



Mentor

The Newsletter of
Arisia, Incorporated

Volume 32, Issue 276 October 2020,
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About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **Tuesday October 13, from 7-9pm** 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 October corporate meeting is **27**, based on 51% of the average attendance of the last three meetings $((63+50+45)/3 \times 0.51) = 26.86$.

Please submit 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. Please send all proxies for the October corporate meeting to corp-proxies@arisia.org, and CC the proxy holder.

At the October corporate meeting, the Eboard will be reporting on a number of actions under the Disciplinary Process. Please note that the IRs below come with the following **content warnings: abuse of women....**

- Arisia received a new report about a former Masquerade staffer who had been banned from attending for three years and from staffing permanently. This report detailed several additional incidents. After looking into the report, the Eboard has decided to make the previously issued attendance ban permanent.
- Arisia was made aware of numerous reports of abuse of women generally by an Arisia staff member and panelist. After looking into several of the reports, the Eboard has decided to permanently ban this person from attending Arisia events.
- The IRMC received a report concerning a series of emails between a corporate member and an Arisia Eboard member on the eboard mailing list. In these emails, the eboard member reacted to the anger of the corporate member by asking the corporate member not to email them again on the topic. While generally speaking, people should be able to set reasonable boundaries on what sort of private email they want to receive, when an

eboard member does so on the eboard mailing list, it prevents access to the eboard by members of the Arisia corporation and community. Given that Arisia does not have a specifically spelled-out policy on this, and that the eboard member has recognized the problem with her responses, 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 accept this recommendation. This incident pertains only to the email thread in question, and additional issues around the publication of the incident in August are being handled separately.

September Corporate Meeting Summary

The meeting was conducted over Zoom and called to order at 2:12 PM.

There were 56 people in attendance: Wendee Abramo, Daniel Abraham, Vivian Abraham, Julia Austein, Joseph Andelman, Priscilla Ballou, E. J. Barnes, James Boggie, Nick Brown, Heather Cougar, Jan Dumas, Daniel Eareckson, etana, Kelly Fabijanac, Allison Feldhusen, Jennifer Fitzsimmons-Gauger, Jaime Garmendia, Lisa Hertel, Diana Hsu, Rachel Kadel, Melissa Kaplan, Rick Kovalcik, Chris Lahey, Jodie Lawhorne, Henry Leong, Ben Levy, Megan Lewis, Ken London, Claudia Mastroianni, William McMain, Elliott Mitchell, Hope Moore, Alex Morgan, Melissa "MPA" Perreira-Andrews, Karen Purcell, Shannon Reilly, Kim Riek, Andy Rosequist, Mink Rosequist, Sharon Sbarsky, Richard Schmeidler, Cate Schneiderman, Jason Schneiderman, JB Segal, Kylie Selkirk, Nicholas "phi" Sheckman, Mike Sprague, Sandy Sutherland, Rachel "Tikva" Tanenhaus, Maria Taranov, Mike Tatroe, Gail Terman, Daniel Toland, Ed Trachtenberg, Conor Walsh, Alan Welexblat, Michelle Wexelblat

Proxies:

1. Ilene Tatroe to **Mike Tatroe**
2. Tanya Washburn to **Mike Sprague**
3. Daniel Miller to **E.J. Barnes**
4. David Silber to **Alex Morgan**
5. Carol London to **Ken London**
6. Rachel Silber to **Diana Hsu**
7. Anna Bradley to **Alan Wexelblat**
8. Alex Latzko to **Rick Kovalcik**
9. Regis Donovan to **Claudia Mastroianni**

10. Persis Thorndike to **Rick Kovalcik**
11. Glenn MacWilliams to **Hope Moore**
12. Kris Pelletier to **Jaime Garmendia**
(taken back at 16:18)
13. Megan Lewis to **Julia Austein**
14. Melissa Kaplan to **Nick Brown**
15. Kelly Fabijanac to **Diana Hsu**

Thank you to Rachel Kadel for minding our queue and Julia Austein and etana for taking notes.

Corrections to the September Minutes:

Daniel Abraham was a member as of the August meeting, so the attendance was 50 members, not 49.

MOTION to approve the minutes of the August 2020 meeting. PASSED via voice vote

Officer and Committee Reports

Eboard report:

Voted to approve 2 dues waivers.

President's report:

I signed a petition to the city of Somerville to advocate for protection and relief for arts and culture in Somerville.

MOVED to set the date of the December meeting to Tuesday, December 15 at 7PM
PASSES 36-1

Treasurer’s report:

To join at this meeting is \$24, and due to the state ruling, this online meeting will count as your first attended meeting.

Committee Reports

Anti-Racism:

The anti-racism committee met on August 15. We do not have any proposals yet to bring before the corporate membership. Ilene has resigned as a member of the committee. Vivian is stepping down as co-chair, but will remain a committee member. We are actively seeking new members: white people who have begun taking the time to self-educate on these topics, and/or people of color who are willing to work alongside white people as we do this work.

Corporate Inventory Control:

Committee will wait until after official announcement of whether Arisia 2021 will be virtual to contact landlord regarding the plugging in of fridges.

Incident Review and Management:

The IRMC did not have incidents to report out at this meeting. The IRMC is always happy to take applications for volunteers. Volunteers average 2-5 hours/week of work. Thanks to Will McMMain for supplying the following data:

| | Arisia 2019 | Arisia 2020 |
|-----------------|-------------|--------------|
| Open | 15 | 27 (11 post) |
| Closed | 53 | 12 |
| No Action Yet | 4 | N/A |
| Initial Contact | 4 | 19 |

| | | |
|----------------------------|-----|-----------------|
| Subject Contact | 1 | 1 |
| IRMC Assessment Required | 1 | |
| Follow-up | 4 | 3 |
| Ready for Eboard Vote | 1 | 2 |
| Requires notification sent | N/A | 1 |
| Closed COC Violation | 47 | 8 |
| Closed No COC Violation | 6 | 4 |
| Total | 68 | 39 (2 post-Con) |

One current Eboard nominee has a report filed against them at the time of annual elections [see “Annual Elections”]

Mission Statement:

The group meant recently to discuss splitting things into 2: a mission statement and a diversity statement to reflect comments that have been received. The statement will be posted to the Corporate list as early as the week of September 14, 2020.

Arisia 2021:

Two new divisions have been created; Access and Remote Conferencing. Justin du Coeur has been appointed to Remote Conferencing division head.

There is a meeting upcoming between the Hotel division head, Eboard president and representatives of the hotel to determine whether Arisia 2021 will be virtual. Guests of Honor have been notified of this.

If you think of something, please reach out to conchair@arisia.org. Don’t think that you’ve lost your chance.

Old Business:

MOTION [by Conor Walsh] to designate any money taken in from the Arisia 2021 \$75 membership rate not used to pay for scholarships to Arisia 2021 be donated to Violence in Boston.

Conor Walsh: UNTABLE motion. Suggests designating at least 1 group that the Corporation supports in advance of A'2021. Suggests local groups working to end police brutality against people of color, including MA Bail Fund, ViB, Comics in Color, FIYAH. Would like to see this not limited to science fiction/fantastic/speculative fiction conventions/communities.

Open discussion: concerns regarding spending money before the Con is held, considering cost of putting on a virtual convention.

Phi: The point of a budget is that we can spend money in the budget regardless of whether the income has happened yet. It is possible that this will be the difference between the convention being a surplus or not. Arisia 2020 made enough money that we will not go under with the possible size of shortfall this year.

Open discussion: costs for additional Con expenses, such as closed captioning for live streams is not calculated. Belief that people are more likely to give directly to Con scholarships instead. Recreation of Jeans Fund (set amount of money goes to a local cause).

Clarification: donation funds would be drawn only from the \$75 memberships that aren't used to pay for convention scholarships.

Open discussion: there is no 'blizzard' or rainy day fund for Arisia; funding for Access is necessary; funding for staff needs to participate in Con are necessary; funding for supporting

people of color in fandom and beyond is also necessary.

MOTION to call the question PASS 46 to 2

MOTION to designate any money taken in from the Arisia 2021 \$75 membership rate not used to pay for scholarships to Arisia 2021 be donated to Violence in Boston FAILS 39 to 2

Annual Election:Candidates:

President: Nicholas "Phi" Shectman

Vice President: Mike Sprague

Treasurer: Kris Pelletier

Clerk: etana

Members-At-Large:

Jodie Lawhorne, Melissa Perreira-Andrews "MPA", Claudia Mastroianni

Phi: Ballots are cast using an online system with vote tokens emailed by Phi to all current members prior to the elections. Ballots are secret by nature of the online system. The IRMC reviews active incident reports against nominees in advance of voting and will have a disclosure conversation as we go along.

Jaime: Once nominations are done IR will go over the list of IR's and will do disclosure's as we go along.

Vivian: Does not line up with what was planned.

(In brief, IRMC had one procedure planned, election meetings have been practicing another. We were left at an in-between point where a partial IR disclosure had happened.)

EJ: What do do about statements that may require content warnings?

Phi: Generally if someone has a content warning about anything that they should state that, let people turn sound off and then notify them when they are done. Can be in chat.

PRESIDENT VOTE: No further nominations stated

Gail: What are your thoughts personally about how IRs against the eboard have been handled?

Phi: IRs against the eboard have involved policy issues, have involved safety issues. People who handle the IRs should be separate from the people in power. We recently forgot that notification of the membership of IRs does not have to happen in Mentor but can happen in other means. An IR against an Eboard member is going to have recusals and have notification issues. Small concrete steps that can be taken and with enough we can move in the right direction.

Vivian: If you are elected to the eboard what will your role be on the con-chair team?

Phi: Have been involved in the con-chair team a lot and hope to continue to do so. A little concerned about that in conjunction with previous questions and give more levers of power to others.

[Voting for president]

COMMITTEE OF THE WHOLE to dispense with procedure and address partially-disclosed IR

Jodie: Received notification of IR last night. It's too vague to respond to, don't know what it might refer to.

MPA: Apologized for awkward disclosure, wanted to make sure people knew this was not about a recent Facebook situation.

Vivian: We all screw up. MPA disclosed from a few hours ago. MPA is running for member at large. (discussion of perceived conflict of interest)

EXIT COMMITTEE OF THE WHOLE

VICE PRESIDENT VOTE: No further nominations stated

Vivian: How will you be involved in the Con-chair team?

MikeS: I will continue to be involved. The virtual state of the current convention has given me the cycles to do so.

(unknown): How would you deal with Eboard IRs?

MikeS: Eboard member, like an IRMC member, would be suspended on activities until resolved issue, when would resume duties or deal with consequences of decision.

(paraphrased)

[At about this point in the Zoom chat, things became distracting with threads of conversation not related to what was going on in the audiovisual Zoom session. Gail and others made suggestions about how to handle this in future--see Corporate list email thread.]
[voting for vice president]

TREASURER VOTE: No further nominations

Vivian: How do you feel you would be involved in the con-chair planning?

Kris: Am not involved, will continue to not be involved.

Gail: What are your thoughts personally about IRs against the eboard?

Kris: To evaluate each IR as it comes in and use a general guideline and having consistency in when they would be removed from IR or Eboard would vary. Concern re using zero tolerance.

MPA: States interest in treasurer position for future reference

[Voting for treasurer]

CLERK VOTE:

Pygmet: Tell us about your role in dealing with intersectionalities? (paraphrased)

Etana: Working with the anti-racism committee and to work as Arisia grows, to recognize more of the populations involved in the convention. Hope more people will come forward and add to the positive work.

Alan: Thoughts regarding the resignation of the previous clerk. The clerk needs to be available

but also be able to draw personal own boundaries, and needs to have good safety boundaries.

Etana: Will reach out for mentorship and to keep in touch with people who can keep me accountable. Transformative justice.
[Voting for clerk]

MEMBER AT LARGE VOTE:

Self-Nomination of Claudia

Discuss IR process: Jodie Lawhorne has 1 open IR filed, Claudia & MPA do not.

[MAL vote was not set up properly as a multi-winner race. The software allows us to download the raw ballots. Sharon did the manual recount to make sure NOTA didn't beat out any candidate. It didn't.]

Election results:

President: Nicholas "Phi" Sheckman RESULTS
- Yes

Vice President: Mike Sprague RESULTS - Yes

Treasurer: Kris Pelletier RESULTS - Yes

Clerk: etana RESULTS - Yes

Members-At-Large - Yes

Jodie Lawhorne, Melissa Perreira-Andrews
"MPA", Claudia Mastroianni

New Business:

Diana: MOVE that a determined percentage of A2021 profit is donated to an organization or charity (like Comics of Color, MA Bail Fund, etc)

Membership List

This membership list is as of 4:00 PM on 10/12/2020. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

Daniel R. Abraham
Vivian Abraham
Wendee Abramo
Joseph Andelman
Julia Austein
Priscilla Ballou
E.J. Barnes

Fred Bauer
Rob Bazemore
Noah Beit-Aharon
Robert Berlet
Tone Bernard
James Boggie
Angela Bowen

Bridget Boyle
Anna Bradley
Jonathan Breindel
Andrew Bressen
Jack Brooks
Nicholas Brown
Marc Brunco

Phi: MOVED to table - 38 YES

Lisa Hertel: MOTION to thank outgoing eboard

Phi: CALLED to question: 26 YES

Announcements:

Next Convention Committee Meeting is

Tuesday, September 15 at 7pm.

Next Corporate Meeting is **Tuesday, October 13 at 7pm.**

Vote Blue/Wisconsin Democrats are hosting a live remote reading of Princess Bride from the original cast

Annual Ig Nobel awards are going to be held Thursday 9/17 at 6p EDT via improbable.com

Please go to the A2021 volunteer page to sign up to volunteer for any number of new and familiar positions.

PAX is holding a free virtual con
<https://online.paxsite.com>

Ladies Con is local to Somerville, MA and online this weekend.

New eboard members should email Sharon S with preference of email address type for the Arisia Corp/Staff listservs.

Meeting adjourned at 6:39 PM.

Jacqui Bryant
Michael A. Burstein
Shen C
Brendon Chetwynd
Kirsten Chetwynd
Brian Cooper
Todd Cooper
Heather Cougar
Tom Coveney
Elizabeth Crefin
Jack Cullen
Catelynn Cunningham
David D'Antonio
Kenneth Davis
Elizabeth Doherty
Regis Donovan
Kaiden Drew
Jan Dumas
Dennis Duquette
Daniel Eareckson
etana
Kelly Fabijanic
Daniel Fairchild
Sabina Fecteau
Allison Feldhusen
Jennifer Fitzsimmons-Gauger
Patrick Foster
Dan Franklin
Jaime Garmendia
Lisa Goldstein
Adrian Gunn
Erik H
Phillip Hallam-Baker
Buzz Harris
Cheryl Haskell
Gregorian Hawke
Joel Herda
Lisa Hertel
Jeremiah Hill
Terry Holt
Sol Houser
Angela Howard
Diana Hsu
Crystal Huff
Lenore Jean Jones
Rachel Kadel
Yonatan Kamensky
Matthew Kamm
Melissa Kaplan

Terry Karney
Cari Keebaugh
Jeff Keller
Allan Kent
Michael Kerpan
Jennifer Koerber
Rick Kovalcik
David Kramer
Susan Kramer
Chris Lahey
Alex Latzko
Jodie Lawhorne
Cody Lazri
Cassandra Lease
Henry Leong
Ben Levy
Megan Lewis
Jesi Lipp
Carol London
Ken London
Glenn MacWilliams
Diane Martin
Claudia Mastroianni
Richard Maynard
Alan McAvinney
Matt McComb
John McDaid
Will McMain
Penelope Messier
Dale Meyer-Curley
Erik Meyer-Curley
Danny Miller
Elliott Mitchell
Hope Moore
Alex Morgan
Skip Morris
Eric Nielsen
Dan Noé
Abby Noyce
Lia Olsborg
Mary Olszowka
Peter Olszowka
Sheila Oranch
Kris Pelletier
Melissa "MPA"
Perreira-Andrews
Andy Piltser-Cowen
Rex Powell
Karen Purcell

Danielle Reese
Shannon Reilly
Mark Richards
Jason Riek
Kim Riek
Micha Rieser
Matt Ringel
Phoebe Roberts
Noel Rosenberg
Andy Rosequist
Mink Rosequist
A. Joseph Ross
Sherri Rudnick
Joan Ruland Donnelly
Sharon Sbarsky
Kevin Schendell
Richard Schmeidler
Cate Schneiderman
Jason Schneiderman
JB Segal
Kristin Seibert
Kylie Selkirk
Seph
Allan Seyberth
Jude Shabry
Michael Sharrow
Sibyl Shearin
Nicholas "phi" Sheckman
Cris Shuldiner
David Silber
Rachel Silber
Brad Smith
Kris "Nchanter" Snyder
Jana Spencer
Mike Sprague
Jess Steytler
Mary Stock
Sandy Sutherland
Rachel Tanenhaus
Maria Taranov
Ilene Tatroe
Mike Tatroe
Gail Terman
Emily Tersoff
Persis Thorndike
Dan Toland
Dorothy Trachtenberg
Ed Trachtenberg
Tom Traina

Heather Urbanski
 Melia Vaden
 Pat Vandenberg
 Wendy Verschoor
 Mark Waks
 William Walker

Conor Walsh
 Tanya Washburn
 Renee Watkins
 Kam Weiler
 Alan Wexelblat
 Michelle Wexelblat

Nightwing Whitehead
 James Wolf
 Ellie Younger
 Dmitri Zagidulin

Executive Board - eboard@

| | | |
|-----------------------------|--------------------------|-----------------|
| President | Nicholas “phi” Sheckman | president@ |
| Vice President | Mike Sprague | vice-president@ |
| Treasurer | Kris Pelletier | treasurer@ |
| Clerk | Etana | clerk@ |
| Members-At-Large | Rachel Kadel | at-large@ |
| | Melissa Perreira-Andrews | |
| | Jodie Lawhorne | |
| Arisia '20 Con Chair | Diana Hsu | conchair@ |
| Arisia '20 Treasurer | Kelly Fabijanac | con-treasurer@ |

Committees

| |
|---|
| Anti-Racism Committee - arc@: etana (chair), Vivian Abraham, Jan Dumas, Karen Purcell, Mink Rosequist, Alan Wexelblat |
| Budget - budget@: Kris Pelletier (chair), Kelly Fabijanac, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger |
| Code of Conduct Revisions [no email address]: Mike Sprague (chair), Kelly Fabijanac, Jennifer Fitzsimmons-Gauger |
| Corporate Communications - corpcomms@: etana(chair), Justin du Coeur, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger |
| Corporate Inventory Control - cic@: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris |
| Corporate Sales Dan Toland |
| Digital Assets Management - dam@: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat |
| Fundraising - donations@: Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas “phi” Sheckman, Rachel Silber |
| Grants - grantsrequest@: Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe |
| Hotel Search - hotelsearch@: Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Sheckman, Ellie Younger |
| Incident Review and Management - incidents@: |

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|--|
| Melissa Perreira-Andrews (chair), Vivian Abraham, Jaime Garmendia, Will McMain, Kris Pelletier, Kim Riek |
| IT - it@: 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@: Mink Rosequist (chair), Anna Bradley, Heather Cougar |
| Mailing List Monitoring [no email]: Claudia Mastroianni and Rachel Tanenhaus |
| Mission Statement - mission@: Michelle Wexelblat (chair), Melissa Kaplan, Claudia Mastroianni, Richard Maynard, Will McMain, Kris “Nchanter” Snyder, Mike Sprague, Ilene Tatroe |
| Postmaster - postmaster@: Sharon Sbarsky (chair), Rick Kovalcik, Ben Levy, Nicholas “phi” Shectman |
| Relaxacon - relaxacon@: Sol Houser and Rick Kovalcik (chairs) |
| Social [no email]: Sol Houser (chair), Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, Alan Wexelblat |
| Student Contests - student-contests@: 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 and Dues Information

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

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

Calendar

- The October corporate meeting is online via Zoom at 7pm Eastern on 10/13/2020
- The November corporate meeting is online via Zoom at 2pm Eastern on 11/15/2020

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