

Weavers Way Board of Directors Commitment to Equity

In order to realize the mission and vision of the Weavers Way Cooperative Association, we, the Board of Directors, recognize the imperative to address equity throughout our organization, from membership and governance to management, staff and community relations.

We define equity as fair and just treatment, access, and opportunity for participation and advancement for all people. Our understanding of equity acknowledges that there are systemic advantages and barriers built into society and, therefore, built into our Co-op. Our vision of equity includes welcoming people from diverse backgrounds, areas of expertise, and experiences into the greater Co-op community as members, neighbors, shoppers, employees, vendors, and community partners. Our vision includes making sure that everyone's voice is heard, valued, supported, and nurtured. We believe equity fosters an environment where diversity and inclusion can thrive.

We seek to instill equity throughout our organization and in the communities where we live and do business. This commitment helps to distinguish Weavers Way from traditional grocery stores and furthers our mission to operate a sustainable, cooperative, triple-bottom-line business. As representatives of the membership, the Board works with the General Manager to define, monitor, and evaluate the Co-op's equity strategy, and we continually review the Co-op's Bylaws, Policies, and Ends – its governance tools – to uncover inherent biases and to move us toward a visionary institution that can participate in and contribute to creating a more equitable society.