CALL FOR BOARD MEMBERS
FALL 2020

About Urban Harvest STL
Urban Harvest STL builds community around inclusive and resilient local food systems. We envision vibrant cities where underutilized spaces are transformed into productive urban farms addressing the need for equitable access to healthy food for all. Our community-based agricultural projects contribute to healthy ecosystems, stimulate biodiversity, and educate and engage people of all ages to create stronger, more nourishing bonds with each other — and with nature.

Objective & Description
As we approach the year’s end and a season of strategic planning, we are seeking several new members for our Board of Directors to ensure equitable representation in the organization’s leadership and decision-making.

Board members will help execute our strategy to grow and donate healthy produce to St. Louisans living under food apartheid, to share our knowledge with fellow growers, and to educate socially and economically privileged St. Louisans about how they can contribute to a more racially-just food system.

The benefits of joining our Board of Directors include:

- Shaping our organization’s strategy to make a meaningful impact on our local food system
- Gaining knowledge and experience serving in a leadership role with an organization
- Developing and expanding your network of professional and personal contacts

Roles and Responsibilities
The Board of Directors meets on a monthly basis to review and provide guidance on the execution of Urban Harvest STL’s mission. Members are also expected to serve on a subcommittee to design and implement our current strategic priorities. Subcommittees meet periodically to help with the hands-on work of carrying out the mission and include:
● **Staffing & Infrastructure:** Form strategy around employee benefits and compensation, employee retention practices, succession planning, roles for staff expansion and office space

● **Diversity, Equity & Inclusion:** Form strategy around creation of DEI practices for board, staff and client/community interaction, and develop training tools and metrics for evaluation

● **Board Development:** Form strategy around board member recruitment and succession, inclusion of community voices, board information systems, and metrics-based community engagement, expectations and monitoring

● **Fundraising:** Form strategy around goal setting, evaluation of current funding streams, design and execution of a development plan by board with staff support, conversion to COVID and post-COVID practices, and fine-tuning marketing messages for donors

We are interested in building a diversified and engaged Board of Directors who have personal or professional stakes in transforming our local food system, particularly for those living under food apartheid. We would especially like to prioritize representation by individuals living and/or working in communities we serve (North City and North County). The following areas of expertise would be particularly helpful as we move the organization forward:

● Fundraising and development
● Equity-oriented and community-embedded programming
● Relationship-building within low food access neighborhoods
● Marketing and communications
● Land use and revitalization
● Nutrition and culinary services
● Human resources
● Information technology
● Social work and services

If you are interested in joining our board, please complete our Google form [here](http://example.com) and a representative of our organization will be in contact with you to discuss.

**Equity and Anti-Desctrimination Policy**
Urban Harvest STL does not discriminate on the basis of race, color, national origin, religion, gender, sexual orientation, age, disability, military status, or marital status in any of its activities or operations. This policy applies to hiring and firing of staff, selection of volunteers, and provision of services. We are committed to creating a welcoming environment on our farms for all community participants, visitors, partners, employees, and board members. We acknowledge that intersecting structures in our food system marginalize, oppress, and exploit Black, Indigenous and People of Color (BIPOC). We also acknowledge that BIPOC growers have shaped agriculture as we know it today, while their crucial contributions have gone largely unrecognized. By centering racial equity, we commit to working toward a just food system in all aspects of our work. We expect that board members will advocate for our core value of equity in all aspects of their stewardship of our organization’s mission and goals.