

## **BCA Committee for Equity and Belonging Minutes**

**Tuesday, September 7, 2021 4 pm**

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

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

BCA Staff: John Flanagan; Lauren Genta; Doreen Kraft; Melissa Steady

1. Public Forum-No public present.
2. Jacq motioned to approve agenda and minutes. Lisa moved. Lori seconded.
3. Jacq introduced Melissa and Lauren. Melissa provided introduction and overview BCA education team, asserting passion for lifelong learning and applying what she has learned to her programming. Melissa provided the BA scholarship application as example of E+B initiative and suggested that making the community more aware of this program could deepen engagement. Lauren discussed how the scholarship program applies to camp and explained how BCA conducts outreach to King Street, BSD, and other area organizations. Lauren mentioned studio space is now applicable for scholarships and shared that during summer camp, BCA provided 76 scholarships this year, representing 25 percent of campers, a new record. 72 percent of these recipients were BTV residents.
4. Melissa discussed new entry level teaching assistant position as opportunity to begin creating more diverse staff. The team received 31 applications for this position, conducted 15 interviews, hired 9 assistants. 9 of these applicants were EOE candidates, and the team hired two of those nine.
5. Melissa discussed demographics gleaned via optional data provided, with an estimated accuracy around 40 percent. Lauren discussed in-person/virtual as providing opportunity for increased accessibility.
6. Melissa shared demographic survey info.
7. Jacq reiterated that BCA scholarships are universal.
8. Lisa asked on other ways to incorporate more inclusion via teaching assistants; Melissa answered more diverse in age, gender, race, and ability.
9. Doreen discussed how reserving class space for scholarships provides opportunities for those who might otherwise miss class on-sale period, rebalancing who can take advantage of this program.
10. Lori asked if BCA still goes to IAA. Melissa answered that Covid has affected relationship, but team plans to resume collaboration.
11. Jacq gave appreciation for team's scope of equity and accessibility, appreciating the team's goal of providing joy to all. Jacq offered committee assistance for connecting to more groups to reach out to, asserting that the committee does not want BCA to engage in targeted marketing.
12. Jacq asked what else BCA could do to expand ASL and ESL; Lauren discussed problem of losing connection with some ESL students after class ends; agreed this is a barrier we should address.

13. Lori wondered if we could translate some of our materials. Mentioned AVAS w/ interpretation services. Doreen mentioned CEDO and Mary at FFL as city contacts for translation initiatives. Jacq proposed identifying barriers and working to overcome them.
14. Jacq discussed ongoing board application work.
15. Motion to adjourn at 5 pm: Lori moved; Bryan seconded.