

In its June 9th Statement of Solidarity and Support for Racial Justice our organization pledged that the Oregon Country Fair would “look within and prioritize the difficult and uncomfortable work of challenging and overcoming the deeply entrenched personal and organizational assumptions and biases that have hindered our progress toward becoming a more welcoming, inclusive, and equitable organization and community for Black, Indigenous, and People of Color. As first steps to fulfilling that pledge, the Diversity Committee recommends that the following actions be taken:

1. An Equity and Inclusion Advisement Team be quickly established comprised of at least one Black, one Indigenous, and one Latinx person to advise the Board of Directors and Fair Management.
2. An Equity and Inclusion consultant be hired from within the Fair Family to evaluate and identify factors hindering equity and inclusion progress and recommend a plan of action for the Fair by December 31, 2020
3. A paid Equity and Inclusion Manager Staff position be created and ideally filled by December 31, 2020.
4. An equity and inclusion knowledge and skills education program be developed and requirements established for all paid staff, persons in leadership positions, volunteers, and booth representatives to complete an educational opportunity by specific dates and on a periodic basis.
5. A physical space be created at the Fair dedicated to education around equity and inclusion.
6. Equity and Inclusion education be required of Board of Director candidates and all candidates to be asked to address equity and inclusion issues.

The committee recognizes the financial challenge the Fair is navigating. We also recognize that some in the Fair Family have advocated for donating to show support for the current movement for social justice. The committee strongly feels that doing the work within our organization and family is the best way to demonstrate our support for and commitment to that movement. To that end, we propose that the funds on hand and donations from within the Fair Family be used to support the Equity and Inclusion Advisement Team and the consultants we are recommending. To fund the staff position we suggest a combination of soliciting donations from within the Fair Family and seeking capacity building and diversity, equity, and inclusion grants from the Murdock Charitable Trust, Meyer Memorial Trust, Oregon Community Foundation, and other foundations.

More detailed information about each of these recommended actions is given below.

Equity and Inclusion Resources

1. That as soon as possible an Equity and Inclusion Advisement Team be established comprised of at least one Black, one Indigenous, and one Latinx person selected by the Board of Directors from a pool of applicants solicited and recommended by the Diversity Committee, all of whom are preferably experienced working in and on race dynamics, equity issues, and relations in regard to culture. This team will be advisory to the Board of Directors and Fair Management. The Board should appropriate such funds as necessary and appropriate for stipends to compensate team members for time and travel.
2. That an Equity and Inclusion consultant, preferably from within the Fair Family and who is already familiar with the Oregon Country Fair, be immediately engaged to work with the Fair in evaluating and identifying factors hindering progress toward becoming a more welcoming, inclusive, and equitable organization and community. This consultant should also recommend

actions for our organization to take, including structural changes, so that swifter progress can be made. The consultant should also recommend procedures for investigating and resolving discrimination and harassment complaints.

3. That an Equity and Inclusion Manager paid staff position be created and filled by December 31, 2020. This position should be at least half-time and preferably full-time. This position should have the following duties:
 - a. Plans, guides and advises the Board of Directors and Executive Director on diversity, equity, and inclusion matters. Develops and recommends equity and inclusion goals, policies, and procedures. Participates in all discussions and deliberations at open and closed meetings of the Board of Directors.
 - b. Collaborates with Fair management to create, implement and monitor programs designed to ensure fair and equitable treatment of all people.
 - c. Participates in the hiring of all employees and the selection or appointment of volunteer Back-Up Managers, Crew coordinators, team leaders, and booth representatives. Monitors, evaluates, and assesses adequacy of diversity of candidates in the hiring/selection/appointment process. Works with the Executive Director and management to develop recruitment strategies that attract underrepresented candidates.
 - d. Works with Fair Management to ensure that selection criteria and procedures increase the diversity of volunteers, crafters, food providers, entertainers, and the overall Fair Family.
 - e. Manages the Fair's equity and inclusion knowledge and skills education program.
 - f. Develop procedures for investigating discrimination and harassment complaints. Conducts investigations or directs the work of volunteers conducting investigations of discrimination and harassment complaints. Evaluates documentation provided and advises on appropriate action(s) to be taken. Provides mediation, as needed. Ensures written report of investigatory findings and disposition are prepared and maintained in a confidential file.
 - g. Promotes the Fair's commitment to a climate of equity and inclusion through interaction with individuals and groups inside and outside the Oregon Country Fair including the Board of Directors, Executive Director and other paid staff, volunteers, crafters, entertainers, and other Fair Family as well as the general public and community leaders from all ethno-cultural groups, civic and grass-root organizations. Represents the Fair in regional and local associations, civic clubs, ethnic and non-profit organizations' Boards.
 - h. Communicates and articulates the Fair's equity and inclusion policies to the Fair Family, general public, and community leaders from all ethno-cultural groups, civic and grass-root organizations.
 - i. Provides analysis of Fair codes, guidelines, and procedures in light of the Fair's equity and inclusion goals.
 - j. Engage in community listening.

Equity and Inclusion Knowledge and Skills Education Program

1. That the Executive Director, in consultation with the Diversity Committee, be authorized to enter into a contract with Dr. Johnny Lake and any other consultants as they deem appropriate to design and implement an equity and inclusion knowledge and skills education program for the Oregon Country Fair taking into due consideration the unique aspects of the Fair Family and any social distancing requirements that may be in effect.
2. That any person employed by, representing a booth, or volunteering with the Fair be required to complete culturally appropriate equity and inclusion knowledge and skills training education according to the following schedule:

- a. All persons in senior leadership positions including the Board of Directors, Officers, paid staff, and Back Up Managers be required to complete a culturally appropriate equity and inclusion knowledge and skills educational opportunity by December 31, 2020 and quarterly thereafter,
 - b. All persons in other leadership positions including Coordinators, Team Leaders, Committee Chairpersons, and Booth Representatives be required to complete a culturally appropriate equity and inclusion knowledge and skills educational opportunity by December 31, 2020 and semi-annually thereafter,
 - c. All persons desiring to volunteer with the Oregon Country Fair be required to complete a culturally appropriate equity and inclusion knowledge and skills educational opportunity by June 30, 2021 and annually thereafter.
3. For those individuals who identify as white the education should offer an opportunity for them to examine ways in which they are unconsciously participating in aspects of white supremacy culture.
 4. Any person not completing required education within the relevant time period specified above, should be replaced with someone who has. Any new persons hired or appointed should be required to complete such education within three months of being hired or appointed.
 5. Persons may meet the requirement for culturally appropriate equity and inclusion knowledge and skills training education by either utilizing the program developed for the Fair or by demonstrating completion of comparable opportunities elsewhere.
 6. A physical space will be created for onsite education during the Fair. This space will provide an opportunity to cultivate conversation, to raise awareness of unconscious biases, and to make the Fair more inclusive and welcoming. Wristbands will be allocated to staff the new space and help educate the public and Fair Family. Camping will be arranged for new wristband holders as necessary. The Equity and Inclusion Advisement Team and Equity and Inclusion Manager, in consultation with the Diversity Committee and management, will work to create and staff this space at Fair.

Board of Director's Qualifications and Election

1. That the bylaws of the Oregon Country Fair be amended to require all candidates for election to the Board of Directors to have completed a culturally appropriate equity and inclusion knowledge and skills educational opportunity within two years prior to the date of election in order to be eligible for election to the Board.
2. That all candidates for the Board of Directors be asked to submit a written answer to the following question: "How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for Black, Indigenous, and People of Color."