

Thursday, January 28, 2021

**LOCATION:** Online (GoToMeeting)

**MEETING TIME:** 7: 00 p.m.

**COMMITTEE MEMBERS PRESENT:** Alan Cohn, Katie Cousins, Jain Elliott, Michael James Long, Robert “Mouseman” McCarthy, Eric Nicholson, Ann Rogers-Bennett

**COMMITTEE MEMBERS ABSENT:** Diane Albino, Robert Jacobs, Heather Kent, Kay Kintzley, Patricia Van Esso

**OTHERS PRESENT:** Roberta Austin, Maida Belove, Paul Compton, Kehn “mambo” Gibson, Carolyn Gsell (scribe), Percy Hilo, Annemarie Hirsch, Paxton Hoag, David Hoffman, Chris Howe, Anthony “AJ” Jackson, Spirit Leatherwood, Nancy Levidow, Mark Pankratz, Licia Schultz (facilitator), Karen Stingle, Jenny Wilson

**AGENDA:**

- Announcements
- Approve November minutes
- New Elder Applications – Roberta A.
- Wristband Subcommittee/Letter of Intent Report – Katie C
- Elder Volunteers Report – Annemarie H.
  - Website
  - Elder Applications Volunteers
- Elders Database – Carolyn G.
- October Retreat – Katie C.
- Elder Feedback – Mark P.
- 2021 Event – Elder’s thoughts, ideas - Spirit
- Non-Fair years and Elder eligibility - Jain

**Announcements:**

A reminder that Diversity OCF T-Shirts are available on the .org website: <https://merch.oregoncountryfair.org/>. Proceeds go to the Fair’s DE&I efforts.

**Approve November 2020. Minutes:**

A motion was made by Alan to approve the November 2020 minutes. Mouseman seconded. Motion approved 7 -0

**New Elder Applications – Roberta**

There are 7 totally vetted Elder Applications:

- Barbara Davis - Whitebird - 20+ years
- Ed Feil - Internal Security, Wristbands - 20+ years
- Oso Harper - Internal Security - 20+ years
- Judy LeCoque - Whitebird - 20+ years
- Merrill Levine - Wristbands - 20+ years
- Lynn Reichman - Community Village - 20 years
- Steven Schuman - Booth and Organic Matters - 20+ years

The applications were vetted by Roberta Austin, Jenny Wilson, and Patty Marx

Elder Committee Members approved the applications (the requirement is 5 members approval): Katie C., Mouseman, Michael JL, Ann, Alan, and Eric approved (digital signature).

### **Wristband Subcommittee Report – Katie C.**

We have someone to take over the lead job – Crow Sykora. Patricia and Katie leaving is not going to happen as fast as they originally intended. So, Katie and Patricia are going to stick around and assist Crow so long as they are needed.

They are working together to draft a LOI. Based on conversation with Spirit, they will wait until after the Feb. board meeting to see if any plans develop. Right now, all that is known is that there won't be a regular Fair in 2021. LOI (it will likely be called something else) will go out sometime in February.

Spirit recommended that Katie contact her before the letter goes out to make sure it fits in with the Fair narrative.

### **Elder Volunteers Report – Annemarie H.**

Website – Annemarie started a Weebly website. Carolyn G. and Peggy Day are going to help.

Applications – Maida Belove and Norma Sax have stepped forward to help with vetting applications. Jenny Wilson is also on board. Katie asked about accessing the office. Paxton indicated that Robin is working from home and the office is not officially open. Some staff spend time there a couple of hours per week. Paxton recommended that Katie contact Mary.

### **Elders Database – Carolyn G.**

Carolyn reported that after speaking with Michael JL it became apparent that the Elders Database is highly confidential, and it's important to keep the list secure and protect the privacy of everyone on it. There was general agreement to limit how data is shared to protect privacy. People who need to confirm who are Elders (Paul Compton for listserv and Peggy Isaacs for Facebook Group page) can contact Carolyn for verification.

Paul C. is willing to advise on the database. He is also questioning if there should be a distinction within the listserv membership between those on the listserv who are Elders, and those who are not (as a point of reference). Alan said that historically we allow non-elders to be on the listserv if they show a bona fide interest, generally confirmed through written communication.

The Elders Facebook page is limited to Elders. Paxton clarified that Jim (last name?) manages the Fair database and Jon Steinhart manages Security's database. MJL said that the Elders Database is a proprietary database that only Elders have access to.

### **October 2021 Retreat - Katie**

Katie would like for us to plan an October retreat. It would be the first real opportunity for new Elders to plug in, because that will be when we can start planning for the 2022 Fair.

Paxton suggested earlier rather than later in the fall. There's considerable talk about developing a Halloween party onsite. That's why it would be good to plan the retreat earlier, so Elders can get in on the planning.

Mambo said that given the times we are in, it's best to be flexible. Can we start doing walks together? The ambiguity of the site being closed has not been cleared up. Think outside the box – for socializing and sharing time with each other. Licia recommended a single day retreat with some time spent outside. The suggestion was made for October 2 or 3. It was suggested Saturday is better than Sunday. There was general agreement on Saturday, October 2<sup>nd</sup>. Anne said she would contact Shane about reserving Alice's for that day. Paxton mentioned that Shane is back from his furlough. Spirit mentioned that the .net site is getting updated with more information. Lily has been active in making this happen.

### **Elder Feedback – Mark P.**

Mark gave a bit of background. He has been with the fair a long time and traditionally camps at the site in June. Mark has a difficult conversation to bring to Elders. What happened during the Elders' zoom party is that someone said they didn't "believe in cultural appropriation". Mark was exceedingly kind in holding space and not calling out any specific

person. He shared that “Since you are all white, you don’t get to say what cultural appropriation is. There is a thing today about Black Lives Matter and Cultural sensitivity.” He recommended reading White Fragility.

Feedback – Paxton was reminded of something that we are doing at the Fair. This Sunday there is a Fair Cares Workshop. It is about how we treat each other. The meeting is via Zoom January 31<sup>st</sup> at 1 p.m. Link is on the .net site. Mambo said when you exercise your privilege when you have no dog in the fight is your privilege. When you have privilege and you don’t think you have privilege, you have it. Ann – f/u on reading material White Utopia. Carolyn brought up that she was the person who started that conversation snowball and appreciates receiving the feedback. She talked about her bias around Cultural Appropriation based on the experience with the Ritz Story Pole and how it got banned from the Fair. It upset her that a teachable moment was lost – that the Fair could have allowed the story pole and have a display that discussed Cultural Appropriation and what it means. Spirit appreciated the way Mark approached the subject with sensitivity. AJ said this is another reason he loves coming to Elders Meeting. Some of us have the ability to talk about these hard things that people can hear. For some people there is a certain anger and frustration when they voice these things. Percy appreciates all the comments. He feels that sometimes cultural appropriation can be used as a power grab. Often there are multiple things that make up a culture and that is how cultures develop. We are all learning from each other. Mambo asked what others are thinking and feeling. Mark stated that it is a complicated subject. Punching up and punching down. Invalidating people because of their skin color or make fun of disabled people is not o.k. Mouseman feels that it is great and necessary that we can have these conversations. If we can’t have these conversations, then we can’t learn. It’s o.k. to be wrong and learn from each other. Paul shared one of the things that Zak talks about: the 5 rights we give each other. One of the rights is the right to have your own perceptions. How do you navigate cultural appreciation and cultural appropriation? David mentioned that people of all cultures wear baseball caps, t-shirts and jeans which is American culture.

### **2021 Event – Spirit**

Some ideas and considerations are:

- A downtown Halloween event – McDonald Theater and Kesey Square (conflict with KOCF fundraiser and not wanting to interfere with Saturday Market event)
- Drive-in concert with crafters and food booths
- Smaller gathering on winery property
- Gathering in the lot and limited access to Fair site – no camping, a day event
- Guess that Governor won’t allow more than grouping of 3,000 people.
- Legislation coming up in Oregon senate waiving NCU requirements for this year.
- Financial piece needs to help, not hurt us.

Mambo asked about coordinating something in Eugene. AJ said that the Saturday Market is interested in collaborating with the Fair. Licia thinks that Eugene is “ripe” for Halloween picking. Having a ticketed event at the McDonald would raise money. Someone mentioned that the Hullabaloo was a KOCF fund raising endeavor held at the WOW hall and was really fun.

### **Non-Fair years and Elder eligibility – Jain**

Jain made a request to Spirit to take this issue to the board. A lot of committee work has been done, especially Diversity and Path Planning (*scribe’s postscript – Jain further mentioned Budget, Vegemanics and Elections in an email to scribe*) during the no-fair years, and under regular circumstances, that work does not count towards years of service to the fair. Some crews are working on site, people are working on the virtual fair.

Mambo appreciates a strong verification process. Since there will be two fairs that nobody can participate in, we need to be extremely clear as to how this will work. The veracity of our vetting process is paramount. Those who vet these applications will need solid parameters. Katie feels that we could take this on a case-by-case basis. She feels that taking this to the board would open a can of worms. Committee work is keeping the Fair alive during the pandemic. Spirit thinks having conversations rather than making motions is the best way to go. Percy emphasized that if people are putting in a lot of energy during non-fair years, then they should get credit for it. Spirit offered to go to the board with any vetting issues. Katie says that committee work has NEVER qualified as work done for the Fair. It has always been about having a wristband. To date nobody has ever asked for Elder Status to include the 2020 Fair. AJ says that it may

not matter now, but it may matter in the future. Ann said she was contacted by someone on a crew who said this would have been their 20<sup>th</sup> year and was looking for suggestions from Ann as to how they could get credit for doing some work that would count towards their 20<sup>th</sup> year.

**Fair Updates - Paxton**

Wally resigned, and Liz Field from Page Two Partners is stepping in as Interim ED. Colleen and Lily have been working closely with Liz. Both Crystalyn and Shane have been called back from furlough. Crystalyn got in our application for the Payroll Protection Plan, and the Fair got approved for it. Plans are moving forward on Virtual Fair. Paxton urged Elders to get involved in helping with the 2D Fair. Paxton suggested that Elders develop a Still Living Room page.

AJ thanked everyone for setting the example of how to have hard conversations.

The meeting adjourned at 9:10 p.m.