

Kingdom Moot Minutes
Reign of Evander and Marioun
Winter War
March 9, 2019

TRM Evander and Marioun and TRH Roak and Hyrrokin in attendance

Minutes taken by Sciath ingen Chaennaig

Their Majesties thanked everyone for coming to the moot and indicated this was an opportunity to speak. They then removed their crowns and indicated that the moot belongs to the people; they are not there to speak.

Lawspeaker read from the General Operating Procedures section of Kingdom Law:

4.3 Courts of Inquiry

4.3.1 A Court of Inquiry will be called by the Lawspeaker to investigate and mediate disputes within the Kingdom after attempted informal investigation and mediation. The Court of Inquiry is intended to provide an opportunity for the establishment of the facts of a complaint and fair arbitration between parties. A Court of Inquiry will be called before each Court of Chivalry.

4.3.2 Disputes arising from a single incidence should be brought to the attention of the Lawspeaker within 30 days of the incident. Complaints resulting from a series of incidents should be filed within 30 days of the last cited incident. The aggrieved parties shall provide details of the issue to the Lawspeaker promptly. Information provided must include the name(s) of the person(s) involved, the specific complaint or issue, a description of the incidents leading to the complaint, copies of any pertinent documentation and a list of any appropriate witnesses. The Lawspeaker will arrange for the preparation of a summary document containing the details of the dispute. A copy of this document shall be given to all involved parties, the members of the Court of Inquiry and the Crown.

4.3.3 The Lawspeaker shall appoint a Court of Inquiry consisting of one representative of each of the Bestowed Peerages (Laurel, Pelican and Chivalry), a Royal Peer and the Lawspeaker. The Lawspeaker will provide the names of the members of the Court of Inquiry to all involved parties. Any party may request the dismissal of an appointed member of the Court of Inquiry if a verifiable conflict of interest can be demonstrated. The remaining appointed members of the Court of Inquiry shall then choose a replacement mutually acceptable to them.

The Lawspeaker then opened the question part of the moot. Mentioned that request for questions or issues of concern to the kingdom was circulated ahead of time. What do we do in this kingdom to rectify, learn from each other? The rules were then stated—raise your hand to be added to the list. If someone else has already covered what you want to say, please indicate this.

Question received ahead of time was read as follows:

1. How can we as individuals support inclusivity within our activities and events.

2. What systematic barriers exist to inclusivity and what can we do as a kingdom to break those barriers down?

Jolecia: What do we mean by inclusive? It would be ideal to have more of a definition to help people understand what we're trying to do, and help people work towards what we're looking for

Emer: I attended the Skael presentation, it was fascinating. As someone who fits into several marginalized categories, I felt very I think that we should be addressing these various issues, addressing systemic issues. I would make a motion that we would make our own EDI committee. I don't think we can address until we have people who are going to do this as a job. That committee needs to have people who fits into these marginalized communities. We have people who fit into different categories – ability, sexuality, POC, gender. We need to come up with definitions that are clear and precise, that are appropriate to the Canadian experience.

Ragni : Would this be a body that people could appeal to, or make their concerns known to?

Emer; This might be a role under the Lawspeaker, and given the laws read out today, this would make sense. We need people on this committee who experience the inequity that we need to resolve.

Laura: If it were possible to be under the Lawspeaker, it would address some of Maud's concerns regarding changeover of royalty.

Isabel (Kingdom Seneschal): My understanding is that it would be under the seneschal's office. The Lawspeaker role is unique to Ealdormere. It's not really a reporting office. We need to wait until Society determines how that office should operate before we jump in on this initiative. I don't think it will not happen during my tenure, but likely during Lars' tenure as seneschal. Having a committee of people who are in visible and non-visible minority experiences will be key.

Laura: Definition question. Maud (speaker at the Skrael event) said that she hadn't felt marginalized in Ealdormere, but she was nonetheless marginalized. How can we stop someone from feeling marginalized?

Hyrrokin: Educating people will be important in recognizing where marginalizing behaviour happens.

Emer: I think there are things we can do to start doing things better already – better accessibility on events and meeting sites – clearer signage, wheel chair ramps. We have people who have specific needs in terms of accessibility, and those who are concerned for safety. Need for decompression room, to accommodate people with anxiety. This could also include including bringing rainbow flags to an event. I felt upset at Birka when seeing someone in a white power shirt. I feel strongly that Lord Fulk has stepped away from the SCA because he doesn't feel safe.

Jolecia: Head office hasn't given up a guide yet. What is the unofficial direction in the interim?

Isabel: The seneschal's office is where you come if you're not sure where your concern should go.

Lawspeaker: If people would like to speak informally about ideas, talk to me. Until we have that definition from Society, and has an interim officer appointed, maybe we can continue this discussion on how we see this happen in Ealdormere. We can have round table discussions moving forward

Isabel: There is a very clear definition of what that office will involve (Society job ad) and expectations gives us a good starting point at the starting level. I think they'll start training seneschals, and go from there.

Lawspeaker: In terms of accessibility, there's nothing like seeing your friends not able to enjoy an event because of poor accessibility. It's not something that's brand new to a lot of people. And include that information on the website and fb group.

Evander: Asked Lady Alicia: you have been participating in Ealdormere for a while now. What have you seen us do well, and what can we do better?

Alicia: I want to be a part of a solution, not part of the problem. I think that's important for everybody to try that out. I have in the past, I posted on Facebook – it was a discussion about how people with disabilities can participate in meetings and events. I posted that whether the person has a disability or not, everyone should have their own place, and ability to participate in their own way. This should be a place that is inclusive for everyone. The part that is emerging, educate the people about those ways. It comes down to communication. If you don't communicate, it won't happen. I have been absolutely feeling gratitude and challenges – I have been given a lot of assistance from a lot of people from people in Ealdormere.

Evander: This is the situation where we want to hear from those people who have visible or invisible challenges, to make you feel more welcome.

Cesare: (holds up hearing aid) This has changed my life dramatically. I no longer have to sit in the front of the court, and ask people to repeat. Even with the hearing aid, I still need to read lips. At practicum, there were seats at the front for those who need to sit close, and mobility spots in the central aisle. If I'm not in the first three rows, I couldn't follow court activities.

Evander: That's an easy fix.

Ragni: Something we can all do is to pipe down while court is happening. I'm used to people talking through court. Court is where things happen, and its important. Half the hall can't hear it. We should make it happen. When you can't hear it, you feel excluded.

Jolecia: do we have someone special to approach about these things? Is it the autocrat?

Emer: it could be on the website

Roak: This is a simple suggestion, but I've never thought of it before. I'm just as guilty of talking about the back of the hall.

Margaret: Just like requesting dietary restrictions, it should be on the event site.

Evander: I am autocrating Melee, we'll get someone to coordinate this role for that event.

Jolecia: If we had someone that we can refer to in a consistent way, with a consistent name and heraldry. People are sometimes afraid/nervous to come forward, this might help them.

Isabel: There's a handbook that is being drafted. If you're not living with these challenges, you might not see them. The handbook will include a list of items to consider when planning events.

Marioun: Is there anything on the event bid form requiring accessibility?

Isabel: we're talking about this at the privy council meeting today

Lawspeaker: Pointed out that the moot secretary also has a hidden disability. The Secretary indicated that this is one of the reasons why she became a herald- helps with being able to hear Court.

Cesare: (Regarding those with hearing impairment): Yelling doesn't help.

Lawspeaker (as there were no others requesting to speak). Any other topics that people want to raise at this time? (Seeing none...) If there are those who aren't here today, or feel uncomfortable speaking in a public forum, please speak with me.

Marioun: Communication is key, let us know how to make things better for you. Other than that, we're good.

Lawspeaker: Called on each one of us to make things better, to improve inclusivity.

Moot was closed.