I. Call to Order and Establishment of Quorum

II. Changes to the Agenda

III. Approval of Minutes of November 3rd, 2019

IV. Special Orders

V. Reports
   a. Executive Reports:
      i. Christa Cunningham- President
         1. Festival Meeting
      
      ii. Jesse Doggendorf- Vice President
         1. Logo Section
         2. Sponsor’s Visiting Pride Center
         3. Pride Clean Up Day
         4. General Sponsor Update

      iii. Brandon Reid- Secretary
         1. Press Release -logo/theme,vendors,website)

      iv. Jason Johnson- Treasurer
         1. Finance Report

   b. Board Director Reports:
      i. Todd Alan | Director
         1. Sponsor Updates with Jesse

      ii. Jordan Braxton | Director
         1. Holiday Dinner
         2. Regional Conference
         3. SLPD Marching in Parade
         4. SLPD Policy Meeting
         5. SLPD CE Training
         6. STL SVU Training
         7. Parade Committee Meeting
iii. Morgan Morris | Director
   1. InterPride Report

iv. Sebastian Westfall | Director
   1. Pride Center Events

v. Matt Harper | Director
   1. Festival Update

vi. Marty Zuniga | Director
   1. No Report

vii. Bretton DeLaria | Director
    1. No Report

viii. Will Caldwell | Director
    1. No Report

ix. Mike Gallagher | Director
   1. #GivingTuesday
   2. Fundraising events for upcoming year

x. Amy Jade | Director
   1. Partner School Update

xi. Chap Lloyd | Director
   1. No Report

xii. Dr. Jeffrey McCune | Director
   1. No Report

xiii. Jacob Piwowarczyk | Director
    1. No Report

xiv. Dean Fults | Director
   1. Website
   2. Youth Empowerment Committee

c. Coordinator Reports:

VI. Old Business
VII. New Business
VIII. Adjournment

For any questions, concerns, or comments, please contact secretary@pridestl.org.
Interpride Conference Athens, Greece 2019

Disclaimer: No PrideSTL funds were used for this trip (Registration, Travel, nor Hotel). Not saying that in the future, members may request funds for conferences that could be beneficial to the organization under certain stipulations.

Big Announcements:

FYI: World prides happen every two years.

Copenhagen will be 2021 World Pride in conjunction with EuroPride and Euro Games (gay sporting competition (like Olympus)).

Sydney, Australia will be the next world pride in 2023. (against Montreal, Canada and Dallas, Texas)
  • I chose Sydney because the Asian Pacific has never had a world pride and when the map was shown the North American and parts of Europe have held it many times. 3% Dallas, 36% Montreal, 60% Sydney (vote breakdown).

FYI AGM (Are annually as their name states, but there has been as change to call them General Meetings, so that they are not mandated to have every year.)

The 2020 AGM (Annual General Meeting) will be in Oslo, Norway. (Chosen last year)

The 2021 AGM (Annual General Meeting) will be in Guadalajara, Mexico. 73% Mexico to 27% Canada.
  • I chose Mexico instead of Canada due to the same fact that Canada has hosted a few times previously and Mexico hasn’t. It’s time to give our Spanish speaking colleagues the spotlight.

There were around 250 votes cast from around the world from InterPride members on the locations and elections/relections of the InterPride leadership board.

Workshops:

InterPride 101 workshop
  • Had to go since it was for members who have never been to a AGM event. The a few take aways I had:
    • The organization has grown from ~270 to 551 members.
    • There is a document repository on the member website, that I think we need to be using more.
    • ACTION ITEM: Need to move InterPride login and email to a position and not a person, so make sure there is continuity.
**Board vs Community Conflict Workshop:** (My favorite workshop)

Our community started out of conflict, why would we expect it to stop when there are so many different groups and organizations that want to be seen and heard.

What creates power?

- Race/Ethnicity, Socioeconomic Status, Gender, Sexual Orientation, National Origin, First Language, Ability, Age, Class.
  - What identity do you think about the most?
  - What identity do you think about the least?
  - What identity do you want to know more about?
  - What identity strongly influences how you see yourself?
  - Which identity strongly effects how others see us?

We all experience marginalization in different ways.

We have blind spots when it comes to our identity, but we don’t think we do. (I identify as X, doesn’t mean I have lived that experience, or have the same lifestyle)

**IMPORTANT** Why don’t people come up to us? Why keyboard warriors? Sometimes there is a perception of unequal power. We are seen as the leaders of pride and that can be intimidating for people. It also creates that tension towards authority (we don’t see ourselves in that position), which can cause more of an attack than a conversation.

Organizations can grow so large sometimes that smaller groups start popping up because they want to make sure their voices are heard too. We shouldn’t take that as a slight, but should make sure we work with them to make our organization better.

**QPOC (Queer People of Color) Breakout Session:**
There was a question at the beginning of the session about letting people of not color into the group and it was decided, that they can listen, but keep it to the QPOC to run the show.

Take away:

- There is a radical divide within our own community and it was especially noticed at this conference. InterPride needs to focus on this ASAP. (Goes back to the idea, there isn’t too much diversity (in all senses) on the InterPride Board)
- Need to educate on the awareness of other cultures and their mannerism. Not every POC talking with their hands is an attacking posture. (Refer to Action Item under conference issues.)
- There is a lot of focus on American views and culture and not actually global.
- Micro Aggressive Behavior (Refer to conference issues)
- There is a group that is private for QPOC if you friend Lovely Lo, she can get you into that group.

I was grateful they let me stay, since I personally can’t advocate if I don’t know the experiences that are being faced, especially on a global scale. I am lucky that I have learned a lot from our current board members and being from the birthplace of Black Lives Matter, helps me educate fellow Cis White Males on struggles we don’t experience nor understand.
**Booking Talent Workshop:**
To be honest, this was a waste of time being in this workshop. It was pretty much the speakers talking about their business and vague concepts on booking people.

**Accessibility at Pride Workshop:**
Disability is a social construct. It’s society that makes someone disabled by not having accessibility (Ramps, elevators, parking).

**ACTION ITEM: PrideSTL Marketing and Communication Department integrate the following**
- Any videos we post have subtitles (YouTube can crowd source subtitles).
- Any videos or printed material we post/make are in different languages (we are missing out on our Hispanic community).
- Have enlarged printing when possible for visually impaired

FYI: 85% of Facebook users use subtitles

**ACTION ITEM: Entertainment/Operations: At the pride stage we need to have signs that state where the ASL interpreter will be, so that our deaf community knows where they can see the interpreter.**

Our members in the community that are not as mobile or older could benefit from us looking to see if we could get a sponsorship for wheelchairs. Get them involved in the parade.

**Issues with the conference:**

- The lack of translators
  - During the planning of this event, the ball was dropped on the need for professional translators to be there to help interpret for the French and Spanish. French is spoken in Africa, Canada and Europe. This oversight made the conference even longer due to having to coordinate this.

- Some racist undertones and micro aggressions
  - During a workshop a black man from Washington DC was told to sit down because he was being “aggressive” when he was talking about his experience with police and the black community.
  - Other incidents of shutting people down when they were talking about their experiences occurred also as I heard throughout the conference from fellow members.
  - **ACTION ITEM: When we host our conference we need a workshop on policing and the experience our POC go through to help open the eyes to those who don’t know. Possibly having someone from BLM or another professional who can facilitate.**
• Some misogynistic undertones
  o What else was brought to light was comments about what a female identifying person can and cannot do.
• Issues with pronoun use (cultural?)
  o There were a lot of times that members needed to be corrected on their pronoun usage. It seems in my opinion that N. America and a handful of other countries are “aware” there is more than just Male, Female and Trans. That is education that the InterPride leadership will need to work on.

• Lack of bisexual acknowledgment
  o Members from Australia made an impassioned speech on the lack of acknowledgement and education on the bisexual community. Our lack of knowledge on the statistics (suicide rates, HIV, depression) and recognition of this group needs to improve on the world stage. (Creating a Bisexual Caucus for InterPride)

• Lack of HIV acknowledgement
  o PREP is NOT available or accessible in all parts of the world. This is still an issue around the world and we need to make sure we recognize we still need to be talking about this. (Starting the InterPride HIV Caucus back up again)

• Lack of diversity in multiple areas
  o The organization is comprised of mostly N. American members, which has drawn sharp criticism on how ‘global’ its thinking really is.

• First time logistical issues with new voting system.
  o This is the first year that more than just the members sitting at the tables at InterPride had the right to make all the decisions. They went to a global voting method. There of course were hiccups and issues with voting information getting to the correct members, etc. (myself being one of them, since all the information was going to Matt and Jason).
  o Hopefully future logistics will be ironed out the next time around.
Pride Center Committee Report

November 18th, 2019

Board Level Attention (Required Board Action/Spending FYI):

• Board vote needed to remove Tarza as a coordinator and replace her with Bill Stephens.
• On 2/12/2020, we have been invited to speak at J.W. Terril’s newly formed Ally Group. They would like us to come out during lunch and have a conversation. Topics that are being discussed are still up in the air. Those will be nailed down at a later date.

Committee Budget:
This committee has used X out of $XXXX as of xx.xx.xxxx according to our records and verified by the Treasurer.

Attendance:
[X ] Sebastian Westfall (Chair)  [X ] Will Caldwell  [X ] Kolin Clark  [X ] Dani

Guests: None

Committee Decisions/Actions/Projects:

• Book Club to be started early in 2020. I am working with Bill to pick out books and get things started.
• Yoga is back! Tiger Rahman has graciously offered to start yoga again. Yoga will be held on Sundays. He will not be holding yoga on the First Sundays but you will be doing every Sunday after that. Yoga will start on January 12th until April (ish). There will be two classes one from 5 pm to 6 pm and the second one from 6:15 to 7:15. Curriculum will be sent out once Tiger has finished it.

Committee Minutes:

• Reports and Subcommittee Reports
  • Thanksgiving Brunch/ Dinner report penned by Jordan Braxton

• Old Business
  • None

• New Business
  • Kolin Clark, a committee member and coordinator will be focusing on the following things; Prep Information sessions, a continued effort to continue our WashU partnership, Bringing back HIV/AIDS testing to the Center, and an updated LGBTQ Community Guide.

• Adjournment: 8:01 pm
Thanksgiving Brunch and Dinner Report

by Jordan Braxton

The dinner was very well attended.

Breakfast - 20
Dinner - 63

total for the day - 83

cost per person - $3.62

Community member brought food and drink.

We had about 10 volunteers helping out throughout the day

We had 12 Board member helping out throughout the day.
**Youth Empowerment Report**  
**Committee Chair(s): Dean Fults**  
**Date: 19 November 19**

**Attendance:**  
[X] Dean Fults (Chair) [X] Jesse Doggendorf [X] Dr. Jeffrey McCune [ ] Amy Jade [ ] Sebastian Westfall  

Guests: None

**Committee Goals:**
1. Establish purpose  
2. Establish mission statement  
3. Event ideas

**Committee Decisions/Actions/Projects:**
- GSA Outreach  
  - Visit local GSA’s to start a convo about teen issues and how PrideSTL can support them  
- Voter drive  
  - Present to Outreach, Education and STL Black Pride  
- Gay Teen/Parent townhalls  
- Lecture series  
  - Not just hosted at PC, outreach and partnership in community (ie. Schools, coffee shops, businesses?)  
  - Topics include: Safe gay sex, self-identifying pronouns, advocacy in the LGBTQIA+ community, mental health, coming out, homelessness, how to be an ally, gay and trans teen bullying, how to interact with police.  
- FAFSA Frenzy (Sr) and College App prep (Soph and Jr)

**Committee Minutes:**
I. Called to order at 6:31 pm  
II. Purpose and mission statement idea: To coordinate and promote LGBTQIA+ youth involvement in the Pride St. Louis and greater St. Louis community with programing, education and outreach.  
III. Other event ideas include: Internship, prom (teens) and Gala (Adults) for scholarship, Youth Board (Long term item), amateur drag (14-20).  
IV. Meeting frequency is set for the last Tuesday of every odd month.  
V. Meeting adjourned at 7:30 pm.
I. **Call to Order**: 7:10PM

**Attendance:**

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P = Present  
A = Absent  
E = Excused  
L = Late Arrival

Majority /18  
Super Majority /18

Guest Speaker(s) & Guest: Johny & Kyle

II. **Motion & Vote**: Changes to the Agenda
- Added Items:
  - Motion to approve by Brandon. Jordan seconded. -
    - 15 YES 0 No 0 Abstain Motion Approved

III. **Motion & Vote**: Approval of Minutes
- Motion to approve 11/3/2019 minutes.
  - Motion to approve minutes by Jordan, Sebastian seconded-
    - 15 YES 0 No 0 Abstain Motion Approved

IV. **Guest:**
**Johny** - spoke to the board about the doorbell at PrideCenter which isn’t working, although he has mentioned to Dir. Of PrideCenter. Johny reported that the Handicap Accessible door is being blocked by cars which makes it challenging to get to. Johny would also like to ask if any conversations have been had surrounding switching PrideSTL to a Community elected board vs self-perpetuating board. He also inquired on the status of the police being allowed to march at uniform at the 2020 Pridefest parade and if the Board has had discussions.

**Kyle** - He discussed with the Board surrounding more communication about the dates/tmes of Pride board meetings. Kyle also mentioned that they have seen seen no apology from the Board regarding the events from June.

V. **Reports:**

a) **Executive Reports:**

i) **Christa Cunningham** - President
   - Christa presented Executive Committee report.
   - $20 was believed to be stolen out on case donation jar from PrideCenter.
   - Using Cash App could increase revenue and decrease theft, since it would be purely electronic. Two separate accounts for PrideCenter and PrideSTL.
   - Festival Meeting- 4th month of every month starting in January. First meeting is January 27th.
   - Christa and Matt will meet with city in January to lay groundwork for festival.
   - Suggested pricing for increased in charging amounts to vendors (electricity, plotting fees, etc.).
   - Christa believes hiring a tent company would be too expensive. Suggestions vendors bring their own tent.
   - Matt said the company he has used for previous events, Party and Props would provide be a better fit for PrideSTL. He is still awaiting a response from them and will report once he receives more information.

ii) **Jesse Doggendorf** - Vice President
   - Logo Selection
     - Jesse provided four logos for Board to vote on. Board seems to be in favor of option #3 (Rainbow arch options). Some changes need to be made for printing purposes.
     - Christa raised concern about using “We are Family” and its possible copyright issues.
     - Sponsors are requesting to visit PrideCenter. Jesse would like to have a PrideCenter clean-up day to prep for the visit.
iii) **Brandon Reid** - Secretary
   - Press Release -Logo/Theme, Vendors, Website
   - Press release to start initial promotion for Festival (logo, theme).
   - Website should go live on Jan 1st along with Vendor/Parade sales.
   - Marty would like to first meet with electrician to increase price, does not believe current pricing suggestions are enough, believes we could charge more.

d) **Board Director Reports:**
   i) **Todd Alan** | Sponsorship Director
   - Sponsor Updates
     - Created sponsorship decks for incoming sponsors.
     - Reached out to half of previous sponsors and some new ones, will update at next meeting.
     - Vivent will be a presenting local sponsor for Pridefest 2020.
     - Sigma has committed to higher tier sponsorship.
     - June 19th Pride Night at the Ballpark, $2.00 will be sent back to PrideSTL. Jordan stated no Pride event will be in conflict with other Pride event, currently.
     - Diaggio will be the liquor sponsor again this year.

   ii) **Jordan Braxton** | Public Relations Director
   - Holiday Dinner is December 25th (breakfast 11, dinner at 3). Supporting prides will help fund dinner. Centerpointe has offered to pay for Holiday Dinner. Centerpointe will be added to list
   - Regional Conference is April 17-19. Jordan has been in contacted with Mia and food and Bev people. The Last Hotel is designated hotel. Budget for Regional Conference will be finalized in the next week and will be sent to the Board. Chap asked what individual responsibility of board members will be. Jordan stated it will be helping with event, giving presentations.
   - SLPD Marching in Parade- Meeting got cancelled due to illness. Jordan stated she did state in previous meeting to discuss issue, they were open to discussion. Next meeting has been not been scheduled.
• SLPD Policy Meeting- PROMO submitted report to be voted on for policy on how police deal with trans individuals.
• SLPD CE Training- start January 10th. Jordan is putting together training.
• STL SVU Training- 12-19-19 at PrideCenter- looking for funding to fund training. Some board members expressed concerns that Pride should not hold responsibility to find funding for training, but should be the police department’s responsibility.
• Parade Committee Meeting- Will update board next meeting.

iii) **Dr. Morgan Morris** | Board Development Director
- InterPride Report- Morgan attended InterPride in Greece in October and provide feedback for the event.

iv) **Sebastian Westfall** | PrideCenter Director
- PrideCenter Events
- See report
- Tarza would like to be backup as Library Coordinator. Sebastian has appointed Bill as Library Coordinator.
- Yoga will be back next year in 2020.
- JW Caroll started an ally group and asked Pride to help start group. Will would like some speakers for the lunch session. Sebastian will provide information once he gets confirmation.

v) **Matt Harper** | Festival Director
- No Report

vi) **Marty Zuniga** | Entertainment Director
- No Report

vii) **Bretton DeLaria** | Marketing and Communication Director
- No Report

viii) **Will Caldwell** | Volunteer Director
- No Report

ix) **Mike Gallagher** | Fundraising Director
- #GivingTuesday went decently well, raised $1900 overall.
- Fundraising events for upcoming year- see attached report
- Want fundraising events to be free of charge available to all public.

x) **Amy Jade** | Diversity, Inclusion and Equity Director
- Partner School Update- Contact Donna Woods St. Louis School Foundation would like board’s approval to make contact for assistance in understanding needs of the school system. Amy would like to pay off student lunch debt in the SLTPS system.
- Brandon had some concerns for mission creeping and not understanding how the mission aligns with project.
c) Coordinator Reports:

VI. Old Business: None

VII. New Business:
   a. Morgan moved to go into closed session at 8:40pm.
   
   15 YES 0 NO 0 ABSTAIN  
   Motion Passed

   b. Closed session ended at 9:22 pm. Morgan motioned to approved the 2020 Budget pending changes discussed. Jordan second.
   
   14 YES 0 No 1 ABSTAIN  
   Motion Passed

VIII. Comments, Announcements, and Other Business –

IX. Adjournment – Motion to adjourn meeting by Jordan, Jesse. second.

   15 YES 0 NO 0 ABSTAIN

   Meeting closed at 9:53pm

Action Items: None

MINUTES VERIFIED BY: Brandon Reid
ON THE DATE: 12/9/2019