

Committee Charter

Committee: Wild Oats Anti-Racism, Diversity, Equity, and Inclusion Committee

Date Chartered: May 20, 2021

Date Charter Amended: November 2, 2021

End of Term: n/a

Chair: Sarah Jacobson

Members: José Constantine, Anthony Pernel-McGee, Peter Siegenthaler

We recognize that ensuring that the co-op is a place of broad inclusion and an organization that challenges systems of oppression is the work of everyone at the co-op. As such, and as the Board is the strategic leadership of the co-op, learning about these issues is the collective responsibility of the Board. Therefore, this committee will:

1. Guide the Board through a process in which the Board as a whole learns about issues relating to anti-racism, diversity, equity, inclusion, accessibility, and food justice, with special focuses on the experiences of Black, Indigenous and People of Color (BIPOC) and socioeconomic diversity. This process will involve leading the Board through regular educational modules, providing readings & resources in advance and dedicating time at Board meetings to mini-workshops.
2. Help the Board to evaluate existing policies for their potential as it relates to these issues, and to draft new policies that incorporate anti-racism, diversity, equity, and inclusion, accessibility, and associated values.
3. Host periodic Board-approved events for co-op member-owners and community members to come together to discuss and learn about issues related to anti-racism, diversity, equity, inclusion, accessibility, and food justice.