**ARTICLE 51**

**DIVERSITY & INCLUSION COMMITTEE**

The East End Food Coop shall establish a Diversity & Inclusion Committee made up of representatives from Management and the Union for the purpose of recommending, monitoring and enforcing diversity and inclusion programs, including hiring and the anti-harassment policy at the EEFC. The representatives will be determined individually by Management and the Union. Time spent during meetings will be paid.

The Diversity & Inclusion Committee, once established, will meet on a regularly determined timeframe, establish areas for improvement that EEFC can make in terms of issues of Diversity & Inclusion, in both external and internal capacities. The Committee will work establish baseline information to measure improvement, create goals for improvement, and monitor efficacy of established programs.

The EEFC shall enforce its anti-harassment policy, and will allow employees who are initiating harassment claims to bring a Union rep to their meeting with HR. The EEFC will also provide a timely, confidential written report — outlining the investigation and any remedial action taken — to the employee who made the claim.

The EEFC will honor preferred gender pronouns and provide access to gender-neutral bathrooms.