

Diversity Committee Meeting Notes

9/27/21

Present: Kevin Levy, Harrison, Brooks, Emma, Britania, Mark P, Kirsten B, Jon, Melissa, Mary Drew, Thom, Crystalyn, Diane, Lisa P, Iana, Palmer, Ann

Facilitator: Brooks

Notes: Britania, Melissa

- **Introductions**
- **Agree on note-taker and facilitator**
- **Check-ins, how is everyone doing?**
- **Announcements**
 - Update on harmful FB conversation issue (Emma and Mary)
 - Mary and Kirsten are starting free DEI library and accepting book and financial donations
- **Agenda review, priorities, and objective for today's meeting**
- **Approve meeting notes**
 - We're a few months behind. Jon will send in notes to .net for last few months of meeting minutes. Committee has until Wednesday to submit edits
- **Old Business: \$5k education allotment**
 - Jon: easiest to request carry over. If contract signed this year, contract could be carried over to next year?
 - Britania: go to budget committee and board to request carry over. We need to make motion soon and ask that it be moved from old to new in same meeting
 - Iana: utilize consultants we already know or Ayesha-what can you do for \$5k virtually or at next in person event?
 - Brooks: survey good opportunity for education on why recommendations were made
 - Jon: board will approve budget at budget meeting at end of January if we get on normal schedule. Budget committee would send that in mid-December. We'd have until then to request carry over. Proposes subcommittee to reach out to Ayisha, consultants to see if education event possible in new year
 - Brooks, Britania, Iana, Mary, Jon interested in being on subcommittee
 - Britania will start email thread
- **Old Business: DEI Fundraising update**
 - Crystalyn: no update, doesn't have access to restricted donation info
 - Kirsten: working with Mary Callahan to document DEI expenses, merchandise, income. Will email us at end of week. \$5k education allocation is fiscal year contribution (doesn't renew next year), need to decide how to spend or request to carry over
 - Iana: were modeling shirts donated or does she need to pay for them? Crystalyn will reach out about this
- **Old Business: Diversity Census**
 - Britania has not been able to get in touch with Kristie

- Crystalyn and Diane will reach out to her
- This is time sensitive (mentioned in annual meeting and it's on recommendations.) Other options to release survey without Kristie? Other survey crew members we can talk to?
 - Registration crew could be back up-provide survey at registration
 - Jon has experience with surveys. He could help if it came down to it
 - Why do we need survey crew? Fair cred and pro survey experience (methodology, etc.)
 - GOTV crew might be able to help-they don't have methodologies that survey crew has
 - Britania: could we add or create a survey/registration sub-crew that just does the survey so as not to put the labor of a huge new project onto registration crew
 - Jon: lots of resistance from wristband crew initially. Would be a lot to integrate into their already heavy workload. Filling out in line doesn't allow for confidentiality.
- Kirsten: would like to know more about content of survey (was provided link)
- Harrison: confusion between this survey and consultant survey. How to ensure peoples' honesty in survey?
 - Emma: can't control how people answer, survey crew may be able to help create some safeguards. Survey is anonymous which may help
- Diane: more of a census than a survey
- AJ: having a table next to registration for survey. Let's see how Kirsten can help create new environment where Diversity Committee can put something out like this without automatic shutdown from some membership
 - Brooks: would be good if came officially from Fair, rather than committee
 - Melissa: good if census comes from OCF, would be good that organization claims their values through that
 - Iana: DC could make statement about why we're releasing census. Saying it's coming from OCF is whitewashing. It's actually coming from DC. Hand holding for resistant old white guys on one hand and also sick of walking on egg shells
 - Kevin: how do we get enough data that we need without losing people's participation?
 - Kirsten: happy to send out census as ED on behalf of DC. That could help get out message of importance of filling it out
- What does survey crew do?
 - They walk around with clipboards and ask questions during event, more talking to public than Fair Family
- Brooks: Maybe we offer survey now and again in person. Stonewalling perhaps due to certain corners of the Fair knowing that their biases will be visible by filling out census
- AJ: burden POC take on with trying to get this work done. Important that ED work on behalf of DC. Encourages committee to utilize Kirsten's support

- Mary: this could be generational/cultural. My generation is reticent to giving out personal info (comes from avoiding Vietnam draft)
- Lisa: this is operational so appropriate that Kirsten sends out. Also sees board being supportive
 - Brooks: would be good if came from BOD and ED
 - AJ: sees this sitting well with current board. Election upon us, so seats shifting soon. Willing to bring in board motion. Wants DC recognized for our labor
 - Brooks: this would give the board a win and check off one of the recommendations
- Mark: thinking of it as census rather than survey puts it into wider perspective and how big of a project it is. Good to do annually to track changes
- Jon: how will census be delivered? Email link is just one step. How will we deal with issues that came up when consultants sent out survey? Crew coordinators acted as gatekeepers and would not send to crew lists. Needs to be mandated in advance that coordinators required to send out to crew.
 - Kirsten: could make motion on expectation of how survey will funnel through org. Working on new database so that we have everyone's contact info eventually
 - AJ: Kirsten and her staff have pull that BOD doesn't have
- Brooks: do we want to include survey crew? Or just Kirsten/BOD
 - Britania: both/and. Survey crew can support Kirsten and BOD on distributing, managing data
 - Jon: need help from survey crew on confidentiality language
- Iana: could we make it mandatory for coordinators to send it out? Could we state that?
 - Brooks: it's up to Kirsten/operations management say that and make consequences for not doing it
 - Kirsten: don't have tracking mechanism for verifying compliance. Has to be soft sell. Threats won't get people to help us. Not sure if could come up with easily enforceable penalty. Will be better once we have comprehensive database of all Fair Family contact info. Open to ideas on how to incentivize, such as lottery
 - AJ: must ensure that coordinators don't hold up project by not sending it out. Not about individuals choosing not to do census
 - Britania: management/ED could interface with vocally opposed coordinators who won't send to crew. Important to say it's required, even if don't have enforceable consequences or tracking method
 - Diane: census is consultant recommendation
 - Jon: history of coordinators not following board directives and facing no consequences
- Diane, Kirsten, and Britania will work on messaging for putting out the census. We will also work on presentation for annual meeting
- AJ will create census board motion

- **Old Business: Consultants' Contract – final deliverables**
 - Brooks on email thread with consultants. We'll be getting PowerPoint slides. Working with Oblio on extracting survey data. Seeking Google Survey/Sheets expert to help with that. Consultants happy to meet with Kirsten. They are working together on pitch for "in depth experiential report" project. Projected \$1k so far
 - Crystalyn and Emma can help with Google Sheets/Surveys
 - Jon: we can use merchandise money for in depth report, \$5k was allocated specifically for education
 - Brooks will send email intro between consultants and Kirsten and Kirsten will meet with them
 - Kirsten: probably have enough from merchandise to pay \$1k
 - Emma: This report will be educational
 - Britania: propose that we move forward with in depth experiential report once Kirsten sends financial update
 - Jon: do we have agreement that if there is enough money available, we will move forward with this before next Diversity Committee meeting, Brooks will do this.
 - We have consensus
 - AJ: if don't have enough money, let us know and we will find the money
- **Old Business: Criteria for committee composition, appointment and service**
 - Brooks: dedicate entire meeting to this
 - Jon: let's schedule subcommittee of the whole
 - Emma: will lead effort to create subcommittee
 - Jon will collaborate with Emma for doodle poll
- **Old Business: Planning for October Board Work Session on Consultants' recommendations**
 - This is scheduled for 10/18
 - Schedule another meeting to discuss this
 - Jon: perhaps we could use some of consultants' slides for that
 - Jon will send doodle poll for this meeting also
- **Old Business: Next joint meeting with Board**
 - This is Sam thing
 - Britania will follow up with him and update committee
 - AJ: this is a timing thing. Will have new board after November
 - Melissa: will be good to get acquainted with new board
- **New Business: Presentation about census at Annual Meeting**
 - Annual meeting is 10/16
 - Census subcommittee will work on this
- **New Business: Email thread from Elders list and Face Book**
 - Kevin: His experience and ability being questioned. Knew this was coming. Not sure what to do.
 - There were multiple problematic threads, not just elders email thread
 - AJ: being considered "unskilled", Kevin getting questions that other candidates won't get. These have racial tone. Experienced same thing that Kevin is

experiencing now. Became bold and blatant when in the spotlight. Have to hold people accountable with tools we have

- Crystalyn: guideline change where code of conduct extends to email and FB exchanges. Many on management team not on FB team and don't have resources to monitor FB. Report things to management and they can help.
- AJ: negative shit page not funny to people hurt by things said on that page. What is point of code of conduct if can't be enforced? No consequences for online blatant racism. Burden can't fall on marginalized people being targeted
 - Crystalyn: we can enforce but it needs to be reported
- Melissa: Got to find a way to monitor FB. FB out of hand. Pages with OCF name need to have moderators that are up to the task. Elders thread has one loud voice that we've heard from before. There's always going to be those that don't want to see things change. Keep enforcing code of conduct where we can, not just elders thread
- Emma: Negative shit page doesn't have OCF in name. Sam can talk more about the intention behind it. OCF discussion group also problematic. If there were consequences for online activity, we would need staff member to moderate. Elders thread author was boldly racist in saying that Kevin was "playing BIPOC card".
 - Kevin: thought it was important to name BIPOC identity
- Jon: monitoring FB is daunting. A couple dozen groups. He monitors most of them. Replying on FB is no win situation. Fair took action against someone who said something similar at board meeting. Next step: send message to moderator of Elders list. Could we as committee send that?
- Crystalyn: not necessarily on the victim to bring things to management's attention but management doesn't have time to read every single thing. Management has taken action on FB and email behavior in past. Coordinator was removed based on homophobic email in Elders list. I don't always see problematic stuff, white blindness. Need to learn more
- Iana: only saw elder thread. Could we create a clause for code of conduct: "if people display racism, sexism, etc., they will be offered training and if refuse, will be banned." This could apply to coordinators who make barrier to survey, FB harm, email harm. Could there be a person that goes through all the groups once a month and make reports? The BIPOC card needs to be played! Could ED help? Racism is a mental disorder. Should create culture of seeing something/saying something. Need to hold people accountable to online behavior
 - Crystalyn: homophobic email incident was blatant and a long time ago
- Emma: seems like there's a misunderstanding with the FB post?
- Brooks: would love to see culture where there's a flurry of interruption when something like this happens. Wall Street Journal report on FB-FB platform algorithm built on creating division. Online communication makes people worse than they are in real life. Elders thread was trolling

- Jon: Crystalyn's example earlier was something a coordinator said directly to someone, not email. Unusual situation to ask someone to resign who refuses. Not sure who moderates elders list
 - Brooks: Paul Compton manages the group
- Melissa: would like to join Elders list
- Britania: confused about what FB threads people are referring to and asks for clarification. Most sickening part about Elder thread was that two white board members did not disrupt the racism. These board members are clearly respected and listened to. They were the ones with the most positional power on the thread. They had an opportunity to call in the racist poster and chose to ignore his racism and set a terrible example for everyone reading the thread. This sickens me that our leadership did not protect us and fight for us. Question for Crystalyn: what would doing something about Elders conversation look like? FB group moderators is good idea but that is huge job that would require a very highly skilled anti-racism/JEDI facilitator. This could potentially be volunteer position for right team. Seems like similar workload to grievance coordinator? Can we make report here and now to Crystalyn about Elders thread and any other problematic FB threads people are referencing?
- Discussion about whether qualifications are being taken into question, and/or if the questioning intent was based on race. Representation matters. Qualifications have been questioned of any new person who runs for the board/committee/role, etc., AND, yes, marginalized people are often expected to be held to a higher standard to prove their qualifications. How to have these conversations around questions in candidacy without being dismissive?
- **New Business: Virtual Fair recordings**
 - Return to this next month
- **New Business: Lean donation and BLM**
 - Return to this next month
- **New Business: Board focus giving on racial justice and equity**
 - Return to this next month
- **Review next steps**
 - Jon will post meeting minutes from last few meetings. The committee has until Wednesday to make updates.
 - Kirsten will send out a report on DEI fundraising by end of week
 - Iana, Britania, Mary, Brooks, and Jon will work out the \$5k for education
 - Crystalyn will touch base with Iana on DEI t-shirts.
 - Crystalyn, Jon, and Diane will ping Kristie on survey crew about the census.
 - Kirsten will work with the sub-committee on developing language, policies, and procedures for distributing the census.
 - AJ will work on a board motion for census.
 - Brooks will connect with Crystalyn and Emma on the surveys in Google Sheets
 - Brooks will connect Kirsten and the consultants
 - We will decide what to do with consultants' second report once we have budget from Kirsten. If \$1,000 is available, we will use it for this. If we're close, AJ will work on getting us there. Brooks will work to coordinate this.

- We will schedule a meeting for criteria for committee composition. Jon will create a Doodle poll and Emma will coordinate the sub-committee.
- Britania will follow up with Sam about meeting with the board, likely after the new board is seated.
- Jon will send a Doodle poll for meeting to discuss Oct. Work Session
- Census sub-committee will work out a presentation for the annual meeting
- Jon will send Sept minutes to Harrison and Kevin for edits
hmccauleyhill@hotmail.com, kevinlevyhomes@gmail.com
- **Next meeting**
 - 10/25 6-10p ;)
- **Meeting evaluation**