

LCT Agenda, Board Meeting June 28th

6pm on zoom

Zoom Link:

<https://us06web.zoom.us/j/82906127795?pwd=YXRJeUVkZGdOV1VNdTZYSSFFDazUyQT09>

Directors Present: Ana de Lara (she/her), Erica Petty (she/her), Tony Adams (they/he), Emilee Nimetz (they/them), Ingrid Moore (she/they), Monica Ogden (she/they)

Guests: Lo Shrum (they/he), Chad Laidlaw (he/him)

Regrets:

Chaired by: Erica Petty

Agenda

1. Call meeting to order - 6:15

a. Territory Acknowledgement led by Monica

Acknowledge with respect that we are meeting on the territories of Lekwungen and WSANEC nations. Especially today as we hold a lot of space for moments of grief, joy, resistance that have always occurred on these lands, and that anti - black racism is not from these lands, and it continues to permeate our communities. Black folks are not necessarily settlers and its important to remember that. A lot to hold today, and there is a lot to be accountable for being on these lands as settlers, we need to decentralise ourselves when it comes to things like race and anti-black racism as we make efforts to repair the harms that have happened in this space EMILEE - on territories of the Musquem, Squamish Tsleil Touth.

ERICA - reflecting and remembering on recipirical relationships, the land is home to myself and my family, and as a family we are looking for ways to honour the land, and financially compensate the folks who have stewarded this land since time immemorial. Wondering what we can do as a board and society for the nations who's lands we are, especially in light of Indigenous History month this month

MONICA - thanks for bringing it back to action, this is what we need to be doing.

2. Approve Today's Agenda, motion by Emilee, 2nd Ingrid

3. Approve Meeting Minutes, motion by, 2nd

- a. May meeting minutes are regretfully not ready, Erica will circulate by email in one week's time for everyone's approval

4. Business Items (Productions, Membership, Operations, Staff, Rentals)

a. Productions

i. Play Selection committee has commenced

1. Monica facilitated a training session with the members June 19
2. Each person has been tasked to find two plays that centre BIPOC joy and to offer them back to the group for consideration

- a. Note from Monica - not just shows with 1 BIPOC character, really thinking through larger casts of diverse characters, directors, everyone.
- 3. As a committee, we have decided that instead of group email chains or reply all threads, that the co-chairs will be the point of contact and facilitate group communication
- 4. Reflections from Monica - prelim meeting to set expectations and goals for our productions and a framework to do this work in. Trying to streamline communications, trying to make sure info is available in various ways for accessibility. Will be connecting with the committee to find a time for the next meeting. Felt the group heard that this will be led by Ana and Monica, and the BIPOC expertise and knowledge will be honoured and respected. Was able to connect with committee members about their access needs, their privilege and their axis' of oppression, in particular in regards to their experiences at Langham.
 - a. Erica - interested to hear how the audit affects our processes going forward, there is a need for a fresh start so we can do things in a better way. Email culture needs to honour people's time and consent
- 5. Emilee - Production meeting: a shortened production timeline is definitely possible, and trying to reimagine the space that makes it more communal. Lots of notes they want to distil down and share
 - a. Key points - in past, 9 week rehearsal periods have been done
 - b. Need to be clear with our timelines and with the whole team involved with the production
 - c. Sets - possible to have sets come in and out so the space can be shared. Definitely want to think of paired down sets.
 - d. Chad - 9 weeks is definitely doable, but need to think of preproduction period in regards to getting rights especially.
 - e. Good to keep in mind a plan b in regards to play selection if rights are denied
 - f. Erica - thinking through the amount of work we ask from directors and what they have to do to prepare and how we can support that process. Future directors should be encouraged to take ICA bystander intervention training
 - g. Do we need communication about the July 15 goal to announce? We are falling short of this goal

b. Membership

- i. 2 member comms went out in June
- ii. Next member comms are to announce final dates for ICA trainings
 - 1. Need to get confirmation from ICA

- a. Potential dates as of last night - Sunday July 10 2-4pm (finish results of audit)
 - b. Monday July 18 6-8:30 CONFIRMED TIME
 - c. August 15 & August 22 for other sessions
 - d. Some folks are concerned about jumping into the sessions if they haven't been around for previous sessions
 - i. We have told people that Paulina instructed us that things build upon the previous session.
 - e. A lot of harm and trauma happened during the equity audit meeting, comments made in the survey represent how steep this learning curve is for many folks
 - f. Chat space also was very volatile and had to be mediated
 - g. There were moments of helpful reflection, but a lot of harm as people express themselves and flippantly disrespect members and community members
 - h. Feeling like we want to keep 2nd session just for the board, which Paulina offered and supported
2. ACTION: Erica will schedule this meeting with Paulina
- iii. ICA Equity Audit results were presented to a large number of members last night. Paulina wasn't able to get through all the data. A future presentation will be scheduled with the Board.

c. Operations

- i. Update from Chad
 - 1. VAD Arts contract is almost finalized - a potential \$25,000 rental
 - 2. Meeting with Kaleidoscope this month to see if our space would be suitable for their season/shows
 - a. We would also get a ticket premium from all of their sales to support a program of our choice (building fund?)
 - 3. Chris Clarke built a removable ramp so now the stage is wheelchair accessible. Was used successfully by a rental group
 - 4. Feilding membership renewal requests
 - 5. Chad will be vacating the position as of July 22.
 - 6. Chad will be purchasing some gifts for volunteers - a budget of \$250 is approved.
- ii. Hydro bill is due
 - 1. Was paid June 17
- iii. Costume loft will be open on Weds to allow Deanna some schedule flexibility for her filmmaking
- iv. Memberships, new and renewal process, reviewed by Ingrid and Chad. New tracking spreadsheet cues when renewals are due

d. Staff

- i. Erica continues to check in with Chad and Deanna, Chad has been connecting with Jason and Chris.

1. Jason has found a decent air conditioner for the tech booth, will also need to have some sort of air filtration as well.
 - a. Should come to around \$3000
2. With Chad vacating position we need to set up a job posting for GM and circulate to HR volunteers
 - a. Can we get an administrative clerk? Any way to expedite this so that there can be a cross over with Chad?
 - b. HR committee volunteers to confirm a proper job description.
 - c. May be best to get some sort of a team together and hired in quickly. Confirming next year's budget will streamline hiring process and what is possible

e. Rentals

- i. SKAM summer rental confirmed, contract sent
 1. May need to increase cleaning protocols - Chad to reach out to Chris flag this and put it on his radar.
- ii. VAD Arts 2022-23 contract has been accepted, a 3 year renewal clause is being built into the contract. It includes two fee price points, tbd based on their registration numbers (if they need 1 guaranteed space or 2).

5. Board / Society Items

a. Financial

- i. Update from Tony

b. Building

- i. Hydro bill is due

c. Committees

- i. Member comms helped to bring more committee applicants forward
 - 1. HR committee set to commence**
 - 2. Strategic Directions**
 - a. A policy and governance focus has been suggested via the emails we are receiving from members
 - b. Equity audit report, once received, can help inform this work

d. Media

e. Legal - in camera

f. Resignation and Appoint of Board Directors

- i. Jesse Deutscher resigned as a member at large
 1. ACTION: May we send them a card as thanks for their service?
- ii. Appointments of Vacant Positions
 - 1.

The vacant position of **Member at Large** was appointed per the Bylaws 6.1 (3): Any vacancy on the Board will be filled by Board appointment, and any such appointment will be presented for confirmation at the next general meeting of the Society. The Board received an offer of support

from Lo Shrum (he/they) who cares about the Board's work to hold accountable spaces, cares about building community spaces, and expressed an offer of help with the democratic mandate of opening the theatre up to the broader community.

Nominated by Erica Petty, motioned by Monica 2nd by Ana (vote - all in favour)

2. ACTION: Erica will refile with BC Societies

6. Any other business?

a. Update on apology to Tenyjah

- i. This was a huge step to take, and it is the beginning of a lot of change.
- ii. Concerned about harassment that may come to Tenyjah, caring members will be monitoring and understand that the Board is open to hearing from folks about harassment.
- iii. BOD on standby for whatever comes/ goal to reduce harms, repair relations and not re-traumatize BIPOC Community
- iv. Need to use trauma-informed approach

7. Next meeting date: Monthly meetings to resume?

8. Adjournment - motion by Monica, 2nd Erica

a. At 9:08pm