

**Board of Directors Meeting**  
**August 3, 2020, 7 pm**  
**Zoom remote online and live-streamed on YouTube**

**Zoom recording link:**

<https://zoom.us/rec/share/vpNTLZXq-0ZLWrPM5UGHB4AkEbj6eaa8gyJPrvAPn09j-VE46ZzmPPHjok0BclN5>

*(subject to approval by the Board at the September 14, 2020, meeting)*

**Board Directors present:** Aaron Kenton, Cynthia “Peaches” Peachey, George Braddock (Vice President 1), Jack Makarchek (President, alternate), Lily Harmon-Gross (Vice President 2), Lisa Cooley, Lisa Parker, Palmer Parker (alternate), Paxton Hoag, Sandra Bauer, Spirit Leatherwood, and Sue Theolass. **Board Officers present:** Hilary Anthony, Kimberly “Kimmo” Howard, Heidi Doscher, and Lynda Gingerich. **Staff present:** Crystalyn Frank, Robin Bernardi, Shane Harvey, Wally Bomgaars; plus 38 members on Zoom. Sam Rutledge facilitated the meeting.

This Board of Directors meeting is being recorded and will be available to the Fair family on the OCF YouTube channel for those wanting to watch the proceedings. To get links for this and all Board meetings, go to the Board section of oregoncountryfair.net and click on “Sign up to receive videos of monthly Board meetings.” Thank you to Mary, Sean, Indigo, and other technical volunteers for helping with the online presentation.

*Please note: Any motions with votes at the meeting were recorded by Board members sending an email to the facilitator and recording secretary.*

The following items were tabled from Old Business:

Recommendations of Bylaws and Elections Committees (except for one regarding member eligibility for voting which will be moved tonight) — Paxton

Approve and implement the Committee Best Practices Manual as presented by the Committee Best Practices Work Group. Work Group to follow up and assess progress in six months and yearly thereafter. — Peaches

Expand Committee Reports segment of Board of Directors monthly meetings to include "Committee Reports, Requests and Recommendations," during which time dialogue may occur between committees and the Board — Peaches

Board moves there will be no deliberations regarding the election of officers outside of the Annual Membership Meeting — Lisa C.

Proposed Guideline changes must be published in the FFN for two months, and full efforts will be made to contact affected stakeholders directly at least 60 days prior to the Board vote — Aaron

OCF Employee Manual from Personnel Policies Committee — Sandra

**New Business**

Direct Bylaws Committee to appoint an at-large Board member — Jack  
Diversity Committee proposal for Advisory Committee — Lily  
Removal of Chewie — Jack

### **Announcements (Zoom video 13:25)**

Peaches: The JHVF Allocations Subcommittee announced the recipients of the OCF Special COVID Relief Grants: \$7,000 to Downtown Languages, \$6,500 to Sponsors, and \$6,500 to the Kareng Fund.

Peaches: There is a survey up on the .net site (see Latest News dated July 28, 2020) to gather information for the Carbon Neutrality Project. Your participation and ideas are critical to make the Fair's sustainability journey a success. The survey link is: <https://www.surveymonkey.com/r/CT63DCV>. The end of the survey offers links to sign up for three town hall meetings in August for further discussions.

Lily: Thank you to those who participated in the Diversity Board Work Session. It was well attended and offered breakout sessions for smaller group discussions. We are working to get video recordings of these work sessions. Thank you to the Diversity Committee for the work they did on their proposal and creating the work session discussion.

Karen S.: The WOW Hall candidate forum was Aug. 4 and the 2020 Report to Membership event was held Aug. 9.

### **Staff Reports (Zoom video 18:10)**

Wally: Last month we missed having our annual gathering for the first time in 50 years, but we still came together and celebrated in community. Thanks again to everyone who stepped up to make the Virtual Fair, merch sales, the donations drive, Culture Jam community engagement, and all the other efforts of the last month a success. Community feedback was very positive.

While a success for the community, we are still missing our main income for the year, and still looking at budget adjustments. We currently have four of our staff — Mary, Robin, Jeff, and me — on the Work Share program with some working at 32 hours — 80 percent of full time — and some at 24 hours — 60 percent of full time. I want to remind everyone that due to these reduced work hours, there may be delays in replies to questions and requests for support, and I ask for your patience and understanding during this time.

I am currently at 32 hours a week, working an average of 6 hours Monday through Friday, and leaving around 2 hours on Saturday for anything that might come up. I generally take Sundays off. The 32-hour plan:

Support and manage staff

Committees and work groups: FairCARE, Diversity, Database, Fundraising, and others as needed

Email, Slack, weekly meetings, general volunteer and community communications

Strategic work: Work plans, other future planning

Other: Administer the Work Share program, PPP, community engagement and outreach, DEI work, Board work and meetings, legal, financial, and everything else on my job description as possible.

On my own time I've been working on my own DEI (diversity, equity and inclusion) learning, such as last month listening to "So You Want to Talk about Race" on audiobook. I also continue to spend time cultivating relationships with Fair family.

FairCARE continues to meet. As we review the documents in place, we want to remind everyone that the Code of Conduct applies to online interactions.

As we move past the Virtual Fair and continue into the unknown future, I encourage everyone to love and support each other. Our community and the world need it more than ever.

**Crystalyn:** The Virtual Fair was a success with more than 177,000 views from around the world over the three days. The feedback has been overwhelmingly positive. It was a beautiful creation and rewarding to be part of. The Board received concerns regarding the use of Discord (software) as a communication tool used for some of the virtual event. To clarify, no contracts were made or money spent, and it was a way for people to communicate before the event. A huge THANK YOU to all of the people who made this happen! A sense of community was created in this time when we cannot be together in person.

We hope to continue the virtual event but are not sure yet what it will look like. A Doodle poll will be out soon to the main leaders of the virtual event to get feedback and debrief, and then we will decide how to move forward. The total cost of the virtual event was less than \$2,000 for IT, web and data management, which is an incredible feat. We also received international press coverage.

We are continuing merchandise sales and working hard to catch up on packaging and shipping. We appreciate your patience. It has been successful and we have sold more than was expected. Product changes will be coming as we continue online sales.

Now is the time to start planning for 2021 — there are so many possibilities. Path Planning has a subcommittee working on hand washing. We need to bring in health and safety folks, and plan for different scenarios.

Due to budget concerns, some staff is on work share. It will be hard to get Fair work done, but my plan is a two-month furlough this fall.

**Shane:** Thank you all for attending virtually tonight, I am happy to announce that the dog restrictions have been lifted onsite. The only requests we have are that the owners have control over their dog whether that be verbal or on leash, and that folks bring bags to clean up their waste. We don't have any garbage facilities so please dispose of it properly off site.

Securing the site from July 3rd to the 14th was a great success; there were no incidents and it was great to work with folks that we would normally only see on a very limited basis. We had volunteers from External Security, Internal, Lot, Teen, Carts, QM, Survey, Water, to name a few. We even had folks affiliated with booths come out to help. During the slow moments when we were overstaffed for security purposes, some of the volunteers helped us fulfill merchandise orders. The help was greatly appreciated.

I also wanted to thank the volunteers who worked so hard to produce the Virtual Fair. What an amazing undertaking and success! I had the honor of approving some of the content that was used in the programming and I got to see more entertainment produced by the Fair's

talented entertainers than I have in the last 15 years. It was great fun to participate and I am in awe of their success. Great work everyone!

Staff onsite have been working on various projects, from vehicle maintenance to grounds-keeping. Thank you, Howard, for coming out and logging so many hours on the mower. Your help is greatly appreciated! We had the fields mowed and baled by a local farmer this year. We are proud that we were able to supply the hay needed for his modest farm and are very grateful for his help.

We began repairing the deck around the yurt a couple of weeks ago with the help of Bennett Rogers and other construction volunteers. Once finished with that project, we will be turning our attention to the roof over the Chillville Reefer units that need new sheathing and roofing system installed before this year's weather arrives. Once that is complete, we will be doing some maintenance on the reefer units themselves, replacing weather stripping, and other issues that we have noticed on close examination.

We have scheduled and completed many work parties this summer. Recycling has moved their compost operation out of the Howe Barn located at The Dodeca Center. This was a big undertaking and it took several weekends of effort to complete the project. Site Crew has been out to assist some tree work that we did this past spring on the Far Side. Water Crew has been sanitizing blue barrels for additional storage through the year and cleaning up their area. They also moved their water carts into a storage container for the winter, helping us remove items that were stored on The Dodeca Center property following the 2019 event. I will be scheduling work parties with the other crews to move the rest of the items stored at The Dodeca Center so that we can reduce costs associated with storage. If any other crews would like to schedule work parties, please contact me via email so we can facilitate your needs.

Finally, we wanted to remind folks that the site is open 10 am to 4 pm every day. There are protocols in place to keep everyone safe during the pandemic and we urge everyone to familiarize yourself with them before arriving. Please note that the event area on the site has one-way paths for walking and we ask you to follow the protocols while visiting. There are maps and protocols on display at the kiosks in Main Camp for you to view when arriving. Please note this information is on display to assist folks while visiting. Lately someone has been removing the maps and protocols from the kiosks, which can cause confusion for people who are coming to visit. While the protocols may not seem fair, they are in place to keep everyone safe during the pandemic. Thank you for your understanding.

**Robin:** I have been pretty quiet for a while. I've been busy turning the organizational wheels from my end, but I also have been attending to Culture Jam. Normally, I would have been busy at camp this week. This means that this is the first August Board meeting I have attended in 19 years! There is sadness, but youth, staff and parents are all completely on the same page around the necessity for this break.

That said, I can still report that Culture Jam is alive and well! As of June 20, Culture Jam 2020 kicked off its 2020 season on the Zoom platform with a community gathering online. More than 45 youth and staff attended, and because of timing of this meeting, we shared much deep conversation. Following this, we launched our exciting weekly CJ workshop series, now titled "CJ Thursdays," which will continue through August.

I want to thank Chisa Moon Nemoto for her incredible help making all of this happen; River Aaland, Lucy Kingsley, and Polly Bates for key support; and several CJ 2019 Staff and even one CJ'er, Elena Villa, for coming forward to lead workshops.

Conversation is taking place about making monthly CJ "Rap Sessions" available throughout the fall and winter of 2020 so that Culture Jam young people now ages 15-19 have a safe place to express their feelings during these unprecedented and challenging times.

It is really heartwarming to see youth and staff come together in these environments, and "keep the fire burning." We were lucky enough to get \$2,132 total from donors and the Fair gave \$1,400. It wasn't quite enough, so we have a budget request for the Board so we can pay a stipend to the presenters because they are also artists or performers who are out of work.

Aaron asked: Have the vendors been surveyed yet to see how they did at the virtual Fair? Is the online platform still available for the crafters to continue selling? Do you have volunteers set up to help with fulfilling merchandise orders going forward?

Crystalyn: We not yet surveyed the crafters and artisans about their successes, as the committees have not met yet.

The OCF Artisan online link is: <https://www.oregoncountryfair.org/type/artisans/>

We already have volunteers helping with fulfilling merchandise orders, and will plan schedules accordingly to maintain fulfillment. With a pandemic, we have to be cautious with how the orders are packaged and shipped.

### **Committee and Working Group Reports (Zoom video 40:06)**

**Committee Best Practices:** The Committee Best Practices Manual draft is available for review online. Member feedback is encouraged and due by August 17. The link is on the .net site under Board of Directors Working Documents:

[https://oregoncountryfair.net/wp-content/uploads/2020/07/bp-manual-7\\_20\\_20-1.pdf](https://oregoncountryfair.net/wp-content/uploads/2020/07/bp-manual-7_20_20-1.pdf)

**Elections:** Aug. 23 is the last day to submit candidate statements and petitions for advisory resolutions for publication in the 2020 voter pamphlet and the Fair Family News. Registered members may announce their candidacy after this date. However, their statement won't be in the voter pamphlet and their name won't be on the ballot, which is a strong disadvantage.

Submit candidate statements, petitions, and member registration forms to: [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) or mail to the Fair office.

Email [elections@oregoncountryfair.org](mailto:elections@oregoncountryfair.org) to check on your membership status or to update your address.

Sept. 24 is the last day to register as a voting member to participate in the 2020 election. The membership application form may be downloaded at [https://oregoncountryfair.net/wpcontent/uploads/2020/02/OCF\\_Voter\\_Registration19.pdf](https://oregoncountryfair.net/wpcontent/uploads/2020/02/OCF_Voter_Registration19.pdf).

Candidate statements, petition requirements, and membership eligibility will be posted soon on the .net site. (*Fair Family News is also on the .net site and no longer mailed out.*)

This year, the Elections Committee will mail an absentee ballot to all registered voters in early/mid-September. This will also serve as notice for the Annual Meeting. To reduce expenses

this year, the voter pamphlet will be published on the .net site when the ballots are mailed. Information about how to get a hard copy of the voter pamphlet will be included in the packet.

Oct. 24 at 5 pm, is the deadline for ballots to be received at the Fair office, 442 Lawrence St., Eugene, OR 97401. Ballots received after this time will not be counted.

The Elections Committee will host a virtual Annual Meeting two weeks prior to the ballot submission deadline. Ballots will be counted on Sunday, Oct. 25, with the results posted that evening.

**Food Committee:** We are tentatively planning a town hall for Sunday, Sept. 27. Details to come at the next Board meeting.

**KOCF/report from Dean:** Financial Update

Beginning of 2020 bank balance \$13,793.24

Results of first ever on-air fund drive \$3,416.43

Other donations \$2,726.55

Total income 2020 to this date \$6,142.98

Current Balance \$20,036.22

Engineering Update — Engineering/FCC Construction Permit, (BLL-20190524AAA) granted June 19, 2020, and good for 36 months. This grants KOCF permission to build the new tower on Bolton Hill.

Hardware/ KOCF/Veneta lost power on July 28 about 3 pm. Stu Burgess, station DJ and Elmira High School teacher, helped us get restarted within the hour. The next day I went to the Fire Station to work on the Barix Box; the following day retrieved UPS and found out it was defective. That's why we went off the air. Replaced, and reinstalled it Friday, July 31. It cost \$79.

Transmitter Site Update — After months of waiting, our structural engineer received a quote from Rohn (Ray Adams) on July 15 for a C-23943 1 ROHN Structure: 40-foot Self-Supporting Tower Model RT (Tubular Leg, Angle Brace) for a cost of \$6,641 plus \$2,500 shipping. This is a 3,000-pound, 4-foot-wide antenna designed to hold up two, 2-pound antennas. This is way overkill.

Recently Chris "Ichabod" Murray has offered KOCF a 5-foot-wide, 40-foot-tall free-standing tower for free. Either antenna of this size will cost approximately \$4,000 to build the footing.

Later this week I hope to visit the site with Chris and the Veneta Public Works Director and try a whole new approach.

During the Virtual Fair we had more than 5,000 listeners visit the KOCF streaming site. We had more than 480 people online at one time. We had 111 listeners online for over four hours. There were 1,348 listeners that stayed listening for over 30 minutes. Finally, we had people join the virtual from more than 39 countries.

**Online Team:** Sam gave big thanks to Indigo for hosting the recent Board meetings on her personal Zoom account to help the Fair, and for helping to read member input. Thank you, Dean, for sharing the KOCF Zoom account with OCF.

**Member Input (Zoom video 44:30)**

Chewie: I encourage us to think about the things we are doing, and not doing them as reactionary. There are a lot of things coming up that are poorly planned and bothersome to me. I support us all in doing them with the theory and energy put in, but I have a hard time with them being perpetually shoved down our throats as membership. Thank you all for everything you do, even the people that I am at odds with.

Dani: A big shout-out of gratitude to the Virtual Fair! I enjoyed it more than I thought I would. It was a fabulous experience of connection and community, and I would expect nothing less from OCF. Thank you also to the merchandise folks and for all of the hard work!

Dean/KOCF: I support items 2 and 3 of the Board composition and term length proposal. Anytime the Board changes its composition by 50 percent or more, it is required to file a form 316 with the FCC, which includes a letter of authorization from the president that allows Dean to file the form for the Board. A statement to indicate the organization office is within 20 miles of the transmitter site is also required with each filing. Currently this can happen every 12 months. With a three-year term and only 33 percent of Board possible turnover, we would likely not have to address the issue again.

Erin M./Cart Central: I want to affirm my support for the Board and others for the Statement of Solidarity and Support for Racial Justice, and the pending motions brought forth by Lily and the hard work of the Diversity Committee. I also support appointing Melissa Davis to the Diversity Committee.

If we want to be the community we purport to be, we must ensure that OCF is a place that affirms in word and deed, and without reservation, that Black lives matter, and where BIPOC members and leaders are listened to and their recommendations are acted upon. I further invite you and my fellow coordinators to examine how each of us holds personal responsibility to listen, take account, and take action — action that is consistent with the call to dismantle white supremacy and racism. Please make a sustained commitment to investing in and doing this work.

Grumpy: I sent an email to the Board and management about the budget process and Diversity/BLM. I don't think the motions are ready and need more editing to be all inclusive. We also should not be spending money for a new staff member at this time. We are an organization of volunteers.

Caela B.: I absolutely support the Diversity Committee's motions and that we pay for equity and inclusion consultants. To put people of color in place where they have to speak to a large group or festival full of white people about their experience, and to be questioned every time is emotional labor that should be compensated. We are so grateful to those who are willing to step into those roles and do that work. The Fair is better because of it, and what is the Fair if people are not being given those opportunities? This is for the protection, safety, and celebration of the BIPOC community from within the Fair. I will fight for this and I hope management does too.

Jen-Lin: Regarding the Bylaws/Elections committee work, I hope the Board will consider a vote tonight to change Article V. Members, Section 2. Eligibility and Admission. Artisans and food booths are allowed to take two years off without losing their vendor status. Not having a physical event this year would negatively impact those that made that choice.

Thus, the committee changed the language from “two years” to “three Fairs” which also allows for this unique, COVID-19 year. Hopefully, we will not need another NOCF, but we are prepared. The language below reflects how the motion would read:

*Eligibility and Admission: (a) Any individual who subscribes to the purposes and basic policies of the Fair, abides by the terms and conditions of these Bylaws, the Articles of Incorporation and any amendments thereto, and acts in accordance with the decisions made by the Board of Directors, is eligible for membership if the individual is registered with the Fair and (1) has either received a wristband, other Fair camping pass or verifiable worker day pass in one of the **three previous Fairs**, or (2) is a verified elder. To remain a member, an individual must vote in at least one annual membership vote every three years*

Iana M.: I would like to express gratitude to the consideration of the Diversity Committee’s motions. It is a lot of appreciation for even the willingness to change. I understand there are intense emotions around the world and it is hard. In the current state of affairs, this attempt is hugely important for our organization to take. I have been to the Fair every year since in the womb. My own and others’ experience has not always been what it should be, and if we can truly represent ourselves then it will be incredible.

These motions are broad and flexible because of the nature of this work. These first small steps can inspire, bring hope, and the accountability for positive change. The need for diversity is huge, and this will help those of us who have been feeling this pain, and feeling alone. Thank you for your consideration.

Heather K.: I am at a complete loss as to why, as of 12:50 pm on Aug. 3, the link to the July 20 Board work session on diversity equity and inclusion has not been shared with the membership. This seems to run perfectly contrary to the inclusion portion of this subject. Board, can you please help members understand the rationale for not sharing the link to the work session? The meeting contained breakout rooms, so it was not possible for everyone to be in every room during that portion of the meeting. The beauty of a recording is that we can all learn from what happened in the rooms we were not able to be inside of.

If inclusivity is the goal, then people need the chance to participate, and they need to be included.

Anthony J.: Let us take a deep breath. There are going to be some hard conversations tonight. I hope at this meeting I will feel better about my own 11-year-old son participating in the Fair for the rest of his life. As a person of color, it has been difficult to not see friends get onboard with the Diversity Committee’s work, and hard to see the resistance against what the DC is trying to do. I encourage everyone to take a breath, imagine our kids are watching ... and then speak. Thank you.

Jon S.: In response to Heather's question, the DC recordings of the work session were done on five different computers, depending on who was running one of the breakout rooms or the overall meeting. We managed to get three of them up onto a private YouTube channel, and folks are working to get the last two up. It has been a learning curve. We hope to have those up and available to people in the next few days.

The following member input was received via email and not read at the meeting:

Shawn K./Xavanadu Entertainment Coordinator: I am writing in support of the Diversity Committee's four draft motions. I believe the Board needs to take bold action toward furthering anti-racism at the Fair. In particular, I am excited about motion 4, which adds a valuable training component required for all volunteers as well as a higher level of training for those in leadership positions. I would see this expanded to provide a toolkit resource to Coordinators to begin doing work at the crew level to effect meaningful change. I look forward to the creation of a physical space on site that is dedicated to this work, and urge the Board to approve this motion as soon as possible.

Phebe Howe/REHS, BS: As a previous member of Lane County Health & Human Services Equity and Diversity Committee who co-wrote (with two women of color) the 2017 fiscal year Work Plan, I have some input. Please forgive me if this has been stated earlier. Even if so, this is great for discussion.

What I learned, when starting new training opportunities that intend to be mandatory to the organization, is to first offer these as voluntary. Introducing this process gives both the training providers and staff an opportunity for feedback and inclusion. Also offering many formats and topics of diversity and equity gives people an opportunity to immerse at their pace and comfort. Some may feel most comfortable with a movie, or a book or a group setting. There are so many levels of understanding acceptance.

I am incredibly thankful for the diversity and exposure of many cultures, values, and beliefs experienced at OCF over the past 42 years. My personal learning level is at understanding what my implicit biases are.

All new practices are best implemented with stakeholder input, organizational input, facilitating "buy-in," and providing equal access, along with maintaining a trauma-informed lens.

Kristin S./Water Crew: I am writing in strong support of the fourth motion stemming from the Diversity Committee's June 2020 recommendations and coming before you in August for a vote. The equity and inclusion education program proposed in Motion 4 represents a meaningful and much-needed response to conditions within our own organization. It also represents an extraordinary opportunity for the Fair to effect change on a larger scale.

Fair Family is hearing directly from our BIPOC members about the ways that white privilege, unexamined bias, and cultural insensitivity within our organization are creating an atmosphere of marginalization and causing direct harm. Reports from our BIPOC family members of feeling unwelcome, unseen, or unsupported anywhere in our midst must be met

with robust remedies if we are truly to be the spirit-nourishing organization we claim to be in our mission statement. The Fair-wide education program recommended by the Diversity Committee would be an important step in this direction, providing crucial opportunities for each of us to examine how white privilege and white supremacy culture play out in our lives and organization, and to cultivate the skills we need to effectively dismantle them.

Of course, the white privilege/white supremacy culture existing in our own organization mirrors that of the larger society — a society plagued by racism and long overdue for deep, systemic change. But in order for that kind of societal change to take place, we need critical mass. We need millions of white people who are educated about allyship to gather behind BIPOC leaders and help move the whole society toward justice. We need folks of all races and ethnicities to join together in cultivating real equity and inclusion.

Here too, the Diversity Committee's proposed education program can play an important role: Imagine the ripple effect of thousands of Fair Family members participating in regular anti-racism training opportunities that prepare them to be genuine, effective change agents. Imagine what could happen if those thousands of Fair Family members took their knowledge and skills with them when they left Fair and applied them in the unfair world. While the proposed education program rightly starts the work at home, in our own Family, it also has powerful potential to radiate outward into the wider world, adding significantly to that justice-seeking critical mass. Imagine how profoundly this could serve OCF's mission to "transform culture in magical, joyous and healthy ways."

Unlearning racism and learning to dismantle bias, both internally and externally, are lifelong processes. The education program proposed by the Diversity Committee can be a powerful part of that process, supporting Fair Family in making our community a truly inclusive and joyful place for all its members, and offering tools that can help us transform our wider world. I respectfully urge you to vote in favor of Motion 4 and to make the funding and implementation of the program top priorities in the coming year.

Dante D.: I write to support the recommendations of the Diversity Committee to make real the commitments contained in the Statement of Solidarity and Support for Racial Justice, and to support the candidacy of Melissa Davis to that Committee.

Melissa is a strong voice for justice within the Fair and in her personal life, and I believe that she would be an invaluable asset to the organization as a whole. She's also my mother, so I'm biased. However, I think her record of work within the Diversity Committee so far speaks for itself.

Jen-Lin: In response to Aaron's motion regarding Board composition and term lengths, please change the proposed motions to "direct the Bylaws-Elections joint committee" to revise the Bylaws.

It is my opinion, having served as Board Secretary, that the proper protocol is to have the Bylaws Committee draft language, have the attorney vet the language, publish the motion, allow 30 days for member input, and then vote on it at the next meeting. This will also save discussion time.

Britania/Diversity Committee: After reading the Committee Best Practices manual draft, we have a few thoughts to add around the idea of creating and maintaining a safe space within committee meetings, as is particularly relevant for the Diversity Committee that's partially comprised of Black, Indigenous, People of Color, and LGBTQAI+ folks:

The Diversity Committee strives to offer a safe space for diverse folks to share about racist and discriminatory experiences at Fair. We need to be able to withhold information from the minutes and/or reports to BOD as requested by victims.

Some meetings may be closed not due to personnel or legal matters, but for very specific projects or to provide space for diverse folks to share vulnerably.

Fair has both a long and recent history of harmful, racist behavior on and offline, in and outside of committee and BoD meetings. The Diversity Committee needs to be able to exercise discretion in who is allowed to attend open meetings and kick out people if they exhibit harmful behavior during a meeting.

Due to the sensitive nature of our meetings and higher risk of harm to BIPOC members, all attendants must announce themselves in virtual meetings. On at least one occasion, there were two callers who were not willing to introduce themselves.

### **Treasurer Report and Budget Items (*Zoom video 58:21*)**

Hilary: Big thanks to everybody who made the merchandise sales and Virtual Fair a success! It was a strange July for a lot of us, but was still nice to have a Fair focus with the flavor, feel and love of the Fair.

Ordinarily, the Budget Committee would have down time in August. This year we are working on ways to have a pandemic-modified budget process because it is going to be a really different year. We have asked the Board and committees to have conversations on the decisions to be made about opportunities, deadlines, options, sponsorship, and fundraising. We will have to closely monitor what we are going to do. We will get Board ideas and membership feedback in the next couple of months. The plan is to have a proposal by December, and please be patient with us as we try to have an inclusive process. It will demand that we all do something different. We have the budget for a three-day event, but the modifications to the budget might be big as we adjust to the changing times for a year or two. Hopefully we can all find a way to get through this and keep the Fair magic alive.

We will be proposing a current budget adjustment for Culture Jam that is being requested.

Wally: At this time, we are asking \$2,134 be added to the Culture Jam budget line item.

**Lily moved and Palmer seconded Board approval of adding \$2,134 to the Culture Jam budget line item. (*Zoom video 1:02:05*)**

**Motion passed: 10-0.**

### **Old Business (*Zoom video 1:08:30*)**

**Sue moved and Peaches seconded to approve June 28, 2020, Board meeting minutes.**

**Motion passed: 10-0.**

**Lily moved and Lisa P. seconded the following four Diversity Committee motions:**

**1) Request the Election Committee to distribute to all Board Candidates the following question in addition to the candidate statement: "How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?" and to make available to the membership answers provided in much the same manner and in the same time frame as Candidate Statements are made available. (Zoom video 01:11:00)**

Jon S.: This is pretty straightforward. This is the question we want the candidates to be asked. It is relevant to the commitment the Fair made with the statement that went out after George Floyd's death. We don't have a word limit in this motion. We thought we'd leave that to the Elections Committee to decide. We thought a word limit of 250 was reasonable.

Lily: I support this and all the Diversity Committee motions. The DC has been doing this work long before George Floyd's death, and the meetings are open to all. There was an excellent turnout at their work session, and these motions are based on feedback from within and outside our community. This motion will ensure we elect a Board that is aligned with our values, and that we continue to purport the values that we signed off on with the statement released in June.

Jack: This is about anti-racism, and that is a good thing for our organization to acknowledge and state.

Paxton: This is a good question, along with others, that I believe should be answered by candidates.

Peaches: I support this. Not only does it make an outward statement, but for anyone who wants to be an OCF Board of Director, this will be a standard for becoming a leader in the organization.

Palmer: I wish it was more inclusive of other groups, and am concerned setting a precedent for a mandatory election requirement. I would not feel comfortable answering this question if running for election, but will commit to continued research and work on this suggestion.

Sue: I am in favor, and this will show the level of awareness, commitment, and dedication of any Board candidate. I believe it can be an even broader statement, and over time we can develop that.

Spirit: I also hope this becomes more inclusive. To speak to the Diversity Committee, we received some feedback and one specifically was a college student who mentioned the term intersectionality and said "The Fair's definition of intersectionality appears to elevate certain identities and make others function as subsets of others." I do support this motion, but I hope moving forward we become more inclusive and continue evolving.

Lisa C.: I fully support this and look forward to us moving forward quickly, yet including everybody.

Lisa P.: I support this. Every year there are questions in the candidate's forum about diversity and inclusion from members. This will produce more-well-thought-out answers to those questions, and is a great starting point.

Spirit asked to clarify if the motion was meant for the candidates to answer this within their statement word limit, or if it was addition to. Sue said it was in addition to.

Lily gave time to Diversity Committee members.

Jon S.: We used the word "all" in the motion, so that it says, "for all Black, Indigenous, and People of Color." That would include Black trans people, LGBTQ Black people, alter-abled Black people, so that anybody answering the question will have an opportunity to address "all." It is not just based on the color of someone's skin. In many ways, if we deal with how Black and people of color are being dealt with, a lot of the other stuff gets dealt with too.

Iana: We want to be inclusive and we understand the definition of intersectionality. The purpose of making it specific to BIPOC is because of the specific community we are dealing with in this area, and because of specific issues happening in our climate as a white supremacist culture as a whole in terms of this government — issues with Blacks, Indigenous, Latinos and people getting deported and murdered constantly. This is a starting point.

Ayisha E.: To understand the part about all inclusivity, when you look at how it works with culture and race, Black folks are literally the lowest common denominator. Blacks are lowest in terms of resources and access in all things. When you address the Black it helps other across the board and everyone else above them.

Spirit: I would like to forward some member and other emails with feedback to the DC. Maybe one or a group of you can tackle communication, which is part of education. Some are part of the LGBTQIA+ community, and I don't want to exclude any marginalized communities. Some of these folks have not felt safe at Fair, and as a community have been asking for help from the DC. I hope the committee can evolve to include those who are not people of color but are within the LGBTQ community as well.

Ayisha E.: I want to make it clear that it does include the LGBTQ community, and is not excluding them. It is all inclusive when you take it from this perspective. The intersectionality is there.

Aaron: I really appreciate what Spirit said; we did get some really great input from a lot of different places. There is some good information from a member that I would like the DC to look at. The question on inclusivity is because it does say "for all Black, Indigenous, and People of Color" and there are people who are neither Black, Indigenous, nor People of Color who are part of the LGBTQ community, so they are the ones feeling marginalized.

Saying that, I totally support the intent of this motion and feel it is a good way to go forward. I think we should vote.

**Motion passed: 10-0.**

**2) Allocate \$15,000 as a starting point and accept donations restricted to diversity, equity, and inclusion efforts for one or more equity and inclusion consultants to work with the Fair to:**

**a. evaluate and identify factors hindering progress toward becoming a more welcoming, inclusive, and equitable organization and community**

**b. recommend actions for our organization to take, including structural changes, so that swifter progress can be made**

**c. recommend procedures for investigating and resolving discrimination and harassment complaints**

**Direct the Diversity Committee to work with management to find a scope of work, solicit and evaluate the proposals and make a recommendation to the Executive Director who shall make the final decision to award any contracts. (zoom video 1:29:50)**

Aaron: I'd like to make a minor amendment to the last sentence, in relationship to how the Board directs staff, now that we have an Executive Director. The word management can be replaced with Executive Director because he is the one who would be making the decision and staff would not be involved. It is in his job description.

Aaron offered a friendly amendment to the motion.

Lily: At this time, we should leave it as is. I can ask the Diversity Committee. I do think "management" does not exclude the ED. Also, Crystalyn is staff contact for the DC and should be included in the process. Wally can change it if he needs to.

Wally: I am the current contact for the DC, to clarify. Crystalyn and others absolutely work with the DC.

Spirit: In the matter of staying consistent with process, the Board has not been directing operations. So, that is what Aaron suggested about keeping the motion with the ED. He can be inclusive of whoever he wants to work on his staff.

Peaches: It seems inclusive if the Board and management are included because that also includes Wally and everybody. I support this motion.

Lisa P.: The motion is directing the Diversity Committee to work with management.

Peaches: Thank you to the Diversity Committee for coming up with this motion. For people who think we should be taking this slowly and figure out the proper steps for lasting change, that is exactly what this is. This is somebody coming in and helping us with a strategy. This is not shoving a bunch of stuff down anybody's throats. This will help us find out what those strategies are and how to go about them for lasting and meaningful reform, change, and growth in our organization. This is the step that we need to do first.

Spirit: I want to thank the Diversity Committee, as it looks like a lot of the member input at the work session was taken into consideration. I see redundancy was removed and these are very carefully crafted motions.

To share, in October 2018 there were a bunch of motions made for the organization as starting points, and they were not well defined. With this vagueness and the change-over of the Board, the intention and words around this motion were not included. What will be included in this case is the verbiage of the motion specifically, and we need to begin somewhere. I will support this and appreciate the hard work that has gone into it.

Because of this discussion, I want to be clear and transparent that the motion is what will be looked at moving forward and not the intention around it. I believe you guys are going to stay committed, and we are going to stay committed to the task at hand. We have a lot of work to do.

Lily: I support this and the rest of the diversity motions tonight. This is the first step in figuring out how we can be more inclusive of groups people are worried have been

unintentionally excluded from the rest of the Diversity Committee work. This consultant is the thing that will help the Fair step into the next phase of what we are doing to make our community a Fair that is safer and more inclusive. I'll give the rest of my time to Melissa Davis.

Melissa: This is the motion I worked on at the Board work session as the DC member in the breakout rooms. We did have a lot of great input and discussion at that meeting. Everyone was supportive of the fact we need to do this work, and sooner rather than later. We tried to take it into account and I am glad you recognize that. Echoing what others said, this is a great starting point with this work, and a step to get to where we want to get and be a better organization. Thank you for your support.

Sandra: I was in this work session and the entire event was handled and managed well. I really appreciated the feedback and the attention people paid to the things we had questions about. One thing to mention, the recommended procedures for investigating and resolving discrimination and harassment complaints — basically these are Code of Conduct violations. FairCARES is working on that and I thought the Diversity Committee was interacting with them. If we can create one process, that would be better. Thank you for the excellent work that has been done.

Jack: This is significant and good work.

Lisa P.: This is where we show our commitment to the pledge that we made in our statement of solidarity and support, and that we are actually committing to do this work. Thank you to the Diversity Committee for getting us here.

Crystalyn: I fully support this motion.

**Motion passed: 10-0.**

**3) Allocate \$5,000 as a starting point and accept donations restricted to diversity, equity, and inclusion efforts for one or more consultants to design and implement an equity and inclusion knowledge and skills education program for the Oregon Country Fair.**

**Direct the Diversity Committee to work with management to define a scope of work, solicit and evaluate the proposals and make a recommendation to the Executive Director who shall make the final decision to award any contracts. (Zoom video 01:46:36)**

Iana: This is basically a training program in Racism 101, and will be the best way to actually access our community base and create different levels of training for participation. There is so much sensitivity around these issues. There needs to be different levels in creating some sort of program and training for our organization, to ensure we do not have mishaps when it comes to race and equality.

Aaron: I support the motion 100 percent. I understand the Diversity Committee has a list of available education opportunities online, and I'd like to get the list to membership so people can start educating themselves.

**Motion passed: 10-0.**

**4) Establish an Equity and Inclusion Advisement Team to advise the Board of Directors and management, and request the Diversity Committee to solicit applicants and recommend appointments to the Board of Directors.**

Lily: This means they are not recommending appointments to people to run for the Board. They are recommending people to be on the advisement team. The Board will have final decision making.

Ayisha: This diversity team of three to five people is a full-proof way to ensure that what we are doing, as we move forward, has been reviewed by people who are qualified in diversity, equity, and inclusion work. The team would be a filter to ensure that what the Fair is doing moving forward goes through the proper channels to make sure it is all equity and inclusion. We are right at your fingertips, a group of people who can review through a lens of diversity and inclusion work.

Sandra: I am glad Lily clarified, but it is not clear the way it is written. Is there some way to revise the statement?

Sandra offered a friendly amendment. Lily and Lisa P. accepted.

**4) As amended, establish an Equity and Inclusion Advisement Team to advise the Board of Directors and management, and request the Diversity Committee to solicit applicants and recommend appointments for the Advisory Team to the Board of Directors.**  
*(Zoom video 1:51:43)*

Peaches: I was hoping to find out more about the duties and roles, and differences of the team and the Diversity Committee. Would the consultant be a de facto part of the advisement team as well?

Palmer: I am also glad for the amendment to clarify the motion. How will the team be advising the Board, and what level of power will they have?

Ayisha: We don't need to hash out the fine details of the system, but think of it like being in France and not speaking French. You have to have a translator to make sure that you are speaking properly and with the right dialect in the things you are doing. It should come across in the most appropriate way, and this is what the DI Team can do. It is a professional team that can filter the work through the proper lens. We are still working out the particulars that would be reviewed before decisions are made.

Spirit: When I spoke earlier about passing a bunch of NAO motions in October 2018, what I mean to say is that we did not have a roadmap, we had troubles, and that is my concern. I like the idea of an advisement team to the Board and management, but without the details of process and functionality my concerns are that I'd like this to be more put together. When I sat in on the work session in the second group, there were some finer details that are not included in the motion tonight. My expectation is that those details will be here.

Aaron: I feel this motion needs more work. I am not against the idea but want to ask what is the structure and when will this happen? Will the consultant speak, and when will they speak? What types of meetings are they coming to, and what types of conversations will they be in? Will there be any work done among management, or work done without a consultant? What type of stuff can we do without filtering through this group? I believe there are sessions of the Board that should be private and confidential.

The Diversity Committee is our advisement team, at this time. I appreciate the work that had been done here. I understand the idea that we want to have a watchdog team, but we need to ask more questions so we are informed. I would like this motion to go back to the committee for more work. I am not comfortable at this time, and think it is too vague to vote for.

Lily gave time to Ayisha.

Ayisha: I know there are a lot of feelings about this, but it is not as complicated as it is sounding. There was never a piece where there was a need for this, or an understanding for this team to be in a closed session. If there are some decisions being made about the Fair that include the Fair body, members, participants and the town where we are — the process of how we present ourselves to the public needs to have an equity lens, and be properly asserted.

Professional consultants can properly assert what the Fair is doing, sweep it through a diversity and inclusion lens, and make sure it is appropriate. In that way, we actually have someone to go back to when someone claims something is not appropriate. The Diversity Committee is absolutely not those people. The professionals would need a stipend because they would be there to make sure the functionality of the Fair is appropriate for inclusivity all across the membership, and for the people who enjoy the Fair every single year.

I don't know why the team would need to be part of closed sessions, but the faith in the Board understanding the diverse work (based on the motions already being passed tonight) is moving in that direction. To go about this work blindly would be inappropriate, and would be quite painful for everyone involved moving forward. If we have a team to guide us through it would save time and money, even if they are paid. To have a team to refer back to when things do blow up, and have an appropriate response, is advantageous.

Sue: Ayisha, thank you for your translator analogy as it helps focus it for me.

Jack: The closed sessions are not in the motion. Board meetings are open and it is really important that we understand this team is to help us do our work. There is no threat in this, and is strictly help, knowledge and love. This is the final piece of trust. Where we are the weakest is in our language. Language is important to our children, and important to our future. This is giving us relevancy.

Lisa C.: Ayisha and Diversity Committee, I cannot thank you enough for the incredibly hard work. It hits home and is hard. It is educational and I have extreme appreciation. Ayisha's explanation has made a difference in my thought process.

I sometimes wonder that as a Board, if we are knee-jerking from a to b without finding the right processes, and I would hate to do that. I want us to be thoughtful, but I don't mean slow. We can be thoughtful and quick in making our motions correctly, and we can include a diversity advisement team.

*Sam asked Chewie and others to refrain from using the online Zoom chat for personal comments. (For context, the following message was sent by Chewie on the Zoom chat: "WOW! How did 50 years go by without such condescending BIPOCSPLAINING. Informationally am involved.")*

Spirit: I am asking for clarity so I can be a yes vote. Ayisha, I appreciate your comments in explaining this. Closed sessions were discussed at the diversity work session, so I wanted to make sure we are clarifying and do not have unrealistic expectations.

There was prior discussion about allocating a \$600 stipend per person for this team, and I'm not sure why we would be allocating money for a consultant but not for a team. Maybe we can include an amount so that it is not left unknown, and bring clarity to it tonight. This is one of the biggest places we need professional work, because our intentions are being assumed and mocked left and right. We need to figure how to communicate with one another, and it is critical.

Spirit suggested a friendly amendment to add a stipend amount to the motion.

Lily: I think to create one small adjustment would do disservice to the fact that there are many facets that need to be figured out. We should accept it as open-ended because the Diversity Committee has many things to figure out, or we should modify the motion in its entirety.

Spirit: As long as the Diversity Committee is clear that the stipend may or may not happen

Aaron: Most of my previous conversation was not just about closed sessions. The motion does not address how, when and where this group would work. Ayisha also commented the Diversity Committee members are not professionals. Then we start talking about money. We are talking about hiring a professional consultant and spending a reasonable amount of money, who hopefully would be a "professional" and would help us decide what this advisement team would be and what they would do. If the professional were also to be on the advisement team, then we need to look at it from a budgetary standpoint.

The concept is good but I think the motion needs work. I want to hear what the professional offers as solutions and ideas before we move on with the advisement team.

*Sam asked to stop the discussion to address comments made on the Zoom chat.*

*Sam: It is difficult to monitor the chat for hands from the Board when there are other discussions. I am scared to do this but I need to say something. Chewie, there are folks in the comments who are saying your previous comment was racist. If we are having a discussion about that, and then racist things are being said, I feel we cannot move forward without addressing it and I am not sure how. In the usual context of how we do this work of these meetings, this is really out of the ordinary. I am asking for ideas of the next best thing to do.*

Spirit: A point of process, I would hate to lose the momentum of this particular motion. Maybe we can get through this and then address the chat comments.

*Sam: I need to make sure that we have said what needs to be said, and that is what I am trying to do. It is not OK to say racist things at our meetings. It is not acceptable and will not be tolerated.*

Jack: Disruption is a tactic, let us move forward.

*Sam: It is not OK to say racist things at our meetings.*

Palmer: I also think it is not OK to say racist, sexist or homophobic things, and do not claim perfection on my part.

Will the advisement team be reviewing every motion before they are made and looking at budget items? I don't mean to be thick, but I don't understand how the gears mesh with the Board and the business of the Fair.

Lisa P.: I want to reiterate that the comment in the chat box was completely unacceptable.

In listening to the concerns from others, the motion seems vague and non-specific. Before the motion was revised it was much more specific, and people took issue with it being too specific. This motion is an attempt to overcome those objections, and something people would feel more comfortable proceeding with.

Lisa and Lily suggested an amendment to the motion.

**4) As amended, establish an Equity and Inclusion Advisement Team to advise the Board of Directors and management, and request the Diversity Committee to propose**

**specifics to the Board that defines the team scope, procedures, and criteria for appointment.**  
*(Zoom video 2:19:30)*

Lily: This now asks the Diversity Committee to do more of the fleshing out of the work. They can address the unknowns and what needs to be developed, so the Board can come back and vote on the specific design of the team.

Crystalyn: I fully support this motion.

I also agree what was said in the chat box was incredibly racist.

Peaches: Thank you for the amendment. I hope the crafters of the original motion and the Diversity Committee agree, and I support this and the original motion. Thank you for doing this work to get us all more in a line of consensus to move forward.

With the chat comment, I do not intend on tolerating that kind of language in our Board meetings, ever.

Jack: This is really important. The notion of taking advisement from Black, Indigenous, People of Color is powerful. We should not miss this relevant opportunity.

Spirit and Aaron asked for the amended motion to be posted in the chat, to be able to read it visually.

Sandra: When we were working on committee best practices, we did try to put our own diversity lens on things. We then decided to send it to the Diversity Committee for their input. I see this as that kind of resource. It was useful to us.

Aaron: With the Diversity Committee doing more work to bring us back specifics, I will support this motion.

**Motion passed: 10-0.**

*Due to timely financial matters, Wally asked to address a budget motion that was missed during the Treasurers' Report.*

**Lily moved and Paxton seconded to give the Executive Director approval to represent the Oregon Country Fair in obtaining and signing a second Paycheck Protection Program loan, or equivalent program by another name. (Zoom video 02:28:55)**

Aaron: I think this is part of the greater budget conversation. I thought this was going to be held in a different way and not brought up in this section. We have a couple of things that are pertinent to the election deadline on Aug. 23. The PPP conversation is going to take up some time.

Wally: This is a very timely thing because it may be offered in the next month, and we need to get it done. We don't want to miss this opportunity.

Kimmo: I work at a bank, and when this becomes available again you have to move quickly. You have to be in contact with your bank every single day, and it is up to the federal government. There is no time for the Board to review this. Wally needs the ability to take action quickly.

Peaches: Thank you for explaining it, Kimmo. This is allowing the authorization to act on securing a loan.

Paxton: I agree it is essential, and appreciate the quick movement that Crystalyn and Wally took in the first round because it only lasted a few days.

Lisa P.: I support this and think we can empower our Executive Director to be able to move quickly.

Lisa C.: I support the PPP loan as I have also obtained one for my nonprofit, but I have a question. What are the tax implications?

Hilary: No there is not, even if for profit. The income is not taxable. Since we are a nonprofit, we can deduct the expenses without tax implications. If we do not use it on qualified expenses, then we give it back.

**Motion passed: 10-0.**

**Lily moved and Lisa P. seconded to appoint Brooks McLain, Melissa Davis, and Iana Matthews-Harris to the Diversity Committee. (Zoom video 2:37:20)**

Lily: I would like to amend this, and add Mary Drew.

Lisa P. agreed.

Spirit: I assume Jon is the chair of the committee, but am not sure. I'd like to know how many people will be on the committee. I have already explored the three in the motion, and do not want to add another until I have more time.

Jon S.: The Diversity Committee does not have a chair. We do not operate that way. At this point, the committee is welcome to more people. In my view, it has not become unwieldy yet. These three individuals and Mary have been attending and participating in meetings. Mary was on the committee, then went off and now wants to come back on. This would not add more people to the room that had not already been in the room over the last few months anyway. I hope that helps answer that. I think we have about 10 or 11 on the committee.

Spirit offered a friendly amendment to not add in Mary at this time.

Lisa P.: The Diversity Committee welcomes participation. Mary has been on the committee before, and is just asking to come back.

Lily and Lisa P. did not accept the friendly amendment.

Lily: Having sat in on many recent Diversity Committee meetings, I have been impressed by these four folks and the diversity of opinions, strength of character, progressiveness, and dedication to this cause. I have been lucky enough to know Mary my whole life, and know how long she has been working on these issues. I have known Melissa for the past six to 10 years. I am getting to know Brooks and Iana and pleased they want to join the committee, and I fully support them.

Peaches: Yes, to all four.

Spirit: I wish we could have parceled it out, so I could have time to communicate with Mary about some things that were said that were negative. I unfortunately will not be able to vote yes. I do appreciate the other three and the work that is going on.

**Motion passed: 7-1-0; Lisa C. opposed; Aaron and Spirit abstained.**

*Jack yielded time to BIPOC folks who wanted to respond to the racist chat comment.*

Ayisha: I am super pissed, and I can barely even be here. You all witnessed an attack on hearing Black voices, and the legitimacy of my life experiences, my professional input and my contribution to the Fair. I have helped and keep going, years and years, for free.

I am a professional in the field of diversity, equity, and inclusion. I get paid to do this work. I am volunteering my time, my emotional space, and effort.

The chat comment made public said I was “BIPOCSPLAINING.” Chewie said it was not supposed to be public, so he was talking to leadership in this space. We don’t know who that leadership is, but this is what I want you to recognize: He was speaking to someone here. If anyone is still questioning the harm this group harbors in protecting Black bodies, and questions your own investment in protecting Black bodies, then this is why.

I am hurt by the indecision on how to address racist people among our leadership and among our midst. I volunteer my emotional space to all of you. If I am seen as the same as you, that was hurtful. I don’t know how many of you actually felt pain, talking about my professional opinion and work as “BIPOCSPLAINING.” If you don’t understand that it is racist and harmful, please message me and I will be happy to talk to you about it.

I don’t want to hear an apology. I am not going to absolve anyone of the feelings and guilt and shame for his actions, because whoever he was typing to was getting that message — and that person is still here listening and hiding behind his or her racist self. You can’t just say you are sorry, there has to be consequences for this. I am not safe in this space. Chewie admitted he did not mean for it to be public, so who was he secretly speaking to?

Stating that Chewie did something bad and needed to stop was not taking action. Do something that is actually anti-racist with a consequence that is unquestionable and non-negotiable. Being performative is dangerous. It is a lie to yourself, and anyone who comes into this space with the love and spirit to help is met with inauthenticity. I am disgusted.

Melissa: Thank you for your voice, Ayisha. I am not glad that it happened, but I am glad you all got to see it in this space. It is a prime example of exactly why we are doing this work.

Erin M.: I found the comment to be extremely upsetting. I would ask to the Board to consider what remedial measures can be taken on a concrete level. That was hate and white supremacist speech. I do not believe it should go by with just a slap on the hand. Measures such as exclusion should be considered.

Iana: If we are going to be accountable for our actions, exclusion is super necessary. In case people don’t understand, the term “mansplaining” is something that happens to women, specifically women of color all the time — when men say the same thing we just said and our voices are not heard.

So, homeboy is that blatantly racist, and takes something that is specifically not directed toward him, and pretends that he is getting “BIPOCSPLAINED.” We can call it that when you all act stupid, because there are things you should know about rights and basic human respect. I don’t want to have to do that, but if someone says they need to BIPOCSPLAIN something to you, then you better shut up and listen because it is so offensive.

Just saying you are sorry and we need to follow procedures is not enough and is not OK. Chewie needs to be excommunicated. He was also trying to dehumanize the work we do at the beginning of member input. Let us have real accountability.

Anthony J.: Chewie is a person that has been a “friend” of mine going on for 20 years. This year has brought so many people out of the woodwork that have racist ideas, and it blows my mind. When these things happen, I have a problem that leadership is not crushing it right in the moment. It may be uncomfortable for the Board and leadership to address and know what

to say in the moment, but imagine how it feels for a person of color to come into this space trying to help the Fair be better, and then have that happen.

I commend Sam for doing the best he could, right in the moment. But there has not been one white person in leadership who says we are stopping this shit right now, and saying no. I don't understand it.

*Sam asked for the Board's support when somebody says something racist at a Board meeting, he will ask them to leave and try to do better in reacting in the moment to the concerns from BIPOC folks*

Wally: I am also extremely upset by Chewie's comment, and feel for all of you. Racist, hurtful, and harmful comments and thoughts are completely inappropriate and have no place in our community. Since it was stated, I am drafting an email to the Board and Diversity Committee asking for real, formal and impactful actions in response to that comment.

Jack requested removing Chewie be added to new business.

Aaron: When the comment was posted, I was not reading the chat box and didn't know about it until it started being talked about. At that point in trying to figure out what to do, we don't have a good process for people to be able to just speak up. I don't know that Chewie was sending that to someone on the Board, and don't think anyone on the Board condones it. The message was sent from an iPhone to everyone. We do try to speak when people are abusive. We missed, and royally messed up this time and should have done something.

Peaches: I want to make sure everybody who is BIPOC gets a chance to speak. I don't need to speak to this right now, but I do need to listen. I will second Jack's motion to remove Chewie.

Lisa P.: I want everyone to recognize there has been actual, real harm done tonight out in the open. I completely support Jack's motion. I am feeling very pained, and I can only imagine that my feelings are nothing compared to what our BIPOC family is feeling. I hope everyone gets the opportunity to speak before the meeting adjourns.

Spirit: This is the most important business on the agenda. To speak to Anthony, when Sam asked for some insight, I did not want to lose momentum of an important motion. Jack mentioned the distraction tactic. I am sorry if that was inappropriate, and want to apologize.

**Paxton moved and Peaches seconded to approve the following change to OCF Bylaws Article V, Section 2, subsection (a):**

**Eligibility and Admission: (a) Any individual who subscribes to the purposes and basic policies of the Fair, abides by the terms and conditions of these Bylaws, the Articles of Incorporation and any amendments thereto, and acts in accordance with the decisions made by the Board of Directors, is eligible for membership if the individual is registered with the Fair and (1) has either received a wristband, other Fair camping pass or verifiable worker day pass in one of the three previous Fairs, or (2) is a verified elder. To remain a member, an individual must vote in at least one annual membership vote every three years (*Zoom video 3:03:23*)**

Paxton: We need the other proposed bylaws motions to be reviewed more by our attorney to see how they fit into ORS statues. This motion changes the language in the bylaws

from “two previous years” to “three previous Fairs,” since booth vendors can take two years off.

Spirit: Thank you to Elections for catching this.

**Motion passed: 10-0. Lisa C. was not present, so Palmer voted.**

Aaron: The next item on the agenda could affect a large group of people, if we don't make a decision by August 23, 2020, even if it is not obvious that it could. But we are all tired right now. Instead of a vote, would the Board consider asking the Elections Committee if they could postpone the August 23, 2020, deadline for candidate statements until after the September Board meeting. In particular, we can then address the ability to attend Board meetings remotely which can determine if someone is going to run for the Board.

Lisa P.: The ORS statutes already provide for remote attendance at Board meetings.

Hilary: The next Board meeting won't be until September 14 due to the Labor Day weekend.

Heidi: That would also not allow enough time for ballots to go out.

Lisa P.: Our bylaws do not prohibit remote attendance either, so a motion is not necessary.

*Sam offered to stay online after the meeting for anyone who wanted further discussion about what happened at the meeting tonight.*

Sam: I am happy to lead the discussion or let somebody else. It is important, and I am not going to stop thinking about it. I hate what happened tonight.

### **President's Peace (Zoom video 3:11:50)**

Jack: Racism is an ugly thing. In many ways, the racist chat comment was an attack on the Fair and needs to be viewed as such. We need to make that commitment stick. What was done online and in that magnitude is intolerable and cannot stand. Black lives matter.

### **Draft Agenda for the September 14, 2020, Board Meeting Remote Online Meeting 7 pm**

Approve August 3, 2020, Board meeting minutes

The Board moves to allow directors to attend Board meetings remotely, except the Annual Membership Meeting, from this date forward — Aaron

Recommendations of Bylaws and Elections Committees — Paxton

Approve and implement the Committee Best Practices Manual as presented by the Committee Best Practices Work Group. Work Group to follow up and assess progress in six months and yearly thereafter. — Peaches

Expand Committee Reports segment of Board of Directors monthly meetings to include "Committee Reports, Requests and Recommendations" during which time dialogue may occur between committees and the Board — Peaches

Board moves there will be no deliberations regarding the election of officers outside of the Annual Membership Meeting — Lisa C.

Board composition and term length — Aaron

New Business placed on the agenda will be fully formed by the time the Fair Family News is released, in an effort to give membership sufficient time for well-thought-out input. This motion would exclude Bylaw motions (which are covered in the Bylaws). — Spirit

Proposed Guideline changes must be published in the FFN for two months, and full efforts will be made to contact affected stakeholders directly at least 60 days prior to the Board vote — Aaron

OCF Employee Manual from Personnel Policies Committee — Sandra

Direct Bylaws Committee to appoint an at-large Board member — Jack

Diversity Committee proposal for Advisory Committee — Lily

Removal of Chewie — Jack