

## ***Inclusion and Movement Building Committee*** (name TBD later)

Notes from CFSC Membership Consultation – Jekyll Island, Ga. November 12, 2007

Participants: Andy Fisher, Jeanette Abi-Nader, Jennifer Smith, Maureen Kelly, Tera Couchman, Andrew Kang Bartlett, Jim Hanna, Hugh Joseph, Susan Youmans, Lydia Villanueva

Participants in first round prior to committee gathering: The above, minus Andy, plus Demalda Newsome, Rufus Newsome, Orrin Williams, Alison Cohen, Siena Chrisman, Peter Mann, Fern Gale Estrow, Ken Meter, Christina Schiavoni

## **Committee Recommendations to the Board of Directors**

- A. Create and implement a fully inclusive, multi-stakeholder Strategic Planning Process.
- B. Hire an executive level staff person to build CFSC into a powerful, inclusive, grassroots-directed and accountable coalition.
- C. Give intentionality and ample effort towards a reconciliation process with Change Team and ODC former leadership and support the Growing Food and Justice for All initiative.
- D. Develop and implement a plan that regionalizes **and** localizes the power, decision-making, and direction of CFSC.
- E. Develop an Anti-Oppression Statement, or more positively expressed, Unity Principles, for CFSC; share with member groups, and encourage and facilitate members developing their own. Deepening steps would follow.

### **A. Create and implement a fully inclusive, multi-stakeholder Strategic Planning Process.**

This needs to and should be done right, with the proper staffing and ample time allotted, with broad, deep and open listening to all communities and people affected, especially the most vulnerable and disenfranchised.

### **B. Hire an executive level staff person to build CFSC into a powerful, inclusive grassroots-directed and accountable coalition.**

The ideal may be to hire this person as E.D. and have the current E.D. shift to Senior Program Director to continue the strong program work and publications of CFSC. A Co-Director model might be another way to shape it. Establishing an executive senior position for this purpose (something like director of inclusiveness and movement building) might be another possibility.

### **C. Give intentionality and ample effort towards a reconciliation process with Change Team and ODC former leadership and support the Growing Food and Justice For All initiative.**

Related to this is the recommendation to support and participate in the Growing Food and Justice For All initiative by dedicating staff time to participate in the steering committee, sharing information with our members about the initiative and promoting GFJA as the place to go to for dismantling racism in the food system.

### **Subsequent conversation with committee members provided additional guidance as follows:**

Initiate a reconciliation process with past ODC leadership and Change Team members around the history of ODC. This could be a mediated conflict resolution process. Specific people invited to this process should include the seven members who signed the letter of resignation as well as staff and Board directly involved with ODC/Change Team.

**D. Develop and implement a plan that regionalizes and localizes the power, decision-making, and direction of CFSC.**

This should emerge naturally out of an inclusive strategic planning and listening. A community organizing approach for developing long-term relationships is essential. Training in community organizing should happen at every level.

**E. Develop an Anti-Oppression/Values Statement, or more positively expressed, Unity Principles, for CFSC, share with member groups, and encourage and facilitate members developing their own. Deepening steps would follow. (example below)**

*Example, from SweatFree Communities - [www.sweatfree.org/unityprinciples](http://www.sweatfree.org/unityprinciples)*

*“Our only hope today lies in our ability to recapture the revolutionary spirit and go out into a sometimes hostile world declaring eternal hostility to poverty, racism, and militarism.” – Martin Luther King, 1967*

**SweatFree Communities Unity Principles**

These Unity Principles reflect the spirit that SweatFree Communities Staff and Board of Directors hope to bring to their work in the anti-sweatshop movement.

1. We support worker-led struggles against sweatshop conditions. In formulating our work, we strive to take our direction from sweatshop workers and worker movements.
2. When we join together we are more effective. As we confront sweatshop exploitation, we also try to promote broad alliances between people of all religious faiths, youth, students, retired people, labor, small business, laid-off workers, immigrant workers and sweatshop workers.
3. We strive to act democratically, transparently, and respectfully with our partners in the anti-sweatshop movement. When possible and appropriate, we make decisions by consensus within SweatFree Communities.
4. As a U.S. organization, we have a special responsibility to oppose “pre-emptive” wars that serve to concentrate economic power and control in a few unaccountable transnational corporations, while funneling public resources from people and communities. Such wars particularly hurt poor people in the United States and in other countries.
5. We oppose anti-worker “free trade” agreements. In addition to the many other problems, notably the promotion of economic practices that destroy natural ecosystems, these agreements threaten workers' rights, promote the spread of low-wage sweatshop jobs, and undermine efforts for locally controlled, sustainable, and dignified production.
6. We intend to struggle against racism, sexism, homophobia, classism, and other forms of oppression within our society, within our organizations, and within ourselves. These oppressions are building blocks of a global economy based on sweatshop exploitation. Dismantling oppressions goes hand in hand with ending sweatshops.