



Exeter Queer Festival

Meeting Minutes


Meeting Date:	19 th September, Start: 1900 hrs, End: 2030 hrs
Meeting Venue:	Online MS Teams
Attendees:	Alex Aitman (AA), Annie Bennet (AB), Martin Niebroj (MN), Roscoe Hastings (RH), Russell Back (RB), Tanya Sprunks (TS), Tim Fairhead (TF), Wayne McGee (WM, Deputy Chair Minute Taker), Willem Tapper (WT)

Agenda Items



2023_09_19 - Exeter
Queer Fest Meeting A

Item No.	Item description	Owner	Action / Decisions
1.	Welcome, Apologies and Introductions Introductions to new committee members. Apologies from Trustees: Annie Westbrook (AW) Apologies from Active committee members: Marina O'Shea (MOS)	Deputy Chair	
2.	Charity Status and Trustees Committee survey feedback were reviewed on Friday, Sept. 15 by AW, MN, WM <ul style="list-style-type: none">Decision / Action: charity to be set-up by October 16, 2023Decision: charity to be initially registered with 4 trustees: <i>Annie Westbrook (Chairperson), Alex Aitman (Treasurer), Wayne McGee (Secretary) and Martin Miebroj</i>	Deputy Chair	Decision / Action: Charity to be set-up by 16/10/23 Decision: Charity to be initially registered with 4 trustees:

	<ul style="list-style-type: none"> • Aim for 8-10 trustees within 12 months. For committee members, to register as trustee, contact WM via ExeterQueerFest email address • Currently we have 18 active/advisory committee members, with recruitment ongoing. <ul style="list-style-type: none"> ○ 'Active' committee members are those who meet regularly to steer activities ○ 'Advisory' committee members are those who provide strategic advice • Charity registration will confirm checks, procedures, and governance 		
3.	<p>Sub Working Groups</p> <p>Active committee members accepted to lead sub-groups, provided they agree with the charity's confirmed aims and goals. Leads will form working groups and recruit committee members. These sub-groups and leads are:</p> <ul style="list-style-type: none"> ○ Policy and Legal, and Risk and Safety – Roscoe ○ Strategy Partnership and Fundraising – Roscoe ○ Strategy and Operations – Marina ○ Event Management – Annie B ○ Marketing, Comms and Branding – Martin ○ IT, Systems and Web – Wayne ○ EDI, Visibility and Volunteers – Willem ○ Sustainability, Ethics and Holistic Wellbeing – Russell 	Deputy Chair	<p>Decision:</p> <p>Sub working groups with leads, as mentioned</p>
4.	<p>Mission, Vision, Values, Aims and Goals</p> <p>Draft version of Mission, Vision, Values, Aims and Goals were shared to be discussed at.</p> <p></p> <p>Mission, Vision, Values, Aims and Goals</p> <p>RH suggested we clarify how we reference "Queer" and "LGBTQIA+," locality, and whether they are interchangeable. Clarifying our language and terminology will make it easier for people to understand who we are and what we do, and how they can engage with us.</p>	Deputy Chair, All	

Using the word 'Queer'

- **WT:** Social media algorithms can counterintuitively target posts and accounts to prevent discrimination. We're a diverse group, and one word will never describe everyone, so don't be too weighed down.
- **AA:** "Queer" is often used as an umbrella term, and LGBTQIA+ is the meaning behind the word.
- **WM:** Distinguish between how we define culture (queer) and how people identify (LGBTQIA+).
- **TF:** Recently experienced a festival that embraced the word "queer."
- **MJ:** Sees the word "queer" as something wonderful to be celebrated.
- **TS:** In some establishments, the word "queer" can be deemed politically incorrect and derogatory, but personally sees the word as fun.
- **AA:** The word "queer" is widely used, adopted, and embedded in the community and culture, with queer courses adopting the word.
- **RB:** The word "queer" can be appealing when it comes to branding, and can be used in a way where the word is reclaimed. A drive and motivation could be centred around using it in a positive way. There is a recognition that outside of the community, there are negative connotations that where we could address through educating.
- **AB:** We need to be clear in our mission statement about what we define the word "queer" as. So, we understand what we are about but also what we are not about.

Locality

AB suggested we can signpost out to other networks across Devon, like a Rainbow Web. But to see what naturally feeds into our area. Plymouth would serve areas of the South West; North Devon is challenging for people to come to Exeter. There is interesting work being done in Newton Abbot and Torbay area. TS suggested an "Exeter+" model, with Exeter as the hub. AA suggested we consider how far people would travel to the festival, and if we want to target them. RH suggested we look for gaps to be filled, i.e. being clear we want to celebrate community and culture in Exeter. RB suggested we be conscious of not overstating our goals.

	<p><u>Charity Purpose</u></p> <p>RH mentioned charity purposes narrowly defined by the Charity Commission, so we should align with them or create two versions.</p> <p><u>Goals - 'Reaching out'</u></p> <p>RB and RH agreed that "reaching out" is overreaching. AB suggested we focus on what's offered already and how to make our offerings fair, representative, and safe. TS suggested our marketing is a form of reaching out, and we can provide good sign-posting. WT suggested we reach out to the community to ask what they want and need.</p> <p><u>Annual Event</u></p> <p>WT said to consider diversity and accessibility, and not just focus on a main stage. AB suggested keeping the event within the centre of Exeter, for accessibility, cost, and travel options.</p> <p>A draft timeline was reviewed, and all committee members are welcome to send through thoughts, suggestions and amendments.</p>		
5.	<p>Name</p> <p>Approach name in relation to our strategy, aims and goals, branding and marketing.</p> <p>We can come up with name, branding and take this to a focus group.</p> <p><u>There are two approaches to the name:</u></p> <ol style="list-style-type: none"> 1. To come up with something that 'does what it says' 2. Or a name that is more abstract, and more create to market <p>WM suggested that the name could be abstract with a tag-line that says what we do. TF suggested to be conscious that using 'festival' in the name doesn't cater for other branches of our work and goals. TS suggested to be conscious of putting locality in the name, as it could exclude others. WT being abstract is appealing which benefits us in not getting caught up with locality and defining who we are.</p>	MN, ALL	<p>Decision / Action:</p> <p>Set-up a focus group. WM and WT to support in this.</p>

6. & 7.	Next Steps, Communication and AOB <ul style="list-style-type: none"> • Trustees to register charity by 16th October • Trustees to meet more regularly • Regular committee meeting (every 4 weeks, alternating days of the week) • Sub-group leads required (or a nominated person) • Next meet w/c 16th October • Trustees to meet, individually, with Sub-group leads in the coming weeks • Sub-group leads to set-up their own working groups and meetings • GDPR, DBS and Governance processes when we have set-up policies and guidance's • WhatsApp Group available if anyone wants to join • Cloud Drive, Emails, Domain and Website to be set up when we have the names. Emails will be set-up for the sub-groups and not individual email addresses. 	Deputy Chair	
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Summary of Decisions

- Charity to be set-up by 16/10/23
- Charity to be initially registered with 4 trustees
- Sub working groups set-up, with leads
- Focus group to be set-up.

Summary of Actions

- To set charity up
- Meets with sub group leads
- Set-up a focus group

Next meeting date: (TBC) – WK/C 16th October 2023