

Attendance: Vince LaRochelle, Ken Kirby, Sue Theolass, Kim Allen, Jim Sahr, James Nason, Diane McWhorter, Amy Ehn, Lucy Kingsley, Arna Shaw, Katy Parker, Crystalyn Frank

Go-To-Meeting Format

Scribe: Diane McWhorter

Introductions: all spoke briefly. Jim suggested face-to-face meetings as the online format is difficult.

Sue agreed to facilitate and outlined the GTM protocols, such as keeping your mic muted and putting your “hand up” in the chat when you want to speak. Those on the phone who could not see the chat were asked to speak up to get on the list.

Committee Q&A: Due to connectivity problems Kim did not have the opportunity to ask her questions. The meeting had to resume and the item will go on the agenda for the September meeting.

Diversity and Inclusivity in the Jury Process, Booth Rep System, and other aspects of crafting at OCF:

{please note: comments are from individuals and do not represent a committee consensus}

Jury System: The process is “blind” in that names of applicants are not attached to the photos of their crafts. The jurors are chosen to be arts professionals, and persons familiar with the OCF but not directly connected, and diverse jurors are chosen whenever possible. The only significant change since it began in 1983 is that returning crafters are given a point advantage when they jury additional crafts to add to their offerings. Kid crafters are considered to be returning crafters in the system when they have satisfied the requirements in the guidelines. This gives them an advantage over other new applicants, but was set up to honor the family aspects of the OCF culture.

Ideas:

- End the Kid Crafter advantage or reduce the number of points granted, making the change gradually
- Create special opportunities for BIPOC applicants or create featured booth opportunities for them.
- Recruit diverse crafters and find out what barriers could be removed, perhaps collaborating with organizations such as Community Lending Works to provide financial assistance if that is identified as a common barrier.
- Use the Craft Demo opportunity to feature diverse artisans
- Split some booths so more individual crafters have their own spaces
- Keep the one-year-only booth supply substantial so some could be used to feature artists or groups who would bring diversity

Structural Exclusivity: where does it exist in the system? What kinds of privilege are operating? It’s hard to see when you are benefiting from it. Taking the time off work, financing the passes for the help you need, and many other aspects of having a booth may be barriers to participation. There may be ways to decrease the amount a booth participant has to invest in the physical structure, and shift the culture so people feel less investment and ownership of the space and are more willing to pass it on when they retire from crafting.

Reporting unfair actions by Booth Reps is risky for the crafters who raise concerns. All crafters do not have equal opportunities to run their businesses and thrive within the spaces available. Working to make sure all crafters are listed in the database and receive Reg communications directly will be helpful.

Is there data on how many kids inherit the family booth? The number appears to be small, maybe six or so per year.

Could inheritance be defined and then restricted to actual family members? Could a balance be found to allow some inheritance and also tighten up the Booth Rep Transfer process so more crafters control their own spaces and more are open to new applicants?

Kid crafters can sell their handmade items in a booth until they turn 19, and then they have to jury as adults. Encouraging children to take up crafting has been an important part of the educational mission.

Data may be collected on the diversity of Fair participants through a survey or census soon.

Disability is also a source of exclusion, as the physical efforts of holding and working in booths are many. Asking for accommodations involves risk.

Aging also represents an opportunity to make cultural changes in regard to passing on selling opportunities and crafting legacies.

Continue trying to define the duties and responsibilities of Booth Reps and the rights of Crafters.

Continue work on Booth Classifications to figure out how to handle large booths with multiple participants so more equality is built into the structure.

Continue trying to address ways privilege and bias are built into the system and work to find short-term and long-term solutions that will increase diversity.