

Minutes of the Diversity Task Force Meeting October 22, 2018

In attendance: Jon Silvermoon, Ann Rogers, Sam Rutledge, Kenya Luvert, Diane Albino, Ken Hardenbrook

Agenda

Members

Vision Goal One

Learning Opportunities

New board orientation

Work plan for the year

Members

Discussion of the early turnover in members. Some felt it was because the Task Force became focused on the story pole issue, and that other issues that some were interested were backburnered. Others thought that folks quit because the Task Force was not far enough along in addressing the issues or moving fast enough.

Members discussed whether the Task Force should be a committee instead of a Task force, which implies that the issues we are addressing (diversity, inclusion etc) will be solved soon. A committee would imply a long term commitment.

This discussion morphed into the next item

Vision Goal One

The Oregon Country Fair shall increase the diversity of all aspects of the OCF community.

- ☐ We reread the board mandate of the Task Force and Goal One again.
- ☐ It was mentioned that at least one crew is pro-actively seeking to diversity its crew, and the idea of all crews having a diversity plan was brought up.
- ☐ There was some agreement that it is hard to get diversity if you only ask your white friends to come participate in the Fair.,
- ☐ It was pointed out that in order for the Fair to reach its Diversity goal, people will have to give up space, or share space, whether it is in booths, on stages, or on crews.
- ☐ Growth is an issue that also affects our diversity.
- ☐ Possibly the Fair could encourage the fair folks who represent diversity, to reach out to their friends and family and encourage them to participate.
- ☐ Find out which crews are increasing in size and encourage them to reach out to diverse populations.
- ☐ Research what other festivals are doing.
- ☐ Ask craft jurying if they have ideas how to increase diversity.
- ☐ Consider policy or guideline development that could help increase diversity.

Learning Opportunities

The DTF discussed having two learning opportunities this year

One on LBGTQ issues, specifically trans gender issues

One on issues around White Privilege

Work Plan

Under Goal One, there are listed four ways to help the Fair reach the goal. The DTF decided to work simultaneously on all four.

- ☐ The first way is for entertainment to include at least four acts that will appeal to a diverse population of Fair goers. It was pointed out that we can't expect some of the musicians/groups that we are thinking about to come perform for a pass, \$10 and a food voucher, so that there would have to be a budget commitment to having a regionally recognized Salsa band, for instance. The DTF will contact the entertainment coordinators and ask what diversity their stages include.
- ☐ Another way listed is to provide learning opportunities for our Fair Family. There have been about four of these so far, and two are planned for the coming year.
- ☐ The third way to increase our diversity is to reach out to the communities in the area. This year was the third year we were able to distribute day passes to a broad diversity of groups and feel that this is successful if small.
- ☐ The fourth way to achieve goal one, is to know who we are: our crews, the public, etc. The DTF is recommending that we survey ourselves. The DTF would like to involve the survey crew in this, to develop and implement a survey to gather our demographic data to see where we are as crews, booths and entertainers.

Next Meeting: November 26, 2018 6PM at the Fair office