

EFAO BIPOC Equity and Accountability Committee

INTRODUCTION

The BIPOC Equity and Accountability Committee will help assess and evaluate EFAO's efforts towards its equity and anti-racism goals. Part of this process will involve providing feedback and input to EFAO to help shape and review organizational policies, liaising between the BIPOC community and the EFAO, and ensuring that the organization works toward the goal of real representation and better meeting the needs of farmers and members who are currently underrepresented in the organization and the ecological farming movement at large. The EFAO will be accountable to the BIPOC Equity and Accountability Committee.

The EFAO staff and board are committed to listening to and acting on the feedback that is shared. Timelines for actions based on feedback and updates on progress will be provided at the following Committee meeting.

The Committee may provide feedback on topics related to any or all of the following goals identified on [EFAO's Anti-Racism in Farming webpage](#):

- Build relationships with and receive feedback from BIPOC members and farmers, and BIPOC-led organizations.
- Identify BIPOC-led organizations and initiatives that EFAO can support, ally and engage with.
- Ensure that there are Black, Indigenous and people of colour on the EFAO board.
- Increase the number of BIPOC speakers at the annual conference, events and contributors in the print publication.

This list is not exhaustive and could include other goals as identified by the group.

Input might look like:

- Offering feedback and ideas about current EFAO programming (i.e. events, conference, resources, research trials)
- Providing ideas for other programming or supports that EFAO could offer

- Sharing feedback and ideas to engage BIPOC farmers
- Questions from the board and staff when new relevant questions or issues arise
- Other ideas!

Guiding questions for discussion and feedback could come from the BIPOC Farmer Network, the EFAO community at large, EFAO staff and board members.

Currently, EFAO staff are working toward a goal of at least 25% BIPOC-led field days and at least 25% BIPOC conference speakers over the next two years, and highlighting two BIPOC farmers in each issue of the quarterly publication *Ecological Farming in Ontario*. Similar goals are being developed for other programs.

ADDITIONAL BACKGROUND INFORMATION

In response to feedback, EFAO is reimagining and restructuring 'committee' engagement to better serve the different needs of individuals and the organization. These are two new frameworks for engagement:

Network: Fostering a direct connection between farmers in order to build community and share resources. Open to non-EFAO members. Depth and frequency of meetings are collectively determined by network members and level of engagement is determined by each individual member. Each network is centered around a specific topic or reference (i.e. BIPOC Farmers, silvopasture, no-till vegetables).

Advisory Committee: Providing organizational input and feedback related to specific topics and/or goals into EFAO programs, activities, resources, and policies. Terms of reference to guide group engagement. **Participants are compensated.**

Specific to the BIPOC Equity and Accountability Committee, the Committee will be a BIPOC-only space to enhance the creation of a safe space for BIPOC discussions. Committee membership could be made up of folks from the BIPOC Farmer Network, BIPOC board or staff members, and possibly other key BIPOC individuals with relevant experience that can support the committee and EFAO's equity work.

COMMITTEE SIZE & RECRUITMENT

We hope that the Committee will include a minimum of 6 EFAO members, with a maximum of 15, and at least 80% being farmers or aspiring farmers. The Committee will develop

mechanisms to ensure that members selection reflects the diversity within the BIPOC community and that a balance of different age, class, gender, sexual orientation and abilities perspectives are present. The Committee will be Chaired by Angel Beyde, EFAO's Anti-Racism & Equity Consultant with some administrative support provided by EFAO's Events & Resources Manager.

Opportunities to join the Committee will be promoted as an open call through the EFAO BIPOC Farmer Network and broader EFAO community. The Committee will appoint new members as vacancies arise. Individuals will indicate interest using an online form. The proposed member term is at least 1 year and up to 3 years, as identified by individual members.

COMMITTEE SELECTION PROCESS & CRITERIA

Should the number of Committee applicants exceed the number of available positions (size of Committee to be confirmed), the Committee will together re-evaluate the selection process and criteria as needed. The goal will be to encourage engagement and find a role for all interested.

MEETINGS

The Committee will aim to meet quarterly for 1 to 1.5 hours on a day and time that works for the members. Commitment from each member should be limited mostly to meeting times with the option to participate in additional correspondence between meetings.

COMPENSATION

- For each Committee meeting, up to 4 meetings: \$75/meeting per participant (meetings held virtually).
- All BIPOC Farmer Advisory Committee members will also receive a complimentary ticket to EFAO's Annual Conference.

REPORTING

Meeting minutes or notes can be taken and made available to the EFAO BIPOC Farmer Network members if desired. The Committee will decide what feedback and ideas to present to EFAO Staff and Board members.