

EDIB Work Group Meeting – 12.9.24, 7-9 pm via Zoom

Facilitator: Peter Mohn

Committee Members: Michael “Coyote” Connelly, Carla Herran, Samira Lobby, Hannah Mapatis, Hall Stuart-Lovell

Liaisons: Teresa Vaughn, Arna Shaw

Staff Liaison: Alex Zabala

Also in attendance: Ann Rogers, Jon Steinhart

Welcome (2:00) – One tribe motivated by love

Intros (3:50 – 21:37)

Speaking time for non-workgroup members: 3 minutes total.

Samira’s language and expectations statement to be discussed in next meeting after we’ve all had a chance to review. (23:00-24:00)

Discussion of communication strategies. Please email or text when adding documents to Drive. Working documents are not public (30:00-31:40).

Definitions (33:00 – 60:00)

FairCARE does not have definitions of equity, diversity, inclusion, belonging, safe space, marginalized community. Robbi from FairCARE wants us to think about how the words will be used at Fair. Thinking in terms of legal implications.

Coyote and Hannah have both written some definitions. Need to synthesize and develop.

Question of how to organize this work. Question of what is the most urgent. (37:30)

Organize definitions into one document. Need a framework.

Recommendation of a subgroup to work on definitions (41:17). Should bring those in January. Discussion of the timeline for completion of tasks. Arna points out that work takes as long as it takes and doesn’t think the Board will object to our taking longer.

Question of whether subgroup can meet independently. (44:30) Subgroup meetings not on the .net site. Subgroup can meet independently.

Concern expressed that definitions are fundamental. Subcommittee will bring work back to full work group for review. Work will get edited by full group. Nothing leaves work group till all approve. (49:00)

Consensus reached to create a definitions subgroup (53:40)

Subgroup for definitions: Coyote, Peter, Hall, Hannah (54:45)

Suggestion that January meeting have a focus on definitions. Also the work group statement drafted by Samira.

Teresa – FairCARE will host the definitions. We will develop our approach to definitions and then meet with FairCARE to discuss. Final report should have final version of coordinated definitions.

Jon Steinhart - looking for definitions that the Board can use across the Fair. (1:01)

Task 2: Conducting a statistically accurate survey of the 2024 Fair participants (1:02 – 1:49)

Peter: Mixed method study, with demographic component. A lot of questions will be qualitative, talking to stakeholders, reviewing feedback, having conversation, set up the research.

Hall (1:04:30 – 1:12) Concerns about the task of doing the survey, philosophical concerns about the contrast between our overall core value of acceptance of diversity and please fill in the little boxes. Issues of privacy. Given that there are these concerns, it is important to think through our questions, why they matter, and what impact might they have on policy.

Carla (1:12-1:14): Survey is a means, not an end. Avoid comparisons when looking at diverse groups. We do the work for inclusivity. Census vs survey. Open questions. Surveys have many purposes, but here we want to see how we're doing for inclusion purposes. Not benchmarking. Snapshot of how we are doing at the present time and can lead to how we do in the future. How our policies and practices will move us in the future. Volunteers for survey work group.

Samira (1:15): Questions phrase "not DEI elements." Has friends who feel not welcome to participate.

Hall: Focus on experience, not on the boxes.

Arna: (1:20) Have both kinds of info. The information will help with future policy. More info is always better. Get all the info and make it really anonymous. Come up with the information we want and work with the survey crew.

Teresa (1:24) Can have sensitivity to being in boxes and anonymity. Numbers do matter. Avoid publishing stuff that causes division.

Samira (1:25) Identity is very sensitive. Identity is also something some people can't hide. Giving people to give opportunity to share or not. Have to find ways to work with each other in the awkwardness.

Hannah (1:27) Understands resistance to forcing self into boxes. Wants data beyond boxes even if it's more work, because it means we're listening. Numbers can say a lot where words don't. What are we doing with the data? Where is it going?

Coyote (1:29) No place more diverse in the country than Oregon Country Fair. Hippie values remain at OCF and Saturday Market, from book called *Hippie Values*. We are just replicating corporate consciousness, creating statistics. Statistics show a lot but they don't show it all. We should be focusing on spirit and soul. Need to look at common unity, what we share, not how we're different. Diversity is not the right approach.

Alex (1:34) A story is powerful when combined with data. Provide open format opportunity to learn their experience, possibly associated with demo data if they're willing.

Peter (1:36) Concurs with stories and demo data if willing.

Carla (1:37) Need data management plan to address issues of anonymity and how the data is to be used, who can see it. Wants to close the feedback loop. Likes idea of qualitative data. Data can show where problems are.

Samira (1:40) Interested in how past work was done.

Ann Rogers (1:42) This year survey crew did a survey of fair family. Census format created, but not done. Oregon Archeologists questioning whether to do their census.

Coyote (1:45) Focus on equity and inclusion, drop the diversity part. Race and ethnicity a social construct that doesn't tell you much about individuals.

Hall (1:46) Need a structure for abstracting qualitative data over time.

Teresa (1:48) Concerned about not doing what Board wants. Wants data.

Peter (1:49) Qualitative data is his wheelhouse, need data beyond representation. Quantitative is also important. Need both.

Jon Steinhart (1:51) Emphasizes that Board wants this data. Doesn't like putting folks in boxes, but need the data to help chill out some of the criticisms. Have contact info for last year's participants. Have NDA and management contracts that will protect confidentiality. If we want to collect qualitative info, we should still have short answers to choose between. If we take longer answers, will take forever. His crew does not want to see the data.

Task 3: Collect data on status of EDIB at the Fair. (Peter makes point that much of our qualitative vs quantitative discussion falls under this task)

Carla (1:55) Asks Jon and Teresa, what are the systems for surveys and data collection? First three tasks can happen concurrently, the last three tasks will follow concurrently after the first three tasks are set in motion.

Peter (1:56:45) Recommends that we all scratch out some questions we want answers to. If we delineate the research questions, we'll have an idea how many are quantitative and how many qualitative. Likert scale items might be helpful, but thinks that rich descriptions will be more valuable even with small sample size. We know we don't know. We shouldn't start research from set positions. Need intellectual humility.

Samira (1:58:30) Looking for previous surveys and results, understand what data the Board wants, quantitative or qualitative. Should we ask role at Fair? Perhaps three main divisions?

Peter (2:00) The Board wants quantitative, but it's not either/or. Thinks the Board is asking for both.

Arna (2:01) Board wants quantitative data. But thinks that we should give both. Add action items thinking about what we want on a Survey.

Peter (2:02) Suggests that equity, diversity, inclusion, and belonging data cannot be done purely quantitatively. Need to figure out what the words actually mean. Okay not to know at this point. Hearing the stories will show us a lot.

Arna (2:03:30) Doesn't think it will work to ask the Board what they want, not practical in this time frame. Need to give them both.

Teresa (2:04) Work group members chosen for expertise. Appreciates Peter's summary of the relationship between quantitative and qualitative data.

Agreement that we'll figure out our subgroup assignments by text.

Arna (2:07) asks whether Info crew collects info about incidents. Peter says yes.