

Oregon Community Food System Network Diversity, Equity & Inclusion Committee Charter

CONTEXT

This is a guiding framework for the Diversity, Equity & Inclusion (DEI) Committee and can be tailored by active committee members, via consensus, to better fit the needs of its members.

PURPOSE

The purpose of the DEI committee is to work towards creating a platform of leadership for underrepresented communities in our food system. We recognize systemic barriers to opportunity and access across race, gender, class, ethnicity, age, ability, sexual orientation and geography. We seek to address those barriers by creating a space that supports individuals in furthering DEI work within the food system by affecting change within their organizations and circles of influence. We will share resources to support individuals and member organizations in pursuing thoughtful equity-oriented program design.

We support equity within OCFSN by supporting the creation and adoption of an Equity Advisor, and when necessary making program, policy and procedural recommendations to the Leadership Team to ensure equitable outcomes in our food system via the Network. Upon request the DEI Committee is available to support subcommittees in the use of an [equity lens](#) as they approach their topical project areas. As a committee, we are committed to ongoing learning and bringing principles of equity into the Network.

RESPONSIBILITIES

- Share resources, learning opportunities, and trainings around diversity, equity & inclusion for member organizations.
- Work with the Leadership Team and the Equity Advisor to develop and guide an equity strategy for the Network, including timely goals and a transparent annual assessment of progress.
- Look at internal structure & representation at OCFSN and suggest changes or opportunities to be more diverse, equitable & inclusive.
- Make recommendations to the Leadership Team on how to use funding acquired for equity.
- Make recommendations on DEI efforts and opportunities such as TA assistance, contract opportunities, etc.
- Support OCFSN staff, leadership team & working groups in using an [equity lens](#) for decision making.

MEMBERSHIP

The Equity Committee will be a diverse group of engaged members comprised of the following members:

- A minimum of one member from the Leadership Team.
- A minimum of one member from each working group.

- A minimum of three members who identify as Black, Indigenous, Person of Color, or mixed race.
- A minimum of one member whose organization is culturally specific
- Members from a variety of geographic regions, including: Portland Metro, Coastal, Central, Eastern, and Southern

Members must meet the following criteria:

- Commitment to personal growth and ongoing learning around DEI issues
- Readiness to talk about complex issues related to race, gender, sexual orientation, ability, class, culture, and other identities in a respectable manner related to this work.
- Commitment to OCFSN's vision, "All Oregonians will have meaningful access to healthy and affordable foods that are grown and processed regionally in an environmentally and economically resilient food system that provides entrepreneurial opportunity and fulfilling livelihoods for employees throughout the supply chain."
- Be actively involved in, and have a demonstrated commitment to food systems work, whether through OCFSN or otherwise.
- Dedication to advancing equity as a leader within the network & at your organization.
- Ability to dedicate time to the committee as demonstrated by attending at least half of all regularly scheduled meetings, advising on DEI related issues, participating in strategic planning, reviewing materials, research, etc. Approximately 2-4 hours a month.
- A minimum of a one-year term commitment and a commitment to attend at least half of all regularly scheduled meetings in a given year.
- Able to maintain confidentiality.

APPLICATION PROCESS

- Committee members will recruit new members annually through an open invitation process and make targeted invitations to ensure regional, topical, cultural, racial, and other forms of diversity.
- Anyone can apply to join the DEI Committee at any time by filling out the [application](#) to express their interest and ability to meet the above criteria.
- Current Equity Team members will review applicants and make membership decisions annually or as needed.

WORKING DEFINITIONS

- **Diversity:** full range of differences and similarities visible and nonvisible that make each individual unique, such as race, ethnicity, sexual orientation, gender, abilities and disabilities, religion, age, and perspectives arising from different backgrounds.
- **Equity:** understanding that there are varied needs of different groups based on identity. Equity values equal outputs and recognizes that everyone starts from a different place.
- **Inclusion:** creating environments that engage multiple perspectives, where diverse individuals are able to participate fully in the decision-making processes within an organization, group (or network). Ensuring a seat at the table.