

# July Board Meeting Report

*Prepared by Cheri Strong, Employee Board Member*

The board approved a racial equity statement that had been developed by the board and management. The statement is included below.

The board approved the General Manager signing on to the United Nations statement in support of the Paris Climate Agreement.

A motion from the Earth Action Committee to direct staff to work with the city of Arcata and their Zero Waste plan was adopted by the board.

Early August is the projected date for the Eureka remodel to begin. It is planned to be completed in October.

The finance committee recommended approval of fiscal year, second quarter C share dividend at 2.00% APR. This recommendation was approved by the board.

Preparation for the board/management strategic planning meeting taking place at the end of August has begun.

The Member Action committee is planning for the annual membership meeting.

There was a brief discussion about preserving co-op history. All co-op newsletters have been digitalized and are available at the HSU library. The co-op will turn fifty in 2023.

Courtney Augustus has been hired to do employee/public relations as part of the Eureka remodel. Travis Morgan has been hired as Facilities manager. Welcome!

## **Racial Equity Statement**

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.

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