

BCA Committee for Equity and Belonging Minutes

Wednesday, July 6, 2021 3 pm

Held via Zoom and in-person at the Lorraine B. Goode Room at BCA

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

BCA Staff: John Flanagan; Doreen Kraft (absent)

1. Public Forum-No public present.
2. Jacq motioned to approve agenda and minutes. Lori moved. Lisa seconded.
3. Jacq suggested that committee respond to artists as a group and that we not put onus on Milton to carry response on his own. Jacq asked for thoughts on creating strategic plan for the committee.
4. Committee discussed its role as a committee and what overarching purpose is and will be. Jacq suggested that committee meet separately at upcoming board retreat. Jon proposed coming up with a list of short-term strategic goals and working on audits of the program. Lori clarified that an advisory board is responsible for fiscal and communication responsibilities, but that a board in general should not be involved in an organization's operations. Lori further clarified the committee does not act as an operational arm of the organization and asked that it remain mindful of how it weighs in on programming. Jacq asserted that the committee assess BCA's programming and funding as equitable. Mildred shared timeline document created by Jacq at onset of committee. Lori asked about what we mean by "assess." Jacq clarified that the committee should meet inequities and provided recruitment as an example. Committee discussed origins of committee. Milton agreed that an assessment of BCA is good place to start. John F suggested going dept by dept and providing support from the committee. Lisa suggested having three questions for each dept. Lori stressed that the committee should remain collaborative and supportive and working with department heads will help us do this. Lisa agreed that helping to make staff more inclusive was the original purview of the whole committee.
5. The committee began drafting the three questions for each department head. General scope of questions agreed upon: asking for a general overview of what the department does for BCA; asking for an overview of work through lens of equity and belonging; asking what the committee can do to support the department. The committee will ask staff to sign up in advance and give them questions at this time.
6. Lori proposed Jacq have conversation on this with Doreen. Jacq agreed. Mildred suggested clarifying to Doreen that this initiative is centered around purpose of committee as advisory.
7. John asked if we should include previously proposed statement in development document. Jacq said it was perhaps trying too hard. Lori agreed. John will put language in a google doc for committee to work on collectively.
8. Motion to adjourn at 4:07 pm; Milton moved; Mildred seconded.