LollaPLUza Advisory Committee Meeting Outcomes
- Identify the shared intended outcomes for the LollaPLUza event as of today.
- Develop criteria for evaluating what the best next steps in planning should be.
- Brainstorm options for moving forward from where we are currently in regards to both the event itself and broader PLU community relationships.
- Engage in collective decision making about the next steps for LollaPLUza this year. Agree on initial follow up action steps regarding assessing and planning for the event next year.

LollaPLUza Advisory Committee Meeting Agenda
5:00 PM   Welcome & Introductions of Committee Members

5:10 PM   Outline Purpose of Meeting Today
- Purpose of the Advisory Committee
- Intended Outcomes for Meeting (above)

5:20 PM   Co-Create Shared Expected Outcomes for LollaPLUza
- Ask each committee members to write 2-3 outcomes that are important to them
- Engage large group discussion around priorities for expected outcomes
- Identify points of agreement or convergence

Shared Expected Outcomes for LollaPLUza
- *Safety - several community members know this as a party day. Providing a space where people can experience an alcohol alternative event and/or an event with drinking regulated (e.g., Beer Garden).
  - Party culture may be heightened if event is completely cancelled.
- *Including all aspects of the university - clubs, orgs, various departments - being an inclusive event and space
  - Reach out to other departments to include their inclusion (e.g., LASR, DCenter)
- Creating a successful event - want to ensure there is still a successful event for May 12th
- Repair/restoring relationships with student communities across campus
- Acknowledgement that the original event was organized within context of institutional & systemic racism and revised event is result of response to student feedback and involves the emotional labor of those who are advocating to change/update event
- Decisions about the event is supported by all members represented at the Advisory Committee (representing the groups of which they are members). Transparent communication that decisions supported by multiple student leader groups - shared responsibility and messaging.
  - Need to ensure that groups are diversely represented here to make the decision.
- A community music event has been the tradition of LollaPLUza in the past.
  - Important to recognize this and move forward
  - Do not want to have artists that are not fully representative of the PLU community
  - Music helps with this being dissociated from party culture
- Including assessment of this event - look at intent vs impact to inform how we plan for this event in the future
  - Reevaluating the advising that supports this event so it has more support in the future
  - Support through training for planning inclusive events in the future

5:40 PM   Co-Create Criteria/Rubric for Evaluating LollaPLUza
- Using expected outcomes, review current event through this lens
- Identify ways in which the current event is or is not meeting these outcomes if delivered as is

- How do we move forward with decision making if there isn't 100% consensus?
  - It depends on what the point of disagreement is (e.g., if related to social identity vs a logistical point)
- Making these notes/minutes available to those who couldn't be represented at the table today as a measure to promote transparency and accountability.
- Feasibility - there are two weeks left in planning. Understanding what we will be able to implement with resources available for May 12th event. E.g., funding, contractual requirements, logistics, staffing/volunteers
- What does cancelling Lolla entail - what message does this send? What labor/funding is lost?
  - This situation has been stressful for many students, including Students of Color.
    - What spaces are we creating to support students in working through impact of this event? E.g., third space.
    - Lolla was not a space designed for Students of Color; considering forward planning through this lens both to include SOC and reconciliation
    - The majority of institutional spaces were not created with Students of Color in mind; there are other spaces created to address this (e.g., Diversity Center). Would like this event to be designed moving forward with SOC in mind in intentional design. E.g., Lolla is not as much of a destress space for SOC without this intentionality.
    - This process of discussing alternatives is already unpaid, emotional labor and time to advocate for representation of SOC in this event and others.
    - This event will not be successful by traditional measures of success from perspective of SOC because these conversations/planning is happening in reaction (vs from the original inception)
- The only way for this event to be inclusive would be to have representation of artists/performers who are People of Color.
  - With current limitations, may not be feasible to move forward with this event to be authentically representative.
  - If this conversation happened originally or several months ago, would have more time for these logistics.
- How this advisory group functions
  - Do not want this group to serve as a reaction to be symbolic in nature only.
- Performer Processes:
  - Outreach to performers
  - Agreement on contract (with approval by Sue Liden)
  - Negotiation of riders (that are in alignment with Student Code of Conduct)

5:50 PM   Brainstorm Options for LollaPLUza Next Steps
- Pair/Share - Using intended outcomes and criteria/rubric, brainstorm 2-4 options for next steps
- Ask small groups to share the brainstormed options with larger group
- Engage in pro/con or tinker/treasure conversation about each identified option

- Work with LASR to incorporate many musical artists and styles
- What could make this event intentionally designed for SOC?
  - Making a third space for SOC can be hard without having other students feel excluded; make sure SOC student leaders involved in the conversation so they can persuade their constituency to attend and participate in Lolla.
  - Inviting performers who are People of Color - e.g., LASR event that just happened, interest meeting last Monday where students who volunteered.
  - Concern about not tokenizing performers. If SOC artists are asking to perform, that would not be tokenizing them.
- Outreach platforms
  - Social Media can be challenging to get to everyone. Good strategy to start with. Couple this with intentional conversations to collaborate (e.g., with LASR).

- Headliner - if we do cancel the event, the contracts have been signed so performers will be paid.
  - Ask manager if possible to get tickets to a future performance in PNW so that students interested in seeing this performer can still see this person and since funding has been spent.
  - Raffle idea is good for those who are excited to see the artists who are coming.
- LollaPLUza swag - already purchased
  - Looking into options for donation, but this needs to be community centered. If they do not need these items, do not want to be disrespectful.
  - There is an orphanage that has asked for apparel that could be an option.
- Adding a diversity definition into the search process for future performers. When this is not met, cancel the process and restart.
  - This should be done in consultation with Jen Smith (Dean of Inclusive Excellence) and Angie Hambrick (Assistant Vice President for Diversity, Justice, and Sustainability). This can be a resource for organizations across the institution.
- What if LollaPLUza was cancelled and plan a different event in its place?
  - E.g., a festival that focuses on different cultures (e.g., multicultural festival). Not sure if this can be done in the next two weeks in an intentional manner.
  - Damage has been done. Do not want to put SOC in place of educating. How can this be both fun and educational without putting onus on SOC to do the educating?
  - The work that is done in the next two weeks - what is it for? Centering SOC? Reconciliation? Looking at our shared outcome and prioritizing.
  - An event should still take place, not sure what will be both meaningful and feasible.
  - Something on the golf course that focuses on PLU community - e.g., student art, performers, etc.
- How can Lolla be successful at this point moving forward?
  - Scrapping Lolla and replacing with another event (e.g., a multicultural festival)
  - It may not be successful regardless of what is done at this point. Need to think about the emotional labor that will go into whatever we do to try to update/change it. Nothing that could be done at this point that makes it feel not like an afterthought because it is.
  - To be better than it is now - needs to have an acknowledgement of these things were wrong/mistakes. Looking at history of event, current planning. Own the impact. Next year be intentionally better.
  - If the event is cancelled, worried it will elevate the tension between POC and non-POC folks on this campus. How do we address this? Concern that the backlash to cancelling will be really negative.
  - Educating students who are upset about this and help them understand why. Will be responsibility of SE and other white/non-POC community members to do this education.
  - Lolla is not a third space, it is a space for "all students" as currently branded. Cannot switch this unless making a specifically SOC space, this would be a significant reparation.
  - Lolla should be a space for all students; currently not a safe/inclusive space for POC/SOC. To make this a multicultural event would be more labor on SOC.
  - Events take months to plan. At this point, not enough time to create a new event, especially one that is culturally competent (this will require training and we don't have time).
  - Revisiting SOC performers or other community members. Helping people understand the context, emotional labor, to be respectful of their experience/humanity. Also understanding this will be an afterthought.
- Alcohol alternative portions of the event
  - Music was important to the original intent.
  - Music is not the only solution for alcohol alternative.
  - Music could be accomplished in other ways - SOC performers, LASR
  - Music can go with drinking as well - people may be using the music as the backdrop to drinking activities.
  - There will be staff/Campus Safety in place to help monitor student wellness
- Does this need a new name at this point?

- ○ Is this possible this year? Or longer conversation for next year?
- ○ Opportunity for rebranding? To start a change in campus culture.

Options - Pro/Con Discussion:
1. ~~NO - Moving forward with event as currently planned~~
   a. ~~Music performers - 3 currently contracted~~
   b. ~~Investigating option of Beer Garden as a place to drink responsibly as response to alcohol/party culture~~
   c. ~~Rock wall, foam pit, slip & slide~~
   d. ~~Food trucks~~
   e. ~~Community & student orgs tabling/booths~~
2. **Moving forward with event as currently planned and add SOC performers/community members**
   a. Include an apology with training and understanding why systemically this was a problem (this is not congruent with option #1). A genuine apology that is understood by both individuals and organization.
      i. Involving an apology from a smaller team at the event.
      ii. Uplifting/reinforcing the apology statements already written
      iii. Ongoing conversation/apology with transparency for the many next steps now and ongoing through next year.
      iv. Apology is an afterthought in one sense, but needs to come close to the event so people see it as related (e.g., right before, during the event, multiple times/ways - multi approach).
      v. Also an apology for students who choose not to go to the event for the choices we've made so far.
   b. Recognize that we will still pay the contracted performers. Investigate other options to include raffle for tickets to current headliners
   c. Keep some of the headliners -
      i. e.g., Raymond offered to make a song with Rizelle; and drop others?
      ii. Or just Sam who is getting paid the most and then don't need to see if ticket option would be viable.
      iii. With only one of three, would have more room and balance between original headline and SOC performers/LASR DJs
   d. Some performers have already arranged travel, etc. Relationships with artists moving forward may be impacted.
   e. Keep SOC emotional labor in mind; prioritizing our own student community relationships
   f. Merchandise for Lolla has been printed; this will have to be scrapped anyway b/c not inclusive of the new added folks. Still donate the shirts. People not going to Lolla to get a shirt only.
   g. Need additional help/support - additional funding to support paying students willing to help.
   h. Lots of LASR DJs - give a 20-30 minute time slot to give space to perform, keeping it centered around music, and lots of genres represented
   i. Recognizing the process that we went through to get to this decision. Uplifting the limitations of this and current impact that is continuing.
   j. Beginning with this event and moving forward to change campus culture.
   k. Transparency - use social media platforms and other venues that get to a wide student audience. Includes intentional conversations with individuals.
3. ~~NO - Moving forward with event with new lineup - SOC performers/LASR, community members~~
   a. ~~Include an apology with training and understanding why systemically this was a problem (this is not congruent with option #1). A genuine apology that is understood by both individuals and organization.~~
   b. ~~Recognize that we will still pay the contracted performers. Investigate other options to include raffle for tickets to current headliners~~
   c. ~~Need additional help/support - additional funding to support paying students willing to help.~~
   d. ~~Lots of LASR DJs - give a 20-30 minute time slot to give space to perform, keeping it centered around music, and lots of genres represented~~

4. ~~NO - Creating an all new event~~
   a. ~~not enough time? Not enough resources.~~
   b. ~~Everyone is a student - lots of labor and emotional labor/investment~~
5. ~~NO - Cancelling Lolla - community backlash and alcohol alternative safety?~~
   a. ~~Look at who will receive the backlash - largely SOC who will be seen as their fault. SAB will also receive backlash, but will not be targeted at their humanity. There will be onus for SE/SAB to take away the backlash against SOC. There are people not at this table who are not going to engage in education and this can be dangerous for both SOC and SAB/others who have planned.~~
6. In all of the above - focus on not having these mistakes in the future

6:00 PM   Use Outcomes & Criteria/Rubric to Make Decisions RE: LollaPLUza Next Steps
- Engage large group discussion to identify and collectively decide what is a best next step for delivering a student experience this year or confirm other outcomes/paths

6:20 PM   Identify Next Steps In Planning & Individual Committee Member Roles moving forward
- If event is moving forward:
  - Identify who has capacity and interest to continue conversation and/or assist with planning in next two weeks
  - Timeline/tasklist for next steps
- Regardless of if event is moving forward:
  - Identify who has capacity and interest to continue conversation as advisory group re: next steps in general for SE/SAB