

OlyKraut's Pledge to Antiracism

OlyKraut acknowledges that White supremacy is omnipresent in our operations and our personal lives. We know that the land we live and work on, the land the produce we use comes from, and every other physical space in our supply chain is on stolen land. We know that access to land has been denied and redlined, making it impossible for Black, Indigenous, and other People of Color (BIPOC) to have the same access and opportunity as white people. We acknowledge that land and agricultural practices that are dominated by white people are a primary component of OlyKraut's success. As much as possible, OlyKraut vows to invest in supply chains that support the businesses of BIPOC vendors. We are committed to building diverse and sustainable regional food systems. We believe that diversity and sustainability include not only the use of local, organic produce, but engagement in business practices that generate the least harm. We will collect data and report on agreed-upon diversity metrics to help guide our decisions as we choose business partners, hire new employees, etc.

OlyKraut commits to providing education on anti-racism for our employees. We understand this process will be ongoing and commit to using our resources for the continued growth and development of our employees and our organization. We plan to alternate between paid programming by BIPOC educators and internal self-education, such as reading and discussing a book or using resources for a self-led learning experience. We started this work in Q4 of 2020.

Regarding conflict, we will foster a work environment that encourages open communication and safety, to the best of our ability. Our HR Committee has taken on the leadership of this work at OlyKraut and it pledges to prioritize listening to, acknowledging, and appropriately addressing any grievance that affects an employee's comfort at work. We know that conflict is inevitable and that discomfort allows space for growth. We believe that open and honest communication, along with support from peers and supervisors, can provide for an individual's safety and lead to restructuring the work environment so it is less tolerant of white supremacy and other biases. We will continue to seek out training that will help us respond effectively and with cultural competency to issues that arise. If we are not qualified to moderate these conversations or conflicts, we will utilize community resources that are. We pledge to hold space for conflict and discomfort and meet the needs of our community.

OlyKraut commits to investing a portion of our company budget in the BIPOC community. In 2020, OlyKraut donated approximately \$100/month to organizations that employees had an opportunity to recommend and vote on. We prioritized BIPOC-led organizations that support social justice in the food system. Starting in 2021, we will shift all aspects of our spending practices. OlyKraut will not always be in a position to make cash donations. However, we will prioritize identifying and purchasing from more BIPOC vendors and suppliers to benefit a broader range of people in our community.

In 2021 we analyzed our employees, vendors, and suppliers to determine how we are spending our money. Our goal is to increase the percentage of the OlyKraut budget that goes to BIPOC-owned businesses and organizations. We will also measure and prioritize our spending with LGBTQ- and women-owned entities. As we obtain data, we will specify a percentage of our budget for giving and create a sustainable plan for our business and the ways we contribute to the community. As of our last survey, OlyKraut's Vendors and Suppliers are 43% Woman Owned, 7% BIPOC Owned, 7% LGBTQ Owned, 7% Immigrant of 1st Generation Owned, and 36% other. We will continue to seek out vendors and suppliers of different backgrounds. At the time of the last survey, our employee makeup was 25%

She/her, 25% he/him, and 50% they/them, 14% BIPOC, and about 50% LGBTQ. Our ownership, meaning Sash and the investors – are as follows: 95% woman, 1% BIPOC, and 77% LGBTQ Identified.

OlyKraut commits to the life-long work of anti-racism. We understand this is a marathon, not a sprint and will continue to grow and learn with our community. Conflict and transparency are inherent to this work. We hope that this pledge will be a fundamental document to begin our journey of anti-complacency and serve as a platform for our business to clarify metrics related to anti-racism. We stand in solidarity with Black voices, Indigenous voices, and the voices of other People of Color. We will continue to use this platform to redistribute wealth, amplify the demands of organizers, and to explicitly hold these values at the center of our operations.

*Note: This is a living document. With humility we accept that there are necessary changes that will have to be made to this pledge as time goes on. We hope this document will not only hold us accountable but create space for dialogue as well. There are some choices, grammar and otherwise, that we have made based on experiences, research, and testimony that we are open to discuss and change as we continue our learning.

Bibliography

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