

OCFSN

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 through thoughtful design and program/policy implementation. We seek to create and support member organizations in developing inclusive spaces for staff, volunteers, participants, and clients.

The equity committee will make program, policy and procedural recommendations to the Leadership Team to ensure equitable outcomes in our food system via the Network. We will 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

- Provide learning opportunities, share resources & organize trainings around diversity, equity & inclusion for member organizations.
- Develop and guide an equity strategy for the Network.
- Look at internal structure & representation at OCFSN and suggest changes/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.
- Committee members commit to engage in a process of ongoing & collective learning focused on diversity, equity & inclusion

MEMBERSHIP

The Equity Committee will be a group of up to 13 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 Person of Color or mixed race.
- A minimum of one member whose organization is culturally specific

- A minimum of one member from each geographic region in Oregon: Metro, Coast, Central, Eastern & Southern.

Members must meet the following criteria:

- 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.”
- Current OCFSN Member. However, DEI committee members, once elected, may extend an invitation to non-members to support efforts.
- Ability to dedicate time to the committee as demonstrated through a mix of attending monthly meetings, research, strategic planning, reviewing materials, and self-work. Approximately 2-4 hours a month.
- A minimum of a one-year term commitment.
- Commitment to personal growth and ongoing learning on issues of diversity, equity & inclusion.
- Readiness to talk about complex issues related to race, gender, sexual orientation, ability, class, culture, and other identities related to this work.
- Prepared to work on advancing equity as a leader within the network & at your organization.
- Able to maintain confidentiality.

APPLICATION PROCESS

- Committee members will recruit new members annually through an open invitation process and make targeted invitations to meet ensure regional, topical, cultural and racial diversity.
- Any interested member can apply showing 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:** environment that engages multiple perspective, where diverse individuals are able to participate fully in the decision-making processes within an organization, group (or network). It’s ensuring a seat at the table.