



ASSOCIATION of
**OREGON
RECYCLERS**

Advancing Sustainable Materials Management, Together

Association of Oregon Recyclers Equity Committee Charter

Purpose

The Association of Oregon Recyclers is a state-wide 501(c)6 trade organization engaged in advocacy for sustainable materials management. We recognize that our industry has a history of institutional racism and racial bias, both conscious and unconscious. These biases have resulted in an inequitable distribution of the benefits and burdens associated with our industry. Racial identity, in particular, has influenced peoples' interaction with and access to our industry as citizens, as residents, as consumers, as members of the workforce, and as owners and operators of businesses. Because the past and present history of racism permeates every aspect of the materials management system, we must be leaders and prioritize racial equity within our organization and be a leader in our industry to fully achieve our mission.

In our equity work, AOR intends to address racial disparities first. The inequities experienced by all historically disadvantaged groups – including, but not limited to, people of color, the LGBTQ+ community, women, people with disabilities, low-income households – are magnified by racial inequities. Many people and communities live at the intersection of these identities. For example, lesbians of color experience multiple inequities at once. By centering race in our efforts to reduce the inequities in our industry, we can highlight those intersections and the wider system of oppression, and we increase the ability of all of us to work toward achieving more equitable outcomes.

AOR intends to lead with race, with the recognition that the creation and perpetuation of racial inequities is the result of both passive tolerance and deliberate and persistent action, and that racial inequities across all indicators for success are deep and pervasive. With the understanding that other groups of people are also marginalized, focusing on racial equity provides the opportunity to introduce a framework, tools, and resources that can also be

applied to other areas of marginalization. This is important because:

- To have maximum impact, focus and specificity are necessary. Strategies to achieve racial equity differ from those to achieve equity in other areas, however they can be used as a framework to address broader inequities.
- A racial equity framework that is clear about the differences between individual, institutional, and structural racism, as well as the history and current reality of inequities, has applications for other communities that have been marginalized.
- Race can be an issue that keeps other communities that have been marginalized from effectively coming together. An approach that recognizes the inter-connected ways in which marginalization takes place will help to achieve greater unity across communities.

It is critical to address all areas of marginalization, and an institutional approach is necessary across the board. AOR seeks to deepen our industry's ability to eliminate racial inequity and to equip our members to transform the systems and institutions impacting all groups that have been marginalized.

Goals

- EDUCATE our staff and board to create a culture of racial equity that can serve as a model for our organizational members.
- DEVELOP programs, events, and other materials that AOR and its members can use to foster inclusion of communities of color in governance, operations of organizations, and decision making within the materials management system.
- CREATE spaces that foster a sense of belonging by promoting respectful, inclusive, and equitable communication and meeting practices.
- SUGGEST tools and resources to learn about, discuss, and ask questions about issues and topics related to equity, inclusion, and justice, including continuous training, guest presentations, and other educational and inspirational resources.
- FACILITATE communication amongst AOR membership to share ideas and recommendations and assist in finding consensus when it comes to AOR's equity and justice needs, goals, and intentions.
- ADVOCATE for policies that act to repair harms and disproportionate impacts caused by the materials management system on communities that have been marginalized and support increasing diversity within all aspects of the system by expanding economic opportunities for all communities.

Responsibilities

- Develop an Equity Statement for membership and board to review and approve.
- Set key objectives annually that support AOR members' understanding of equity,

inclusion, and justice in the materials management industry.

- Develop ongoing educational opportunities and discussions to support membership in contributing to the development of systems and policies that are equitable, inclusive and just.
- Be a resource to the board and other committees to build a foundation of equity, diversity, inclusion, and [environmental justice](#) in AOR events and advocacy work.
- Formulate recommendations for the development of new policies and initiatives to support equity and environmental justice efforts, and/or modification of policies and practices that may be negatively impacting equity, diversity, inclusion, and environmental justice efforts, internally and externally.
- Identify opportunities for AOR to engage with its broader membership to promote equity, diversity, inclusion, and social justice.
- Communicate AOR's equity, diversity, inclusion, and environmental justice work with membership and board.
- Conduct a self-assessment each year of committee effectiveness that describes accomplishments, relative to developed goals and chartered responsibilities, including identifying challenges and barriers encountered during the period, and recommendations for solutions.

Membership

- Membership will be comprised of board members and committee members representative of general AOR membership.
- Membership will be limited to fifteen (15) individuals, with no more than three (3) board members on the committee.
- Members will work with the Equity Committee Chair to develop the goals stated above.

Commitment

The committee will:

- Meet regularly and as needed throughout the year.
- Hold additional meetings as needed depending on scope of activity/event/etc.
- Work on EDI subcommittees as needed to meet goals stated above.

Acknowledgements

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- Washington State Recycling Association
- New York State Association for Reduction, Reuse, and Recycling
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References

- Health Equity Guide: A Human Impact Partners Project
<https://healthequityguide.org/about/why-lead-with-race/>
- Local and Regional Government Alliance on Race & Equity
<https://www.racialequityalliance.org/about/our-approach/race/>
- City of Seattle - Race and Social Justice Initiative
<https://www.seattle.gov/documents/Departments/RSJI/why-lead-with-race.pdf>