

AOR DRAFT EQUITY STATEMENT – MAY 2023

The Association of Oregon Recyclers' (AOR) goal is to create an organization where all members feel a sense of belonging and their perspectives are valued as part of the organization's culture. We acknowledge that AOR's equity journey is ongoing.

We stand in solidarity with all in our diverse community regardless of an individual's race, ability, age, appearance, ethnicity, gender identity, geographical location, national origin, spoken language, professional level, religious or political beliefs or other ideologies, sexual orientation, socioeconomic status, or any other legally protected statuses.

AOR acknowledges our role in exclusion of frontline communities, especially communities of color and low-income communities, and that these communities have often been affected by social and environmental injustices related to the solid waste and recycling industries.

We are committed to providing and promoting tangible practices to confront these inequities by including representation of these communities, listening, learning, and acting in ways that promote the rights, health, and well-being of all.

The recycling industry and all our members will benefit from critically examining and dismantling systemic racism, oppression, and exclusion that persists to this day.

AOR is committed to advancing equity, increasing diversity within the organization, and developing inclusive programming and policies for its members.

We are committed to organizational policies, advocacy, resources, and programming that are inclusive, equitable, and just, while continuing to evolve as needs are spotlighted or change.

We are committed to constantly examining our implicit bias, reflecting on how that bias has historically impacted the industry, our organization, and the communities our members serve, and making changes to ensure more equitable outcomes.

We acknowledge the lack of diverse representation in industry leadership roles and support our members in making progress toward hiring, retaining, and empowering more inclusive leaders who reflect communities that have been historically underserved and disenfranchised. We are committed to working with our membership to create an equitable and inclusive recycling industry that welcomes a diverse workforce.

We work to develop intentional partnerships with communities and organizations that center equity as a guiding principle in their work.

We are accountable to our membership and the communities that they serve. We encourage feedback to help us achieve more equitable outcomes for the organization and the industry.

We are committed to upholding the values expressed above in our review of and advocacy for policies/legislation related to sustainable materials management.

2022-2023 AOR BOARD

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