

Attendance: sue theolass, Ken Kirby, James Nason, Cathy Coulson-Keegan, Vince LaRochelle, Diane McWhorter, Lucy Kingsley
Scribe: Diane McWhorter
Other participants: Kirsten Bolton, Mark Pancratz, Lisa Parker, Adam Budd

Introductions and Announcements: Ballots due by Saturday at 8 pm.

Agenda Approval: ***Motion: Approve the agenda (Vince/James) 6-0-0

Minutes Approval: September 8 minutes. Correction: in 2023, 4 Board members get 3 year terms, and the 5th and 6th get 1 year terms. By 2024 all terms will be 3 years.

***Motion: Approve the minutes as amended (Lucy/James) 7-0-0

Guest Concerns: none

Board Liaison Report: Sue outlined some of the possible increases in fees being considered by the Financial Planning Committee for the next event. Most likely the wristband fee and the booth fee will go up, as well as the WDP. Vehicle stickers are not scheduled to increase this year. They are still working on proposals for limiting growth.

Hiring is proceeding for an Assistant Manager and Administrative Assistant, while Robin will be going to half time to focus on Culture Jam and fundraising for it.

The Board Working Assembly on DEI was held online with over 50 people attending, working on going through some of the consultant recommendations and next steps. A possible granting opportunity for salaries and support for new positions will be taken to the Board for study. The first guideline review the consultants did had many questions that CC could help answer if we had a meeting opportunity with the Diversity Committee.

Lucy added that she was disappointed that DEI wasn't really discussed at the Annual Meeting and that volunteer service is being diminished and disregarded in general as we move in the direction of hiring people.

Coordinator Reports: none

Staff Reports: none

Old Business: Growth: the Covid Response Team is working to make it easy for people who do not want to attend the next event. There may be a loss of up to 30-40% of attendees with a vaccine mandate. As a committee we could clarify what types of statements or guidelines might be needed if there are Covid-related absences, for instance, if they will be Leaves of Absence, excused absences, or what. Missing Fairs has consequences for boothholders and juried crafters. The Board should be crafting some general statements to let people figure their situations out.

Path Planning has been discussing that unused booths might not all be filled to create more space for guests. With a vaccine requirement the need for spacing might not be operating, according to CDC guidelines. Discussion of a vaccine mandate went on for some time.

Guideline changes are submitted in December normally, so Craft Committee will not be submitting any this year. Adding an appeal process for people coming off of what might be seen as an enforced LOA, after their two years are up, might be good. That type of appeal is already in place with Registration. Another thing each booth rep can do to limit growth is to not use day passes for people who are not actually workers, or as many day passes. The internal population needs to be reduced as much as the

public population. Having a lighter Fair might be something we could educate about as we try to shift the culture in these ways.

Kid Crafters: Considering the point advantage given to kid crafters in the jury brings up several points. Not many use it, only a few each year at most. Encouraging younger crafters is important. It also allows them to compete with more expert and established crafters for getting booths and selling opportunities. Members disagree how much privilege this actually results in contributing to individuals who are already connected to Fair. Clearly some young crafters want to retain their families' booth when the original crafters retire, which doesn't give an un-connected new crafter a chance at it. Equity would mean any applying crafter would have a chance to be judged by their craft fairly without benefiting from a Fair connection.

Thirty points could be seen as a huge privilege. Many people jury many times to get the 40-50 points needed to get a booth. Perhaps reducing the amount of points they get would help. The jury can award up to 60 points. One to 10 points are awarded by each of 6 jurors. A score of 30 points is the acceptance place for kid crafters and returning crafters, but it could be higher and still work to support them. (In other words, they would need to get 40 points for acceptance, for instance.)

Increasing access to a more diverse population might not have to eliminate this program, but other things might be added to meet those goals instead.

Any young person can participate in the Kids' Crafts Booth during the event, something not widely known. It does not have to be just crafters' kids. Promoting an advantage in the jury to just some of those young people isn't really fair, but a very small number of young people use the program.

Returning crafters includes kid crafters. Reducing that point advantage also needs to be considered. The point of that was to encourage a crafter to explore other media and techniques, but to allow the Fair to have some control over that using the jury. At the same time there might be another way to allow more artistic freedom for crafters and trust that they would still present quality work.

The creativity of Culture Jam and the encouragement from that is a natural fit for DEI goals and OCF crafter recruitment goals.

We can't pretend the "family" aspects of OCF don't exist. Reducing the privilege points isn't going to make the culture change in that aspect. Perhaps making more booths available in general will balance this practice enough so that it doesn't present a problem in the whole picture of who gets to sell.

Educating the whole population to increase diversity and consider actions of their own to promote it could help.

It would be good to have more data. We'd like confirmation that any kid can sell in the Kid's Booth, and have some idea how many people have even used the program in jurying. Adam will see if he can find any data.

Ken has asked Jeff Harrison to briefly describe his efforts in putting together the juries, since that has been a question asked by the DEI consultants.

Guideline Changes: It's not a good year to propose any guideline changes, since people have been so disconnected from the Fair. Making new proposals to meet more DEI goals might better be done as a package instead of trying to explain and educate about each change. Because we only have one more meeting this year, it seems too late to craft any changes in the formal guidelines. Getting a DEI lens on anything we do going forward will be important.

Meeting Evaluation: everyone's time and energy are appreciated.

Next meeting Tuesday November 16th, 5:30-7:30 Agenda items include taking some time to plan the first few meetings of 2022.