

July 25, 2022 Meeting Notes OCF Diversity Committee

Committee members: Thom, Iana, Ann, and Jon

Board Liaison: Sam

Non-Committee members: Allain Van L, Sue Barnhart, AJ, Mark P., Coyote, Michelle F., Heather Kent, Hall, Steve B., Arna Shaw, Paxton, Sandra, Zeely, Bob Maynard, Peggy Day, Kristie, Spirit, Stormy True

Agenda:

1. Agree on facilitator and note-taker
2. Agenda review and priorities for today's meeting
3. Approve meeting notes
4. Board Liaison report
5. Old Business: Facilitated discussion with Board
6. Old Business: Census
7. Review next steps
8. Next meeting
9. Meeting evaluation

Sam facilitated; Ann taking minutes. Meeting began at 6:10. People who refused to identify themselves were removed from the meeting after repeated attempts to allow them to answer.

Minutes were approved from the July meeting with Iana abstaining.

Liaison report- Sam:

There had been no Board meeting since the last Diversity Committee meeting.

Facilitated discussion: This has not started yet. Sam did not know if a contract had been signed and there was no real timeline yet. Concern and frustrations were discussed by all attendees. There is a need to have this discussion to begin moving forward with dates.

Decision: All committee members at the meeting see the urgency and want to move forward.

Census: Kristi is ready to help in in anyway possible. We are all in general agreement about the questions. Logistical decisions need to be made on how to reach people and over what timeframe. It was reiterated that that the census is being worked on with the Board and Executive Director. Suggestions of working with databases (Stephen), and wristbands and the need for such data in long range planning. After the facilitated discussion consider how to administer and get a large sample by using wristbands, sending out a link and get a clearer idea of the of the population. The bias and definitions will need to be addressed.

Next steps: Sam will contact Lily about moving forward with the facilitated discussion.

Jon will do a Doodle poll on the census once he gets dates from Kristi that will work for her and her data person

Next meeting: August 22, 2022

New business: Kristi and how to avoid discrimination and accommodations that will have to be made with the census. Should a BUM be included in the operational part?

Meeting evaluation:

Allain wants to move forward as she cares and there is a need to repair so people are not cutoff.

Michelle thanks Allain, Sam and the difficult job of being here, and wants to see healing and thanks everyone for being at the meeting.

AJ talked about his fair and talking to people of color and asking how they got to fair. He felt he was cut off and ownership of the meeting belongs to the membership.

Kristie said the survey is started and it has to meet the goal of showing OCF representation

Heather commented on the discrepancy between committee members and friends of the committee

Iana recognizes the situation and wants everyone to be heard. Committee members must be recognized for their experiences.

Sam recognized the purpose of the committee to do work

Jon likes how the sandwich method of committee discussion then non-committee member discussion and back to committee discussion works

Paxton- this is a Board committee not a membership committee

Steve B questioned how far off topic can committee members go off topic and it is not the same for others.

Sam and Iana were thanked