

- The Board moves to create a Task Force to review the Fair's Equity, Diversity, Inclusion, and Belonging (EDIB) policies and recommend changes as necessary. This EDIB Task Force will be authorized for a term of 9 months following the appointment of Task Force members at which time the Task Force will report back to the Board. The Task Force will dissolve after delivering their report unless their term is extended by the Board. (Jon Steinhart & Sandra Bauer)

The Task Force shall explore the following issues:

- Are the 2008 Vision Action Goals still the right goals for the Fair?
- Determine the status and whether to continue implementing Vision Action Goal 1.
- Determine what EDIB work is taking place at the Fair?
- Identify key EDIB issues that currently exist at the Fair. Create a plan for addressing these issues.
- Determine what EDIB work is operational and what is governance?
- Coordinate with Fair Cares to define EDIB terms used at the Fair including but not limited to: "diversity", "marginalized community", "safe space" and "cultural appropriation. "
- Data does not exist for many of the populations that are important to us at the Fair. If the task force finds that the 2008 goals or something similar are still germane, how do we measure diversity greater than or equal to that of Lane County for groups for which data does not exist?
- What are the specific EDIB problems at the Fair? How do we distinguish between EDIB problems to address via policy and interpersonal problems to address via a functional dispute resolution process?
- Is there a role for a Board-level EDIB Committee and if so, what should its scope be?
- What actions should the organization take to support "marginalized communities" at the Fair?
- What criteria do we use to determine what to protect from "cultural appropriation" and if there are any, how do we implement that protection?

The pace of work will depend on the expertise and number of Task Force members. Therefore, the first item of business for the Task Force is to prioritize the above list of tasks and generate an initial estimate of the time required to address them.

If, in the process of their work, the Task Force feels that the list of questions needs modification or that the timeframe is too short, then they shall bring their proposed changes to the Board for approval. Because of the timeframe for this Task Force such requests will be treated as old business.

The Task Force meetings are open to all, and will include processes for non-members to contribute. The Task Force will abide by the Committee Best Practices.

The task force shall produce a report that contains the following sections:

- The tasks that they've been asked to perform,
- The data that they collected,
- A set of policy options based on the collected data, and
- Recommendation of which policy options the Task Force supports and why.

Board members Arna Shaw and Tom Horn along with the Board President will review Letters of Intent and forward those that meet the requirements listed below to the Board for approval.

We don't expect a candidate to have all of these qualities but would like these qualities represented on the Task Force. This Task Force needs qualified members with skills applicable to managing and creating policy around Equity, Diversity, Inclusion and Belonging to apply to join this Task Force. The Task Force also needs balanced representation of all aspects of our organization.

To serve on this Task Force some of the needed skills are:

1. Policy development experience,
2. Experience in engaging with different interested parties,
3. Good oral and written communication skills,
4. Professional background in Equity, Diversity, Inclusion and Belonging, and
5. Balanced integration of policy into an existing organization.

Interested parties should send a letter of intent that tells us about your Fair experience, work experience, and relevant lived experience. Parties should be prepared to attend (virtually or in person) one meeting per month, to do work outside of the meetings, and be available for other meetings as required as we develop policy to recommend to the board around our EDI goals. Preference will be given to applicants who are not serving on other Board committees.

We are looking for new and seasoned leaders. We encourage people from all walks of life, backgrounds, and identities to apply.