



Mentor Contents

The Newsletter of Arisia, Incorporated

Volume 30, Issue 274, August 2020
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Reminder: Renew your membership!

Membership dues at the August meeting are **\$2** - joining and attending the August meeting will satisfy the meeting attendance requirement for voting at the next meeting. You will be considered an "existing member" at the September meeting, which is the annual meeting where officer elections will happen. You cannot join the corporation at the September meeting and still vote in the officer elections.

At the September meeting, if you are an **existing member**, you must renew your existing membership **before** officer elections are held in New Business to be able to vote in the Elections. Dues are **\$24** for the year.

Existing members who don't plan to vote at the September meeting have until the end of September to renew your membership to keep voting rights going forward. A reminder email will be sent out to those that have not renewed by the end of the September meeting.

To join or pay your dues for the upcoming year, use the Paypal buttons at <https://corp.arisia.org/membership>.

About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **August 25 from 7 pm to 9 pm Eastern**, by Zoom teleconference. The link to the meeting will be distributed over the corp-announce email list in advance of the meeting.

The Executive Board has voted to allow members to participate in any meeting of members by remote participation, pursuant to section 16 of "An act to address challenges faced by municipalities and state authorities resulting from COVID-19". This session law, passed April 3, 2020, allows us to hold remote meetings and treat attendees at remote meetings as present, until 60 days after the current state of emergency is lifted.

The quorum for the August corporate meeting is **25**, based on 51% of the average attendance of the last three meetings $((54+49+45)/3 \times 0.51 = 25.16)$.

Please submit all proxies in advance by email to corp-proxies@arisia.org (a mailing list which will be seen by all subscribed corporate members) and CC the proxy holder.

At the August corporate meeting, the Eboard will be reporting on an action under the Disciplinary Process. Please note that the IRs below comes with the following **content warnings: mental illness, white supremacy, alt-right symbology, coercive age-inappropriate relationships, sexual assault.**

Arisia received an IR in September 2019 regarding the behavior of a corporate member on the corporate mailing list. Their response to another corporate member was reported as rude, disrespectful, and not in the best interest of the convention. The subject of the report later mailed an apology to the reporter. The IRMC recommended this IR be closed with no further action as they determined that there was no Code of Conduct violation. The EBoard voted to approve this recommendation.

The Eboard received an IR regarding the behavior of a member of the IRMC on the staff-discuss list in 2020. The report states that the subject's response to an email sent to the corporate mailing list was "over the top", and that the subject of the IR should be held to a higher standard. After looking into this report and under the tone policing guidance the IRMC received from the corporation, the IRMC recommended this IR be closed with no further action as they determined that there was no Code of Conduct violation. The EBoard voted to approve this recommendation.

Arisia received an IR regarding the behavior of an Arisia program participant in email interactions with Programming shortly before A'19. The IR described the subject's behavior as retaliatory and said that the emails contained unsubstantiated accusations. After not being invited back as a panelist, the subject of the IR again contacted Programming with accusatory emails. After looking into this report, the IRMC realized that the Eboard/Committee of that time did not open an IR regarding the participant's concerns, which the IRMC feels should have been done. The IRMC recommended this IR be closed with no further action as they determined that there was no Code of Conduct violation. The EBoard voted to approve this recommendation.

The IRMC received an IR regarding an Arisia staff member's performance during A'19 as reported in the December 2019 Mentor. The recommendation on that IR was to issue a 3-year staffing restriction (the subject of the IR can still volunteer but cannot hold a position of Area Head or higher, or one that entails supervisory authority over other volunteers). This result was sent back to the committee to investigate further as the IRMC's original inquiry did not discuss all areas of the IR. After reaching out to the subject of the IR for further information, the IRMC received legal notice of a cease and desist letter and notice that the subject would be cutting all ties with Arisia, both corporate and convention. The IRMC recommended upholding the original decision and ceasing all further contact. The EBoard voted to approve this recommendation.

Arisia received an IR at A'19 regarding an on-duty Watch member who was dancing instead of observing at a dance. The subject of the IR was approached by another Watch member who explained that it was not okay to be dancing while on duty. The subject of the IR was removed from the Watch

after further disclosing that they had interacted with a female attendee who had what seemed to be a dissociative episode afterward. An additional informational report was submitted by another staff member who was concerned that the original IR had been made due to racial profiling. The IRMC recommended that this IR be closed with no further action as they determined that there was no Code of Conduct violation. The EBoard voted to approve this recommendation.

Arisia recently received an IR regarding the behavior of a member of the Eboard over email. The subject of the IR reacted to the anger of the reporter by asking them not to contact the subject on that topic again and suggesting that the reporter's angry email bordered on a Code of Conduct violation. Due to lack of clear policy regarding what should be done if a member of the Eboard feels that they are being abused or harassed in their official position, and the fact that the subject of the IR has recognized the problem in their email responses and apologized for creating the appearance of preventing access to Arisia leadership, the IRMC recommended that a warning be given. The IRMC also recommended that Arisia consider instituting a more specific written policy that will make it clear what is and is not appropriate in the future. The EBoard voted to approve these recommendations.

Arisia received an IR at A'20 regarding a Watch staff member with a Kekistan flag patch on their jacket. The Watch DH was notified and told that the staff member needed to cover the patch or otherwise make it not visible. Later the same staff member was seen with tape over the patch with the word "cowards" written on it. During the IRMC's investigation post-A'20, they found alt-right language in the staff member's email address, and that the staffer had volunteered for Safety and registered for hosting parties for at least 2 years while not being registered for the convention. The IRMC recommended an attendance ban of 2 years (for ghosting the convention while volunteering), and a further indefinite attendance ban after that (for wearing a symbol of white supremacy while working in a Safety role), until the subject of the IR engages with the Arisia Disciplinary Process. The IRMC further recommended the following steps to prevent such lapses in the future: That the Convention Committee confirm all party hosts have active membership. That the Watch address their policy of members wearing a convention security badge in a way that covers their Arisia membership badge. That the Convention train managers to verify their volunteers have memberships and ensure their badges are worn. The EBoard voted to approve these recommendations.

Arisia received an IR in August 2018 that an Arisia program participant and long-time attendee had engaged in a coercive and inappropriate relationship with a 16 year old. Postings on a social media site regarding the particulars of the relationship were included in the IR. Investigation determined that the subject of the IR had been forced out of another local organization and barred from program participation in their events due to this and other behavior. The subject of the IR was provisionally banned from attending A'19 and A'20. After looking into all of the information, the IRMC recommended a permanent attendance ban. The EBoard voted to approve this recommendation.

Arisia received an IR at A'20 regarding a member of the Watch. An attendee recognized the subject of the IR while he was working in the Dealer's Room as the person that had sexually assaulted their sister in 2016 while he was visiting her at college. After looking into the matter, the IRMC recommended a permanent attendance ban. The EBoard voted to approve this recommendation.

July Corporate Meeting Summary

The meeting was conducted over Zoom and called to order at 2:02 pm.

There were 45 members attending: Vivian Abraham, Wendee Abramo, Joseph Andelman, Julia Austein, Priscilla Ballou, E. J. Barnes, Daniel Eareckson, Kelly Fabijanic, Allison Feldhusen, Jaime Garmendia, Etana Goldman, Lisa Hertel, Diana Hsu, Rachel Kadel, Melissa Kaplan, Rick Kovalcik, Chris Lahey, Henry Leong, Ben Levy, Megan Lewis, Ken London, Claudia Mastroianni, William McMain, Danny Miller, Elliott Mitchell, Alex Morgan, Kris Pelletier, Melissa "MPA" Perreira-Andrews, Karen Purcell, Shannon Reilley, Kim Riek, Sharon Sbarsky, Richard Schmeidler, Sibyl Shearin, Nicholas "phi" Shectman, David Silber, Rachel Silber, Michael Sprague, Sandy Sutherland, Rachel Tanenhaus, Maria Taranov, Ilene Tatroe, Mike Tatroe, Dan Toland, Michelle Wexelblat

Proxies:

- Jesi Lipp to Kris Pelletier
- Jennifer Fitzsimmons-Gauger to Kelly Fabijanic
- Kris "Nchanter" Snyder to Jaime Garmendia
- Carol London to Ken London
- Alan Wexelblat to Michelle Wexelblat
- Jodie Lawhorne to Lisa Hertel
- Persis Thorndike to Rick Kovalcik
- Nick Brown to Melissa Kaplan
- Regis Donovan to Claudia Mastroianni
- Jan Dumas to E.J. Barnes
- JB Segal to Allison Feldhusen

Proxies during meeting:

- Fred Bauer to Sharon Sbarsky
- Ellie Younger to Kelly Fabijanic
- Lenore Jean Jones to Sibyl Shearin
- Alex Morgan to David Silber

Corrections to June minutes: None
MOVED to accept minutes: vote passes unanimously

Eboard Report

We voted to authorize the IRMC to reach out publicly to gather information about an incident, with guidance on how to do that.

The Eboard is reporting on a number of actions under the Disciplinary Process. Please note that the IRs below come with the following **content warnings: rape**.

Arisia received an anonymous offsite rape disclosure at A'16. This report was found in 2019 while going through the A'16 reports labeled "no action needed". We believe it was filed this way as the reporter did not request any action to be taken. A member of the Watch was pulled aside by the reporter while being dispatched to the pool for another issue. The reporter disclosed that they had been raped multiple times offsite by someone who was attending A'16 on behalf of another local event. At the time of the report, the reporter had not seen that person at the convention. The Watch member gave the reporter a card for BARCC and urged them to reach back out to the Watch if there was anything further they could do as well as reaching out to BARCC for assistance if able. The IRMC looked into this report and confirmed this was not brought to the Eboard post-con. While the subject of the report has decided not to return to the convention, we recommend the Eboard permanently ban them from attending Arisia. The Eboard voted to approve this recommendation.

Officer Reports

President's Report

HOTEL: Wendy Verschoor, Matt Ringel, and phi met with the hotel a little more than a week ago. Hotel is closed, will open at the end of the month. The 25-person (in the hotel) limit is still

imposed; they're lobbying to have that raised to 200. Phase 4 will not happen by Arisia. Go/no-go date is Sept 15; if nothing changes Arisia will be all-online. No effect on prior settlement, no penalties for this decision. Phi thinks it is unlikely there will be a change and so we're preparing for the convention to be all-online.

Vivian asks about hotel contracts. We have the Westin through 2023. 2021 is our last year with the Aloft.

MOVED to add Alan Wexelblat, Ilene Tatroe, Karen Purcell, and Mink Rosequist to the anti-racism committee. Seconded by Vivian. Vote on the appointments: passes 34-0.

MOVED to amend our Code of Conduct, where it currently reads: "The general principles of this Code of Conduct apply to the Arisia convention and also to all the activities of the convention committee, whether before or after the convention."

Motion will replace "**all the activities of the convention committee**" with "**all Arisia activities**".

EJ: Worried that the phrasing is ambiguous. Would rather explicitly mention the corporation.

Phi: Suggests changing "**all Arisia activities**" to "**all Arisia convention and corporate activities**"

EJ: So moved.

Seconded by Melissa K.

Claudia: unsure if Ben Levy's email regarding the preface of the Code of Conduct needs to be addressed first

Phi: Intent of CoC is to apply in a broader sense. Could be cleaned up to decide if it was spelled out the way we meant it. Large hole, should be relatively easy to clean up.

Michelle W: How does "activities" relate to things like mailing lists?

Phi: Yes, we need to spell this out. But I'm hesitant to spell out everything that could possibly apply.

Michelle: Friendly amendment for the addition of the words "**and communications**".

Phi: Accepted.

Danny: Would it be easier to make it "Arisia spaces, physical and online?"

Motion as voted on is to change "**all the activities of the convention committee**" to "**all Arisia convention and corporate activities and communications**"

Vote on motion: passes 29-0.

MOVED to set the time and date of the October meeting to Tuesday, October 13 at 7 pm.

Meghan: What is the likelihood of a physical October meeting or annual September meeting?

Phi: Given the government's guidance there will not be physical meetings for a while.

Vote on motion: passes 33-0.

Ilene: I usually rely on the calendar -- would like to see a more-updated calendar.

Kelly: Remind me of Sept. meeting time; I'll update the calendar.

Waiting until new business to deal with the location of the August meeting.

Treasurer's Report

Spending is within the approved budget.

Joining at this meeting is \$4 and if you pay before the meeting ends, your attendance will

count so that you can vote at the Aug meeting. September is when dues renew; cost is \$24. Membership waivers can be requested by sending to eboard@. No proof required.

Michelle: When can we renew?

Kris: We're now in the next fiscal year, renew whenever.

Vivian: My understanding is that, if you want to vote in September, you have to join **and** attend in August?

Kris: IF you're not already a member, yes.

Arisia 2021 Conchair/Treasurer Reports:

Likely to be online. Info about Division Head appointments etc. went out to staff-discuss@.

MOVED to allow paid Arisia 2021 memberships to be refunded or rolled over to Arisia 2022 for the asking, through December 31.

Note that if we institute lower-cost or free online membership rates for Arisia 2021 these would **not** roll over to Arisia 2022.

Kelly: These rollovers as well as refunds would need to be processed 1 at a time.

Claudia: Let the default action be "roll over" and if a refund is desired, we do that?

Phi: I may come back to it but having seen the impact of the default (WisCon), I'd rather not have someone left without a membership.

Kelly: Thoughts on how easy it will be to see if someone used their membership for 2021 so we can track rollover or mark whether the registration was used?

Phi: We'll also need ways to track who's at the (online) con. We need to select tools to help do that.

EJ: Will comps work the same way as for an in-person con?

Phi: Probably not. We don't have an answer for that yet. People who have earned comps may want to roll them forward. We'd like the experience of casual volunteers to be seamless (in addition to people who volunteer every year). Possibly all same-year comps for A'21?

Vote on the motion: passes 32-0.

Sharon S: Have GoHs been contacted about virtual Arisia?

Phi: If they haven't been contacted, they will be shortly (we're drafting something).

Michelle: Jacqui isn't here -- I was supposed to give feedback and didn't get to it due to family issues until today.

Ben: Should it be "A'21 memberships purchased prior to xx/xx/2020"?

Phi: We don't know when that date will be -- and we're still selling memberships on the site.

Kelly: Date should be in email that goes out. Refunds/rollovers are for live memberships not virtual ones. No need to hardcode into policy.

Rick: If we set rates before we amend this, people might be mad. Setting rates & dates at same time works.

Claudia: Isn't this con rather than corporate stuff?

Phi: we'll be revisiting when con-specific stuff happens.

Committee Reports

Corporate Inventory Control

Rick: David S. borrowed some stuff.

Lisa H: If we're going to be virtual, sometime before December, we should let the landlord know we won't be plugging in the fridges.

Incident Review and Management

There are open IRs on Vivian and Sibyl.

We have three topics to discuss:

Topic 1: Regarding asking for information on IRs publicly: sometimes we can't track down someone who was reported. Should we ask publicly for this info? (Feel free to email eboard@ if you don't want to comment here.)

Michelle: No way to easily do this without disclosing something about the IR. Mental health PoV means that you'll have *opinions* on the person reported on rather than facts. For example, people who are mad about something that happened to them.

Lisa: Maybe we should bring this to the corp list? For better discussion.

MPA: Sure.

Mike S: So, this seems like a bad idea as everyone with an axe to grind with Arisia over the past N years will come out of the woodwork. Also, it will cause more Fear Uncertainty or Doubt than it reduces. Even among non-bad actors (tmike, Claudia, Sibyl agree).

Vivian: This would not be an open-ended request e.g. "do you know anything about this public altercation", rather "there is specific info we'd like from witnesses, could they please contact us".

Jaime: (gives a real example from a couple of years ago for putting focused questions out to the public) Either we acknowledge we will hit walls in our investigations of IRs, or we allow some public queries. What sorts of reports would be good for this type of query?

Megan L: I'm concerned about saying "we're looking for someone because of an incident". Are we going to ask about generic people or specific people? Are we going to say why we need to contact them?

Melissa K: A lot of it is up to the IRMC to craft the questions and show appropriate judgement about what to say.

Phi: It would go to the corporate list.

Vivian: They would be run by the eboard before being sent.

Jaime: Also, what venue(s) would be appropriate to ask these questions in?

Topic 2: Regarding Jaime & Will's Code of Conduct interpretation guidelines on tone policing.

MPA: We believe that people have the right to react in anger and disappointment to acts of racism, sexism, and other speech or behavior that violates the Code of Conduct. Policing that reaction as additional violations of the Code of Conduct is counterproductive, and in fact discourages people from calling out bad behavior. Arisia values the public callout of bad behavior more than it values the feelings of people whose bad behavior gets called out. While we encourage anyone to file an Incident Report any time they feel the Code of Conduct has been violated, people acting in enforcement roles in Arisia (including but not limited to IRMC and mailing list monitors) should endeavor to focus on addressing actions that violate the Code of Conduct rather than on policing the tone of people who react to Code of Conduct violations in ways that do not fall within the bounds of civility or politeness.

Etana, Dr Karen, Tivka, Michelle, Wendee, Danny, Mike S., Ilene, Claudia, Priscilla: agree

Rick: {something - missed the comment}

Kris: Community is not asked to make that determination. We're asking for advice. If you think a line has been crossed, feel free to raise an IR. The community has 2 opportunities to address each IR (and potentially overturn).

Sharon S: On the mailing list, try not to reply in anger no matter how you feel about what's

being said. Insert a time lag. Staff are held to a higher standard.

Melissa K: But sometimes silence = agreement. People want to know that others have seen some behavior as wrong. If IRL calling out causes “bad” behavior (such as throwing a punch or yelling at someone) and we allow IRs based on that - bad.

Etana: Civility is the weapon of the oppressor. What civil or sane looks like is often determined by whether you are white, cis, abled. not mentally ill, etc.

Phi: We’re at time, continue? (Votes say no.)

Topic 3: We’d like to make sure that items coming into the Eboard that might be IRs will be forwarded to IRMC.

Kris P: Not everyone knows the IR process. IF they bring an IR to the eboard, they may assume that “Arisia” knows about it and it will be handled. That’s not currently the case.

Phi: People think that all the pieces of Arisia are in communication. We’d like to make that more the case in reality.

Vivian: Everyone wears multiple hats and does a juggling act. Sometimes it makes it harder to figure out where our attention should be. This will help matters.

Rachel K: A “shoal” we could run into is, if someone says something rhetorical, it could be seen as an IR.

Sibyl: Eboard would become mandated reporters -- is that correct?

Kris P: I don’t see it as that. IF a reporter tells us that they don’t want to take action, we generally don’t do anything.

Sibyl: Do IRs get retained forever?

Kris: Yes, with the intent that future reports might be relevant.

Melissa K: I am a mandated reporter, and I don’t see it as that. If the eboard gets an email with a description of an incident that might result in an

IR, the first step is to ask the person if they wanted to submit an IR. If they say no, there’s no requirement to do so.

Vivian: What Melissa said. We have good resources online to explain the different parts of Arisia. But even so, people might just send email assuming Arisia is a monolith. This will ensure that reasonable stuff happens.

Rick: We’re mostly already doing that; we just need to not let stuff fall through the cracks.

Thanks to the IRMC for doing all this work.

Unfinished Business

MOVED (and seconded) to remove the stray “to” in the bylaws motion, to now read “read or hear the proceedings”.

Vote on the motion: passes 33-0.

Voting on the Bylaws change:

In section 2.7, replace "**in the flesh**" with "**and able to participate**".

Entire new text of 2.7: A quorum for a meeting is fifty-one percent (51%) of the average of the General members in attendance at the previous three (3) Corporate Meetings, or eight (8) General members, whichever is greater, present and able to participate.

In section 10 (definitions), add a new definition: (h) "Location", as applied to meetings of the corporation or the board, means either a physical place, or any mechanism, such as a video conferencing system, that can provide members and proxy holders a reasonable opportunity to participate in the meeting and to vote on matters submitted to the members, including an opportunity to read or hear to the proceedings of the meeting substantially concurrently with such proceedings, pose questions and make comments.

Danny: Is that the only change in 2.7?
Phi: Yes. Is there other discussion? (no)
Voting on bylaws amendment: passes 29-0.

New Business

MOVED (and seconded) to repeal policy MEETINGS:VI, which currently reads:
Any Corporate Member wishing to participate in a Corporate Meeting must do so in person or via a proxy (as described in the Bylaws). If they wish to participate via a proxy, it is up to the Corporate Member to arrange with their proxy how they are kept informed of the progress of the meeting.

Michelle: Is there anywhere else in the bylaws that mentions proxies?

Phi: This doesn't get rid of proxies, but just opens up how one might participate in a meeting (versus only in person or online).

Rick: I'd be more comfortable saying "must do so directly or via a proxy".

Phi: The way to do this is to accept/defeat this motion and make another motion to do that.

Voting on motion: passes 25-6.

Rick: MOVED to add a new MEETINGS:VI section:
Any Corporate Member wishing to participate in a Corporate Meeting must do so by attending the meeting or via a proxy (as described in the Bylaws). If they wish to participate via a proxy, it is up to the Corporate Member to arrange with their proxy holder how they are kept informed of the progress of the meeting.

Motion is seconded.

Kelly: Is it *proxy* or *proxy holder*?

Phi: *Proxy* is grammatically correct, sense of the motion is clear.

Michelle: *Proxy holder* is the person who is acting on the proxy.

Voting on motion: passes 25-0.

MOVED to set the location of August, September, and October meetings to Zoom: passes 30-0.

Lisa: Rates in Policies should not apply to a virtual convention.

MOVED to add under Convention Policies XVII: "The above rates shall not apply to an online event."

Ben: How about "The eboard may set alternate prices for a virtual convention."

Phi: We're basically doing that.

Sandy S: *Online* or *virtual*, which is the better word?

Kelly: Is it the Eboard, or a corporate body, or the concomm that would set rates for a virtual convention?

Rick: Rates should be approved by the corporation.

Phi: Yes, that's our intention.

Kelly: maybe "Govern rates for an online event"?

Lisa: Substitute "need not" for "shall not".

Motion is now to add under Convention Policies XVII: "The above rates need not apply to an online event."

Voting on motion: passes 30-0.

Announcements

- Eboard: Thank you to Rick Kovalcik and MIT for the use of the Zoom account.
- Michelle: ConZealand is coming up, and it's all virtual. They've already started having pre-con events. Check them out!
- Claudia: Hugo voting ends Wednesday/Thursday around midnight.
- Sharon S: Virtual fan table and party are also available for ConZealand.
- Sharon S: NESFA ReConvene is happening 8/15 11am-5pm, \$10 registration, donations welcome. Panels, gaming, art show, book tables are available. Schedule is coming soon. <https://reconvenesff.com>
reconvene@nesfa.org.

Meeting adjourned at 4:37 pm.

Membership List

This membership list is as of 07/19/2020. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

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

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

Executive Board - eboard@arisia.org

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

Committees

Anti-Racism [no email]: Vivian Abraham and Etana (co-chairs), Alan Wexelblat, Ilene Tatroe, Karen Purcell, and Mink Rosequist
Budget - budget@arisia.org: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
Code of Conduct Revisions [no email]: Mike Sprague (chair), Kelly Fabijanic, Jennifer Fitzsimmons-Gauger

Corporate Communications - corpcomms@arisia.org: Sibyl Shearin (chair), Justin du Coeur, Etana, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger
Corporate Inventory Control - cic@arisia.org: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
Digital Assets Management - dam@arisia.org: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
Fundraising - donations@arisia.org: Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas “phi” Shectman, Rachel Silber
Grants - grantsrequest@arisia.org: Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
Hotel Search - hotelsearch@arisia.org: Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
Incident Review and Management - incidents@arisia.org: Melissa Perreira-Andrews (chair), Vivian Abraham, Jaime Garmendia, Will McMain, Kris Pelletier, Kim Riek
IT - it@arisia.org: Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat
Location Search [no email]: Gail Terman (chair), Etana, Sol Houser
Long Range Planning - lrp@arisia.org: Mink Rosequist (chair), Anna Bradley, Heather Cougar
Mailing List Monitoring - monitor@arisia.org: Claudia Mastroianni and Rachel Tanenhaus
Mission Statement - mission@arisia.org: Michelle Wexelblat (chair), Melissa Kaplan, Claudia Mastroianni, Richard Maynard, Will McMain, Kris “Nchanter” Snyder, Mike Sprague, Ilene Tatroe
Postmaster - postmaster@arisia.org: Sharon Sbarsky (chair), Rick Kovalcik, Ben Levy, Nicholas “phi” Shectman
Relaxacon - relaxacon@arisia.org: No members at this time
Social [no email]: Sol Houser (chair), Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, Alan Wexelblat
Student Contests - student-contests@arisia.org: Kris Pelletier (chair), Anna Bradley, Johnny Healey, Allison Holt, Terry Holt, Skip Morris, Abby Noyce, Mike Sharrow, Mike Sprague, Carolyn VanEseltine, Conor Walsh

Storage Keyholders - keys@arisia.org

Current keyholders are: Julia Austein, Fred Bauer, Lisa Hertel, Sol Houser, Diana Hsu, Rick Kovalcik, Paul Kraus, Ben Levy, Skip Morris, Dan Noé, Kris Pelletier, Kristin Seibert, Nicholas “phi” Shectman, David Silber, Al *Hobbit* Walker, Ellie Younger

Subscription & Dues Information

Subscription to Mentor is included with corporate membership. Corporate membership runs from September 1st to August 31st and requires a dues payment of \$24. Dues are prorated on a monthly basis for members joining throughout the year. Requests for dues waivers may be submitted by email to the Executive Board at eboard@arisia.org.

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

Calendar & Meeting Times

- August meeting, online via Zoom. August 25 at 7 pm Eastern.
- September (elections) meeting, online via Zoom. September 12 at 2 pm Eastern.
- October meeting, online via Zoom. October 13 at 7 pm Eastern.



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