

FOOD BANK FOR THE HEARTLAND INCLUSIVE WORKPLACE STRATEGY

April 3, 2024



Purpose

Food Bank for the Heartland (FBFH) will foster a feeling of security and support where all people feel physically and psychologically safe in an inclusive and diverse space. This initiative is FBFH's clear commitment towards fostering a sense of belonging for everyone.

FBFH recognizes psychological, physical, and social differences that occur among any and all individuals, including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender identity, sexual orientation, mental or physical ability, and learning styles. FBFH will ensure that everyone can bring their authentic self to work regardless of their values, beliefs, habits, patterns of thinking, behaviors, or communication styles to create an inclusive environment for all.

This strategy seeks to further complement FBFH's conduct standards as defined in the Employee Handbook.

Applicability

Foremost, this initiative will focus on FBFH team members. It is the goal that these internal initiatives will expand our efforts to address disparities among the neighbors we serve and to look at food insecurity through an equity lens. Although the first step in the initiative is internally focused, it is important to recognize that FBFH cannot fulfill our mission without recognizing and addressing equity and inclusion as a part of food security work.

Commitment

FBFH will weave this initiative into the organization's fabric by including diversity and equity principles throughout our policies, procedures, operations, communications, volunteer experience, process improvements, and infrastructure.

FBFH commits to fair treatment, access, opportunity, and advancement while simultaneously striving to identify and eliminate barriers that have prevented the full participation of some groups. FBFH will further commit staff time and physical resources to fulfill the purpose of this initiative.

Areas of Focus

FBFH has identified five overarching focus areas in support of creating an inclusive workplace.

Culture
Ensure that everyone is able to bring their authentic self to work regardless of their values, beliefs, habits, patterns of thinking, behaviors, or styles of communication to create an inclusive environment for all.

Diverse Talent Pool
Work to attract a diverse applicant base. And further ensure each candidate is given equal opportunity in a fair and unbiased selection process; we provide an inclusive, supportive, and welcoming environment.

Inclusive Workplace
Develop a comprehensive strategy to build and maintain a high-performing and diverse workplace. Ensure employees are heard, empowered, supported, and provided with the necessary resources to reach their full potential.

Education
Provide space, resources, and staff time to further extend education on diversity and equity principles to increase awareness and acceptance across the organization.

Celebration Diversity
Define informal and formal ways to honor the ways diversity exists in our staff and community.

REALITY
One gets **more than** is needed, while the other gets **less than** is needed. Thus, a huge disparity is created.

EQUALITY
The assumption is that **everyone benefits from the same supports**. This is considered to be equal treatment.

EQUITY
Everyone gets the support they need, which produces equity.

JUSTICE
All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

INCLUSION
Everyone is **INCLUDED** in the game. **No one** is left on the outside; we didn't only remove the barriers keeping people out, we made sure they were valued & involved.

@ClinPsychDavid

Definitions

Diversity

FBFH recognizes psychological, physical, and social differences that occur among any and all individuals, including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender identity, sexual orientation, mental or physical ability, and learning styles. A diverse group, community, or organization is one in which a variety of social and cultural characteristics exist.

Equity

FBFH commits to fair treatment, access, opportunity, and advancement while simultaneously striving to identify and eliminate barriers that have prevented the full participation of some groups.

Culture

FBFH (commits) will ensure that everyone is able to bring their authentic self to work regardless of their values, beliefs, habits, patterns of thinking, behaviors, or styles of communication to create an inclusive environment for all.

Belonging

FBFH will foster a feeling of security and support where all people feel physically and psychologically safe in an inclusive and diverse space. The Food Bank will instill a sense of acceptance and accommodation to provide a safe space for all to be seen and/or heard in an individual or group setting.

Impact vs. Intent

FBFH recognizes the importance of how the impact of behaviors, language, actions, etc., may affect or influence people, regardless of intent.