Spectra

Business Meeting 5/06/22

Zoom Info

ATTENDEES

In-person (Zoom): Joseph Nakao, Mike Hill, Doug Lind, Alex Hoover, Keri Sather-Wagstaff, Chris Goff, Lily Khadjavi, Ron Buckmire

Absent: Juliette Bruce

AGENDA

Last Meeting Follow-up

1. Membership Dues Proposal: Through 2023 the dues structure for membership in Spectra will be as follows:
    a. Individual Member – $0 annually
        i.   Voting privileges
    b. Academic Institution Member – $100 annually
        i.   Ability to sponsor 2 institution members for individual membership.
        ii.   Ability to have institution name listed on
    c. Corporate Member – $200 annually
        i.   Ability to sponsor 2 employees/members for individual membership.
        ii.   Ability to have institution name listed on website
    d. Keri moved to approve this plan; Chris seconded
        i.   Doug asked how people will become individual members. Mike brought up an early plan of rolling over the list as the first group of members then in future years being opt-in

        ii.   We should have some way to indicate what departments are departmental members. This can be on the website, listed in some way.
1. AMS publishes a list of member institutions
2. Math Alliance has a banner on ads
3. Newsletter can have parts for this: Spring for pride and Fall for jobs, etc

       iii.   Alex asked about what kind of vetting we will do to certify that listed departments are actually LGBTQ+ friendly.
1. Math Alliance handles this with a floor on the number of faculty members as mentors to be institutional memberships

       iv.   Lily: Institutional membership is instead a tell of "is this something the department is gonna put money towards". This leads to a middle ground of just listing who is donating, rather than a vetting process.

       v.   Could ask that the department agree to a statement of values for spectra as part of the membership:
1. Can paraphrase our Purpose as a Pledge: "As an institutional/corporate member of Spectra, we pledge to support and encourage LGBTQ+ individuals in mathematics, by working to create an inclusive and affirming environment that supports the well-being and professional development of LGBTQ+ mathematicians. We join the work creating a time when LGBTQ+ mathematicians are able to bring their whole selves to the mathematical community."

       vi.   Chris asked about the rates for corporate memberships as well, asking if this was too low. Lily brought up that this amount is commensurate with the age of our organization and amount currently being offered

       vii.   Joseph N. will send an email calling for a vote from the board.

2. Queer Foundations Fundraising Campaign: Still trying to work with Barbara from Out2Innovate (NOGLSTP) to make sure we can launch a GoFundMe. If we don't get approval by June :/ we can do a somewhat softer launch of the campaign without the GoFundMe in June with donations having to go via the current NOGSLTP route. The goals of the fundraising campaign are as follows (in decreasing order of priority when it comes to using funds):
   a. To establish Spectra as a non-profit institution, allowing Spectra more flexibility in financial management and the ability to grow the reach of Spectra programs.

          i.   Ron estimated this would be about $2,000 in lawyer time in CA (2 step process of incorporating and then getting tax-free status as 501(c)(3) with the IRS.

        ii.   Because of the cost, this might make things a little trickier

      iii.   What are the costs attached to donations from GoFundMe & how does the tax write-off work

b. Building better administrative and infrastructure for Spectra to make the organization sustainable long term, and allow those volunteering for Spectra to focus their attention on growing the reach of Spectra programs.

c. Ensure the continuation of Spectra's current events and programs, and allow for the creation of new programs aimed at fulfilling the mission of Spectra to support and build community amongst LGBTQ+ mathematicians.

d. We need a link for this to be sure the stuff from the notices works!

e. Vote: 7 Yes, 0 No, 0 Abstain

3. Editing Bylaws: As we discussed at the beginning of the semester we wanted to make any small edits to the bylaws before announcing them publicly in June. You can find the edited bylaws here:

https://docs.google.com/document/d/1CTQ5Kqwqiv3OlIDjDTakSENEul7TSZXLcshO LEYtTl4/edit?usp=sharing

There were two major issues we have come across with the bylaws:

a. President, Immediate Past President, President Elect: Currently the bylaws state that we will always have a president, during even years we will have a president elect, and during odd years we will have an immediate past president. In order to match this schedule and ease the transition to the new board, we had discussed Mike H. or Juliette B. remaining president. After talking it over, Mike H. has agreed to serve as president for 2023 & 2024. With this in mind we do not have to edit this part of the bylaws and these positions will look like:

         i.   2023: President (Mike H.) & Immediate Past President (Juliette B.)

        ii.   2024: President (Mike H. & President Elect (To be elected Fall 2023)

b. Adding Accessibility to EDI Role: Joseph N. pointed out that it would be good to also center accessibility in the mission of the EDI committee. With this in mind, I am proposing the following edit to the title and description of the EDI committee:

i. "Equity, Diversity, Inclusion, and Accessibility (EDIA) Committee: Recognizing the importance of intersectionality the focus of this committee shall be to help support mathematicians minoritized along other axes of identity. A key component is also ensuring that Spectra as an organization is mindful of EDIA issues in its decisions and communications."

If there are no major issues I hope to send out an email to vote on them next week.

1. Keri asked about the inclusion of other words like "Justice" in the EDIA committee, Chris suggested that the first meeting of the committee finalize that and then we adjust the bylaws there
2. Vote: 7 Yes, 0 No, 0 Abstains

New Business

- Visibility Social Media Campaign for Pride?
  - Alex H. asked for help there. Joseph is gonna work with him.
  - Ron also can help. Idea is to replicate MGB with blurb, etc.
- Spectra Conference?
- Organizing for SIAM
  - Offsite event?
- Chris brought up that the call for JMM events is like now. We need to propose something ASAP. Chris will reach out to AMS.
- MAA Stuff
  - Chris & maybe David?

ACTION ITEMS

1.

UPCOMING & PAST EVENTS

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DREAM & LARGE SCALE GOALS