



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

Date: Tuesday, October 20, 2020
Time: 6:02 pm to 7:39 pm
Location: 1060 Palm St., San Luis Obispo, CA 93401

“The Gala Pride and Diversity Center (The Pride Center) supports and empowers people of all sexual orientations, gender identities, and expressions to strengthen and unite our Central Coast Community”
“El Centro de Orgullo y Diversidad (Gala) apoya y empodera a la gente de todas las orientaciones sexuales, identidades de género, y expresiones de género, para fortalecer y unir nuestra comunidad de la Costa Central”

1. Call to Order:

President Doug J. Heumann called the meeting to order at 6:02pm. **Quorum was present.**
President Doug J. Heumann - Reading of the Mission Statement
Executive Director Michelle Call – Reading of Mission Statement in Spanish and Chumash acknowledgment

2. Roll Call: 6:05

Present: Doug J. Heumann (President), David Weisman (Secretary), Sam Byrd, Treasurer Elissa Dehart, Denise Taylor
Guests: Jamie Woolf, Rusty Cook - TCC, Tauria Linala - GTI member + SLO Village Board Member
Absent: Rob Diaz (Past President), Katherine Soule (Treasurer)
Staff: Michelle Call, Executive Director; Ciana Costa

3.0 Speakers 6:08 PM
None present

4.0 Action/Information/Discussion

4.1 Approval of September 2020 Board Meeting Minutes – 6:08 pm

The Vote regarding the Motion to Approve the June Board Meeting Minutes:
Motion to approve minutes: HEUMANN
Second: BYRD
PASSED with 5 approvals, 0 oppositions, and 0 abstentions.

4.2 Approval of September Financial Reports – CALL – 6:09 pm

Slight decline in investment income from Edward Jones, attributable to market fluctuations.
Depreciation has been rationalized and is now accounted for properly.
\$10,000 holdover has been properly categorized and redistributed.
Overall, brought in \$2000 over expenses, creating positive cash flow for the month.

Motion to approve September financials: HEUMANN
Second: DeHART

PASSED with 5 approvals, 0 oppositions, and 0 abstentions

HEUMANN: Asked Soule to investigate changing name of Endowment Fund and move that into other funds. She investigated and found no reason we cannot change Endowment and move it into Corporate Select Preservation of Principal investment.

CALL: Plans to combine operating expenses and current endowment and put them all into the operating expenses that will give close to a year of operating expenses in reserve. Process combines two medium growth funds.

HEUMANN: Motions move Edward Jones "Endowment Fund" into Operating Fund.
SECOND: TAYLOR

PASSED with 5 approvals, 0 oppositions, and 0 abstentions

4.3 Executive Director Report – Call – 6:19 pm

Call provided her written Report to the Board prior to the meeting and copies were available at the meeting to any interested persons. The Executive Director Report is made a part of these Minutes. Subjects included:

- Website
- Library
- Lease
- Other

CALL: We are in October only have two more board meetings before the end of the year. Would like to know who is considering leaving the board so the nominating committee can take this into account. Rocio Diaz has announced that he is going to be leaving the board.

TAYLOR: Do to other personal demands on her time, Denise Taylor will be stepping down from the Board.

NOMINATIONS Committee formed and getting to work. Committee is looking to bring diversity and inclusion by bring new and previously uninvited voices at the table.

Signing documents for Edward Jones Accounts available for Weisman, Heumann and Soule. Need to sign at Gala office.

DEI task force for SLO: Call suggested other task force members apply for grants. Call initially declined because \$120,000 proposed budget is not enough to do any significant work and prefers money to go to a grant writer for a bigger grant. DEI asked Michelle to get together with other organizations to form a coalition to focus on this grant writer proposal.

Education committee met and has many people with many ideas discussing what should be included in intercultural education curriculum to assure it will be inclusive; will next evaluate existing materials "so as to not need to reinvent the wheel." Hopes to have some curriculum ready by the end of the year for use in 2021.

New website volunteer has been found and is going to work on a "donor wall," and "report form."
BYRD: reports that intermittently the website shows up with random characters in the menu bar
COSTA: Has been in touch with webmaster, working on what the tweak is in order to remedy.

Looking for office furniture for Rocio Anaya, looking for a couple of desks or at least one and a couple of chairs.

Rocio Anaya finished training with Stacey Hutton, now in contact with Ly-Lan Lofgren regarding a therapist—led transgender support group.

4.5 Unfinished Business – Heumann – 6:29 pm

HEUMANN: Chapman Endowment: Gala given \$50,000 in endowment; researched and worked with Community Foundation and decided to go forward with naming Community Foundation as administrator.

Board of Community Foundation approved the agreement, so HEUMANN signed it and is sending email to Erin and Heather—Chairs of the Growing Together Fund—to let them know that GTF is beneficiary group if GALA ever folds.

HEUMANN: Update on letters/non-responses sent to SLO city officials re: request for Police and Community Team (PACT) to be involved in the hiring of the new police chief: Sent letters to Mayor Heidi Harmon and City Manager Derek Johnson requesting that the PACT be permitted on input of new police chief choice. Mayor Harmon responded by directing Derek Johnson to field this inquiry. City responded that they have retained a national group to make this hire and they are going to be engaging with PACT very soon; The Gala Pride and Diversity Center is a member of PACT. Sent email to interim chief Jeff Smith and got a return email saying they would like to continue with the PACT, but wants to talk about it. Communications continue.

4.6 New Business – Heumann – 6:33 pm

CALL: Initial discussion of 2021 budget

REVENUE:

Tentative informational budget presented. Doesn't need approval until December. Discussed sources of revenue versus expenses. Herring Law will pay rent all year in 2021 and Stoke the World guaranteed rent for second office. Trying to raise extra money. Stoke The World has committed to raising \$20,000 in 3-4 fund raisers. Possibilities include: coffee table book, iron chef competition to raise \$5k each; Mary Ishikawa reports Allstate should provide a donation. Planning for reverse drawing in some form in 2021. Newsletter ad revenue estimate based on current amounts. Confident that subscription giving will accelerate.

EXPENDITURES:

Didn't list event expenditures but from July onward because of uncertainties in Covid situation Future budget has salary raise for Call and Ciana at \$4 and \$2 each respectively; also \$8000 for an Americorp volunteer, to be paid 50/50 with TCC.

HEUMANN: Wanting to discuss salaries further...Michelle would increase to \$62,400 (by law); Ciana is working 40 hours per week at the moment. Her hours were upped her when she started doing the newsletter. The proposal for Ciana would be going from \$16 to \$18 per hour.

HEUMANN: Thomassini Scholarship. Believes some has already been given, but seem to have \$10k remaining to be granted. Believes it should be handled by the new Education Committee, asked Board for input.

Board discussion on Thomassini scholarships. Questions regarding outreach to possible candidates, and distribution: Should it be 10 grants of \$1000 each? How will awards be determined? Can candidates submit and essay, or would a multi-media presentation also be accepted?

BYRD: Member Byrd volunteers to put together a program outline and bring it to a subsequent meeting.

HEUMANN: There is an existing scholarship via GTI funded by Gary Grossman, perhaps Byrd can consult their criteria for ideas.

HEUMANN: would like to appoint Lynn Schmidt as chair of the Nominating Committee; she has agreed to this appointment work if nominated.

HEUMANN: Motion to appointment Lynn Schmidt to chair of Nominating Committee.

WEISMAN: Seconds

PASSED with 5 approvals, 0 oppositions, and 0 abstentions

5. GALA Committee Reports:

5.1 Fundraising – Weisman – 6: pm

Explains the marketing campaign tied to John Laird victory as key to getting media interest. Will contact KCBX and Dave Congalton for radio exposure and Matt Fountain at Tribune and Caleb Wiseblood at New Times for print. Use the opportunity to promote new subscription giving program.

5.2 Governance – Heumann – 6:59 pm

Draft employee manual sent to board to review; got one response with comments from Diaz. DeHart accepted attending Zoom meeting to have input on 10/29 at 7-8PM; not required of whole board if members have no issues with the draft manual.
Current concern involves offering paid lunchtime, and on versus off premises liability issues.

5.3 Outreach - BYRD – 7:05 pm

Requests any Board member wishing to do so to submit their on-line biographies.
Podcasts being put together and getting hits, make up tutorials doing really well.
Queer iconic songs throughout the decades music playlist being planned.
November: More work around gender recognition act and asks if there will be a Trans day or Day of Remembrance?
WOOLF: The event is planned for watching the movie DISCLOSURE with Race Matters.
BYRD: Asks Woolf to provide details.

5.4 Pride – Call – 7:10 pm

Pride planned for the week of May 17-23; starting day before with an educational day and collaborating with lots of different organization.
Presents calendar for mixture of live and virtual events; Some will be “drive by” exterior events.
Committee has decided to have co-chairs for the committees. Among the nominees are:

- Dusty Collier from the SLO Chamber and DEI, who is also on The Pride Center Nominations Committee
- Ila Moncrief volunteered as part of Cal Poly’s Pride team. She is an intern at Cal Poly, is known to Board member Byrd who vouches for her skills and good work.
- Mark Lorimer, and new to town and the committee and is interested in bringing some TEDTalk type of activity to the Pride; and he would also like to be co-chair

President HEUMANN raises questions about division of roles, notes analogy to estate planning where there may be co-executors but the situation is often unbalanced and unequal.

Board discussion ensues, topics include: Can there be a clear division of tasks for each co-chair? Are there issues of “power dynamics” between the participants? Can it be assured that if there is one lead chair, that a diversity of all voices will be heard and valued? Should the co-chairs be given time to establish what their individual roles and commitments would be? How would co-chairs demonstrate/define the relationship between The Pride Center and Cal Poly?

HEUMANN: Proposes a conversation with himself, Michelle, and Sam with Dusty and Ila to discuss thoughts and concerns.

CALL: Will set up meeting as described above

5.5 Senior Advocacy – Boling – 7:29 pm

CALL: no news

5.6 Tranz Central Coast -- Woolf -- 7:30 pm

Groups are still going. Tuesday night will have a shift in facilitators soon. Teen group is still going, but going to shift schedule around; Anaya being trained to do therapy specialties.

TCC deciding whether to put in 50% of the money for Americorps volunteer; will they get 50% of the benefit? Willing to discuss and work with Call on that project.

Call had noticed that new restrooms at the city park at Paso Robles were marked as single use for men and women. Sent letter to manager letter and thinks they will be amenable to making the change to create gender neutral restroom signage.

HEUMANN: Regarding the Americorps volunteer: if you couldn’t see TCC getting 50% of the benefit would TCC be amenable to 75-25%?

WOOLF: Issue was raised by TCC board for possibly 25%, 33%. It is open for discussion.

6. GALA Group Reports - 7:35 PM

6.1 SLO Lez B Friends

CALL: Have been meeting and going well.

6.2 Q & R Groups - Diaz
On hiatus

6.3 Q.I.D. Group - Dehart
On hiatus; FED still meeting with attendance of 1 per month but happy to hold the space with Andrew;
will continue posting the event.

6.4 Art Curator – Schmidt
CALL: Michelle submitted proposal for new custom tables...a few weeks out from completing refinishing
chairs. Will be devising a pride art project

NEW ITEM: BYRD: Presented a Municipal Equality Index concept—structured benchmarking
assessment looking at all levels of the city completed indexed through metrics created by Human Rights
campaign. Interest expressed by SLO city in moving forward.

7. Next Meeting:

Date: November 17, 2020
Time: 6:00 pm
Location: 1060 Palm St., San Luis Obispo, CA 93401

8. Adjournment: 7:39 PM

MOTION TO ADJOURN: HEUMANN
SECOND: DeHart

PASSED/FAILED with 5 approvals, 0 oppositions, and 0 abstentions

ADJOURNED AT PM 7:39 PM