

**Board of Directors Meeting**  
**April 4, 2022 – 7pm**  
**Zoom remote online and live streamed on YouTube**  
**YouTube recording link:**

<https://www.youtube.com/watch?v=trfK8qKcBEI>  
*(subject to approval by the Board at the May 2, 2022, meeting)*

**Board Directors present:** Anthony “AJ” Jackson (VP of Membership Engagement and Services), George Braddock, Jon Silvermoon, Lily Harmon-Gross (President), Lisa Parker (VP of Bylaws and Policy), Paxton Hoag, Sandra Bauer (VP of Philanthropy and Fund Development), Sam Rutledge, Spirit Leatherwood, and Sue Theolass. **Other Board Officers present:** Stephen Diercouff (Membership Secretary), Hilary Anthony (Co-Treasurer), Kimberly “Kimmo” Howard (Recording Secretary), and Lynda Gingerich (Co-Treasurer). **Staff present:** Kirsten Bolton and Sierra McComas.

**Announcements (YouTube video 14:50)**

The OCF Board of Directors is needing a year-round volunteer to step into the role of the Recording Secretary Officer. This is an opportunity to work with the Board and other officers, paid staff, committees, and FFN. Important aspects of this leadership role are becoming familiar with our bylaws, non-profit state laws, and helping the Elections Committee in the fall. For consideration, please send your letter of interest via email to [aroundthepacific@msn.com](mailto:aroundthepacific@msn.com) or [ocfboard@oregoncountryfair.org](mailto:ocfboard@oregoncountryfair.org).

Ichabod announced the passing of Kristi Rose and Jim Esch on April 1, due to a vehicle accident.

Also, Don Doolin of Main Camp Security Crew, passed.

**Minutes Review (YouTube video 17:25)**

**Sue moved and Sam seconded to approve the March 7, 2022, Board meeting minutes. Motion passed: 9-0. Spirit was absent.**

**Sue moved and Paxton seconded to approve the March 21, 2022, Board Special Open meeting minutes.**

**Motion passed: 8-0. Sam abstained. Spirit was absent.**

**Agenda Review, Amend, Approve (YouTube video 18:50)**

*Please see the New Business section of the minutes for all new agenda items added:*

Lily noted the order for agenda items:

- Approve logo items
- Reparations

- Financial support for booth rebuilds
- Code of Conduct and language

Paxton added to new business to appoint Cynthia Peachey to the Peach Power Committee.

### **Member Comments (YouTube video 21:50)**

Arna asked for an update on the investigation fact-finding commission. Lily replied, the Board did not have an update at this time.

Dean noted the meeting agenda had not been published online prior to the start time.

DJ reminded folks to check with Archeology before digging onsite, or engaging in any ground disturbing activities.

Dani spoke to the agenda being available, and gave thanks to the Board for their thoughtful responses to her email inquiries. She also thanked the ED and all the behind-the-scenes volunteers for their hard work.

Amy from Recycling Crew:

You would think that after the March Board meeting's vote to support and fund the compost facility, I would have been left with a feeling of elation and joy, relief and excitement that this project, necessary and long overdue, was finally getting traction and the green light to proceed.

Instead, what I walked away from that meeting with was a profound sense of sadness.

The Oregon Country Fair Recycling Crew exists to provide a necessary part of the infrastructure of our event, much like water, sanitation, showers and meals. Our program is the manifestation of the Fair's ethos into direct action. We are the walk to the talk, we put the money where the mouth is.

When our work is referred to as recycling crew's garbage, recycling crew's compost, recycling crew's project, it implies that somehow the Fair is not responsible for its own waste stream, that somehow it is felt that the Fair is doing the Recycling crew a favor by supporting our work, instead of the other way around.

The sense in the air; as if we are trying to pull a fast one, as if we have something to gain aside from support and appreciation for doing our job, is disheartening to say the least. I do not fault George for speaking his truth, I imagine he was the only person with the courage to do so. Yet his words deeply affected me. What is it that people think the Recycling Crew is gaining from this, other than a place to do the Fair's dirty work? We have nothing to "win". We aren't profiting from this endeavor. Why is it so scary and so undesirable?

I started thinking back to my first years on Recycle Crew, first under Robert Painter and then lead by Lara Howe. We have been asking for support for composting for over 20 years, during which the public and the fair family has learned to equate going to the fair with the act of composting their scraps. The situations we have found ourselves forced to work in have been suboptimal and challenging at best.

The Fair has reacted to the work of the Recycling Crew with a hearty slap on the back, yet doesn't want to take responsibility for the waste stream and what it actually requires to take care of it. To get to this place with the Fair's compost barn has been an uphill battle, and after the last board meeting, I walked away wondering why we are continuing to fight this battle. Why are we working so hard to do the right thing? Why are we pouring hundreds and hundreds of our volunteer hours into creating this project for the Fair, when at the leadership level the fair is apathetic to the work that we do?

We are volunteers who show up to provide essential services to this event. With or without our labor, the waste will still be generated and it will still need to be handled and removed from public areas, and from the property. We believe in this compost project, and so does every fair attendee who puts their paper plate in a green box or compost barrel. All we are asking is for the Fair to understand that it owns this garbage, we are simply the ones who spend our vacation days handling it.

### **Staff Report (YouTube video 30:15)**

#### **Executive Director's Report from Kirsten:**

Coordinator 2022 volunteer participation survey results: Total responses were 2,272, and 1,835 (80.77%) of those are confirmed attending volunteers. Those not attending or uncertain were both just under ten percent of the responses.

Staffing: Announcements will be coming soon on the Marketing Manager, Volunteer Support Specialist, and additional Groundskeeper positions.

COVID Vaccination Verification: Please send a photocopy of your vaccine card to: [safety@oregoncountryfair.org](mailto:safety@oregoncountryfair.org). We will stop taking vaccine cards on May 1st, after which you will need to verify on-site. Please include your name, crew name and coordinator name or your booth number.

The Event Health and Safety plans are on the .org and .net sites.

Tickets went on sale on Friday, April 1 through Tickets West. We will not be selling three-day passes this year due to the COVID-19 policy for a negative test within 24 hours of entry. Three-day wristbands would make it impossible to verify vaccination status or negative test on a daily basis.

Volunteer Appreciation: Kirsten gave thanks to the Grievance Administrators—Travis Southworth-Neumeyer and Kat Kirkpatrick.

Kat will be stepping down. If you or someone you know is interested in becoming a Grievance Administrator, please contact the ED, Kirsten, or the Board President, Lily:

[kbolton@oregoncountryfair.org](mailto:kbolton@oregoncountryfair.org) and [lilyclearwater@gmail.com](mailto:lilyclearwater@gmail.com).

New Coordinator Appointments:

Admissions – Taylor England

Archaeology – Jud Carusone

Lower Reefer – Erin Driscoll

Motorpool - Xandra Green & Robin Sharklet

Neighborhood Response Team – Jessica Monroe

Photography – Jess Lowe

Pre-Fair Kitchen - Alex Lackey, Kira Czar, and Jimmy Hixenbaugh

## Xavanadu Stewardship – Amy Cortese

2022 Budget: Coordinators have received their operating and capital improvement budgets. We may not be able to accomplish all capital improvements this year. Staff will work with crews to identify what must be accomplished for Fair 2022.

Coordinators: There will be additional Coordinator Meetings held via Zoom on April 6 and May 4. There is a Coordinator site meeting on Saturday, April 23, 11a-3p.

Other meetings Kirsten has attended include Path Planning, Fair Care, Fixed Assets, COVID Response Team, Tickets West, Honey Buckets, Staff DEIJ Training, BUM Retreat, White Bird, Food Town Hall, Grievance Administrators, Emergency Protocol Training, and Advertising.

Contracts and Permits: City of Veneta / Far Side Access Easement Agreement is completed. We have this for five years after completion of our driveway.

White Bird contract is completed. Life's Best In Tents, LTD, Temporary Campground Permits, ODOT, Ritz Sauna, and Art Barn contracts or permits are pending.

Sue asked Kirsten to clarify the vaccine requirements for people with day-worker passes.

Kirsten stated: all volunteers, staff, artists, crafters, entertainers, and booth participants must have full and up-to-date vaccination documentation in order to attend the Fair. Even those with day passes have must be vaccinated.

The public is allowed to have a negative test with either a medical or religious exemption for vaccination.

## **Treasurer Report and Budget Items (YouTube video 36:45)**

As we take action to prepare for our 2022 event, Hilary will be working with staff on advisories that will be communicated to coordinators regarding spending, reimbursements, and contracting. An information sheet will be sent out soon.

A big part of the success of being able to have volunteers with budgetary responsibilities is the operational communication done throughout the process and the ability of the volunteers to follow through. Hilary gave thanks to the volunteers who have taken their roles seriously, and said it is amazing what we can do.

## **Committee and Working Group Reports (YouTube video 39:10)**

*Please visit [oregoncountryfair.net](http://oregoncountryfair.net) and check the Upcoming Events schedule for committee meeting dates, times, and online links.*

*Committees and work groups are asked to email their minutes or reports to the Fair staff ten days prior to the Board meetings for inclusion in Board packets and posting on the .net site.*

*Brief summaries are requested when a committee or work group wants to make a verbal report at Board meetings.*

**Bylaws Committee:** At our last meeting, we reviewed Articles I through VI and will start with Article VII at our next meeting. The next Bylaws Committee meeting is scheduled for April 19, 2022, at 6 p.m. The meeting link is posted on the dot net site calendar. Our meeting

minutes are posted on the dot net site under BOD Committees & Work Groups, Bylaws Committee. If you would like to give feedback or receive information, our email address is [bylaws@oregoncountryfair.org](mailto:bylaws@oregoncountryfair.org).

**Elders Committee:** In support of the event this year, the Elders are offering to plug in where there are volunteer needs. We will be creating a list of Elders who are willing to help out.

**Diversity Committee:** The last meeting was well attended and some difficult issues were discussed. The Diversity Committee issued the following statement:

Without resolution with the board in regard to the recent conflicts, and with no forward progression on the mediated session or the DEI consultant recommendations, as well as ongoing issues with smearing efforts of the DC on Facebook and other email lists, as a committee we have found ourselves struggling with direction on implementation or next steps.

Statement from Lily and Sam:

As the co-liaisons to the Oregon Country Fair Diversity Committee, we present this statement to the OCF Community clarifying our intentions as liaisons and requesting the support of the community in our efforts.

The Oregon Country Fair is a community in transition. As we go through this time of change, the work of the Diversity Committee is essential, guiding us toward justice. While we acknowledge that the Diversity Committee has made some missteps in this work, we nonetheless offer our support to the Diversity Committee and its members—that is our job as liaisons. The work we ask of the Diversity Committee is difficult and often contentious, and we recognize that patience and grace are needed. We believe the recommendations in the consultants' report are a starting point for community-wide discussions on this topic, and support the continuation of those substantive discussions. Our community should engage in this work in varied fora, including working assemblies, town halls, trainings and in committee meetings.

Dialogue and resolution between the Board and the Diversity Committee will be an important step in this process. Work toward designing and beginning this process is ongoing. We recognize that tensions remain high, and the need for this dialogue is a top priority. We appreciate patience as we strive to get this important task done right.

Diversity work is not inherently divisive; the ultimate goal of this work is to bring people together and create opportunities for people from diverse backgrounds to experience a real, deep sense of home at Fair. For this to happen, we will need to embrace transformative work, and in transformative work it will always feel like change is happening too fast for some and too slow for others. The right balance is elusive, we find it through trial and error, and we inevitably make mistakes.

All are welcome at the Oregon Country Fair. This principle is fundamental to our understanding of what Fair means, even when it is a goal, we fall short of. We will make mistakes, and we will find ourselves in conflict about what our ethic of radical welcome means. People from marginalized identities have been telling us for years that the Oregon Country Fair does not feel like a welcome place for them. It is up to those of us who call Fair home to listen to those calls, and take steps toward change.

Conflict is part of living in community, and how we face conflict is the truest reflection of who we are as a community—conflict gives us an opportunity to practice our values, and shows us where we have some work to do. And friends, we have some work to do. The tone of our disagreements in our open meetings, in online spaces, on email lists, and anywhere else we gather as an OCF community has become truly distressing. These hurtful words have been the source of countless sleepless hours, deep pain, heart-wrenching belly sobs and an anger from prehistoric regions of our central nervous systems. No one person or group bears responsibility; to some extent we have all participated, if only by failing to model and encourage kindness.

Whoever you are, we call on you to lay down your rhetorical arms and take off your emotional armor. We call on you to look deep within yourself, to see the humanity in those with whom you disagree, and to seek peace by sowing peace. None of us, certainly not these two liaisons, can claim to have always brought our best selves into every interaction. All we can promise is to strive to end every disagreement not by winning but by finding a win-win. We can practice tolerance and patience. We can recognize that though someone has a different idea, even one with which we deeply and passionately disagree, we can still seek understanding and common ground.

We, as liaisons, believe in some principles that we will strive toward in our work going forward. Some of these principles will be in conflict at times, and while we cannot promise to always agree with one group or another, we can promise to do our best to exercise the duties of our office with wisdom, compassion, mercy, and grace.

- A broad diversity of viewpoints, especially those of marginalized people, is needed in discussions about diversity, equity, and inclusion.
- Diversity, equity, and inclusion should be considered in all aspects of our organization's work.
- It is a best practice to engage with the relevant committee or committees in crafting policy. This is as true of the Budget Committee on budget issues as it is of the Diversity Committee on diversity issues, or any other committee. While the Board is not obligated to concur with any committee on its area of expertise, we encourage members of the Board to respect expert opinions from all committees, including Diversity.
- Every voice matters, and sometimes the dissenting voice is the wisest.
- More change can be accomplished through a single courageous act of kindness than months of protracted conflict.
- Words matter, and each person has a fundamental right to choose which words best describe their own identity.
- No individual or collective of individuals can speak for a whole marginalized group.
- Unkind and uncivil words cause harm to our community even when they do not amount to serious violations like abuse and hate speech.
- When common unkind and uncivil words are exaggerated into concepts like abuse and hate speech, it harms people who have survived abuse and hate speech by lessening the impact of those terms.
- Forgiveness is a crucial part of this work. When individuals and groups engage in these discussions, it is likely that more mistakes will be made. But without the premise that it is safe to engage, we lose the opportunity to grow. We must extend grace to all those

who set off on this learning endeavor. By offering forgiveness, we remain inclusive to those at different stages of this journey.

We two liaisons have been elected to serve the membership of the whole organization, and we have been appointed as liaisons to this committee. As such, we are dedicated to continuing the work of both the Diversity Committee and the Board, and we are dedicated to finding a way forward through this moment in our history. We ask each of you to commit, as we have, to peace building, for it is peace building that will best serve our organization, our membership, and the wider community.

**LUMP:** LUMP met Tuesday, April 15. We heard a report from the South Woods tour group about possible new sites for Ark Park & Du Caniveaux Stage if they have to move away from the Long Tom.

Dennis, Glenn, and KP will work on an article for the *Fair Family News* on Green Zones, outlining the policy, giving the essential elements and procedure, and including links to relevant documents.

We planned a draft page for the LUMP manual that would coordinate maps showing our SUP, NCU, and Lane County zone information.

We discussed adaptations to a hotter, drier climate: more oaks and other appropriate plantings, and possibly changing the date to earlier in the spring.

Drew from Fire Crew brought us info from the Nature Conservancy and Long Tom Watershed Council on low intensity-controlled burns, which could encourage native plants on the site. We discussed appropriate areas for demonstration projects

Our next meeting will be Tuesday, April 12, 2022, 6-8 p.m. online.

**Path Planning:** Path Planning met in March and waked around the grounds determining the upper river loop has eroded to the point of needing to be closed off this year. The committee will convene with stakeholders in that area to assess relocation options or shut down.

Registration has identified addition space for childcare near Wally's Way and is moving forward. Next meeting date is changed to the 16th with a site walk planned.

### **Old Business (YouTube video 50:15)**

**Paxton moved and Sue seconded to accept all the previously approved logo items for the 2022 Oregon Country Fair. These have been approved in previous years but not reached five years to get on the permanent list.**

1. Linda Blair—stained-glass peach suncatcher and glass pin
2. Alissa Clark—clay work: mugs, tiles
3. Bill Dawson—metal coins, pendants, pins
4. Diane Fay—t-shirts with her own design + logo
5. Lizzi Katz—caps with peach or flying peach
6. Eric Myers—skateboards with screened peach or OCF map
7. Charles Rogers—silver peach pendants and coins
8. Arbel Shemesh—peach earrings made by millifiori caning

9. Heather Storrs—bottle/jar lamp: sandblasted peach; tarot deck: hand-drawn OCF imagery

10. Loren Traves—t-shirts with OCF path map (not peach shirts)

11. Stephen Vest—batik skirts, shirts, bandanas

12. Andrew Way (aka Turtle Anuweh)—blown glass items

13. Tina Wells—songbook: traditional Fair songs

14. Marcia Wiley—handblown drinking glass with dichroic peach base

Paxton looks forward to seeing the crafters and their logo items on the path this year.

Sam said Bill Dawson made his wedding ring and he is glad to approve their logo items.

**Motion passed: 10-0.**

**Paxton moved and Sue seconded to approve the hand-etched dichroic lampwork glass pendants as a logo item for the 2022 Oregon Country Fair with the understanding that they must show they have the rights to use the "steal your face" logo.**

Jeff Harrison of Craft Inventory thanked the Board for their consideration of new logo items. He said the Grateful Dead have been liberal with the use of their "steal your face" logo, and the crafters will work to get approval for it.

Paxton said he was impressed with the dichroic glass work and thought it was interesting.

Jon S. asked to clarify that the other designs that do not have the Grateful Dead logo are approved and the pendant with it are contingent on the trademark permission issue.

**Motion passed: 10-0.**

**Paxton moved and Sue seconded to accept the silk-screened posters as a logo item for the 2022 Oregon Country Fair.**

Spirit asked for clarification as to why some of the logo items were separated out from the others.

Paxton said they were separated because of the medium being used and potential copyright infringements. Lily added the two separated out are approved crafters, but these are new logo-item submissions.

Someone asked about the size of the silk-screened posters and Adam said he thought they were about 3 feet wide and 1¼ foot in height.

AJ was pleased the posters includes images of people of color and thanked the artist.

**Motion passed: 10-0.**

*Please contact the Craft Committee for any questions or concerns regarding the jurying process for logo crafters.*

**Jon S. moved and Sue seconded to establish an ad hoc Board committee to examine the question of whether the Oregon Country Fair should make reparations to First Nations peoples for the Fair's current ownership of land stolen from them and to make recommendations to the Board. The ad hoc reparations committee is to be comprised of the following:**

- **Up to six Fair members or participants who are descendants of the First Nations peoples who occupied or used the land that the Fair currently owns**
  - **Two Board members**
  - **A Co-Treasurer or their designee**
  - **The Executive Director or their designee**
  - **One member from the Diversity Committee**
  - **A member of the Archaeology Crew or Archaeology Committee who has professional experience interacting with First Nations peoples in Oregon**
- In its deliberations the ad hoc reparations committee will consider the following:**
- **Whether reparations should be made, including the question of whether ownership of the land should be transferred and**
  - **If reparations are to be made, in what amount, in what form, to what entity or entities, and over what time period they should be made.**

**The ad hoc reparations committee will strive to report back recommendations to the Board of Directors by the December 2022 Board meeting.**

FireDIC wanted to acknowledge the good intentions of the motion. He is concerned that any project or motion of this magnitude would be discussed at this meeting when the language for the motion has not been available. There is no question about the wrongdoings that have been done to first nations peoples, and is a worthy pursuit of the Fair to support. However, this motion is about reparations and those should come from our country and all society. Reparations should not fall on individuals who are expected to make up for the sins of our forebears, and should not be based on the notion that we are in possession of a stolen property. We should be supporting efforts of the whole society to make good on the harms done in the past.

Ann supports the motion because we have many ways in looking at reparations, and it can be a continuous effort. We as members do not own the land; Oregon Country Fair owns the land. There is still a lot of research to do on this subject.

AJ noted Board members have a fiduciary responsibility to the organization and wondered how this motion lives up to that responsibility given that only two Board members would be on the committee.

Jon S. said the wording of the motion was included in last month's meeting minutes, so it has been available for membership to review. He feels there are two parts to the motion. One is whether we should make reparations and the second is what the composition of the committee is going to be. The motion does not say we will do reparations, it is to form a committee to examine the question of how we do reparations.

Jon S. is open to not voting at this meeting and having more discussion about the composition of the committee. He hopes a consensus could be reached about whether we should even address making reparations. If we do not agree that this motion should move forward, then it does not matter what the committee composition will be. Jon S. feels it should be examined and would be the healthy thing to do. He has also seen comments on Facebook that this is something we need to do.

Paxton is uncomfortable with the language of the motion and does not agree with some of it. He would rather have us work with the tribes than get involved in reparations.

Sam said he agrees with what is behind the motion, in principle, in that we should explore directing some of our philanthropic efforts toward building a relationship with and helping the First Nations people who were the stewards of the land before us. He has concerns about the language being used, as he has most often heard reference to reparations for slavery, and that we should be thoughtful about terms being used for the different types of oppression.

Sam is interested in the use of the term First Nation, as there are specific groups who represent tribal interests today, such as the surviving ancestors of the Kalapuya people and the Confederated Tribes of the Grande Ronde. He hopes there can be a respectful dialogue with these groups about their thoughts on reparations on their behalf by OCF, and more discussion before a vote on the current motion.

Jon S. said the committee would look into how they will approach the tribes and what the work will look like, such as supporting tribal arts and crafts programs. Reparation is not necessarily a cash payment, as it could take on a lot of different forms, and should not be predetermined. The other thing about involving the tribal governments directly is that we are not a country. We are an organization in the United States. The tribes are sovereign nations. It is presumptuous that we would contact another nations' government.

Jon S. said he would not contact a tribal council, but said there are people within the tribes that can be contacted. He said the way the motion is worded, it does not specify a tribal group and expects the committee will also reach out to other Oregon tribes who have history in the Willamette Valley land.

Spirit ceded more time to member FireDIC. He said the foundation of this motion is that we are in possession of stolen land, and that is a bad foundation unless you believe it. And if you do believe it, then the only answer is to give it back. FireDIC feels this motion needs to go to all of membership and not just within the Board. It is very easy to spend other people's money.

AJ asked Jon S. to think about how we deal with financial reparations for African American folks or Black folks who had to work the land through slavery and free labor. He does not think the motion is well thought out yet. If we are looking at one group for reparations, then we have to look at the whole picture. AJ hopes the motion is tabled and there will be further work done.

Paxton said we have traditional products of First Nation people on our land, in particular camas and acorns. Our land was a fall encampment for natives to harvest and put food away. He hopes local tribes can come and harvest those resources, and would rather have us build a relationship with them where we work together instead of making an arbitrary decision.

Lisa P. said reparations can take many different forms, and what Paxton just spoke of could be reparations. She said we are getting hung up on the word and what folks are interpreting it means; she supports more discussion and tabling the motion.

Jon S. and Sue tabled the motion.

**Jon S. moved and Sue seconded that upon their request, a self-identified low-income Booth Representative, whose booth has been determined by Construction crew to require a complete rebuild, may have their booth fee waived by Booth Registration, in whole or in part**

**as requested by the Booth Representative, should the Booth Representative choose to rebuild their booth this year.**

Justin supports the motion, saying it is doable as long as there is a process by which the self-proclaimed low-income and red tag issues are communicated to Booth Registration in a succinct manner. Booth fees are invoiced separately, so accounting would be fairly easy. Having walked onsite recently, he does not feel there will be a high level of booth rebuilds.

Jon P. supports this kind of assistance after a couple of years away, which translates into inability of booth people to make income that would support their operation. Also, with booth registration fees, there can be direct assistance in the reconstruction of the booth.

Fiora said the past few years have been hard for anyone trying to make their primary income through their craft, due to the pandemic requirements and shutdowns. Booth repairs can be an extreme expense out of someone's very limited budget. Any way we can get people to come back to Fair and present their beautiful work would be really helpful.

Hilary said she is in favor of making efforts to support our booth people and does not think this motion will be used widely and it is not a large group who will need the assistance. She would rather see us make efforts to relieve the burden for more people, such as volunteers to the extent that we can. We have a big, heavy lift and we should not be putting undue burden on them.

Hilary suggested we lower the expectation of rebuilding booths and allow people to bring in tables and temporary cloth walls. Booth rebuilds are potentially expensive this year with prices of lumber, and construction crew has said they are at a limited capacity. Let us give ourselves more than this year to complete rebuild projects.

Heather said the motion wording was not clear as to whether it was for a specific booth or a general policy for any booth that self-identifies as low-income. Lily said she thought it was for any booth. Jon S. said it is meant for low-income booths who need a total rebuild.

Ann agreed with Justin. Lumber prices have gone up. We should not compromise our aesthetic because of money. We can make it simple. Simple can be beautiful. Supporting our booths is important because they support our event.

Jefry asked where the line would be drawn to determine financial need, and what qualifications would be used. He also asked when the red tags were due by, and how information would be communicated since they do not have the booth registration packets this year. He appreciates the motion but thinks it needs more work.

Arna wanted to echo what Fiora and Hilary said. We need to help out the booth people and lower expectations. Having worked a booth for decades at Fair, Arna trusts that people will make their booths look good as they all want to present a good image. She supports the motion.

Sue said one of the happy things she does outside of Fair is sitting on the Board for The Kareng Fund that helps low-income artisans who are facing a crisis. It's for any artist living in the state of Oregon. Visit the website at <http://www.karengfund.org/> for an application form.

Jon S. said it is for self-identified low-income people. If a booth person identifies themselves that way, then we will help them. That is an element of trust that he would like to restore in the Fair culture, and will make it easier to administer. He thinks red tags will be done by the end of April.

Jon S. said in the past when booths needed help, Construction Crew would give direct assistance. Kirk has indicated that is not possible this year because of other Fair projects. Justin

also confirmed there have been limitations where people have been able to use disguised pop-ups, but the aesthetics of the Fair are a critical part. If we can help rebuild booths this year then we should, even if it is just one.

Paxton said he has walked onsite and has not seen that much major damage, considering past years with much more weather damage. He would prefer there were no rebuilds this year due to our reduced number of volunteers. Paxton agreed with Hilary that we can lower our expectations, and would rather not take a vote until after the red tags have been completed.

Spirit agreed with Fiora and Hilary, and feels crafters have been the least supported within our organization throughout this pandemic. She supports helping those who need it and also supports lowering the standards, preferring a wooden pop-up to be more in line with our aesthetics. Spirit trusts Booth Reg and hopes they will be involved intricately in the process.

Lily said it is a nice opportunity to support members and crafters, and feels the Board should find more creative and plentiful ways to support those who are hurting financially. Our community has many folks who are very privileged and lucky, and Lily would love to find ways to trickle that out into the booth-crafter-artisan world so we can support what makes our organization and our event so beautiful.

Sam said we can do both - lower our standards and allow for people to not have to do a full rebuild, and help out those who need a rebuild that are low-income. He does not feel like we need to wait to vote on this motion.

Spirit said it would be beneficial to have a standardized or consistent platform for our crafters or food booths to be able to sell gift certificates, such as a link on our website. She likes the idea of different crew coordinators working together with Construction Crew to help assist with rebuilding needs.

Jon S. said the question of rebuilds is something Justin and his folks already do, so he does not feel it is necessary to amend the motion. Since some people want to wait for the red tags to be completed, Jon S. offered to table the motion until the next Board meeting and Sue agreed. This would allow more time for the motion to be reviewed by membership and the Board.

Jon S. and Sue tabled the motion.

AJ spoke to the hate speech policy motion presented last month, and thanked those who provided feedback and collaborated in helping to make it work. There have been many edits, re-writes, and additions with the hopes of addressing how we manage our language in our public meetings. AJ appreciates everyone who contributed, and read the motion again.

**Hate Speech:** Hate speech includes the use of slurs that target individuals on the basis of inherent characteristics, including race, sex, gender, ethnicity, religion, sexual orientation, and disability.

**Meetings:** Meetings include any official meetings of the organization, including regular and special meetings of the Board of Directors, meetings of committees, work groups, and task forces established by the Board or Executive Director, meetings of volunteer crews, and any other officially sanctioned meeting of the organization.

**Meeting Participants:** Meeting participants include any OCF members, employees, volunteers, participants, or any other people in attendance at meetings.

Meeting Chair: The meeting chair is the individual granted authority to convene a meeting. For meetings of the Board of Directors, this is the Board President. For other meetings, the Meeting Chair may be the Committee Chair, the Crew Coordinator, or an agreed upon facilitator.

Policy: Hate Speech in our meeting spaces is a violation of our Code of Conduct and is therefore prohibited. This prohibition applies regardless of the intention, inflection used, sex or race of the speaker.

Committee chairs, crew coordinators, meeting facilitators, and Board liaisons are required to report any violations of the code of conduct covered by this policy. Violations must be reported to the Executive Director and Board President within three days of the violation. This reporting obligation does not apply to instances in which the ED and/or Board President are present at the time of the violation.

The measured responses when these incidents occur are as follows:

First violation will result in immediate removal from the meeting, and a two-month suspension from participating in any OCF-sponsored meetings. During the two-month suspension, the Executive Director or their designee will provide an education opportunity for these individuals that addresses their violation.

Second violation will result in immediate removal from the meeting, and a year suspension from participating in any OCF-sponsored meetings. In cases where individuals commit a second violation, they must provide and engage in an educational program addressing the harm they have caused. The Executive Director or their designee must approve that the educational program is appropriate. Any expense associated with such an educational program will be borne by the individual found in violation. Certification that they have completed the program must be provided to operations, before returning to our meeting spaces after the year suspension.

Third violation will result in immediate removal from the meeting, indefinite suspension from participating in any OCF-sponsored meetings. The Board will hold a closed special session within 10 days at which they will discuss invoking the Bylaws provision for membership removal.

In cases where actions in our meeting spaces are deemed egregious, the Executive Director may accelerate this process. The Executive Director will ensure that all records of these violations be confidentiality filed, and inform the Board when individuals have reached their third violation.

A meeting chair is responsible for determining whether an incident amounts to a violation under this policy. In instances of low severity, such as those that the meeting chair reasonably believes to have been unintentional and without knowledge of this policy, a one-time warning may be granted by the meeting chair. In no event should the same individual be warned more than once. A warning is not guaranteed under this policy, and will only be granted on a case-by-case basis.

This policy is effective immediately upon approval of the Board of Directors. This policy will sunset if superseded by a Board-approved policy that addresses measured responses when there are code of conduct violations more generally.

At this time, AJ is tabling the motion.

Lily asked AJ if he was tabling or withdrawing the motion.

AJ said the motion is withdrawn for the time being.

Lily thanked AJ for the courageous step of withdrawing the motion.

Lily read the following statement:

Through these past months of difficult work on Justice, Equity, Diversity and Inclusion, we have stepped into conflict that has harmed many, alienated some, and has made it harder to ensure the Fair is safer for all who chose to attend. As Board President, it is my aim to ensure that the business of the organization is completed, and that the meeting space is a safe place for us all to participate in the work of building community and presenting the 2022 event.

I've said in past Board meetings that certain language has no place in our meeting space. We have, nonetheless, been unable to agree on how to make it clear that we acknowledge specific words can be used in a harmful way, and how to ensure that the expressions we use don't derail the professional atmosphere we must operate within.

As such, I would like to clarify that the use of *certain words are* not permissible in the meeting space of the Board or the organization. As the Board President, and the facilitator of the Board meetings, I will ask anyone who uses those words to leave the meeting immediately. In order to return to our meetings, I will invite you to engage with me in a dialogue about the impacts of that language to those present at our meetings, and the imperative that we maintain a certain level of professionalism and security at our meetings. Above all else, I must ensure that all participants in meetings adhere to the Code of Conduct, and I will work to make sure that every one of our meetings is a safe space for all attendees.

The Fair CARE work group, headed by our Executive Director, was formed with the intention of creating measured responses to violations of our Code of Conduct, and to help the Board to make policy around behavioral, community, and safety issues that the organization had not created during our first 50 years. I am sure that that work will continue by the Fair CARE work group, and I am hopeful that there will be a well-researched, community centered process that can be applied equitably and fairly in the event of a transgression. That work should involve the community and membership in a much broader examination of options, and may take some time. The alternative I offer here is simply to restate the role and responsibility of the Board President to keep the meeting space free of hurtful, racially charged language.

I understand that this focus on adherence to a rule does not encompass everyone's feelings about the use of this word, and for that, I am truly sorry. It is not lost on me that there are identity politics at play, and that the very marginalized voices we should be aiming to center have been silenced in much of this debate. We have been further mired in conflict in the tension between impact and intent, and will not solve that issue before we address other systemic shortcomings. There needs to be further work on this and other JEDI issues. But we must make small steps forward while ensuring that we have a meeting space that complies with the advice of our attorneys, and with the aim of preventing further harm, and so I feel that the initial step of asserting that this meeting space will not be interrupted by these words that cause so much harm is justified in the name of the organization.

**New Business Items (YouTube video 1:53:20)**

## Appoint Cynthia Peachey to the Peach Power Committee

ED Evaluation: Direct the Personnel Policy Committee to advise and assist under the direction of the committee co-chair and HR professional, Sara Garcia, to create an evaluation document based on job description and performance for the 2022 Executive Director Performance Evaluation. The Board will review the process, provide feedback, and approve the survey. The HR professional will then conduct the evaluation by doing the roll-up for the 360 evaluation and present the roll-up to the Board to review, provide feedback, and approve. The evaluation process should be concluded by September.

The OCF Code of Conduct states: We are an association of equals. Each and every member of our community is entitled to respectful and equitable treatment by all other participants. The Guidelines apply whenever and wherever we gather for OCF activities or discussion, in person or online.

It is the policy of the OCF Board of Directors that the authority to remove any participant from any OCF sponsored meeting who violates the Code of Conduct or behaves in a manner that is disruptive to the meeting space, is vested in the Board President, Committee Chair, or their designee (i.e., meeting facilitator).

This policy is effective immediately upon approval by the Board of Directors.

Sam said there has been discussions about the diversity recommendation to translate signage into other languages. He considers this an operational task and asked the ED if they needed a Board directive to begin this task. Kirsten replied a directive was not needed to begin the work.

Data Management Policy.

Appoint Membership Secretary, Stephen Diercouff, to the Elections Committee.

Privacy policy update.

Direct the ED and Operations Manager to work with FairCARE to develop policy and procedure on Code of Conduct violations.

Set 2022 Annual Meeting date; determine if online or in person.

### **Meeting Evaluation (YouTube video 2:01:25)**

Dani was thankful for a well-run meeting, and all the thoughtful responses. Thank you for being us – yes, yes, yes.

Lucy said it seems a lot has been going on behind the scenes, and that leaves her with a lot of questions.

Kimmo reminded others to email their statements and reports to her for inclusion in the meeting minutes to [aroundthepacific@msn.com](mailto:aroundthepacific@msn.com).

Jon P. said we have a lot of new staff members and he hopes to see them at future Board meetings so members can get acquainted.

FireDIC appreciates a well-run meeting. For the sake of transparency, people should not have to root around to find the motions. The wording of motions should go out early and be included on the agenda and in documents.

Sue reminded us that today was the anniversary of Martin Luther King's assassination.

Sam thanked everyone for being attentive to time when speaking, being nice to each other, and being able to change your mind after listening to ideas from others.

Spirit gave a shout out to our new staff and is utterly impressed with how things are moving along, given the workload.

AJ said hello to the Far Side folks and told them to get their party pants on.

### **President's Peace (YouTube video 2:06:25)**

Lily spoke to her roles as a Diversity Committee Liaison and Board Meeting Facilitator. She hopes we come together in a way where peace, collaboration, justice, safety for all, and participation are at the forefront of our minds as we prepare for our event. Lily called on all of us to engage in a ceasefire and focus on the human interaction that can happen when we agree to lay down our arms and engage with each other. We need collaborative relationship building where we share our good experiences and reach out to each other with love.

**Lily scheduled a Presidential Listening Session for Friday, April 22, 2022.**

**Visit the .net site for more information.**

**The next scheduled online Board Meeting is Monday, May 2, 2022, at 7pm.**

**Upcoming Board meeting agenda items include:**

Reparations Motion

Financial support for booth people in constructing their booths

Appoint Cynthia Peachey to the Peach Power Committee

ED Evaluation: Direct the Personnel Policy Committee to advise and assist under the direction of the committee co-chair and HR professional, Sara Garcia, to create an evaluation document based on job description and performance for the 2022 Executive Director

Performance Evaluation. The Board will review the process, provide feedback, and approve the survey. The HR professional will then conduct the evaluation by doing the roll-up for the 360 evaluation and present the roll-up to the Board to review, provide feedback, and approve. The evaluation process should be concluded by September.

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Sam said there has been discussions about the diversity recommendation to translate signage into other languages. He considers this an operational task and asked the ED if they needed a Board directive to begin this task. Kirsten replied a directive was not needed to begin the work.

Data Management Policy.

Approve Membership Secretary position as standing member of the Elections Committee.

Privacy policy update.

Direct the ED and Operations Manager to work with FairCARE to develop policy and procedure on Code of Conduct violations.

Set 2022 Annual Meeting date; determine if online or in person.