



# Mentor

The Newsletter of  
**Arisia, Incorporated**

Volume 34, Issue 299, September 2022  
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## About the Next Meeting

The next corporate meeting of Arisia, Inc. will be held on October 25th 8:00 PM **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 (next) corporate meeting is 16, based on 51% of the average attendance of the last three meetings  $((34+40+)/3 \times 0.51) = 16.32$  ).

Please send all proxies for the **October** corporate meeting in advance by email to [corp-proxies@arisia.org](mailto:corp-proxies@arisia.org), and CC the proxy holder.

Meeting Started at 6:00 PM by Phi Sheckman

## Attendance

Nightwing Whitehead  
Jan Dumas  
Lisa Hertel  
Ilene Tatroe  
Phi Sheckman  
Vivian Abraham  
Alex Morgan  
Priscilla Ballou

Daniel Abraham  
Allison Feldhusen  
Rick Kovalck  
etana  
Julia Austein  
Ken London  
Joseph Andelman  
Melissa Kaplan

Regis Donovan  
Delenn Brumberger  
Inanna Arthen  
Megan Lewis  
Wendy Abramo  
Dan Toland  
Nick Brown  
Michelle Wexelblat

Alan Wexelblat  
Dr Karen  
Rachel Tanenhaus

Dan Franklin  
Rachel Tenenhaus  
Megan Lewis

Henry Leong  
Cate Schneiderman

## Proxies

Alan Wexelblat to Michelle Wexelblat - Accepted

Sharon Sbarsky to Rick Kovalcik - Accepted

Gail Terman to Ilene Tatroe - Accepted

Persis Thorndike to Rick Kovalcik - Accepted

JB Segal to Allison Feldhusen - Accepted

Claudia Mastroianni to Regis Donovan - Accepted

David Silber to Alex Morgan - Accepted

## Presidents Report

Phi speaking unless otherwise noted

We approved several dues wavers, paid insurance, have looked into Officer and Electors insurance, this insurance is to prevent anyone from suing the corporation in case someone steals money from someone who is owed money from the convention

I do expect this to be done by the end of the month probable that we will get this insurance,

We voted to send several Incident Reports to the corporation. Usually for IRs we do it here and then reports by IRMC happens later

IRMC we have 12 reports being investigated we have 1 report we have from Arisia today

Current status of incident reports:

Content Warning: The following incident reports containing references to sexual assault and racism

- 12 reports that are currently being investigated (9 from Arisia 2020 and 3 from Arisia 2021)
- 1 report that the IRMC has to assess and send a recommendation to the Eboard (from Arisia 2020).

Arisia received a report that an individual identified only by their first name had sexually assaulted two attendees outside the con and that his presence in the teen lounge was making some attendees feel unsafe using that space. After looking into the report, the IRMC was unable to identify the subject of the report as no last name or further information was given. The IRMC has decided to close the case due to lack of information; if further information is provided that allows the IRMC to identify the subject, the case will be reopened.

Arisia received a report that an attendee had invited a minor up to their room at Arisia 2000. The IRMC reached out to the attendee, did not receive a response, and recommended that a hold on attending membership be placed with Registration until the attendee makes contact. The Eboard has decided to accept this recommendation.

Arisia received multiple reports that described a panelist as being racially insensitive and minimizing the experiences of people of color on two separate panels at Arisia 2020. As a result of these reports, this panelist was removed from panels originally scheduled to be held at Arisia 2022. As Programming is already aware of the feedback that this panelist received and the potential issues concerning sensitive topics, the IRMC recommends that this incident report be closed with no further action. The eboard has voted to accept this recommendation.

Arisia received a report that a corporate member made an inappropriate joke about the name of the "Survey Monkey" tool in June 2020. This member was warned by the list moderator that this was inappropriate and they should stop, which they did. After looking into the report, the IRMC recommended no further action be taken. The Eboard has decided to affirm the action of the list moderator, and to accept the IRMC's recommendation.

Arisia received a report that a staff member posted to the corporate mailing list in June 2020 with wording sympathetic to white supremacists, and that the staff member defended this sympathy when challenged. After looking into the report, the IRMC recommended that the staffer be banned from working on Arisia staff for three years following this incident, until June of 2023. The Eboard has decided to accept this recommendation.

Arisia received several reports that a corporate member responded to conversations about race on the corporate mailing list with racist comments on multiple occasions. After looking into the report, the IRMC recommended that the member be banned from working on Arisia staff for three years after the incident (until June 2023). The Eboard has agreed with this decision.

Arisia received a report about concerning behavior by an eboard member on the corporate mailing list, including that in June 2020 they had responded to a request to take a discussion off the corporate mailing list and to a more appropriate venue, with further discussion on the list expressing white fragility and involving the requestor. After looking into the report, the IRMC recommended that we not take formal action, but give a warning to this eboard member explaining that white fragility is a form of racism. As expressions of racism are a violation of our Code of Conduct, they are to be avoided in all Arisia spaces,

especially by an Eboard member. The Eboard, minus this member, has decided to accept this recommendation.

Following up on phi's email, here are additional IRMC reports that will be made at the September meeting.

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If you have any questions, please let me know.

Vivian Abraham  
IRMC Chair

Eboard voted to loan quick board to Lisa Hertel and it has already been returned

Motion made for adding online only memberships option for registration to be included for Arisia 2023.  
Discussion of motion follows  
The convention is likely to want to do this before the Oct meeting knowing what the underlining memberships might be

**Lisa** if we wait to make this decision some time in November it is okay

**Vivian** if we do this thing would we be knowing what that decision entails

**Phi** my intent with this motion was when they intend to do that

**etana** also the other thing is giving us the ability now instead of waiting for November as opposed to writing it off. Programming has some quick ideas for making it work .

**Phi** I suggest...

**Joseph A** I just want to clarify a point if there is an option for an online member would that impact the membership rate going up soon?

**Phi** that would be something we can discuss soon

**Joseph A** would that be something we can discuss or just throwing it out there

**Phi** to give the convention some ability to this without corporate approval

**Ilene** if someone is running the on line someone has to decide real soon because I have panelist signing up and I am not going to run virtual as lisa said we can decide this later

AW (he/him) come back to me

**Delenn** as someone who was running the virtual at Albacon our demographic not all our attendees since no one is showing up I think the only way to get people to show up. Any convention including Arisia having panels on D&D and no one showed up

**Daniel A** there is a difference between gaming under events and panels on gaming

**Vivian** I don't think there are any panels on gaming

**Ilene** We might do panels on gaming...

**Phi** I am not seeing a lot of discussion on the issue of this I motion to table this

Motion to table passed

**Alan Wexelblat** I wish for a person who has had a IRMC made on them could be allowed to join IRMC without having a terrible backlog of things to deal with. Because we need someone for whom needs to be excused

We are accepting nominations for Con Chair for 2024

**Phi** This is typically where we set meeting dates, The January meeting will be at the con, the December meeting will be on a weeknight. Any constraints before I just in with December 13th

**Alan Wexelblat** second

Motion passed, December meeting will be December 13th at the regular time

**Phi** has been pestering the landlord to send new lease, have changed the automatic amount for billing maybe holding the money back might force the issue Once the treasurer election happens I will make sure the changes are made

## **Election**

We have seven offices, we have 3 members at large that we elect all at once our software tells us who is most voted second. In this way it is better than our rules said and the rules can be changed in these cases. So far we have not seen a lot of announcements for people on line,

**Rachel** Tanenhaus I would like to nominate myself for a member at large of eboard I am interested in running I also know that there are people who think this is more important

**Vivian** - I would like to run for clerk, I am willing to do anything I am not qualified for treasures

**Mike** for the new people a brief description of what the jobs are

**phi** - Officers are listed in article 3 of the bi-laws

<https://corp.arisia.org/Bylaws>

**phi** when I ran for president 4 years ago I thought if I did not accomplish my goals in 5 years I would consider myself being done. I expect that this coming term will be my last term as president I expect to continue working on the con and as the corp and i still believe 5 years will be a good amount of time to then step back

**Melissa Kaplin** - would like to nominate Vivian Abraham for clerk

**Etana** self nominating for member at large or treasurer I enjoy working on the eboard and being a member at large to advise on the irmc

**Mike Spraque** - I want to nominate myself for Vice President

**Jan** nominated self for clerk. I very much want to be a clerk. When I became a member at large last year my goal was to be Member at Large for two years and then move up to clerk. Instead I became the shadow clerk and then elected to finish out the term for treasurer.

Alan - have gotten lost who had been nominated for

Nominations so far

President phi (if not elected Pres then clerk or Treasurer)

VP Mike S

Treasurer Etana if no one else

Clerk Jan

MAL Tikva, Vivian if not elected clerk, Etana if not elected Treasurer, also Claudia

Now that we know who is nominated

**Vivian** not sure if question or comment Tikva is interested in running if there is not a contested position but if there is not a contested position

Regis if there is a contested race she suggests that people vote for other

**Vivian** if Jan wants to run for clerk I will withdraw I think the rules handle that situation

**Phi** I can ask for secret ballot - sometimes we did not count all the ballot Jan has disclosed an IR

**Vivian** none of the people who are running for office unless otherwise announce do not have an IR against them

**Rachel** there was once an IR against my dog Echo, I am responsible for her behavior so I apologize for that I don't know of any other IR against me or the dog. IT is possible I don't know of any.

**Phi** - I think we are all set on IR. I should disclose that there was an incident against the entire eboard, it was considered to not be in good faith.

**Vivian** there was an IR against me and I think it was resolved now I have to look it up.

**Phi** I don't know how far back we have to look

I am going to leave nominations open just before we vote

I feel as if I am speechifying I have said all I want to say

**Michelle** - you say that if you are elected Pres this is your last year, you mentioned that you want to mentor a replacement and I think we have not done a good job creating a pathway

**Phi** One of my jobs as president is to mentor other eboard members and recent eboard members that I hoped would take greater positions moving forward. There are two people I have in mind, because I think having just one person in mind is limiting.

**Michelle Wexelblat** would that be adding to the diversity of the eboard

**Ppi** if I were to name names that would reveal the people I am thinking in fact a little bit during the eboard meeting we discussed this

**Megan Lewis** Phi this is the second time phi has had searching for his successor that is what he did in the past year I would say that his succession plan has worked in the past

**Vivian** there was an IR against me and the IR decided to take no action. If anyone has any questions about that

**Delenn** - has someone new what happen,

**Vivian** in July there was a lot of discussion and we have a lot of people involved, I can't read you the incident report. The info I know that the email that I sent to the corp list and later I got an email that said we decided to take no action

But I said it and I stand by every word. Maybe it was rude of me and maybe I should not have said that. I can't tell you which one because I get a lot of Arisia emails and logs. I think it is likely it was one of them I was mad a one person for expressing thoughts and doing it was on the corp email list was the wrong place to tell them, I was a bit of a grandstand

**Melissa K** I am on the IRMC and I saw the incident and not want to get into a lot of detail but someone on the corp list who defended the right of white supremacist and there was a lot of back and forth and it got a little harsh. we do not name reporters ever. There was some confrontation it was among many harsh comments and subtle racism on the list and we are not going to penalize one person on the list when it came down to it and thereafter we started to have moderation on the list to prevent that from occurring.

**Rachel** - sorry my camera not on, I have to fix it I am a corp member for 4 years or a long time not original people I have been on staff I have not been on this board but have been on boards of other orgs I am committed to being the best Arisia it can be and I would gladly step aside because it is mighty pale in here but I do what i can to help out and I actually would be please to help out in any way also MAL is on the IRMC

Start the voting for president

**Mike Sprague** - I believe I my voice, experience, and perspective have been of value to the Executive Board and the Corporation, and I hope to continue that if re-elected

**Rachel** - what is your plan for increasing diversity There is the bringing people of color into an environment that is not safe for people of color we have made some step forward with anti racism including getting away from BOA will help people come to this convention and try to be a voice and fully realize that if you are as is true coming into our community when con fandom does not have the best record of cleaning up our act that does not serve our purposes

There is more work to be done on ourselves as an org before we start regretting. I want to see more done at the corp level. I don't want to see it blow up when they walk in the front door. I think that is the last thing that any one wants

Mike S Before doing outreach to fans who are people of color, we have to make our convention as safe and as welcoming an environment as we can for them. We've made some small steps, like changing our bank accounts to a local bank owned by people of color, for instance. SF conventions, and to a larger extent SF con fandom have a racism problem. Fandom doesn't have the best record of cleaning up our act that does not serve our existing interests. There is more work to be done as an organization before we start significant outreach to people of color." Everything starting with "I want to see more" after that can stay the same.

**Phi** I see that there have been 37 visits to the voting site because there are still some people who have not voted. Are people not finished? Going to give folks just a coupe more seconds

**Dan F** I have not voted because I am not up to date.

**Phi** going to turn off voting on President

**Michelle** what is the maximum number of votes

**phi** the number of people eligible to vote and the number of proxies and then we have people who might have left the meeting or who are sharing connections with people

The next vote after VP is treasurer is there anything etana wants to say

**etana** give me a second I want to vote

Are people okay with me talking now? I will give people a few more minutes while I am gathering thoughts, they them are my pronouns. I stepped in when our clerk stepped down when our last clerk and then ran for the position. It was tough because the clerk does a lot of work. what I tried to do was help people work together approach so this I have stepped away from the tasks that of the clerk role and for myself as the work I am doing as a volunteer I have stepped into help and the energies I am running because this is a position we have a hard time filling, I have experience running budgets for large departments and a school, I am not afraid of being polite and kind. I can help with convention treasurer as necessary So I feel competent as far as intellectual abilities go as Vivian has helped me refrain that we can make mistakes as people and also not demonstrating good boundaries and good behaviors and before Michelle even asked I hope to increase diversity in Arisia and the eboard to be more diverse we have to take responsibility for our actions and as Mike said calling people out that when things have to be said that they be said with over. I know we have to be careful with our words even if they seem benign I am also a huge fan of authors and when I travel to con chair committee folks I think increasing the connection with marginalized people do I feel Arisia is a super safe space for my friend I am on the fence I think we are starting it and say with passion come on in the door.

**Phi** going to stop voting for vice president if every has finished voting Mike S 34 and 3 for none of the above Congratulation to Mike

**phi** unanimous for President

Question for Jan

**phi** clerk is a collaborative position and how do you plan on doing that

**Jan** I want to start a group that works with the clerk to do a review and then a person to make sure the mentor arrives in mailboxes 14 days before the next meeting and then puts it on the web site. I could not have done this without all the people who stepped up this year from Claudia to etana, Vivian and Lisa

Congratulation to etana for treasurer

**phi** do we need a bio break (all) - Yes

**Phi** it is 8pm and I believe every one who needed a bio break has had a chance to do so

Clerk election going to 25 for Jan and ten none of the above

Member at large election our candidates are

**Claudia M** - not running as clerk I am running if there is a contested election but I am willing to serve

**Vivian A** - I use any pronouns I can't think to add anything if people have any questions



**Michelle Wex** so for myself I know the answer that the 2 of you would say around diversity and inclusion to let them know how you want to get others involved I know what Rachel does for work and what her attitude

**Vivian** I will be honest I found a lot more opportunity in fall when I was part of the eboard

**Rachel** I think we need outside help and I think there are people of color who are doing excellent work making larger strides and examining what needs to be done. I think that we need to be I am in favor of working with excellent people in my various jobs if we really say we are doing this we need to pay the people who are doing this I am in favor of can I do this as a member at large I am a Jack Russell terrier that is my idea I am open to other ideas and I feel that our best intentions can not be enough. the stuff that people see is from the foundation up and if the organization does not have it together it will influence the con that is my idea  
phi

**Vivian** would love to go to con and get people involved in corp I like to talk to people enthusiastically and I think a lot of how we do things needs to be tightened up I would also like to see an awesome idea come in in the comm we have a tendency to see new idea and say nope what kind of new ideas  
Just to tell you at random our incident management is limited so one of the things that I did back with Rachel was to create moderation where we did not have to wait for a month long process. I would like to see the tools of our environment more than we have now. I don't want new ideas to be shut down right away

**phi** question for Rachel you mention you want to do anti racism work there is a grant for education and we do not find out if we get it until January but must be spent by June.

**Rachel** I have done grant writing before I think this is easier than federal grants they re not asking for a 30 page report, doing a timeline telling folks if we get this grant will you work with us It is not when people come to my work I would like to take a look at it before I give an answer SOmeone ought to push me on it. I went to grad school

**phi** the actual grant writing is likely to be easy

**Rachel** I give you a yes if you want to push me on that

**phi** any other nomination for MaL? No will start election for MaL

Does anyone have announcement before we do banking permissions

**Vivian** - has check for us

**Corrections to minutes**

**Meeting Summary**

### **Vice Presidents Reports**

No

### **Treasurers Reports**

28 people, close to 800 dollars welcome new members

### **E-board Reports**

### **Committee Reports**

Cic - nothing tablets we loaned to Chicon returned

### **Old Business**

### **New Business**

**resolution of banking authority etana do you still want Jan to be on one**

Resolved the following be signatory on account add etana treasurer and Jan D as clerk and phi

**Rick** questioned in all my dealings with non profits no bank has ever made banks jump through hoops like Arisia doing we should think about this bank.

**phi** As a person who has jumped through that hoop, and the more I look like a rich white dude the less I have to jump through those hoops in most banks. These are precisely the hoops we don't usually have to jump through the amount of money we are talking about due to white privilege

**Nick** he him just wanted to note document or publications

**Rick** wants to go on record saying that for Nesfa stuff we are not rich white dudes

**phi** we can use check marks to vote

for members at large ballots - Vivian Rachel and Claudia some format of number counting in order to give you who got how many votes when none of the above came in last

looking forward to working with this board, not even started yet

**Vivian** thanks to everyone who stepped up it's awesome

### **Announcements**

**Jan** mentioned Boston Book Festival is happening the end of October, is looking for volunteers

**Meeting ended at 8:32 PM**

