

3/22/21

Present: Jon, Britania, Melissa, Mary, Thom, Ann, Steve Gorham, Mark P, Iana, Lucy, Crystalyn, Emma, Paul from Mario's, Sue, Brooks, AJ, Sam

Old Business

- **DEI fundraising**
 - 62 items sold, \$820 so far from merchandise
 - We also have cash and check donations in the thousands. Crystalyn will update us with numbers next month and we will decide how much to allocate to various projects
 - There will be another social media push for more DEI merchandise - Crystalyn will do this week. Expect more sales after reminding people that it's there
 - Crystalyn will connect with Iana on models for merchandise
 - 50% coupon code + free shipping for models from Crystalyn/James
- **Virtual Fair**
 - Britania will send doodle poll
 - Board approved overall budget and budget committee gave 2500 for DEI program thanks to Lucy, Grumpy, and Crystalyn's advocacy
 - Can we ask for more member fundraising on FB like last year?
 - This might be confusing to have dual DEI fundraising messages
 - Can money from merchandise sales go to this? We'd have to weigh our priorities and decide whether money should go to this or something else
 - How soon do we need to know final answer on budget?
 - There is an application and app deadline is in April. Crystalyn will share contact for person in charge of timelines with Britania.
- Not everyone needs to fill out app. Just need to send list and summary of what's being presented to Sean/management
 - Diversity committee got approval to spend what we raise with merchandise and fair as org agreed to pay up to 2500. Possibly could be supplemented if DC needed and management approved
 - There is one entertainment budget separate from DEI headed by Sean Cummings. We want prerecorded stuff to be on demand. Want to compensate entertainers who are doing stuff especially for VF. Sean supports wide array of entertainment
 - Grumpy: was co treasurer for years. Should watch what we pay people for. We're volunteer org. Need to run money spent by management
 - Crystalyn: this is the only situation where we're asking people to teach us how to not abuse them. This is different from other stuff people volunteer for.
 - Mary: we're making changes at Fair hopefully such as: although we're volunteer org, we're asking people to help educate us and they did not ask to volunteer. Compensation is sign of respect and also effort to get really good people to educate
 - Grumpy: we hired consultants for education. We don't need to pay for more education
- **Survey**
 - Britania sent out updated copy. Committee will respond with feedback via email in the next week then Britania will send to survey crew.

- **Food booth town hall**

- Thom updated on consultants and all we've been doing, changes going forward that will impact all. Paul brought up concern that as we address equity issues, we are exposing vulnerable populations to a potential backlash
 - Paul: big enough of a struggle to even have a Fair, let alone adding DEI into the mix. Interested to learn more about consultants. Is there a plan for what to do if there is violent backlash? He has a booth. His workers have made racist comments about POC that work in his booth. Wants to know what plan is for protecting POC. Will we educate booth reps on what to do? Who do they notify? Do they have access to consultants?
- AJ: consultants are not "our" consultants. They are OCF's consultants. In our history as a nation, fear of retaliation is always an argument for why change shouldn't happen. Encourages Paul to say something if he hears people being racist. When you don't say something racism persists and you leave it to marginalized people to defend themselves
- Jon: consultants have made a survey that will go out to FF this week and will offer the opportunity to give feedback. Hears Paul asking for tools to help dismantle racism. Important to put that as feedback on survey
- Mark: consultant survey and diversity census are separate. Might be good to have plan for clarifying multiple surveys going out. At town hall, heard many food booth people saying they don't know where to start and that they need help in addressing DEI and don't have time in committee meetings to add more stuff
- Britania: heard same feedback at path planning and craft committee

New business

- **FairCARE**

- Britania: attended arbitrator training led by grievance coordinator, Barbara Short, and it included segment with Lily talking about FairCARE. Lily said FairCARE is very close to being finished with grievance process to submit to board. Britania concerned because there are a lot of issues DC has brought up with working grievance procedure document on .net site and they are large issues that might require big changes/starting over of sorts. Talked to Barbara at length last month. Barbara was tasked with addressing concerns B brought up during FairCARE town hall. Barbara indicated that she has only been on the work group for a couple months and doesn't have authority to influence topics of concern and/or doesn't understand the process enough to shed light on concerns. We've been attempting to onboard members of marginalized identities for months now and still haven't heard back. If the work group is that difficult to get a handle on, how will newly onboarded members have any significant influence?
- Crystalyn: doesn't attend every meeting. Talked to Lily last week. Goal is to be finished with grievance process then will move on to other operational things. Grievance process is policy. Talked about onboarding at last meeting. Important that FairCARE be clear about what they're ready to put out.
 - DC had issues with grievance process as currently written. Needs to get taken care of before goes to Board
 - Jon and Britania will talk to Lily

- AJ: he will not vote on anything FairCARE brings to board without diverse membership and DEI lens. It's been months of figuring out onboarding.
 - Sam: seconds AJ. Wouldn't vote for their process without DEI lens
- **Exec director search**
 - Do committee members have contacts we recommend? How do we want to help?
 - Liz sent save the date for one-hour meeting with DC to talk about what investments we have in this search and how we want it to go. This will happen Friday at 1
 - What are we looking for in ED? Should they have been ED before? Do they need to live in Eugene? AJ doesn't anticipate major changes being made to job description, but cleaning up current one which is task heavy and not actual job description. Looking at how we can make it more welcoming
 - Board empowered president to make ED search committee. Composition of that committee hasn't been announced but Colleen is putting it together. DEI should be considered in putting it together. This committee should be represented on it.
- Britania will email Colleen to ensure marginalized people are represented.
- **CeDaR**
 - Britania: attended CeDaR retreat this month. Seems that they are not equipped to assist with racialized harm or gender or sexuality based harm. Their model of RJ and mediation doesn't leave room for people of diverse backgrounds. Communication model can be seen as classist/not inclusive. Chips email to us about the member he was working with on RJ was empathetic to the member, not to the committee. Offended that he entertained an option for member gaining back membership without RJ or any kind of accountability. Indicated that he took time to understand why member isn't interested in RJ (because worried it will be unfair) but didn't indicate whether he took the time to explain to member his faith in the processes fairness to the people that member harmed.
 - Crystalyn: talked to Chip. What was in his email was what he was permitted to share.
 - Jon: we should talk with Lily about Britania's impression of CeDaR based on their retreat because concerns about applicability in RJ for grievance procedure. Jon and Britania will bring this up with Lily when contact her.
 - Iana: agrees to talk to Chip and find someone else to step in with racialized harm mediations
- **Additional meetings with Board**
 - Let's make dates for later this year so we don't forget and so we stay on board's agenda
- **FFN**
 - Update on what's happening in the next few months. Mary, Ann, and Brooks interested in working on it with others. Deadline is day after board See meeting, two weeks from tomorrow. Can often get a few more days if give FFN word count
 - Our minutes will be helpful in writing article. Would be cool to do regular updates on FFN
 - Should we use article as opportunity for mini education moment?
 - There are volunteers at FFN that "ghost write". Crystalyn can recommend people who might be excited to do this with us. Crystalyn will check with them. Text her if she doesn't get back to them.
 - Britania will come up with education moment

- Brooks: let's start basic about discomfort being good, terms, defining DEI. Brooks will draft some wording around that
- Visual element to help with definitions is good
- Earlier we submit, more space we get
- **Debrief on listening session and update on consultants' work**
 - Mary Callahan will send various versions of consultant survey tomorrow. They'd like that back by 4/24
 - Listening session happened earlier this month. Some committee members, board members, and officers gave info to consultants from which they will derive recommendations for us
 - 4/25 10a-4p will be next session with board and consultants and DC
 - Will we record this? If so, how would we go about getting consent from participants. Recording can make people less likely to be honest/vulnerable/authentic
 - Listening session was not recorded
- **Notes**
 - Ongoing google doc? Easier to find stuff from past meetings
 - Still need to send individual notes to office for FFN
 - Brooks with help with tech stuff to make google doc for diversity email address
- **Meeting evaluation**
 - Grumpy has issue with closed session
 - Closed session important especially for the Diversity Committee where we have a high number of BIPOC and members of marginalized identities and are often discussing vulnerable topics of sexuality, gender, ability, and race based harm
 - Committee best practices says closed sessions ok in certain circumstances
 - Meetings could be less stressful especially for facilitator if there is second volunteer for stack and time management. Emma interested in this job
- **Closed session**
 - Listening session feedback:
 - AJ: board members' investment in the work. Sometimes board members don't show up for personal reasons. Them not showing up is not reflection of their commitment to DEI work. We're a team. We've made strides to work together with board. Let's start with constructive communication, build bridges.
 - Brooks: missed email AJ is referring to. Encouraged by board members who used to be challenging response to listening session. Could we record just the training part? Not necessarily the breakout rooms or more personal stuff
 - Britania: also missed email that AJ is referring to
 - Emma: Hard to hear advice about attitudes without specific examples of behavior that is being asked to change
 - Melissa: agrees that next session should be training and hope we get better turn out. Doesn't have a lot of context for past board relations. Not constructive to have us vs them attitude.
 - Iana: forgot about meeting also. Willing to figure out way to remind committee about consultant meetings with group text thread. Seems prudent for board members to let DC know if they can't come. Power imbalance means the board has higher level of

responsibility to show up. Let's make space for defensiveness on both sides and allow that to influence healthy coming together.

- Brooks: agrees with iana. We can do better about board relations. Oblio said only half the board filled out survey. Then consultants mentioned two other times a lack of board participation. Hopes that Sam and AJ can emphasize importance of this next one so that all board members show up. Keep getting feedback that we don't speak same language and this is the opportunity to make that happen.
 - AJ: has no problem calling out board members.
 - Crystalyn: non paid management would like to attend future sessions with consultants
 - AJ: was offended by Johnny using stereotype of Black people being late. Not ok to share this stereotype in front of white people who are new to this work.
 - Ann: thought that time thing Johnny said was more out of respect
 - Melissa: very important that BUMs be included. Seems to remember that consultants didn't agree that BUMs should be included at this time. Let's bring this up to the consultants. We did ask them and they said that this info should be passed on to them by others. Would be great to have answer for how members are going to have plan for protecting POC. Path for involvement for people who want to be involved. Do consultants have capacity for this? This is something that could be evolving through this work. Good for consultants to know that there are so many people and groups in fair that are hungry to get involved
 - Jon: consultants specifically said did not want BUMs part of first round. Part of that was that they wanted to keep group to 30 or less. We could give consultants feedback that BUMs desire to be part of it. Involvement of other folks-that starts with survey that is for all FF. Hopes that consultant recommendations include how to fold more people into this work over time. Consultants have asked for list of names of all people that would be involved in this initial work. Jon with provide DC and Liz will provide the rest of the names. Would be useful to know who can and can't attend each session so we can tell consultants in advance. Names not necessary, just numbers.
- Do we want to formally ask consultants about BUMs?
 - BUMs have super high level of engagement with event participants-more so than staff and board. Are consultants aware of this?
 - Britania: perhaps we could let the consultants know that bums are voicing interest and ask if there are anywhere a few representatives might fit in. Do they fully understand the role of bums?
 - Iana: let's trust consultants' process and not butt in on the work plan. Let's perhaps come up with some ideas on our own of how we can bring in BUMs. Thinks consultants do understand what BUMs do and why they're important
 - Jon: We can say to consultants that most of BUMs have recently expressed interest and want to know if there's way for them to get involved at this point. Important to suggest to consultants/remind them about staff person and advisement team. Hope that's reflected in their recommendations. No one responded to RFP. No pool of people to select from. Wanted to see what consultants thought of idea. No clear consensus on what to say

- about BUMs. Have BUMs voted as group or is it one or more individuals? Vast majority are interested. All of them are incredibly busy.
- Crystalyn: we could select key BUMs that are available, would most need the work, and most interact on the ground. all of bums need to have same info. She doesn't feel equipped to disseminate info to bums herself. Booth reps are also interested in getting involved. We as org project publically that we are not as interested as a lot of groups are now showing.
 - Mary: agrees that decision is up to consultants, not us. Encouraged that BUMs are so interested
 - Melissa: work evolves as we go. Consultants don't necessarily need to change whole game plan but perhaps can fold mass enthusiasm of Fair at large into the plan. Let's find a way for consultants to respond to that in whatever way is in their capacity
 - Who will tell consultants the info they requested about decentralized structure?
 - Jon: other info consultants are asking about. Breakdown of OCF decentralized organization structure. Past attempts at doing this were difficult. This is not simple task and not sure who would be qualified to write this.
 - Crystalyn: effort from a few years ago was around what it should be, not what it is. Described the system and that it's not fair or equitable.
 - Mary: so unfair that coordinators have control. This system evolved from Vietnam war times and people were avoiding draft and getting in trouble for growing weed. intentional to not have centralized structure for accountability. we're dealing with resistance to centralization.
 - Jon: more complicated than what Crystalyn said. There's also groups we camp with. Lots of informal parts of structure that are just as important as formal. There's a certain informal structure amongst prefair coordinators
 - Britania: this is another reason that a meeting would be good. We could record and they could take notes.
 - Crystalyn: worries about reaction to what she said from other leadership. She will write down formal structure and send to us to send to consultants. Inside 8, unless somebody knows to contact management team, abusive behavior perpetuated around camping situations. Perception of big boys from people who don't have intimate relationship with them and their work was eye opening for her. We can change their name and be more upfront about what they do. We don't even have contact info for a lot of our internal FF. No racist complaints get filed because there are no consequences and people don't know that a system for that exists. Really hopes we can get advisement team. Lots of stuff she doesn't know how to approach in her work.
 - Melissa: general overview of decentralized structure would be good and history from Mary helpful. Important for consultants to know about intricacies of camping including camping mediation team. Problematic that some groups will disseminate down the line. This will not work as planned because of this decentralized structure.
 - lana: we don't have an accurate family tree. Let's not bring in too many distractions from the general overview that consultants are trying to make. Meeting with us should be a service that aids them and not another thing on their plate to overwhelm them.

- AJ: Can Crystalyn's take on a summary of the system be co-authored by AJ so that she doesn't get all the criticism. Jon's happy to help too
- Jon and Melissa will put together email to consultants about bums, questions about advisement team and staff position and where they fit in consultants' work, and request meeting to talk about Fair structure. AJ and Crystalyn coming up with formal structure and meeting will provide more info on informal structure
- Britania: let's talk about advisement team in meeting with consultants too.

ACTION STEPS

- Britania:
 - Send doodle poll about VF meeting
 - Send final draft of census to survey crew and ask about timing of combining DC census with other surveys going out
 - Email Colleen about representing marginalized people on ED hiring committee
 - Lily FairCARE, make sure to bring up CeDaR
 - Contribute education moment to FFN team
 - Link with Brooks for meeting notes tech shit
 - Get more info on VF entertainer timeline from Crystalyn
 - phone conversation with Chip and will update committee
- Crystalyn:
 - Update us on merchandise sales and donations totals at next meeting
 - Social media push for merchandise this week
 - Connect with Lana for merchandise models
 - Work with AJ and Jon on decentralized formal structure to send to consultants
 - Check on FFN ghostwriters for DC educational column
- Everyone:
 - feedback on diversity census/survey.
 - Fill out consultant survey
 - Liz ED search session with DC Friday at 1 or listen to recording
 - Reach out to contacts for ED position
- Melissa:
 - work with Jon on email to consultants about bums, questions about advisement team and staff position and where they fit in consultants' work, and request meeting to talk about Fair structure
- Jon:
 - Find time to connect with Lily about FairCARE concerns, make sure to bring up CeDaR
 - Send consultant survey to Paul
 - Suggest date for next DC/board meeting. Coincide with consultant meetings/trainings?
 - Provide list of DC people to consultants
 - Work on formal structure with AJ and Crystalyn

- work with Melissa on email to consultants about bums, questions about advisement team and staff position and where they fit in consultants' work, and request meeting to talk about Fair structure
- AJ
 - Work on formal structure with Jon and Crystalyn
- Mary, Ann, and Brooks
 - FFN article, deadline day after board meeting