

Attendance: James Nason, Cathy Coulson-Keegan, Ken Kirby, Diane McWhorter, Sue Theolass, Lucy Kingsley

Other Participants: Mary Drew, Britania Pousson-Nicastro, Jon Silvermoon Scribe: Diane McWhorter

Announcements: Crystalyne is off furlough and back to work. Robin is also back to work. There will be a working assembly on the 2021 strategies on Monday January 18th at 6:00 pm.

Agenda Review: To include guests from Diversity Committee, the planned agenda was put off until later in the meeting.

Diversity Discussion: Review of past discussions and points to consider: Booth Rep System, Jury System, Kid Crafter Point Advantage, Expense of Booth as possible barrier, Scholarships, Craft Demo area.

Some new ideas or re-emphasized directions to go:

- Make sure jury is diverse in viewpoint and possibly inform participants of this. “Fair appropriate” as a direction might open decisions to instances of appropriation in order to fit in, so maybe it can be more carefully stated.
- Make it possible for those in Craft Demo program to also make sales?
- Collect data on actual diversity of crafters and applicants; consider adding in some support for new applicants from marginalized populations. Switching to Zapplication process probably improved the diversity of applicants. See if there is a way to boost diverse applicants in the allocation of temporary or permanent booths.

One primary goal of DC is to make the event’s white-dominated space safer and more welcoming for non-white participants.

Cultural Appropriation: While the instances of this might not be visible to many, it is very visible to those who see their culture appropriated. Education is needed for many who don’t see it as a problem (using the argument that art is naturally appropriative and is free expression, for instance.) Many who do notice it belong to groups the Fair wants to attract, but they are repelled and feel unheard. Hippie culture is widely appropriative. This will be a good place for consultants to work with crafters.

Cultural Changes: How to take advantage of the two years off to encourage crafters to contribute more to the organization and participate in other ways besides selling at the event. Many crafters work all year to bring their best work to the event and honor it in that way.

The Booth Rep system is complex, including single crafters, families, and many booths with multiple crafters, organized by a booth rep. There are over 800 crafters but only about 250 booth reps.

Some crafters are displaced for various reasons, and guidelines to support them were strengthened in 2019/2020 to require one-year written notice to provide networking opportunities. The Grievance process has not been used for this, generally.

Registration does a thorough job of finding spaces for crafters, both displaced and new, and there are very few who want to sell who can’t find space at this point. There is a good number of one-year-only booths retained for people who successfully jury in each year.

Some changes to the system to allow individual crafters to be more autonomous could help, such as splitting spaces, or building more single-crafter booths.

Allow Diversity Committee some time at the Town Hall to report on their progress, if possible.

Approval of Minutes: Approve the minutes of December 9, 2020 (Sue/Ken) 6-0-0

Board Liaison Report: Wally has resigned, and Crystalyn is back to work. An interim ED has been hired from Page Two Partners to assist in structuring the organization for greater success with the transition to new personnel.

Paxton reported on some trees down and other site issues. It's flooded at the moment. There is some hope that the exemption from the NCU can happen again as the full event won't be possible due to Covid.

Town Hall Planning: Agenda items: Virtual Fair, 2021 Scenarios, Reminder of the artisan directory and interactive map, site report, Diversity Committee, how crafters can support OCF. Support for crafters to participate more in VF.

Diane will send out a proposed agenda.

We will meet Wednesday the 20th for a short meeting to firm up plans. Sue will send the committee a link.

Adjourned 7:55

Next meeting February 10th, 6:00 pm