

MINUTES OF VANCOUVER POETRY HOUSE

Place: Virtual Meeting Room

Date: Sept. 4 2022

Attending:

Lisa Webster
Amanda Eagleson
Leslie Stark
Karla Laird
Magpie Ulysses
Justin Deng

Staff: Colleen Brown, Johnny Trinh

Guest(s): Kay Kassirer

Action Items:

- Board to consider principles of leadership as something to review and adopt
- Masks purchased for organization (Note: Canadian Red Cross has a program offering free masks until Nov)
- Work on Covid 19 protocols *write up (staff & events)
- Mic covers to be donated (Leslie?)
- Update website to include Slice of Life venue access, standardize messaging across platforms
- Have a set Mask and Vaccination Policy (staff/board & events)
- Review Bylaws and consider potential changes regarding age restrictions

Call to Order: 16:15

Adjourned: 18:45

Chair(s):Amanda
and Lisa (arrives 16:45)

Agenda Item	Discussion and Decisions
<p>1a) Brief Introductions</p> <p>1b) Vote to Approve August Minutes</p>	<p>Brief Introductions of board and community members were made</p> <p>It was moved and seconded that the Minutes from August 6 2022 be approved. Minutes Were Approved September 5 2022</p>
<p>2) Principles of Leadership presented to the Board.</p> <p>with the intent that the Board then consider the principles as something they could adopt for the October meeting. The principles are as follows:</p>	<p>The following was presented by Johnny Trinh:</p> <ul style="list-style-type: none"> • Per a review of the Anti-Racism Audit with regards to The Community and the Organization a Gap was identified; That being, a lack of strategy/processes embedded in the organization on 'how we carry ourselves' • Background on Principles of Leadership (based on training received at university of waterloo) <ul style="list-style-type: none"> ○ Lead by example: (role modeling-understanding precedent) ○ Take the initiative to make things better: (there has been progress here; main example the commitment to paying artists in spite of Covid cancellations)---It is a long game process there will be frustrations that arise from this ○ Focus on the situation, issue, behavior, not the person**: (From euphony audit: there is a lot of toxic behavior; rumors, gossip, back channel talking. This leads to defensiveness, hardens compassion in the space)

	<ul style="list-style-type: none"> ○ Maintain constructive relationships (board burnout, leads to defensiveness (when issues are brought forward)-acknowledge capacity/meet people where they are at ○ Maintain the self-esteem, and self confidence of the other person ○ See past this moment (grounded training/workshop the principles) <ul style="list-style-type: none"> ● Discussion on Points. What rings true/resonates from personal perspectives/the importance of relationships-defining it. Noted: Principles are licensed. May need further research <ul style="list-style-type: none"> ○ Look into work of indigenous leaders regarding lateral violence (Annita Mcphee)
<p>3) Discussion on Community Concerns specific to meeting goals of the accessibility Statement</p>	<p>The following was presented by Kay Kassirer:</p> <p>Central point is there is a need to work on following the accessibility statement or that the statement should be removed:</p> <ul style="list-style-type: none"> ● Lack of consistency: Website differs from FB events, which has differed from what people have heard on stage—is this enforced? Emphatically encouraged? *are we constantly checking in. Clarity is needed regarding Why VPH feels a mask policy cannot be enforced. *Response is that it is “emphatically encouraged”. The enforcement question relates to capacity as it’s no longer a government mandate this makes enforcement more likely to produce conflict. <ul style="list-style-type: none"> ○ A Volunteer Role Suggested for Enforcement ○ Since AD role filled, discussion with the team has been to post the same message inclusive of the Provincial Health Order (but have consistently emphatically encouraged). ○ Venue encourages individual

	<p>events to have own policies - will be discussion</p> <ul style="list-style-type: none"> ○ Kay: Canadian Red Cross offering Free Masks ○ Need for Covid 19 protocols <ul style="list-style-type: none"> ● Discussion on mic care, rapid testing hosts, vaccine checks ● More Outdoor events would make a big difference for people ● Venue access information: should be on Facebook event info, website, and where purchased ● Need for awareness that this has been an ongoing issue in the organizations history ● Mics: wiping down mics is not preferred. Mic covers can be donated my Leslie ● Conversation around “canned” consistent responses across platforms ● Outdoor Events are on the list for future planned programming
<p>4) Decide Board Roles: President , Vice President, Treasurer , Secretary (Directors-at-Large)</p> <p>Info: Interim Directors (contacted)</p> <p>https://docs.google.com/document/d/1OmReBtTSnKByPkeV2aCC9y5pAgH1jaEj1SkGpPC3CJ4/edit?usp=sharing</p> <p>Shared: Drives>Administration>Board>Board Roles</p>	<p>Lisa was released as interim president, and resigned from the board. Kept as contact for work with indigenous communities</p> <p>Complications regarding Society Act* and newly voted in Director</p> <p>Possible committee options. Also noted: A person can sit in on meetings as an observer (participating in meetings), they would be unable to vote and would not participate in In-camera sessions.</p> <p>Some conversation about advisory committee options and possible motion for Justin to be contacted regarding future committees related to youth and youth programming.</p> <p>In terms of practicality it would make more sense for an invitation to be extended for participation (keeping in mind bylaws allow for Interim Directors)</p> <p>Clarified that roles can be switched</p>

	<p>The following people were nominated and voted into roles:</p> <p>Amanda - Secretary Leslie - Treasurer Magpie - President Karla - VP</p> <p>Email and Drive Access is available. Message GM if unable to access</p>
	<p>*The new Societies Act provides that, to be qualified, a person generally must be at least 18 years old, unless all of the following are true:</p> <ul style="list-style-type: none">• that person is 16 or 17 years old;• the society's bylaws explicitly permit directors to be 16 or 17 years old; and• a majority of directors are at least 18 years old.