



# MENTOR

**Mentor, The Newsletter of Arisia, Incorporated**  
**Number 256, January 2019**  
**Arisia, Incorporated, 519 Somerville Avenue #371, Somerville, MA 02143**  
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## **Announcements:**

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The January corporate meeting will be on Sunday, January 20th at 10:00 AM in the Clarendon room (on the Mezzanine) at the Boston Park Plaza Hotel, 50 Park Plaza, Boston, MA 02116.

The quorum for the January corporate meeting is 70, based on 51% of the average of the last three meetings ( $171+162+78=411/3 \cdot .51=69.87$ ).

Please submit proxies in advance by email to [proxies@arisia.org](mailto:proxies@arisia.org) (a mailing list which will be seen by all subscribed corporate members) or [clerk@arisia.org](mailto:clerk@arisia.org). Proxies may also be submitted with pen and paper at the meeting.

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

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## **Minutes of the Arisia Meeting of Tuesday 17 December 2018:**

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**The December Meeting of Arisia, Inc. was called to order on Tuesday, December 17th at 7:45 PM by Nicholas "phi" Sheckman, President, at Boston University's Kilachand Center, room 101, 610 Commonwealth Avenue, Boston, MA 02215.**

**The quorum for the December corporate meeting is 62, based on 51% of the average of the last three meetings ( $29+171+162=362/3 \cdot .51=61.54$ ).**

### **Attendance (78 general members and 2 non-members):**

Vivian Abraham, Wendy Abramo-Merrill, Joseph Andelman, Priscilla Ballou, E.J. Barnes, William Blanton, Shen Chew, Mieke Citroen, Heather Cougar, Elizabeth Crefin, Morgan Crooks, Catelynn Cunningham, Kenneth Davis, Daniel Eareckson, Etana, Kelly Fabijanic, Daniel Fairchild, Allison Feldhusen, Jaime Garmendia, Adrian Hatton, Joel Herda, Lisa Hertel, Sol Houser, Diana Hsu, Swati Joshi, Melissa Kaplan, Rick Kovalcik, David Kramer, Gabriel Lefton, Henry Leong, Benjamin Levy, Julia Liberman, Ken London, Claudia Mastroianni, Alan McAvinney, Edward McGonagle, William McMMain, Jonathan Mendoza, Daniel Miller, Lillian Monreal (non-member), Alexandra Morgan, Eric Nielsen, Abby Noyce, Kris Pelletier, Andy Piltser-Cowan, Jade Piltser-Cowan, Rex Powell, Shannon Reilley, Kim Riek, Andy Rosequist, Mink Rosequist, Mark Sabalauska, Sharon Sbarsky, Kevin Schendell, Richard Schmeidler, Cate Schneiderman, RaShawn Seams, Richard Segal, Kristin Seibert, Kylie Selkirk, Paul Selkirk, Sybil Shearin, Nicholas Sheckman, David Silber, Rachel Silber, Kris "Nchanter" Snyder, Mike Sprague, Jess Steytler, Peter Strounine (non-member), Sandy Sutherland, Rachel Tanenhaus, Maria Taranov, Dan Toland, Helen Vickers, William Walker, Alan Wexelblat, Michelle Wexelblat, James Wolf, Ellie Younger, Dmitri Zagidulin

Abby, who was hosting us at Boston University, talked to the group about the room we were in.

Handouts are available at the back of the room and will be emailed to the corporate mailing list.

**Proxies:**

1. Tamar Amidon to Alan Wexelblat
2. Heather Cougar to Kelly Fabijanic

Melissa Carubia to Cassandra Lease (*invalid - not present*)

3. Jana Spencer to Mink Rosequist
4. Anna Bradley to Alan Wexelblat (2)
5. Regis Donovan to Claudia Mastroianni
6. Karen Purcell to Ben Levy
7. Maria Eskinazi to Rick Kovalcik
8. Rob Bazemore to Ben Levy (2)
9. Tanya Washburn to Mike Sprague
10. Jude Shabry to Sol Houser
11. Rachel Tanenhaus to Melissa Kaplan
12. Elliott Mitchell to Lisa Hertel
13. Jill Eastlake to Sharon Sbarsky
14. Samantha Dings to Rick Kovalcik (2)
15. Rick Katze to Lisa Hertel (2)
16. Dan Noé to Abby Noyce
17. Chris Lahey to Maria Taranov

Jodie Lawhorne to RaShawn Seams (*invalid - not a voting member*)

18. Donald Eastlake to Sharon Sbarsky (2)
19. Emily Tersoff to Shannon Reilley
20. Carol London to Ken London
21. Paul Kraus to Abby Noyce (2)
22. Jennifer Fitzsimmons-Gauger to Kelly Fabijanic (2)

J. Michael Spencer to Daniel Abraham (*erroneously reported as invalid - not a voting member*)

23. Erik Meyer-Curley to Diana Hsu
24. Penelope Messier to Daniel Miller
25. Dale Meyer-Curley to Kris Pelletier
26. Julia Austein to Rex Powell
27. Erik H to Shen Chew
28. Mark Richards to Catelynn Cunningham
29. Persis Thorndike to Gabriel Lefton
30. Sue Kramer to David Kramer
31. Aaron Heuckroth to Alan McAvinney
32. Dylan Spencer to Mink Rosequist (2)
33. Al \*Hobbit\* Walker to Sandy Sutherland
34. Melia Beetham to Catelynn Cunningham (2)
35. Diane Martin to Rachel Silber
36. Terry Holt to Mike Sprague (2)
37. Gail Terman to Kevin Schendell
38. Lisa Goldstein to Henry Leong
39. Jeff Keller to Gabriel Lefton (2)
40. Fred Isaacs to Jonathan Mendoza
41. Suli Isaacs to Jonathan Mendoza (2)
42. Peter Olszowka to Kristin Seibert
43. Cassandra Lease to Sol Houser (2)
44. Mary Olszowka to Kristin Seibert (2)
45. Ilene Tatroe to Kris "Nchanter" Snyder
46. Kay Labella to Jade Piltser-Cowan
47. Jonathan Breindel to Ed McGonagle
48. Daniel Abraham to Vivian Abraham
49. Sarah Gullion to Ed McGonagle (2)
50. Matthew Kamm to Adrian Hatton
51. Gregorian Hawke to Rachel Silber

Skip Morris to David D'Antonio, Peter Olszowska, or Ben Levy (*invalid - not present/available*)

52. Matthew McComb to Morgan Crooks
53. Rebecca Rosenthal to Jade Piltser-Cowan (2)
54. Brad Smith to Diana Hsu
55. Beth Kevles to Sandy Sutherland

### **Corrections to the November minutes:**

Cate Schneiderman's proxy was incorrectly recorded as Jason Schneiderman's on page 10, and has been updated. A note was added to page 26 about the discrepancy between reported and actual attendance counts for the November meetings/quorum requirements for the December meeting.

Passed on a voice vote.

### **Officers' reports:**

#### *President's report*

Holes have been pointed out in our policies. If we find out about something in the next five weeks and decide it is a sufficient danger, we don't have a way to do anything about it within our disciplinary policies. A section in the bylaws lets us do things in emergencies; I would rather have a disciplinary policy we can follow. Ben Levy suggested some language, which I have modified slightly:

**MOVED** to add to our Disciplinary Process: "While investigating an IR, the Eboard may provisionally restrict the attendance or participation of the person (or persons) involved in the IR."

This way, we could start investigating, but would not have to go through the process of giving 12 days notice and bringing it to a corporate meeting.

I would like to alternate arguments against and for.

RKOV: I don't think "may restrict attendance" is general enough; you can change it to say "take action, including but not limited to"

(unknown): [point of information] How do people appeal to the Eboard?

Abby: [point of information] Have we thought about some phrasing about the temporal scope of this? We need clarity about what "interim" covers in terms of time.

phi says - further revisions should happen before Arisia 2020.

Claudia says - the version on the handout specifies between now and Arisia 2019

friendly amendment from David: change *to* to *through*

Nchanter: this doesn't delegate authority to the IRT to handle incidents reported at con that relate to other years.

phi says - I have two motions, one authorizing the Eboard to do a thing and one empowering the conchair to do a thing; this is the first

Wex: I am strongly in support, and want to explain my thinking/help other people. We need to balance the time needed to do a real and thorough investigation - including contacting various sets of people - with the safety needs of the community. We as the Eboard are trying to prioritize community safety, partly by defining and empowering interim actions. There were many more reports at Arisia 2018 than previously. People are gaining confidence and a willingness to come forward. Others at Arisia 19 may still be hesitant, but may be encouraged by the Reconciliation track to tell us things in their history. This is real and likely and not a hypothetical.

Typically involves waiting until much later in the process than this, we would hope to have time for the procedure that the IRT does, but we're imagining that this works like the process of pulling someone's badge (which IRT/conchair can do).

friendly amendment from Abby: change *involved* to *whose behavior was reported*.

RKOV: it is unclear in the current wording what “through A’19” is referring to. You could move it to the beginning.

(unknown): [point of information] Is this to cover upcoming convention as a short term measure, with the intention of it being used as a long term measure in future years?

phi says - short answer yes

Alan McAvinney calls the question.

**FINAL MOTION LANGUAGE:** "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."

Passed on a voice vote.

**MOVED** to change section VII of our Disciplinary Process from:

VII. Revocation of convention membership because of actions at or involving the current year's convention is up to the Convention Chair or their designee. Revocation of membership because of actions not involving the current year's convention should always use this process. A Convention Chair may always choose that they do not wish a particular person or person(s) working on their con.

to:

VII. Revocation of convention membership because of actions reported at or involving the current year's convention is up to the Convention Chair or their designee. 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.

My intention is empowering the conchair/IRT as well as cleaning up a dangling reference.

Nchanter: the way it reads leaves some vagueness wrt everything else besides revocation of membership

phi says - I will fix this later. For now, I will continue not fixing this.

Vivian: It talks about revocation of membership, but it doesn't clarify which year the revocation applies to. The conchair doesn't get to determine membership at the following convention.

RKOV: what you intend to do here is strike the second sentence.

[Vivian agrees that this is what she meant.]

Alan McAvinney says that there are reports in the middle of the year that are covered by the second sentence.

[phi agrees that this is why the second sentence is there.]

Kevin: when do we consider the current convention to close? Who is the con chair?

phi says - we have generally interpreted it to mean more or less while we're in the hotel.

Unknown person: this may already not apply to mid-year reports as currently phrased?

RKOV: The phrase is inserted there to clarify revocation of membership at other times, not during the convention.

Nchanter: my memory is that the intent of “revocation should always use this process” was so conchairs couldn't decide to ban someone for silly or vindictive reasons.

RKOV: against. Nchanter is correct: the Eboard is more than one person, and I am against giving more than one person the power to revoke over things that happened a long time ago.

Alan McAvinney: the first sentence is the only one referring to at con, the other one doesn't, so that's why it's throughout the year. The Eboard cannot convene in a timely fashion, and it can be incredibly important to respond quickly.

Nchanter: I think we will get reports from previous years or outside of the convention that warrant action being taken at the convention. There was one at A17, and at the time, members of the Eboard and the conchair team met to take action and was later told that they couldn't do that. What phi is trying to resolve is not a hypothetical but a thing that happened in the past. It was a severe case (the person was in jail) which seemed cut and dried; it won't always be, but we will need to be able to take action at the convention nonetheless.

Sybil: there is an apparent overlap of domain...

phi says - my intent is to empower 1 and 2 separately.

Claudia: whether a conchair is going to act inappropriately to ban somebody... is it contemplated that there's a formal or official report in place? That would take care of that consideration.

(unknown): in the situation where someone was in jail, surely the Eboard could have been summoned to meet? How often can this have come up?

Kris: to repeat what Nchanter said, we get a handful of reports every year where it could rise to that level, whether or not it is a large number is subjective.

(unknown): there is a difference between hypothetical crime and hypothetical behavior...

Mendoza: on the Watch, we're working on designations of severity, thinking about colors: an active felony would be Red, projectile vomiting would be Yellow (haha). This allows the Watch to respond appropriately. Red would mean calling in more folks for help and security.

phi says - the topic at hand is empowering the conchair to follow existing policy given that the report is about another year or incidents not at this convention. Let's keep discussion to the topic at hand.

Michelle: "involving" is where people are getting confused about applicability.

Andy Rosequist: this allows the conchair to consider actions taken by staff leading up to the convention.

Andy Piltser-Cowan: (content warning) I am responding in favor of the motion. To address RKOV's comment about things that happened as long as six years ago: it is still a big deal to be able to move quickly if you discover it during the convention; it is a crazy time with a lot of people doing a lot of things. 359 days a year, we can move with ENTISH PONDEROUSNESS, during which we can say HMMMM HOW SHALL WE ADDRESS THIS? and we can deliberate, but there are important reasons to have the persons in charge of the event be able to take decisive action to protect community safety. I would expect the conchair to say: don't bring me every piece of trash that you find lying around. But we will have serious misconduct reports and levels of severity which will have caused reporters to have serious concerns. Without this change, we could take a report at the con that someone had been banned from every other local convention for a really scary pattern of misconduct, and we would not be empowered to do anything about it. The point is to have the people already on the ground be able to act quickly.

Mendoza: clarification and a piggyback -- it sounds like the whole Eboard should be at the convention. My concern is that no one person on the ground is empowered to make this decision, but it would be good to have more than one even if we can't get ALL of you, the Eboard, in a room. If something happens, the conchair, the IRT, and at least one member of the Eboard should be on hand.

Motion dies for lack of a second; may return to it during new business.

Melissa: part of the reason for these changes is so that we have more people empowered to deal with these situations. You could have people who indisposed. I would remind everyone that the conchair has been chosen for a reason: we're supposed to trust them.

Mike Sprague: in the case of a malicious conchair, based on the current structure, can their decision be overruled by the Eboard? And this is not overruled by this motion? No further questions.

Etana: this already exists. The motion would change the language FROM revocation [...] at or involving the current year's convention TO revocation [...] because of actions reported at or involving the current year's convention. It ALREADY SAYS conchair or their designee. If you want to change that, that's a different conversation.

Andy Rosequist: earlier we were talking about empowering multiple groups. The wording says that it is up to the conchair, not the Eboard.

Friendly amendment: (accepted by phi) passive to active voice, inserting "may"

Daniel Eareckson: can I designate the entire Eboard as my designees? Would that solve this?

Alan McAvinney: I move to call the question.

Passed on a voice vote (many ayes, a handful of nays).

**FINAL MOTION LANGUAGE:** 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.

Passed on a voice vote (many ayes, a handful of nays).

Proxies announced at this time:

56. David Silber to Mieke Citroen

**MOVED** to create a new corp-announce list, set up to require Postmaster approval for all posts, even those from the Eboard.

Once more, I would like to alternate between comments for and against.

(unknown): point of information - the wording says that even those from the Eboard have to be approved; by whom?

Postmaster: currently phi, Andy Rosequest, Nchanter, RKOV, Ben, and Sharon

Nchanter: Postmaster practice is that if a member of the Postmaster team emails a moderated list, they are not the person who pushes it through, to avoid abuse of power.

Alan McAvinney: I move to call the question.

Passed on a voice vote (many ayes, one nay).

**MOVED** to create an open mailing list for proxies.

RKOV: please define open.

phi says - in this case, we mean not moderated.

RKOV: and any corporate member could subscribe?

phi says - yes

(unknown): Would everyone be automatically subscribed, or would people have to find out how to join?

phi says - the sense I got was that there is a preference for opt-in, but leaving implementation details to the Postmasters seems perfectly appropriate.

Lisa: It would be good if people could email the list even if they are not a member of the list.

phi: we have discussed this, it is possible to do, and the Postmasters will take care of it.

Alan McAvinney: I move to call the question.

Sharon: I object. Can we first define the name?

phi says - we're just calling it Proxies.

Alan McAvinney: I move to call the question.

Passed on a voice vote (many ayes, one nay).

**MOVED** to set the March meeting to Sunday, March 17th at 2PM at a location TBD.

Danny Miller: I am opposed to the 17th because the parade bollockses traffic all around. I would be in favor of any other day.

Etana: can we move it up to 11th?

RKOV: we can move it to the 16th; any other weekend has holidays or other conventions.

Amendment to change it to Saturday, March 16th at 2PM.

Sibyl: college students start drinking early; if it's on the 16th, we still need to move it earlier.

phi - that change is not in order

Kelly: The problem with that date is that it's on the Sabbath.

Nchanter moves to call the question. Alan McAvinney emphatically seconds!

Passes on a voice vote (many ayes, one nay)

Voting occurred by a show of hands; counting was inconclusive, as ayes ranged from 25 to 36 depending on who was reporting, but nays were far fewer.

Nays - fewer

So now we have the main motion again to set it, this time, for Saturday, March 16th at 2PM, and maybe talking about other dates or times.

Vivian: Sunset on March 16th is 6:52 PM; can we move it to 7?

(this wouldn't mitigate the Sabbath issue due to travel time)

Lisa: if it's earlier, it's more convenient to have it at the library.

RKOV: I'm not sure how many people wouldn't be able to attend because of Sabbath versus NESFA.

If we vote down the motion, it will leave the default date, and we will come back to it. (We can also move to table it until January.) We need to have this argument, but we don't need to decide anything.

Motion failed on a voice vote.

phi has decided NOT to bring this motion:

to set the April meeting to Tuesday, April 16 at 7:30pm at Cornerstone Cohousing.

I have appointed Jade Piltser-Cowan to the Disciplinary Process FAQ Ad-Hoc Committee. I have appointed Ben Levy to the Budget committee. I have appointed Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, and Andrew Piltser-Cowan to the Open Policy Committee. A21 conchair nominations open at the January meeting and close at the February meeting. We have signed a contract with the Boston Park Plaza hotel for 2019. The Westin might contest the cancellation of our contract and we have retained a lawyer in case that happens. We don't think that's likely at this time.

Proxies rescinded at this time:

Heather Cougar, who arrived.

Rachel Tanenhaus, who arrived.

### *Vice president's report*

I authorized Sibyl to spend money (about \$125) on printing materials for the Arisia Corp "fan" table to appear at A'19. The purpose of these materials is to encourage people to join Corp and to attend the January Corp meeting at

the convention. Please use the sign-up sheet to take a turn sitting at the table. Keep an eye on your preliminary programming schedule and consider adding slots.

Reports for the Open Policy Committee, Digital Assets Management, and Grants committees are on the handouts and will be in the next Mentor. Programming has indicated that the OPC workshop will happen at A'19. Corp members who will be there are encouraged to participate; if you have ideas for things to be workshopped please send them to [opc@arisia.org](mailto:opc@arisia.org).

#### *Treasurer's report*

Dues to join right now are \$18 and after this meeting will be \$16. Reminder that new members must attend one corporate meeting after joining to receive voting privileges.

By vote of the previous Eboard, any 2017-2018 corporate member whose membership has not yet been renewed for the 2018-2019 corporate year has until 12/31/18 (2 weeks from today) to renew and retain their voting rights by paying the full \$24 annual dues.

#### *Clerk's report*

As of this morning, we have 231 voting members, including two that joined within the last 24 hours, and 3 honorary members.

#### *Eboard report*

We voted to authorize phi to sign the contract with the Boston Park Plaza hotel as soon as it was satisfactory. We voted to reverse the assistant conchair restrictions on Arisia 2019 originally reported at the April 2017 meeting. We voted to authorize payment to Daniel Casieri Law for consultation on contractual issues.

**CONTENT WARNING: we are about to discuss potentially upsetting topics, including but not limited to sexual assault and harassment. As the Eboard, we will do our best to be mindful of the way we discuss these situations and minimize unnecessary description or details, but we want to give folks a chance to leave the room if they need to, now.**

We received new reports about a staff member who had previously been reported as engaging in consent violations during Arisia 2015. These additional reports allege touching people without their consent, abusive acts, and additional sexual assaults. In light of the new information and the prior report, the Eboard has decided to permanently ban this individual.

We received new information about a vendor who had previously been reported as the subject of a protective order due to psychological intimidation and physical/sexual abuse of a minor. The additional information indicated that, while the protective order was not renewed, a no-contact order was still in place. In light of the new information, the Eboard has decided to permanently ban this individual.

Our policy says that any motion to modify either of these two actions happens in New Business. We can take questions.

RKOV: I believe that the process says that before taking action against someone, the Eboard must investigate, including contacting them.

Andy Rosequist: we contacted them. I can dig for dates and times if that's what you're asking for.



We have begun work on 28 new or reopened incident reports since September. Those 28 reports fall into the following categories:

Sexual Assault: 8 reports

Non-Consensual Physical Contact: 4 reports

Emotional/Verbal Harassment: 6 reports

Abuse of Power/Manipulation: 4 reports

Inappropriate Comments/Language: 6 reports

Given the timing of our taking office, and the number of tasks we must attend to, we cannot conclude these investigations in time to act before Arisia 2019. Due to the serious nature of some of the allegations and the evidence provided in connection with these IRs, the Eboard voted to suspend the Arisia 2019 memberships of five individuals until the investigations can be concluded. We do not believe that a “keep away from each other” response is appropriate or practical for these cases. The Eboard also voted to restrict the participation of four other individuals in Arisia 2019 to attendance only.

We took these interim actions using the board’s general authority as specified in section 4.2 of the Bylaws. We remain hesitant to use this authority except in an emergency, but that is how we considered what we saw as lack of faith in Arisia’s ethics. As such a motion to overturn or modify these actions is covered by section 4.4 of the bylaws and is in order at this time.

Arisia has recently acted on a number of forwarded police reports, court actions, and other public records which we felt rose to a level of concern that warranted a response from the convention. We would like to acknowledge that records of this nature are not infallible and in particular that the criminal justice system in the United States exhibits bias. We pledge to treat all information in context as part of our decision making process.

Claudia: is it in order to ask about names?

Andy: interim actions are a new thing, but we’ve now authorized them. Our belief is that confidentiality indicates we will not name people, but a motion would be in order to overrule that temporarily with a  $\frac{2}{3}$  vote. [No such motion was made.]

Lisa: I want to censure the Eboard for listing a name.

phi: this decision was not made through the disciplinary process, but due to extraordinary circumstances; we felt it would be somewhat silly to avoid the name hereafter given that the previous Eboard already listed the name.

Lisa: we should still censure.

Motion seconded.

RKOV: I’m in favor. We’re moving way too fast, and could have legal difficulty with another person who we named in this meeting.

phi: I believe our policy allows us freedom in this case. We want to give the corporation a chance to overturn any decisions which they may disagree with, as is their right

Vivian: I am against; naming names has been a topic of much discussion, but I think that censuring the Eboard in this case is about more than that. RKOV spoke to this directly. I think that we aren’t moving fast *enough* and should be much more proactive; people who have been banned from Arisia will be known in the future.

RKOV: we received a cease and desist from the person I mentioned earlier.

Andy: it was a request, and not an order, with a threat of legal action. Many things that we do expose us to risk, and we should still do the things that are right for us to do. Our resources are modest, but we don’t deserve to exist if we can’t do these things.

Abby: I’m broadly in support of what this Eboard is trying to do, but I’m also concerned about naming names, which is in counter to the policies we’ve spent a lot of time thinking about.

Andy Piltser-Cowan: I am against, and I would like to briefly address and contextualize the legal point: cease and desist letters are REALLY CHEAP, and do not represent high level risk. By the time the Eboard made a public statement involving a name, the controversy had been broadly and publicly known to the community and beyond; to have withheld it or made insinuations about it would have elevated form over substance and gotten in the way of our response and our efforts to make the community safer.

RaShawn: I'm for, I'm of two minds, I've been in law enforcement, and we should not just be moving fast but moving carefully so that we don't stumble. I'm thinking of "what is being safe".

Alan W: is this censure for specific name/names in general/violation of procedure? (the latter)  
What are the implications of being censured?

registration of opinion which we take very seriously

Nchanter: I am against; if they were following our policies, they violated them; if they didn't follow them, they didn't. Either way, it would have made Arisia seem obtuse and out of touch. One other public statement about an incident, in which we didn't name the person, several years ago, still merited a murmur from the community of "who/what are you talking about?", regarding something we thought was fairly prominent. The community wanted to make sure Noel Rosenberg, in specific, was who we were addressing.

Claudia: a purely factual part of the statement about the possibility of overturning the decision made people think that we were wishy-washy. If the name hadn't been included, it would have been incomprehensible what was really going on. Also, he had just resigned.

(unknown): We need to be careful about putting the letter above the spirit of the policy. I don't want people to have to go through the not knowing.

Tikva: before Lisa made this motion, I was wondering whether to raise my hand and thank you for doing right by us. There's a lot of bullshit security theater; I'd like to see security. There's no safe space, just safer spaces, but that doesn't mean you do nothing or ignore missing stairs. I'm often the last to know about things, and I appreciate knowing these things; I feel a little safer in this community. Thank you for doing the right thing.

Vivian: I move to call the question.

**FINAL MOTION LANGUAGE:** Censuring both the current and the previous Eboards.

Fails on a voice vote.

Sandy: point of information - are there interim actions other than banning?

phi: four people were restricted to only attendance.

Mike: with regards to the number and type of reports, you mentioned manipulation and abuse of power. Was this staff/managerial, at Arisia?

phi says - yes

Rachel Silber: can we skip committee reports without new business?

Passed on a voice vote.

Proxies announced at this time:

57. Kim Riek to Jaime Garmendia

*A19 Treasurer's report*

With the changes, I am not submitting a new budget, we're working with individual departments to manage spending. This is about the time we would set the attendance cap. According to the bylaws, conchair can increase up to 10% during the convention.

Rachel Silber: point of information - what was the size of 2006?

phi: it was 2400.

(unknown): What does the current fire code say about hotel capacity?

phi: it is not known to us and not relevant; also, in 2006, Anime Boston was shut down for having 4000.

(unknown): Wiggle room for daily attendance?

Ellie: We have ~1600 registered right now; comps haven't gone in yet.

Rachel Silber: friendly amendment to 3200?

Ellie: no, we don't know how many people will just not show up. I want to evaluate the warm body count.

phi: our cap is not the warm body count; we want to leave space for people to show up who have memberships.

Claudia: the Anime Boston shutdown was pre-renovation?

phi says - yes

Proxies announced at this time:

58. Melissa Kaplan to Rachel Tanenhaus

**MOVED** to set the attendance cap for Arisia 2019 to 3500 people.

Passes without opposition on a voice vote.

### **Committee reports:**

#### *Disciplinary Process FAQ Committee's report*

There are two motions coming from this committee tonight. The first one we're gonna do is the second thing listed, because hopefully it will be easier!

The Disciplinary Process page on the Corporate website says in several places: "if the report involves a person..."

**MOVED** to alter the process document in the first section of that webpage, to replace three instances of "If the report involves a..." with "If the person whose behavior is reported is a..." such that the updated text would read as follows:

**If the person whose behavior is reported is a volunteer or staff member**, the Eboard should reach out to that volunteer's supervisor for general feedback about the volunteer, and to staff services for any information about the volunteer they may have on file.

**If the person whose behavior is reported is a panelist**, the Eboard should reach out to programming to see if there has been feedback or other notes about that panelist. If the report involves a panel, the Eboard should get contact information for all the panelists on the panel to follow up with them.

**If the person whose behavior is reported is a dealer, event participant or organizer, game master, or any other sort of member with an additional role**, the Eboard should reach out to the relevant department and gather any information they may have about that person, as in the other examples laid out above.

This change is to clarify that, for instance, a volunteer's supervisor wouldn't be contacted as a matter of course if they make a report or are named as a witness. This may still happen if the nature of the report warrants it (e.g., if the reported incident happened while that volunteer was actively on shift).

### **Motion passes without opposition!**

**MOVED** to approve the disciplinary process FAQ and add it to the Disciplinary Process Information page on the corporate website.

Nchanter: The Eboard is allowed to make small copy-editing changes, some of which have already been done and some of which have not, so please don't nitpick those now, thank you.

Questions? Silence  
Discussion? Silence

**Passes without opposition on a voice vote.**

*A20 Report*

Arthur Chu is going to be our 2020 Guest of Honor! He was on Jeopardy for a very long streak. Diana has re-confirmed with him and he still wants to be our Guest of Honor, yay!

**Corporate Inventory Control Report:**

- We (Benjamin Levy) signed a lease with the landlord of the new storage place in Haverhill and we now have keys to it. Lisa might have some copies already.
- I (Rick Kovalcik) am in the process of making more copies.
- We (Rick Kovacik, Lisa Hertel, and Benjamin Levy) visited the place on Thursday, talked to an electrician about adding more outlets, and have begun considering how to utilize the space.
- We are (Rick, Lisa, and Ben) are working on a list to present to the Eboard of things we need to acquire such as a pallet jack, plastic to cover the windows, some wood to making the floor more usable, and shelving.

Lisa adds that she's already bought some shelving.

*A19 Report*

We could use volunteers: Food, Tabletop Gaming, Events (at-con liaison)

(unknown): How are you getting the word out besides the website?

Daniel says -We generally use Facebook and Twitter; this is a good reminder to post about volunteers.

(unknown): When will we know what panels are tentatively scheduled?

Nchanter, speaking for Programming, says - it won't be public until after Christmas, which is later than usual but also This Year is A Lot.

Proxies announced at this time:

59. Jess Steytler to Michelle Wexelblat

60. Joel Herda to Mieke Citroen (via email)

**Old Business:**

At the request of the maker, this meeting will not be considering a piece of unfinished business on IR process recusal of Eboard members, and it will be considered as unfinished business at a future meeting.

*Motion to amend Article II of the Bylaws*

**MOVED** to amend Article II of the Bylaws as follows:

Add 2.11: Every regular meeting shall be open to the public. Non-members may attend regular meetings, and speak at meetings when acknowledged by the meeting Chair. Non-members may not vote at any meetings.

This motion was submitted with the required five physical signatures in November, but was not discussed. Therefore, it is open for discussion at this meeting and the next before any vote can be taken.

Wex: the reason for this is twofold: 1) we do it anyway and now that is obvious to people who didn't know it; 2) this is already stating that it is true for Eboard meetings, but says nothing about general meetings.

(unknown) point of information - distinction between general and regular? General can have regular and special.

Wex didn't want to make a rule about what a special meeting can be. We don't need a bylaw about special meetings.

Nchanter: the term "general meeting" does not occur in our bylaws at all.

(unknown): is there a reliable way of making sure non-members are not voting?

Wex: voice vote, paper ballots, or show of hands.

Nchanter: it is legal for general members without voting rights to hold proxies, but not non-members. Generally we've known most of the people in attendance; at the November meetings we roughly knew the number of valid votes through the attendance list.

Wex: obviously there are loopholes; hopefully I'm not ADDING any loopholes. The point is, we didn't have time in November for discussion, so we're having discussion now and on the list, and we'll bring it up again at the next meeting in January.

Gabriel: are there concerns as to how non-members should speak at these meetings?

Wex: that could be decided through a new motion; my goal is to codify what we're doing now to increase transparency. I urge you to do this through policies and not bylaws, which are stupid hard to change for good reason.

### **New Business:**

Review of Eboard incident report resolutions (first two) is in order at this time.

*Mailing List motions brought by Vivian Abraham [full text included in handouts, after minutes in Mentor]; many seconds*

Now that we've split the lists, monitoring wouldn't apply to corp-announce, but would apply to corp-proxies.

We want participation, we are trying to get more, and that's a large part of why I brought these motions.

Claudia: in general, I'm strongly opposed to almost all of this motion, but procedurally, I'm wondering if we can move to NOT do this until after the Convention.

Motion to table: many seconds.

Vivian says: part of the problem is that if we have people join Corp at Con, we'll have another giant bump of attendance. I want this in place before that.

RaShawn: we're trying to make the con safe for people; we're doing a good job of keeping out the rapists but not keeping out the racists. We need to make it safe for everyone.

Abby: we have 40 more minutes in this room and I expect items to be controversial. I would rather spend this time on the other new business.

Kevin: I was going to say what RaShawn said.

Rachel Silber: will this come up again at the next meeting in January or further out?

phi says - who knows?

RKOV: I think that the other items will be just as controversial, there will be no good time, and we should talk about it now.

Claudia: I'm in favor of tabling this; disturbing things have come across the list, but nothing that this proposal would have prevented.

Vivian: I was asked on the list for specific examples, and I gave some, but I don't have them in front of me now and I can't go through the list and find them.

Michelle: there has been a lot of conversation about this proposal on the list, I did not see a good resolution and I do not feel there is a good representative of those voices here; there is more to discuss, and we should continue to talk about it.

Alan: given Claudia's point that this wouldn't have prevented the bad behavior, it is after-the-fact action.

Andy Rosequist: this discussion is outside of the scope to call the question.

Motion to call question - passed on a voice vote

Motion to table - passed by a show of hands (76 ayes, far fewer nays).

*Disciplinary Process Policy Change motions brought by Kris "Nchanter" Snyder*

I have four motions which were sent to the list. I'm going to do them in order of what was provided on the agenda.

RKOV: I move to table these motions until the later of these two: the March meeting, and after Arisia gets a written opinion from a non-Arisia-affiliated lawyer. [Sharon seconds]

RKOV speaking in favor of his own motion: I think that these motions potentially make us liable to claims of libel or slander, and also potentially pillory people for "no good reason"; putting names out there is not in the best interest and does not make the community safer. Publishing names makes people feel safer but doesn't actually make them safer.

Nchanter: I am against tabling. I made the choice to bring these policies at this meeting, all things that I had planned to bring up before October Happened. I want this in place for the reports that we receive at Arisia 2019.

Alan McAvinney: I am also against tabling. I don't think that being against a motion is a good reason to table it.

You spoke a lot against the motion as a reason to table it. In terms of whether to table it, I think it's an incredibly important action for us to take. The reason that you brought up of potential legal threat, is, as you brought up on the list, a risk assessment issue, and a weight of potential cost on either side. Speaking for myself, the cost is nowhere near comparable. I would vote to not have Arisia happen before I would vote for Arisia to not prioritize safety. That this gets brought up on this issue and not on other trivial issues that also increase our legal liability is Upsetting.

Etana: Yes.

Lisa: my great grandfather used to say you can break your finger picking your nose. There's risk in everything. Groups with deeper pockets list banned members; I don't see why we shouldn't.

Vivian: We have spent more time discussing whether to delay than discussing the motion. I move to call the question.

Passed on a voice vote.

Tabling?

Failed on a voice vote (a handful of ayes, many nays).

Will Walker: point of information - what would the lightest touch disciplinary action that might trigger reporting of someone's name be?

Nchanter says - anything above a warning. Warnings are at the discretion of the Eboard.

Andy Rosequist: a practical example would be restricted participation in a particular area, i.e. not submitting to the Art Show.

Friendly amendment (accepted): changing "will be published" to "should be published" to give Eboard discretion.

Kelly: to the question about whether this makes Arisia safer: by publishing names, people who stayed away for fear can make an informed choice and attend. If they stay away, a greater proportion of people without those issues will be present. I believe that actually makes us less safe.

Sybil: directed to RKOV - I know there's been a lot of discussion on the list of reasons that this could go badly wrong. Could anything happen that would convince you to support the motion?

phi wants to go back to For & Against.

RKOV: I would like to propose an alternate way of doing this: have the Convention publish the list of what happened, and have it be about that year only. It would age out differently but have the same effect and be more germane to telling people what they want to know. Don't give the reasons why, they are banned from whatever.

phi: I do not hear that as a motion to amend, but as a hypothetical.

Andy Piltser-Cowan: speaking to the question of liability, we have to understand that the potential exposure of stating X is banned from Arisia would be something that would upset someone enough to bring a lawsuit without merit. False light (truth that makes somebody look bad) does not exist in Massachusetts. We're not in the category of getting hit hard.

(unknown): Does anyone know if Arisia's insurance policies cover defamation claims?

phi says - we don't know, but we could look it up.

Wex: I move to call the question.

A secret ballot has been requested.

Proxies announced at this time:

61. Cate Schneiderman to Will Walker

Other Announcements

Vivian - we're dedicating a couple pages in the Guidebook to new members who want to share why they joined Corp, trying to show it isn't an insular group; if you want to contribute, email [pubs@arisia.org](mailto:pubs@arisia.org).

RKOV: Fred Isaacs, a long-time Arisia member, is in the hospital with congestive heart failure at Mt. Auburn. His wife, Suli, sent word asking people to visit him. He looked better than I expected when I saw him, and they're hoping he's gonna get out, but it's getting pretty dire.

We also have a sympathy card for Claire Anderson,

Kris Pelletier: if anyone is interested in potentially working with the IRT at A19, job descriptions are up on Help Wanted, and I emailed the list. Email [ir-team@arisia.org](mailto:ir-team@arisia.org), we are doing interviews.

Abby: Nchanter's motion passes 88, 29, 1.

Nchanter: move to table my other three motions.

Passed without opposition on a voice note

Kevin motions to direct the tellers to destroy the ballots.

Friendly amendment: move to table Nchanter's other three motions until the February meeting.

Passed on a voice vote (many ayes, a couple of nays).

**Meeting adjourned at 10:40 PM.**

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## Handout from the Arisia Meeting of Tuesday 17 December 2018:

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### Reports

President:

**MOVED** to authorize the eboard to take interim action for incident reports between now and Arisia 2019.

**MOVED** to change section VII of our Disciplinary Process from:

VII. Revocation of convention membership because of actions at or involving the current year's convention is up to the Convention Chair or their designee. Revocation of membership because of actions not involving the current year's convention should always use this process. A Convention Chair may always choose that they do not wish a particular person or person(s) working on their con.

to:

VII. Revocation of convention membership because of actions reported at or involving the current year's convention is up to the Convention Chair or their designee. 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.

**MOVED** to create a new corp-announce list, set up to require postmaster approval for all posts, even those from the eboard.

**MOVED** to create an open mailing list for proxies.

**MOVED** to set the March meeting to Sunday, March 17 at 2pm at \_\_\_\_.

**MOVED** to set the April meeting to Tuesday, April 16 at 7:30pm at Cornerstone Cohousing.

I have appointed Jade Piltser-Cowan to the Disciplinary Process FAQ Ad-Hoc Committee. I have appointed Ben Levy to the Budget committee. I have appointed Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, and Andrew Piltser-Cowan to the Open Policy Committee. A21 conchair nominations open at the January meeting and close at the February meeting. We have signed a contract with the Boston Park Plaza hotel for 2019. The Westin might contest the cancellation of our contract and we have retained a lawyer in case that happens. We don't think that's likely at this time.

Vice President:

I authorized Sibyl to spend money on printing materials for the Arisia Corp "fan" table to appear at A'19. The purpose of these materials is to encourage people to join Corp and to attend the January Corp meeting at the convention. Please use the sign-up sheet to take a turn sitting at the table.

Reports for the Open Policy Committee, Digital Assets Management, and Grants committees are on the handouts and will be in the next Mentor. Programming has indicated that the OPC workshop will happen at A'19. Corp members who will be there are encouraged to participate; if you have ideas for things to be workshopped please send them to [opc@arisia.org](mailto:opc@arisia.org).

Treasurer:

Dues to join right now are \$18 and after this meeting will be \$16. Reminder that new members must attend one corporate meeting after joining to receive voting privileges.

By vote of the previous Eboard, any 2017-2018 corporate member whose membership has not yet been renewed for the 2018-2019 corporate year has until 12/31/18 (2 weeks from today) to renew and retain their voting rights by paying the full \$24 annual dues.

Clerk:

As of this morning, we have 231 voting members [*this was a typo and should say 221 general members*], including two that joined within the last 24 hours, and 3 honorary members.



Eboard:

We voted to authorize phi to sign the contract with the Boston Park Plaza hotel as soon as it was satisfactory. We voted to reverse the assistant conchair restrictions on Arisia 2019 originally reported at the April 2017 meeting. We voted to authorize payment to Daniel Casieri Law for consultation on contractual issues.

**CONTENT WARNING: we are about to discuss potentially upsetting topics, including but not limited to sexual assault and harassment. As the Eboard, we will do our best to be mindful of the way we discuss these situations and minimize unnecessary description or details, but we want to give folks a chance to leave the room if they need to, now.**

We received new reports about a staff member who had previously been reported as engaging in consent violations during Arisia 2015. These additional reports allege touching people without their consent, abusive acts, and additional sexual assaults. In light of the new information and the prior report, the Eboard has decided to permanently ban this individual.

We received new information about a vendor who had previously been reported as the subject of a protective order due to psychological intimidation and physical/sexual abuse of a minor. The additional information indicated that, while the protective order was not renewed, a no-contact order was still in place. In light of the new information, the Eboard has decided to permanently ban this individual.

Our policy says that any motion to modify either of these two actions happens in New Business.

We have begun work on 28 new or reopened incident reports since September. Those 28 reports fall into the following categories:

Sexual Assault: 8 reports

Non-Consensual Physical Contact: 4 reports

Emotional/Verbal Harassment: 6 reports

Abuse of Power/Manipulation: 4 reports

Inappropriate Comments/Language: 6 reports

Given the timing of our taking office, and the number of tasks we must attend to, we cannot conclude these investigations in time to act before Arisia 2019. Due to the serious nature of some of the allegations and the evidence provided in connection with these IRs, the Eboard voted to suspend the Arisia 2019 memberships of five individuals until the investigations can be concluded. We do not believe that a “keep away from each other” response is appropriate or practical for these cases. The Eboard also voted to restrict the participation of four other individuals in Arisia 2019 to attendance only.

We took these interim actions using the board’s general authority as specified in section 4.2 of the Bylaws. We remain hesitant to use this authority except in an emergency, but that is how we considered what we saw as lack of faith in Arisia’s ethics. As such a motion to overturn or modify these actions is covered by section 4.4 of the bylaws and is in order at this time.

Arisia has recently acted on a number of forwarded police reports, court actions, and other public records which we felt rose to a level of concern that warranted a response from the convention. We would like to acknowledge that records of this nature are not infallible and in particular that the criminal justice system in the United States exhibits bias. We pledge to treat all information in context as part of our decision making process.

Arisia 2019:

Con Suite needs your help!

Arisia 2019 Treasury:

**MOVED** to set the attendance cap for Arisia 2019 to 3500 people.

Arisia 2020 Treasury:

A20 Treasurer now has debit and credit cards if there are A20 expenses to pay for.

#### Digital Asset Committee:

We added one person to the committee and have decided to postpone work on the DAM requirements until after Debrief in February.

#### Disciplinary Process FAQ Committee:

**MOVED** to approve the disciplinary process FAQ and add it to the Disciplinary Process Information page on the corporate website.

Additionally, the Disciplinary Process FAQ committee is moving to alter the process document in the first section of that webpage, to replace three instances of "If the report involves a..." with "If the person whose behavior is reported is a..." such that the updated text would read as follows:

**If the person whose behavior is reported is a volunteer or staff member**, the Eboard should reach out to that volunteer's supervisor for general feedback about the volunteer, and to staff services for any information about the volunteer they may have on file.

**If the person whose behavior is reported is a panelist**, the Eboard should reach out to programming to see if there has been feedback or other notes about that panelist. If the report involves a panel, the Eboard should get contact information for all the panelists on the panel to follow up with them.

**If the person whose behavior is reported is a dealer, event participant or organizer, game master, or any other sort of member with an additional role**, the Eboard should reach out to the relevant department and gather any information they may have about that person, as in the other examples laid out above.

This change is to clarify that, for instance, a volunteer's supervisor wouldn't be contacted as a matter of course if they make a report or named as a witness. This may still happen if the nature of the report warrants it (eg if the reported incident happened while that volunteer was actively on-shift).

#### Grants Committee:

The Grants Committee accepted the resignation of one member, and the transfer of another member out of the committee to another role. Therefore, we are actively seeking new members who would like to assist in a crucial part of the Corporation's mission to promote SF/F literary and arts activities in the New England area. Email grants-request@arisia.org if you are interested.

The committee is holding two applications, one of which is overdue for action and the other of which needs more information from the applicant. We expect to act on the overdue one this month.

#### IT Committee:

The IT committee is avoiding any changes in the lead up to con.

After the con, we'll be upgrading PHP to 7.X on current servers and looking to get email off of Dreamhost because it keeps getting blacklisted for spam.

#### Inventory Control:

We have signed a lease with Kifor Development for the space in Haverhill.

#### Open Policy Committee:

The OPC is pleased to report that five members have joined the committee: Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, and Andrew Piltser-Cowan

The committee has begun collecting input on issues that the corporate membership wants to see addressed. We have invited convention staff to contribute their ideas as well.

We are discussing with A'19 Programming holding a workshop during the convention where people would be able to get "hands on" with policy proposals and spend some time evolving and revising a couple so people get a feel for what that is like.

#### Student Contests Committee:

We received 51 entries to the Student Writing Contest and 65 entries to the Student Art Contest. Thanks to the committee members and other volunteers, we should have our finalists selected later this week.

### *Unfinished Business*

At the request of the maker, this meeting will not be considering a piece of unfinished business on Eboard IR process recusal of Eboard members, and it will be considered as unfinished business at a future meeting.

Motion to amend Article II of the Bylaws

MOVED to amend Article II of the Bylaws as follows:

Add 2.11: Every regular meeting shall be open to the public. Non-members may attend regular meetings, and speak at meetings when acknowledged by the meeting Chair. Non-members may not vote at any meetings.

This motion was submitted with the required five physical signatures in November, but was not discussed. Therefore, it is open for discussion at this meeting and the next before any vote can be taken.

### *New Business*

Eboard incident response review is in order at this time.

Email Policy (Vivian Abraham):

*Summary of motion:*

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

*Suggestions for procedural changes:*

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

*Suggested rules for the corporate email list:*

1. When creating a new topic for the email list, please use a subject line that clearly identifies the subject of discussion. Please include any content warnings in the subject line. If the content warning message is lengthy, then just placing the words "content warning" in the subject line is sufficient, with additional information in the body of the email.
2. When replying to a topic on the email list, please note the subject line and make sure that your response is on-topic to that discussion. If it is not on-topic, or if you are not sure, please create a new topic. If what you are adding requires content warnings that are not already present in the topic, please create a new topic. If you are replying only to a particular person, and not the list, or if you are discussing something private between you and another person, please take that conversation to private email.

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

Disciplinary Process Policy Changes (Nchanter):

**MOVED** to strike Disciplinary Process IV. (Currently: "No matter what action is taken, no names will be published in Mentor nor elsewhere in public and restricted as much as possible after the report to those with a need to know.") from corporate policies and replace with:

"Beginning with reports received after December 19th, 2018, names of people whose behavior was reported through the Disciplinary Process will 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 received a warning as outlined in II above, their name will not be published in Mentor."

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

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

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

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

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

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

As a practical part of this, I'm proposing the creation of a page on the corporate website, linked off of the Disciplinary Process Information page, that places all of the decisions in one place, per the new policies, should they be adopted. I am further proposing that this new page, and everything under the "mentor" directory on the corporate website, include the robots exclusion standard in their coding, to reduce search engine indexing of these pages.

I'm proposing the publishing of ALL disciplinary process decisions to a single webpage, not just bans, because it will demonstrate that Arisia does take intermediate and measured responses to IRs, instead of it appearing like our only response it to permanently ban people, and to increase overall understanding and transparency. As to why I'm proposing two different types of publishing of names of people who have been banned, it's to accommodate the fact that the policy changed at some point, with some sensitivity to our past selves and past policies. Additionally, the information as reported in Mentor prior to 2018 was not done in a consistent fashion (current Disciplinary Process III was adopted at the May 2018 meeting).

I want us to publish the names of people who were permanently or indefinitely banned for reports made prior to the adoption of this policy as those bans are still in effect and still have impact on our community. I have no problem with the eboard making attempts to contact those people first, and to delay the publishing of their names until a reasonable amount of time has passed after that contact. I do not feel the need to include that as part of my proposal, however, as it is an implementation detail, and it does not need to be included in official policy.

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### Treasurer's Report – November 2018:

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November 30			Change vs last month
<b>Odd Year - A19</b>		\$60,833.06	<b>-\$420.00</b>
<b>Even Year - A20</b>		\$3,477.67	<b>-\$90.00</b>
<b>Corporate</b>			
<b>Reserved/Unspent</b>			
Two years expenses (CDs)	\$41,700.74		\$2.59
Grant Fund Available	\$4,020.09		\$0.00
Grant Fund Allocated	\$0.00		\$0.00
Capital Equipment Unallocated	\$1,442.07		\$0.00
Capital Equipment Allocated	\$517.13		<b>\$0.00</b>
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$900.00		\$0.00
MCFI/CostumeCon	\$0.00		\$0.00
Relaxacon	\$0.00		\$0.00
Scholarship(?) Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$10,200.00		\$0.00
Unspent Budget	\$25,278.25		<b>-\$1,952.72</b>
<b>Total Reserved</b>		<b>\$85,080.28</b>	<b>-\$1,950.13</b>
<b>Unallocated Funds</b>		<b>\$2,339.25</b>	<b>-\$1,009.39</b>
<b>Total Corporate Funds</b>		<b>\$87,419.53</b>	<b>-\$2,959.52</b>
<b>Total Assets</b>		<b>\$151,730.26</b>	<b>-\$3,469.52</b>
<b>Total Corporate Income</b>		<b>\$656.95</b>	<b>\$628.95</b>
<b>Total Corporate Expenses</b>		<b>-\$3,621.10</b>	<b>\$1,331.91</b>

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## Membership List:

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**This membership list is as of 11:59 PM on 01/06/2019. Please report any corrections to [clerk@arisia.org](mailto:clerk@arisia.org).**  
*Names in Italics are non-voting honorary members.*

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

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

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### Executive Board (Eboard) - eboard@arisia.org:

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

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### Committees:

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<b>Budget:</b> Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel-Garcia, Alex Latzko, Benjamin Levy, Tom Traina, Ellie Younger
<b>Corporate Inventory Control:</b> Rick Kovalcik (chair), Peter Olszowka
<b>Digital Archiving:</b> Mink Rosequist (chair), Anna Bradley, Alan Wexelblat
<b>Disciplinary Policy FAQ:</b> Kris "Nchanter" Snyder (chair), Vivian Abraham, Wendee Abramo, Claudia Mastroianni, Abby Noyce, Andy Rosequist, Allan Seyberth, Tom Traina
<b>Grants:</b> Alan Wexelblat (chair), Anna Bradley, David D'Antonio

<b>Hotel Search:</b> Kris “Nchanter” Snyder (chair), Joel Herda, Benjamin Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Sheckman, Ellie Younger
<b>IT:</b> Peter Olszowka (chair), Rick Kovalcik, Benjamin Levy, Cody Lazri, Abby Noyce, Sharon Sbarsky, Gail Terman
<b>Logo:</b> Anna Bradley (chair), David D’Antonio, Sharon Sbarsky, Ellie Younger
<b>Long Range Planning:</b> Anna Bradley (chair), Daniel Abraham, Heather Cougar, Mink Rosequist
<b>Open Policy:</b> Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, Andrew Piltser-Cowan
<b>Photo Policy:</b> Gregorian Hawke (chair), Anna Bradley, Alan Wexelblat
<b>Relaxacon:</b> Ellie Younger and Johnny Healey (chairs)
<b>Student Contests:</b> Kris Pelletier (chair), Anna Bradley, Johnny Healey, Allison Holt, Terry Holt, Skip Morris, Abby Noyce, Mike Sharrow, Mike Sprague, Carolyn VanEseltine, Conor Walsh

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## Storage Key List:

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If you need access to Arisia storage and do not have a key, email [keys@arisia.org](mailto:keys@arisia.org) and all key holders will receive your request.

#	Holder
1	Landlord
2	Noel Rosenberg
3	Skip Morris
4	Craig McDonough
5	Dave Shevett
6	Nicholas “phi” Sheckman
7	Dan Noé
8	Mike Trachtenberg
9	Al *Hobbit* Walker
10	Rick Kovalcik
11	Crystal Huff
12	Persis Thorndike
13	Rachel Silber

#	Holder
14	Janet Stickle
15	Mike Sprague
16	Lia Olsborg
17	Anna Bradley
18	Peter Olszowka
19	Alex Latzko
20	David Shaw
21	Tom Traina
22	Sharon Sbarsky
23	Lucky
24	Pat Vandenberg
25	Kristin Seibert
26	Thumper

#	Holder
27	Benjamin Levy
28	Angela Morley
29	David Silber
30	Jaime Garmendia
31	Rick Katze
32	Landlord
33	Daniel Eareckson
34	Diane Martin
35	Lisa Hertel
36	Kim Van-Auken
37	Kris “Nchanter” Snyder
38	Andy Rosequist
39	Paul Kraus

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## Mentor Subscription Information:

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

September	\$24
October	\$22
November	\$20

December	\$18
<b>January</b>	<b>\$16</b>
February	\$14

March	\$12
April	\$10
May	\$8

June	\$6
July	\$4
August	\$2

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## Calendar:

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- The February Corporate meeting is Thursday February 21st at 7:30 PM at a location TBD.
- The March Corporate meeting is Tuesday March 12th at a time and location TBD.
- The April Corporate meeting is Tuesday April 9th at a time and location TBD.

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