

## BCA Committee for Equity and Belonging Minutes

Tuesday, August 3, 2021 4 pm

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

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

1. Public Forum-No public present.
2. Jacq motioned to approve agenda and minutes. Jon moved. Lisa seconded.
3. Jacq welcomed Joyce to the meeting. Joyce provided introduction to BCA development work and clarified roles of team, including Meara and Sally. Discussed roles on White Accountability Group, reading *White Fragility*, and a BCA reading group focusing on *My Grandmother's Hands*. Discussed how development team works closely with advisory board as well as programming. Discussed scope of gifts and levels of giving, as well as membership and the phasing out thereof via "one price for all" campaign. Discussed ways of nurturing relationships with donors.
4. Jacq asked how funds are dispersed for scholarships. Joyce clarified this is within the role of the education team.
5. Lisa asked what Joyce is hearing from donors regarding expectations toward equity and belonging. Joyce asserted that donors care deeply about BCA doing this work. Pointed out that the committee could help finding a way to keep doing the work so BCA is not simply checking off boxes. Related that BCA gets positive feedback from donors because of our free programming and robust scholarship program that is easily accessible.
6. Jacq mentioned the wording of the document for the capital campaign as an example of how the committee can be helpful. Suggested that the committee could continue playing this role, specifically for equity, belonging, and inclusion wording in development campaigns. Suggested that the BCA should be reaching out to all communities in a similar way, rather than reaching out to specific communities.
7. Joyce discussed other ways the committee could be helpful in development initiatives, such as development planning. Also interested in professional development resources. Discussed personalized thank you notes to establish more meaningful connections to BCA supporters. Discussed focus on increasing participation in events such as art auction, for both artists and audience. When BCA does something focused on major donors, how can organization also do something for community-level donors? Meara will focus on personalized attention to community-level donors. Looking to increase participation in fundraising via younger audience, reaching out to young professional groups in Burlington. Noted that BCA younger demographics skew more diverse.
8. Jacq brought up the financial necessities for how BCA might do much of this work; suggested that board donors could perhaps put money specifically toward these initiatives, and perhaps putting the option to donate to E&B initiatives on the website.
9. Jon W: are there any earmarked programs centered around E&B that BCA directs donors to? Asked about grant writing initiatives focused on E&B. Joyce agreed conducting more

research into grants for this work is a good idea, as well as considering support from the REIB team.

10. Jacq discussed action item as committee to create collaborative location for committee to share assets.
11. Lisa suggested bringing younger audiences into the BCA community. Jacq discussed mental investment/emotional investment as important as financial investment as BCA brings in new supporters into the conversation. Bryan pointed out volunteer as a means of entry. Jacq underscored importance of paying people who contribute physical investments.
12. Milton liked how Joyce and her team is not focused specifically on BIPOC people, but how team creates universal accessibility. Not targeting specific groups also resonated with Jacq.
13. Motion to adjourn at 5 pm: Milton moved; Mildred seconded.