

BCA Equity and Inclusion Committee Minutes
Tuesday, March 9, 2021 4pm
Held via Zoom

Equity and Inclusion Committee Members: Jaqueline Posley, Jon Weisbecker, Milton Rosa-Ortiz, Bryan Parmelee, Mary-Katherine Stone, Mildred Beltre, Patrick Shank, Lori Rowe, Jackie Reno(absent), Lisa Lillibridge,
Staff present: John Flanagan, Meara McGinniss, Doreen Kraft

1. Approve Agenda- Moved by Lori Rowe, seconded by Milton Rosa-Ortiz.
2. Public Forum-No public present.
3. Missed comments and questions from the last meeting were addressed. Mildred had asked if Vermont had a summer youth employment program-we do, worth looking into. Mary-Katherine mentioned that Inclusive Arts has a great training on accessibility that might be useful for this group. Both Jackie and Patrick had asked about what BCA is already doing, which Doreen will address.
4. Doreen went over coordination with staff and city strategies around REIB. Looking at the world differently now, in every aspect of what we do. Offered Tyeastia and REIB as a resource for this board once we have frame, timelines, and benchmarks. Jon W. asked Doreen if there will be a time to go over what BCA is already working on and reviewing the work the organization is currently doing. Jacq offered an idea for this, proposing that each of us meet with our respective committees and gather info of what committees are individually doing for DEI, including audience, benchmarks, and scholarship recipients. Lori wondered if it would be more efficient to do this at a board meeting. Meara agreed, noting that there will be more staff members to answer questions. There was some discussion of adding this to the next board meeting. Doreen proposed a template for reporting this. Milton agreed. John F proposed it is a report from BCA department heads. Doreen suggested that need at least two weeks to come up with this report. Jon W agreed BCA staff take should responsibility for these as opposed to committees. Plan: Jacq creating this document and distributing to BCA staff before the April meeting of this committee. By the May board meeting this committee can report on that document.
5. Proposed charge discussion. Jacq presented her draft of the proposed charge with example action items listed. This document will be shared to the committee via Google docs for collaborative review.
6. Milton discussed closing the loop on the letter received by community members last summer. Discussion was had on the contents of the letter and the scope of new communication including whether it would be a public statement or a direct letter. Bryan suggested a landing place for REIB be added to our website. Mildred pointed out that data might not be as important as impressions in terms of community impact. Doreen provided some background about BCA's initial response. It was decided that Milton and Jacq would work together to draft a response.
7. Board Training-John Flanagan mentioned an Inclusive Arts webinar on accessibility and invited members of the committee to join him. Now is a good time to review the website and our virtual offerings as the new website is about to launch. Discussed board training, readings, other educational opportunities. Mary-Katherine noted she will reach out to Inclusive Arts Vermont to discuss trainings. Jacq mentioned the

Racial Equity Taskforce document she sent out. Milton agreed trainings and education would be good. Mildred wondered how this relates to the goal of BCA and whether personal growth and reflection should be a goal of this committee. Patrick gave an overview of his thoughts on all that was discussed, proposing ideas of the committees relationship to the REIB as well as providing feedback on the proposed charge. Next steps were reviewed including Jacq sharing the draft charge and creating a form for BCA staff to fill out. Mary-Katherine will share the details of the Inclusive Arts training with Jacq.

8. Adjourned at 5:22

BCA's mission is to nurture a dynamic environment through the arts that makes quality experiences accessible regardless of economic, social or physical constraints. We do this by:

- Supporting and promoting Vermont artists and advancing the creation of new work
- Offering a wide spectrum of arts education and engagement opportunities
- Presenting exhibitions and events that place Burlington in a global context, promote critical dialogue and encourage local participation
- Serving as the City of Burlington's cultural planner by making the arts integral to the area's economic and civic development, urban design, and livability.