

## **Board Statement from reflection on December 2017 Member Forum**

The Daily Groceries Co-op board of directors believes there is a general agreement that the co-op should be inclusive rather than exclusive. Daily is a rare bird among local businesses. It is democratically controlled by its 1450+ members. The democratic model taps the wisdom and experience of all those who participate. It can be messy, frustrating, and ponderous. As with any democracy, change is slow, unwieldy and often unsatisfying in the moment.

The board believes that leadership requires careful listening, thoughtful reflection and thorough deliberation. As an all-volunteer board of an organization that operates on a shoestring budget, we are limited by lack of both time and financial resources. First and foremost, we have to focus on operational issues or all other issues are rendered moot. If we cannot operate a successful business, we cease to exist as an organization.

Given the constraints we operate under, rest assured that the board is dedicated to ensuring an environment free of bias for employees and shoppers. In the past month, we have reviewed personnel policies and asked that changes be made where we feel there is room for improvement.

The board is in complete agreement that the co-op should be a place free of discrimination and prejudice of any sort. We recognize this goal as a constant journey rather than a destination to be arrived at. We undertake this journey as a group, in cooperation and agreement that the push-pull of debate and compromise is our challenge, but is ultimately the source of our strength.

We ask that all participants in this journey recognize the need for balance. Balance between the needs of our staff, our members, our board, the path towards social justice and the practical matters of running a grocery store.

Towards these ends, we plan a professional specialized audit of our HR policies and procedures in 2018. The initial steps of this audit are already in progress.

We are also establishing a formal committee to explore issues related to inclusion and community outreach. This committee will work with our staff and Owner-Members with a comprehensive approach towards achieving the goals mentioned above.

In addition we are currently exploring various options for the co-op to sponsor trainings and workshops. Our intention is foster a dialog by which the co-op can grow and learn together

We realize this journey will at times be clumsy, awkward, and even painful, but know that the board is committed to working with the entire Daily family to achieve these ends.