

August 2 board meeting

carmella, christina, jennifer, lianne, natalia (phone), zoe (phone), Frank, Kelly

check ins

staff update

- Carmella has done work with LUST (loosen up and start talking), designed a workshop that's also going to be offered to students in the fall. Galaxies of pleasure, galaxies of healing. They did resource mapping the next day, peer reviewed
- finished 4 month long mediation with sports team
- of heart and history, unsure what's happening
- KHYBER meeting with folks about procedure
- DalNews about erasure and LGBTQ+
- Peer support
- workshop: commodification of pride at VE, huge success
- Oweek,
- strategic feedback plan around what human rights equity office should be doing
- work around queer arabs dance party
- Body Magic, with Elaine, about somatic healing, they will talk about ancestral stories that live inside our bodies
- equity services, trans inclusion policy
- book club is back on
- met with venus envy around sharing consent workshops in the fall
- helping avalon with cats glare back
- BLM reading group is doing a festival, Carmella is helping with logistics
- did the frisbee team compensate? No conversations around compensation but if/when they follow up there will be a suggested donation

(Zoe called in and did a check in)

Rebecca is sick today

committee

Board Governance met yesterday (Jennifer)

talked about SGM, trying to set a date for it later in September

viewed the Sexual assault policy and protocols

the anti-o policy, and conflict and complaint resolution are drafts and need to be passed

HR (Lianne)

checked in a few weeks ago

renew rebeccas contract, increase sick days

look into librarian positions

put a cap on overtime, starting in the fall, 5 hours a week

How does that work for sick days? Use them or you lose them. If you max out, you get docked for one day

-Carmella talks about working over the cap of overtime (probability high), and there will be a check in around working overtime

-talking about what is in the scope of job description and what is outside

-Carmella notes that we've never had board visioning, would be helpful

-talks about grants that would have been helpful to hire someone to facilitate

whipsy – capacity building grants

Finance (Kelly)

Kelly did transition with alex, documents handed over

went over the books and how things are run

-week later Kelly met with Soho staff, best meeting ever

-Kelly has an audit to work on

-working on a ledger

-book fun bank trip with past board members and current, with popsicles afterward

staff safety

-Natalia says we really should have seen harassment coming and we didn't, and understanding of what would have been

supportive in this time

- Cristina talks about having a policy to be proactive around support for staff around harassment to be recorded
- Jennifer talks about practical things ex: closing the centre, holding hours, etc
- Carmella would want to have the conversation in fuller depth with Rebecca here
- reality of that some things will affect certain board members more
- have a conversation around what happens when one staff member is targeted and one staff member isn't
- unsure if there can be a safety plan or what that can be, since both Rebecca and Carmella are easily accessible
- talking about doing media, saying no, etc
- looking at capacity at south house
- Kelly suggestions doing media lines, Frank makes the point of Carmella not writing those
- Carmella talks about harassment happening at other job, at workshops with specific community member

Other?

- Kelly went to a meeting a few weeks ago with Human rights of nova scotia, in terms of advocating for non-binary folks, went very well, mentioned that they're on the board and that we'd be interested in doing work around that, get together with community
- projects that we want to take on? BBQ, a party?
- Jennifer mentions that someone wants to do a divacup drive
- Cristina wants to talk about the board, communication, etc
- Frank said that the emails are too much
- Kelly said they would come up with an email alternative, slack, trello, etc
- Jennifer says that following up several times for email is hard, also naming that if folks could say if they're not coming to the meeting it would be good
- Co-chair isn't here
- Kelly no process to be checking in, how often that should be happening, would be useful to have a clear process
- Zoe mentions she hasn't been present, hoping to fix that going forward
- Carmella mentions that it can be hard to connect on the internet
- Zoe mentions using slack would be awesome
- Kelly will give update on next meeting
- Jennifer says that we seem to work well together in person
- Natalia mentions that she's super unavailable in the summer and more available in the Fall
- Cristina mentions picking up conversations on power and dynamics
- Lianne is going to schedule the next 2 meetings for august

Meeting adjourned