



Mentor

The Newsletter of Arisia, Incorporated

Volume 30, Issue 270, March 2020
519 Somerville Ave #371, Somerville, MA 02143
+ 1-917-7ARISIA (+1-917-727-4742)

Announcements	1
February Corporate Meeting Summary	1
February Corporate Meeting Minutes	2
February Treasurer's Report	14
Membership List	15
Executive Board - eboard@arisia.org	16
Committees	16
Storage Keyholders - keys@arisia.org	17
Subscription and Dues Information	17
Calendar	18

Announcements

The March corporate meeting will be Sunday, March 22nd from 1:30 to 9:00 PM at Somerville Public Library, Main Branch, 79 Highland Ave, Somerville, MA 02210.

The quorum for the March corporate meeting is 23, based on 51% of the average attendance of the last three meetings $((38+63+32)/3 \times 0.51 = 22.61)$.

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 March corporate meeting, the Eboard will be reporting on the following:

- Arisia received an incident report regarding a corp member's behavior on the mailing list. The IRMC looked into this and recommended that the Eboard issue a warning to the individual but not name them publicly. The Eboard has voted to issue them a warning regarding behavior that comes across as aggressive and dismissive to new members as well as to their ideas. They will not be named publicly.

February Corporate Meeting Summary

- meeting called to order at 7:09 PM and adjourned at 8:49 PM
- 25 required for quorum this month, 32 total in attendance, 25 valid proxies reported
- 23 required for quorum next month

Major Topics of Discussion:

- (Eboard report) 7 IR results.
- (President's report) Disciplinary Process motion
- (New Business) Remote attendance

Motions:

MOVED to set the time and location of the March 22 meeting to 1:30pm at the Somerville Public Library (Main Branch).

Passed on a voice vote.

MOVED to set the date, time and location of the May meeting to Sunday, May 17 at 1:30pm at the Somerville Public Library (Main Branch).

Passed on a voice vote.

MOVED to add Conor Walsh to the Code of Conduct Review Committee.

Passed on a voice vote.

MOVED to transfer \$1542.27 out of the Capital Equipment Fund.

Passed on a voice vote.

MOVED to make the following changes to the Disciplinary Process Policy:

In Disciplinary Process Policy VIII.a, remove the words "Beginning with reports received after December 19th, 2018".

Replace Disciplinary Process Policy VIII.b with "This page will consist of a list of individuals who have been banned from attending Arisia Inc. sponsored events, sorted alphabetically by name, and a separate list of reasons for disciplinary action, sorted chronologically, without dates attached to either list".

In Disciplinary Process Policy VIII.c, remove the words "and on which date that subsequent decision was reached".

Replace Disciplinary Process Policy IV with "The names of people whose behavior was reported through the Disciplinary Process will not be published in Mentor".

Passed on a voice vote.

MOVED to take the motion to thank the 2020 Convention Committee for this year's event off the table.

Passed on a voice vote.

- MOVED to thank the 2020 Convention Committee for this year's event.

Passed on a voice vote.

MOVED to allow the Eboard to use audio, and limited video, to remotely observe meetings. The names of remote participants would be read out to the meeting. Remote observers do not count toward quorum, and do not vote. The system belongs to Arisia and participants must follow Arisia's Code of Conduct and Recording Policy.

Passed on a voice vote.

February Corporate Meeting Minutes

The February corporate meeting was called to order on February 25th, 2020 at 7:09pm by Nicholas "phi" Shectman, President, at PTC, 121 Seaport Boulevard, Boston, MA.

*The quorum for the February corporate meeting was 25, based on 51% of the average of the last three meetings (46+38+63/3*0.51=25).*

Attendance:

Vivian Abraham, Wendee Abramo, E. J. Barnes, Nicholas Brown, Heather Cougar, Etana, Kelly Fabijanac, Allison Feldhusen, Jaime Garmendia, Lisa Hertel, Diana Hsu, Rachel Kadel, Chris Lahey, Ben Levy, Richard Maynard, Will McMMain, Elliott Mitchell, Hope Moore, Kris Pelletier, Melissa “MPA” Perreira-Andrews, Sharon Sbarsky, Richard Schmeidler, Sibyl Shearin, Nicholas “phi” Shectman, Rachel Silber, Kris “Nchanter” Snyder, Mike Sprague, Rachel Tanenhaus, Maria Taranov, Dan Toland, Alan Wexelblat, Michelle Wexelblat.

Proxies:

1. Jesi Lipp to Kris Pelletier
2. Ellie Younger to Kelly Fabijanac
3. Allison Tweedell to Lisa Hertel
4. Anna Bradley to Alan Wexelblat
5. Melissa Kaplan to Rachel Tanenhaus
6. Jess Steytler to Alan Wexelblat
7. Danny Miller to E. J. Barnes
8. Joseph Andelman to Will McMMain
9. Priscilla Ballou to Etana
10. Tanya Washburn to Mike Sprague
11. Lenore Jean Jones to Nchanter
12. Rick Kovalcik to Sharon Sbarsky
13. Megan Lewis to Ben Levy
14. Ilene Tatroe to Michelle Wexelblat
15. *Dale Meyer-Curley to Diana Hsu*
16. JB Segal to Allison Feldhusen
17. *Jennifer Fitzsimmons-Gauger to Heather Cougar*
18. Alex Morgan to Vivian Abraham
19. Cate Schneiderman to Rachel Tanenhaus
20. Karen Purcell to Michelle Wexelblat
21. Cassandra Lease to Jaime Garmendia
22. Peter Olszowka to Sharon Sbarsky
23. Kim Riek to Nchanter
24. Jan Dumas to EJ Barnes
25. Glenn MacWilliams to Hope Moore

Corrections to the minutes: (not distributed)

phi: There are no corrections to vote on as the minutes were not distributed.

Eboard report:

Voted to donate \$600 to BARCC from the training fund at the same rate per session as we’ve done in the past.

We still don't have a 2021 chair recommendation and are acting on behalf of the convention. More about that in the a21 report. In the meantime we are working on a chair team proposal for 2021 and on refilling the pipeline for chairs for 2022 and 2023. The particulars of which people are in that pipeline mean that it makes sense to wait to formally open nominations for 2022 until we have more clarity on 2021.

I had hoped that PTC would be a viable location for Sunday meetings but it looks like the logistics are too tricky. The Brookline library is not available on the dates we want for May. So I have reserved the Somerville Library for May in addition to the March date I had previously requested, and I have two motions related to that. I don't expect to use the Somerville Library again before November, because we can't do a cookout there and it is too small for the annual meeting.

Moved to set the time and location of the March 22 meeting to 1:30pm at the Somerville Public Library (Main Branch). Passed on a voice vote.

Moved to set the date, time and location of the May meeting to Sunday, May 17 at 1:30pm at the Somerville Public Library (Main Branch). Passed on a voice vote.

We discussed a pending incident report whose nature merited mention in person.

MPA:

Of the total open IRs, the IRMC sent 6 to the Eboard with recommendations. 1 was held back with the person whose behavior was reported not being notified in time for notice. That IR will be reported out in March. In addition to those 5 IRs ready to report, the 2 that were voted on last month after notice will also be reported out today. The IRs were voted on as follows (please note that the IR's below come with the following content warnings: sexual assault, alcohol):

1. Arisia received an IR at A19 regarding the behavior of an off-duty staff member at the dance in the early hours of Sunday morning. The staffer appeared to be mocking the way someone was dancing, which was seen as racist and bullying. The IRMC looked into this and recommended the Eboard issue this staff member a warning, explaining the higher standard Arisia holds staff to and also notified their Division Head so they could follow up at Con.
2. Arisia received an IR regarding the behavior of an attendee in 2006. The report states that he had continually given drinks to someone with a known alcohol problem until they were past the point of taking care of themselves or consenting and then took advantage of that state to initiate a non-consensual encounter. The report also detailed that he, a few years later, was entrusted with the care of a similarly intoxicated person. The Eboard had issued a provisional ban for A19. The IRMC recommends that the provisional attendance ban be affirmed and converted to an indefinite ban pending contact with the IRMC.
3. Arisia received an IR at A20, regarding the Westin Staff. The reporter, as well as another man, were in a male gendered bathroom. Two female-presenting individuals entered with no knocking or announcement. When asked why they were in there, they said they were there to inspect the bathroom. The reporter asked who they worked for and the Two female-presenting individuals confirmed they worked for the Westin and began "poking around" the room, opening stall doors and looking around. The reporter notified The Watch as well. The Watch communicated with the Westin's security person who confirmed the two individuals did work there. The hotel's security person said they would follow up with their shift supervisor as this was not handled correctly by the staff. The IRMC recommended

no further action be taken as the Westin employee The Watch worked with affirmed the follow up on the hotel's part. The Eboard voted to accept this recommendation.

4. A report was received at A20 regarding an Arisia volunteer. During A17, an individual was cosplaying as Donald Trump. They approached an on duty member of Watch Staff who is a non-binary POC and made racial comments that made them uncomfortable. An apology was made to the staff member and the original report went through the disciplinary process. The report from A20 detailed the reporter seeing the individual volunteering and wanting to make sure everyone was aware of past issues. As there was no new CoC violation and the previous situation went through our disciplinary process, the IRMC recommended that no further action be taken. The Eboard voted to approve this recommendation.
5. Arisia received a report at A20 regarding a young woman crying in a bathroom. The reporter was in a bathroom and saw a young woman crying. The young woman was with a group of friends and adamant that no one needed to be called for help. The young woman crying appeared between 17 and 22 years of age. There is no description of the young woman other than her possible age and no other details regarding the incident. The IRMC recommended no further action at this time. The Eboard voted to accept this recommendation.
6. Arisia received a report regarding an incident witnessed by a DM at A20. A table top game participant mentioned to another that it is required of attendees to wear their badge and that it be visible at all times. This caused the other participant to become upset and cry but expressing to them it was a normal reaction for them as they cry easily/that reaction was nothing to worry about. The DM spoke to both participants after and both seemed fine with the situation as did the DH. The IRMC recommended no further action was needed and to close this without referring to the disciplinary process. The Eboard voted to accept that recommendation.
7. Arisia received an IR report at A20 regarding the interruption of a panel for photography consent forms. The reporter came to the IRT desk upset and flustered by a situation at a panel they attended. The panel "turned into a photoshoot" which derailed the panel with a photographer trying to get consent forms. The reporter did not consent and felt obliged to leave the panel. The IRMC believes this may have been an Arisia photographer and recommended no further disciplinary action be taken and the matter be referred to Comms as a training issue. The Eboard voted to accept this recommendation and would like Programming to be involved as well, as interdepartmental coordination would yield the most effective response.

Discussion: Clarifying what the difference between permanent, indefinite and provisional bans is? Permanent starts the 12-month appeal clock ticking. Provisional and indefinite bans are issued when we've only heard one side of the story or legal issues, and provisional ones can be appealed at any time.

phi:

Proxies read at this time: Dale Meyer-Curley to Diana Hsu

Officer reports:

President's report:

Last month I populated the Code of Conduct Review committee with Mike Sprague (chair), Kelly Fabijanac, and Jennifer Fitzimmons-Gauger. I am adding Conor Walsh to this committee. Passed on voice vote. This

committee is updating who is a protected class in our Code of Conduct, so we can be eligible for Con-or-Bust. (We didn't think about this 25 years ago.)

Right now we have \$1542.27 in a Capital Equipment fund which the Eboard can spend without consulting the membership. At this time and until we have recovered financially I think that capital expenses over the Eboard's spending limit should come to the membership for greater transparency, so I think we should move this money out of the fund. When it's not true any more we can move money back in. **MOVED** to transfer \$1542.27 out of the Capital Equipment Fund. Passed on a voice vote.

I recently retained Dan Booth as my personal libel attorney. For those who don't recognize the name he's the lawyer whose motion to dismiss a libel suit against Ron Newman went a little bit viral for how awesome it was, and he is the lawyer in MA I would most want on my side in a case resulting from our disciplinary policy.

On my nickel, I also spent half an hour asking his advice on that policy. It turns out that Massachusetts law is not the same as many other states and in particular the truthfulness defense is not absolute. Propagating truthful information out of malice can be a tort. That's good: it means that doxxing can have legal consequences. But it also means we have to be very careful that we're not recapitulating the "punishment" part of the criminal justice system.

I asked him what we ought to do, starting from the position that the goal was not to lose a libel case, and to feel that we had a good chance of getting any such cases dismissed, but that we didn't have to just roll over on our desire to protect people and that the safety of our members was worth some defense.

Dan thinks it's fine to list people on our website who are not allowed to come to the convention, and feels confident that he could defend any legal cases that resulted from that.

He suggested some changes to the disclaimer on that page, which the Eboard has made.

He thinks it's also good to list reasons why we kicked people out, in enough detail that someone who's familiar with a case but doesn't know a name could tell that we had kicked out the person they wanted to avoid. In fact he thinks the more reasons we list the better, and suggests adding reasons why we have banned people in the past.

He thinks it's a problem to say which name goes with which reason, either for historical cases or going forward, and also thinks it could be a problem to list dates.

So, I am moving as follows:

In Disciplinary Process Policy VIII.a, remove the words "Beginning with reports received after December 19th, 2018".

Replace Disciplinary Process Policy VIII.b with "This page will consist of a list of individuals who have been banned from attending Arisia Inc. sponsored events, sorted alphabetically by name, and a separate list of reasons for disciplinary action, sorted chronologically, without dates attached to either list".

In Disciplinary Process Policy VIII.c, remove the words "and on which date that subsequent decision was reached".

Replace Disciplinary Process Policy IV with "The names of people whose behavior was reported through the Disciplinary Process will not be published in Mentor".

We have not actually associated a name with a reason for action on our website yet, but I would like to resolve this issue before we do.

This will result in the following text:

DISCIPLINARY PROCESS

- I. A request to consider disciplinary action against a person or persons may be brought to the Eboard by any corporate member. The Eboard will look into all such requests in as confidential a manner as possible.
- II. After investigating, the Eboard will notify the person(s) involved, and then report their decision to the Corporation with twelve days notice including action to be taken. Any Eboard member involved will be automatically recused from participating in the investigation and decision. The confidentiality of other person(s) involved in the complaint including those making the request will be protected in this report. If the only action taken is a warning (whether verbal or written), the Eboard may vote to keep the name(s) of the person(s) warned confidential in the report given at the meeting. If no action is taken, the confidentiality of all person(s) involved in the complaint will be protected in this report. Possible actions include but are not limited to a ban from attending, volunteering, staffing, or otherwise participating for a number of year(s) or permanently.
- III. When reporting decisions, the following format should be used whenever possible:
Arisia received [a/multiple report(s)] that a/an [attendee/staff member/etc.] had engaged in [behavior] [location] [time period]. After looking into the report, the Eboard has decided [action/lack of action] [duration].
For example:
Arisia received a report that an attendee was seen kicking puppies in the lobby during Arisia 2016. After looking into the report, the Eboard has decided to restrict this attendee from volunteering for the convention until after Arisia 2018.
- IV. ~~Beginning with reports received after December 19th, 2018, t~~The names of people whose behavior was reported through the Disciplinary Process ~~should~~ **will not** be published in Mentor ~~only if any action was taken by the Eboard as a final decision for that report. If the Eboard chooses to withhold the name of a person who receives a warning as outlined in II. above, their name will not be published in Mentor.~~
- V. If the governing body of another convention (or similar fannish group) asks Arisia about a person who may have been the subject of an Arisia disciplinary action, the Eboard may vote to release decisions about that person under the Disciplinary Process, as reported in Mentor including the date(s) of the decision(s), or to report that there was no such action. Any information released must protect the confidentiality of everyone else involved in the report, including the reporter. The Eboard will report all such requests, and the Eboard's response, to the corporate membership at the next corporate meeting.

- VI. If the Membership wishes to overturn this decision of the Eboard under bylaw 4.4, a motion to do so shall be in order only during New Business of the corporate meeting at which this decision is reported or the corporate meeting immediately after. After that, the decision is binding on future events but may be appealed to the Eboard after at least one year. Such appeals will be heard by the then current Eboard and will be handled in the same fashion as original requests.
- VII. The convention chair or their designee may revoke convention membership because of actions reported at or involving the current year's convention. Revocation of membership should otherwise use the disciplinary process. A Convention Chair may always choose that they do not wish a particular person or persons working on their con.
- A. Through the end of Arisia 2019, while investigating an IR, the Eboard may take provisional actions up to and including restricting the attendance or participation of the person (or persons) whose behavior was reported in the IR.
- VIII.
- A. ~~Beginning with reports received after December 19th, 2018, a~~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~~.
- ~~B. 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. This page will consist of a list of individuals who have been banned from attending Arisia Inc. sponsored events, sorted alphabetically by name, and a separate list of reasons for disciplinary action, sorted chronologically, without dates attached to either list.~~
- C. 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 note 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.~~

Proxy read at this time (after reading the motion but before discussion): Jennifer Fitzsimmons-Gauger to Heather Cougar

Discussion: Nchanter: strike the ending "on this list" from VIII.A.; Phi agrees. (The wording is confusing.)
 Vivian: MOVED to add hyperlinks (& URLs) in the policies online to the appropriate pages. Also cross-link the page of names and the page of actions. (Seconded) These pages are hard to find. Also add the URLs into the policies? Wex thinks we should move on (out of scope); Nchanter doesn't want URLs in our policies (links okay). Rachel K says we could add part D, that "Where the policy is published on the web, there will be a link to the disciplinary process page." We agree to this wording. Wex asks us to split this amendment from the policy change. Phi proposes we vote whether to split the question. Phi suggests temporarily withdrawing Vivian's amendment. Discussion on Robert's Rules ensues. We call the question on the amendment to add links; passes.

Why are incidents chronological, and names alphabetical? So they aren't linked. Richard S. suggests removing the double negative in the last sentence on VIII.A; Phi suggests we do this later. Kelly notes there are two lists: names of the banned, and actions. Question called; Passed on a voice vote.

Treasurer's Report:

Dues to join at this meeting are \$14. If you

We did receive an additional reimbursement check from JAMS related to the arbitration hearings in the amount of \$842.26, for a total of \$4107.07 reimbursed of the \$10,920 original payments. This means the JAMS arbitration costs came to \$6812.93.

We also made \$1707 on the Corp T-Shirts at the convention (plus 1 sold at Debrief). Of the 104 shirts, only 12 are left! This is the 2nd year we moved the Sales Shirts table out of the Dealers Room and have seen much greater pickup, so I'm going to recommend that we continue that going forward.

For the record, we ran out of 3X and 5X sizes on Saturday, 2X and Med on Sunday, and Small on Monday. These are being documented so that we can make sure to increase the number of the larger sizes in the order for future years.

Michelle notes we pulled out shirts for the guests in case the amount made was based off of the actual amount of T-shirt.

Kris P explains that her total came from the amount of money that came in and not on the physical number of shirts remaining.

Arisia 2020:

Diana: It happened, people had a good time, nothing exploded! Even the hotel said things were fine. 2771 registered, 2017 badged which is a slight increase from last year.

Arisia 2020 treasury:

Kelly: I was hoping to have the final bill from the hotel tonight but they did not get it to me. Get in your expense reports in *now!* Final numbers forthcoming.

Arisia 2021:

phi: The Eboard is working together to keep the convention work moving forward. We want you all to know about the progress on this work.

Two weeks ago we had a debrief. The post-it note output has been collated and shared on the staff-announce list. Thank you to Kim Riek for coordinating, Lisa Hertel for providing the food, Rick Kovalcik for wrangling sound, Alan Wexelblat for recording feedback both before and after the event, and a bunch of other people who did their bit to make the afternoon be smooth and useful.

We did some publicity through a table at Boskone. We handed out a pile of flyers, and built a Jenga tower of Rainbow Nerds. Thanks to Phi, Etana, Alan and Michelle Wexelblat, Vivian, and Lisa for sitting at the table. It's important to get the word out this year that we're still here and ready for action.

We're starting to appoint people to convention roles.

Communications - Etana

Programming - Tanya Washburn and Ilene Tatroe as co-divheads

Publications - Vivian Abraham, with Alex Morgan signed up for Pocket Program

Art Show - Julia Austein and Megan Lewis as co-heads

GOH liaison - Jacqui Bryant

Webmaster - Sybil Shearin

In addition, some people are keeping vital functions running through this transition period

Kelly Fabijanac has agreed to take the role of Interim Bookkeeper until we fill that post. And Mike Sprague is Interim TAS Manager. Other conversations are in flight and within a couple of weeks there will be more appointments and follow up announcements.

Between now and the end of February, the Eboard-acting-conchair team will mostly be concentrating on staffing, GOH invitations, and a transition plan.

Budget Committee report

No report.

Code of Conduct Revision Committee report

No report.

Corporate Communications Committee report

No report.

Corporate Inventory Control Committee report

No report.

Digital Assets Management Committee report

No report.

Fundraising Committee report

We are doing the last round of collecting matching pledges so that we can have them in the bank by March 1st. We plan to launch a campaign towards a stretch goal, details are going to wait until we get the current matters concluded.

Grants Committee report

The grants committee has received several grant requests. We have notified the senders that we are postponing acting on grants until later in the spring. We are waiting for the convention books to close and until we have a better idea of Arisia finances before asking the corporation to allocate more money to the grant committee.

Guest of Honor Search Committee report.

The "Future Guest of Honor" committee is doing most of its work on Slack. We added new people to help with our work - Megan Lewis for Art guest input; Rachel Silber for help coordinating with the Eboard; and Jacqui B for A'21 Guest liaison input.

We have a spreadsheet that captures input from everyone who has made suggestions for guests, feedback from Arisians who have interacted with the suggested guests, and we are using it to rank and record reactions from ourselves and others. We have draft letters for Fan and Artist guests of honor and expect to be able to announce a Fan GOH very soon.

The committee is still accepting guest suggestions. Please contact Wex via Slack or email, or the conchair21@ alias.

Hotel Search Committee report

No report.

Incident Review and Management Committee report

The IRMC met with the leaders of the IRT on February 1 to transfer the con IRs. There were 36 reports made about 23 incidents. All of the reporters were contacted to acknowledge the receipt of their reports by February 13. Five of those 23 have now been closed. We also received 4 IRs after con and the reporters for those were sent acknowledgements within 2 weeks of receipt.

In addition to looking into incidents, the IRMC also reached out to 4 potential new committee members. Of these 4, only 1 has responded and we are in the process of scheduling an interview.

IT Committee report

No report.

Location Search Committee report

No report.

Long Range Planning Committee report

No report.

Mailing List Monitoring Committee report

No report.

Mission Statement Committee report

The Mission Statement committee has met once since the convention. Not all people were able to attend but a rough draft was started on a mission statement which has been workshopped in a google document. Since then we have been working on that document and it has been floated to the Eboard. The committee anticipates bringing the mission statement to the March meeting.

Postmaster Committee report

No report.

Relaxacon Committee report

People should make their room reservations. Our website should be live for taking memberships. Room rates are \$109 per night and go up at the end of March.

Social Committee report

No report.

Student Contests Committee report

I am in contact with the company that sends the letters out to all the NE schools to get those out! The deadline to submit is May 1. Website updates will be coming this week in order to be ready for when the letter lands on teachers' desks. Also keep an eye out for an email soliciting anyone who would like to join the Student Contest committee.

Unfinished Business:

Motion to take the tabled motion of thanking the convention committee for 2020 off the table. Passed on a voice vote.

Motion to thank the 2020 convention committee for this year's event. Passed on a voice vote.

New Business:

Wex:

Remote observation

The policy does not say this will happen but that it may happen.

If video people have to be able to participate without being on camera.

The purpose of this policy is to set a framework for remote observation of meetings. This policy does not change any existing Policies or Bylaws regarding meeting attendance, quorum, or voting. Observers who are voting corporate members must still follow existing Bylaws for proxies if they wish to have a vote while not at the meeting location.

The Eboard may designate and publicize a system through which people can listen to, and potentially observe, Corporate meetings. The system should include audio and may include video transmission. Publication of the system should be to Corporate members and guests invited by the Eboard. Observers using the system should be named and, upon request of any member present, the Clerk shall announce the names of persons using the observation system.

If video is used, those present in the room must be informed of this and be able to know which persons or areas of the meeting room are visible through the system. The use of such a system must include a set-up that permits people to participate in the meeting fully while not being "on camera" if they choose not to be. Use of this system must conform to Arisia's Media Recording policy (<https://corp.arisia.org/Media-Recording-Policy>).

The purpose of this system is to allow people who cannot be physically present in the room to know what is being discussed. During the meeting, the Chair may temporarily suspend the use of the system; for example,

while sensitive or private information is being discussed. Technical difficulties with the system should not delay or suspend normal meeting progress.

The Chair may, at their discretion, call on remote observers to speak during normal business or may designate a person present in the room to collect input from remote observers and read out this input at appropriate times.

Remote observers recognize that participation in this system is a courtesy and agree not to interrupt, or make a recording of the meeting. Remote observers recognize that the invitation to observe is for them directly and agree not to share the invitation with others.

~~The Clerk's published notes and~~ Mentor shall remain the official record of the business of the meeting.

Discussion: Kris P. notes it includes a URL, we decide to strike it because keeping it up-to-date and/or changing it might be painful. Where do we put RMO in the policies? The Eboard can decide and make it conform. Sharon notes the official record should still be Mentor, not the clerk's published notes. This was accepted as a friendly amendment. The question was then called with the motion passing unanimously. Rick Kovalcik volunteers to serve on the committee for this RMO and set things up; he is thanked for stepping forward (even while not attending!).

phi: Is there any other new business?

Lisa: I sent a policy change to the Eboard regarding the meeting note taker's hours at con meetings (DH or ConComm) to be considered volunteer hours toward earning a comp badge.

[There was some silence as the Eboard looked for the policy]

phi: I think this is part of some other changes we may want to consider and think it is best to withdraw the policy at this time.

Lisa withdraws her amendment.

Announcements:

There is a sympathy card for Rick Kovalcik, please sign it. (He lost his aunt.)

Team Arisia is again walking with BARCC in April; this was a fun Team Arisia community fundraiser last year. If you can walk, great; otherwise, please donate (see <https://barccwalk.org/>). The walk is accessible and dog-friendly, and we'd like at least 5 more people on our team. Donate at <https://www.classy.org/team/277018>.

Nick Brown will start a discussion online on replacements for Robert's Rules.

Sharon has room in her car if anyone needs a ride heading toward the Arlington area.

Reminder: Next meeting, March 22nd, 1:30pm, Somerville Public Library (we must be out by 4pm).

Meeting adjourned at 8:49 PM.

February Treasurer's Report

Jan 2020			Change vs last month
Odd Year - A21		\$5,298.65	\$298.65
Even Year - A20		\$50,064.62	-\$6,418.49
Corporate			
Reserved/Unspent			
Grant Fund Unallocated	\$56.09		\$0.00
Grant Fund Allocated	\$1,200.00		\$0.00
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	\$21,524.97		-\$1,330.00
Total Reserved		\$25,345.33	-\$1,330.00
Unallocated Funds		\$51,937.80	\$58,700.35
Total Corporate Funds		\$77,283.13	\$57,370.35
Total Assets		\$132,646.40	\$51,250.51
Total Corporate Income		\$8,929.22	\$5,499.92
Total Corporate Expenses		-\$1,687.41	\$46,087.64

Membership List

This membership list is as of 10:54 AM on 03/09/2020. Please report any corrections to clerk@arisia.org.
Names in italics are non-voting members.

Vivian Abraham	Angela Howard	Jason Riek
Wendee Abramo	Diana Hsu	<i>Micha Rieser</i>
Joseph Andelman	Crystal Huff	Matt Ringel
Inanna Arthen	Lenore Jean Jones	Phoebe Roberts
Julia Austein	Rachel Kadel	Noel Rosenberg
Priscilla Ballou	Yonatan Kamensky	Andy Rosequist
E.J. Barnes	Matthew Kamm	Mink Rosequist
Fred Bauer	Melissa Kaplan	<i>A. Joseph Ross</i>
<i>Rob Bazemore</i>	Terry Karney	Sherry Rudnick
Noah Beit-Aharon	<i>Cari Keebaugh</i>	Joan Ruland Donnelly
<i>Robert Berlet</i>	Jeff Keller	Sharon Sbarsky
Tone Bernard	Allan Kent	Kevin Schendell
James Boggie	Michael Kerpan	Richard Schmeidler
Angela Bowen	Jennifer Koerber	Cate Schneiderman
Bridget Boyle	Rick Kovalcik	JB Segal
Anna Bradley	David Kramer	Kristin Seibert
Jonathan Breindel	Susan Kramer	Seph
Andrew Bressen	Chris Lahey	Allan Seyberth
Jack Brooks	Alex Latzko	Jude Shabry
Nicholas Brown	Jodie Lawhorne	Michael Sharrow
Jacqui Bryant	Cody Lazri	Sibyl Shearin
Michael A. Burstein	Cassandra Lease	Nicholas "phi" Sheckman
Shen C	Henry Leong	<i>Cris Shuldiner</i>
Brendon Chetwynd	Ben Levy	David Silber
Todd Cooper	Megan Lewis	Rachel Silber
<i>Brian Cooper</i>	Jesi Lipp	Brad Smith
Heather Cougar	Carol London	Kris "Nchanter" Snyder
Tom Coveney	Ken London	Jana Spencer
Elizabeth Crefin	Glenn MacWilliams	Mike Sprague
Jack Cullen	Diane Martin	Jess Steytler
Catelynn Cunningham	Claudia Mastroianni	Mary Stock
David D'Antonio	Richard Maynard	Sandy Sutherland
Kenneth Davis	Alan McAvinney	Rachel Tanenhaus
Elizabeth Doherty	Matt McComb	Maria Taranov
Regis Donovan	John McDaid	Ilene Tatroe
Kaiden Drew	Will McMain	Mike Tatroe
Jan Dumas	Penelope Messier	Gail Terman
Dennis Duquette	Dale Meyer-Curley	Emily Tersoff
Daniel Eareckson	Erik Meyer-Curley	Persis Thorndike
Etana	Danny Miller	Dan Toland
Kelly Fabijanac	Elliott Mitchell	Dorothy Trachtenberg

Daniel Fairchild	Hope Moore	Ed Trachtenberg
Sabina Fecteau	Alex Morgan	Tom Traina
Allison Feldhusen	Skip Morris	Allison Tweedell
Jennifer Fitzsimmons-Gauger	Eric Nielsen	Heather Urbanski
Patrick Foster	Dan Noé	Melia Vaden
Dan Franklin	Abby Noyce	Pat Vandenberg
Jaime Garmendia	Lia Olsborg	Wendy Verschoor
Lisa Goldstein	Mary Olszowka	Mark Waks
<i>Adrian Gunn</i>	Peter Olszowka	William Walker
Erik H	<i>Sheila Oranch</i>	Conor Walsh
Phillip Hallam-Baker	Kris Pelletier	Tanya Washburn
Buzz Harris	Melissa "MPA" Perreira-Andrews	Renee Watkins
<i>Cheryl Haskell</i>	Andy Piltser-Cowan	Kam Weiler
Gregorian Hawke	Rex Powell	Alan Wexelblat
Joel Herda	Karen Purcell	Michelle Wexelblat
Lisa Hertel	Danielle Reese	James Wolf
Jeremiah Hill	Shannon Reilley	Ellie Younger
Terry Holt	Mark Richards	Dmitri Zagidulin
Sol Houser	Kim Riek	

Executive Board - eboard@arisia.org

President	Nicholas "phi" Sheckman	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
Code of Conduct Revisions [no email address]: Mike Sprague (chair), Kelly Fabijanic, Jennifer Fitzsimmons-Gauger
Corporate Communications - corpcomms@arisia.org: Sol Houser (chair), Etana, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger
Corporate Inventory Control - cic@arisia.org: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
Digital Assets Management - dam@arisia.org: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
Fundraising - donations@arisia.org: Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas "phi" Sheckman, Rachel Silber

Grants - grantsrequest@arisia.org: Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
Guest of Honor Search [no email address]: Lisa Hertel, Kim Riek, Nicholas “phi” Shectman, Alan Wexelblat
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: Melissa Perreira-Andrews (chair), Jaime Garmendia, Rachel Kadel, Will McMain, Kris Pelletier, Kim Riek
IT - it@arisia.org: Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat
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]: Claudia Mastroianni and Rachel Tanenhaus
Mission Statement - mission@arisia.org: Michelle Wexelblat (chair), Melissa Kaplan, Claudia Mastroianni, Richard Maynard, Will McMain, Kris “Nchanter” Snyder, Mike Sprague, Ilene Tatroe
Postmaster - postmaster@arisia.org: Sharon Sbarsky (chair), Rick Kovalcik, Ben Levy, Nicholas “phi” Shectman
Relaxacon - relaxacon@arisia.org: Sol Houser and Rick Kovalcik (chairs)
Social [no email address]: Sol Houser (chair), Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, Alan Wexelblat
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” Shectman
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
November	\$20

January	\$16
February	\$14

April	\$10
May	\$8

July	\$4
August	\$2

Calendar

- The April corporate meeting is Thursday, April 16th from 7:00 to 9:00 at a location TBD.
- The May corporate meeting is Sunday, May 17th from 1:30 to 4:00 PM at Somerville Public Library (Main Branch).

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