

Go-to-Meeting Format

Attendance: Sue Theolass, James Nason, Diane McWhorter, Vince LaRochelle, Ken Kirby, Kim Allen, Lucy Kingsley

Other Participants: Adam Budd, Justin Honea, AJ Jackson, Donna Murray, Jeffrey Falkenstein, Crystalyn Frank, Katy Parker, Travis Honea

Scribe: Diane McWhorter

Adam agreed to facilitate.

Introductions and Announcements: Donna Murray is interested in joining the committee; Jeffrey is interested in joining the committee. The Kareng Fund was given a grant from the Oregon Country Fair to provide grants to low-income, self-employed artisans in Oregon suffering a career-threatening crisis.

Agenda Review and Approval: ***Motion: Approve the agenda (Sue/James) 6-0-0

Minutes Approval: ***Motion: Accept the July minutes (Sue/James) 4-0-2 (Kim, Ken)

Guest Concerns: Donna Murray: Donna is interested in working with the Craft Committee and brings 28 years of crafting experience at OCF and Saturday Market. Her concerns include people having adequate time for input before changes are finalized, and making sure crafters are represented. She would welcome more ways to communicate with the committee and with other crafters. She would like to have face-to-face meetings. She gave her email and would welcome contact from other crafters. donna@pacinfo.com

AJ Jackson: As a first time Booth Rep of the Saturday Market booth in Xavanadu, he felt he got plenty of great support and the help he needed. He thanked the committee and crews involved.

Jeffrey Falkenstein: He is interested in serving on the committee and has served on Elders and the Barter Fair Task Force and has been at Fair since 1976. He did not feel there was enough notice on the guideline changes last year and feels there is not enough outreach to crafters. He feels they are challenged to participate and need more involvement and communication. He appreciates the online meetings.

Travis Honea: Thanks for the hard work and online meetings.

Board Liaison Report: Sue urged all to watch the diversity workshop and the last Board meeting when the initiatives were passed. The Board is working with budget scenarios for next year, with and without an event. Merch sales and the donation campaign are both very successful.

The Annual Meeting and election will be online only; the Annual Meeting will be virtual, Sunday, Oct. 11th. Ballots are due by 8 p.m. Saturday, Oct 24th. ballots will be counted and results posted/announced on Sunday, Oct. 25th. The results may not be known until late on the 25th depending on the number of ballots cast.

The time between the meeting and the deadline to return ballots is the best attempt to allow for any slow down in mail delivery.

In response to a question about the donations, she clarified that the Board retained their part of the Jill Heiman Vision Fund to give some grants for Covid-19 relief.

In response to a question about how the Board might make motions affecting crafters in relation to the diversity initiatives, Sue suggested that the committee work is ongoing and might result in some recommendations of changes, perhaps to the jury process, for instance.

Coordinator's Reports: Adam for Craft Inventory: His job is on hold but he did some work with the Virtual Fair and that generated some interesting questions about how it will continue. He is also working on the Database project and it is moving forward.

Justin and Katy for Registration: Registration is continuing to meet and figure out what their work will be in 2021 depending on the conditions of the event. They have been sending out a few email communications to the booth participants, mostly updates on Merch and the Virtual Fair and other Fair subjects, and are really trying to increase outreach.

Staff Report: Crystalyn said the Virtual Fair was a great success and opened a lot of doors, involving many new volunteers and new tasks. Robin worked hard on improving the artisan listing. There is a lot of ongoing planning for next year.

Old Business: Committee Best Practices: Sue reported that the work is almost finished and it will go to the Board soon. There is lots of flexibility built in, in response to the feedback from the committees. Feedback from the Craft Committee is that it is hard to find on the .net site (it is in Board Working documents and the search function works well on that site). Most of the suggestions are already in practice by Craft Committee, although the agenda is not currently being posted, but it can be put under the Craft Committee tab. Diane agreed to post it about a week before the meetings. Getting the agenda items listed at the end of meetings during the final round will help. The diversity items at the end of the document would be better listed in another, separate place. Sue will carry that feedback to the committee.

Diversity: Items considered so far: The Jury System, the Booth Rep System and the Kid Crafter jury advantage. Discussions have been ongoing since March, and the committee could use some guidance in how to frame, decide on, and implement any changes. One approach would be to pay a consultant, or to begin mapping out what steps might be needed to make any changes. Lots of education is going to be needed and it will take some time.

Support can come from staff and volunteers until a consultant is hired. It is important to respond to concerned Fair family with some quicker changes, and to work to find those.

Some changes could happen more quickly, such as more support and feedback for applicants through the jury system, and a close look at the jury system. The criteria given to jurors might include some bias in the category "Fair appropriate," which can be subjective. Subjective criteria can be limiting and exclusive and making it more inclusive will help all applicants.

Craft Committee has helped some crafters with feedback on their applications and photos, and advice on how to present oneself in a system that is mostly based on finding the highest quality crafts. That could be increased.

Jurors are selected to be diverse, but also qualified to understand hand-crafting and the Fair, although they don't have a direct connection to OCF. The jury is held without names or identifying information, so it is as fair as possible, although returning crafters are given a point advantage in jurying new crafts.

Criteria include the quality of the craftsmanship, aesthetic judgment, and fittingness for the event. It is fine to have a culture that is OCF, and to define that, but the jury should not have an implicit bias against any type of individual.

The jury process is very long, taking all day at present. Providing direct feedback to each applicant would be impossible in its present form, since it is done by volunteers, but it would be a good thing to develop.

The word “culture” or a definition of Fair culture, means different things to BIPOC people or those of other groups, who don’t see themselves reflected in that culture. That is one of the reasons the diversity work is important to do. Providing more opportunity does not mean anything has to be lost.

Cultural appropriation is also something OCF craft world has to address. “Fair appropriate” could be better defined to include details such as that it be welcoming and inclusive, and not hateful or violent. It is a broad term, but that is intentional.

Some Fairs have space for emerging or beginning crafters, with extra support or fee assistance to help them get started. Costs of doing Fair are high, and that may be a barrier. The high volume of attendees and sales is hard to manage, but Registration gives a lot of help to new crafters through the one-year-only system.

All members should be doing research on the topics brought up by these diversity discussions. Listening to voices of those feeling marginalized is really important. Addressing privilege is hard to do and makes people uncomfortable, but now is the time.

Meeting time ran out and New Business topics were deferred. If anyone has reports of their sales during the Virtual Fair or any other feedback that they want to pass on, they can email Diane or Crystalyn. Lucy commented that she tried to shop and it was really difficult.

Final Round/ Meeting Evaluation: Sue wanted to finish giving details of the grants; they amounted to \$20,000 split between the Kareng Fund, Downtown Languages, and Sponsors, all in support of low-income artisans and others affected by Covid-19.

Diane will forward the Craft Committee Structure document to the two applicants for membership, which includes the requirement of attending six meetings. There are 9-11 members (currently ten) and some other details.

Sue and Lucy both suggested another meeting to continue the discussions.

The meeting was adjourned and some stayed for additional informal discussion.

***Motion: Adjourn (Sue/Lucy) 7-0-0 7:35 pm

