



Mentor

The Newsletter of Arisia, Incorporated

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Announcements

The October corporate meeting will be Thursday, October 17th from 7:00 to 9:00 PM at PTC, 121 Seaport Boulevard, Boston, MA 02210.

The quorum for the October corporate meeting is 32, based on 51% of the average attendance of the last three meetings $(49+70+64/3 \cdot 51=31.11)$.

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

September Corporate Meeting Summary

- meeting called to order at 2:10 PM and adjourned at 7:18 PM
- 27 required for quorum this month, 64 total in attendance, 44 valid proxies reported
- 32 required for quorum next month

Elections:

- with 101 of 102 valid votes for President, Nicholas "phi" Sheckman received 91 and NOTA received 10
- with 102 of 102 valid votes for Vice President, Rachel Silber received 85 and NOTA received 17
- with 100 of 102 valid votes for Treasurer, Kris Pelletier received 94 and NOTA received 6
- with 99 of 101 valid votes for Clerk, Sol Houser received 87, NOTA received 11, and the remaining one was a written abstention
- numbers were unfortunately unavailable for the Member-at-Large election, but Kim Riek, Melissa Perreira-Andrews, and Rachel Kadel were ultimately elected in the sixth round of counting

Much appreciation to the tellers in these elections, Ellie Younger, Wendy Verschoor, and Alison Feldhusen.

Motions:

MOVED to adjust the meeting agenda as follows: after closing nominations from the floor, and prior to candidate statements, two minutes will be allocated for each candidate to meet with the IRMC. All candidates will have this meeting whether or not the election is contested, and whether or not there are IRs involving that candidate.

Passed on a voice vote.

MOVED to overrule the chair and hear the IRMC report before the A20 Conchair report

Failed on a show of hands.

MOVED to dissolve the Open Policy Committee

Passed on a voice vote.

MOVED to amend the Bylaws as follows:

Strike 3.6: 'A majority of the votes cast is required to elect an officer except at-large members. On each ballot in which no candidate has received a majority, the candidate with the fewest votes shall be eliminated from subsequent ballots.'

Strike from 3.7 'at-large'.

Renumber appropriately.

- MOVED to limit discussion of the Bylaws amendment to 15 minutes - passed on a voice vote
- MOVED to amend the amendment by adding "none of the above is always assumed to be a candidate, may be ranked, and cannot be eliminated" - passed on a voice vote
- MOVED to amend the amendment by adding "in the case of NOTA winning an election, at the end of all of the elections, the election which was won by NOTA will be run one more time" - failed on a voice vote

Passed on a voice vote.

MOVED to amend the policies by adding: "Any person standing for election to an office of the Eboard must disclose and address any IRs in the last two years for which their behavior was reported."

- MOVED to amend the amendment by striking "in the last two years" - passed on a voice vote
- MOVED to amend the amendment by replacing "any IRs" with "any open IRs for which their behavior was reported, or closed IRs for which their behavior was reported, an action was taken, and they were named at a meeting" - passed on a voice vote

Passed on a show of hands.

MOVED to censure the Eboard of December 2018 for their prolonged inaction and record-keeping failures

- MOVED to table the motion to censure - passed on a show of hands

MOVED to limit Member-at-Large Q&A to 60 minutes from the time the motion was made

Passed on a voice vote.

MOVED to set the date and time of the December meeting to 12/17 at 7:00 PM

Passed on a voice vote.

MOVED to set the default time and location of 2019-2020 meetings to 2:00 PM at Roxbury Community College

Passed on a voice vote.

Other Items of Note:

- The Eboard report included an apology to Conor Walsh for the implication of misconduct created by his removal from the Logo and Long Range Planning committees in August 2017, and a discussion of appointment of committees in general.
- The President's report included a discussion of settlement negotiations with Marriott.
- It was noted that planning for Relaxacon 2020 needs to get going.
- It was noted that votes for Nicholas Sheckman and votes for NOTA might get confused due to the similarity of the Greek letter phi and the null symbol.

September Corporate Meeting Minutes

The September corporate meeting was called to order on Sunday, September 22 at 2:10 PM by Nicholas "phi" Sheckman, President, at the Westin Boston Waterfront, 425 Summer Street, Boston, MA 02210.

*The quorum for the September corporate meeting was 27, based on 51% of the average of the last three meetings (34+49+70*3/.51=26.01).*

Attendance (64):

Wendee Abramo, Joseph Andelman, Julia Austein, Priscilla Ballou, Tone Bernard, James Boggie, Nicholas Brown, Heather Cougar, Jack Cullen, Regis Donovan, Dennis Duquette, Kelly Fabijanac, Allison Feldhusen, Jennifer Fitzsimmons-Gauger, Jaime Garmendia, Lisa Hertel, Sol Houser, Diana Hsu, Rachel Kadel, Matthew Kamm, Melissa Kaplan, Michael Kerpan, Rick Kovalcik, Ben Levy, Ken London, Glenn MacWilliams, Claudia Mastroianni, Richard Maynard, Will McMain, Dale Meyer-Curley, Elliott Mitchell, Alex Morgan, Mary Olszowka, Peter Olszowka, Kris Pelletier, Melissa Perreira-Andrews, Rex Powell, Karen Purcell, Kim Riek, Jason Riek, Matt Ringel, Andy Rosequist, Mink Rosequist, Sharon Sbarsky, Cate Schneiderman, JB Segal, Seph, Michael Sharrow, Sibyl Shearin, Nicholas "phi" Sheckman, Rachel Silber, Jana Spencer, Mike Sprague, Sandy Sutherland, Rachel Tanenhaus, Ilene Tatroe, Mike Tatroe, Gail Terman, Dan Toland, Wendy Verschoor, Alan Wexelblat, Michelle Wexelblat, Ellie Younger, Dmitri Zagidulin

Proxies:

1. Jesi Lipp to ~~Kris "Nchanter" Snyder~~; Kris Pelletier; ~~Andy Rosequist~~
2. Kris "Nchanter" Snyder to Jaime Garmendia; ~~Kris Pelletier~~
3. Tanya Washburn to Mike Sprague
4. Anna Bradley to Alan Wexelblat
5. Maria Taranov to ~~Chris Lahey~~; Jana Spencer
6. Chris Lahey to Jana Spencer
7. Lenore Jean Jones to Etana
8. Gregorian Hawke to Mink Rosequist
9. Jess Steytler to Wendy Verschoor
10. Jan Dumas to E.J. Barnes
11. Alex Latzko to Matt Ringel
12. Bridget Boyle to Matt Ringel
13. Carol London to Ken London

14. Jude Shabry to Alan Wexelblat
15. Alan McAvinney to Sol Houser
16. Megan Lewis to Sol Houser
17. Cassandra Lease to Jaime Garmendia
18. Noah Beit-Aharon to Mink Rosequist
19. Fred Bauer to Rick Kovalcik
20. Kam Weiler to Jason Riek
21. Hope Moore to Melissa Perreira-Andrews
22. Brendon Chetwynd to Sandy Sutherland
23. David D'Antonio to Peter Olzowka
24. Persis Thorndike to Rick Kovalcik; ~~Karen Purcell~~
25. David Silber to Sandy Sutherland
26. Joel Herda to Michelle Wexelblat; ~~Wendy Verschoor~~
27. Jennifer Koerber to Wendy Verschoor
28. Terry Holt to Mike Sprague
29. Etana to Gail Terman
30. Lenore Jean Jones to Gail Terman
31. Jeff Keller to ~~Rick Kovalcik~~; Peter Olzowka; ~~Mary Olzowka~~; Karen Purcell (assigned late)
32. Daniel Miller to Ben Levy (arrived late)
33. Michael Burstein to Ben Levy (arrived late)
34. Claudia Mastroianni to Sibyl Shearin (assigned late)
35. Cody Lazri to Melissa Kaplan (assigned late)
36. Richard Schmeidler to Andy Piltser-Cowan (arrived late)
37. Shannon Reilley to Andy Piltser-Cowan (arrived late)
38. Brad Smith to Diana Hsu (renewed late)
39. Erik Meyer-Curley to Dale Meyer-Curley (arrived late)
40. Seph to Michelle Wexelblat (assigned late)
41. Mike Sharrow to Mary Olzowka (assigned late)
42. Peter Olzowka to Mary Olzowka (assigned late)
43. Wendee Abramo to Dan Toland (assigned late)

Corrections to the minutes:

None.

Passed on a voice vote.

Eboard report:

Voted to approve 6 dues waivers.

Voted to appoint Will McMain to the Incident Review and Management Committee.

We're proposing to change the order of the elections portion this meeting slightly to allow candidates for office time to meet privately with members of the IRMC to discuss disclosure of any IRs that may involve that candidate.

MOVED to adjust agenda as follows: after closing nominations from the floor, and prior to candidate statements, two minutes will be allocated for each candidate to meet with the IRMC. All candidates will have this meeting whether or not the election is contested, and whether or not there are IRs involving that candidate. Passed on a voice vote.

In August of 2017, the Eboard voted to remove Conor Walsh as the head of the Logo and Long Range Planning committees. I spent some time researching why we did that and didn't find anything that seemed so important that we couldn't have just waited a month for his term to expire. New presidents often switch up committee memberships based on the priorities they'd like to see the committees address, but removing committee members, and especially chairs, before their term is up is highly unusual. In the few other cases it has been done, it was considered as a serious matter as part of an incident response. We apologize to Conor on behalf of Arisia for this unwarranted treatment, and particularly for the implication of misconduct that we created.

Officer reports:

President's report

In the last year I have made a number of committee appointments but have not appointed members to every committee. When that happens, the committees that were put in place for the 2017-2018 year continue to serve despite their terms having been due to expire a year ago. I apologize for not explicitly populating more committees, and I hope you will give me a chance to make this a higher priority in the future.

Committees serving past the end of their terms means that the way to end a committee's term and leave it vacant is to explicitly appoint no one to it. This causes the terms of the outgoing committee members to expire.

I am appointing nobody to the Logo Committee. This ends the 2017-2018 term and starts a new 2018-2019 term that will expire in an hour or two. Nobody will continue to serve after that time until we appoint new people to it, which we can do at any later date.

As I reported at the last meeting, we have a proposal from Marriott to settle our cancellation fee dispute with them. We, Marriott corporate, the Westin, the Aloft, and everyone's lawyers are all expecting to complete this settlement and believe we agreed on next steps, but getting all of the lawyers on the same page is taking some time.

Dan Casieri, our lawyer through the ADRs, has agreed to continue working for us pro Bono, so the delay does not mean we are spending more on lawyers.

Gail: is the amount of legal fees we owe Marriott going up?

Phi: I don't believe so, I haven't seen paperwork to that effect and that was not the shape of the initial messaging. Fees awarded in the judgement are not necessarily the same as our total. However, there is interest included in the settlement, and maybe some in the cancellation fees? I will need to check but we don't have the exact numbers on the second case yet.

Peter O: it seems our negotiation position is better before settling than after, for concessions.

Phi: Most incentive for doing the deal is coming from the local properties.

Peter O: it seems if we don't settle now we would dissolve.

phi: I think that's not what the community wants us to do, and we've been trying to keep in touch with that. But it is a credible threat.

Matt: one of the important things to note is that the potential of a threat is much more potent than the threat itself. With uncertainty, we have options.

Cate: how many years is it for?

phi: two more; we currently have through 2021, this would extend us through 2023.

Gail: do we have any interest in conchair for any of those years ?

Wex: I am currently doing an ACC's job, so being chair for 2021 is not realistic, but 2022 is another year. I can commit to being ACC for 2021.

Phi: technically nominations are still open, and we will need to do this; the bylaws say we should have done it by this meeting.

Proxies read at this time:

Daniel Miller to Ben Levy

Michael Burstein to Ben Levy

Claudia Mastroianni to Sibyl Shearin

Cody Lazri to Melissa Kaplan

Richard Schmeidler to Andy Piltser-Cowan

Shannon Reilley to Andy Piltser-Cowan

Vice President's report

As noted in my email sent to the corporation, I will not be running for reelection at this time, in order to focus on my Convention duties. Thanks to everyone in the corporation who has supported me this past year.

Treasurer's report

Dues to join the corporation this month are \$24. If you renew your existing membership before Elections are held in New Business, and you attended at least one meeting prior to this one, you will be able to vote in the Elections. If you are a new member and pay before the end of this meeting, this meeting will count as a meeting attended and you will gain voting rights at the next meeting.

The only expenditure in August outside of Budgeted items was a \$25 payment authorized by the Eboard to Piltser Cowan Law as part of our agreement with them to assist in obtaining and interpreting police/court records as part of IR investigation.

Rick: also, the Eboard voted to reimburse people attending storage inventory sessions.

Andy P-C: that was up to \$25 for cost incurred.

Clerk's report

No report.

Member-at-Large's reports

No report.

A20 Conchair's report

Rick: why are we hearing this before the IRs? This is a gratuitous change the Eboard is doing that damages Arisia.

Kris: this is a difference in the way our IR process is now structured. IR notifications to the membership come out of the committee, reporting resolutions arrived at which include the Eboard's vote

MOVED to overrule the chair and hear the IRMC report before the A20 Conchair report
Failed on a show of hands (14 for, many against).

Diana: Hotel reservations are available to public. Hotel team yay! We are still looking to fill a couple of roles to fill, one of which is tech director and one of which is IRT head, so let me know if you are interested in either of those. Otherwise... things are happening.

Wendy: as hotel DH, I would like to remind that unlike previous years, we have not sold out of hotel rooms! If your friends are looking for rooms, it is not too late, please spread the word.

EJ: my usual roommates were considering staying at my house to save money, but now I'm worried about the convention.

Diana: it would be great if you stayed at the hotel, but also, you want to do what's right for them.

Matt: we're not taking the deposit upfront this year, but instead, charging a fee for cancelling after a certain date.

phi: our contract with the Westin does not require a particular pickup, so booking at the Aloft is a higher priority.

A20 Treasurer's report

Get your expenses in please!

Committee reports:

Budget Committee report

No report.

Corporate Communications Committee report

No report.

Corporate Inventory Control Committee report

We've had two storage inventory sessions, but there is more work to be done. We're trying to track down Food rather than redoing their inventory, and certain areas like Ops are in flux. Information needs to be coalesced into one place; I've asked people to send links to their documents to CIC.

Digital Assets Management Committee report

No report.

Disciplinary Policy FAQ Committee report

No report.

Grants Committee report

No report.

Hotel Search Committee report

No report.

Incident Review and Management Committee report

- Arisia received a report that a former staff member had abused their positions of power to intimidate and engage in abusive behaviors towards other con attendees and volunteers. The Eboard has voted to ban the individual from attending Arisia indefinitely.
- Arisia received a report that a staff member was rude towards other staff at Arisia 2019. The Eboard has voted to issue a warning to that staff member. Additionally, the Eboard has voted to not release the name of the individual per policy.
- Arisia received a report that a staff member engaged in inappropriate conversation with fellow staff and attendees, both at Arisia 2019 and at previous conventions. The Eboard has voted to restrict the individual, whose name is Sid Mukherhee, from volunteering for Arisia events indefinitely.
- Arisia received a report that an individual made inappropriate comments during a party at Arisia 2019. The IRMC was unable to identify the individual in question, therefore the Eboard has voted to close this IR with no further action.

Rick: date correction (policy to publish names applies to those IRs submitted on or after Dec 19, **2018**, not 2019).

Lisa: what about that webpage?

Phi: it exists, but isn't linked anywhere yet.

We did also decide that two IRs received did not include Code of Conduct violations, and so they were not put through the disciplinary policy. We will be anonymizing the information and sending to Team Arisia Services to make sure that they are incorporated into future trainings.

Rick: were those two people informed?

Kris: As they didn't go through the Disciplinary Process, we did not contact them at all.

IT Committee report

We'd like some members. If interested, let it@arisia.org or Gail know.

Rich: I believe you did assign me at one point but I haven't seen my name on the list.

Location Search Committee report

No report.

Logo Committee report

No report.

Long Range Planning Committee report

No report.

Open Policy Committee report

Following an email sent to the corporate mailing list, we wish to dissolve the OPC. We believe that people who want to see policy changes are able to do so on their own and it is not beneficial to have a committee on this topic that is not taking action. Thanks to the members of the OPC for their work and to the corporate members who assisted us.

Proxies read at this time:

Brad Smith to Diana Hsu

Erik Meyer-Curley to Dale Meyer-Curley

MOVED to dissolve the Open Policy Committee

Passed on a voice vote.

Relaxacon Committee report

No report.

Rick: the status of 2020 is up in the air, earlier this year we postponed it and talked about resolving it by August or September.

Ellie: typically the chair of the committee is reappointed after elections. Our tenure ends today. I haven't seen a lot of traffic for Relaxacon Search since probably June.

Ben: I believe committee appointments are until a replacement...

Ellie: then I'll quit. :)

Relaxacon Search Committee report

No report.

Student Contests Committee report

No report.

Old Business:

phi: important clarification regarding Robert's Rules of Order - we use "table" to mean we are going to put off discussion of something. Normally in RRO terms, "table" means to take up discussion of something. We do weird things that are not normal for RRO.

We have three items of old business, the first of which would require a motion to take up. We thought that it might be relevant to discuss at this time because it might affect elections, but that is only true if elections are contested.

Bylaws amendment

Michael K: do you want it off the table?

phi: no

Andy R: I'm moving to take it off the table!

Rick: seconded.

Andy R: we may only have one candidate currently but nominations aren't done yet.

Gail: can someone remind us what exactly this motion is?

Andy R: The point of this is to run all elections the way that I ran the November elections, which is to use instant run-off voting for all positions.

MOVED to amend the bylaws as follows:

- Strike 3.6: 'A majority of the votes cast is required to elect an officer except at-large members. On each ballot in which no candidate has received a majority, the candidate with the fewest votes shall be eliminated from subsequent ballots.'
- Strike from 3.7 'at-large'
- Renumber appropriately

So that the appropriate section reads:

- 3.6 Voting for members of the Eboard will be by the following method:

Peter O: our bylaws do not discuss none of the above as an option.

Gail: does instant runoff voting, or whatever name, mean I can no longer say none of the above?

Phi: I think it is correct that NOTA is not mentioned.

Gail: MOVED to include NOTA as an option.

Sol: please phrase your motion before moving it!

RKOV: "none of the above is always assumed to be a candidate, may be ranked, and cannot be eliminated"

Andy R: this is pretty much how we did it in November. I think we should leave implementation to the meeting chair.

MOVED to limit discussion of the Bylaws amendment to 15 minutes

Passed on a voice vote.

Sharon: WorldCon uses something similar for the Hugos, NOTA can be eliminated but then there is a final check.

Rick: I think mine is a simpler wording with the same effect.

Rachel S: I can imagine a situation in which the existence of NOTA votes makes it so no candidate gets a majority of votes.

RKOV: let's say I was running for clerk against [made up name], and nobody liked either of us; under the current situation, the current person would need to continue to serve, or the Eboard would need to appoint someone. Otherwise you would *have* to elect someone.

phi: I am not going to predict rulings of the chair. The outgoing person could still resign. This is a consistent mechanism for how we might operate; it seems likely we would reopen nominations and try again.

EJ: if NOTA wins and a possible outcome is that the outgoing person could be reappointed, it needs to be made clear to the people voting that this is a possible outcome.

phi: I think discussing all of the possibilities... let's not try to solve for all the possibilities, I don't think that's possible.

[someone suggests fleeing the room to remove quorum]

Andy R: This will result in all sorts of motions to do weird fucked-up things. I think this is a good thing and not a bad thing.

MOVED to amend the amendment by adding "none of the above is always assumed to be a candidate, may be ranked, and cannot be eliminated"

Passed on a voice vote.

Peter O: in the case of NOTA winning, at the end of all the elections, there should be a new call for nominations and new balloting. This should be part of the standing order, but only once.

Priscilla: This might result in an endless loop.

Andy R: it'll cause a bylaw crisis, but whatever.

RKOV: it should be done immediately instead of at the end, so that those people don't run for member-at-large.

Rachel K: we've had the possibility of electing nobody forever, and I don't think we need to further specify how to elect nobody.

Nick: I feel like if we elect NOTA, shit has hit the fan and should be dealt with on a case by case basis.

Andy: is this a motion to call the question?

Rachel S: I would like to leave the people within the meeting the situational flexibility to postpone the election to the following meeting.

Melissa: we have had a couple situations recently... I'd like to think we'll never be there again but having some sort of contingency plan - we need it written down, we need *something*.

MOVED to amend the amendment by adding "in the case of NOTA winning an election, at the end of all of the elections, the election which was won by NOTA will be run one more time"

Failed on a voice vote.

Wex: I think Andy stated, but if this passes, we will do everything with one ballot rather than doing it over and over and over?

Kelly: one ballot per position.

Peter O: the NOTA change would also apply to member-at-large?

Phi: I think - (yes?)

Passed on a voice vote.

Policies amendment

Where we left off last month:

- MOVED to amend the policies by adding: "Any person standing for election to an office of the Eboard must disclose and address any IRs in the last two years for which their behavior was reported."
- MOVED to amend the amendment by striking "in the last two years"

I believe we take up this business with debate of the amendment.

RKOV: I was one of the people in favor of the time limit last month, but thinking about it more, it gets fuzzy. I don't remember if mine was four or five years ago, and I think it is worth bringing up, so I am no longer in favor of the time limit.

Gail: if you've changed your behavior, it should be obvious if it is or isn't still an issue.

Matt: the tricky part is ... an IR is litigated by the people in front of you right now. With that temporal shift, does it actually make sense to keep addressing it in front of every subsequent set of people? I think that a line should be drawn.

Melissa: we're not talking about litigating, we're talking about addressing. We need to be very clear about what IRs are - we've been talking about some very severe ones, but Mink made the point this morning that these should be normalized as a thing that sometimes happens. Most do not involve harassment and assault. I think talking about the way you've dealt with mistakes in the past is always going to be relevant.

Nick: there is a tendency to immediately go to the worst case.

Rich: I'll take the perspective of the committee itself, it's a logistical effort, putting a limit? Doing it over a long period of time? Puts a burden on them.

Seph: I'm in favor of some sort of limit but I'm not sure what. When we talk about someone doing something so serious, I'd like to think we would just ban them. Many of us started as teenagers; it feels humorous to have someone stand up and say "when I was a kid I yelled at someone." Demeans the whole process.

Wex: normalization is not the organization or society we're in. I like to bring up ban the box. What happened in your past should be something you should be able to say and not have it affect you, but the reality is otherwise. It's easy for me as a cis white male... not everyone has the same level of privilege or would be treated the same way. The IRMC makes a recommendation for what should happen, something happens, and then it is over.

Dale: a couple of the scenarios mentioned, i.e. things that happened 30 years ago - in my line of business those are considered outliers. I don't want to sacrifice the 80% good for the 20% what ifs.

Rachel K: the question of "what is an IR" - if you go back more than 5 years, it was anything that got written down in the log and may or may not have been conveyed to the person.

Kim: it is my understanding that we have six years of records, and anything before that is not considered an IR

Tone: in terms of leadership, the most relevant concern is IRs requiring action.

phi: it seems the next amendment after the time limit would have been likely to have to do with scope.

Kelly: in terms of the time limit, removing it makes it much simpler for candidates to know what they need to include. Anyone can bring up anything in the Q&A anyways. It is a continuing problem that people think "well, everybody knows that".

Seph: I wanted to respond to the 80/20. Most reports have been trivial. What % resulted in actions?

Kris: I am going to open Trello so I can do a quick count.

Lisa: rather than a number of years, I'd like to see it as a date - e.g., anything after 2013 has to be reported.

Ilene: is there an age limit for who can have an IR filed against them?

Wex: do we believe that the IRMC has the ability to recommend that someone not be allowed to hold office and/or do we believe that is an incidental effect of banning people from all Arisia events?

Gail: as it currently stands, I believe any member of the corporation can run for office.

[Claudia showed up at this time, proxy to Sibyl rescinded]

Sol: it is not black and white. I believe that there is a category of behavior between “I need to to never darken my doorstep again” and “I would trust you with the keys to the kingdom”. It is not true that people who we wouldn’t want to lead us should be banned.

Rick: maybe I’m atypical, but it seems to me that if you have an IR against you, you’re going to remember, and it is not going to be a lot more work for the IRMC. We need to do the right thing. If you really want to ban the box, pass this amendment and then shoot down the entire motion.

Passed on a voice vote.

Rick: I’m now moving to insert “for which an action was taken and the person was publicly named”. There seems to have been a lot of concern around this at the last meeting, but if the IRMC/Eboard decides to not take an action and/or name the person, it seems likely to be a minor thing. Also, making them out themselves after the fact seems like the wrong thing to do.

Melissa: my concern is that we have recently changed our policy about who we do and do not name publicly. How does this affect incidents in the past?

Kris: point of information - previously, if action was taken by the Eboard, we always said the name at the meeting unless we voted otherwise (which was only allowed for warnings); what we changed last year was regarding inclusion in Mentor and publication on a webpage.

Rick: let’s switch publicly named to named at a meeting.

Alex: I agree with regard to resolved IRs, but what about unresolved? Are they disclosed and discussed?

Rick: “any open IRs, or closed IRs for which an action was taken and the person was named at a meeting”

Wex: I think this is a feature not a bug. A number are closed with no action. If it’s open, that means that the IRMC is still doing its work.

Alex: I don’t think I agree. We fall into this timing hole where things don’t get wrapped up.

Kris: this discussion came up last meeting; it is not a reaction to a single incident but to several. The community has made it clear how much transparency they need.

● “Any person standing for election to an office of the Eboard must disclose and address any open IRs for which their behavior was reported, or closed IRs for which their behavior was reported, an action was taken, and the person was publicly named at a meeting.”

Sharon: there’s one more class of people/IRs: people who don’t know that they were named and nothing has happened as a result.

Rick: I hope that the IRMC will be quicker about contacting people, but people could contact the IRMC before running for office. Yes, an IR could be lodged in September, but many are from January or something like that. I hope we do better moving forward.

Kim: I believe some IRs have been reported about a body of people, e.g. the Eboard.

Rick: “Fortunately,” the previous IRs against the Eboard were closed with no action. I think the intent when there is an IR against the Eboard is that it really is against the specific people who were on it at the time.

Gail: at the beginning of this meeting, there was something where we were going to get to meet with the IRMC, so if you were somehow unaware, you will be informed.

Wendee: if the IR is not actionable ...

Kris: if it doesn’t go through the disciplinary process, it is not considered an IR.

Lisa: I’m moving to call the question.

Sol: thank you! ...I mean second!

Passed on a show of hands.

Motion to censure the Eboard

MOVED to leave on the table until next month

Passed on a show of hands.

Elections:

Proxies read at this time:

Seph to Michelle Wexelblat

Mike Sharrow to Mary Olszowka

As this is the annual meeting, bylaws 3.1 applies rather than 3.8, and officers elected will take office at the end of the meeting.

Ellie Younger, Wendy Verschoor, and Alison Feldhusen volunteered as tellers. The meeting was turned over to Wex to chair.

President

Nicholas “phi” Shectman self-nominated prior to the meeting. Nominations from the floor are now in order. ...Having none, we are taking a two minute break for candidates to meet with the IRMC.

Statements:

I sent one to Mentor which was a lovely analogy, but all metaphor and no practicality. We have three crises that faced us a year ago. IRs: if we ever think we’re done we’re in big trouble. Strike: that’s still a crisis, it’s pretty big, and we’re not done with that either. I’ve barely begun to think about the third. We put our all into making a convention that is awesome for attendees, but we have lost sight of the fact that we are also attendees and we are not making a convention that is awesome for us. It is a big problem for retention, and even if we were retaining, we would need to reinvent our culture. Terribleness should not be what we are getting our awesomeness from. I’m sure I will have conversations with many of you. I am willing to stick around until it is all done.

I wanted to add something I wrote in response to an email I got privately, but I think it deserves to be said publicly: any board of directors is going to be an echo chamber. We must reach out beyond the board for perspective, both in our incident response and generally. We’ve made a start here by eliminating rules that keep non-board-members from participating in the incident response and management committee. We have more outreach to do here, especially now that one of those new members has been elected to fill a vacancy on the Eboard. Despite the perspective that she brings to the board, that was a step backwards on the echo chamber question and we will need to recruit new incident response staff to maintain our perspective.

Q&A:

Andy: point of information - be careful when ranking phi versus NOTA, considering the similarity between the Greek letter phi and the null symbol. [laughs, groans, torches, pitchforks]

Peter O: can you address the issue of rifts in the Arisia community?

Phi - I don't have a complete understanding of them but I have some idea, it turns out it's never as simple as it looks. I feel like saying more about the rifts would look like taking sides and it's pretty important for me not to prejudge people or their ideas, I'm generally open to hearing from people regardless of the positions they've taken in Arisia.

Gail: what do I write on my ballot if I want just phi? What about if I want phi and then nobody else?

There were 102 possible valid votes for this election, and 101 were cast:

- 91 phi
- 10 NOTA

phi was elected.

Vice President

Rachel Silber self-nominated prior to the meeting. Nominations from the floor are now in order.

Sharon: can we direct the membership to not fill out their ballots until all nominations, statements, and Q&A have happened?

Wex: everyone here is an adult.

Ilene: let's make sure that the ballots aren't collected until that time.

[two minute meeting with IRMC]

Statements:

I had some nifty words put together about volunteering for Arisia, but Andy P-C covered it; many hands make light work, and most of the faces I see here are already engaging in the work of putting on the convention, but if you're not, you're needed.

I've been volunteering for Arisia for a good few years, Fast Track in Programming, DivHead in a few divisions, and conchair in 2013. Back then, we didn't have an IR process or even a clue of what we needed; we have a long way to go but we have also come a long way, particularly the questions we are willing to ask ourselves as an organization. I am excited to engage in the work, and tempted to make terrible quip about being a finite human being.

Q&A:

Peter O: [rifts]

Rachel: there are rifts. I don't know if that's the word I want, there are many things that hold us together as well as things that pull us apart. It would be premature to have an answer as to how we can move forward, but it would be important to look at people as individuals and not ideological pawns. Whole people who have multiple ideas. No ideological purity; wealth of diversity and inclusion.

Andy P-C: are there any corporate or Eboard actions in the past year that you feel strongly went in the wrong direction?

Rachel: no, not since the November election. The board has been working super hard, huge dedication and work is going into the changes they're trying to make, it's important to keep leaning in and pushing on what we want to see. I have wished it went faster but I respect the work that has gone on.

Gail: what's more important to you in IR resolution: speed, efficiency, thoroughness?

Rachel: understanding. If we're going to be in the position of making a decision, we want to come to clearly understand the patterns and what they mean, and be able to make a reasonable judgment. I gather there are cases where we haven't been able to get that far, and that is what has slowed us down.

There were 102 possible valid votes for this election, and 102 were cast:

- 85 Rachel
- 17 NOTA

Rachel was elected.

Treasurer

Kris Pelletier self-nominated prior to the meeting. Nominations from the floor are now in order.

[two minute meeting with IRMC]

Statements:

It took some deliberation for me to self-nominate, and I want to explain why. It doesn't have anything to do with the position itself (aside from how much time it takes). I did start grad school this fall and a new position at work, and my time outside of those things is really limited. I wanted to look carefully at what it takes and whether I can commit to that work, and I can. It does mean I do not have the time to commit to the workload of the IRMC, and I have decided to take a step back. That work is really important. We haven't gotten through as many as any of us would have liked, which means there is a little bit of guilt in leaving, but I'll be staying on long enough to get through the transition. Getting people onboarded is important and I can commit to doing that.

As treasurer, I believe I have done a decent job so far, though there are things that I would like to tidy up in terms of process and writing things down so that it can be handed off cleanly.

Q&A:

JB: what's the grad program?

Kris: engineering management at Tufts.

Wex: can you give the general shape of how you think the transition should be done?

Kris: the nice thing about having created a separate committee populated partly by people who are not on the Eboard is that it gives us consistency over time, people with historical information who will keep things going; we've already implemented the thing that will make transition easier.

Mink: you said you wanted documentation and process and cleaning things up and I'd like to hear more about that.

Kris: Ben did a good job of writing a lot of things down, but every new person who takes up a job is going to find gaps, also personal things - the books had already started so I continued with the same method, but now I can tweak it in ways which will work well for me, and the next person can do the same, as long as the reporting out to the membership is consistent.

Michelle: what is the treasurer's role with the decisions that came down from Marriott? Do you have any input in that?

Kris: I definitely have a vote as an Eboard member. I will also be the one who goes to the bank and takes money out of the CDs we keep for a rainy day. I monitor information and make sure that the Eboard knows the numbers.

RKOV: cancelling CDs...?

Kris: cancellation-free CDs. They are that old.

Peter: [rifts]

Kris: I want people to feel that they can come to me if they are noticing an issue, that I will listen, that I will treat people as individuals. I will do my best to bring people together if that is what they consent to. I acknowledge that they exist and think there is a potential that they could get worse. I would like to patch what is patchable, but that requires both sides, and as individuals, there's only so much we can do to fix that, even though as an Eboard our overall goal is to bring people together to work on a common goal.

Proxies read at this time:

Peter Olszowka to Mary Olszowka

Jeff Keller to Karen Purcell

There were 102 valid votes for this election, and 100 were cast:

- 94 Kris
- 6 NOTA

Kris was elected.

Clerk

Sol Houser had self-nominated prior to the meeting.

[two minute meeting with IRMC]

Statements:

I had not intended to make my statement again at length. I've been here for ten months, and I hope you think I'm doing a good job! I'm focused on both cultural improvements and process improvements. There was recently an IR against me: most people will have seen I sent an incidentary email to Sharon on the mailing list and apologized a few days later. It was mostly motivated by frustration that had nothing to do with Sharon that became laser focused on her, which I regretted immediately. I apologized willingly and was writing an apology before the IR was filed.

Q&A:

Rick: what coping mechanisms have you considered to prevent what happened from happening again?.

Sol: that is a really good question. I got worked up in an ill-advised vent session with several other people which I needed to step back from, so I've already put that into practice. Over the last year I've gotten a lot of good guidance from other members of the Eboard, especially Andy Rosequist, the angel on my shoulder (who says [whispers] "noooooo").

Wex: CorpComms is awesome. What do you plan to do with it in the coming year?

Sol: gosh, I can't find my list, but it exists somewhere! What comes to my mind is an initiative to develop exhaustive job descriptions of Eboard positions.

Rick: since Peter left, I will ask his question about rifts.

Sol: it's hard to talk about this vaguely. There are a lot of different things people can disagree on. Since the mandate laid down last fall, we are moving forward on things we believe need to happen as a community. Disagreements on how to do that are completely legit, but disagreements on whether or not we should move forward are not. If you are not interested in growing this community into what it can be... then that's what it is.

There were 101 possible valid votes for this election, and 99 were cast:

- 87 Sol
- 11 NOTA
- 1 written abstention

Sol was elected.

Member-at-Large

Kim Riek, Lisa Hertel, Rachel Kadel, Melissa Perreira-Andrews, and Sibyl Shearin self-nominated prior to the meeting. Nominations from the floor are now in order.

[two minute meetings with IRMC]

Proxies read at this time:

Wendee Abramo to Dan Toland

Statements:

Kim: I was elected three months ago, you may or may not remember that at that time, I said being a nanny to a two year old is one of my qualifications. Prior to that, I was in spreadsheets, so somewhere between teaching small people to be in the world and information management is the IRMC. I'm bad at speaking in public (Gail: you're doing great! Kim: thank you Gail!)

Lisa: I have been questioned thoroughly on the mailing list and most of you know who I am and where I stand. I have been working on Arisia since 1990, I have held several high level positions at the convention, and I was clerk for three years. There was an IR against me for an email I later apologized for sending with information I was given falsely.

Rachel K: I was one of the first members-at-large when we introduced the position. I've stepped away from high-level positions for a few years because my life was full of emotionally intense things and being on the Eboard is also emotionally intense, but now my kid's off to college and I'm on my own which is in a lot of ways really nice and I feel I can put in the work now.

Melissa Perreira-Andrews: [because I really like handprints when I write my name!] I started as an event performer, and I am running because I did twelve years as a coordinator at a convention where my role dealt with IRs, and in my Muggle life I also deal with researching, triaging, and resolution. I understand the discretion and professional language we need to use.

Sibyl: if you read my email, it lays everything out fairly straightforwardly. I've been a fan for about 45 years, a member of fandom for 35, and attending Arisia for 25. I have not really been involved in the convention or corporation before the thing. My reaction to all of this was: oh hell no. I am interested in helping Arisia continue and I believe we are stronger together than we are apart.

Q&A:

[due to the length of the member-at-large Q&A session, the answers have not been reproduced here, just the questions]

Jaime: can you talk about your commitments outside of Arisia, like ongoing life activities: volunteering, day jobs?

Rick: [rifts]

Rachel T: can you talk about a time that you did a thing and later looked back and said, that's probably not the way things should have gone, and how you addressed it and the impact on your behavior in the future?

JB: I'm moving to limit this to 15 more minutes

Rick: this needs to go on as long as possible.

Rich: I think you mean as long as *necessary*.

Gail: how about an hour instead?

MOVED to limit Member-at-Large Q&A to 60 minutes from the time the motion was made
Passed on a voice vote.

Sharon: there was something said implying that the previous Eboard shouldn't be around anymore, and that what Sol said to me on the mailing list was proper and that there shouldn't have been any apologies. Do you think that is true?

Matt (question for Lisa): in your candidate statement sent to the mailing list, you used the phrase "I value truth and efficiency over tact". In later clarifications, you said "valuing truth over tact doesn't mean throwing tact out the window entirely." In both sentences, you made a distinction between truth and tact. Can you clarify the difference, and how that would work in the context of the Eboard and the IRMC?

Gail: please answer with a number between 1 and 10 and a one sentence explanation. This job requires a lot of discretion. Where do you fall between "will never tell a soul" and "will post it on Facebook"?

Wex: those who are not Kim have not had a look inside the box, but one of the things we were elected on was a promise to be responsive by email. As it turns out, reality is a lot harder, and we have not been as timely as we said we would be. Bless Sol for kicking us in the pants about it, we sit around saying something is a good idea and nothing happens. How do you deal with a situation if it's not in your lane, so to speak?

Results were not available until after the meeting adjourned and numbers were unfortunately unavailable, but Kim Riek, Melissa Perreira-Andrews, and Rachel Kadel were ultimately elected in the sixth round of counting.

New Business:

Rick: I strongly suggest that the December meeting not be on a Sunday.

MOVED to set the date and time of the December meeting to 12/17 at 7:00 PM

Passed on a voice vote.

Lisa: January is already set by Arisia.

Sol: I'm moving to change the default location to Roxbury Community College, that can be changed but it should be set.

Ben: time?

Sol: let's say 2 PM.

RKOV: do we have any indication that they are available on the weekends?

Sol: yes...

MOVED to set the default time and location of 2019-2020 meetings to 2:00 PM at Roxbury Community College

Passed on a voice vote.

Rick: we really need to figure Relaxacon out and get it on the agenda for next month. We should take this offline.

Announcements:

Rick: If someone has an AT&T SIM we can use for ~10 minutes after the meeting to potentially save Arisia some money on MiFi...? [Kris does]

Sharon: at WorldCon last month it was determined that the year after next will be in Washington, D.C, which might be of interest to Arisians in terms of going as a group or potentially volunteering. info@discon3.org. It will be August 25th through 29th, 2021.

[prolonged discussion of whether or not to adjourn before the tellers have election results]

Michael K: as clerk of another organization, we have a committee called the time travel committee. When something with bearing on the meeting happens after adjourning, we put it in the minutes anyways. Is anything stopping that?

Sol: I guess just... my will.

MOVED to adjourn

Passed on a show of hands (37 for, 29 against)

Meeting adjourned at 7:18 PM.

Let the record show that the tellers returned with results and asked for the membership to vote to direct them to destroy the ballots, which we could not do as we had already adjourned. The president directed them to destroy the ballots instead.

September Treasurer's Report

August 19			Change vs last month
Odd Year - A19		\$9,644.15	\$0.00
Even Year - A20		\$9,552.67	\$0.00
Corporate			
Reserved/Unspent			
Two years expenses (CDs)	\$41,713.28		\$0.21
Grant Fund Unallocated	\$956.09		-\$600.00
Grant Fund Allocated	\$600.00		\$600.00
Capital Equipment Unallocated	\$1,542.27		\$0.00
Capital Equipment Allocated	\$0.00		\$0.00
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$0.00		\$0.00
Scholarship (?) Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$0.00		\$0.00
Unspent Budget	\$30,133.88		-\$5,508.62
Total Reserved		\$75,967.52	-\$5,508.41
Unallocated Funds		-\$10,979.92	\$4,009.54
Total Corporate Funds		\$64,987.60	-\$1,498.87
Total Assets		\$84,184.42	-\$1,498.87
Total Corporate Income		\$8.09	\$4.40
Total Corporate Expenses		-\$3,850.73	\$17,348.35

Membership List

This membership list is as of 11:59 PM on 10/3/2019. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

Wendee Abramo	Crystal Huff	Kim Riek
Joseph Andelman	Lenore Jean Jones	Jason Riek
Inanna Arthen	Rachel Kadel	Micha Rieser
Julia Austein	Matthew Kamm	Matt Ringel
Priscilla Ballou	Melissa Kaplan	Phoebe Roberts
E.J. Barnes	Terry Karney	Noel Rosenberg

Fred Bauer	Cari Keebaugh	Andy Rosequist
<i>Rob Bazemore</i>	Jeff Keller	Mink Rosequist
Noah Beit-Aharon	Michael Kerpan	<i>A. Joseph Ross</i>
Robert Berlet	Jennifer Koerber	Sharon Sbarsky
Tone Bernard	Rick Kovalcik	Kevin Schendell
James Boggie	David Kramer	Richard Schmeidler
Angela Bowen	Susan Kramer	Cate Schneiderman
Bridget Boyle	Chris Lahey	JB Segal
Anna Bradley	Alex Latzko	Kristin Seibert
Jonathan Breindel	Jodie Lawhorne	Seph
Jack Brooks	Cody Lazri	Allan Seyberth
Nicholas Brown	Cassandra Lease	Jude Shabry
Michael Burstein	Henry Leong	Michael Sharrow
Shen C	Ben Levy	Sibyl Shearin
Brendon Chetwynd	Megan Lewis	Nicholas "phi" Sheckman
Todd Cooper	Jesi Lipp	<i>Cris Shuldiner</i>
<i>Brian Cooper</i>	Carol London	David Silber
Heather Cougar	Ken London	Rachel Silber
Tom Coveney	Glenn MacWilliams	Brad Smith
Elizabeth Crefin	Diane Martin	Kris "Nchanter" Snyder
Jack Cullen	Claudia Mastroianni	Jana Spencer
Catelynn Cunningham	Richard Maynard	Mike Sprague
David D'Antonio	Alan McAvinney	Jess Steytler
Kenneth Davis	Matt McComb	Mary Stock
Elizabeth Doherty	John McDaid	Sandy Sutherland
Regis Donovan	Will McMMain	Rachel Tanenhaus
Kaiden Drew	Penelope Messier	Maria Taranov
Jan Dumas	Dale Meyer-Curley	Ilene Tatroe
Dennis Duquette	Erik Meyer-Curley	Mike Tatroe
Daniel Eareckson	Danny Miller	Gail Terman
Etana	Elliott Mitchell	Emily Tersoff
Kelly Fabijanic	Hope Moore	Persis Thorndike
Daniel Fairchild	Alex Morgan	Dan Toland
Sabina Fecteau	Skip Morris	Dorothy Trachtenberg
Allison Feldhusen	Eric Nielsen	Ed Trachtenberg
Jennifer Fitzsimmons-Gauger	Dan Noé	Tom Traina
Patrick Foster	Abby Noyce	Heather Urbanski
Jaime Garmendia	Lia Olsborg	Melia Vaden
Lisa Goldstein	Mary Olszowka	Wendy Verschoor
Adrian Gunn	Peter Olszowka	Mark Waks
Erik H	Sheila Oranch	William Walker
Buzz Harris	Kris Pelletier	Tanya Washburn

Cheryl Haskell	Melissa Perreira-Andrews	Renee Watkins
Gregorian Hawke	Andy Piltser-Cowan	Kam Weiler
Joel Herda	Rex Powell	Alan Wexelblat
Lisa Hertel	Karen Purcell	Michelle Wexelblat
Terry Holt	Danielle Reese	James Wolf
Sol Houser	Shannon Reilley	Ellie Younger
Angela Howard	Mark Richards	Dmitri Zagidulin
Diana Hsu		

Executive Board - eboard@arisia.org

President	Nicholas “phi” Shectman	president@arisia.org
Vice President	Rachel Silber	vice-president@arisia.org
Treasurer	Kris Pelletier	treasurer@arisia.org
Clerk	Sol Houser	clerk@arisia.org
Members-At-Large	Rachel Kadel	at-large@arisia.org
	Melissa Perreira-Andrews	
	Kim Riek	
Arisia ’20 ConChair	Diana Hsu	conchair@arisia.org
Arisia ’20 Treasurer	Kelly Fabijanic	con-treasurer@arisia.org

Committees

Budget - budget@arisia.org: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
Corporate Communications - corpcomms@arisia.org: Sol Houser (chair), Etana, Lenore Jean Jones, Ilene Tatroe, Ellie Younger
Corporate Inventory Control - cic@arisia.org: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris, Al *Hobbit* Walker
Digital Assets Management - dam@arisia.org: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, 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: Rachel Silber (chair), Joseph Andelman, Anna Bradley, David D’Antonio, Ilene Tatroe
Hotel Search - hotelsearch@arisia.org: Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
Incident Review and Management - incidents@arisia.org: Andy Rosequist (chair), Jaime Garmendia, Will McMain, Kris Pelletier, Kim Riek
IT - it@arisia.org: Gail Terman (chair), Rick Kovalcik, Ben Levy, Cody Lazri, Abby Noyce, Sharon Sbarsky, Mike Tatroe
Location Search [no email address]: Gail Terman (chair), Etana, Sol Houser

Long Range Planning - lrp@arisia.org: Mink Rosequist (chair), Anna Bradley, Heather Cougar
Mailing List Monitoring [no email address]: [vacant] (chair), Claudia Mastroianni, Rachel Tanenhaus
Open Policy - opc@arisia.org: Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Ken Davis, Sarah Gullion, Andy Piltser-Cowan
Relaxacon - relaxacon@arisia.org: Ellie Younger and Johnny Healey (chairs)
Relaxacon Search - relaxaconsearch@arisia.org: [vacant] (chair), Etana, Sol Houser, Melissa Kaplan
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 VanEselstine, 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	Ben 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 prorated on a monthly basis for members joining throughout the year. Requests for dues waivers may be submitted by email to the Executive Board at eboard@arisia.org.

September	\$24	December	\$18	March	\$12	June	\$6
October	\$22	January	\$16	April	\$10	July	\$4
November	\$20	February	\$14	May	\$8	August	\$2

Calendar

- The November corporate meeting is Sunday, November 24th from 2:00 to 4:00 PM at a location TBD.
- The December corporate meeting is Tuesday, December 17th from 7:00 to 9:00 PM at a location TBD.
- The January corporate meeting is Sunday, January 19th at a time and in a room TBD at the Westin Boston Waterfront, 425 Summer Street, Boston, MA 02110.

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