

FanX® Salt Lake Comic Convention

COMMUNITY COUNCIL 2018–2019 ANNUAL REPORT

Prepared by the Community Council for the FanX® Community on September 5, 2019.

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Council Co-Chairs:

Rev. Marian Edmonds Allen (Founding to Present)
LaShel Shaw (Founding to 5/24/19)
Victoria Luman (7/18/19 to Present)

Council Members:

Rachel Burt
Valerie Cameron
Kiki Furia
Debra Daniels
Kerry Jackson
Debra Jenson
Erika Lynn Sabrowski
Jay Whittaker
(All Members Founding through Present)

Ex Officio:

Michael Anderson

Purpose & Mission

The Community Council is charged with oversight of the safety and inclusiveness of certain events, including the FanX® Convention. In particular, the Council focuses on education and enforcement regarding and ensuring positive compliance with the applicable laws, regulations, rules, and guidelines relating to harassment, bullying, discrimination, and sexual assault, including the FanX® Universal Zero Tolerance Harassment Policy (the “Standards”). At all times, the Council shall be guided by the values of independence, safety, objectivity, confidentiality, and inclusion.

A copy of the Universal Zero Tolerance Harassment Policy is available at: fanxsaltlake.com/safe/#harassment-policy.

Charges & Tasks of the Community Council

The Council’s action items for the reporting year include:

- (1) Oversee the investigation and review of any complaints referred to the Council alleging any violations of the Standards during the FanX® Convention;
- (2) Govern and recommend enforcement actions under the Standards, including by making any necessary specific disciplinary recommendations to address violations of the Standards; and
- (3) Provide support, recommendations, and advice on other issues that impact the Convention culture and community relations.

Summary of Work & Accomplishments

During its first year of existence, the Council focused broadly on issues of diversity, inclusion, and anti-harassment/bullying. The Council worked on these issues throughout the year, which has resulted in furthering diversity, inclusion, and anti-harassment goals at all FanX® events.

Through the Council's work, FanX® has created new partnerships with a number of organizations, including the Utah Domestic Violence Coalition, the Utah Coalition Against Sexual Assault, and the Salt Lake Mayor's Office of Diversity & Inclusion. For instance, UDVC began by attending the Fall 2018 Convention with rotating teams of victim advocates available for consultation at their booth and hosting a panel discussion about harassment and assault. The UCASA and Salt Lake Mayor's Office provided additional training for volunteers and staff members.

The Council has focused efforts to increase representation for women, the LGBTQIA+ community, and people of color on panels and as celebrity guests.

The Council has also worked towards developing a system to improve ease of communication about consent during the Conventions. As a result of these efforts, FanX® is excited to announce a partnership with Queerful (formerly known as QueerMeals) to provide badges for guests to wear during the Convention to alert fellow attendees of their personal preferences regarding photography, interactions, and touching (i.e., "Consent Cues"). Signage at the Convention explains the Consent Cues system and informs guests about the various channels to report any potential violations of the Standards.

At the request of certain members of the Community, the Council has also announced that FanX® will provide access to a Headless Lounge at the Convention for individuals who need a reprieve from their full-body costumes. Access to the lounge is limited to individuals in full-body costumes and specifically identified handlers.

Finally, the Council has recently established a Community Outreach Subcommittee, which will focus on expanding FanX®'s community involvement and developing avenues for FanX® to give back to the surrounding community. Additional information about the Community Outreach Subcommittee is forthcoming.

Following each Convention, the Council received, investigated, and addressed any reported violations of the Standards. Though the reports of potential violations were

and remain confidential, the reports of potential violations numbered fewer than ten instances in total across all relevant events, and all such incident reports have been resolved as of the date of this Annual Report. The Council encourages the community to continue submitting concerns, feedback, and incident reports, so that the Council can promptly investigate and address any alleged violations of the Standards.

Looking Forward

In the next year, the Council hopes to continue its progress and continue developing partnerships with local nonprofits throughout the community, including through the newly established Community Outreach Subcommittee. Additionally, the Council will continue to focus its efforts towards increasing diversity and inclusion both at the Convention and in its efforts throughout the year. As always, the Council welcomes all suggestions and feedback.