



Mentor

The Newsletter of
Arisia, Incorporated

Volume 34, Issue 301, November 2022
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About the Next Meeting

The next corporate meeting of Arisia, Inc. will be held on December 13th at 7:00 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 December corporate meeting is 16, based on 51% of the average attendance of the last three meetings ($((34+40+25)/3 \times 0.51) = 16.32$).

Please send all proxies for the **December** corporate meeting in advance by email to corp-proxies@arisia.org, and CC the proxy holder.

Meeting called to order at 6:08pm.

Proxy

etana to Rachel Tanenhaus- Accepted

Membership List / Attendance

Delenn Brumberger
Rachel Tanenhaus
Claudia Mastroiani
etana
Vivian Abrham
Mike Sprague
Mike Tatroe

Ilene Tatroe
Jan Dumas
Phi
Alan Wexelblat
Michelle Wexelblat
Rebecca Brumberger
Elliott M

Leet??
Alex Morgan
Gail T
Anna
Wendy Abramo
JB Segal
E.J. Barnes

Melissa Kaplan
Henry Leong
Sharon Sbarsky
Dan Toland
Dan Abraham
Rick Kovalcik

Ken London
Regis Donovan
Allison Feldhusen
Joseph Adelman
Dr. Karen
Cate Schneiderman

Priscilla Ballou
Nightwing Whitehead
Nick Brown
Richard Schmeidler
Lisa Hertel
Kylie Selkirk

Committee Reports

Incident Review and Management (incidents)

Trigger warning: sexual assault of a child

IRMC Report: Arisia received multiple reports that a long-time Arisia staff member raped a 13-year-old in the spring of 2009. In addition, one report stated that this staff member engaged in grooming behavior at the convention, inviting minors to stay overnight in his hotel room. After looking into the reports, the IRMC recommended a permanent ban. The Eboard has decided to accept the IRMC's recommendation.

EBoard Statement:

With regards to the recent IR concerning the staff member who is the subject of the incident report the eboard would like to state the following:

This is not the first time that this IR was reported. It was reported by our current Con Chairs and others to a senior staff person at the 2010 Arisia, and the measures that were promised to be taken (to keep the subject away from children) and were not (he was gaming with kids in the gaming room. It was told to several people by a person with actual knowledge of the incident, as well as being told to three past con chairs.

In October 2018, it was reported to Balticon. The reporter said they did not trust Arisia to take action, as the incident had been reported several times previously with no action being taken.

Despite the many reports of this IR, there were no records in the IRMC files. If it were not for the multiple reporters who stepped forward in 2022 during an IRMC-assisted vetting process for staff, the IRMC would have vetted the subject and placed no restrictions on his serving as senior staff for Arisia.

Prior to 2013, Arisia did not have any formal explicit policy or process to remove people from the community permanently. Instead, we took measures that, while well-intentioned, probably resulted in greater harm. Some of these measures were: keeping certain people away from each other by having them work in different areas, keeping all of the missing stairs in the same, pre-con place, and/or keeping unofficial, area-specific banned staffing lists, commonly referred to as "no fly" lists. By 2018, we had a robust process, but not enough people to fully implement it, especially given the huge backlog.

The Eboard, as an institution, stands culpable for the current state of affairs. We as a community are responsible for these harms: both the harm to those who saw us welcome abusers into our ranks, as well as the further harm they may well have caused that we may not even know about. For this, we owe an apology to the Arisia community.

We propose the following ways to mitigate this from happening in the future: getting help from qualified organizations on how to prevent, address, and make amends for harm from such errors; produce better documentation, including reporting process document; going through all of the back files available to us; communicate better to the community that these tools are available and that we will take their reports seriously; and establish better collaboration and communication with other conventions and communities regarding such matters, while also staying within the bounds of existing policy regarding confidentiality listed under the Disciplinary Process.

Questions:

1. **What staff position did this person usually hold?** Someone who usually worked at the Art Show setup, and was possibly going to work Logistics as a driver for A'23. He has had a number of positions in the past, including Marketing DH (A'2006), Creator's Alley, and Logistics. He has also been a vendor.
2. **Do we know who the reports were made to and are they still on staff?** We know 4 names of people who supposedly knew, and they are not on staff at this time. The IRMC has not been able to discuss this with them yet, and we do not feel it is appropriate to name them until we do. It was not necessary to discuss this with them in order to make this decision.
3. **I am curious in the evolution of Arisia handling things at con were not used to be part of IR reporting:** The decision to take IRs for things that happen was done in 2013 not incorporated until 2018.
4. **Is there a plan to publish a statement to the community at large?** These statements will be published in the Mentor.

Arisia move to committee of the whole

Chat not copied due to Committee of a Whole

Entered Committee of the whole at 7:45 PM

Left committee of the Whole at 9:19 PM with a motion to instruct the eboard to make an initial statement within 24 hours and an extended statement within a week.

It is clear there were a lot of useful things said in the Committee of the Whole

- statement

- I believe calling the question is not debatable. I believe the question is not debatable. I believe we can use the green and red check marks can be used because this question is one sided. So far it is unanimous to go into comm of the Melissa: I strongly feel that we need a statement on the record from the con chair.
- I agree that in the conversation we had during this week was that the con chair statement was going to be on the record
- You can come out of Committee of the Whole with a statement of the con chairs we certainly need to have the con chair make a statement in the Com of the whole
- I normally don't get to speak unless we are in Comm of the WHote if the Wex's are not ready with a statement that does not redact the necessary information they might not be ready to read that statement
- point of order there is a motion on the table that has been seconded
- **What is "committee the whole," and what is off the record?** Comm of the whole is a meeting within a meeting where all statements are off the record, the big difference is that no one makes motions except the motion to move back to the outer meeting so the only motions made are to move back Minutes are not taken during Comm of the Whole so what happens there does not appear in public I.e. Mentor
- I know we have called the question and this seems like an important question to qualify we have not heard from the con chairs. the committee is not allowed to run the con chairs like muppets and we have not heard from the con chairs yet tonight
- Phi statement is correct we prepared our statement with the belief it would be read and discussed in the Community of the Whole I agree that there should be a statement from the con chairs we have not drafted that statement yet we have been working on making this whole
-

Acting A23 Con Chair Report

Vivian has stepped back from Food Div head so we need someone who can do that please send an email to rg Also our safety Div Head has stepped down for personal reasons.

We need to make some progress in separating out a large job. We could have someone who can handle line management. We will not have First Aid because we do not have the personnel for that. We also don't have personnel for door management. We don't have the personnel for that. Again if you know of someone or have ideas please reach out to us.

All future convention meetings and tagging sessions have been put into the Arisia calendar. If you need something tagged or need to have something brought from storage you need to attend a tagging session,

Discussion:

If we do not have anyone to door check for the 18+ panels we can't do them
We also need someone to door check for dealers and art show

Describe well enough the door checking job, dealers room and 18+ are the most important if someone could start going through volunteer and find people that would be helping out

As div head not a problem about checking id for 18+
filter for describing that job

I don't know this might be telling you how to do your job, I'm not sure I trust people to get that right, hey there is a teen in there. if there is a kink meeting I trust those people to check themselves.

I think the idea is they have a thing of their badge

No they check Id's

I think it is great that people have ideas. It is great that people have made a concession decision that we have reshaped safety. If you have ideas about how to do that, reach out to us. We are open to doing that.

Any other committee reports?

Any question for any committee

Any announcements

Just to call attention to it, since we are having fast track I could use some help with modules that I am working on for fast track

Would suggest that I am going to be available until 10 o'clock, I am happy to be here until 10:00 pm

I need another bio break but I can wait till ten

I want to stay around but the video and my headache

I will say motion to end meeting

Meeting ended at 9:34 PM

November Meeting Summary

Can I say a thing about the statement going into Mentor that the Wex's are named. Mentor does not need to go out tonight.

I just want to make sure from a note that family comes first since Thanksgiving is coming up.

I am not involved in Thanksgiving prep

I want to say that we have all be doing that thing

Is there a motion to call the question

Yes there were 3 of them

There were a lot of green checks and no red x so I am going to call the question. SO lots of green checks and no red X's

We do have other business, we have done our federal taxes for the last 2 years and we are working on our state takes

Move to set the February meeting date to Thurs Feb 23 at 7:00 PM Move to a vote Lots of green checks and a coffee cup. SO that motion passes 24 votes any other reports

Eboard report:

We filed the Federal taxes that are due on Tuesday, and also the previous two years worth of taxes. We are now up to date on Federal taxes. State taxes are still due.

President's report:

- Moved to set the February meeting date to Thursday, February 23 at 7pm.

Announcements

None

Subscription and Dues information Membership runs from September 1st to August 31st (*) and costs \$24 for the year. Dues are pro-rated on a monthly basis for members joining throughout the year. Subscription to the Arisia, Inc. newsletter, *Mentor of Arisia*, is included with corporate membership.

New members must attend one meeting after joining to receive voting privileges at subsequent meetings.

Pay for the month in which the next corporate meeting will take place (per the [calendar](#)).

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

If you cannot afford to purchase a membership, you may reach out to the Executive Board at eboard@arisia.org and request a dues waiver.

You can pay in cash at a corporate meeting, mail a check for the appropriate amount to Arisia, or use the PayPal button below. (You do not need a PayPal account to use your debit or credit card with PayPal.)

Arisia's mailing address is:

Arisia, Inc.

519 Somerville Avenue #371

Somerville, MA 02143

Calendar

Corporate Meeting

December 13, 2022 7:00 PM

January 15, 2023 1:00 PM (in - person only)

February 23, 2023 7:00 PM

Convention Meeting

November 22, 2022 7:30 PM Convention Committee

January 7, 2023 11:00 AM Div Head/Team Leader

January 8, 2023 12:30 PM Tagging Session

Arisia Convention