

## A Culture of Diversity, Equity and Inclusion

Like most nonprofit organizations Diversity, Equity, and Inclusion (DEI) is on our minds as we continue to unpack the impacts of systematic racism in our country. Racial disparities impact access to education, employment, healthcare and limit access to varied occupations, healthy food, and affordable housing. USFA members work in some of the most culturally and ethnically diverse communities in America and while the members and staff of USFA have long been committed to creating equitable access to healthy school meals in their roles operating federal meal programs, as an organization, we simply felt we could and should do more.

USFA is committed to creating a culture within our organization that ensures an equitable experience for all stakeholders. Further, USFA believes that all stakeholders in the organization hold the responsibility for creating a culture that promotes diversity, equity, and inclusion. As such, the organization is committed to fostering a diverse workforce, board of directors and membership base comprised of persons committed to upholding the concepts of DEI and creating a positive organization that supports and creates opportunities for all stakeholders no matter their background or characteristics.

As USFA continues in their journey of creating a culture of DEI, here are some steps we are taking to ensure a more equitable experience:

- **Promote DEI Education.** USFA staff is participating in ongoing training around DEI and racism. A DEI moment has been added to monthly membership calls and we continue to bring in outside experts to provide continuing education for members and staff.
- **Promote Food Equity.** We are tenacious about ensuring all students have access to the food they need, believing that all students deserve high-quality, healthy meals to learn and grow. We take advantage of opportunities to educate legislators and regulatory authorities on the need to support local/regional food systems and healthy school meals for all students.
- **Ensure Diversity of Thought.** USFA is being intentional about including a diversity of voices in conversations, giving the opportunity to speak to those stakeholders and colleagues whose voices are not being represented or are lost in the decision-making process.
- **Promote Equality of Opportunity- Workforce.** USFA is committed to diversity in its workforce to combat the various disparities to employment, promotion and wage gap based on race and gender. Additionally, USFA is partnering with minority and women owned firms whenever possible to support the work of the organization.
- **Promote Equality of Opportunity- Member Service.** USFA is committed to ensuring diversity in all its areas for volunteer service by ensuring a diverse group of individuals are recruited and represented on all committees, the Board of Directors, USFA Advisory Council and other member service opportunities.

Sincerely,



Jeremy West, SNS  
Director of Partnerships & Member Engagement