

LGBTQ Center of Durham
Board of Directors Meeting Minutes



Monday, 18 April 2016
114 Hunt Street, Durham NC 27701

Members in attendance: Helena Cragg, Davis Hodge, Marie Baker, Michael Strader, James Spivey, Rachel Dooley, Meredith Stewart, Mignon Hooper, Mykal Slack, Milan Pham, Juan Colon, and B. Evans (participating via Skype)

- Minutes -

Call to Order

- [Helena] called the meeting to order at 18:39
- Quorum established, all members present, except M. Becketts (unexcused)
- March meeting minute approval deferred;
 - J. Spivey moved, Mignon Hooper seconded. Passed unanimously.

HB2 Update and Discussion:

HB2 update – [Milan]

- HB2 is known as the Bathroom Law.
- Requires that in all public spaces, people use bathroom aligned with biological sex as represented on birth certificate
- This is particularly problematic because people born in some states can't change birth certificates.
- HB2 also removes access to state courts for people with discrimination complaints.
 - The new time limit for making a claim is 90 days, eliminating the 3-year statute of limitations.
 - Administrative route through EEOC prior to going through federal courts
 - The national EEOC is pro-LGBTQ.
 - Not all local EEOCs LGBTQ friendly.
 - New provision essentially closes all reasonable means of access to judiciary for people making claims of discrimination
- Trans* individuals may now be charged with criminal statutes such as trespass, indecent exposure based on the bathrooms they use.
- HB2 also says Municipalities can't create protections that extend beyond state and federal protections.
- A 4th circuit case from Virginia will likely strike down the part of the law that pertains to bathrooms.
- HB2 also prohibits local governments from setting a minimum wage higher than the state minimum wage.
 - Most negative impact is on the most marginalized peoples
- The UNC School of Government has a thorough blog posting on criminal the consequences of HB2:

<https://www.sog.unc.edu/blogs/coates-canons/house-bill-2-local-government-employers-and-bathrooms>

The Center's 4 talking points:

1. Not just bathroom bill
2. Also about minimum wage
3. Also removing rights from local municipalities
4. People with intersecting oppressions will be most impacted

Center response/discussion

- [Helena] A press release went out from Center regarding Joel McHale gift.
- [Milan] We can't use money to support a candidate.
- We can use money to educate on issues.
- We can't use money for lobbying, even on issues (less than 10% of our money can be used).
- [Helena] The people's alliance is not doing buses for Moral Monday.
- Discussion on whether Center want to use any funds to cover expense of coordinating buses to Moral Monday
- [Helena] The Center's name is on the initial NC Black Lives Matter coalition statement prior to first rally in front of governor's mansion.
- [James Spivey] notes that the General Assembly starts at 7pm on Mondays, so earlier actions may miss legislators.
- [Rachel] Michael Munson of FORGE will be at NCCADV's Biennial Conference and may be able to provide some useful input about the Center's response to HB2. Does anyone want to meet with him?
 - Will send out an email with specifics.

HB2 Action Items:

- Helena will figure out bus logistics and move forward.
- Mykal will take responsibility for talking points, which he will write on April 18, 2016.
- Mignon volunteers to make a press release.
 - Press release will include the Center's stand on HB2; Center's efforts and support of other organizations; link to talking points

Other Organizations' Responses

- Other actions
 - NAACP will do sit-in on 25th if McCrory doesn't address bill by April 21 - action from 9am - 2pm
 - SONG and EqualityNC will also take part in the Action
 - QPOC Coalition will have an action on April 26th
 - EqualityNC is delivering its petition first thing in morning on the day of the actions.
 - Potential EqualityNC, SONG, LGBTQ Center - Moogfest fundraising event
 - NCneedsyou.com - list of LGBTQ orgs that are suggested to receive donations

Voter Registration

- [Helena] Should the Center help with voter registration?
 - Partnership with Aim Higher Now and HRC
 - Aim Higher Now has the resources to coordinate phone banking
- Marie will contact Jen Jones at DemNC
- [Milan] Does the Center want a presence at action?
 - YES
- The Board of Elections has a training arm to assist with voter registration
- Youcanvote is another voter registration organization.
- We need an organization that gets LGBTQ issues to help us learn how to register people to vote.

Joel McHale Gift

- [Helena] Money from the Joel McHale gift should go to the people most impacted by HB2.
 - Scholarship?
 - Importance of something concrete
- [Mignon] suggests support for people who are housing homeless queer and trans youth.
- [James] It's important to acknowledge effort of people who help community – symbolic – often generous people are less likely to ask for money.
- [Marie] Potential for nomination of either self or others
- [Mignon] Money could be used to create more grants, sustainability
- [Michael S.] Food pantry at NCCU
- [Marie] Importance of sustainability
- [Milan] Giving out money could make us a private foundation, which would place limits on us – consider Triangle Community Foundation.
- [Juan] Can we invest the money?
 - [Marie] Concern of market loss
 - Put money in CD?

Executive Committee Update

- [Marie] Helena, Milan, Bart, and Marie will endeavor to meet monthly immediately after or prior to the general Board meeting
 - Collaborate on higher-level things
 - Committee structure
 - Budget before end of summer
- Other Committees:
 - Helena – moving forward – Open Source Leadership Strategies
 - Finance
 - Governance – Milan and James will collaborate – James will lead
 - Strategic planning – Rachel – big picture strategic planning to start
- James and Michael S. are joining the finance committee.
- The finance consultant had to postpone the first meeting.
- Articles of incorporations and bylaws exist but we need more governing documents

Upcoming Events

- Meeting with EEOC this coming Thursday
 - April 21 at 10am – James and Milan will attend
- Work with OpenSource
 - Retreat – Duke Innovation and Entrepreneurial Center – 3rd floor on Morgan St.
 - Fill out survey from Gita – due on April 27
- Victory Fund – candidate and campaigning training in Charlotte – getting LGBTQ folks elected to office
 - June 23-26
 - www.victoryinstitute.org
- Mykal – wants to show up for community on April 25 for spiritual care

Adjourn

- 8:18PM Adjourn – [James] moved to adjourn; [Milan] seconded. Passed unanimously.
- Next meeting is scheduled for Friday, 27 May 2016, beginning at 9AM

Minutes prepared by Helena Cragg based upon Summary prepared by R. Dooley & B. Evans

Approved by consensus 5-July-2016