

As someone who is brand new OCF I reviewed the guidelines as a lay person and recommend that OCF review their guidelines with a DEI lens. Please see below for questions or comments that came up as I read through the guidelines.

- The term QUATERMASTER is unsettling to some people
- Front Cover - Does 1 person really represent OCF, how can the picture show the diversity of OCF
- Page i - "We are an association of equals", is this really true? Could you be an association that promote equity, inclusion and diversity?
"Entitled" change to "seek to provide"
"Guidelines" - make clear that this whole document is the guideline and they must be adhered to in its entirety
Get rid of "mental verbal physical or sexual" and replace with "All"
In the Wooten quote - "chance of birth" from listening to people it sound like there are generations raised at OCF, so is this true?
- Page ii – "the Fair tries hard to prevent" How?
You have them sign for their wristband which means you can hold them accountable for the guidelines
"the following statement" point 1, 2, and 3 need an equity lens, no mention of DEI, just protection of minors and kicking people out. Are these the priorities of Fair? Perhaps involve some of the code of conduct language or add to code.
"all parties must identify themselves when asked" – this seems like a deterrent to reporting a confrontation
"although . . . proper procedure" – **what are the proper procedures?**
Get rid of "aesthetic" "feel" "can only"
Add discriminate, oppress, harm after "exploit misrepresent, or desecrate"
- **How are the feedback form tracked?**
- Page iii – "we have rules by which order" – **what are the rules?**
Goals – how are you backing these up? What are the goals representing?
- Page 4 – how to apply the same intensity of the "Leave No Trace" ethic to a no tolerance policy?
- **How to access overnight passes?**
Change "our village" to OCF
How do people pay for their overnight passes?
- **Page 5 - Is the only way to access overnight passes through the coordinators?**
"Trade passes are available to coordinators to exchange for goods and services" Does that mean if they do not trade the passes then the coordinator has an extra pass?
How does a person who does not know a crew coordinator or member get access to one?
Does a member of a teen crew automatically get access to an adult overnight pass?
What does the Human Intervention Training entail? Everyone must go. Why and what do they learn?
- Page 7 – how many entertainment coordinators are there? What are the "wandering performer guidelines"?
Who runs the information booths? **How do they report emergencies or instances of abuse or violence?**
- Page 8 – under the "new consent policy" When you limit it to "sexual misconduct" you leave out many other harmful forms of misconduct. What "OCF polices" would be violated?
"treatment based on gender identity" why only gender?

It seems like there are procedures in place to report incidents. Do they work? **Who is involved with the reporting, decision making and implementing the disciplinary actions?**

- Page 9 – under security, “the first responsibility of the Security crew is safety” Safety of what? The land? Property? The people? If it is the people, which people? Crew coordinators, campers, day visitors? All people?
Under recycling, it is the first time the Board is mentioned for taking responsibility?
- Page 12 – under feedback, who is the feedback coordinator? How is the feedback reviewed? Where is it stored?
Under grievance process, get rid of “alternative”
Under camping mediators, what is the OCF specific method of mediation?
Would assault or violence be reported to CeDaR?
Seems that there are only two types of conflicts, those around camping and those that are not, is that correct?
- Page 13 – since every member must abide by the 4 agreements under membership this is a way to hold individuals accountable.
How do you keep people engaged throughout the year? Is it mostly email? How do you hold people accountable? How do the lines of communication facilitate information?
Under publications, who actually contributes to the Fair Family News? Is there a core group that makes sure it gets out?
- Page 14 – how does the Board authorize and maintain the budgets for the crew coordinators?
Who is “Fair Management”?
Under transportation, how can you spread the word about the OCF chartered buses?
This could really open up access to OCF, especially if you couple it with day passes specifically offered to marginalized communities.
- Page 15 – under towing, what is the relationship between OCF and Lane County Sheriff’s? **Is there a police presence during fair?**
- Page 16 & 17, a whole 2 pages dedicated to land, would like to see the same dedication toward people, accountability, BIPOC, LBGTQia+, etc.
- Page 18 & 19, over 2 pages dedicated to camping.
- **You can plainly see where OCF’s priorities are: Land, Camping and Booths. How can you apply a DEI lens to these areas? How can a no tolerance policy be interwoven into the 3 main priorities?**
- Page 20 – under new craft vendors, what is the jury process to approve vendors?
- Page 21 – under one year only booth, **who gets the booth after the year is up? Is there a waiting list? How does one get access to the waitlist? Who decides?**
- Page 22 – What are the barriers to access the Craft Booths? Does every booth sell something? How are goods purchased? Is there a booth representative for each booth?
Under craft inventory, “New permanent booth . . . for the previous two years.” How to access if you are new to OCF? How does one sell their crafts for 2 years in a booth they do not have?
How many booths are left from the “Early Approval”?
What happens to a craftsperson’s booth if they are absent for more than 2 consecutive years? Is there a waitlist? How does one get access to the waitlist? Who decides?
- What is a “valid strolling permit”? Where does this allow access? Is it for any time, any place?

Does the Elders program come with camping passes?

If craftsperson's pass down their booths, how does any one new ever get in?

- Booth Registration – who keeps track of all the booth and wristband fees? How do people pay? By following the money you can use the same procedure to increase accountability and communication.
- Page 26 – under new booth registration, “A new crafts booth . . . two previous consecutive Fairs” how does one get in for the 2 previous Fairs? “any decision to reallocate booth space will be made by experienced Fair staff” who are these “experienced Fair staff”? How do they decide what is in the best interest of Fair?
- Page 27 – Would “experienced Fair staff” approve the relocations of charter members and returning booth representatives?

Coordinators, booth reps, crew leaders and Quartermasters seem to be the gatekeepers to access and information.

Be intentional, transparent and hold people accountable.