



Community Philanthropy Staff Bill of Rights

We believe that philanthropy can be more just. Philanthropy rooted in love and equity can affect transformational change that ends hunger and hunger's root causes.

This requires us to dismantle white supremacy, decolonize our profession and eschew the harms of exploitative and extractive capitalism – including harms that threaten the integrity and well-being of our staff. And in doing so, we can advance a **Just Transition** for the institution of philanthropy itself.

With love and equity centered, we can create a profession and team more inclusive and representative (including of BIPOC, transgender and gender nonconforming, and immigrant and refugee communities as well as single parents and caregivers). We can build a profession and team wherein an individual can better expect care, respect, dignity and opportunity. Therefore, Oregon Food Bank commits to upholding and protecting the following Bill of Rights among our Community Philanthropy staff as they fulfill their essential duties and responsibilities at or outside of OFB.

While advancing and growing with robust opportunities for job security and collegial respect, our team members have a right to...

- Work safely, authentically and free from discrimination and harm while bringing their holistic, intersectional identities to fulfilling Oregon Food Bank's mission and vision.
- Make decisions with autonomy and organizational support to preserve their integrity and well-being.
- Interrupt, address and excuse themselves from situations and relationships that compromise an individual employee's integrity and well-being.
- Advocate for, access and utilize tools and resources needed to effectively perform in their roles, and needed to navigate situations and relationships that compromise an individual employee's integrity and well-being.
- Seek organizational and supervisory support to effectively perform in their roles, and to navigate situations and relationships that compromise an individual employee's integrity and well-being.



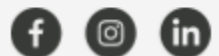
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- Share and document their stories and experiences of harm, as well as alert organizational leadership and supervisors to experiences of harm and situations that compromise an individual employee's integrity and well-being – all without risk of retaliation.
- To be believed when sharing and documenting their stories and experiences of harm, as well as alerting organizational leadership and supervisors to an experience of harm or situation that compromises an individual employee's integrity and well-being.
- Understand how their sharing and documenting of stories and experiences of harm shape organizational actions to ameliorate harm and mitigate future likelihood of compromise to staff members' integrity and well-being.
- Engage the community in difficult conversations that strengthen awareness of the root causes of hunger.
- Design and implement tactics and activities within Oregon Food Bank's **theory of change and strategic plan**, to end hunger today, end hunger's root causes, and end hunger for good.
- Advise and guide organizational policies and practices that result in Oregon Food Bank honoring the commitments made in this Bill of Rights.



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