



**The Gala Pride and Diversity Center
BOARD OF DIRECTORS MEETING MINUTES**

Date: Tuesday, June 16, 2020
Time: 5:42 pm to 8:18 pm
Location: 1060 Palm St., San Luis Obispo, CA 93401 **VIA ZOOM**

“The Gala Pride and Diversity Center (The Pride Center) supports and empowers people of all sexual orientations, gender identities, and expressions in order to strengthen and unite our Central Coast Community”

1. Call to Order:

President Doug J. Heumann called the meeting to order at **6:08 pm. Quorum was present.**
President Doug J. Heumann - Reading of the Mission Statement

2. Roll Call:

Present: Doug J. Heumann (President), David Weisman (Secretary), Sam Byrd, Katherine Soule (acting Treasurer), Denise Taylor, Elissa Dehart, Rob Diaz (Past President) Dehart joins at 6:18PM

Guests: Lynne Schmidt, Ciana Costa, John Boling

Absent:

Staff: Michelle Call, Executive Director;

3.0 Speakers 6:04 PM

Zabrina Cox, a labor and delivery nurse now works with Central Coast Childbirth Networks. She is Cal Poly alumni and certified Doula and has attended Lamaze workshops and learned about gender affirming language and identity. Notes that LGBTQ millennials are becoming parents in larger numbers and plans to assist LGBTQ families with reproductive technology adoption and foster care assistance; getting gender affirming language in family building services.

Welcomes Gala to make available books for family planning, resource guide and support groups; Sierra Vista would provide space but needed someone to lead those groups; birth asses or workshop for LGBTQ families. Discusses partnering for possible innovation grant, coming to Gala for knowledge and listening to community needs; building diversity and inclusion committee. Requested a Gala representative on her board or the inclusivity committee.

SOULE: Encouraged by this outreach and invites Zabrina to focus group with medical providers.

BYRD: if there is literature that would be helpful for college students that can be placed in Cal Poly Pride center, he we will distribute or invite Cox to have conversations with students.

4.0 Action/Information/Discussion

4.1 Approval of May 2020 Board Meeting Minutes – 6:15 pm

The vote regarding the Motion to Approve the May Board Meeting Minutes
TAYLOR Motions to approve minutes

DIAZ seconds

PASSED with 6 approvals, 0 oppositions, and 0 abstentions. (Dehart absent)

4.2 Approval of Financial Reports – Acting Treasurer Sole – 6:16 pm

New approach breaks down budget by individual groups; considering separate accounts for each rather than blended into one main account

SOULE: Tranz Central Coast is projected to have enough revenue for this year with their carry over Senior Budget – is small and balanced; currently has lower expenses because of Covid

Discussion of Tomassini Scholarship Budget: Current balance of \$10,000 is accurate and once those funds are depleted there is nothing further. It is established that there are currently 2 awards at \$1000 for youth seeking higher education. Higher education is not just university, but also includes trade schools and the arts as well as attendance at national conferences. Any youth can apply as long as they demonstrate that the outcome is related to higher education; there is also a service component that is part of the activity description in the application.

SOULE: Pride budget is more complicated; will go with the “actuals” and work with the chairs or treasurers to work on development of a budget for next year. As of now, approximately \$13,000 in Pride budget as carry over; Pride should have a separate bank account that will be started.

Estimated budget for July–December 2020: Revenue anticipates rent at full amount even if not at the moment rented out; Reviews line item revenue and expenses for remainder of 2020; anticipated net loss of \$6800 expected. To backfill, should money be transferred from money market account or do we need additional development?

TAYLOR: Gala usually collects the “net” from Pride budget; money has come in from Pride but very little going out—it is fair to ask Pride if they want all of their \$13,000, or do they want to donate some to our costs—if split down the middle they get half to start for 2021 and Gala gets half to backfill our expected \$6800 loss.

SOULE: Approves of TAYLOR’s suggestion and will prepare to discuss with Pride Committee.

DISCUSSION: How much of a balance should be maintained in checking account once the budgets are broken down into separate committee budgets?

DIAZ: Two months seems like a safe amount of cash on hand

HEUMANN: Board concludes that it is prudent to presently break The Pride Center budget categories into separate funds for each activity/committee and revisit issue of correct amount to maintain as minimum checking balances at conclusion of calendar year 2020.

MAY 2020 MONTHLY Financials:

CALL: Reviews monthly expenses. Thanks John Boling and PGE/Robert Kinports for donations

Paid all 6 months of John Walsh landscaping expenses; paid for porch outlet covers; Higher bill for Came security—Call will investigate specificity of the charges.

TAYLOR: motions to approve May financials;

DIAZ: seconds

PASSED with 7 in favor; 0 oppose; 0 abstain

DEHART: makes motion to approve annual forward July-December 2020 budget

TAYLOR: seconded

PASSED with 7 approvals, 0 oppositions, and 0 abstentions

4.4 Executive Director Report – Call – 6:51 pm

Call provided her written Report to the Board prior to the meeting. The Executive Director Report is made a part of these Minutes. Subjects included:

- Website
- Library
- Lease
- Other

CALL: Farid / Rental update: People who were shown space no longer interested; commercial market suffering with vacancies currently 111 commercial leases in SLO; suggest price drop from \$1300 to \$1200 would be helpful; is taking a paid ad.

HEUMANN: if Farid suggest \$1200 does he have someone in mind?

CALL: Just general suggestion

HEUMANN: If they were interested, wouldn't they would negotiate down from \$1300?

DEHART: Loves the idea of someone from community or community we partner with LGBTQ or people of color, therapists etc, and if \$1200 gets us that client to provide a safe space she would love that.

HEUMANN: Do you know of any therapists who want space for \$1200?

DEHART: They are out there but it depends on reopening. If someone feels like they are getting a deal then the rent can be raised in a year.

SCHMIDT: Need to remember office is not ADA compliant for a counselor to have an office up there.

HEUMANN: If Farid thinks it will work put it in front of him.

CALL: NAME CHANGE: Telephoned on-hold with state to find out it is currently processing applications from May 16 and ours should be done in the next 2 weeks. Once name is changed it should instantly be changed on registered charitable trust web site

CALL: Petition for change at Cal Poly signed by all marginalized student unions asking for emergency stipends of \$200, restore 2 full time advocates at SAFER for next fall...students need them; implement student DACA recommendations. Asks for physical spaces for groups and Latinx center

BYRD: will abstain; some of these orgs don't communicate with us; some concerns about these demands, as a professional staff but will abstain; concerns have to do with "space" for organizations

DIAZ: Supports the letter

DEHART: Cal Poly has state and national reputation for racist administration. Supports those spaces and for the administration to show that they are welcoming and who the students see when they come to campus and are there programs that show support and are welcoming

DEHART: Motion to support signing student demand letter

TAYLOR: Second

PASSED with 6 in favor, 0 opposed and 1 abstention (BYRD)

4.5 Unfinished Business – Heumann – 7:07 pm

SOULE: re: SWOT being rescheduled; taking steps to allow organization to be more effective, talking to Dr. Leola Dublin MacMillan on June 28 will be valuable learning experience before SWOT

Doodle poll will be sent out to determine date/time for Board SWOT Zoom.

BYRD: Displays new BRAND BOOK for The Gala Pride & Diversity Center with logos, typeface, style guides and photography, including potential merchandise designs. Board expresses praise and thanks to BYRD and SCHMIDT for their work on this product.

BYRD: Motion to adapt new logo brand 1.0

TAYLOR: seconds

PASSED with 7 in favor, 0 opposed, 0 abstentions

DISCUSSION: SWOT participants/participation

Board recognizes lack of outreach for SWOT participation; acknowledges ongoing contribution of Lynn Schmidt and encourages and invites her participation in ongoing SWOT process, as well as inclusion of Jamie Woolf. Outreach will be done to broaden and expand scope of participants in SWOT process.

4.6 New Business – Heumann - 7:35

Reopening of center "post Covid"--

CALL: Distributed opening guidelines based on the state and insurance company. Before any groups meet she will contact group leaders and ask for plans...how many people allowed in groups?

Only Ciana uses the desk, has supplies for wiping down.

HEUMANN: Only entrance should be the front door, and people exit the side door.

DEHART: Agrees there should be separate entrance and exit; touch points cleaned every half hour.

CALL: We are thinking about groups in the evening should not cross over with Ciana; may be the odd person throughout the day might pass Ciana, but more concern about groups in the evening—require wiping and chairs, social distance and wear masks and youth group meets outdoors.

HEUMANN: Stop any food for now.

SOULE: Would want food for youth groups, but need food protocols: for summer kids they bring their own lunch in a bag

TAYLOR: Tranz Tuesday is often crowded for social distancing. How to account for this? Limit attendance to first 10 who sign up? This could have repercussions and limitations.

CALL: Don't anticipate many will want to meet. If there are more than 8 we can offer back parking lot with chairs for social distancing outdoors.

SCHMIDT: With Covid cases rising are we really ready for this?

TAYLOR: Most people will probably continue on Zoom

WEISMAN: Book Club members seem to prefer Zoom for now; allows for some members who had travel and physical difficulties in the past to begin attending meetings again. Also concern that if in person meetings begin again, some may wish to avoid out of caution or health concerns; how to satisfy both needs?

BOARD DECIDES to wait until July Board meeting to decide about reopening the physical space.

5. GALA Committee Reports:

5.1 Fundraising – Weisman – 7:45 pm

WEISMAN: Wait to see whether we get money from Pride carry over will determine how great the fund raising need is.

CALL: Some problems getting "Give Lively" subscription donation plan onto web site; may have to use PayPal.

TAYLOR: Possible program for monthly giving campaign: if we need \$6000 then it's \$1000 per month for 6 months, which translates into 5 people giving \$200 per month.

5.2 Governance – Heumann – 7:48 pm

HEUMANN: Once we get official name change we'll set up a meeting in July

CALL: Will send out doodle poll for July

5.3 Outreach --Byrd – 7:49 pm

BYRD: Put ad in New Times; Lavender Commencement had 170 views, recognized 50 LGBT graduating students

BYRD: Developing policy strategy of acquiring "on campus" property for groups; exploring reopening centers for some students on campus, but all events will be virtual. Center in the UU is a closed, as not big enough for social distancing. Space in UU is too small, needs to move into another space in YTT building. Next year looking into Poly Village space.

5.4 Pride – Call & Taylor – 7:55

TAYLOR: Haven't been any meetings

SCHMIDT: Need more internal discussion and finalized budget to present to existing Pride committee

WEISMAN: possible inclusion of Poly as Pride organizer/leader helps change the dynamic of where Pride is heading to more inclusivity and intergenerational approach to share with veteran organizers.

BYRD: Need to strategize over fund-raisers and how to integrate into University, we did move the event to May for the benefit of the students.

TAYLOR: Will need to work with the veteran committee members over who may run the fund raisers.

BYRD: Suggest marketing all activities as "Pride" throughout the year.

TAYLOR: It's just a matter of where we park the funds; in favor of reaching out to existing Pride Committee with offer to discuss changes; maybe we have an hour-long meeting to discuss after Board meets to discuss first.

DIAZ: will put out a Doodle poll for Board meeting re: Pride

5.5 Senior Advocacy – CALL– 8:05 pm

CALL: Last month did Netflix watch party with 3 viewers; Doesn't think seniors are as enthusiastic virtual group activities but stay in touch as individuals. Does not anticipate uptick in senior participation until it is safe to meet in person again.

BOLING: Overall, seniors met 6 times this year but cancelled 7th monthly meeting in March

5.6 Tranz Central Coast -- CALL -- 8:08 pm

CALL: TCC meets Thursday.

HEUMANN: Meeting held at MCSIG and he gave comments. The transgender exclusion language will be eliminated in plans starting January 1, 2021. Unfortunately, the board chose most restrictive plan language.

CALL: Saturday is Trans Day of Pride.

6. GALA Group Reports

6.1 SLO Lez B Friends – CALL 8:10
CALL: Doing fine on line

6.2 Q & R Groups - DIAZ 8:10
No big updates meeting every other week 6-10 depending; summer camp is getting them out of their homes and the conversations are “chill.”

6.3 Q.I.D. Group – DEHART 8:11
DEHART: Group has been at protests and not meeting; had some engagement with people watching the live streams
Would like to have conversations about the group but would welcome live stream chat discussion as well.

6.4 Art Curator – Schmidt 8:13
SCHMIDT: Arts Obispo may not survive Covid, probably no Art After Dark for rest of 2020. Asks Byrd for contact with students needing to do senior shows and provide a venue. When ready to reopen will put up the 12 people photographed for the Body Positivity billboard unless Sam has students who want a venue for their work.
Board applauds SCHMIDT’s work in painting the Center’s front steps.
Great help from Kit Gould deserves a thank you from GALA

7. Next Meeting:

Date: July 21, 2020
Time: 6:00 pm (VIA ZOOM)
Location: 1060 Palm St., San Luis Obispo, CA 93401

8. Adjournment:

TAYLOR: Motion to adjourn
BYRD: Seconds motion to adjourn
VOTE: 7 in favor, 0 opposition 0 Abstention
Motion to Adjourn PASSES

ADJOURNED AT 8:18 PM