



**Board of Directors  
Minutes  
Interim Meeting November 30, 2022**

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In attendance

Board members: Tara Waters, Jason Klonkowski, Mike Gahan, Carol Russell,, Janice Sagers, Kaitelyn Bauer-Diequez, Stacey Swickert    Via Zoom: Carol Charnock, Craig Hower

Guests: Chip Murphy, Connie Murphy, Anthony Diequez, JaNeene Sanders, Jacob Jaffee.    Via Zoom: Shemika Berry

Meeting called to order by President Tara, 6:45 p.m. (Delay due to wi-fi issues and connecting Zoom.)

President Tara stated the purpose of the interim meeting was due to a complaint affecting the final three weeks of *Hello Dolly*. Housekeeping reminders per Roberts Rules of Order.

President Tara recognized JaNeene Sanders to cite the issues of the complaint. JaNeene reviewed events of the past week that centered on hair design/care (or lack thereof) for the black actors in the production. As well, JaNeene cited concerns from past productions. Treatment for the actors should be equitable and the ball was dropped in this production. In particular there was lack of communication with director, producer, and hairdresser who was signed on to the production, Takenya Milhouse, (specialist in natural hair) that resulted in her not participating.

Kaitelyn recognized and apologized for her part in the breakdown of procedure. She answered to specifics and stated the desire to learn more and confirmed that equity for the hair and make up “has to happen.” She wishes training and assistance with the BIPOC hair and make-up needs. She also would like the cast to see *us working together and be part of that example to them*.

Connie recognized. As producer, felt ownership and that she dropped the ball feeling she should have been aware of the situation.

Shemika Berry recognized (Diversity Council Chair). Cited support for JaNeene and the complaint. Cited that the Diversity Council would like to help and that we learn and go forward.

Tara, speaking for the Board of Directors, will contact Takenya with information and personal apologies for losing her in this production.

1. JaNeene will work with Kaitelyn on Thursday with the cast and set the hair. They will also review what products are currently there and what else might be recommended for purchase.
2. Working with Diversity Council, training will be planned.
3. Topic will be revisited at the scheduled December 14 Board meeting.

Meeting adjourned 7:48p.m.

Submitted by Carol Russell, Secretary

Minutes approved: December 14, 2022

**NEXT MEETING: WEDNESDAY, DECEMBER 14, 2022**

Meeting adjourned 7:48p.m.

Carol Russell, Secretary

Minutes approved: