

BCA Equity and Inclusion Committee Minutes
Tuesday, May 4, 2021 3 pm
Held via Zoom

Equity and Inclusion Committee Members: Jaqueline Posley; Jon Weisbecker; Bryan Parmelee; Lisa Lillibridge; Mary-Katherine Stone; Mildred Beltre; Milton Rosa-Ortiz (absent); Patrick Shank (absent); Lori Rowe (absent); Jackie Reno (absent)
BCA Staff present: Doreen Kraft, John Flanagan

1. Approve agenda: Moved by Lisa; seconded by Bryan.
2. Public Forum-No public present.
3. Jacq discussed response to artists. Jacq spoke with Milton to discuss moving letter deliberation to next meeting when Milton can join us.
4. Jacq suggested the committee take action on accounting for BCA equity and inclusion initiatives. Doreen proposed talking about what is happening and then have the committee decide what else it wants to add. She discussed current initiatives: education growing committee reading *My Grandmother's Hands*; resources from REIB for City employees; Tyeastia has agreed to full board meeting with team to discuss the right path forward and make recommendations for discussion, BCA asked to be among the first departments for training. Doreen proposed having BCA board go through the same training as the staff.
5. Jacq proposed discussion of what to call the committee. Discussed keeping "diversity" out of name, as it currently is. Mary-Katherine proposed including "Belonging." Jacq proposed voting on this next time. Jon W proposed an online poll.
6. Doreen proposed creating a Google Doc for the REIB training. Doreen discussed that in addition to growing and educating the staff, she wanted to speak to what is actually going on programmatically at BCA. Discussed Juneteenth as major component of our programming (marketing, programming, management, mural projects). Doreen is working on education, Zach managing entire festival. Doreen discussed how staff is keeping up with needs of what has been asked of them for camps, classes, and programming. She discussing more of what we can do to expand the possibilities for young people such as direct outreach for BIPOC communities. Doreen mentioned that younger people are helping summer camps in paid positions this year. Gallery is looking at a year in review for internal understanding of our exhibition programming while also ramping up funding for ongoing programs. Doreen noted that BCA is also helping to facilitate portfolio and professional development classes to help BIPOC artists to help further their careers.
7. Lisa asked if the Youth and Family Programming Position is doing much of this work and Jon asked about external programming outside of BCA, whether programming is happening on BCA grounds or elsewhere. Jon asked if BCA could help fill gap that North End Studios problems have opened. To Lisa's question, Doreen said that yes Lauren is doing much of this work, that programming is planned for as many facilities as possible, including BCA, and that Burlington Parks is looking to absorb the North End Studios space/programming. Doreen is involved in conversations regarding how this space is

used. The committee discussed the public statement on equity and inclusion. Jacq expressed the importance of vocalizing our support of the communities we claim to serve. Actionable examples were given. She proposed an outward facing statement on BCA's commitment to anti-racist behaviors.

8. Mildred discussed holding off, how doing the work of programming is perhaps more meaningful. Suggested perhaps putting out an aspirational statement, grounded in committed work. Mary Katherine Stone referred to VSO as welcoming organization, suggested having a BCA statement on sandwich boards and displayed publicly as VSO does. Shared the statement in the Zoom chat and read it. John proposed the statement being aligned with Milton's response to the artists. Doreen proposed working on this via Google Docs.
9. Motion to adjourn, moved by John W; seconded by Lisa.