

January 23, 2023 Diversity Committee Meeting Notes

Attendees

Committee: Melissa Davis, Thom Barr, Jon Silvermoon, Diane Albino, Ann Rogers, Britania

Board Liaisons: Tom Horn

Non-Committee Members: Michelle F, Anthony Jackson, Arna Shaw, Michael Connolly, Hall Stuart-Lovell, Laurie Childers, Spirit Leatherwood, Moira

Agenda

1. Agree on facilitator and note-taker
2. Agenda review and priorities for today's meeting
3. Approve meeting notes 8/22/22 and 11/28/22
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

Facilitator: Tom Horn

Note taker: Ann Rogers

There was a power outage in West Eugene which may have affected attendance.

Agenda Review

Approved minutes from 8/22/22 and 11/28/22. In between dates there are no minutes as there were no meetings due to lack of a liaison.

Best Practices: Diversity Committee had a subcommittee working on this. Emma was the organizer of that. Interested people should contact her. The subcommittee was reviewing the Board restrictions on the DC to the Best Practices language.

Arna asked how to contact the DC. She was given the group email of diversity@oregoncountryfair.org.

AJ asked why there was no chair and when will the committee have one. Diversity, like some other committees, does not have a chair. According to Best Practices a chair is recommended, not required. Diane commented that she is on three committees without chairs. Arna said a chair was needed to contact people (what about the email above :)) The Diversity Committee is waiting for the facilitated discussion before doing any more work. It is important to the non- Diversity Committee members to recognize the committee in relationship to the hierarchy of the Board. This was discussed as New Business for the next meeting.

Facilitated discussion has not been successful yet. It has been a Diversity Committee priority for over a year. Tom and Diane will work on a Doodle poll. The Diversity Committee has been blamed and the Diversity Committee has been waiting for the Board to move forward. There are Diversity Committee members who feel they cannot participate until there is a facilitated discussion.

Next Steps

Doodle poll for facilitated discussion

Census - send a copy to the Board. This has been done.

Diane will get a hold of Kristi.

Evaluation

AJ as a member of the Board, he should be able to not have Thom yell at him. The committee should support marginalized people outside of leadership.

Laurie Childers feels meeting was well facilitated and wants the committee to succeed. We should name the emotion rather than flame out. Kindness is good.

Hall is very upset at the outburst of Thom.