

## **Agenda**

Eau Claire County  
Extension Committee  
April 21, 2021 at 4:00PM  
Virtual meeting via WebEx

Meeting Link:

<https://eauclairecounty.webex.com/eauclairecounty/j.php?MTID=mbbd554b952a220c87421f2ad35aaa4d9>

Meeting number: 145 911 3836  
Password: miBDMSMh672

Join by phone  
+1-415-655-0001 US Toll  
Access code: 145 911 3836

For those wishing to make public comment, you must e-mail Kristi Peterson at **[kristin.peterson@co.eau-claire.wi.us](mailto:kristin.peterson@co.eau-claire.wi.us)** at least 30 minutes prior to the start of the meeting. You will be called on during the public session to make your comments.

1. Call to Order and confirmation of meeting notice
2. Roll Call
3. Public Comment
4. Review/Approval of Committee Minutes – **Discussion/Action**
  - a. March 17, 2021
5. Office Coordinator Updates – Kristi Peterson
  - a. Carryforward Amounts
  - b. WEXA dues paid - 4/24/2020
6. Educator Report – Yia Lor Human Development and Relationships Educator
7. Chair update from March Fair Committee Meeting – Supervisor Mowry
8. Fair Committee Document approvals – **Discussion/Action**
  - a. Eau Claire County Fair Mutual Respect Policy
  - b. Eau Claire County Fair Roles & Responsibilities
9. Area Extension Director Report - Catherine Emmanuelle
10. What Should We Call Ourselves – Discussion
  - a. Committee Name

11. Scheduling of Future Meetings / Agenda Items

a. May 19, 2021

12. Announcements

13. Adjourn

## Minutes

Eau Claire County  
*Extension Committee*  
March 17, 2021 at 4:00PM  
Virtual meeting via WebEx

Members Present: Supervisor Deluka, Supervisor Bates, Supervisor Janssen, Supervisor Mowry and Supervisor Christopherson

Others Present: Lisa Vetsch, Catherine Emmanuelle, Kristi Peterson, Kathryn Schauf, Rachel Hart-Brinson, Lyssa Seefeldt and Debbie Kitchen

1. Call to Order at 4:00 pm and confirmation of meeting notice
2. Roll Call done by Kristi Peterson
3. Public Comment Supervisor Bates motion to close, Supervisor Christopherson seconds, passes
4. Review/Approval of Committee Minutes – **Discussion/Action**
  - a. February 17, 2021 Supervisor Bates approves, Supervisor Janssen seconds, motion passes
5. Increase Horticulture Educational Services -  
**Discussion/Action**  
Standard procedures are being developed.  
Proposal to wait for this development for a future meeting.
6. Upcoming Fair Committee Meeting – Update/Discussion  
– Don Mowry
7. Area Extension Director Report - Catherine Emmanuelle
  - a. Extension Farming Resources shared at Committee on Administration
  - b. Community Educator update – position will be posted soon
  - c. Monthly Highlights/State Reporting System – New version in April
8. Wisconsin Extension Association Update – Supervisor Bates
9. Scheduling of Future Meetings / Agenda Items
  - a. April 21, 2021
10. Announcements: Area Extension Director shared she

may possibly be traveling

11. Adjourn at 5:22 pm

## Extension Carryforward to 2021 Budget

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### Nonlapsing Accounts

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	<b>12/31/2020 Balance</b>	<b>Budgeted Carryforward</b>	<b>Carryforward Request</b>	<b>Account</b>
<b>Safety</b>	\$ 5,000.00	\$ 4,500.00	\$ 500.00	21-100-21-56706-390-000
<b>4-H</b>	\$ 744.00	\$ 700.00	\$ 44.00	21-100-21-56713-390-000
<b>Postage</b>	\$ 590.00	\$ 400.00	\$ 190.00	21-100-21-56715-311-000
<b>Parenting</b>	\$ 1,740.00	\$ 800.00	\$ 940.00	21-100-21-56710-300-000
<b>Total</b>	<b>\$ 8,074.00</b>	<b>\$ 6,400.00</b>	<b>\$ 1,674.00</b>	



## EAU CLAIRE COUNTY FAIR, FRIENDS OF THE FAIR, & EXTENSION Roles/Responsibilities

This document was created to assist in providing a better understanding of Eau Claire County Fair structure and responsibilities and how it relates to the Friends of the Fair and Eau Claire County Extension.

The amount of work required to undertake the fair and the increasing difficulty in finding volunteers with sufficient time in all aspects of society, this document clarifies the roles and looks toward the future for healthy succession planning.

The document aligns the roles of University of Wisconsin-Madison Extension Eau Claire County staff with the “Guidance on the Educational Roles of County Extension Educators at County Fairs” 2019 document provided by Extension and endorsed by the Wisconsin Association of Fairs. Eau Claire County in looking at opportunities to increase efficiencies in all departments by providing only mandated services understands that this means shifting work, but doing so toward the logical and more appropriate actors involved in future Fairs.

Due to the changes within Extension and Eau Claire County and its roles regarding the Fair, a paid Fair Coordinator was hired in 2019 for the 2020 Fair to help significantly reduce the potential for volunteer burnout, facilitate committee transitions, and eliminate Extension office administrative commitments with the goal of participating within the fair with Extension educational support. The current Fair Coordinator is working from home and is financially supported by the Friends of the Fair. The Fair Coordinator reports to the Friends of the Fair and the Eau Claire County Fair Committee as a non-voting member.

The financials of the Fair are provided and reviewed by the State of Wisconsin, DATCP in a required, yearly report. This report is also provided for review to the Friends of the Fair, Eau Claire County Fair Committee and Eau Claire County Extension Education Committee

<b>Date</b>	<b>Fair Coordinator</b>	<b>Eau Claire County Fair Committee</b>	<b>Friends of the Fair</b>	<b>Extension Eau Claire County</b>
	<p>Role: Coordinates, sets up, and runs the operations of the fair. Reports to Friends of the Fair and provides updates to Fair Committee. Processes payments in coordination with FOF treasurer. Not a voting member of FOF or Fair Committee. Prepares financial reports for the state, FOF and county. Responsible for keeping Fair website updated.</p>	<p>Role: Sets Eau Claire County Fair policy and schedule, approves updates to the fair book. Oversees planning and execution of departments covered in the Fair book. Reports monthly to Extension Education meeting. Supports Livestock Project education and coordinate project events that are include in Fair book and take place at the Fair.</p>	<p>Role: The financial support for the Eau Claire County Fair. Handles all finances and pursues sponsorships for the Fair. Promotes the Fair. Coordinates the special activities and events not covered by the Fair book.</p>	<p>Role: Leads and supports the 4-H Youth Development program, promotes the 4-H program and partners with the fair for educational opportunities. Extension shares Fair related updates that pertain to 4-H members and families.</p>
<b>September</b>	<ul style="list-style-type: none"> <li>● Share Fair Committee &amp; FOF contact lists</li> <li>● State paperwork</li> <li>● Announce dates for next year's Fair</li> <li>● Post next year's fair dates on WAF homepage</li> </ul>	<ul style="list-style-type: none"> <li>● Election of officers</li> <li>● Update Fair Committee contact list</li> </ul>	<ul style="list-style-type: none"> <li>● Update FOF Committee contact list</li> <li>● <b>FOF Meeting</b></li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> </ul>
<b>October</b>	<ul style="list-style-type: none"> <li>● Fair Book changes</li> <li>● Face-to-face judging</li> <li>● Provide FOF &amp; Extension Education Committee with Fair financial report</li> </ul>	<ul style="list-style-type: none"> <li>● Review Fair Book changes</li> <li>● Assign Fair Committee assignments</li> <li>● Activities &amp; Entertainment</li> </ul>	<ul style="list-style-type: none"> <li>● FOF fiscal year</li> <li>● Plan for the following years fair activities and entertainment</li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> </ul>

<p><b>November</b></p>	<ul style="list-style-type: none"> <li>● Contact Expo for next year's Fair Contract</li> <li>● Update Open and Jr. Class Fair book</li> <li>● Work with FOF to update sponsorship letters and tracking spreadsheets</li> <li>● Review stalling &amp; entry fees</li> </ul>	<ul style="list-style-type: none"> <li>● Finalize Updates for Open and Jr. Class Fair book</li> <li>● Review stalling and entry fees</li> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment Updates</li> </ul>	<ul style="list-style-type: none"> <li>● <b>FOF Annual Meeting</b></li> <li>● Election of Officers &amp; Board of Directors</li> <li>● Activities &amp; Entertainment</li> <li>● Raffle Coordinator start collecting donations</li> <li>● Approve updated sponsorship letter/mailling labels from FOF</li> <li>● Update sponsorship letter</li> <li>● Update mailing labels</li> <li>● Confirm sponsorship &amp; recognition levels</li> </ul>	<ul style="list-style-type: none"> <li>● Brainstorm educational projects/roles for fair in conjunction with Fair Committee</li> <li>● Plan &amp; organize Educational opportunities</li> </ul>
<p><b>December</b></p>	<ul style="list-style-type: none"> <li>● Contact contract companies</li> <li>● Secure tents</li> <li>● Entertainment &amp; Activities</li> </ul>	<ul style="list-style-type: none"> <li>● Approve Fair Book</li> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment Updates</li> <li>● Discuss Judges Pay &amp; Mileage</li> </ul>	<ul style="list-style-type: none"> <li>● Research new donors</li> <li>● Print letters and labels for sponsorship</li> <li>● Set advertising budget</li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> </ul>
<p><b>January</b></p>	<ul style="list-style-type: none"> <li>● Recruit judges for fair</li> <li>● Arrange for Activities &amp; Entertainment</li> <li>● Secure manure hauling for livestock</li> <li>● Secure hotel for judges</li> <li>● Contact Master Gardeners</li> <li>● Contact Dog Superintendent for judging schedule</li> <li>● Secure superintendents</li> <li>● Develop fair schedule</li> <li>● WAF Convention</li> </ul>	<ul style="list-style-type: none"> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment Updates</li> <li>● Comments on Fair Schedule</li> </ul>	<ul style="list-style-type: none"> <li>● Stuff and mail the sponsorship letters</li> <li>● Contact Pedal Pull contract</li> <li>● Confirm Beer and Wine Open Class Judging Event</li> <li>● Research new donors</li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> <li>● Food Revue</li> </ul>
<p><b>February</b></p>	<ul style="list-style-type: none"> <li>● Recruit Judges</li> <li>● Order ribbons through Blue Ribbon by 2/15</li> <li>● Get DATCP regulations for Fairbook</li> <li>● Contact food vendors</li> </ul>	<ul style="list-style-type: none"> <li>● Committee assignment updates</li> <li>● Finalize Fair Schedule</li> <li>● Activities &amp; Entertainment Updates</li> </ul>	<ul style="list-style-type: none"> <li>● Distribution Raffle tickets</li> <li>● Activities &amp; Entertainment</li> <li>● <b>FOF Meeting</b></li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> </ul>



	<ul style="list-style-type: none"> <li>● Send out sponsorship Thank you letters for those received</li> <li>● Update FairEntry</li> </ul>			
<b>March</b>	<ul style="list-style-type: none"> <li>● Recruit Judges</li> <li>● Confirm there are enough Thank you notes and envelopes for the fair</li> <li>● Cookie recipe for contest</li> <li>● Send out sponsor thank you notes</li> </ul>	<ul style="list-style-type: none"> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment Updates</li> <li>● Policies &amp; procedures for the check -in gate</li> </ul>	<ul style="list-style-type: none"> <li>● FOF Raffle</li> <li>● Activities&amp; Entertainment</li> <li>● Update advertising</li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> </ul>
<b>April</b>	<ul style="list-style-type: none"> <li>● Recruit judges for fair</li> <li>● Secure night watchman, garbage, &amp; security</li> <li>● Send out reminder e-mail for Managerial Papers</li> <li>● Contact WAF to request Fairest of the Fair appearance</li> <li>● Send thank you notes for sponsorships received</li> </ul>	<ul style="list-style-type: none"> <li>● Contact County to post open committee positions</li> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment Updates</li> <li>● Decide the Distinguished Service and Partner in Fair Award Recipients: order plates and plaque (plates go to the extension office)</li> </ul>	<ul style="list-style-type: none"> <li>● Update advertising</li> <li>● Activities &amp; Entertainment</li> <li>● Organize special events</li> <li>● Silent Auction Items</li> <li>● Secure Volunteer Help</li> <li>● <b>FOF Meeting</b></li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> </ul>
<b>May</b>	<ul style="list-style-type: none"> <li>● Launch FairEntry on May 1</li> <li>● Answer FairEntry questions</li> <li>● Order Distinguished Service &amp; Partner in Fair Awards</li> <li>● Order Trophies/Awards</li> <li>● Organize judge's paperwork</li> <li>● Meal tickets</li> </ul>	<ul style="list-style-type: none"> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment Updates</li> <li>● Plan Fair Set-up</li> <li>●</li> </ul>	<ul style="list-style-type: none"> <li>● Fair promotional materials</li> <li>● Organize special events</li> <li>● Coordinate volunteer help</li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> <li>● Older Youth Council participation in the fair</li> </ul>

<p><b>June</b></p>	<ul style="list-style-type: none"> <li>● Recruit/arrange Fair office staffing</li> <li>● Send map of grounds to food vendors</li> <li>● Clarify which departments can send to state fair and what projects are accepted</li> <li>● Collect insurance certificates</li> <li>● Plan Superintendent training</li> <li>● Organize Facebook Live volunteers</li> <li>● Organize photo volunteers</li> <li>● Print exhibitor tags and Mutual Respect to put in envelopes</li> <li>● Secure water donations</li> <li>● Secure paper product donations</li> <li>● Raffle permit</li> <li>● Plan awards program</li> <li>● Send out reminder stalling form</li> <li>● Coordinate Expo Set-up Committee Meeting</li> <li>● HotSpots for Expo</li> </ul>	<ul style="list-style-type: none"> <li>● Committee assignment updates</li> <li>● Activities &amp; Entertainment FINAL</li> <li>● Plan awards program</li> <li>● Meet with Expo Set-up Group</li> <li>● Coordinate volunteer help</li> <li>● Send out invitations to County Board, Extension Education, &amp; Civic organization members to attend Fair</li> </ul>	<ul style="list-style-type: none"> <li>● Collect Raffle tickets</li> <li>● Organize special events</li> <li>● Meet with Expo Set-up Committee</li> <li>● <b>FOF Meeting</b></li> </ul>	<ul style="list-style-type: none"> <li>● Plan &amp; organize Educational opportunities</li> <li>● Older Youth Council participation in the air</li> <li>● Recruit volunteers for educational opportunities</li> </ul>
<p><b>July</b></p>	<ul style="list-style-type: none"> <li>● Re-do state fair exhibit invitation cards (include description, change age/grade order)</li> <li>● Make state fair chosen cards</li> <li>● Arrange for printer/copier/computer for fair office</li> <li>● Set up Expo Pre Fair walk thru</li> <li>● Call Digger's Hotline 1.5 weeks before Fair starts</li> <li>● Apply for tent permit</li> <li>● Golf cart/vehicle waivers</li> <li>● Send Expo/Livestock Award lists to Extension and the Livestock Secretary</li> </ul>	<ul style="list-style-type: none"> <li>● Committee assignments updates</li> <li>● Set the next year's fair dates</li> <li>● Finalize map</li> </ul>	<ul style="list-style-type: none"> <li>● Coordinate Volunteer Help</li> <li>● Advertising Material Distribution</li> <li>● <b>FOF Meeting</b></li> </ul>	<ul style="list-style-type: none"> <li>● Coordinate with Fair Coordinator to make state fair exhibit "you've been chosen"</li> <li>● Plan &amp; organize Educational opportunities</li> <li>● Older youth council plan participation for the fair.</li> <li>● Create 4-H promotion for fair</li> <li>● Order supplies</li> </ul>

	<ul style="list-style-type: none"> <li>● Print labels for thank you notes and attach to appropriate trophies</li> <li>● Arrange trophies/awards for all shows with thank you notes</li> <li>● Arrange for the backdrop for Fair pictures</li> <li>● Finalize Map for the fair and send to vendors ahead of time</li> <li>● Organize Stalling information forms for superintendents</li> <li>● Superintendent meeting</li> <li>● Equipment double check run thru</li> </ul>			
<p><b>Week before Fair</b></p>	<ul style="list-style-type: none"> <li>● Create department-specific trophy list from master awards list</li> <li>● Make superintendent packets (judging instructions, department list, judging worksheet, trophy list, state fair/alternate cards where applicable, Ribbons)</li> <li>● Create check-in/check-out system for judges and superintendents</li> <li>● Print name tags for superintendents &amp; judges</li> <li>● Create set up and take down checklists (sign inventory?)</li> <li>● Cleanup checklists for Expo, grounds, &amp; barns</li> <li>● Obtain cleaning supplies (mop, rags, ice cream buckets, Lysol, dish soap, Disinfect, &amp; masks, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>● Fair Committee – Double check assignment list to ensure your duties are completed. IF something is not done secure help to finalize list</li> </ul>	<ul style="list-style-type: none"> <li>● Confirm Volunteers</li> </ul>	<ul style="list-style-type: none"> <li>● Prepare educational exhibits</li> <li>● Order supplies</li> </ul>

	<ul style="list-style-type: none"> <li>●Golf cart signs “must be 21 years old to drive”</li> <li>●Double check with night watchman/security/garbage</li> </ul>			
<b>Week of Fair</b>	<ul style="list-style-type: none"> <li>●Organize “fair office” supplies</li> <li>●Shelves for storage</li> <li>●Golf cart signs</li> <li>●Collect all paperwork for the state, health certificates, coggins test, &amp; pullorum testing in binder.</li> <li>●Post photos on Facebook page and fair website</li> </ul>	<ul style="list-style-type: none"> <li>●Bleachers to EXPO (stored at Scot Zimmerman’s)</li> <li>●Fair Set up</li> </ul>	<ul style="list-style-type: none"> <li>●Fair Set up</li> </ul>	<ul style="list-style-type: none"> <li>● Attend/Support Fair</li> <li>● 4-H Educational Activities</li> <li>● 4-H Promotional Activities</li> </ul>
<b>Week after Fair</b>	<ul style="list-style-type: none"> <li>●Compile and total judge payment sheets</li> <li>●Collect fair judging results and put into report form from state and then submit</li> </ul>	<ul style="list-style-type: none"> <li>●Committee Members Fair Grounds walk through</li> <li>●Barn floors power washed</li> </ul>		
<b>August</b>	<ul style="list-style-type: none"> <li>●Pay judges</li> <li>●Make sure all paperwork is cleared with the state</li> <li>●File all Animal Health paperwork</li> <li>●Send in all state paperwork within 30 days</li> <li>●Sign/notarize affidavit paperwork for the fair to send into the state</li> <li>●Fair Checks sent to exhibitors</li> <li>●Put together Thank You for the Fair Ad</li> <li>●Send out survey to exhibitors</li> </ul>	<ul style="list-style-type: none"> <li>●Evaluate Fair</li> <li>●Brainstorm changes for next year</li> <li>●Announce next year’s Fair Dates</li> </ul>		<ul style="list-style-type: none"> <li>● Evaluate fair programing</li> <li>● Help with Fair Satisfaction Survey with Fair Coordinator</li> </ul>

## Eau Claire County Fair MUTUAL RESPECT AND TRUST POLICY

**Policy:** It is the policy of the Eau Claire County Fair (hereinafter "Fair") that all individuals, youth, and adults, be treated fairly, respectfully and with dignity. The mission of the Fair is to effectively support and build a community of youth learning leadership, citizenship, and life skills. All youth organizations which participate in the Fair have similar missions to accomplish this positive youth development.

**Scope:** This policy pertains to ALL individuals, youth, and adults, who participate in the Fair activities, regardless of membership. This includes the members of all youth organizations who are eligible to enter the county fair, including FFA, 4-H, scouting organizations, breed organizations, etc. This applies to all types of interactions including those that are face-to-face, electronic, across all social media platforms, and written.

**Objective:** To promote a safe, cooperative, and enjoyable environment that supports the growth and mentorship of youth and adults alike. This means:

1. Supporting the missions of the Fair.
2. Creating positive, fun environments for all.
3. Developing policies and procedures that are ALWAYS for the good of the youth.
4. Focusing on future solutions, rather than past blame.
5. Looking for solutions that meet everyone's needs.

**Procedure:** Everyone is expected to adhere to the Mutual Respect and Trust Standards demonstrating mutual respect toward youth and adults alike.

Always Demonstrating proper manners and common courtesy.  
Using respectful language in all verbal, written and electronic communication.  
Being open and attentive to the point of view of others.  
Listening actively and effectively to understand others.  
Using input and feedback in a respectful manner.  
Expressing disagreements tactfully and respectfully.  
Respecting the ideas, values, and traditions of others.  
Maintaining composure under stress or pressure.  
Following the ground rules established for committees and other groups.  
Empowering and trusting individuals and committees to do the tasks they have been charged with.

Everyone has the responsibility to support an organization free from all forms of disrespectful behavior. Disrespectful behavior can be directed at or instigated by anyone having an interaction whether youth or adults.

Disrespectful behavior includes ignoring, condescending, sarcastic, rude or any other ill-mannered language or conduct such as disrespectful tone of voice or body language, mimicry, sexual harassment, or any other form of disrespectful behavior directed towards others, whether verbal, written, visual or using electronic communications, and across all social media platforms.

Disrespectful behavior of any kind, ranging from subtle hints or conduct to overt acts, is not acceptable.

**How to respond to an offender:**

- A. Anyone who is treated disrespectfully is encouraged to make it known to the offending individual that the behavior is offensive. Whenever possible, the recipient should make a direct attempt at resolution by informing the offending individual, either verbally or in writing that the conduct is considered disrespectful and must stop immediately.
- B. If the response of the offender is unsatisfactory, or the recipient feels uncomfortable confronting the offender a grievance can be submitted to the Fair Committee Chair. The Fair Committee Chair will attempt to mediate with both parties seeking a resolution.
- C. If resolution is not accomplished this grievance may be shared with the Fair Committee and Fair Coordinator for assistance with resolution.
- D. A formal meeting will occur between the parties involved, the leadership team of the Fair Committee and Fair Coordinator. The Fair Committee and Fair Coordinator have the right to request separate or joint meetings between parties. If reconciliation cannot be accomplished, it will remain the right of the Fair Committee and Fair Coordinator to make final recommendations to all parties involved following mediation. Based on the severity of the violation in mutual respect, actions may include requesting those youth or adults involved to abstain from attending any Eau Claire County Fair events. In severe cases, exploring termination of participation in any future Fair may be suggested.
- E. In special circumstances when the Fair Committee and Fair Coordinator may require additional support in correcting a situation, the Extension Education Committee Chair may be requested to give guidance.

At all times, mediation and resolution will be done respectfully between all parties involved.

**Mutual Respect and Trust Standards**

How we treat and communicate with each other drives the success and enjoyment of everyone's involvement in the Fair. This applies to all types of interactions including those that are face-to-face, electronic, written, and across all social media platforms.

**Respect:** Everyone shall be always treated with respect. Listening until the speaker is finished, use of appropriate tone of language, positive nonverbal behavior and gestures, positive attitudes, all shall reflect this respect and dignity of the individual especially during times of disagreement. Examples of disrespectful behavior would also include gossiping, negative labeling, questioning someone's decisions or actions in a public forum and ignoring an individual.

**Language:** Everyone is expected to be courteous and professional in communicating with others. No one shall use language that is profane, vulgar, condescending, demeaning, degrading, sarcastic, sexually suggestive, or explicit, or intimidating, racially/ethnically/religiously slurring in any setting when communicating with or about others.

**Behavior:** Everyone is expected to refrain from any behavior that is deemed to be disrespectful, harassing, or intimidating to another individual.

**Confidentiality:** Protecting the privacy of individuals during mediation/reconciliation is the responsibility of the Fair Committee and Fair Coordinator. Everyone has the right to have issues dealt with in a confidential manner.

**Feedback:** Everyone will strive to give others prompt, direct and constructive feedback when concerns or disagreements arise. Feedback should be given objectively, respectfully, and directly to the person(s) involved in a confidential, private setting.

**The Eau Claire County Fair Equity, Social Justice, Diversity and Inclusion (ESDI) Policy.**

**The Fair will work within the guidelines set forth by the Eau Claire County policy.**

**Definitions of the ESDI:**

**Equity:** Conditions that support fairness and justness based on individual needs and circumstances where all members have opportunities to thrive and realize their best within the community

**Social Justice:** The objective of creating a fair and equal society in which each individual matters, their rights are recognized and protected, and decisions are made in ways that are fair and honest.

**Diversity:** Both observable and non-observable individual differences (life experiences, work context, learning and working styles, personality types among others) and group/social differences (race, gender identity and expression, age, social class, country of origin, ability, beliefs, intellectual and cultural perspectives, among others) that can contribute to organizational vibrancy and a dynamic community

**Inclusion:** Proactive, intentional, and thoughtful engagement with diversity to the extent that all feel welcome and have the ability to contribute fully and effectively throughout the community as authentically as each individual chooses to present themselves, with room to grow.

Approved Eau Claire County Fair Committee April 14, 2021

Pending Approval Eau Claire County, Eau Claire County Education Extension Committee April 21, 2021 Meeting.