

Board of Directors Minutes, September 8, 2020

A meeting of the Board of Directors (the Board) of Trans Pride Initiative, a Texas corporation (the corporation), was held September 8, 2020. The meeting was done by phone and video conference.

Attendees

- Directors present by remote connection: Nell Gaither, Bret Camp
- Directors absent: Robyn Crowe
- Guests present: Tim Patterson, Whit Washington

Call to Order

- Chair Nell called the meeting to order at 3:36pm with Nell and Bret in attendance. A quorum of directors was present, and the meeting, having been duly convened, was ready to proceed with business.

Announcements

- There were no announcements.

Reports from Officers

- **President**
 - Former staff person Dani Browning had quit in April. Noted to ask if any questions.
 - Have looked some at possible hires, but no prospects that seem worth taking on at this time; noted difficulties with training since the office is closed; new hire needs at least some hands on interaction.
 - We have been very busy with the loss of a staff member and increase in work load due to coronavirus response work.
 - Have decided to consider distance board and staff members, so have started reviewing contacts for consideration, and noted that Whit was invited to join due to mutual interest in a board position.
 - Search for properties for a community center continues. Noted we may have missed one good opportunity, but the work involved would have been more than we could reasonably accommodate at this time.
 - Bret asked what financial budget was established for the community center.
 - Nell responded that the working estimate, and a potential lender had agreed, for a purchase could be up to about \$250,000 including required modifications, and for rent, we had estimated about \$2,100 per month (so that we remain with additional costs below \$2,500 per month).
 - There were no questions or comments for the president.
- **Secretary**
 - Nell asked if there were any questions or comments for the acting secretary since the last meeting, and there were none.

- Nell asked if anyone would be willing to be secretary or take on acting secretary duties, and Bret said he might be able to take on some duties next board meeting.
- Nell asked that the board approve the minutes from the February 5, 2020, board meeting. Bret motioned that the minutes be approved, Nell seconded, the two board members present voted to approve the minutes.
- There were no further questions about the work of the secretary.
- **Treasurer**
 - Acting treasurer noted that more detailed reports showing funding and expenses were provided and asked if these were better than the reconciliation reports previously provided. Bret commented that they provided more information, but the reconciliation reports had been sufficient. Nell suggested we provide both to see what people prefer. We can change that in the future if needed.
 - Nell asked if anyone would be willing to be treasurer or take on acting treasurer duties; no one affirmed a desire to take on this responsibility.
 - Acting Treasurer made reference to the balance sheet and income and expenses reports provided and asked if there were any questions or concerns. There were none.
 - There were no questions about the work of the treasurer.

Committee Reports

- **Fundraising Team**
 - Noted we received a 2020 grant of \$25k from Bessemer Trust February 19, 2020.
 - Further noted that Nell had made some inquiries and was able to learn that this grant will continue annually into the foreseeable future.
 - Noted Borealis Philanthropy Covid-19 funding \$5,900 received April 21, 2020.
 - Noted a new funder, Texas Pride Impact Funds, provided \$3,000 for Covid-19 assistance received May 5, 2020.
 - Noted Trans Justice Funding Project provided \$2500 for Covid-19 assistance, received July 12, 2020.
 - There were no questions or discussion about the fundraising work.
- **Action Team: Anti-Violence Committee**
 - Noted that in August, TPI discussed our work with the Maryland Anti-Violence Project because they wanted information about trans-specific anti-violence work and prison issues.
 - Noted Project 1, documenting violence, has no interested volunteers at this time.
 - Noted Project 2, document update assistance, has no awards in 2020, and we are still considering simplifying to increase participation and make it easier to manage, but have not had time to work out details.
 - Noted Project 3, street outreach, was primarily done by Browning, so on hold.
 - Noted Project 4, Dallas Trans Justice Project, has seen no progress due to lack of time, and that we recently removed some of the action items due to internal questions about whether these might increase police violence, and due to another group being confused and wanting to use.
 - Whit Washington asked if the Maryland Anti-Violence Project considered delays in accessing hormones of three to six months as violence.

- Nell responded that the issue was not addressed, but did not think that would be included in their definition of anti-violence work because most of the discussion was around sexual abuse and partner abuse.
 - There were no further questions or discussion about the anti-violence work.
- **Action Team: Healthcare Committee**
 - Noted that the health forum series and annual health fair are currently inactive.
 - Noted that the understanding anti-trans stigma in healthcare settings interviews are done and we look forward to seeing this project complete by the student next year.
 - Noted that concerning Project 4, COVID-19 Financial Assistance project:
 - the proposal was developed and approved by board by email confirmation in July;
 - \$10,783 awarded of the total 11,400 granted, \$200 approved but not sent due to problems, leaving about \$1,000 left of allocated \$12,000;
 - the approval process and logging is very fast and easy in general;
 - one problem identified related to duplicate requests, but not too big of a problem;
 - noted that most of the awards not to persons identifying as trans or queer, but some seemed affiliated with the community (no specific count); and
 - asked if any board members or guests had suggestions for how to open back up for the remainder \$1,000 possibly as community request only?
 - There were no suggestions about how to open the project briefly.
 - There were no questions or discussion about the healthcare work.
- **Action Team: Housing Committee**
 - Noted the Dallas Trans Shared Housing project is currently inactive.
 - Noted that the Emergency Shelter Project has had one award in 2020 for \$140 for a week of shelter, however we have had to suspend the project due to a lack of time and concerns about safety at the provider.
 - There were no questions or discussion about the housing committee work.
- **Action Team: Prison Support**
 - Noted generally about the prison data explorer that a recent review of Google Analytics for the tool showed 433 unique views, and average time on page about 5 minutes.
 - Noted that 2020 Q2 was our busiest quarter to date with almost 1,300 letters in and out, and we appear to have gained over 200 new correspondents since March.
 - Noted that for Project 103, the initial suit filing of December 4, 2019, was dismissed for a technical issue and was refiled March 16, 2020.
 - UT Austin School of Law Human Rights Clinic contacted about 400 of our persons with a survey, had about 135 surveys returned, which they felt was very successful, and they are doing a report on international human rights issues related to name changes, the findings supported by survey results showing negative outcomes for refusal to use affirming identification.
 - Nell brought up that it might be good to consider TPI reformatting and publishing a print version that could be mostly donated to Inside Books Project for sending to survey respondents and others requesting; estimated cost somewhere around \$1,000; Bret agreed in principle, so Nell will coordinate when the report is finished.

- Noted that the post-release volunteer stipend project paid stipends to Mindy in 2019 and January though part of March, and those stipends ended when coronavirus prevention measures closed our office in April.
- There were no further questions or discussion about the prison committee work.

Unfinished Business

- The routine action item to formally approve the president's actions since the last meeting was postponed because only one board member eligible to vote was present.
- Bret suggested this action item be approved by email, so that will be done.
- There was no additional unfinished business.

New Business

- There was no new business to consider at this time.

Open End

- Bret noted that due to economic issues, there could be some good opportunities for obtaining a community center. Nell responded that we are actively looking.
- Nell brought up that Whit Washington is considering joining the board, and asked if Whit would like to give a little background and information to the board about themselves.
- Whit confirmed that they do have an interest in joining the TPI board because they feel TPI is doing important work. Whit referenced their work with American University Washington College of Law on trans prisoners' rights, and their current position with the DC Public Defender Service Prison & Reentry Legal Services Program.
- There were no further open end discussions.

Adjourn meeting

Bret motioned to adjourn the meeting, and Nell seconded, and all attending board members voted yes to adjourn. The meeting was adjourned at 4:20pm.

Respectfully submitted,

Nell Gaither, Acting Secretary

Date