

Diversity Committee Meeting Notes

8/23/21

Present: Jon S, Melissa, Colleen, Sam, Mark P, Diane, Crystalyn, Ann, Thom, Britania, Palmer, Mary, Emma, Lisa P

Opening

Agree on facilitator and note-taker: Jon facilitator, Melissa, note-taker

Committee check-ins: How is everyone doing?

Mary with news from Santa Fe artisan's market

Jon, has new client

Britania on a road trip

Palmer's family moved in, hoping for warm fuzzies

Colleen happy that Jon is running for the BOD

Ann in Yosemite camping in the Indian Village, flint knapping workshop

Agenda review, priorities, and objective for today's meeting

Adding: Switch to Zoom? Will discuss

Crystalyn: Adding Kirsten to Diversity Google group

Approve July meeting notes: Will do so when everyone has a chance to look over them and then will post to the .net site.

Old Business: DEI Fundraising update: Crystalyn to check on and report back

Old Business: Diversity Census: Met with Kristi from survey crew. Kristi meeting with an expert to advise on confidentiality, etc. One question remains: religious question. Diane states religion is a fact and feels personal, she is uncomfortable with that question. Emma acknowledges Diane's concerns and feels race, age, ability, religion, and income are all ways in which people are discriminated against, so are important facts to keep. Britania states that many questions are "answer if you wish" and that religion question was fill in the blank. Diane agrees that leaving the religion question open-ended feels better vs. a list. Some of the income questions were re-worded. Thom states that the census may never be perfect and sending out as is will give us good feedback and also get it out asap.

Current version of survey here:

https://docs.google.com/forms/d/e/1FAIpQLSdq7jrZJsJmFD6026BJeJy-Wd3nugbMq9fmblouD_TRSeKTvg/viewform

Next steps: awaiting response from survey crew and plan a meeting to discuss their input and delivery methods

Old Business: Consultants' Contract – final deliverables

Expecting some graphics and survey data. Will have Brooks follow up with Oblio.

Britania reminds the group that we were waiting to hear what additional work to assist implement recommendations would cost?

Old Business: Criteria for committee composition, appointment and service: Committee to revisit this. May take an entire meeting. Decided that we will begin discussions via email. Jon to send out initial prompt.

Old Business: FairCARE and Grievance procedures revisions. Britania applied for a Fair CARE position. Recommended that grievance procedures be updated more frequently than every 2 years.

Old Business: Implementation work plan for Consultants' recommendations and September Board work session. Currently scheduled for 9/20. Proposing 9/27 instead 6 pm. Jon sending out a working spreadsheet of Recommendations Work Plan to all of the DC and those attending this meeting. Recommendations are grouped in terms of relatedness, who can assist with implementation. Clarification question from Colleen: funding for May 2022 staff position? This is theoretically dependent on grant funding. Jon explained some specifics of applicable grant programs for which we may apply. Overall work plan timeline will depend on whether or not we have an in-person event in 2022. Colleen: Can the staff position be combined with a new HR position/volunteer manager? DC members express concern for this idea based on workload, grant funding allocation, clarity of role, dedication to DEI work. Sam agrees. Jon feels that there can be overlap, however the DEI role can assist with a manager or HR role by bringing an equity perspective.

Old Business: Asian American Statement

Sam states an anonymous donor will make a \$500 donation to LEAN in the name of OCF. Part of the statement will thank the donor. Issue with the language/process of BOD donations, this will be reviewed and revised by the BOD. Jon states this is a different dynamic than the normal BOD line item, Sam agrees however in the interest of getting the donation out to LEAN, this will be the best way to go. Britania states the original plan was \$500 from BOD funds and \$500 from the operational budget. Perhaps Kirsten can help illuminate this. General agreement on anonymous donor. DC generally agrees, wishes for transparency around not having a good interim system for donations at this time. Colleen wishes to have the funding to donate as we have in the past. Ann agrees we need to "walk our talk" and believes in funding worthwhile projects. Sam speaks to transparency: call to action for members to make individual donations.

Old Business: Next joint meeting with Board

No current updates on this from Sam due to many meetings being scheduled.

New Business: Meeting with new ED

Date and time: 8/31 5pm-7pm

Will BOD members and officers be invited? Ann wonders how much the board has interacted with Kirsten. Diane states keeping it smaller to the DC and liaisons and Collen. B supports anyone who wants to be there should be able to. Everyone agrees to not adding it to the .net site. Maybe DC "and friends"? Melissa to create Zoom meeting and send out.

Review next steps:

- Britania will touch base with survey crew
- Jon to talk to Brooks about following up with Oblio to discuss final deliverables, cost question for additional work to implement recommendations.
- (Anyone) bring items to add to recommendations work plan prior to 8/25, Jon to present to Kirsten on 8/26
- Jon will email Colleen Lily to discuss new date for BOD working assembly.
- Sam to revisit joint meeting with BOD and DC
- Jon will send out an email prompt to start the discussion on committee composition recommendation
- Ann will follow up on possibility of using the Fair zoom account (Melissa, Jon, Dean, Crystalyn, and Ann)
- Melissa to set up Zoom meeting with DC and Kirsten for 8/31 5-7 pm. Send to Diversity, Colleen, Lisa P, Mark, Sam, Kirsten

Next meeting 9/27 at regular time 6:00 (pending BOD working assembly re-scheduling)

Meeting evaluation

Ann likes Diversity and Friends

Colleen thanks us for her attendance, really appreciates these meetings