



## **Equity Committee**

### Committee Member Job Description

#### **Committee Purpose:**

The mission of CFCO is to “unite our community to inspire lifelong connections to nature for all kids.” The purpose of the CFCO Equity Committee is to facilitate key conversations related to diversity, equity, and inclusion related to CFCO’s mission and to champion projects that advance equity in our sector.

#### **Committee Meeting Time:**

2<sup>nd</sup> Tuesday @ 1:30-3:00 PM @ Bend Park and Recreation District, monthly

#### **Committee Co-Chairs:**

Zavier Borja, [zavier@latinooutdoors.org](mailto:zavier@latinooutdoors.org)

Laura Handy, [laura.handy@heartoforegon.org](mailto:laura.handy@heartoforegon.org)

#### **Committee Responsibilities:**

- Provide a supportive learning environment for CFCO partners to engage in key DEI discussions in our sector
- Monitor regional data for outdoor programming and make recommendations for strategies or programs that address gaps
- Identify training priorities for the CFCO network that increase individual and organizational capacity to advance DEI
- Serve as a sounding board for addressing DEI issues in partner organizations, providing recommendations while maintaining confidentiality
- Champion specific projects that have been identified by the committee or CFCO’s board as a priority

#### **Committee Member Responsibilities and Expectations:**

- Attend at least 4 out of 6 meetings per year
- Come prepared to fully engage in the meeting by completing pre-work/readings
- Commit to the group agreements, working to create a supportive learning space for committee members and being willing to receive feedback
- Support implementation of committee projects by serving on sub-committees, as needed
- Serve as ambassadors between CFCO and their own organization

#### **Committee Composition:**

- Equity Committee members may include CFCO staff, board members, staff of CFCO partners, and other community members who are interested in the work of the committee
- Anyone who has the interest or capacity to contribute is invited to participate

**Compensation:**

- Committee members who are participating on the committee as part of their job duties are asked to volunteer their time and seek support from their organization to participate
- Committee Compensation Policy:
  - o CFCO will offer financial compensation at \$25/hour for individuals from underrepresented groups that serve on CFCO's committees, who aren't otherwise receiving compensation for this service.
  - o Individuals can get compensated for their time attending and preparing for meetings, as well as any significant work that occurs in between meetings. Committee chairs can receive compensation for preparing agendas, communication with committee members, and any other committee-related duties. Additionally, CFCO will provide mileage reimbursement for individuals travelling to participate in these activities.
  - o Contact Katie Chipko at [katie@childrensforestco.org](mailto:katie@childrensforestco.org) with questions and more details.