



1st Pride Forum Meeting Minutes

Sunday 13th January 2019, 7pm, Calton Heritage Centre

Members in attendance: John, Donna, LK, David B, Chris L, Paul, Stevie, Scott, Billy, Kevin, Chloe, Ellis, Louise, Jasmine, Cat, Danielle, Martha, Annmarie, Chris C, Cal, Douglas, David Y, Shona

Apologies received: Ryan, Joe, Adele

Also in attendance: Ewan (Event team and governance volunteer), one non-speaking guest of a Forum member

Welcome and housekeeping

Chris L welcomed everyone to the meeting and took the group through the housekeeping for the building.

Introductions

Introductions were made around the table with some members giving a brief overview of their background/motivations to serve on the Forum. Ewan was present as a non-voting member to facilitate and provide event team input. One member had a guest with them for logistical reasons. The Forum agreed to their attendance.

Election of the Appointments Committee (1)

After some discussion around electing the appointments committee, Ewan suggested that the forum consider discussing the role of the committee and its process in more detail, to ensure nominees knew the skills required. After a discussion and suggestion from Chris L, the Forum agreed that the appointments committee should conduct a skills-based recruitment process including at a minimum a competency based shortlisting process and a competency-based interview. Exact logistics were left to the appointments committee to decide. In response to a question from Douglas, Ewan clarified that the constitution and charity law require a minimum of three trustees, and that the constitution imposed a maximum of ten. There are two current trustees, thus the appointments committee can at their discretion appoint anywhere between one and eight trustees. The Forum agreed to suspend this point until later in the meeting, to allow members time to consider nomination. Cat raised the point that she was choosing not to nominate herself as she had a family member who was a candidate, and encouraged others to consider their positions. Douglas suggested that once seeing the applications, any member with a conflict should declare this and recuse themselves. Ewan mentioned that having seen the applications come in, there were several familiar faces and many members would have a conflict. He suggested using the board conflict of interest rules to decide when members should recuse themselves. This was agreed.



The role of the Forum

Ewan explained that these points had come from several contributions including himself. The Forum began to discuss their role, however it became an unfocused discussion and the general feeling in the room was that it was unproductive, so this was adjourned. Many of the issues were subsequently discussed during other agenda items.

Social media and communications

Ewan explained that the communications volunteers had received professional advice that the “nitty gritty” of the governance and internal machinery of the organisation should not routinely be posted on Facebook to all 20,000+ followers. The suggestion relayed was that to ensure transparency, all minutes, decisions etc. would continue to be posted on the pride.scot website, and for key matters to be emailed to all members. They would not be routinely posted on the public social media channels. After a discussion, this was agreed as being on the website would ensure transparency without boring the many followers who have no interest in this area.

Ewan asked on behalf of the event team that the Forum give consideration to establishing a method by which the event team could ask questions of the Forum and receive a response in shorter timescales. After a discussion on the best way to achieve this including consideration of a forum being built onto the website, a slack channel, a Teams team and a WhatsApp group; the Forum agreed that a closed Facebook group for the official Pride Forum would be most appropriate. Relevant non-members, for instance Ewan, would be present so that the Forum can be consulted easily. The Forum asked Ewan to set up a group and invite all forum members.

There was discussion over the best way to allow the community to make contact with forum members. After a few suggestions were considered, it was agreed that the charity would set up a forum@pride.scot email address. Experience has shown that many emails regarding festival logistics are sent to the wrong address, so it was agreed that this address would route into the festival CRM system. Any messages received that were not festival related would be posted into the Forum Facebook group. As an extra measure of accountability, Douglas offered to be CCed on all the incoming email. If anything comes in that is then not passed on to the forum, Douglas would be able to highlight this. This was agreed, and Ewan was asked to arrange this.

Cat and David B suggested that consideration be given to members going into scene bars to chat to people about Pride and gain feedback etc.

2019 event concept

A discussion took place around the proposed theme “Fifty years of Pride” and the Forum agreed this was suitable. Ewan presented an overview of the 2019 event programme. A lengthy discussion took place on the concept, and the pros and cons of the new venue arrangements. Ewan answered members’ questions. The forum was generally supportive of



the proposed venue, noting that while it was a significantly different guest experience, it was an opportunity to reinvent and go bigger. Stevie wished to thank Ewan and the events team for their hard work in advancing the planning to this stage in a short timeframe.

Logistics

After discussion it was clear that the size of the forum meant that a chair was required to co-ordinate future meetings, to ensure the forum was self-sufficient and not reliant on SCIO volunteers to facilitate. After discussion, the creation of two co-chair positions was unanimously agreed, and Stevie and Douglas were elected uncontested. The chairs would arrange the next meeting through a doodle poll as this worked well.

Election of the Appointments Committee (2)

Five nominations were received for the role of appointments committee member. As there were three positions available, an election was held in accordance with the constitution. After a brief discussion, the forum unanimously agreed for Ewan to return the election. Each candidate was permitted a one-minute speech and then a single transferable vote election was carried out. The return is as follows:

Number of ballot papers received	24
Spoiled ballots	3
Valid ballots	21
Candidates	5
Seats	3
Quota (Droop)	$(21/(3+1))+1 = 6.25 = 6$
Round One	Douglas was elected with 6 votes (no surplus) Martha was elected with 7 votes (1 surplus) Stevie was elected with 7 votes (1 surplus)
Winning candidates	<u>Douglas, Martha, Stevie</u>

AOCB

Chris L explained his concerns about best practice and appearances over the validity of decisions taken before the new board were in place. The new constitution means that until a third trustee is added, no decisions can effectively be taken. The role of the trading subsidiary allows for decisions on the event programme to continue in full compliance, but in the interests of full transparency and best governance, Chris asked the room for their view on whether all decisions should be put on hold until the new board are in place. A significant discussion took place on this point with several points put forward. Some members felt that it was important that nothing move forward until the new board were in place. Some members felt that given the progress made so far, the tight timescales for volunteers and attendees getting annual leave, and that the Forum were being consulted, there was no reason not to proceed. Ewan gave the perspective of the event team which is



that while the governance benefits were beyond doubt; these constraints would make it even more difficult to deliver a successful event programme given the already tight timescales. As one example, he noted that the prospective venue could at any time issue a challenge to the booking, and we would have 48 hours to contract. A suggestion was made that any contracts could be signed by both the event team and someone from the Forum. Ewan clarified that the legal structure allowed the event team to sign contracts already, but that they would be very reticent to do so without the Forum's support. After a lengthy discussion the event team were asked to "crack on" with delivering the event programme, however - with regards to the main festival venue, the event team would try to hold off on any commitment until the new board are in place. However, if circumstances require it, the new Facebook group can be used to get the Forum's support. Ewan thanked the members for clarifying and stressed that the event team would strive to get the right balance between delivering the programme and consulting the Forum as fully as possible.

Douglas suggested that the Forum create an action plan to guide the board as to the most pressing issues they should focus once in place. This was agreed and Douglas would add this to the next meeting's agenda.

Chris L thanked everyone for their attendance and the meeting ended just after 9pm.