



## Racial Equity Statement

North Coast Co-op 2017

Adopted by Board of Directors and Management Team July 6, 2017

There are few things that cut across all demographics like food, because we all need to eat. As food cuts across all demographics, so does race. From health outcomes to net worth, race is the determining factor for one's quality of life.

As a community-owned business, we stand at a crossroads; we have chosen to create a more welcoming, equitable environment for all. North Coast Co-op's board and management are committed to racial equity<sup>1</sup> and are working towards building a more inclusive organization. Starting with board and management team, we will do the following:

- Attend trainings that bring awareness to unconscious bias
- Take a critical look at our policies and practices
- Analyze current Equal Employment Opportunity Commission data
- Engage the community in dialog to determine next steps for decreasing racial disparities in our region
- Provide opportunities for staff who want to participate in advancing racial equity

This is the first step in our process toward ensuring racial equity within our own organization as well as the community at large. As we move forward, you can expect updates and engagement. If you have feedback, email [gm@northcoast.coop](mailto:gm@northcoast.coop) or contact our General Manager at (707) 822-5947 x 220 or submit a written comment at Customer Service in either store.

*North Coast Co-op is a democratically-owned grocer that adheres to the international cooperative values of self-help, self-responsibility, democracy, equality, equity and solidarity, as well as the seven international cooperative principles. We believe issues surrounding race fall well within our cooperative values and principles.*

1. Racial Equity - the belief that race should not be a determining factor based on any metric.