



Mentor

The Newsletter of
Arisia, Incorporated

Volume 31, Issue 278, April 2021
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About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **22, April 2021 at 7PM via Zoom**. The link to the meeting and corresponding agenda will be distributed over the corp-announce email list in advance of the meeting.

The quorum for the April corporate meeting is **16**, based on 51% of the average attendance of the last three meetings $((19+40+34)/3 \times 0.51) = 15.81$.

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 **April** corporate meeting to corp-proxies@arisia.org, and CC the proxy holder.

March Corporate Meeting Summary

The March corporate meeting was conducted over Zoom, and called to order by Nicholas "Phi" Sheckman at **2:05 PM**. There were 43 members in attendance:

Vivian Abraham	Jaime Garmendia	Sharon Sbarsky
Wendee Abramo	Lisa Hertel	Richard Schmeidler
Joseph Andelman	Lenore Jean Jones	Cate Schneiderman
Julia Austein	Melissa Kaplan	Kylie Selkirk
Priscilla Ballou	Rick Kovalcik	Nicholas "Phi" Sheckman
E.J. Barnes	Chris Lahey	David Silber
James Boggie	Jodie Lawhorne	Mike Sprague
Nicholas Brown	Megan Lewis	Rachel Tanenhaus
Jacqui Bryant	Ken London	Maria Taranov
Jan Dumas	Claudia Mastroianni	Ilene Tatroe
etana	Alex Morgan	Mike Tatroe
Inanna Arthen	Kris Pelletier	Gail Terman
Allison Feldhusen	Melissa "MPA" Perreira-Andrews	Dan Toland
Jennifer Fitzsimmons-Gauger	Karen Purcell	Ed Trachtenberg
		Nightwing Whitehead

Proxies:

1. Michelle Wexelblat to **Karen Purcell**
2. Danny Miller to **E J Barnes**
3. Sandy Sutherland to **David Silber**
4. Jason Schneiderman to **Rachel Tanenhaus**
5. Regis Donovan to **Claudia Mastroianni**
6. Persis Thorndike to **Rick Kovalcik**
7. JB Segal to **Allison Feldhusen**
8. Alan Wexelblat to **etana**
9. Cate Schneiderman to **Rachel Tanenhaus**

Thank you to notetakers: Julia Austein and etana

Thank you to queue minders: Jan Dumas, Lisa Hertel, Gail Terman

Corrections to the Minutes:

Minutes have not been published yet. Will be reviewed at the next corporate business meeting.

Officer and Committee Reports**Eboard report:**

Nominations for conchair 2023 are open. Contact president@ or eboard@ -- we are particularly interested in group chair proposals.

We appointed Cate Schneiderman as treasurer for Arisia 2022. As anticipated by last month's report, we voted to approve \$400 to upgrade the registration computers. We have not heard back from the Mass Cultural Council about the Universal Participation grant. We are still working on switching banks. We do not have incidents to bring to the membership this month.

President's report:

Our policies as written allow the IRMC to decide not to send a report to the eboard, and for the eboard to decide not to send it to the membership, if no action is to be taken. We have been taking all such reports all the way to the membership anyway, to allow the membership to overrule our decisions, and in the current environment I agree that we should be doing that if there is any doubt whatsoever. However, this introduces a risk. We get reports where the reporter fears retaliation if the fact of the report is revealed. We have on at least one occasion taken actions that, ultimately, contributed to revealing the existence of a report. We should be limiting communication about such reports, even internally, when there is no other report on the same subject. One such report is currently in front of us. I know nothing else about it, and I think it is safer if we keep it that way. I'd like to direct the IRMC not to bring reports to the eboard if doing so might make Arisia less safe rather than more. **Motion to table this to next meeting plus send to the mailing list PASSED.**

Motion to set the June meeting to 7pm June 22 PASSES

We have hotel contracts through Arisia 2023, and hotel search for Arisia 2024 and beyond will begin over summer 2023.

Vice President's Report

Still waiting to hear back about grants

Treasurer's report:

Dues to join Arisia today are \$12. If paid prior to the end of the meeting, today will count as your first meeting towards membership, so you will gain voting/proxy rights at the next meeting. No out of budget spending to report in February.

Clerk's Report

The Corporate Communications committee is being revisited as a way to engage more membership in the creation of all corporate communications, including Mentor. If you would like to become involved, please email clerk@arisia.org.

COMMITTEE REPORTS

Arisia 2021:

If you have expenses for A21 please email them to con-treasurer@arisia.org.

Arisia 2022:

A deep-dive tech meeting occurred and teams for A22 are being set up though it is still early. Note too that email has not been great because gmail & email alias hosting services aren't working great right now. If you have not received a response, please email conchair@arisia.org or balsamicdragon@gmail.com or find Vivian on Slack.

Anti-Racism:

The ARC continues to add book recommendations to our good reads reading list. These books are easy to find, many are on best seller lists. The books are organized by author for ease of search: https://www.goodreads.com/review/list/125015102?ref=nav_mybooks. The ARC would like to recruit new members who have interest in moving anti-racism projects forward. These include creating an Arisia convention scholarship fund, aimed at assisting BIPOC in attending the convention. Assist us with finding affordable training opportunities for corporate and convention members, and other projects that you feel would help evolve the Arisia community in a more anti-racist direction. Please email arc@arisia.org or talk to one of us about this if you are potentially interested. We expect the time commitment to be 4 to 6 hours/month, including reading some of the resources already collected.

IRMC:

The IRMC has the following reports in various stages of process:

- 14 reports from Arisia 2019, of which 3 have been sent to the Eboard with recommendations and should be ready to report to the corporation soon.
- 24 reports from Arisia 2020.
- 7 reports from Arisia 2021.

To give the community some sense of the types of reports that are still in process, here are some general categories and numbers (note that I am excluding reports that have already been sent to the Eboard from these statistics):

- 17 reports involve harassing language, including racism, sexism, ableism, and related issues.
- 8 reports involve stalking, sexual assault, and similar conduct that took place outside Arisia spaces.
- 5 reports involve physical assault (ranging from unwelcome touching to sexual assault) during an Arisia convention.
- 4 reports involve violations of Arisia's recording policies.

IT Committee

Committee does want to have a review of our security practices. See recent email issues. We always want more members, particularly folks who have experience with technology stacks. We welcome your presence! We would like to know where things are leaking out of and what is leaking out. Will be out of commission for two weeks, starting Tuesday so start now or start in two weeks

Student Contest Committee - student-contests@arisia.org

The chair is still Kris P but the contest has not been able to be put together for 2 years. We would like it to continue for A22, it's for high school students and is great and requires a little bit of prep work to get letters out to schools, review submissions, etc.

<https://corp.arisia.org/StudentContests>. The theme is decided around June, and the company that puts together letters & mails them needs them 4 weeks in advance (aka July) when we want students to get involved. Submissions are generally due in October/November. Once submissions are in, the committee gets things going for convention.

Unfinished Business:

Motion to add the following to the Arisia Code of Conduct: Assistive devices must be considered an extension of their users' bodily autonomy with regard to touching, photographing, and other conduct. Service dogs, as defined by the ADA, are also an extension of their handlers and must not be touched, photographed, deliberately distracted, or otherwise impeded without permission of their handler.

Motion to go to Committee of the whole PASSES

Motion to come out of Committee of the whole with the following:

Friendly amendment motion: "Assistive devices must be considered an extension of their users' bodily autonomy with regard to touching, photographing, and other conduct. Service dogs, as defined by the ADA, are also an extension of their handlers and must not be touched, photographed, deliberately distracted, or otherwise impeded without permission of their handler." **Motion to add revised motion to Code of Conduct PASSES**

New Business:

From Vice President:

MOTION "To create an Incident Process Review Committee to analyze and review Arisia's incident report and disciplinary processes with the goal of improving them. This will include both comparisons to similar processes in like organizations, as well as analysis and review by groups and/or individuals outside fandom. The end date for completion of review is May 16th, 2021, the date of the May Corporate meeting. **FRIENDLY AMENDMENT:** Mike Sprague as chair."

Since its inception in 2013 the current Arisia Disciplinary Process has gone through a few changes and revisions but, there hasn't been a full review of the entire process, its effects, and how well it accomplishes its stated goals in practice. Over the years Arisia has received various kinds of feedback about the process, some positive, some negative, and some neutral. A summary of the problem areas members of our community have felt existed since the Disciplinary Process began include:

- Significant length of time between initial report and follow up, as well as decisions/conclusions.
- Burn out from members processing and following up with incident reports
- Inconsistency in Disciplinary Process application between individuals that have violated the Code of Conduct in similar/same ways.
- Lack of transparency to the Corporation, especially in regard to incident reports naming Eboard members.
- The Disciplinary Process as practiced appears to be based on a law enforcement and court-based justice system with all of that system's implicit biases regarding marginalized groups.
- No path for reform or reconciliation once a Code of Conduct violation has been determined to have occurred

In light of these issues the Eboard has determined that a review of the Disciplinary Process by internal and external groups, and recommendations on improvement to said process was in order. We also felt that beginning this process as soon as possible would be in both the Arisia Corporation, and especially Arisia 2022 the convention's best interests.

IRMC chair notes that "we would welcome the review of processes, but I would make sure that folks know that those processes have been in change/improvement as recently as the 2nd half of 2020. We re-did how comms between IRMC & Eboard work, and have been testing that out. Also, though I agree that the IRMC appears to use a more law enforcement style because of how it's set up and language, in actual fact when we meet and discuss we do not use that approach."

Announcements:

- **April Corporate Meeting:** Thursday, 22 April 7pm
- **May Corporate Meeting,** Sunday May 16 at 2pm
- To join the Incident Review M Committee, please email irmc@arisia.org

- To join the Corporate Communications Committee, please email corpcomms@arisia.org
- To join the Anti-Racism Committee, please email arc@arisia.org
- To join the Student Writing Contest, Student Art Contest, College Student Writing Contest please email student-contests@arisia.org
- The Boston Area Rape Crisis Center is hosting the 15th annual Walk for Change virtually on Sunday, April 25. To join the Arisia Team, please go to <https://www.classy.org/team/344554>.
- The A22 Gaming Division would love to onboard some great volunteers to help with pre-Con stuff, so email gaming@arisia.org
- Check the Arisia Calendar and all the events on it!
- JoCo Cruise from April 10-14 online
- Leonard Nimoy Appreciation day is Friday 3/26 in Boston!
- Interest in IRMC review committee welcomes emails to vp@arisia.org

Meeting adjourned at [4:46] PM.

Membership List

This membership list is as of 3:00 PM on 04/02/2021. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

Daniel R. Abraham	Sol Houser	Andy Rosequist
Vivian Abraham	Diana Hsu	Mink Rosequist
Wendee Abramo	Crystal Huff	<i>A. Joseph Ross</i>
Joseph Andelman	Lenore Jean Jones	Shanon Sbarsky
Julia Austein	Rachel Kadel	Richard Schmeidler
Priscilla Ballou	Melissa Kaplan	Cate Schneiderman
E.J. Barnes	Terry Karney	Jason Schneiderman
Fred Bauer	Rick Kovalcik	JB Segal
<i>Rob Bazemore</i>	Chris Lahey	Seph
James Boggie	Alex Latzko	Nicholas "Phi" Schectman
Bridget Boyle	Jodie Lawhorne	<i>Cris Shuldinerl</i>
Anna Bradley	Henry Leong	David Sllber
Jonathan Breindel	Benjamin Levy	Rachel Sllber
Nicholas Brown	Megan Lewis	Mike Sprague

Brendon Chetwynd		Mary Stock
Kirsten Chetwynd	Ken London	Sandy Sutherland
<i>Brian Cooper</i>	Glenn MacWilliams	Rachel Tanenhaus
Heather Cougar	Claudia Mastroianni	Maria Taranov
Tom Coveney	Will McMMain	Ilene Tatroe
Elizabeth Crefin	Penelope Messier	Mike Tatroe
David D'Antonio	Daniel Miller	Gail Terman
Regis Donovan	Elliot Mitchell	Emily Tersoff
Kaiden Drew	Hope Moore	Persis Thorndike
Jan Dumas	Alex Morgan	Dan Toland
Daniel Eareckson	Skip Morris	Dorothy Trachtenberg
etana	Lia Olsborg	Ed Trachtenberg
Kelly Fabijanic	Kris Pelletier	Conor Walsth
Allison Feldhusen	Melissa "MPA" Perreira-Andrews	Tanya Washburn
Jennifer Fitzsimmons-Gauger	Dr. Karen Purcell	Alan Wexelblat
Dan Franklin	Danielle Reese	Michelle Wexelblat
Jaime Garmendia	Shannon Reilley	Nightwing Whitehead
Lisa Goldstein	Kim Riek	
Lisa Hertel	Noel Rosenberg	

Executive Board - eboard@

President	Nicholas "phi" Sheckman	president@
Vice President	Mike Sprague	vice-president@
Treasurer	Kris Pelletier	treasurer@
Clerk	Etana	clerk@
Members-At-Large	Claudia Mastroianni	at-large@
	Melissa Perreira-Andrews	
	Jodie Lawhorne	
Arisia '22 Con Chair	Vivian Abraham	conchair@

Arisia '22 Treasurer	Cate Schneiderman	con-treasurer@
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Committees

<p>Anti-Racism Committee - arc@ etana (chair), Vivian Abraham, Jan Dumas, Alan Wexelbalt</p>
<p>Budget - budget@: Kris Pelletier (chair), Kelly Fabijanac, Rachel Kadel, Alex Latzko, Benjamin Levy, Tom Traina, Ellie Younger</p>
<p>Corporate Communications - corpcomms@: etana(chair), Justin du Coeur, Lenore Jean Jones, Ilene Tatroe, Julia Austein</p>
<p>Corporate Inventory Control - cic@: Rick Kovalcik (chair), Lisa Hertel, Benjamin Levy, Skip Morris</p>
<p>Corporate Sales Dan Toland</p>
<p>Digital Assets Management - dam@ (no chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat</p>
<p>Fundraising - donations@: Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas “phi” Shectman, Rachel Silber</p>
<p>Grants - grantsrequest@: Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe</p>
<p>Hotel Search - hotelsearch@: Kris “Nchanter” Snyder (chair), Joel Herda, Benjamin Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger</p>
<p>Incident Review and Management - incidents@: Melissa Perreira-Andrews (chair), Vivian Abraham, Jaime Garmendia, Will McMMain, Kris Pelletier, Kim Riek</p>
<p>IT - it@: Gail Terman (chair), Rick Kovalcik, Benjamin Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat</p>
<p>Location Search [no email]: Gail Terman (chair), etana, Sol Houser</p>
<p>Long Range Planning - lrp@: (No chair), Anna Bradley, Heather Cougar</p>
<p>Mailing List Monitoring [no email]: Claudia Mastroianni and Rachel Tanenhaus</p>
<p>Postmaster - postmaster@: Sharon Sbarsky (chair), Rick Kovalcik, Benjamin Levy, Nicholas “phi” Shectman</p>
<p>Relaxacon - relaxacon@: Sol Houser and Rick Kovalcik (chairs)</p>

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, 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

- MONTH Corporation Meeting: DAY, MONTH at Xpm via Zoom
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Please also see <https://corp.arisia.org/calendar>.