

Request for Proposals

Equity Training for the Board of the Association of Oregon Recyclers

Feb 28th, 2019

About AOR

The Association of Oregon Recyclers is a 503c6 Trade Association that provides a place for organizations and individuals interested in advancing a more sustainable system of materials management in the State of Oregon to convene, lobby and educate.

- *Vision - The Association of Oregon Recyclers is committed to achieving a system of sustainable materials management by supporting high-quality recycling and composting, thoughtful consumption, and producer responsibility.*
- *Mission - AOR provides value to its members by hosting educational events, delivering publications to enhance our understanding and connections to diverse perspectives, and lobbying for legislation that supports sustainable materials management.*

AOR manages an online course called Recycling 101, offers two educational forums annually, holds an annual conference, creates opportunities to tour different key locations associated with materials management and recognizes outstanding performance in the field.

Background

At the annual conference in June, AOR has hosted a series of equity-related sessions and speakers throughout the years (2014-2018) to identify issues and raise awareness. AOR has also offered an equity training open to members in 2016.

The AOR Board has also developed a strategic plan that has a few equity-focused actions, but also identified the need to hire a trainer ground us in a shared foundation in equity issues and guide us into future efforts that are meaningful and foster a more inclusive industry.

Further AOR Discussion

Recently, the AOR Board has responded to a survey to help us determine our next steps. Through written responses and group discussion, we have more questions than answers, like: why we should focus on racial equity first as opposed to other types of oppression? What do equity terms mean and why have they come to focus, to solve what problem? As a trade association, what are we in control over? What can we do to

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influence our members to be more inclusive and engage to advance a welcoming atmosphere in our workplaces?

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AOR seeks to a basic and shared understanding of institutional equity to actively identify and dismantle systems of institutional oppression. This work is specific to the solid waste and recycling industry and how the system is influenced by bias and privilege.

Outcomes of the training include: the AOR Board gaining a shared understanding of general terms and actions associated with equity work related to reducing impacts of oppressive systems, understanding how to maintain a continuum of understanding while Board members come and go and sharpening listening and engagement skills to gain increased empathy and understanding of other perspectives.

The training is expected be held in Portland and last four hours.

Proposals

Responses should be limited to one page and include the following information:

1. The proposers experience working with building equity capacity within a Trade Association (or similar entity representing various member groups).
2. Any logistical needs to conduct the training: equipment, space, etc.
3. Cost for estimated setup, four-hour trainings and any follow-up anticipated.

Please submit responses to [Pete Chism-Winfield](#) by May 1st, 2019. Please limit responses to one page and contact Pete at 503.823.7652 with any questions you may have.

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