



# Mentor

## The Newsletter of Arisia, Incorporated

Volume 30, Issue 268, January 2020  
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Announcements	1
December Corporate Meeting Summary	2
December Corporate Meeting Minutes	3
December Treasurer's Report	15
Arisia 2021 ConChair Candidate Résumés	15
Membership List	17
Executive Board - eboard@arisia.org	19
Committees	19
Storage Keyholders - keys@arisia.org	20
Subscription and Dues Information	20
Calendar	20

## Announcements

FROM THE PRESIDENT — The Arisia Eboard is hoping to have an Arisia 2021 convention chair appointment ready for corporate approval soon, and if we do, we would like to have that corporate approval in place in time for the Arisia 2020 debrief on Saturday, February 8th.

In my experience, the convention debrief is often a time when volunteers come forward, and being able to appoint them right away not only preserves momentum from the previous convention, but also sets a tone of responsiveness that's helpful for the whole organization going forward. This is really the point at which not having a convention chair starts to turn from an inconvenience to a problem.

One way to have the chair in place to accept volunteer offers would be to call a special meeting for the first week of February, most likely on Tuesday the 4th.

This is not notice of that meeting -- we need the appointment before we can do that. But it is an announcement that there will most likely be a meeting on that date.

Hoping to see you there,  
-- Nicholas "phi" Sheckman

The January corporate meeting will be Sunday, January 19th from 1:00 to 3:00 PM in Marina Ballroom 3 at the Westin Boston Waterfront, 425 Summer Street, Boston, MA 02110.

The quorum for the January corporate meeting is 19, based on 51% of the average attendance of the last three meetings  $((+)/3 \times 0.51 =)$ .

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 January corporate meeting, the Eboard will be reporting on the following (**content warnings – rape, drugging**):

- Arisia received a request to reopen a closed IR which had resulted in a permanent attendance ban. After looking into the reopened report, the Eboard voted to uphold the original decision.
- Arisia received a report accusing a staff member of rape. After looking into the report, the Eboard voted to issue a permanent attendance ban.
- Arisia received a report that an attendee was drugged at a party at Arisia 2015. Due to a lack of further information, the Eboard voted to close the report without further disciplinary action and to issue an apology to the attendee.
- Arisia received multiple reports about a staff member who engaged in boundary-crossing behavior in person and electronically. After looking into the reports, the Eboard voted to issue a warning.

## December Corporate Meeting Summary

- meeting called to order at 1:30 PM and adjourned at 3:41 PM
- 24 required for quorum this month, 38 total in attendance, 28 valid proxies reported
- 19 required for quorum next month

—

MOVED to approve the November minutes  
Passed on a voice vote.

MOVED to dissolve the Relaxacon Search committee and remand its responsibilities to the Social committee  
Passed on a voice vote.

MOVED to amend the Arisia 2020 budget as follows:

- Comms - Subtract \$45 from Software Costs (currently \$90)
- Pubs - Add \$45 to new line item Software Costs
- Gaming - Add \$400 to Video Gaming Internet line (currently \$0)
- Exhibits - Add \$1,160 to new line for Art Show power

Passed on a voice vote.

MOVED to amend Bylaws 1.3(a) and 10.1(d) such that they read:

(a) A member may be expelled or suspended from the membership in the Corporation for activities which run counter to the bylaws and purposes of the Corporation by three-quarters vote of the membership, with a majority of all members voting. The votes in favor of suspension or expulsion must constitute a majority of the total membership as well as a three-quarters majority of those voting. A suspension may be on such terms and for such duration as may be specified in the vote.

(d) "Two-thirds or three-quarters vote" of the membership or any other body means two-thirds or three-quarters of the votes cast at a meeting by those members present or represented by proxy;

Passed on a voice vote.

MOVED to amend Bylaws 2.1 such that it reads:

"Regular meetings shall be held by default on the third Sunday of each month, unless the Membership or Executive Board sets a different date or cancels the meeting or the Membership sets a different default date through the next Annual Meeting."

Passed on a voice vote.

MOVED to amend Dealing With Incident Reports Policy I.c and add I.d such that they read:

I.c "To acknowledge to the reporter all incident reports within two weeks of receipt if warranted."

I.d "To inform the subject of any incident report the basic facts of that incident report within four weeks of receipt while it is fresh in their mind unless the incident report is closed with no action taken before that time."

- MOVED to consider I.c and I.d separately - passed on a voice vote

I.c - passed on a voice vote

I.d - failed on a voice vote

MOVED to create a "Postmaster" committee

MOVED to appoint Sharon Sbarsky as chair and Rick Kovalcik, Ben Levy, and Nicholas "phi" Shectman as members

Passed on voice votes

MOVED to amend the Policies by adding the following to Merchandise:

"IV. Sales Shirts will be set to one price for all sizes of shirts available. The price will be based on the higher of the prices set by the vendor Arisia is working with to produce the t-shirts."

- MOVED to strike "higher of the" - passed on a voice vote
- MOVED to strike second sentence altogether - failed on a show of hands (26 yes, 31 no)
- MOVED to replace "will" with "should" - passed on a voice vote

Passed on a voice vote.

MOVED to create a "Code of Conduct Revisions" committee to review and revise our CoC, and introduce the policy changes required to conform with Con Or Bust's guidelines, as soon as possible

Passed on a voice vote.

## December Corporate Meeting Minutes

*The December corporate meeting was called to order on Sunday, December 29th at 1:30 PM by Nicholas "phi" Shectman, President, at the Somerville Public Library, 79 Highland Avenue, Somerville, MA 01243.*

*The quorum for the December corporate meeting was 24, based on 51% of the average of the last three meetings ((70+64+27)/3×0.51=24).*

### Attendance:

Wendee Abramo, Joseph Andelman, E.J. Barnes, Tone Bernard, Jan Dumas, Etana, Kelly Fabijanic, Jennifer Fitzsimmons-Gauger, Jaime Garmendia, Lisa Hertel, Sol Houser, Diana Hsu, Rick Kovalcik, Ben Levy, Claudia Mastroianni, Richard Maynard, Danny Miller, Elliott Mitchell, Alex Morgan, Kris Pelletier, Melissa "MPA" Perreira-Andrews, Andy Piltser-Cowan, Kim Riek, Jason Riek, Matt Ringel, Sharon Sbarsky, Richard Schmeidler, JB Segal, Seph, Sibyl Shearin, Nicholas "phi" Shectman, Rachel Silber, Mike Sprague, Ilene Tatroe, Dan Toland, Tanya Washburn, Ellie Younger

### Proxies (those in italics were submitted during the meeting):

1. Jesi Lipp to Nchanter; Kris Pelletier; ~~Andy Rosequist~~
2. Priscilla Ballou to Sol Houser
3. Michelle Wexelblat to Melissa Kaplan
4. Alan Wexelblat to Mike Sprague
5. Gail Terman to Kelly Fabijanic
6. Karen Purcell to Sibyl Shearin

7. Lenore Jean Jones to Tanya Washburn
8. Jess Steytler to Rachel Silber
9. Will McMMain to Kris Pelletier
10. Allison Feldhusen to JB Segal
11. Ken Davis to Melissa Perreira-Andrews
12. Regis Donovan to Claudia Mastroianni
13. Kam Weiler to Jason Riek
14. Dale Meyer-Curley to Kelly Fabijanic
15. Nicholas Brown to Andy Piltser-Cowan
16. Mike Tatroe to Ilene Tatroe
17. Hope Moore to Melissa Perreira-Andrews
18. Cate Schneiderman to Rachel Tanenhaus
19. *Wendy Verschoor to Matt Ringel*
20. *Jennifer Koerber to Matt Ringel*
21. *Fred Bauer to Rick Kovalcik*
22. *Persis Thorndike to Rick Kovalcik*
23. *Cassandra Lease to Jaime Garmendia*
24. *Nchanter to Jaime Garmendia*
25. *Jeff Keller to Sharon Sbarsky*
26. *David Silber to Alex Morgan*
27. *Allison Feldhusen to JB Segal*
28. *Daniel Eareckson to Diana Hsu*

**Corrections to the minutes:**

None.

Passed on a voice vote.

**Eboard report:**

I have good news and bad news.

The good news is that we have specific terms for a deal with the Westin and Aloft and expect to sign it very soon, perhaps tomorrow. As you may know, in addition to the cancellation fees for Arisia 2019, we also faced attrition charges from the Aloft which were likely to be over \$100,000. That is nearly as large as the arbitration award. Taken together, these liabilities total about \$250,000, which is not something we could fundraise our way out of.

We have made an initial payment of \$44,486.23, which covers Marriott's legal fees plus a little more than \$5,000. The terms of the deal are that Aloft gets that \$5,000 plus another \$44,486.23 from us by March 15 in exchange for their cancellation fees plus waiving all attrition charges for Arisia 2020 and 2021. Westin gets two more years of contract in exchange for waiving their cancellation fee. The contracts have some adjustments in our favor, but roughly speaking they are continuations of the existing contracts including that recent contracts

have each included small room rate increases for inflation. Given the opening of the Omni and the possibility of returning to the Park Plaza, these contracts are probably slightly more expensive than we'd have gotten if there weren't an arbitration award to cover. But I think, and the expert I've consulted on this agrees, that the amount extra we're paying is less than the award, and I'm confident that we'll be able to make Arisia work with these contracts even if we shrink substantially.

We will be kicking off a fundraiser to cover the March payment as soon as we have ink on paper. We are assembling a small group of anonymous donors to do a donation match, and we are about 2/3 of the way towards our goal of \$20,000 in matching. We also have a few offers of in kind donations which could be auctioned off. If you have fundraising thoughts please let me know after the meeting.

The bad news is that we do not have a candidate to recommend for convention chair for Arisia 2021. We are still open to new candidates or group proposals. I am hopeful that we will have a little bit of clarity on directions forward once we have a mission statement. Meanwhile we will go forward with preparations for Arisia 2021 as soon as we have ink on the hotel deal so that we know that it can happen.

Melissa: how soon do you need to know about matching donors?

phi: we would like to say that there \$20K for tomorrow's kickoff

Danny: is there a deadline by which there needs to be a conchair?

Sol: September 2018...

phi: the latest it's ever been done is four month prior to the convention, but it's not fun. Our bylaws are structured around the idea of a conchair as a single person. Other cons do group conchairs (worldcon and wiscon) - it's super common and a good idea to adjust the processes.

Jan: do we have GOHs lined up?

phi: we have a committee ready to go and waiting for the hotel deal to be signed; more to come in president's report.

Rachel T: thank you, it could not have been easy shepherding this mess.

phi: thank you all for your support, we couldn't do it without you... particularly the fundraising.

"We did some stuff."

The Eboard voted to take the following provisional actions for Arisia 2020 based on IRMC recommendations:

- 1) The IRMC is requesting that the EBoard continue the Provisional Action from last year (ban on attendance). The incident involves sexual assault, stalking, and harassment. The Eboard voted to continue this ban on attendance.
- 2) The IRMC is requesting that the EBoard continue the Provisional Action from last year (ban on participation / staffing). This incident involved online stalking. The Eboard voted to continue this ban on participation/staffing.
- 3) The IRMC is requesting that the EBoard issue a Provisional Action banning an individual from attending. This incident is about public advocacy for pedophilia (while he was an Arisia panelist, though not at con that we're aware of), and low-grade serial sexual harassment. The Eboard voted to grant this attendance ban.
- 4) The IRMC is requesting that the EBoard issue a Provisional Action banning an individual from attending Arisia 2020. This incident is about sexual assault. It was initially disclosed to a First Aid staffer and written up

in their logbook, but not referred for further review for several years until uncovered during a records search. The Eboard voted to provisionally ban this individual.

We voted to redact name of the IR39 subject from the December minutes.

We voted to approve a tech purchase: "In order to get power to run A/V gear in Marina, it will cost us \$927.52 per room. If we instead use their built-in sound system, it costs us \$396.80 per room and we will need battery-powered mixers, which can be had for \$150 each. Two of the four Marina rooms will have projectors, so we'll need power there, but to support the other two rooms at an overall lesser cost, I would like us to buy two of these mixers."

Proxies read at this time:

Wendy Verschoor to Matt Ringel

Jennifer Koerber to Matt Ringel

Persis Thorndike to Rick Kovalcik

Fred Bauer to Rick Kovalcik

Nchanter to Jaime Garmendia

MOVED to dissolve the Relaxacon Search committee and remand its responsibilities to the Social committee

I know tons of people were interested in socials, it is still open to new members, search is extran

Lisa: does this mean Relaxacon will always be at the Corsair?

phi: no.

Ellie: is there still a meeting location search, and does that have crossover with this? I thought there was bleed.

Sol: no bleed, they are entirely separate.

Passed on a voice vote.

### **Officer reports:**

#### President's report

I am appointing Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, and Alan Wexelblat to the Social committee. (Passed on a voice vote.)

The current members of the GoH committee are pretty much all the same age, and I'd like to have some younger members involved. If you are interested please let me know.

Danny: what are the responsibilities?

phi: researching, ranking what we want as a community, invitation letters; usually concom takes over and we have a liaison.

Danny: approximate commitment in terms of time?

phi: 10-20 hours over the next couple of months, mostly email, going over documents, looking up details about guests.

Danny: my responsibilities in programming over until the convention...

phi: let's collect nominations after the meeting.

Proxies read at this time:

Jeff Keller to Sharon Sbarsky

Vice President's report

No report.

Treasurer's report

To join at this meeting costs \$18, if you pay before the end of this meeting, this meeting will count as your first attended as a member and you will be granted voting rights at the next meeting.

We made a payment of \$44,486.23 to the Rudner Law Office towards the first payment as part of the arbitration decision.

We've also placed the order for the Corporate T-Shirts! Reminder that corporate members receive a 20% discount on all Arisia merchandise, which these T-Shirts are.

Clerk's report

No report.

Member-at-Large's reports

No report.

A20 Conchair's report

We are happening. A little over two weeks away... if anything doesn't happen, we'll just shrug and move along, everything from here is gravy. We still need volunteers, keep an eye out for announcements, we've been putting help wanted ads on Twitter and Facebook, if you are not already wildly overcommitted... I have 8.5x11 and postcard sized flyers for distribution.

Rachel: do you have them here?

Diana: yes!

Rachel: what is the concom meeting location?

Diana: still looking for one. The divhead meeting will be online only.

Richard Schmeidler: is there a projected date for the program schedule? I don't want to volunteer without knowing what's happening. (no)

Proxies announced at this time:

David Silber to Alex Morgan

A20 Treasurer's report

The 2020 Division Heads have reviewed their budgets in light of current needs and are requesting changes.

MOVED to amend the Arisia 2020 budget as follows:

Comms - Subtract \$45 from Software Costs (currently \$90)

Pubs - Add \$45 to new line item Software Costs

Gaming - Add \$400 to Video Gaming Internet line (currently \$0)

Exhibits - Add \$1,160 to new line for Art Show power

(these are partially offset by 926 dollars she does not expect to spend: two GoHs need one less hotel night each and Registration needs one less badge printer)

Volunteer shirts cost slightly less but ribbons cost slightly more. They added another room to space pilot.

Ringel: what is the amount we spend for furniture storage?

Kelly: approximately \$5000 dollars maybe?

Ringel: I asked because we have the advantage, the Westin wants us to release the top floor to airline clientele, and this presents an opportunity to work with them.

Kelly: we're trying to underspend, requiring people to submit receipts against budget line items.

Sharon: how does income compare to previous years in expectations?

Kelly: we're going with figures for last year + amount we refunded to dealers, didn't break it down into at-con versus early-bird, too much effort to produce a fictional number, I hope we bring in more!

Rick: there might be some other savings, trying to confirm with David Silber, \$2000 video projector rental might be freed up.

Kelly: I haven't heard officially, might be a "keep your hand in your pocket with your fingers crossed" situation, he might need to spend it on something else. DHs can move money between line items but can't create new ones. Conchair has the ability to move money from their budget to other line items without a vote.

Passed on a voice vote.

### **Committee reports:**

#### Budget Committee report

No report.

#### Corporate Communications Committee report

No report.

#### Corporate Inventory Control Committee report

Lisa: my husband and I built a cart to hold the coat check racks. We spent all \$200 on parts and things that make logistics easier and less dangerous. We epoxied the casters on.

#### Digital Assets Management Committee report

No report.



Grants Committee report

No report.

Hotel Search Committee report

No report.

Incident Review and Management Committee report

The IRMC has 5 IR recommendations that will be going to the Eboard for vote as well as an additional one that was sent back to committee in November.

We will be reporting out actions taken in response to these reports prior to the next corporate meeting.

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

No report.

Relaxacon Committee report

No report.

Relaxacon Search Committee report

No report.

Social Committee report

No report.

Student Contests Committee report

Kris: I have an apology to make. I said there were two emails that needed to go out, but I didn't realize how far behind I was. Instead of trying to shoehorn the contests into 2020, since this contest is important to the mission, and because so many of us really do enjoy the work, instead of doing something in the fall semester, we should do something in the spring semester. My proposal is to start back up in February, after the convention. I would work with the new social committee to set up a reception in the May time frame. This is not meant to be the way we do this moving forward.

## Unfinished Business:

MOVED to amend Bylaws 1.3(a) and 10.1(d) such that they read:

MOVED to amend Bylaws 1.3(a) and 10.1(d) such that they read:

(a) A General member may be expelled or suspended from the membership in the Corporation for activities which run counter to the bylaws and purposes of the Corporation by  $\frac{3}{4}$  vote of the Membership, with at least 50% of all General members voting. The votes in favor of suspension or expulsion must constitute a majority of the total membership as well as a  $\frac{3}{4}$  majority of those voting. A suspension may be on such terms and for such duration as may be specified in the vote."

(d) "Two-thirds or three-quarters vote" of the Membership or any other body means two-thirds or three-quarters of the votes cast at a meeting by those General members present or represented by proxy;"

Kris: would you consider writing out the numbers with letters instead of numbers? (accepted as friendly)

Proxies read at this time:

Allison Feldhusen to JB Segal

Daniel Eareckson to Diana Hsu

Ben: can we change 50% to fifty percent?

APC: the state law uses the phrase majority instead of percent.

phi: I move to change 50% to majority. (accepted as friendly)

???: what is the difference between general members and voting members?

phi: these are corner cases. I'm going to suggest we leave this. Even if it doesn't line up with state law.

Sol: I was with you until you said the last thing...

Claudia: more conservative is compliant

Richard: there seem to be in the first paragraph to be two different majorities specified. Nothing wrong with different majorities, I just want to point out it's there. Two different fifty percents. (general members versus total members)

Sol: that's true. We have 9 nonvoting members and 4 honorary members.

Richard: so both of these seem to have to be satisfied

Claudia: which is fine.

phi: Andy might get this out of the woods.

APC: I was unaware of the existence of non-general members. I was trying to make this explicit for future members; this is probably a drafting error. State law says a majority of "all the members". But the definition of member is "one having voting rights, whether or not designated as a member"..... I think it would be safer and less complicated to strike the word general. (accepted as friendly)

Ben: [talks about how this would have played out at the November 2018 special meeting, when a majority of the organization did not yet have voting rights]

Sol: we wouldn't have been able to vote to expel someone at that time, which is how it should be.

Ilene: do we define our membership types in our bylaws?

phi: yes. It used to be more complicated.

Passed on a voice vote.

MOVED to amend Bylaws 2.1 such that it reads:

● “Regular meetings shall be held by default on the third Sunday of each month, unless the Membership or Executive Board sets a different date or cancels the meeting or the Membership sets a different default date through the next Annual Meeting.”

Richard: should there be a provision for postponement?

Rick: as the suggester of this bylaws amendment: this is talking about the default date, and postponements are individual meetings. This seems like a good thing to do.

Passed on a voice vote.

MOVED to amend Dealing With Incident Reports Policy I.c and add I.d such that they read:

I.c "To acknowledge to the reporter all incident reports within two weeks of receipt if warranted."

I.d "To inform the subject of any incident report the basic facts of that incident report within four weeks of receipt while it is fresh in their mind unless the incident report is closed with no action taken before that time."

phi: let's split the question and discuss I.c first.

Kris P: this is what the committee has been attempting to do, and has been general practice.

Rick: The point of I.c was to clarify I.d.

Passed on a voice vote.

Rick: with regards to I.d... having been the subject of a couple incident reports, I know there are cases when six months go by. It would only be fair to acknowledge to the subject in some period of time. The intent is to make this fair to the subject of the incident reports. I think we need to be fair to all people involved.

Kris P: two things: first, use of the word “subject” is not defined in our policies, but it is used colloquially to shorten the phrase “person whose behavior was reported” - we want to delineate between the behavior and the person. Second, while I understand the impetus, I think locking ourselves into a specific time frame could be detrimental in certain cases. Every incident is so individual. We reach out to the reporter first, then the individuals they refer us to, we put together a summary, we go back to those people with our summary before sending it so that their identity can be protected... that back and forth can take a lot of time. There are instances where we can do four weeks, but there are instances where it isn't enough.

By locking ourselves into a specific time frame, some of the more difficult IRs will not be handled as carefully as they might need to be.

Jaime: there are a couple of things this doesn't take into consideration that we need to consider. Incident reports tend to come in all at once in batches. At last year's convention, we got 30, as well as 30 the week before when no one has any time. We've tried to establish a timeline with previous Eboards and we could not get anyone to stick to the timeline because of the draining nature of the work. 30 responses out with a reasonable reading of the situation is selling ourselves short. We aren't staffed for this, it's all volunteer. I'd like to grow the staff so we can get to that capability. We're at the forefront among similar organizations, which I say to point out that we don't really have anyone we can turn to and say “please help”. We can't recruit fast enough. It's a nice goal that I don't think we will ever be able to perform. As Kris was saying there's a lot of back and forth and it takes a while to talk through the situations. Sometimes people are slow to respond. It's reasonable under our current

workload, offering 1 to 2 weeks to respond, which adds up. “Here’s the report, here’s how we understand it, do you have anything to add?” It’s a very careful balancing act we have to perform and I don’t think that, especially for the more complicated reports, we can’t make that timeline. When we have so many coming in at once, we have to triage. What IRs are we going to handle first with minimal staff? Currently, we’re tackling the more egregious ones first, but we occasionally need to take breathers and get to the simpler ones... but my sense of the community is that we should be focusing on the ones that might result in serious action.

Melissa: a couple points regarding this. I want to start with the question with what happens to an incident reports if we don’t get in touch with them in time. I don’t want them to drop off the radar because the initial time frame is missed. I don’t want to say we need to deal with something in 4 weeks or we don’t deal with it at all. Notice gives someone time to circle the wagons, to manipulate themselves out of consequences. On the other side of things, speaking for myself, I have a severe anxiety disorder, I get informed at the 4 week mark, it might not get dealt with for 3 or 4 months if it’s minor. I know I am not the only person like this in the organization/attends arisia. I think we should take care of those people too. I think if we want to shorten the time it takes to handle IRs, it would take 20 people. We don’t have that.

Etana: I want to clarify the idea of fairness in reporting. Whether you are reporting behavior you believe to be bad or you’re having your behavior reported, the concept of fair communication about that is different. Knowing that you’ve been heard relatively quickly allows the reporter to know they have been heard and this is something that will be investigated. So that is a fair value: correct. Is it fair from a values standpoint to tell someone an incident has been reported regarding behavior you may or may not have done at a time and a place but we still need to research it and we’ll get back to you eventually? Or is that causing undue harm to the person whose behavior is being reported? I would argue it does. I would also say we’ve been speaking as if you’re presumed guilty until not. We don’t know anything until we’ve researched and gotten all the puzzle pieces. Would it cause undue harm to tell Winky my dog that she bit the leg off of someone when she knows she didn’t do it? She also knows she can’t make that argument until all of the other bits have come into play. She can’t defend herself. Fair doesn’t mean the same thing to everyone in every situation, perhaps values and emotions should not be the primary reason or even the secondary.

Rick: to Melissa’s point it does say to inform the basic facts. We tell you if you’re accused of biting someone’s leg off or misgendering someone. I have spoken to various people who have been subjects of reports and all of them are in favor of my amendment. I believe that we aren’t changing anyone’s mind, therefore I am calling the question.

Failed on a voice vote.

### **New Business:**

Sharon: I’ve been on the Postmaster team for mumble mumble years, it’s gotten to be more and more of a mess, the wiki isn’t correct, the naming conventions are misleading or inconsistent, there are questions about how aliases are added, and I believe this would be better if it were formalized as a committee.

MOVED to create a “Postmaster” Committee

Sol: also great to add oversight!

Sibyl: I appreciate that the committee wants to be formed. What is its purpose?

phi: to administer email systems of Arisia, as these people have already been doing for a while. We can also send them business separately.

Seph: why not make it a part of IT?

Rick: IT hasn't spent much time or thought on this.

Tanya: Sharon has bailed me out repeatedly; Postmaster is a year round job. There have been a lot of emergencies where if it were clearer I could have planned better.

Tikva: would these be the people giving the mailing list monitors powers?

phi: ostensibly, you could join, or it would be kept separate.

Passed on a voice vote.

MOVED to appoint Sharon as chair and phi, Ben, and Rick as members

Passed on a voice vote.

MOVED to amend the Policies by adding the following to Merchandise:

"IV. Sales Shirts will be set to one price for all sizes of shirts available. The price will be based on the higher of the prices set by the vendor Arisia is working with to produce the t-shirts."

Mike: For the past few years the idea was floated that the sales t-shirts should be one price, not separate prices for different sizes. I forget which year this started or from where it originated. One of the main reasons given was that charging people different prices for different sizes of shirt, while not intending to be a commentary on someone's physicality, did come off that way to some of our attendees. To defray the additional cost for larger shirts from the vendor we'd charge whatever the highest price was for all shirts. The cost between t-shirt sizes is not exorbitant. I think we should make it official policy and have it written down instead relying on a random staff member's ability to remember that this is the case and bring it up from year to year.

MOVED to strike "highest of the" (passed on a voice vote)

Seph: can we just strike the whole second sentence?

Rick: it gives guidance to whoever is setting the prices.

Matt: will should be replaced by should, if it's guidance.

Claudia: "based on" is vague enough already.

Kelly: let's get rid of the sentence. What if someday we want to put t-shirts on everybody who attends as advertising? It's an unnecessary complication.

Tanya: part of it is to have information not just in someone's head (the fact that we have used vendor prices)

Seph: wasted words

Failed on a show of hands (26 yes, 31 no).

???: can we strike the "t" in t-shirt? (accepted as friendly)

MOVED to replace "will" with "should" (passed on a voice vote)

Passed on a voice vote.

MOVED to create a “Code of Conduct Revisions” committee to review and revise our CoC and introduce the policy changes required to conform with Con Or Bust’s guidelines as soon as possible

EJ: are we empowering the committee to change the code of conduct?

phi: no, just to bring a proposal to the membership.

Sibyl: do you know who the members will be if this passes? (no)

JB: point of information, who is Con or Bust and why do we care?

phi: they provide scholarship for fans of color to attend conventions. They were once a fund for WisCon specifically, but expanded.

APC: I feel silly, but I have a point of minor discomfort voting for it when I don’t know what the Con or Bust guidelines are.

Lisa: our definition of harassment must

- include offensive verbal statements, physical contact, and actions other than physical contact (e.g., stalking, non-consensual photography or recording); and
- state that the convention prohibits harassment in relation to—at minimum—race, gender, sexuality, impairment, physical appearance, and religion \* **this is where we are non-compliant - we don’t list specific protected classes**
- state where and when it applies (does it extend to off-site events associated with the con, or to con-related online spaces? does it apply before the con, or after?)
- state what happens if someone violates it, including:
  - Who can report the harassment;
  - How to report the harassment. This must include a method of reporting that is not in-person and must include a method of reporting after the convention; and
  - The potential consequences for both the violator and the reporter, including what privacy the reporter will be provided and to what extent the con will take the reporter’s wishes into account when determining what action to take.

Tanya: I really like a committee with a clear mandate and a limited end date.

Passed on a voice vote.

### **Announcements:**

The March meeting will be on Sunday, 3/22; we still need to set a location.

Joseph: House of Toast East has various social media and will be using it for communication of location and toppings during the convention!

*Meeting adjourned at 3:41 PM.*

## December Treasurer's Report

November 19			Change
Odd Year - A19		\$9,644.15	\$0.00
Even Year - A20		\$9,813.35	\$353.80
<b>Corporate</b>			
<b>Reserved/Unspent</b>			
Two years expenses (CDs)	\$0.00		-\$41,716.08
Grant Fund Unallocated	\$956.09		\$0.00
Grant Fund Allocated	\$0.00		-\$600.00
Capital Equipment Unallocated	\$1,542.27		\$0.00
Capital Equipment Allocated	\$0.00		\$0.00
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$0.00		\$0.00
Scholarship Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$0.00		\$0.00
<b>Unspent Budget</b>	\$28,537.91		\$0.00
<b>Total Reserved</b>		\$32,058.27	-\$42,316.08
<b>Unallocated Funds</b>		\$27,233.90	\$38,592.22
<b>Total Corporate Funds</b>		\$59,292.17	-\$3,723.86
<b>Total Assets</b>		\$78,749.67	-\$3,370.06
<b>Total Corporate Income</b>		\$0.75	-\$2,890.27
<b>Total Corporate Expenses</b>		-\$3,724.89	-\$1,961.91

## Arisia 2021 ConChair Candidate Résumés

Sol Houser

### Convention (Arisia) Experience:

- attendee — 2015–present
- program participant — 2019–present
- at-con comms staff — 2019
- IRT staff — 2019
- executive board/corporate clerk — 11/11/18–present

### Relevant Employment Experience/Other:

- sole event logistics coordinator for year-long professional development cohort involving three one-day in-person workshops in three cities for ~45 participants, including hotel contracts, catering, communications, materials, and schedule

- naturally inclined to both brainstorming out of the box and bringing big ideas back to reality through planning and structure

Melissa Kaplan

Convention Experience:

Arisia Incident Response Team: 2019, 2020

Arisia Panelist: 2012-2016

Arisia Attendee: 2001-present

Transcending Boundaries Conference, Director of Publicity and Fundraising: 2015

Transcending Boundaries Conference, Co-Chair: 2014

Transcending Boundaries Conference, General Staff: 2012

Transcending Boundaries Conference, Director of Programming and Events: 2011

Transcending Boundaries Conference, Director of Hospitality: 2010

Pi-Con Panelist: 2011-2013

Organizational Experience:

Arisia Corporate Member: October 2018 - present

Arisia Corporate Mission Statement Committee: November 2019 - present

Arisia Social Committee: December 2019 - present

Arisia Long Range Planning Committee: October 2019 - present

Relevant Employment Experience:

Self-Employed, operating a solo mental health practice: March 2011 - present

Kim Riek

Arisia Convention Experience

2020: IRT Manager

2019: IRT Deputy

2011: Treasurer

2000-2001: Babysitter (I think)

Arisia Corporate Experience

MAL

IRMC

Other Convention Experience

Readercon Safety Chair 2012-2013

Fetish Flea IRT Deputy

Other Relevant Experience

I've had a somewhat varied career, but the short answer is medical claim billing coordinator, financial coordinator, and nanny. Outreach and education volunteer with The Network La Red.

- Patience
- Running large meetings
- Working with stakeholders with very different concerns
- Translating information from one set of specialized vocabulary to another



Rachel Tanenhaus

*[to be distributed separately]*

Ilene Tatroe

Arisia experience

- 2020: Assistant Division Head, Programming; Panelist
- 2019: Program Nexus Manager; Pre-con staff, Programming
- 2018: Program Nexus Staff & Event Liaison
- 2017: Program Nexus Staff
- 2015-2020 and (I think) 1997-1999: Attendee

Other convention experience

- 2000: Founding Board Member member of New England Interactive Literature (NEIL)
- 1998-2003: Intercon staff (including hotel liaison, assistant registration head, and press liaison/publicist)

Relevant job experience

As a software product manager for more than 15 years, I have experience:

- Project and program planning.
- Working with and leading teams, including cross-functional teams.
- Communicating information across multiple media, including email, documents, and through public speaking (meetings and presentations).
- Listening to and helping people overcome and solve challenges.
- For more information on my background, see my LinkedIn:  
<https://www.linkedin.com/in/ilenetatroe/>

## Membership List

This membership list is as of 11:59 PM on 01/05/2020. Please report any corrections to [clerk@arisia.org](mailto:clerk@arisia.org). Names in italics are non-voting members.

Wendee Abramo	Lenore Jean Jones	Jason Riek
Joseph Andelman	Rachel Kadel	<i>Micha Rieser</i>
Inanna Arthen	Matthew Kamm	Matt Ringel
Julia Austein	Melissa Kaplan	Phoebe Roberts
Priscilla Ballou	Terry Karney	Noel Rosenberg
E.J. Barnes	<i>Cari Keebaugh</i>	Andy Rosequist
Fred Bauer	Jeff Keller	Mink Rosequist
<i>Rob Bazemore</i>	Allan Kent	<i>A. Joseph Ross</i>
Noah Beit-Aharon	Michael Kerpan	Sharon Sbarsky
<i>Robert Berlet</i>	Jennifer Koerber	Kevin Schendell
Tone Bernard	Rick Kovalcik	Richard Schmeidler
James Boggie	David Kramer	Cate Schneiderman
Angela Bowen	Susan Kramer	JB Segal
Bridget Boyle	Chris Lahey	Kristin Seibert
Anna Bradley	Alex Latzko	Seph

Jonathan Breindel	Jodie Lawhorne	Allan Seyberth
Jack Brooks	Cody Lazri	Jude Shabry
Nicholas Brown	Cassandra Lease	Michael Sharrow
Michael A. Burstein	Henry Leong	Sibyl Shearin
Shen C	Ben Levy	Nicholas "phi" Sheckman
Brendon Chetwynd	Megan Lewis	<i>Cris Shuldiner</i>
<i>Todd Cooper</i>	Jesi Lipp	David Silber
<i>Brian Cooper</i>	Carol London	Rachel Silber
Heather Cougar	Ken London	Brad Smith
Tom Coveney	Glenn MacWilliams	Kris "Nchanter" Snyder
Elizabeth Crefin	Diane Martin	Jana Spencer
Jack Cullen	Claudia Mastroianni	Mike Sprague
Catelynn Cunningham	Richard Maynard	Jess Steytler
David D'Antonio	Alan McAvinney	Mary Stock
Kenneth Davis	Matt McComb	Sandy Sutherland
Elizabeth Doherty	John McDaid	Rachel Tanenhaus
Regis Donovan	Will McMain	Maria Taranov
<i>Kaiden Drew</i>	Penelope Messier	Ilene Tatro
Jan Dumas	Dale Meyer-Curley	Mike Tatro
Dennis Duquette	Erik Meyer-Curley	Gail Terman
Daniel Eareckson	Danny Miller	Emily Tersoff
Etana	Elliott Mitchell	Persis Thorndike
Kelly Fabijanic	Hope Moore	Dan Toland
Daniel Fairchild	Alex Morgan	Dorothy Trachtenberg
Sabina Fecteau	Skip Morris	Ed Trachtenberg
Allison Feldhusen	Eric Nielsen	Tom Traina
Jennifer Fitzsimmons-Gauger	Dan Noé	Heather Urbanski
Patrick Foster	Abby Noyce	Melia Vaden
Jaime Garmendia	Lia Olsborg	Pat Vandenberg
Lisa Goldstein	Mary Olszowka	Wendy Verschoor
<i>Adrian Gunn</i>	Peter Olszowka	Mark Waks
Erik H	<i>Sheila Oranch</i>	William Walker
Buzz Harris	Kris Pelletier	<i>Conor Walsh</i>
<i>Cheryl Haskell</i>	Melissa Perreira-Andrews	Tanya Washburn
Gregorian Hawke	Andy Piltser-Cowan	Renee Watkins
Joel Herda	Rex Powell	Kam Weiler
Lisa Hertel	Karen Purcell	Alan Wexelblat
Terry Holt	Danielle Reese	Michelle Wexelblat
Sol Houser	Shannon Reilley	James Wolf
Angela Howard	Mark Richards	Ellie Younger
Diana Hsu	Kim Riek	Dmitri Zagidulin
Crystal Huff		

## Executive Board - eboard@arisia.org

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

## Committees

<b>Budget - budget@arisia.org:</b> Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
<b>Code of Conduct Revisions [no email address]:</b> [vacant]
<b>Corporate Communications - corpcomms@arisia.org:</b> Sol Houser (chair), Etana, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger
<b>Corporate Inventory Control - cic@arisia.org:</b> Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
<b>Digital Assets Management - dam@arisia.org:</b> Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
<b>Fundraising - donations@arisia.org:</b> Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas “phi” Shectman, Rachel Silber
<b>Grants - grantsrequest@arisia.org:</b> Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
<b>Guest of Honor Search [no email address]:</b> Lisa Hertel, Kim Riek, Nicholas “phi” Shectman, Alan Wexelblat
<b>Hotel Search - hotelsearch@arisia.org:</b> Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
<b>Incident Review and Management - incidents@arisia.org:</b> Melissa Perreira-Andrews (chair), Jaime Garmendia, Rachel Kadel, Will McMain, Kris Pelletier, Kim Riek
<b>IT - it@arisia.org:</b> Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat
<b>Location Search [no email address]:</b> Gail Terman (chair), Etana, Sol Houser
<b>Long Range Planning - lrp@arisia.org:</b> Mink Rosequist (chair), Anna Bradley, Heather Cougar
<b>Mailing List Monitoring [no email address]:</b> Claudia Mastroianni and Rachel Tanenhaus
<b>Mission Statement - mission@arisia.org:</b>

Michelle Wexelblat (chair), Melissa Kaplan, Claudia Mastroianni, Richard Maynard, Will McMMain, Kris “Nchanter” Snyder, Mike Sprague, Ilene Tatroe
<b>Postmaster - postmaster@arisia.org:</b> Sharon Sbarsky (chair), Rick Kovalcik, Ben Levy, Nicholas “phi” Shectman
<b>Relaxacon - relaxacon@arisia.org:</b> Sol Houser and Rick Kovalcik (chairs)
<b>Social [no email address]:</b> Sol Houser (chair), Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, Alan Wexelblat
<b>Student Contests - student-contests@arisia.org:</b> Kris Pelletier (chair), Anna Bradley, Johnny Healey, Allison Holt, Terry Holt, Skip Morris, Abby Noyce, Mike Sharrow, Mike Sprague, Carolyn VanEseltine, Conor Walsh

## Storage Keyholders - keys@arisia.org

Julia Austein	Diana Hsu	Skip Morris	Nicholas “phi” 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	<b>January</b>	<b>\$16</b>	April	\$10	July	\$4
November	\$20	February	\$14	May	\$8	August	\$2

## Calendar

- The February corporate meeting is Tuesday, February 25th from 7:00 to 9:00 PM at PTC, 121 Seaport Boulevard, Boston, MA 02210.
- The March corporate meeting is Sunday, March 22nd from 2:00 to 4:00 PM at a location TBD.

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