

April 24, 2023 Diversity Committee Meeting Notes

Attendees

Committee: Ann Rogers, Jon Silvermoon, Thom Barr, Diane Albino. Iana Matthews-Harris, Melissa Davis, Britania

Board Liaisons: Tom Horn, John Alexander

Non-Committee Members: Anthony Jackson, Paxton Hoag, Arna Shaw, Michael Connolly

Agenda

1. Agree on facilitator and note-taker
2. Old Business: Census
3. Old Business: Facilitated discussion with Board
4. Board Liaison Report/discussion
5. Review next steps
6. Next meeting
7. Meeting evaluation

Facilitator: Ann Rogers

Note taker: Ann Rogers

Census discussion:

Diane is working with Kristi

Paxton has some ideas about handheld devices collecting info at wristbands, although this is expensive.

How to do the census: Do it t wristbands and early wristbands or even on line. Will need to make sure there are no duplication if online is used.

Clearly define the target population and intent of the census. A census does not equal a survey.

How do we get everyone and not just the 3 days of the Fair? There are worker days, and there are volunteers who do not attend the event.

Kristi will also provide support on the analysis.

We still need to add a question on veteran status.

Ask Kristi to meet with us in July or September.

Remind the Board the for feedback (the current census is a result of earlier Board feedback) and that it is under the Diversity Committee goals. It is D.

Facilitated Meeting:

We still need to remove the barriers and quell the drama.

This was derailed and we need to get it back on track.

Focus back to the 2020 consultants' report and start doing the work. The list needs to get done.

There is a good chance the facilitated discussion will not happen. The Board needs to support the DEI work

Only a few of the recommendations are non-operations and the rest are up to the ED.

We need to reach out to Kirsten and the event managers.

Continue this work after the fair.

Reach out to Fair Cares on DEI responses for consultant recommendations 5, 10 and 19.

Liaisons:

What is the relationship between the liaisons and the Committee? Who should John and Tom liaison with to find a path forward. Tom feels it should be a person or persons.

Work stop and Moving Forward

If this going to happen we have to move forward.

There are the unresolved issues in regards to grievances. The Committee is not clear on what has stalled the grievances.

Move forward on what we can.

Facilitated discussion still needed. The Board needs to know that the Committee has been patient. There is a feeling of a lack of respect for skills and knowledge that the Committee has.

There are continued communication issues related to closed meetings.

Liaisons needs:

Notes and agenda prior to a meeting

Establish a closed meeting reach out to all Board members

Next steps:

Melissa will contact the event managers and the ED to propose discussing operational recommendations of the DEI consultants. She will also contact Fair Cares.

Diane will meet with Kristi and ask her to meet with the committee in July or August. She will also add veteran status question and remind the Board to provide any feedback or ask questions.

Tom will consider and propose a way forward for the whole committee to be able to meet.

Ann and Jon will format minutes and write draft agenda

Diane will be an interim contact for liaisons.

Tom will notify the Board on how to prioritize this work or not prioritize it.

Meeting evaluation

The committee is here to help Tom move forward.