

Committee For Combating Oppression (CCO) Charter

Updated and Board Approved February 25th, 2016

Expectations:

The primary purpose of the AOA Committee will be to recommend and plan for Board learning discussions surrounding inclusivity, equity and diversity.

The CCO will:

- Identify oppressive environments within the cooperative system and create methods of combating those problem areas in a constructive manner.
- Define goals for the organization regarding its efforts to combat oppression.
- Reinforce ICC Austin's mission of equality and social responsibility in all endeavors.
- Coordinate Board learning conversations which might include preparing materials for the Board packet, contacting potential speakers, and/or investigating outside organizations that might be able to provide further support;
- Determine what other questions the Board should be asking in order to be educated on issues of inclusivity, equity and diversity.
- Promote education opportunities and trainings for new and existing members to learn about systemic oppression.

Composition:

The CCO will be an open committee comprised of ICC Austin members, with Board members formally appointed each semester. The committee will elect a chair at the start of each semester.

Authority:

The CCO will have no authority beyond coordinating the activities described above.

Duration:

This is a standing committee.

Resources:

The CCO has access to reasonable amounts of administrative staff support related to CCO meeting logistics.

The CCO will have no financial resources at its disposal, instead all expenditures will be subject to a board vote.