Governing Council Mid-Year Meeting  
Saturday, April 24, 2021  
12noon - 3pm ET, Via ZOOM

Documents submitted prior to meeting
1. Consent Agenda Items:  
   a. January 2021 Minutes  
   b. Journal Editors Upcoming  
   c. Awards Slate - pending  
   d. Elections Slate  
2. 2017-2022 Budget Options  
3. FY 2022 Budget Assumptions  
4. Conference Survey Results  
5. Anti-Racism Training/Education Proposal Overviews (4)  
6. MAL Recommendation  
7. T&P Guidelines  
8. Advocating for the Discipline Web Page (pending)

Documents submitted during or after meeting
1. Conference Committee programming plans (waiting to receive from Ann)  
2. History of book award (sent to GC after meeting)

Attendance
Present on Zoom: Josh Abrams, Jon Rossini, Chase Bringardner, Ann Haugo, Carla Della Gatta, Jane Barnette, Megan Geigner, Noe Montez, Christin Essin, Dassia Posner, Emily Rollie, Monica Ndounou, Lionel Walsh, Jen-Scott Mobley  
Absent: Suzanne Delle  
Staff: Aimee Zygmonski

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<tr>
<th>Time</th>
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<tr>
<td>12:05pm</td>
<td>Call to Order</td>
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<tr>
<td>12:05pm</td>
<td><strong>Consent Agenda (Josh)</strong></td>
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<td>• Thanks for those who did labor on the documents</td>
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<td>Actions</td>
<td>Voted to approve 12 yes, 2 abstain</td>
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<td>Follow-up</td>
<td>None</td>
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<td>12:06pm</td>
<td><strong>Finance/ Budget (Jon and Aimee)</strong></td>
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<td>• Discussion to determine between hub and all virtual conference with regard to the sustainability of the organization, the experiential implications of decision, survey data, access and inclusivity, safety, how choice impacts 2023 and 2024</td>
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<td>o Conference stats at 314 panels; 241 confirmed; 36 total sessions that want to be in Austin. To be in-person, panel must have at least 50% of presenters in Austin. Survey data=OpenWater 75-180 presenter yes to attend and Feb. membership survey 27% say yes to attend.</td>
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Costs for conference: food and beverage, AV, OpenWater, hotel minimum (125 rooms at $170 per); hotel lowered room responsibility, food and bev and AV rates

- No crossover content save for one room at hotel showing highlights of virtual conference. Budget does not allow for livestreaming.
- BTA is not planning to be on the ground at ATHE; Canadian members will not have access to be in-person
- Both hub ($29k) and virtual conference ($3k) result in negative variance
- Hotel cancellation fee of $20k; includes rebooking in 2023 or 24; unclear if $9k down payment is part of this
- Acknowledgement of the difficulty of making decision; some programming is not replicable—(Un)Documents by Jesus Valles--; lost audience for Austin artists.

- Discussion of organization financial health and budget.
  - Reserve fund is over $740,000; be mindful that we never put money in reserves and that could be unsustainable
  - Reparative justice/EDI training will be a withdrawal from reserves; request to make this line permanent in the budget instead of a one-off and also allow for other line items to have EDI monies (i.e. journals)
  - Journal costs/budget changes: request for additional stipends for journal editors; move to e-journals saves $5 per issue per member; midyear meeting moved to virtual. Print journals will now be an opt-in at membership renewal (pilot) (Note about lifetime members not renewing)
  - Awards line increased for video editing and postage

**Actions**

- Motion to approve virtual only conference budget with proviso of adding $30k line item for reparative justice and $2k awards
- Motion to vote on budget lines (hub vs. virtual): 13 yes, 1 abstain

**Follow-up**

- **Aimee and Devon** will be in touch with the hotel
- GC and CC will move forward with virtual only conference plan
- **Aimee** will add lines to the budget for EDI and add money for awards
- **Aimee and Josh** will get letter out to full membership this week—first FGRs and CPs and then membership

**12:51pm Conference Updates (Ann and Aimee)**

- Presentation of current CC plans for conference programming both for in-person and virtual for keynote, plenaries, workshops, exhibits, opening and closing ceremonies, and performances. See attachment. Discussion about what can be moved to virtual and livestream possibilities
- Packed 4 days of material for conferences: 273 sessions in 4 days; concurrent sessions; membership has access to them until Sept 30
- Looking to do some workshops both at the conference but also in Sept and Oct
- Plan is for FG meetings in week before conference; can aim to schedule committee meetings in that week before, too.
- Lots of possibilities for future Austin conference

**Actions**

- None

**Follow-up**

- **Ann** will meet with CC soon to tell about vote and thanks to the committee
1:02pm **Advocacy Updates (Monica)**
- Discussion about lack of action and lack of transparency in proposal process and timeline
  - Reparative justice/EDI proposal process begun in July of 2020 but not approved until April 2021 with lack of communication and request for more labor in the interim
  - Request for membership to propose other groups in Feb. 2021 did not reflect VP of advocacy’s work/ability
  - Processes timeline doesn’t allow for urgency of issues
- Discussion of lack of transparency in messaging to membership
  - Who can send messages? Who reviews them? Who edits and approves them? Who can reach out to FGs?
  - Request to review processes for statements released by GC
- Discussion of ATHE calling itself “antiracist.” Request to stop describing the organization as such until after rigorous review/audit of organization
- Invitation to GC to participate in initiatives Monica has started outside of GC; she is doing a session on reparations and restorative justice at ATHE this year.
- Discussion of how ATHE has an overall governance structural issues across the board. “We can do better!”

**Actions**
Motion to removal of antiracist language for describing ATHE, create timeline for proposals to GC, create transparent review process of proposals to GC: 13 yes, 1 abstain

**Follow-up**
See governance review and antiracist training sections below

1:26pm Comfort break

1:39pm **Focus Group Summit Plans (Chase)**
- Discussion of plans for an FG summit as way to check in with membership and restore grassroots part of org when we reconvene in person for 2022 conference; Planning starting this summer and then moving to happen in Detroit next year

**Actions**
None

**Follow-up**
None

1:44pm **By-laws/Governance Review (Aimee)**
- Brief discussion of MAL recommendations from GC members and Carla’s work on Ops Manual. These changes and the emergency GC meetings to update bylaws last summer make apparent the need for revision of bylaws.
  - Bylaws need to be broad to be nimble and transparent; Ops manual is about processes, not bylaws; request to revise them so we can bring a vote for the membership. Will require a GC meeting prior to conference
  - Discussion of using FGs to get buy in

**Actions**
Motion to form ad hoc committee to review bylaws and make recommendation to GC in July: 13 yes, 1 abstain

**Follow-up**
**Lionel, Megan, Josh, Aimee, Jane** will make recommendation in time for summer meeting;  
**Lionel** will share work already done regarding FGs;  
**Aimee** will start a shared Google doc of bylaws
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<tr>
<td>1:55pm</td>
<td><strong>T&amp;P New White Paper and Planning (Noe)</strong></td>
<td>None</td>
<td><strong>GC members</strong> send comments to Noe through email by June 1</td>
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<td>• Discussion of timeline and catalyst for revision: no revision since 2008-10; Barb Parisi, Lionel, Trish Ralph, Rick Jones gave Noe document with edits at start of his term</td>
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<td>• Discussion of process of revision: Noe spent 60-70 hours in March revising this in consultation with 85 people with varied backgrounds. Substantive changes are:</td>
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<td>o Addition of DEIJ work added to research, service, and teachings</td>
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<td>o Added more positions i.e. perf studies, media and projection designer, intimacy director</td>
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<td>o Specific statements about bias of teaching evals, removing references to collegiality, statements about hierarchy of institutions being biased</td>
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<td>o Appendix about COVID</td>
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<td>• Discussion about hybrid nature of positions and those positions outside theatre departments. Request to read and send comments to Noe via email by June 1; June 1 to August, Noe will revise</td>
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<td>• Discussion about timeline for future revisions; perhaps move from 10-15 years to 5 years</td>
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<td><strong>Actions</strong> None</td>
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<td><strong>Follow-up</strong> <strong>GC members</strong> send comments to Noe through email by June 1 <strong>GC members</strong> send comments to Megan about ATHE website menus by May 3</td>
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<td><strong>Megan</strong> send to-do list to GC</td>
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<td>2:08pm</td>
<td><strong>Advocating for the Discipline (Josh)</strong></td>
<td>None</td>
<td><strong>GC</strong> send comments to Josh about advocacy page by May 1 <strong>GC</strong> send comments to Megan about ATHE website menus by May 3</td>
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<td>• Area on website <a href="https://www.athe.org/page/request_support">https://www.athe.org/page/request_support</a></td>
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<td><strong>Megan</strong> send to-do list to GC</td>
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<td>• Send feedback to Josh by May 1</td>
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<td>• ETC under Megan working to revise menus on ATHE website</td>
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<td>2:12pm</td>
<td><strong>Anti-racist education consultant approval</strong></td>
<td>Motion to choose Armah Institute: 13 yes, 1 abstain **Motion to make Hyphens and Spaces alternative if Armah is not available: 13 yes, 1 abstain **Motion to add $5k additional amount for work around reparative justice into budget: 13 yes, 1 abstain</td>
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<td>• Discussion about criteria for making the choice and about how initial cuts were made. Prioritized orgs with experience working with high turnover of volunteer leadership; those orgs members had worked with; those willing to take on ATHE; those who submitted proposals and were willing to meet with ATHE leadership</td>
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<td>• All are Black-led and all begin with a cultural audit</td>
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<td>• Request to choose training that centers disenfranchised people’s needs instead of white people’s comfort. Request for truth and accountability process— clearing the air process and what are the accountability measure that get put in place so harm does not continue; need to have clear steps after the audit that give ways of centering global majority in ATHE</td>
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<td>• Discussion about making more money available in budget for work beyond training</td>
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<td><strong>Actions</strong> Motion to choose Armah Institute: 13 yes, 1 abstain **Motion to make Hyphens and Spaces alternative if Armah is not available: 13 yes, 1 abstain **Motion to add $5k additional amount for work around reparative justice into budget: 13 yes, 1 abstain</td>
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*Notes prepared by Megan Geigner, ATHE Secretary*
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Follow-up

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<th>Follow-up</th>
<th>Josh contact Armah Institute</th>
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<td>Jon revise budget</td>
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2:47

First Book Award (Dassia)

- Discussion about how current system for book award is not transparent, and is an unsustainable amount of labor for committee members (49 books submitted this year—impossible to read that many for excellence) and only celebrates theatre history. Further limited by every-other year on edited collection versus monograph
- Discussion of scarcity of book awards in the field and how few and how limited book award has been (lack of diversity of method, topic, authors)
- Request to have 2 outstanding book awards for 1. Scholarship and 2. Practice and pedagogy. Any could be monographs or edited collections
- Request to add first book award. Discussion and research sent later about overlap between first book awardees historically.
- Discussion about language around celebration of marginalized communities and transparency of process: “ATHC encourages nominations of individuals and theatre companies who identify as coming from and/or directly serve marginalized populations. This may range from age, ability, culture, economic class, ethnicity, gender, race, religion, and sexuality.”
- GC expresses general support for this. Please follow-up with Dassia to give specific feedback to prepare for vote in August

Actions

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GC To Do List:

- All GC
  - GC send comments to Josh about advocacy page by May 1
  - GC send comments to Megan about ATHE website menus by May 3
  - GC members send comments to Noe about P&T papers through email by June 1
  - GC to submit feedback to Dassia via email about book awards by July 1
  - GC and CC will move forward with virtual only conference plan

- Individual
  - Aimee and Devon will be in touch with the hotel
  - Aimee will add lines to the budget for EDI and add money for awards
  - Aimee and Josh letter out to full membership this week—first FGRs and CPs and then membership
  - Ann will meet with CC soon to tell about vote and thanks to the committee
  - Lionel, Megan, Josh, Aimee, Jane will make recommendation in time for summer meeting;
  - Lionel will share work already done regarding FGs;
  - Aimee will start a shared Google doc of bylaws
  - Megan send to-do list to GC
  - Josh contact Armah Institute
- Jon revise budget