

Diversity Committee Meeting 10/26/20:

Attendees: Crystalyn, Sue, Brooks, Diane, Diane McWhorter, Iana, Joanne, Jon, Laurie, Lisa P., Mark, Melissa, Palmer, Shawn, Sherry, Wally, Ayisha, Thom

Agenda:

- Diversity Census:
 - o Ann has gotten some information regarding alter abled access that can be added to the census. There are some other changes made to the introduction, too, that the group can review.
 - o Britania had some concerns regarding stating “race is a social construct,” but she is eager to read the revised version. Melissa agrees. Iana added that we need to make sure to include that if we use the social construct verbiage, we should use that framing with other categorizations (i.e. LGBTQ+ and others).
 - o Ann will send out the revised survey prior to the next meeting, and the committee will work on it via email.
- DEI Fundraising
 - o Diane McWhorter offered to make some items highlighting diversity and to donate the profits to DEI work for the Fair.
 - She has been printing the merch for the Fair, and she could donate the labor portion of this new effort.
 - The cost for a shirt is a little above \$2, so there is ample opportunity for fundraising with t-shirts.
 - She has a “Yes, Yes, Yes” design, but she is open to other ideas and designs.
 - Melissa has an idea with the raised fist in the peach. Ann likes this idea!
 - Jon thought of a rainbow peach, but that is not something Diane can screen print. She suggests keeping it one, maybe two colors.
 - Iana suggested we brainstorm clever phrases for the shirt.
 - Britania suggested asking the broader membership for ideas if possible.
 - Jon thought we should move quickly so that we can have this available for sale before the holidays.
 - Laurie likes the idea of the raised fist, but she also likes the idea that it could be an open hand. Perhaps it won’t be an angry revolution? Iana clarified that the raised fist not out of anger but in solidarity.
 - Lisa P. also likes the idea of the fist and shared a design from white bird featuring a rainbow and raised fist.
 - Diane has a design with an open hand and peach that she will share with the group.
 - Ann, Melissa, Iana, and Britania will work with Diane on a design.
 - Crystalyn is not sure if this can be added to the merch site. She will look into this.
 - Brooks suggested “Stream of Diverse Consciousness” phrasing
 - o Shawn Kahl is here representing the fundraising taskforce that was established and gave an overview of efforts so far. He is interested in how they can help this committee and fundraise around DEI work. He has a few questions:

discussion about fundraising approach. The group agrees that we can weave the story of where we have been and where we are going with DEI for messaging – a forward looking, positive message with some of the past challenges used to overcome objections.

- Shawn will serve as the committee liaison for now. Jon will set up a Doodle poll for a smaller group of the Diversity Committee to build this out.
- Equity and Inclusion Advise ment Team
 - Jon has not had a chance to work on a letter and he’s not sure if that is the best route. We will revisit after we discuss the consultants.
- DEI Proposals:
 - Britania has spoken with Siobhan who is very enthusiastic and is available for questions. Oblio had questions and has not yet sent in a proposal, but there was a delay in responding to their questions.
 - Should the committee reach out to individuals we have worked with in the past to see why they did not submit a proposal?
 - There were questions that came up regarding scope and budget.
 - Should the committee meet with those who submitted proposals?
 - Perhaps meeting with those who submitted proposals and reaching out to those we have worked with in the past would make sense?
 - Iana suggested we start with those who submitted proposals. Ayisha agrees. Melissa agrees.
 - Sherry thinks Mark would be great. She’s known him for a long time and know he has been doing this work for a long time.
 - We will start with meeting with the two who responded to the proposal.
 - Britania will reach out to Dr. Lake and Gilda since we had board approved training scheduled with them before the pandemic.
 - Brooks will reach out to Oblio.
 - Jon will send out a Doodle poll to set up a meeting with everyone to discuss. We can also discuss the advise ment team at this meeting.
 - Laurie suggested paying these individuals to have a panel discussion about these issues and have them help us work this out. Jon pointed out that we would have to go back to the board for funding and that might be difficult right now. Brooks and Melissa like this idea. Iana thinks it might be too soon for a public panel, but a panel with the diversity committee would be helpful.
 - Jon thinks we should send something to those who submitted a proposal updating them on the status. The group agrees.
- We will wait on the advise ment team until after we talk to the consultants and hear their ideas.
- Next Steps:
 - Ann is sending out the Diversity Census Draft for feedback via email
 - Jon will send out a Doodle poll about refining a fundraising message and a separate poll for potential times to meet with the consultants
 - Britania will reach out to Dr. Lake and Gilda to apologize for not following up about the spring training and to gauge interest in working with us on these proposals.
 - Jon will follow up with Siobhan and Mark with an update on our process.

- Brooks will follow up with Oblio.
- Melissa, Britania, Iana, and Ann will work with Diane on a t-shirt design