

## **Diversity, Equity, and Inclusion**

*Statement Approved by the Board of Directors of the Society of St. Andrew, October 20 2023*

The Society of St. Andrew (SoSA) envisions a world without hunger, in which spiritual and physical hungers are met by God's grace through Jesus Christ. We strive to maintain full expression in our organizational culture, values, norms and behaviors by building and sustaining diversity, equity, and inclusion.

We support diversity across all experiences, including age, economic circumstance, ethnicity, sex, race, range of ability, religion, sexual orientation, gender identity/expression, and language. Our goal is for each individual, from a first-time volunteer to the most tenured staff member, to feel welcomed and supported so they can achieve their fullest potential in their role supporting SoSA. Each member of the organization can influence the change we expect to see realized.

SoSA recognizes that its effectiveness will be enhanced and its mission best served when the practices of diversity, equity, inclusion are reflected in all aspects of the organization and specifically when:

### **Board of Directors**

The Board of Directors commits to maintaining cognizance of and compliance with diversity, equity, and inclusion while overseeing the work of SoSA.

### **Programs and Partners**

We perform our mission through an awareness of cultural and individual differences to better support programs, communities, partners, and stakeholders. We hold ourselves accountable to acknowledging embedded systems of privilege as a barrier to equity. Collaboration and input from all partner and stakeholder levels helps to ensure that our programming is diverse, inclusive, and equitable.

### **Policies and Procedures**

We are inclusive in our organizational policies and procedures and as part of our strategic plan. A work group collaborates to provide oversight to ensure DEI values are integrated in daily operations and public materials, evaluating progress, and pointing out areas for improvement.

### **Employment**

Our staff reflects and respects the diverse communities where we partner. Our recruitment and hiring practices prioritize a commitment to diversity and inclusion. We work to create a safe space within our organization that respects each individual's unique experiences, gifts, values, and perspectives as we continue to be open to change.

### **Mission**

All of this work takes place within the mission of the Society of St. Andrew, which is bringing people together to harvest and share healthy food, reduce food waste, and build caring communities by offering nourishment to hungry neighbors.