

Diversity Committee Meeting Notes

7/26/21

Present: Britannia, Jon, Melissa, Mary, Colleen, iana, Brooks, Diane, Emma

1. Introductions
2. Agree on facilitator and note-taker - Jon facilitating and Brooks will note take
3. Check-ins, agenda review, priorities, and objective for today's meeting
4. Approve meeting notes
 - a. Jon will send notes out from the Google doc in a different format for those who are unable to access the Google doc. Send corrections/changes. Jon will send corrected meeting notes to office to be posted on dot net site.
5. Old Business: DEI Fundraising update - we will wait until Crystalyn is able to join us.
6. Old Business: Diversity Census
 - a. Britania has sent it to the survey crew and not received a response. She has sent it again.
 - b. Diane has an issue with the religion question.
 - i. Brooks: survey crew's opinion will be helpful if we can't agree as a committee. Only reasoning he's aware of is that religion isn't on US census. He thinks we should ask the question so that we can elucidate where people are and how we might develop training to address religious co-opting and cultural appropriation.
 - ii. Melissa doesn't disagree with having the question.
 - iii. Jon doesn't think the question should be included, and he is not opposed if everyone else agrees to having the question. He has concerns about OCF's official expression of religion - things like the ringing of the bell at the beginning and end of the board meetings.
 - iv. Mary thinks religion is part of diversity and that we are a diversity committee. She is also not a fan of the pseudo religious expressions.
 - v. Colleen also has issues around religious expressions which is why she doesn't ring the bell. Even things like "psycho-spiritual" can be a slippery slope.
 - vi. We will talk about this further after we hear back from survey crew.
7. Old Business: Asian American statement
 - a. Britania has handed this off to Sam. The few changes we suggested to LEAN were approved by them, and Sam is taking care of putting it into the board packet.
 - b. Jon suggested Britania speak on behalf of the committee in support of the statement during member input at the next board meeting. There might be opposition to the donation. We should emphasize that this is not LEAN coming to us for money but that it's us coming up with this to be better allies.
 - c. Colleen is under the impression that all charitable giving has been suspended.
 - d. Britania indicated that we are expecting \$500 from the board and \$500 from an operational budget.
 - e. There was discussion around how we might be able to make this happen.
 - f. Britania will see if CALC or Asian Celebration can act as a pass through for the donation.
 - g. Jon will work on a written statement for the board meeting with Britania.
 - h. Brooks will email Crystalyn and Liz regarding the donation to LEAN from the operations budget.

8. Old Business: Next joint meeting with Board
 - a. Colleen will see if she can follow up with the board to arrange a meeting with the committee. She will also see if we can move the work session to a different date since it is the Monday following the onsite fundraiser and some committee members have a schedule conflict.
9. Old Business: FairCARE and Grievance procedures revisions
 - a. A resume creates a barrier to access for joining the committee.
10. Old Business: Virtual Fair
 - a. There has been great positive feedback from the event.
 - b. Brooks is working on splitting up the recordings and making the workshops available to folks for viewing on their own time.
11. Old Business: Fall Fair Fundraising event
 - a. Britania and Lana were going to meet with BUMs on collaborating. BUMs said they'd contact us when ready for us to jump on subcommittee. Britania will email them to check in. We would need to get in on that very soon if we're to influence hiring, entertainment decisions, etc.
12. Old Business: Consultants' recommendations moving forward
 - a. Jon has started a spreadsheet to help organize the recommendations, set timelines, and keep things moving forward.
 - b. Melissa spoke with Colleen and had a really good conversation and they think developing a work plan would be beneficial.
 - c. Colleen thinks packaging the recommendations with next steps for the board would be beneficial. She thinks they can all be implemented. She also thinks a steering committee could be beneficial for implementation.
 - d. Jon thinks there are some we can be moving forward now on, and there are some that will take some time. If we wait for grant funding for a DEI position, we are looking at 1-2 years out. Is this something the fundraising committee can take on if they will be convening? Colleen thinks this committee is happening. She is not sure where this stands currently. Jon would like authorization from the board to see what options there are in the form of grants to fund this work. There is some frustration because this offer has been on the table for a year. Colleen thinks we should present holistically with the recommendations.
 - e. Melissa and Britania agree with the board motion for grant writing.
 - f. Jon thinks the earliest we will see this is a year out and that we should depend on consultants until then.
 - g. Brooks thinks we need board motions, a steering, committee, a staff position, and more. All hands on deck.
 - h. Jon has started a spreadsheet that could be used as a template for the board work session.
 - i. Jon can ask the new ED for permission to reach out. We can work simultaneously on a strategic plan for the board and organization at large. We should approach this strategically with a whole of organization response.
13. Old Business: Criteria for committee composition, appointment and service. This is tabled until the special meeting we will hold to discuss a plan for implementing the consultant recommendations.

14. New Business: DEI question for Board candidates
 - a. This question was asked last year: ***How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all Black, Indigenous, and People of Color?***
 - b. Ann suggested: **Do you support the DEI consultants recommendations identified at *put link to recommendations here?* What steps do you see to begin implementing these recommendations?**
 - c. Heidi suggested the following: ***How will you work to help the Oregon Country Fair to become a more welcoming, inclusive, and equitable organization and community for all?***
 - d. Melissa thinks last year's question could be made more inclusive. She agrees with Ann's suggestion - it's more relevant to where the organization is at this time. Brooks, Diane, and Britania agree.
 - e. We refined the questions somewhat to **Do you support the Fair's DEI consultants' recommendations? If so, how would you build consensus and work to implement these recommendations? If no, why not?** *A link to the recommendations can be at <https://oregoncountryfair.net/diversity-committee/>.*
15. New Business: New ED
16. Review next steps
 - a. Britania will report back when she hears back from Survey Crew.
 - b. Britania will see if CALC or Asian Celebration can act as a pass through for the donation.
 - c. Jon will work on a written statement for the board meeting with Britania.
 - d. Brooks will email Crystalyn and Liz regarding the donation to LEAN from the operations budget.
 - e. Brooks is working on splitting up the recordings from VOCF and making the workshops available to folks for viewing on their own time.
 - f. Britania will email BUMs to follow up on sept event subcommittee collaboration
 - g. Jon will update the spreadsheet to reflect a work plan for the DEI consultant recommendations.
 - h. The committee will meet again to discuss the consultant recommendations before our next regular meeting, and Jon will send out a Doodle poll to determine the time.
 - i. Brooks will have an article ready this week to accompany the recommendations to be released in the Fair family news.
 - j. Jon will send the question to Heidi
 - k. Jon will make doodle poll for meeting after 8/26 to meet new ED
 - l. Colleen will see if she can follow up with the board to arrange a meeting with the committee. She will also see if we can move the work session to a different date since it is the Monday following the onsite fundraiser and some committee members have a schedule conflict.
17. Next meeting
 - a. Our regular meeting will be on 8/23
18. Meeting evaluation