

FAA Pride Board Meeting  
3 May, 2023 3-4PM

**Members Present:**

James Hatt  
Christopher Poulin  
Kelly Pagels  
Michael Tull  
Sani Varga  
Marie Kee  
Andrea Zimbardi  
Brock Shetley

Actions: FAA Pride discussed several items below

1. Approval of minutes and agenda
2. Trust and psychological safety- Tonya Benton
  - a. Proposed pride month co-presentation
  - b. Topic of safety culture during the month of June (1,8,27,28)
  - c. 1 hour presentation
3. New Membership Officer- Jon Moody
  - a. Happy to pick up the role
  - b. No issue/unanimous vote for Jon Moody to be appointed to New Membership Officer
4. June Pride Month Activities in DC
  - a. Sani Varga provided updates
    - i. DC Pride Event
    - ii. Fireside chat with PRIDE
    - iii. EA Presidents Panel
    - iv. FAA Safety Culture Overview
5. June Pride Month Activities in other regions
  - a. FAA Pride Flag will be used in Puerto Rico for PR Pride
  - b. Atlanta and NYC we will be hearing back on members participating
6. 501C3 proposal with SkyOne name change
  - a. Account changed over to authorized signers as opposed to join signers which would make members liable if account defaults
  - b. Jim Hatt will send out more information on the idea/proposal of becoming a 501C3
  - c. No action on this part
7. Constitution Update- Andrea Zimbardi
  - a. Conflicting vague items that were reviewed
  - b. Installation of officers
    - i. Recommended by the committee that this would be administered by the membership officer
    - ii. Executive advocates in place of membership officer is the membership officer is not available
  - c. Vision and mission statements
    - i. Committee proposed two mission statements
  - d. Privacy policy
  - e. Andrea Zimbardi to provide mission and vision statements for board of directors to review, vote and announce
8. Election update/SOPs and transition e-books (Michael Tull)
  - a. Members were identified for each role
  - b. Pride board page will have an SOP link
    - i. This link would have an SOP for each role and office
    - ii. SOP templates created for each board position
9. PWC Training Conference
  - a. No cost for FAA Pride for Jim Hatt's attendance

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- b. Possible training conference in April 2025 in San Francisco
  - c. Theme: Live your true colors
  - d. Jim Hatt will provide an outline of the event and what is being asked
10. Open Floor Discussion
- a. STIPDG Presentation: Marie Kee and Sani Varga will be participating
  - b. Pronouns update via MS office: Jim Hatt will bring up with ACR and send over information
11. Sani Varga FAA Pride Secretary left the meeting

**Kelly Pagels VP documented remainder of meeting:**

Jim will follow up with Gioia - need update regional facility pride flags guidance

Andrea - will present on behalf of FAA Pride at the following event:

POC: Melody Baron AJG-R, Communications Specialist

Description: We have about 140 in our directorate, but typically have about 100 attendees at these meetings. This is a virtual meeting on June 7 at 2:00pm for the ATO Management Services, Financial Services team. You will have 10-15 minutes to present and can share slides/video/documents/webpages/etc. if necessary.

Hosts: Rob Ridgeway, Director, AJG-R, Chuck Mauro, Deputy Director, AJG-R

Sample Agenda:

- Welcome
- Comments from Talethia Thomas, AJG (A) VP & Suzanne Chandler, AJG Interim DVP
- Hails/Farewells
- Wins of the Week
- Birthdays
- Organizational Announcements
- Presenter
- Team Manager Updates
- Close Out

Marie - will be sending LGBTQIA+ based events and other allyship events that are occurring locally in the DMV area to M.Tull to post on our website event calendar. Eg. AAPI Heritage Month event

Chris - still finalizing swag purchase for Pride. Looking for Q code creator and vendor with quick shipping. We are down to the wire.

Andrea - recommend extend meetings to 90minutes, Jim will extend future meetings.

Marie - Suggest do another FAA Pride IRL social event in July to make space for DOT/PFS events in June, but ride the momentum of Pride Month. Will take an action to try planning a monthly social gathering in DMV area and will present at next meeting. Chris suggesting Jazz in the Garden.  
<https://www.nga.gov/calendar/concerts/jazz-in-the-garden.html>. Andrea will collaborate on FAA Pride event sponsorship criteria.

Andrea - wants brief out on Jim's initiatives and communications with executive leadership. Michael recommends add this to WA site for visibility and transparency. "President's Corner" or something similar. Also maybe newsletter? Might help with financial sponsorship as well.

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Andrea requests budget update from Treasurer:

From Brock:

Checking \$518.76

Savings: \$51,417.10

Expenditures since last meetings, just approved spending reimbursements. We are all caught up.

Meeting adjourned (motion by Christopher, 2nd by Michael) 1:38pm Pacific Time.

*Sani Varga*  
FAA PRIDE Secretary