FTF JEDI Committee Charter
The FTF JEDI Committee* is dedicated to integrating principles of social justice and inclusion to further the FTF’s mission and vision.

The Committee will focus on incorporating equity and justice into the way the FTF and its members grow, moving strategic priorities to be more in line with the principles and values that we espouse.

The Committee will actively encourage FTF members to participate in and contribute to these activities and conversation, recognizing that truly effective justice, equity, and diversity work is never finished.

* Fair Trade Federation (FTF) JEDI (Justice, Equity, Diversity and Inclusion)
• The FTF is a model organization with respect to justice, equity, and diversity in every aspect of the organization, from members to external partners.

• The work of this group will focus on the development of innovative and inclusive systems, programs, and materials.

• The FTF provides resources that help members implement policies and practices which ensure that boards and staff at every level incorporate a diversity of voices and experiences.

• Participation in and adoption of programs and resources with global innovators and leaders that further the mission of the group.

• Ensure that all equity and diversity activities are global in scope and leverage the perspectives of international members to enhance cross-cultural competence.

• Through these activities, we believe that FTF members will be recognized as inclusive fair trade enterprises dedicated to our mission of justice through equitable global trade.
The Committee will work with the FTF staff and Board to:

• Develop an annual action plan, setting priorities based on the focus areas of the FTF JEDI Initiative: leadership support, assessment, professional development, communication, FTF Code of Practice development, and FTF fair trade principles development.

• Assist the FTF Board and other Board committees in incorporating equity and diversity into the association’s strategic goals and objectives.

• Work to design and implement equity and diversity into all programming.

• Monitor the progress and process of equity and diversity work

• Maintain an inclusive view of diversity and justice work.

• Address potential implications when recommending new and/or changes to existing programs, language, and initiatives.
The Board of Directors establishes the FTF JEDI Committee with the following terms and considerations:

- The Chair of the Committee shall be approved by the Board of Directors on the basis of nominations put forth by the FTF Executive Director and Board Chair and on the recommendation of the Equity and Diversity Committee itself.

- The committee shall consist of a minimum of five members, with membership including not fewer than two FTF Board Directors. Committee members will serve terms of three years.

- Except as the Board of Directors may otherwise determine, the committee may make rules for the conduct of its business, but unless otherwise provided by the Board of Directors in such rules, its business shall be conducted as nearly as possible in the same manner as is provided by these Bylaws for the Board of Directors.
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The Board of Directors establishes the FTF JEDI Committee with the following terms and considerations:

• Vacancies on the committee will be filled by a process of nomination and approval by the committee itself.

• The Board of Directors shall, however, have the power at any time to fill vacancies in the committee, to change its membership, or to discharge the committee.

• The designation and appointment of any such committee and the delegation of authority thereto shall not operate to relieve the Board of Directors, or any individual Director, of any responsibility imposed upon it or him or her by law.
1. Meetings
A majority of the members of the Committee will constitute a quorum for the transaction of business, and the affirmative vote of a majority of those present shall be necessary for any action by the Committee. The Committee will keep such records of its meetings as it shall deem appropriate. Members not able to attend meetings must designate a proxy to represent their opinions and who are empowered to vote on their behalf.

2. Subcommittees
The Committee may form and delegate authority to one or more subcommittees (including a subcommittee consisting of a single member), as it deems appropriate from time to time under the circumstances.

3. Reports to Board
The Committee will report regularly to the Board and collaborate with relevant committees to review decisions taken with respect to FTF programming.
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4. **Charter**
   At least annually, the Committee will review and reassess the adequacy of this Charter and recommend any proposed changes to the Board for approval.

5. **Annual Evaluation**
   At least annually, the Committee will evaluate its performance. The Chair of the Committee, together with FTF’s Board Chair, will determine the form and nature of the annual evaluation. The Chair of the Committee will report the results of the evaluation to the Board.