

**BCA Committee for Equity and Belonging Minutes**  
**Wednesday, June 2, 2021 3 pm**  
**Held via Zoom**

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

1. Jacq made motion to amend the agenda to remove Milton's statement and add agenda item to discuss board of advisors recruitment. Lori approved. Patrick seconded.
2. Public Forum-No public present.
3. Jacq motioned to approve agenda and minutes. Bryan moved. Lori seconded.
4. Jacq suggested that we work on statement if Milton is unable to join us next time.
5. Lori discussed board recruitment. Provided background of what we are doing and asked for feedback on what we could be doing in order to have an audience as broad as possible.

Jacq discussed what other groups we could partner with in order to recruit board members, providing Real Black Girls as an example. Jacq has a list of organizations that we might partner with. Proposed starting a list in a Google Docs. Doreen asked if Jacq she would start this document. Doreen discussed updating the matrix used to vet prospective board members.

Mildred asked what the barriers might be to becoming a board member and whether we could review how we might consider existing barriers and address the stereotypes of serving on a board, as well as the expectation of the monetary donation.

Bryan mentioned the employment barrier, serving on a committee while being at a full-time job. Jacq agreed this is opposed to the type of energy we are looking for in a new board with emotional stake in the organization.

Patrick asked if there is an optimal number of board members we are looking for. Lori said we can have up to 20. Patrick asked if geography was a barrier, and Lori pointed out that a few board members live outside of Burlington and even Vermont (one). Doreen discussed the importance of board members having a connection to Burlington and the community.

Jacq discussed conversation takeaways: networking; assessing geographic diversity; reviewing matrix of skills; breaking the stereotype of what a board member is and looking at existing barriers.

6. Committee turned to discussion of BCA Statement on Equity and Inclusion. Jacq discussed what this statement was going to look like. Patrick asked if the REIB has come

up with any kind of statement, and suggested we construct our statement from there. John said he didn't think they had done this yet but agreed alignment with this statement would make sense, as well as the previous idea to adapt language from Milton's letter.

Doreen asked what we want included in this and used the Vermont Arts Council as an example.

Mildred brought up whether inclusion statements are somewhat off-putting, in the sense that by promising safety, there is the implicit suggestion that not everybody is safe. The committee discussed the fine line of doing actual work toward equity and inclusion and presenting ourselves as an organization that uses this work as self-promotion.

Doreen asked if we want to have something included at the exhibition openings on Friday. Mildred again raised the point that we do not want to be self-congratulatory, and that it is ok to acknowledge getting it wrong.

Jacq underscored recognizing people as people and making people feel like BCA is a place where they belong.

"The simplicity with the depth behind it."—Lori

"Good to not over complicate or over compensate."—Mildred

7. Committee turned to discussion on committee name. Jacq made a motion to share poll results. Bryan moved. Second Mary Katherine. Poll results show that we are the Committee for Equity and Belonging. All voted to approve.
8. Motion to adjourn at 3:57 pm; Lori moved; Mildred seconded.