

27 July, 2020 Diversity Meeting notes

Draft Agenda

1. Introductions, 2 people did not introduce themselves
2. Agree on facilitator and note-taker
3. Agenda review, priorities, and objective for today's meeting
4. Old Business: Diversity Census
Diane not present, postponed
5. Old Business: Committee Best Practices Report Feedback
Committee closed sessions? We are concerned about confidential issues. And to protect from retaliation and safety, Best Practices should allow DC for this. Also they need to report to the BOD about closed session.- Concern for BIPOC fear of retaliation. It was noted that an organizer can remove a person from a Go-to Meeting, these can come from problematic interactions in social media. Need to maintain member safety. Approach Peaches with this as a question on confidentiality.
The report demands a chair. We don't have a chair.
Have more commitment to DEI to all committees.
Britania and Jon will look at this
6. Old Business: Wally's request concerning Robin Quirke training/book group
Wally reached out to her from of her attendance at meetings. Comments had included to make sure no passes involved in the facilitated book discussion. Purchase of the book required and she would make this happen. Who would be in group? Robin said 10 or less. Could do BOD and staff first. This could be a good first try. Nobody seems to have first hand knowledge of the content/book. How could this effect the DC trainings conducted by a BIPOC. Would the BOD follow through on training and this book group as it is a series of meetings.. This is not a substitute from the trainings in our proposal.
Make it clear what the training is and how this fits in the curriculum and could be extra credit type work.
Because it is available now, to go ahead. Wally will follow up with Robin.
7. Old Business: Board Working Assembly feedback
The POC were a help and were listened to
Went well I hope we can do it again.
See the Elders list meeting message that Jon forwarded
The negative Facebook conversations have lessened. Dialog helped.
The need for more plans in place for funding.
8. Old Business: Motion 1 Question for Board Candidates
Thom and Emma- people seemed to like the idea
Should it be in the voters pamphlet?
Does it increase the cost? Should it be included in the FFN publication of the candidates statements.
Elections could do formatting changes to do this.
Candidates statement on .net page and also the FFN.

Distribute in the same manner as the candidates statement.

9. Old Business: Motion 2 Equity and Inclusion Advisement Team

Wanting to consult with a lawyer

What is the stipend? If \$600+ then reportable income. By the hour the person is an independent contractors.

Are they volunteers, are they voting with BOD?

Only at BOD meetings when needed Concern about personnel issues is where you want a DEI person They may not have votes,

How do we salvage this and have BOD accept this in principle? How should try and salvage? How do we remove the discomfort?

Hillary: The resistance is not the \$s, but reviews the agendas, and minutes. The problem with the motion is it is focusing on the BOD, How to get meaningful advice on policy and procedures and working with the BOD is the goal.

Move forward in some form.... Maybe after the consultant we would know maybe better how this will work. This motion, shouldn't be removed.. it is Ayisha's motion. We are a BOD committee. There is resistance. But the figuring out might need the consultant. The BOD will not select this team. This is part of a process. We did not bundle all the motions together, but they are designed to work together. To make it work make it really general. To advise and to share the burden of the BOD, instead of just being the white BOD. Maybe a temporary team to help out.

Details should be spelled out, we have the details.

Patrice- make it easier, use the period- if we can't have this now, then the consultant would discuss having an advisory group. If this is important to the fair, they should treat it as such and pay for it.

New version Motion 2:

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's scope and procedures and criteria for appointment.

Concern about the BOD spending too much time on this. Should we make this motion that will be the last discussed.

Jon will run the draft change by Ayisha. And work on details.

It should be last because a will be linked to the consultant.

Crystalyn would like some volunteers to help her with DEI issues. At the operations level, she is willing to move forward now.

10. Old Business: Motion 3 Equity and Inclusion Consultants

Comments addressed things not in motion such as scope of work and DC would with Wally. Discussion issue of inside or outside of OCF family consultants.

Allocate funds for one or more equity and inclusion consultants from within the Fair Family to work with the Fair and

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, and

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

d. Accept donations restricted to diversity, equity, and inclusion efforts.

DC wants it to be paid staff position, can be working towards that and staff position can be something Wally wants to add in budget prep.
Not consensus on internal/external consultant.
Under C there is also the OCF CAREs group and can this be pulled into that.
Donations... what does Wally have to say about this?
Wally does advise the BOD, he wants a plan B if plan A doesn't work.
For advice, the issue is getting something someone inside or outside, and then racism is racism.
Accepting diversity funding can follow the program, and then add to funding to diversity funding. This is to get around the budget process.
Remove from inside or outside the fair family... and say someone who wants to work with us.
Have both external/internal in the group. There was support on external, although internal was knowledge of fair. Do not want this to be a sticking point.
Have DC define scope of work and evaluate proposals and in that process weighting the pros and cons of the OCF. How you find inside/outside by having this be self identified. Inside fair is possibly more logistics. Remove from within the OCF family and see how it goes. It might be more empowering. How to lean in that direction of inside the fair.... However you define fair family and not limiting this.
How long and how much work will help set costs.
Have flexibility for synergy and do more than one person. Need to identify who is interested in working with us. This is for evaluating proposals.

Revised motion:

Allocate \$10,000 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, and
c. recommend procedures for investigating and resolving discrimination and harassment complaints.

Direct the Diversity Committee to work with management to define a scope of work, solicit and evaluate proposals, and make selection recommendations to the Executive Director who shall make the final decision to award any contracts.

This is one consultant working at a discount , \$15,000 would be better... getting OCF resources and donations. And there are many people who support this.
Hillary supports 15,000 comfortably.
BOD needs to know that 15,000 is a low ball and this is a starting point.

11. Old Business: Motion 4 Equity and Inclusion education program

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 proposals, and make selection recommendations to the Executive Director who shall make the final decision to award any contracts.

Everybody wanted the education. \$5000 could get it rolling with on line workshop and trainings. If we are going to do this over and over, we will have to add to this like new trainings and have things that can be reused. Language is good, the general consensus is education now.

Should it be combined with 3? Not necessarily.

Change to allocate funds for training to specify training in there. Trainers can cost between \$100 to 900/hour and then travel and this can add up to \$2000 a day minimum. Can do a Zoom training and we could possibly get a lot for \$5000.

Does this money start with training now or is it for developing a training that we want to implement? Should it be more open ended.

Do we want to put donations as separate motion, however that would put it into the "New Business", but that would take it out to the September meeting.

Desire is that this would be on going year after year.

This is the starting of getting the education need met.

12. Old Business: Explore grant funding for staff position

To say Wally is still open with researching grants and work with the committee , Sub committee includes Jon, and email Jon about joining that group.

13. New Business: Access to Working Assembly recordings

We have recorded and released previously, not available to public.

There was nothing of a personal issue in a group.

Do we put a link on the .net site.

Jon will chat with staff and he will get back to us with the recordings. Crystalyn has learned about sharing files.

14. New Business:

15. Review next steps

Melissa, Thom, lana and Jon will speak to the motions in BOD input.

16. Next meeting August 24, at 6PM

17. Meeting evaluation

From AJ: in any of your discussions, or is entertainment addressed in any of the motions? Not specifically, music has been a big topic of discussion as far as it needing an upgrade. I hope it is something that is looked at sooner than later

I would also love to know when the next meeting is. please let me know Anthony.jackson5472@gmail.com

From Ron Bailey in chat when he left:

Before I leave the meeting I want to say thank you for the work you are doing. I hope to stay involved. As well as being part of the Du Caniveaux Vaudeville Troupe I am also president of the board for the Seattle Moisture Festival. Along with many other performing arts organizations in Seattle we expressed our support and solidarity with those struggling for justice for all. Looking at the OCF website I don't see any statement in that regard (unless I just didn't see it). Has the fair diversity committee asked to have a post expressing their desire for positive productive change? Ron W. Bailey Moisture Festival statement 2020: As a community-based organization, the Seattle Moisture

Festival wishes to express our grief and sympathy to the families of the victims of racism. We stand in solidarity with those calling for an end to the systemic oppression of Black, Indigenous and all People of Color. Our organization is committed to increasing our efforts to promote inclusiveness, understanding and respect to ensure that everyone feels that they belong at our festival. We acknowledge that we have work to do to improve racial equity and representation. We plan to include more frequent updates on these efforts in our communications and we welcome community suggestions, input, and involvement as we continue on that journey. We want "liberty and justice for all" to be more than a slogan, so that we can all live, create and perform together with love and harmony. Seattle Moisture Festival is a yearly month long variety arts festival that has been held each spring in Seattle for sixteen years.