Meeting Agenda

6:00 p.m.
Monday, February 15th, 2024
Dennis R. Neill Equality Center
621 E. 4th Street

OKEQ seeks equal rights for 2SLGBTQIA+ individuals and families through intersectional advocacy, education, programs, alliances, and the operation of the Dennis R. Neill Equality Center.

<table>
<thead>
<tr>
<th>Meeting Type</th>
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<tr>
<td>Executive Committee</td>
<td>Board Meeting</td>
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**Executive Committee**

<table>
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<tr>
<th>President - Eric Wilson</th>
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<tr>
<td>Treasurer - Julie Chase</td>
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<td>Vice President - Bob Hanson</td>
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<td>Secretary - Whitney Cipolla</td>
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<td>At-Large - VACANT</td>
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**Board of Directors**

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<tr>
<th>Zoe Brett</th>
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<tr>
<td>Eddie Carreno</td>
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<td>Liz Ortiz</td>
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<td>Kaylyn Compton</td>
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<td>Julia Fletcher</td>
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<td>Paula Shannon</td>
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<td>Crista Patrick</td>
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<td>Monique Washington</td>
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**Board of Advisors**

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<th>Jodi Rachel Green</th>
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<td>Stephen Haney</td>
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<td>Alexandria Hefner</td>
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<td>Bonita James</td>
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<td>Michael James</td>
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<td>Tiffany Oslin</td>
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<td>Denise Reid</td>
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<td>Ann Reynolds</td>
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Attendance Legend: P = Present; A = Absent with approval; U = Absent without notice/approval

Called to Order

1. **Approve Prior Meeting Minutes** (6:00-6:05 PM)
   a. Motion - Crista
b. Second - Julie
   i. Approved

2. **Financial Report** – Julie Chase (6:05-6:15 PM)
   a. Finance Committee Report
      i. January Financials
         1. At the end of January (before the fundraising campaign), we had just over $11,000
         2. We are looking at every single expense to see where to trim
         3. We have $40K in restricted grants designated for specific purposes
         4. There are 3 affiliate accounts that have not been responsive to multiple attempts to contact them (no activity since 2021)
            a. Some discussion regarding whether we should release these affiliate names to the public in case someone comes forward, but since there was not any paperwork or affiliate agreements, we would have no way to verify; Julie contacted the last contact multiple times for each organization
         b. Motion to move the funds from March for our Lives ($5,064.63), Marriage Equality Fund ($3,647.71), and “Softball” ($248.02) to OkEq’s operating funds - Julie
            i. Second - Whitney
               1. Approved

      ii. Proposed fiscal budget
         1. Now that we have a good audit and financial controls, we are going to update the budget quarterly or semi-annually
         2. $1.2 million = $100,000/month - this would be the ideal annual budget - this assumes we do everything as we have been doing it
         3. We budgeted “flat”
         4. We will now compare monthly financials to what is budgeted - we are still working on the allocation of funds by category
         5. How much are we spending/month?
            a. $45-50K
         6. Yonah asked if there is a plan to elicit community feedback if we start cutting programs
            a. We have not come to the point where we are cutting programs, but if we get there, asking for community feedback is a great point
         7. Paula said there are two ways to do this - set a fixed amount and that’s what we work within the confines of or figure out what would it cost for the ideal operations of the Center and map a way to get there
         8. Grace - Atlanta Pride is moving theirs to October - doing this would give us a lot more time to plan and raise funds versus doing it in June
         9. Bonita - We are spending $45-$50K/monthly, and we know that we are only operating at 50% staff capacity based on what a Center our size should have on staff, so this budget is too low for the ideal scenario where the Center is fully staffed
         10. Paula - the question I keep getting across the board is what are we going to do differently?
            a. We need to identify what is most essential for the Center right now
            b. 6 months after that - we should have clear answers about reductions we’ve made, questions around who does this Center want to become - a lot has happened since the Center started; we should do a landscape analysis and see what other LGBTQ+ Centers are doing and how they are operating
11. Julie - Executive Committee always says we are going to be here for all of the 2SLGBTQIA+ community
12. Anne - is on the Exec. board of another organization that has a 1 and 5 - a 1-year plan and a 5-year plan; we need to address current needs and springboard it into the new and the better of what we want to become
13. A motion was made to approve the FY budget - Julie rescinded her motion
14. Motion to approve the FY ending on 9/30/24 budget with review and adjustment on a quarterly basis based on the calendar year - Julie
15. Second - Eddie
   a. Approved

   iii. Fundraiser Update
      1. Just counting individual contributions through 3 PM today, we have raised $127,000!
   iv. We will ensure the Center and the artists have documented agreements for payment going forward after a concern from a community member was raised about untimely payments

   a. Staff and Operations
      i. Andi has been at OkEq since 2019
      ii. We’ve gotten rid of janitorial services - staff will assume responsibilities, which will save us $2,500/month
      iii. We can sever the relationship with Cintas who provide logoed mats
      iv. As far as the clinic is concerned, there is room for growth; we want to stay as affordable as we can - we only have 1 provider - she’s there Tuesday and Wednesday from 9 AM to 5 PM, 9 AM to 12 PM on Thursday, and 1-4 PM on Friday
      1. Working to expand services
      v. Eric suggests consolidating programs to the same days
      1. Andi says Tuesday-Friday is vital for the clinic, but the earlier part of the day doesn’t seem as busy or critical for the Center if we needed to reduce hours
      vi. Grace - is there demand for an additional provider?
      1. Andi - we only have one exam room, so it would have to be a second provider who provided services outside of the current times
      vii. Paula - have we talked with others to discuss satellite locations to charge Medicaid?
      1. No, we haven’t, but we can reach out and have those conversations
      viii. In the evenings in general at the Center, we’ve been very busy with programming and events!
      ix. Whitney asked if we ever figured out where the data from the front desk survey goes, but we do not, so we need to rework the survey at the front door to collect that data
      x. Rags, the case manager embedded at the Center shared the following:
      1. CREOKs therapists are very near their max. caseloads already
      2. There is demand for more support groups, especially for partners of trans people, parents of trans people, and social/community workers
      3. We are getting a lot of people coming in from rural areas
   b. Programming
      i. There aren’t a lot of costs - it’s mostly space and staff who are already here during general operating hours
      ii. We are going to review contracts for external organizations renting the space
      iii. Grace named we don’t pay our support group facilitators, but we should move toward that

4. Executive Committee Report – Eric Wilson (6:30-6:50 PM)
   a. Advisor Nominees
i. Grace Fallon (she/her/hers) - Former Director of Outreach of TACO, Vice-Chair of the City of Tulsa’s 2SLGBTQIA+ Committee - we are in triage in this state, want to believe in a better future

ii. Yonah Jasper (they/them/their) - LT of Trans Advocacy Coalition of Oklahoma - bring the perspective of community connection

iii. Cydney Williams - A contact of Julie’s at BOK with experience in crisis communications

   1. All approved!

b. Crisis Communications Update

   i. We need to add some Trustees because our bylaws require we have 3-5

   1. Trustees oversee decisions regarding the physical building and capital funds
   2. Trustees are required to make an annual donation of $5,000
   3. If you have any names of folks who might be interested, please send them to Eric by Friday of next week

ii. Interim ED

   1. Community comments - we need to address racial inequities and that people don’t feel welcomed
   2. Grace - why aren’t we using people in the community who have this expertise that wouldn’t cost what someone a national search would turn up
   3. Crista asks why aren’t we bringing Des back if we said she was furloughed when she was willing to be here until Pride?
      a. Eric said all options are on the table
   4. Submit names to Eric for interim ED by next week on Friday, February 23rd

c. EC

   i. Eddie

      1. Motion to approve Eddie Carreno to join the Executive Committee as the member at-large - Whitney
      2. Crista - Second
         a. Approved

d. Eric will send out options for another meeting before our next regular meeting scheduled for March

5. Governance Report – Eddie Carreno (6:50-6:55 PM)

   a. Open Director Positions - 2 (potentially 3, but will confirm if Bob is staying or rolling off)

      i. Eddie will share the interest form with the newsletter and on social media
      ii. Paula suggested we could do a press release
      iii. Governance will recommend who should fill the vacant Director positions, the current Board votes to approve

6. Gala Discussion and Report - Crista Patrick (6:55-7:20 PM)

   a. 2024 Gala - still gathering information on the Cox contract
   b. Crista is looking at an alternate venue that could host 1,000 people
   c. Budget is $125,000 for gala (a large part is for the Cox venue)

7. Legislative Update – Whitney Cipolla (7:20-7:25 PM)

   a. HB 3217- creates the Patriotism Not Pride Act. It prohibits any funds from being used by any state agency to develop, organize, administer, engage in, promote, or endorse any activity, including any event, initiative, official communication, social media post, educational program, or public campaign, that aims to promote or recognize Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Pride Month or any event with a similar theme. It prohibits any flag that represents sexual orientation or gender identity from being displayed by an agency on state property or grounds.

      i. Passed the House States’ Powers on 2/7 (7-2 along party lines)
      ii. Amended to prohibit any private donations
b. HB 3219 - prohibits a biological sex designation denoted to a child at birth from being amended.  
   i. Passed General Government 6-2 across party lines  
c. SB 1530 - creates the Women’s Bill of Rights. It states the purpose of the Women’s Bill of Right is to bring clarity, certainty, and uniformity under the laws of this state with respect to natural persons of both biological sexes and the manner in which they are treated as such under the laws of this state. It states that all laws where the application thereof is contingent upon the classification of a person as being female or male, woman or man, girl or boy, are hereby superseded and interpreted to the extent necessary by this act including but not limited to any educational benefits, corrections housing, employment protections, and civil rights laws codified in the statutes of the state. The bill defines applicable terms. It requires any policy, program, or statute that prohibits sex discrimination is to be construed to forbid unfair treatment of females or males in relation to similarly situated members of the opposite sex. It provides neither the state nor its political subdivisions will be prohibited from establishing distinctions between sexes when such distinctions are substantially related to an important government objective including but not limited to biology, privacy, safety, or fairness. It provides the term "equal" will not be construed to mean same or identical, and to differentiate between the sexes shall not necessarily be construed to be treating the sexes unequally. It requires the state, any political subdivision, or any state agency or department including but not limited to public school districts that collects vital statistics for the purpose of gathering accurate public health, crime, economic or other data to include but not be limited to the identification of any natural person who is part of the collected data as either male or female.  
   i. On agenda today, doesn’t look like it was heard - General Government  
d. HB 3214 - creates the Medical Ethics Defense Act. It provides that a medical practitioner, healthcare institution, or healthcare payer has the right not to participate in or pay for any medical procedure or service which violates their conscience.  
   i. On agenda - H Public Health (H) Committee agenda starting 02/21/2024 03:00 PM

8. Old Business  
   a. None  

9. New Business/Open Forum (7:25-7:30 PM) 
   a. TACO fundraising idea - Grace, Zoe, Liz, Yonah have been working with Kao and Shay on an event  
      i. We were looking at 3/1, but now that the community has supported so much, we are looking at doing it on the Trans Day of Visibility (3/31)  
      ii. We have a space donated and a sponsor  
      iii. Looking at donations for food, liquor, or silent auction items  

10. Announcements  
    a. Our next regular board meeting will be on Thursday, March 21st  

11. Adjournment  
    a. Motion - Julie  
    b. Second - Paula

Meeting ended at 8:13 PM