

BCA Equity and Belonging Committee Minutes

Tuesday, October 5, 2021 3 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; Lori Rowe; Milton Rosa-Ortiz; Jon Weisbecker (absent); Mary-Katherine Stone (absent)

BCA Staff: John Flanagan

1. Public Forum-No public present.
2. Jacq motioned to approve agenda and minutes. Mildred moved. Bryan seconded.
3. Jacq discussed action items and how we would like to continue advocating for them, as well as how we can be a driving force behind them. Proposed meetings with department heads with plans for advocacy and then following up as one tactic.
4. Mildred asked about translation on signage.
5. Committee discussed having Heather join us as next BCA team leader.
6. Lisa discussed sending welcoming invitations and outreach to particular groups to join the BCA equity conversation. Mentioned Heather as a good starting point for this.
7. Jacq discussed a community member's concern regarding honorary board members; was unaware that honorary members could be members indefinitely. Suggested that even though we haven't reached a cap where others were unable to join the board, the possibility is inequitable.
8. Lori answered that anyone who has been considered for honorary board member said they would only serve if their presence did not take space from someone else. Further explained that the board has had much turnover, and that honorary board members provide institutional history. Clarified that recent Public Forum from community member was not promoting racial equity, but was more interested in equity for his field, the performing arts. Lori noted that the board previously amended bylaws to clearly define an honorary/emeritus member.
9. Lisa discussed how there is frustration over funding, but that BCA's robust record of supporting the performing arts is clear and well-documented and needs to be considered.
10. Bryan noted that recent community member's concern is often centered around artists in his universe.
11. Jacq advocated to hear concerns of all community members.
12. Bryan noted that BCA has responded to some of community member's concerns, including the community fund grant. Lori echoed that community member is not being ignored, and that there is a self-centered nature to his concerns. BCA has demonstrated clearly, in presence of community member, how much work is being done to support performing arts.
13. Patrick asked about community member's concerns about representation. Noted he hasn't heard compelling argument from community member as to barrier for access to the board.
14. Lori invited members of this committee to be on board nomination committee.

15. Mildred spoke up in support of getting more voices into public forum, noting community feedback and support are both important. Committee members also noted the opportunity to hear the positive impact BCA has on the community. John mentioned that we could create more awareness on our digital channels.
16. Milton noted that welcoming too many voices at once could provide a distraction to work of the board. Questioned why Equity and Belonging Committee was spending so much time considering the demands of a white man. Jacq noted that the conversation is more about how BCA responds to public criticism.
 1. The committee decided meet with BCA curator Heather Farrell for next meeting in November.
 2. Motion to adjourn at 5 pm: Lisa moved; Bryan seconded.