

The OCF Board wishes to explore and further our commitment to Equity, Diversity, Inclusion and Belonging (EDIB) policies. Our community has told us that this is important, and we agree. To do this the Board is forming a work group (consisting of around five to ten people) to review our EDIB policies and recommend changes as necessary. This work group is authorized for a term of nine months following the appointment of members at which time the work group will report back to the Board. The work group will dissolve after delivering their report unless their term is extended by the Board.

The work group shall:

- Coordinate with Fair CARE to define EDIB terms used at the Fair including but not limited to: “equity,” “diversity,” “inclusion,” “belonging,” “safe space” and “marginalized community”.
- Conduct a statistically accurate demographic survey of the 2024 Fair participants (not including the public) and analyze the results. Where available, provide comparisons to the demographics of Lane County.
- Collect data on the status of EDIB at the Fair. This includes reviewing our systems for collecting EDIB incidents at the Fair and making recommendations for improvement.
- Determine both the governance and operational implications of the collected data. Highlight areas of celebration and areas for growth. Determine other recommendations from this data.

If, in the process of their work, the work group determines that the list of tasks or timeframe warrants modification they shall bring their proposed changes to the Board for approval.

The EDIB work group meetings are open to all, and will include processes for non-

members to contribute. The work group will abide by the Committee Best Practices including having two Board liaisons.

The work group shall produce a report that contains the following sections:

- The tasks that they've been asked to perform,
- The data that they collected (including a description of the methods used)
- An analysis of the data collected,
- A set of policy options based on the analysis of collected data,
- Recommendations (with explanations) from the above set of policy options that the work group supports, and
- Further recommendations, if any.

The President, Vice President, and immediate prior President will handle the call-out for letters of intent and the review of letters of intent. They will then forward the complete list of applicants identifying those that meet the requirements along with their recommendations for the work group for the Board to approve.

The work group needs members with skills and qualifications in collaboration, data collection, policy analysis and organizational change with an emphasis on issues and policies around EDIB. Parties should be prepared to attend (virtually or in person) one meeting per month, to do work outside of the meetings, and be available for other meetings as required as we develop policy to recommend to the board around our EDIB goals.

While our goal is to have all of these qualities represented in the EDIB work group, we do not expect every individual to possess all of these qualities. We are seeking balanced representation of all aspects of the Oregon Country Fair organization. In order to create space for new leaders, people new to committee work are encouraged to apply. We encourage people from all walks of life, backgrounds, and identities to apply.

Letters of interest should be sent to [office@oregoncountryfair.org](mailto:office@oregoncountryfair.org) or mailed to Oregon Country Fair, 442 Lawrence St, Eugene, OR 97401. Please put EDIB in the subject line.

Application deadline is July 27, 2024.