

**Bloomington Community Farmers' Market Advisory Council
Broadening Inclusion Subcommittee**

Thursday, February 13, 2020, at 5:15 pm

Broadening Inclusion Members Present

PDVNCH, Amanda Sheridan, Juliana Crespo, Eduardo, Judy Klein, Gracia Valliant, Jason Michalek, Bruce McCallister

Public Present

LesaMarie Hacker

Staff Present

Marcia Veldman, Barbara McKinney, Beverly Calendar-Anderson

1. Call to Order

PDVNCH called the meeting to order at 5:25.

2. Approval of Minutes

November, December, & January minutes with changes were shared with members. Minutes were approved.

3. Business

A. Inquiries of City Legal — Barbara was present to answer questions regarding the law. She received questions from Marcia before the meeting which she shared, as follows:

Question 1: “The farm vendor handbook indicates that vendors may not engage in political or religious activities at the Market, except on Plaza OneA and Info Alley. Does this include conversations about politics or religion? Where is the line drawn?” Barbara said that the City is not interested in regulating private conversations about religion or politics at the market unless those conversations somehow interfere with the operation of the market.

Question 2: “What type of behavior outside the Market that reflects poorly on the Market might be a breach of contract?” Barbara said she was not sure how to answer this question at this point, but the City wanted the flexibility to deal with situations appropriately if and when they come up.

Question 3: “If a vendor makes social media posts related to identitarianism or other discriminatory ideas, does it make a difference if the post is made during the Market as opposed to outside Market hours?” Barbara said the City did not want

to regulate what people say on social media, whether they post the comments during the market or later, as long as they are not disrupting the market itself.

Question 4: “I would like to understand better what the legal definition of speech that incites violence is or is affiliation with an organization that posts violent messages adequate? Are statements of ideology that state some people are inferior or should not be allowed in the US considered violent speech?” She said that under the law, inciting violence means encouraging/provoking someone to commit an imminent act of violence. Being affiliated with a group that posts violent messages, by itself, would not typically qualify. Saying that some people are inferior would likely not qualify. Neither is likely to be considered encouraging or provoking an imminent act of violence. She cautioned that she is not a criminal lawyer.

Question 5: “I would also like to be better prepared to explain the City’s rationale in limiting speech that those who are protesting the presence of Schooner Creek are likely to engage in.” Barbara said the City maybe needs to improve its explanation, but in general, it is trying to protect everyone’s constitutional rights while at the same time trying to make sure the Market can function as a Market.

In response to a question from Marcia, Barbara said anyone who felt harassed at the market could bring his or her concerns to her, but it’s hard to investigate anonymous complaints while protecting the alleged harasser’s due process rights.

Judy asked if vendors could get in trouble for harassing others outside of the Market. Barbara said that harassment is often an ill-defined term and it would depend on all of the facts.

B. Approach to Community Conversation — Beverly Calendar-Anderson discussed the various conversations she has had with community members regarding issues of race and living in Bloomington. She observed in the minutes that several individuals were planning to speak with commissions and asked what the Broadening Inclusion subcommittee’s goals are in relation to this. Gracia shared that her goal is more so to listen and clarified that we haven’t established how we should conduct community conversations. Beverly suggested that it might be more lucrative to speak to individuals separately as opposed to speaking with the entire group; individuals won’t feel as likely to defend themselves against others. Marcia mentioned that the BI subcommittee hopes to understand what marginalized individuals’ concerns are regarding the Market. Beverly responded to this by saying that the subcommittee might miss some demographics if conversations are only held with commissions; these demographics might include lower-income individuals or individuals who aren’t represented by a commission (such as LGBTQ). Because of this, the subcommittee may interview individuals who aren’t affected by what’s happening at the Market. Judy asked Beverly what we can do to reach out to more individuals. Beverly said that alerting the commissions so they can publicize meetings ahead of time; this would allow for them to invite other people in. She then suggested thinking about who

the subcommittee wants to talk to and go from there. The commissions could also publicize in their newsletters that the subcommittee for opinions regarding the Market and how to broaden inclusion. Beverly then shared two suggestions from a previous meeting — one is facilitating a community garden that brings together children and the other is to have all staff participate in an implicit bias training.

C. Conversations with Groups — Gracia shared out regarding her interview with the Latino Commission and said that many of the women don't drive and rely on their husbands to drive them places; therefore, they don't make it to the Market often. She said that they don't want to be overly involved, but they do support the idea of a World Fair Day to celebrate various cultures.

D. Market Diversity Fund — Marcia shared with members that the BI subcommittee has been awarded \$5,000 to improve diversity at Farmers' Market; she said that she will have some ideas to discuss during March's meetings.

E. Project Updates — The subcommittee reviewed the various projects and its updates.

Social Media and Marketing — PDVNCH said that one of our goals should be to show solidarity and let the public know about the BI subcommittee. He said that one way of doing this is by taking group photos. PDVNCH said that we have to use the vehicle of social media in a positive way; we can stay connected and support the community on a broader spectrum.

Baseline Demographics — Eduardo shared that he and Marcia met with James Farmer who is interested in polling demographics. Funding is a question when it comes to Farmer pursuing the polling of demographics in Bloomington.

Increasing Diversity in Staff & FMAC Position Opening — PDVNCH said that he would soon share information regarding possible positions.

Implicit Bias Training — Marcia said that implicit bias training will now be required for Market staff.

Expanded RFP Posting — Marcia reported that the City of Parks and Recreation Department has expanded the locations for promoting the Request for Proposals from Food and Beverage Artisans. It now includes the Bloomington Independent Restaurant Association, Downtown Bloomington Inc., and channels through Community and Family Resources.

Increased Diversity in Entertainment and Events — PDVNCH discussed how this would appeal to a more diverse population in Bloomington and said the Market Diversity Fund will certainly help with this. World Fair Day is just one idea in relation to this.

Lotus Blossoms — Marcia said that Lotus had to cancel the event due to a staffing departure.

Anti-bigotry statement — Bruce said that he has not yet come up with a statement but plans on doing so and has the beginnings of a statement in mind.

4. **Public Comment** — Judy asked about the CJAM session; PDVNCH directed everyone to the email he sent out earlier.
5. **Adjournment** — The meeting was adjourned at 7:02.