

January 24th, 2021, 5:30pm.

Present: Jon, Bendy, Carly, Jered, Magneato, Kendra, Dan

Absent: Julia

Guests: Arlee, Dzog, Lia, Pete, Spencer

Agenda:

(Don't add things here, this is auto-generated. Add them under "Topics to Cover" below)

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Overview of how we run board meetings

- Approve the public copy of previous meeting's minutes
 - The goal is to be transparent while protecting the privacy of participants
 - Redact names and identifying information about sensitive topics
 - Remove links or close permissions on links to sensitive information
 - Once the public copy is completed, it gets published on the [FF website](#)
- Discussion of priorities and initiatives
 - Board members accept responsibility for carrying tasks/projects forward
 - Board members report back on actions taken or progress made since last meeting

- Consensus process to make decisions or updates to policies as needed

Approve Old Minutes

[Public Copy of 2020-12-27 Board Meeting Minutes](#)

Topics to cover (with BOD candidates)

Firefly 2021

- Waiting to hear back from Missy & L-Train, but looking very unlikely
- Any updates from FestCom?
- Remote / virtual options
 - Getting theme camps involved might be challenging for those that are struggling financially
 - At some point FAC should think about if there are things we can do to help facilitate these kinds of events besides just advertising
 - Traveling public art?
- Want to have understanding of reasoning to not have the event if so

Jesse & Blake Communication

- Event Leads requested a formal announcement from BOD to FestCom and DPW about Jesse and Blake no longer being available as leadership resources
- Carly to draft communication and send around to BOD list by end of week

ConCom Recommendation

[link redacted]

Motion for indefinite ban of [participant]

Y: 7

N: 0

A: 0

Updated Warned and Banned Individuals Log

Warning other regionals:

Carly will draft communication and send around about warning other regionals about DVZ

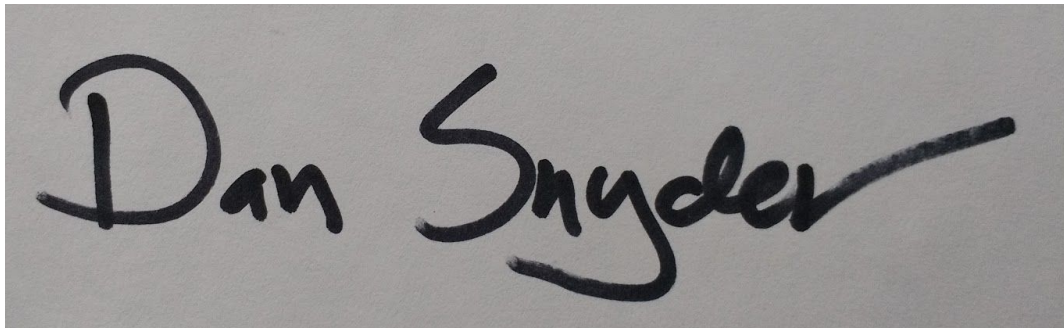
2020 Swag

- Stickers are in-house with Kendra
- 165+ orders

Holiday cards

- Have everyone send their signature file
- Have them sent by end of February
- Carly - design
- Jered - printing
- Bendy - gathering addresses - (Lia will see if this information exists already when FestCom happens)
- Raised \$1070 for stickers via donations
- Asked for addresses in google form but also exists in Paypal transactions? If not, email addresses are in Paypal

Example:



Remote vs in-person BOD attendance

- Current FAC bylaws and notices about requirements for BOD members stipulate the ability to meet in person once a month (during non-pandemic times)
- Call for discussion on if FAC is maintaining this requirement for BOD members
 - Decided we don't need to have this requirement. Further discussion on how to ensure good working relations with the board to happen after COVID

D&I at Firefly

- Carly met with Connie Lu 1/23 re: diversity initiatives at Firefly
 - Connie suggested that people of color at Firefly need to be heard about their experiences being treated differently, long pent-up feelings
 - She has more bandwidth now and is interested in being connected to the other Fireflies who were interested in organizing around anti-racist / D&I initiatives

- Possible event facilitated by someone in the community with experience facilitating these conversations?
- Lia: what about a Google survey asking people of color / other minorities about their experiences (to share with the board) to try to identify areas we should be working on in more detail
 - Give specific questions to prompt responses rather than just a big free-text
 - Do you identify as a minority/poc?
 - Have you experienced racism at Firefly?
 - Are there barriers for you attending Firefly?
 - Did you stop going?
 - Do you intend to go in the future?

D&O Policy

- “Workplace conditions” exclusion H - are these liabilities covered in a different policy?

H. Any actual or alleged: refusal to employ; termination of employment; employment related coercion, demotion, evaluation, reassignment, discipline, workplace conditions, false imprisonment, defamation, harassment, humiliation, or discrimination of employment; other employment-related practices, policies, acts or omissions; or sexual harassment by the **Insured** against any person(s) or entity; or negligence involving any of the foregoing;
- Exclusions A - are these liabilities covered in a different policy
jsapashn@fireflyartscollective.org ?

IV. EXCLUSIONS

The **Company** shall not be liable to make payment for **Loss** or **Defense Costs** in connection with any **Claim** made against the **Insured** arising out of, directly or indirectly resulting from or in consequence of, or in any way involving:

A. Any actual or alleged bodily injury, sickness, humiliation, mental anguish, emotional distress, assault, battery, disease or death of any person, or damage to or destruction of any tangible property including any resulting loss of use. This exclusion shall not apply to **Claim** for humiliation, mental anguish or emotional distress resulting from any **Claim** from a **Personal Injury Act**;

Officer Elections

We normally do this in December. Note that Carly/Magneato have only been President/VP since June when Talena moved away and resigned. Elections now, or next month after feedback and approval of new board members.

Consensus: punt until next time

Review Backlog

Longstanding Actions list

Questions from Prospective BOD Members

(If any questions about how the BOD operates are not answered already, time for open questions)

Session with current voting FAC BOD members

(Reserving ~10 minutes at the end of the meeting for voting members discussion. Thanks!)

New Actions

- Close on contracts with landowners (Jered)
- Conflict of interest guidelines for ConCom recommendations / BOD voting matters
- Carly will draft communication and send around for [participant] communication for other regionals
- Lia and Jon to construct a survey about racism at Firefly, Dan to help edit questions
- Ask Frank if he is staying on as legal advisor
- Asking Julia about event insurance & D&O exclusions
- Jered to finalize and send out community survey on board prospectives
- If we have consensus on warning other regionals about [participant], ensure we know his correct location (does anyone know where he is living?)

Next Meeting Topics

- Officer Elections