

June 10, 2022

VIA EMAIL

Sylvia Orozco, Executive Director
Mexic-Arte Museum
419 Congress Avenue
Austin, Texas 78701

VIA EMAIL

Board of Directors
Mexic-Arte Museum
419 Congress Avenue
Austin, Texas 78701

Re: Mexic-Arte Museum

Dear Ms. Orozco and Board Members:

I was contacted by Executive Committee Board Member George Elliman on Saturday, May 13 to address an emergency situation that arose as a result of a former Mexic-Arte employee wrongfully taking over the museum's Facebook page and posting derogatory remarks about the museum, its storage and handling of art, and about Ms. Orozco and her treatment of museum employees, including allegations of discrimination and abuse of the employees. With the assistance of Board Member Kim Vincent, the museum was able to reclaim the Facebook page but the social media campaign against the museum continued on Instagram under @changemexicartemuseum. The social media campaign also included allegations about the Executive Committee of the Board.

Board President Michael Torres and certain members of the Executive Committee immediately moved forward to investigate the allegations and address the significant and serious public relations issues that were sure to and did result from the social media posts (one artist has apparently already pulled out of an exhibit until the issues are addressed). The Committee's investigation revealed that Ms. Orozco, while an amazing founder and artist, simply lacked the administrative and operational support to properly manage the museum or its employees. Mr. Torres, Mr. Elliman and Board Member Teresa Miller, all members of the Executive Committee, subsequently made a series of recommendations to the entire Executive Committee, including Board Member Elizabeth Rogers, that were unanimously approved. These recommendations, which I assisted in developing, included the immediate retention of a Human Resources professional to work with Ms. Orozco on-site at the museum on a part-time basis to address the serious allegations made by museum employees, to ensure appropriate employment policies and processes were in place and also to ensure the museum's compliance with all state and federal



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employment laws. The recommendations also included a plan to search for and hire a Director of Operations for the museum to assist Ms. Orozco in properly managing the museum's resources, including its art, and to address the serious safety allegations that were being raised by current and former employees.

Despite the initial approval of the recommendations by the Executive Committee, Ms. Rogers subsequently questioned the legality of the Committee's actions without full Board approval. Despite his disagreement with Ms. Rogers, Mr. Torres worked diligently to convene a full Board meeting so that these important issues, including safety of museum employees and art, could be immediately addressed. I am currently on vacation but prepared two letters which I am aware Mr. Torres forwarded to the Board stressing the reasons why I believed the recommendations should be adopted. I also revised the current museum By-laws to reflect the new organizational structure that would accommodate the recommendations. Finally, I made plans to be available via phone or zoom at the Board meeting to personally address the Board and to explain the basis for the recommendations.

Unfortunately, it appears that others on the Board, including Ms. Orozco, were unwilling to allow the Wednesday Board meeting to take place and as a result, the recommendations have not been approved. While I was not present at the Monday Board meeting, it does not sound like it was a constructive meeting at all. Some have described it as "abusive."

Over the course of this week, Mr. Torres has forwarded to me the letters of resignation of Ms. Miller, Mr. Ellimen, Mr. Taylor and others. He also forwarded me his own letter of resignation.

At this point, given the resignation of Mr. Torres and the key members of the Executive Committee who were moving forward with a plan to address the serious issues facing the museum but were apparently not supported by Ms. Orozco and other members of the Board, I do not believe that I can effectively work for or with the museum any longer so I am withdrawing from my representation of the museum. I am happy, however, to answer any questions new counsel retained by the museum may have if that would be beneficial.

In closing, I would urge the Board again to immediately adopt the recommendations presented by Mr. Torres and the Executive Committee. As you no doubt are aware, as Board members, you owe certain fiduciary duties to the museum. The recommendations presented by Mr. Torres are important to ensure the proper treatment of the museum's resources, including its people and art, as well as designed to support Ms. Orozco.



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Thank you again for the honor of representing the museum. I wish you well.

Sincerely,

A handwritten signature in black ink, appearing to read 'Julie Springer', with a long horizontal flourish extending to the right.

Julie A. Springer