

## November 28, 2022 Diversity Committee Meeting Noted

### Attendees

Committee: Jon Silvermoon, Diane, Iana, Thom, Sherry, Ann, Melissa

Board Liaisons: Tom Horn, John Alexander

Non-Committee Members: Michelle F, Susan C., Ardas, Sandra, Mark P., Hall, AJ, Heather, Michael Connolly, Arna, Paxton, Steve B., Lisa P.

### Agenda

1. Agree on facilitator and note-taker
2. Agenda review and priorities for today's meeting
3. Approve meeting notes 8/22/22
4. Board Liaison report
5. Old Business: Facilitated discussion with Board
6. Old Business: Census
7. New Business: Confirm Committee membership
8. Review next steps
9. Next meeting
10. Meeting evaluation

Facilitator: John Alexander

Note taker: Ann Rogers

Honor each other's voice, be kind, the intention is to shape the Fair, to listen and move forward.

Introductions of attendees, discussion of time, (time check it is 7:30 PM), discussion of "sandwich process" for discussion.

August meeting notes will be approved at next meeting.

Board Liaison report: Tom

Acknowledges conflict

Move the committee forward

Use bylaws and charge of committee DEI consultants input, NAO report

### Old Business:

Facilitated discussion with Board.

Emma, Britannia and Brooks are on leave of absence from the Committee until the facilitated discussion occurs and meetings are held in a safe space. This is a system issue about power and how it is used. This is a hurt issue and the need to find common ground. The lack of facilitated discussion is seen as a barrier to involvement. The committee feels there is a need to forgive without forgetting. Reconciliation needs to be between the Board and the Committee first and not the membership. The Committee had thought it was planned to begin in June 2022. Nothing has happened. The May 23, 2022 meeting notes provide the outline of the facilitated discussion that was presented to the Committee.

Facilitated discussion should include revisiting the supervisory decisions concerning the Committee meetings, address progress on DEI consultants' recommendations, and address DEI concerns in hiring

practices. The Committee takes accountability for the statement of solidarity editing and release it publicly revised. OCF must prove that we are visibly and loudly choosing antiracism with an apology for the editing. The Committee needs to see the Board working towards resolution for the verbal and written statements that are Racist and disrespectful that have gone on in meetings, on the WonderfulOCFelders e-mail list, and elsewhere. Or at the very least the Board needs to make a statement denouncing racist remarks from members and commit to antiracism.

Liaisons will take a look at issue and the desire for dialog and moving forward. They see the ability to move forward. The need to move forward includes facilitated discussion and an examination of the recommendations. We need to move forward together.

Iana and Jon S are point people.

Census:

Discussion around how to get the census out to the Fair continues to be a discussion as it is not a survey but a census.

- Diane will reach out to Survey Crew.
- Ann will send the census draft to the current Board.
- Diane and Ann are the point people.

New Business:

Confirm Committee membership

The facilitated discussion is needed so that the Committee members not present have the ability to move forward. Some people have assumed that Committee members not present are not on the Committee. It was acknowledged that different committees have different absence policies. The Diversity Committee allows member to take a leave of absence.

Homework:

Tom H. John A will work on facilitated discussion and communicate back.

Diane and Ann will do the Census stuff.

Jon S. will format the notes from August and November.

Next meeting:

December 26, it will focus on reviewing the census

Meeting Evaluation: Comments not recorded