

Interim Process to Address Concerns about Racism and Oppression in CCD

CCD is committed to taking steps to address racism and inequity within the coalition. The Board is working to develop anti-racism and anti-oppression principles along with a formal feedback process for CCD member organizations and their representatives to express their concerns. This process is being developed in consultation with CCD's Anti-Racism and Diversity Work Group, which was established by CCD's Board in February 2020. We will share updates on those efforts in the future. In the meantime, please send any suggestions or questions to feedback@c-c-d.org.

Until the formal feedback process is in place, the Board invites CCD members or their representatives to share concerns regarding oppressive or racist behavior or actions taken and/or language used within CCD meetings, events, communications, or activities by emailing the CCD Chair. Your feedback will be considered confidential and will be reviewed by the Board Chair and Vice-Chair, and shared with the full Board to consider appropriate actions. If your concerns involve the Chair, then they should be directed to the Vice-Chair. In the event that a member or officer of the Board is the source of concern, the information will not be shared with that individual until the rest of the Board, in consultation with the individual submitting the feedback, determines that doing so is part of appropriate resolution of the issue. Please include your name, organization, and contact details if you would like a response.

We appreciate everyone's commitment to ensuring that CCD is an inclusive environment.

July 16, 2020