



## TASTE for Equity Volunteer Expectations

- **Show up.** *We show we are committed to one another and our shared mission when we show up fully and authentically for one another.*  
HOW: Try not to miss a formal meeting of the committee and stay to the end, if possible.
- **Contribute.** *We spend money on our true priorities.*  
HOW: Equity must go beyond a talking point for each of us. Sponsor TASTE's Gala/programs. Patronize the featured chefs, wineries, artists and vendors. Contribute time and money to the beneficiaries.
- **Share the load.** *Like a great pot-luck gathering, when we each do our part, no one is overburdened and all get to enjoy the fruits of each contribution.*  
HOW: As an all-volunteer organization, everyone must do a share of the work and follow through on commitments.
- **Evangelize.** *We share what we believe in and what moves our heart.*  
HOW: Tell others about TASTE for Equity's mission. Recruit sponsors, donors, believers and volunteers. Bring people to the gala that help us achieve the diverse, inclusive and invested fellowship we seek to connect and inspire.
- **Do your personal equity work.** *For our own well being and for a healthy, just community, we must each own our personal equity journey and continue working to advance it.*  
HOW: While TASTE for Equity engagement will almost certainly diversify and broaden your personal network and engage you in important equity and justice efforts, it is not the place for you to "do your work" on diversity, equity and inclusion. That can be done in your workplace and/or on your own, perhaps inspired by what you experience and learn through TASTE engagement.

## Committee Expectations

### Steering Committee

**Charge:** Guide the mission and ensure the achievement of TASTE for Equity's goals.

**Format:** One meeting per month (two per quarter are virtual 75-minute meetings and one is an in-person, 2-hour meeting)

**Expectations:**

- Attend all meetings possible.
- Carry a part of the load; participate in at least one subcommittee or key activity
- Help with outreach to potential sponsors/donors, vendors, beneficiaries, etc., as needed
- Do your personal equity work
- Commit to TASTE for Equity Volunteer Expectations

**Desired Team Composition\*:** A team of mission-driven leaders from sponsor companies and beneficiaries complemented by other perspectives – all representing diverse demographics, abilities, orientations, professions and perspectives.

**Hours Expected:**

- One 75-minute or two-hour meeting each month
- Prep of up to 30 minutes for each meeting
- Up to 30 minutes per month to read and respond to emails between meetings
- Attend TASTE for Equity Gala as a host
- Time spent in committee work

\* Presenting, Reception and Equity Champion sponsors are each afforded one seat on the Steering Committee. In addition, it has been the practice of this committee to allow only one representative per company/organization but they are encouraged to serve on other committees.

### **Small Events Committee**

**Charge:** Vision, plan and execute small-event opportunities to forge connections and inspire action throughout the year, ultimately building the impact of the Gala. Events are centered in creating space for people to feel invested in and celebrated for the work they do, in building community, and in highlighting the impact of return of investment in TASTE.

**Format:** To be determined at first meeting on May 9, 3:30-4:30pm

**Expectations:**

- Attend all meetings possible.
- Develop and manage small events strategy
- Help to plan and execute small events (three in 2023), including:
  - Program development/agenda setting
  - Outreach/invitations
  - Logistics (secure catering, work with speakers, facilitators, sponsors, etc.)
  - On-site event volunteer (set up/clean up, etc.)
  - Facilitator
- Commit to TASTE for Equity Volunteer Expectations

**Background and Experience Preferred:**

**Desired Team Composition:** Executing on small events will need a team of thoughtful doers with an interest in moving TASTE's mission forward in regular, impactful and feasible ways. A variety of perspectives and areas of expertise will be needed as well as people from diverse demographics, abilities, and orientations.

**Hours Expected:**

- To be determined at first meeting on May 9, 3:30-4:30pm

### **Marketing Committee**

**Charge:** Manage TASTE for Equity's brand, maintain strong marketing collateral (brand collateral, website, etc.), and help build customer loyalty through marketing and public relations avenues.

**Format:** Monthly 45-minute meetings

**Expectations:**

- Attend all meetings possible.
- Manage/do some aspect of the marketing work (public email management and writing, social media channels, press/public relations, media partnerships, website management, ticket sales, etc.)

- Manage marketing partner vendors and relationships as assigned.
- Commit to TASTE for Equity Volunteer Expectations

**Desired Team Composition:** A team of brand/marketing-savvy professionals of diverse ages, abilities, demographics, perspectives and professional disciplines. Expertise in at least one aspect of marketing is ideal.

**Hours Expected:**

- Monthly 45-minute meetings
- Variable depending on aspect one volunteered to manage/do

## **Sponsorship Committee**

**Charge:** Achieve TASTE for Equity’s annual revenue goals.

**Format:** Monthly 30-minute meetings

**Expectations:**

- Attend all meetings possible.
- Do personal outreach to sponsors and nurture their relationship with TASTE
- Guide setting of annual revenue goals
- Commit to TASTE for Equity Volunteer Expectations

**Desired Team Composition:** Networkers, networkers, networkers from various demographics, abilities, orientations and perspectives. Members don’t have to be salespeople or “closers” but should not be shy about sharing their enthusiasm for TASTE’s mission and excited when a sponsor joins the effort. Some members may also be especially focused on hosting sponsor cultivation events.

**Hours Expected:**

- Monthly 30-minute meetings
- Time for outreach via email, calls, in-person cultivation

## **Chef Selection Committee**

**Charge:** Select 10 chefs for the TASTE for Equity Gala and opportunities to be featured in media and events throughout the year

**Format:** Five (5) meetings over two months (June & July 2023)

**Expectations:**

- Attend all meetings possible.
- Do tastings (alone or in groups) of potential featured chefs during the selection period
- Help with outreach to selected chefs, as needed
- Help access donated (bulk) food items
- Commit to TASTE for Equity Volunteer Expectations

**Desired Team Composition:** A team of “foodies” from diverse demographics, abilities, orientations and perspectives. Members of the team should have a love for various kinds of cuisine, especially those from races, cultures and ethnicities beyond white-American communities. Connections to chefs, restaurants and/or the food industry is valued but not required of all.

**Hours Expected:**

- Five 60-minute meetings, with no more than 15 minutes of prep

- Likely 5-10 hours of tastings, with travel time, over the course of four weeks (usually done at your leisure)

### **Winery Selection Committee**

**Charge:** Select 10 wineries for the TASTE for Equity Gala and opportunities to be featured in media and events throughout the year

**Format:** Three (3) meetings over two months (June & July 2023)

**Expectations:**

- Attend all meetings possible.
- Help with outreach to selected wineries, as needed
- Commit to TASTE for Equity Volunteer Expectations

**Desired Team Composition:** A team of wine lovers from diverse demographics, abilities, orientations and perspectives. A majority of the members should be in or adjacent to the Oregon wine industry but all should have a love for various varietals and a high standard for quality. Connections to Oregon wineries/winemakers (especially those who are BIPOC and queer) is valued but not required of all.

**Hours Expected:**

- Three 60-minute meetings, with no more than 15 minutes of prep

### **Honoree Selection Committee**

**Charge:** Select an honoree for each of the Gala award categories: Impact, Inspire, Innovate

**Format:** Four (4) meetings over two months (August & September 2023)

**Expectations:**

- Attend all meetings possible.
- Nominate individuals and help with nominations outreach
- Bring personal knowledge of nominees' qualifications and suitability to be honored by TASTE for Equity
- Help with outreach to selected honorees, as needed
- Commit to TASTE for Equity Volunteer Expectations

**Desired Team Composition:** The prior year honorees and one representative from each beneficiary are invited to participate along with three sponsor representatives selected by the Steering Committee.. All members should bring a love of lifting up achievement and inspiration for others.

**Hours Expected:**

- Four 60-minute meetings, with no more than 30 minutes of prep for each meeting