

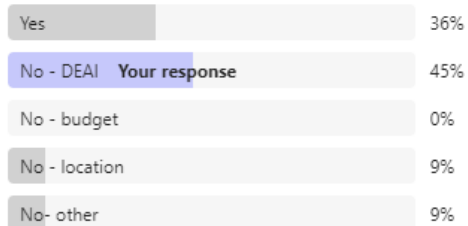
Tessitura LGBTQIA+ Meeting - TLCC 2023

Key Takeaway	Supporting Detail
<p>Tessitura's response caused LGBTQIA+ people to feel unfairly pitted against each other (FL/Orlando feel the need to defend something they didn't cause)</p>	<p>Tessitura's response to Skyp's tweet (see more below in Transparency topic)</p>
<p>Hoping for action that will ensure TLCC in Florida will be safe, productive, fun, and enjoyable for everyone who attends (not cancelling)</p> <p>*Want this to become boilerplate for conferences moving forward</p>	<ul style="list-style-type: none"> -speakers at TLCC who represent underrepresented groups - BIPOC, LGBTQIA+, gender, etc. -general session or keynote speaker from OnePulse Foundation / someone from local community -paying respect to our elders - those who bled, cried, and died for the rights we have today -representation in vendors & anything Tessitura Network can control matters -supporting local organizations that support the community - offsetting "hate footprint" <ul style="list-style-type: none"> -giving back to local orgs - volunteering, actual donations, having part of conference fees going towards supporting those organizations if possible -monetary contributions to offset the economic boost to the local govt to support bipoc & queer orgs most impacted by this legislation -make our voices clear and heard - use our mass for the greater good / to be heard -hire Rose Dynasty Foundation drag performers to be part of the closing party: drag performers and trans people are particularly targeted by the "Parental Rights in Education" bill, and this Foundation is a family-friendly drag organization that works specifically with LGBTQIA+ children, presents Drag Queen Storytimes all over Florida, and gives thousands of dollars to local organizations serving LGBTQIA+ people. -curated lists of safe places where people could go for network nights (BIPOC, LGBTQIA+, women rights, etc.)
<p>We want to see TLCC 2023 happen</p>	<ul style="list-style-type: none"> -pro = having a visual and economic presence in places with conservative legislature goes towards broadening horizons -goal is to communicate to Tess that we want to make an impact where we are going & have it be purposeful -community polled about if they could make a choice right now about attending TLCC: <ul style="list-style-type: none"> -wide variety of org types, locations, feelings about conference location -people aren't necessarily going to support something just because they have historically anymore - voting with hearts, morals, org base ethics -Response depends on future actions - not only upcoming TLCC, but all others moving forward -we prefer an in person TLCC vs a fully virtual, but would welcome virtual component for accessibility for those in states that will no longer allow work travel to states like Florida -we want to help make TLCC2023 more palatable

LIVE Poll: Record name | Results shared



If you could make a choice right now, would you attend TLCC 2023?

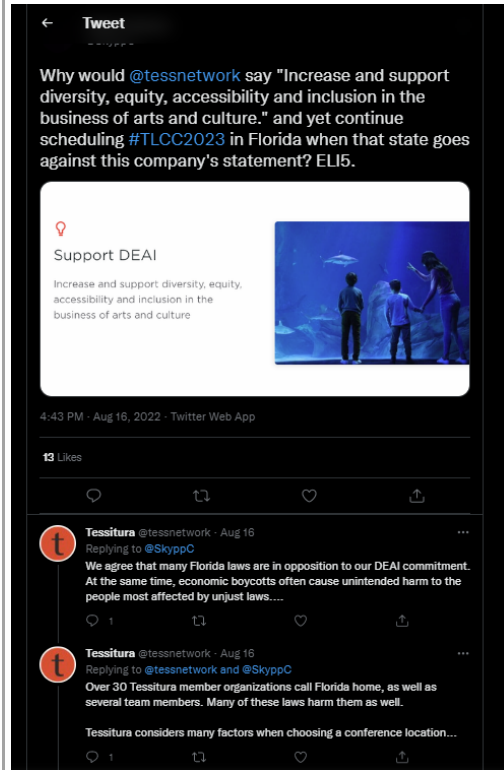


11 responses

People generally don't feel safe about TLCC (LGBTQ in Florida, Neurodiverse, women, BIPOC, etc.) and we would like to see support and services to help with that

- concerns about places that aren't safe to be openly queer, BIPOC, female, etc.
- making sure there is a safe space for our people
 - being a woman in Florida - having a support system there if something goes wrong (assault, miscarriage, etc.)
 - where is it safe to walk around at night, where can I use a wheelchair, where can a person of color wander safely
 - safe escorts or buddy program for transport between airport or social engagements
 - working with Neurodiversity group - therapists and local phone numbers for people who need that help
 - mental health first aid
 - May find the Mental Health Association of Central Florida helpful: <https://mhacf.org/>
 - Perhaps we could also work with NAMIGO to offer a support group at some point during the week. I have found those so helpful to my post-hospitalization routine: <https://namigo.org/>
 - continue offering equitable spaces for everyone - quiet spaces, safe spaces, mental health breaks, etc.
 - offer pins/ribbons or something that lets people know you are a part of the community and a safe person to be yourself around.
- what do we know about the host venue
 - transparency about their hiring practices, contributions to the area, vendor selection, etc.
 - how can we make the actual conference center as safe as possible for the people most affected by discriminatory laws - can we do an exclusionary clause for anyone else who might be using the hotel at the conference center. What security measures are open to us?
- what are your plans for after November elections?

We would like more transparency from TN in general - the lack is affecting the community's trust in TN



- Tessitura's response to Skyp's tweet
 - felt cold
 - drafting a better response to the community
 - tone deaf
 - used the local arts community as a shield
 - puts Florida orgs in a place to have to defend Tessitura and the state
 - Orlando has had 3 conferences in the past (2 in last 8 years), other locations with nearly as many orgs have never had a conference locally
 - certain locations that receive govt funding will not be able to go to conference because of its location (CA prohibits travel to certain states that go against DEAI guidelines)
 - A conference with extensive virtual options would be more accessible than one that happens to be local to a large number of people
 - concern that Florida was chosen simply because it was the least expensive option "most qualified candidate isn't always the best choice"
- Joe (board) shared that there wasn't originally going to be a TLCC 2023 - last minute planning excludes a lot of options
 - were other cities explored (large conference centers not necessarily connected to hotel)?
 - feedback of Chicago layout wasn't popular with members - want it to feel like a community rather than being spread out
 - there was probably a reason that Florida was one of the only options left short notice - can more thought to go into why something is available
 - find it hard to believe knowing that the sheer size of the arts & culture community we couldn't find another conference center to support us that does align with the values of the community - isn't that price worth the additional cost?
 - do not feel like due diligence in searching was complete
 - Gaylord on Southern end of San Diego County begging people to hold conferences there that opens at the end of this year.
 - 3 conferences ago was Orlando - still have vendors and community contacts
 - anonymous Tess employee: "I don't think they should continue sticking to it personally, but I have a real problem with the excuse that we were left with 2 bad options (Florida or Texas) as if they HAD to choose between the two. Those are false choices in my opinion because we can choose not to have an in-person TLCC or make another choice, like have an east coast and west coast option and limit the registrations for each. If we are going to choose to have an in-person TLCC and find that our metrics for choosing a location (airport, conference center, hotel size, distance, etc.) leave us with only bad choices, I would rather we adjust our metrics. Chicago as an example -- I would rather be more spread out like we were in Chicago than go to Florida. The hotel/distance trade-off over failing our DEAI statement makes sense to me but that is because I value and prioritize our DEAI commitment over having to walk a little farther. The excuse that it was the only option is avoiding responsibility for making a bad decision rather than adjusting. Our leadership has major blindspots and does not participate equally in our DEAI work so I don't think they even considered that this would be a problem."

	<ul style="list-style-type: none"> -who was included in the decision? -KLO answers - no one from DEAI committee was communicated with - holdover from conference past - plans to get better on this moving forward -last minute decision contributed to poor communication both internally and externally <ul style="list-style-type: none"> -being transparent about this information would have been great to reveal when announcing Florida to get ahead of the bad feelings - -felt like it was something they were hoping that no one would notice it -why try to create this conference on short notice? A poorly planned event doesn't go well for anyone (in private response to Joe's reveal of it being last minute decision) -feels like a money-grab to those in the private meeting rather than a sincere choice to bring the community together, especially knowing it was in response to unexpected numbers at TLCC 2022 -the community expects a response & is ready to talk back with their money if needed
<p>The community needs to be involved in the community conference in some way</p>	<ul style="list-style-type: none"> -organization of and for members -will the planning team involve affinity groups as well as the DEAI committees and or groups in the planning process to ensure that this won't happen again -we would like to see more community involvement again - the lack of community planning committee was felt, and while we understand that a 200+ member PC isn't feasible, we do want to see some sort of compromise to make that happen <ul style="list-style-type: none"> -most don't get anything out of sessions that could be found recorded on the website somewhere.
<p>"You are either equitable and inclusive or you aren't. There isn't a halfway."</p>	

Follow up meeting with Tess Representatives

- Acknowledged that the process was rushed & that they hurt people in the process
- Committed to better communication moving forward
- Will allow more DEAI input in the future (specifically via affinity group chairs and DEAI committee) - acknowledged it was a mistake not to do so previously
- Committed to having a conversation with our community in January to talk through the DEAI steps they are taking to improve upon future conferences
- Interested in our community's feedback for future planning
- Having conversation with all Affinity Group chairs about TLCC 2022, and what they could do to make future conferences and affinity group spaces better