

1000 Friends Equity Policy

Approved by the Board of Directors December 2017

Land ownership and land use policies and processes have historically propagated and exacerbated inequalities around the nation, and in Oregon. Land ownership has been racially restricted, land use entitlements have favored those with access to decision-makers; and communities of color, low- income communities, and women, among others, have been excluded from or under-engaged in decision-making around land and natural resources.

1000 Friends is committed to reversing these practices and their impacts on people. We recognize the enormous potential of Oregon's land use planning system to enhance the quality of life for our full community, while broadening access to power and resources. We believe that the land use system in Oregon thrives when: 1) participation and decision-making reflects the full diversity of our community, 2) the interests and welfare of marginalized communities are prioritized, and 3) disparities in environmental and social impacts are accounted for, eliminated, and redressed.

Within 1000 Friends we will:

- Work to ensure that our board, staff, supporters, members, and volunteers reflect the full diversity of Oregon's communities
- Engage in regular equity & inclusion trainings to better understand our history and personal biases, and to develop and hone our shared understanding of anti-oppression
- Share our values around equity, diversity, and inclusion with our philanthropic partners
- Conduct yearly anonymous organization diversity reporting
- Conduct exit interviews with all outgoing staff and board
- Orient new staff and board members on the history of land use in Oregon, with a special focus on the ways in which land use has created, reinforced, or exacerbated disparities

When interacting with organizations, coalitions, and the community we will:

- Seek to understand our past role in contributing to disparities in our communities and be a supportive partner to organizations addressing those disparities
- Center and support the leadership of partners embedded in communities of color and other communities directly impacted by a policy, program, or issue
- Serve as a resource for frontline communities and community-based organizations; contributing our unique knowledge and expertise to further their expressed priorities.



Through our programs we will:

- Expand access to training, technical assistance, and other tools that can help empower a new generation of diverse land use leaders
- Increase underrepresented constituencies' leadership positions on boards, commissions, and committees
- Strive to improve land use policies and decision-making to achieve concrete, positive outcomes for people of color, low-income people, rural residents, and other marginalized groups

We know that we will make mistakes, and we know that we will continue to evolve on this journey. We remain committed to allowing our equity framework to evolve as we learn.