corporate membership. Corporate membership runs from September 1st to August 31st and requires a dues payment of \$24. Dues are pro-rated on a monthly basis for members joining throughout the year. Requests for dues waivers may be submitted to the Eboard.

September	\$24	December	\$18	March	\$12	June	\$6
October	\$22	January	\$16	April	\$10	July	\$4
November	\$20	February	\$14	May	\$08	August	\$2

Calendar

- The May corporate meeting is Sunday, May 19th from 1:30 to 3:30 PM at Somerville Central Library, 79 Highland Ave, Somerville, MA 02143.
- The June corporate meeting is Tuesday, June 11th from 7:30 to 9:30 PM at a location TBD.

Please also see <https://corp.arisia.org/calendar>.