

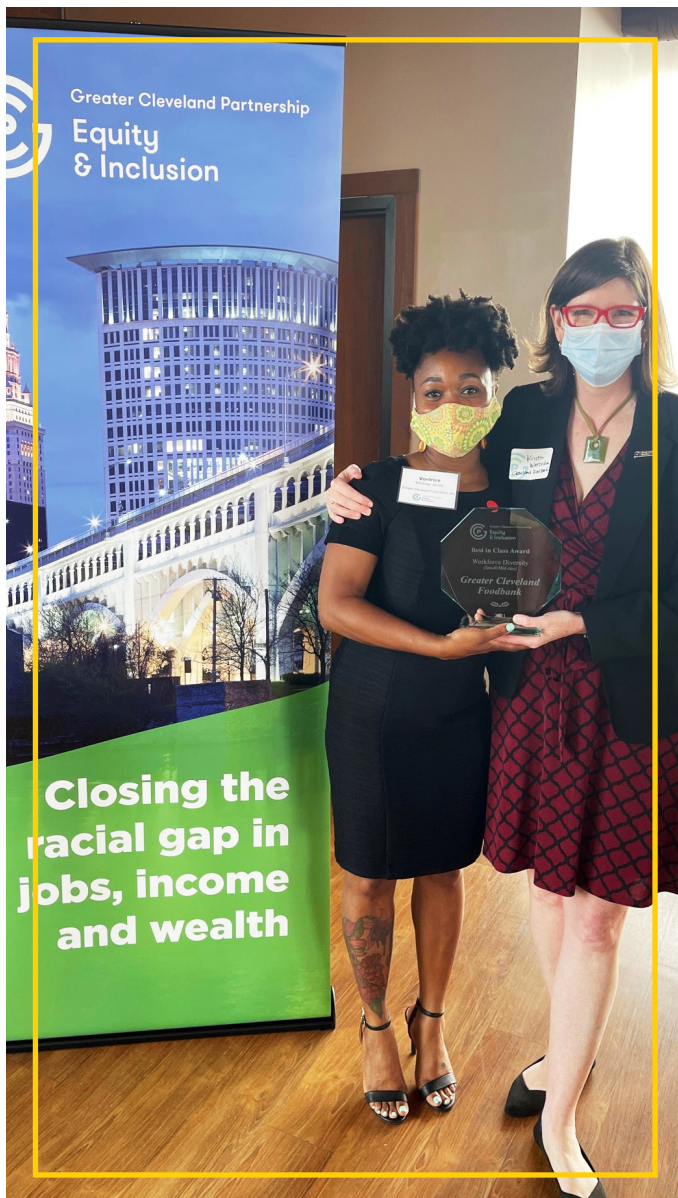


DEI COUNCIL

The Greater Cleveland Food Bank's FY19-FY21 Strategic Plan committed to "make diversity, equity and inclusion (DEI) strengths of our organization." To achieve this, we created an internal Diversity, Equity & Inclusion (DEI) Council of 25 staff members who focused on fostering an environment where everyone affiliated with or employed by the organization feels valued and is treated equitably, accomplishing their goals through subcommittees:

- **Diversity:** DEI initiatives related to external facing partners and clients;
- **Equity:** Internal DEI work related to Food Bank staff, VISTAs, interns, clients, partners, volunteers and advocacy;
- **Inclusion:** DEI education and events.

This report highlights our DEI Council's efforts from the start — and lays the foundation for our continuing journey.



DEI COUNCIL EXECUTIVE SPONSOR

KRISTIN WARZOCHA,
CEO & PRESIDENT,
GREATER CLEVELAND FOOD BANK

"The more diverse our team and organization, the better our service to the community. Diversity, equity and inclusion make us stronger."



DEI COUNCIL CHAIR

VONTRICE JONES,
DIRECTOR, AGENCY SERVICES

"Neighbors experiencing hunger and food insecurity can be confident in receiving services and resources from the Greater Cleveland Food Bank that are inclusive, provide dignity, and are offered in a way that acknowledges and celebrates diversity."



DEI COUNCIL FACILITATOR

VALISSA TURNER HOWARD, ESQ.
VP, TALENT & LEGAL AFFAIRS

"The ultimate goal of DEI work is to create a better, more equitable world for everyone. Doing what's right, eliminating injustice and oppression, and creating a world that is fair and just are at the root of many DEI initiatives. The Food Bank wholeheartedly supports these ideals and our DEI Council has worked hard over the last three years to put these values into action."

DEI COUNCIL MEMBERS 2019 – PRESENT

Alissa Glenn, Allise Sadeghipour, Amy Kocian, Antonian Livingston, Carolyn Newberry, Chloe Francis, Dani Cheeche, Danielle Queen, David Mraz, Devin McNulty-DeMarco, Diana Davet, Dwayne Brake, Emma Shamburger, Eric Pecherkiewicz, Greg Foster, Jerry Harris, JoAnn Burnett, Josh Harbst, Kallie Guciardo, Kate Dimengo, Katie Gedeon, Kelly Donnelly, Kendall Woods, Kerri Peterson-Davis, Kimberly LoVano, Kimberly Pritchard, Kristin S. Warzocha, Lindsey Iero, Lisa DiCapua, Lisa Laditka, Mario Cane, Mark Maple, Mary LaVigne-Butler, McKenzie Scott, Michael Keene, Natasha Adkisson, Nathan Hoftmaurer, Neil P. Macke, Nicole Cook, Nicole Snider, Paul Phillips, Phil Trimble, Rebecca Shirley, Romel C. Prather, Shoshawna Johnson, Stacey Monroe, Staci Hall, Susan Tisdale, Terry Mathis, Tiffany Scruggs, Valissa Turner Howard, Esq., Vin Karnik, Vontrice Jones, Zainab Pixler

DIVERSITY SUBCOMMITTEE

ROLE: Responsible for DEI as it relates to our outward facing partners and clients. This could also be thought of as our communication, service, and outreach committee. Those on this committee focus on how we promote DEI to our partners and clients and how we best provide inclusive and equitable support. Co-Chairs of these subcommittees help to determine goal priority and deadlines.

COMPLETED WORK

COMMUNITY OUTREACH

- Awarded grants serving unemployed-50k Valpak outreach mailer. Ads sent in September and October.
- Spanish-speaking staff of Hispanic descent made calls and conducted outreach to partner agencies.
- Utilized Black-owned restaurants in Market at the Food Bank fundraiser and utilized Black-owned restaurants for staff lunches/appreciation events.
- Prioritized diversity in marketing materials and created opportunities for the DEI Council to review communication materials with an eye toward diversity and inclusion.
- Harvest For Hunger/Market at Home team intentionally included more Black-owned businesses.
- Included our commitment to Diversity and Inclusion on Food Bank advertisements and job postings.
- Continued community education about poverty and advocacy through poverty simulations, Speaker's Bureau, Lunch & Learn events, etc.
- Broadened our advocacy efforts with diverse populations and collaborated with diverse groups.

AWARENESS

- Advocacy/education resources about systemic racism gathered by the DEI Council on the employee portal.
- Webinar that teaches staff how they can advocate to end systemic racism.
- "How to Advocate" video on DEI page and employee portal.
- LinkedIn Learning February Challenge: Celebrating Black History Month.
- LinkedIn Learning resources recommended to DEI Council: Effective Listening; Communicating about Culturally Sensitive Issues; Inclusive Leadership; and Inclusive Conversations.
- Two mandatory LinkedIn Learning classes for all supervisors during FY21: Managing Organizational Change for Managers and Practicing Fairness as a Manager. Non-supervisors were required to complete How to Be an Adaptable Employee during Change and Uncertainty, and Communication within Teams.
- FY20 required class for all supervisors included: Inclusive Leadership. Diversity, Inclusion, and Belonging was assigned and required for non-supervisory staff.
- YWCA 21-day Racial Equity & Social Justice Challenge sent to all staff.

RECRUITMENT

- Revised recruitment plan for the most diverse pool possible. Adjusted our sourcing for advertisements to reach a wider audience and partnered with organizations that are dedicated to DEI to highlight our postings.
- Prior to advertising, we send our hiring managers department graphics and reminders to encourage diversity in their pool of applicants.
- Reminded and encouraged hiring managers to include diversity in their pool of applicants.
- Added standardized recruitment questions to our hiring process to ensure equitable hiring. Added DEI-focused screening questions on employment applications for supervisors to gauge level of DEI competence.



EQUITY SUBCOMMITTEE

ROLE: Responsible for reviewing and making suggestions regarding internal policies (formal and informal) as they relate to employees, VISTAS, interns, clients, partners and volunteers. This could be department level policies and organizational-wide policies. This group also works with advocacy efforts as they relate to DEI. They are also responsible for communicating DEI work to all staff. Co-chairs of these subcommittees determine goal priority and deadlines.

COMPLETED WORK

COMMUNITY OUTREACH > CULTURAL COMPETENCE

- Currently provide Kosher and Halaal culturally diverse food options to partner agencies.

AWARENESS

- Post slides on internal electronic communication boards and intranet site highlighting nationally recognized diversity and wellness months.

RETENTION > EQUITABLE PRACTICES

- Conducted a baseline audit to determine current barriers and assess accessibility in any future redesigns of the building's layout during the process of the Capital Project.
- Placed DEI comments/issues box in common areas of the Food Bank. The contents are checked by HR monthly, and HR will address accordingly, which may include some DEI Council involvement, where appropriate.
- Included DEI competency in all employee evaluations. Competency will be rated as part of the annual performance review process and will be on subsequent year's evaluations.
- Provided equitable and inclusive access to training, including Supervisors creating a schedule that allows their staff to be included and participate in offerings.
- Annual supervisor training on unconscious bias for recruitment and performance evaluations.
- Consistent application of flexible work arrangements and telecommuting policies, as appropriate.
- Encouraged staff to report policy non-compliance and equity concerns to Human Resources department.
- Provided equitable access to technology through laptop lending library for staff.
- Encouraged equal pay for equal work for all employees. Involving annual analysis of wages.

INCLUSION SUBCOMMITTEE

ROLE: Responsible for education and events. This committee is focused on staff education on DEI issues that may include education, as a whole, or in specific areas. The committee supports our company culture by promoting DEI and works with team members and departments to create cross-departmental education or cooperation events.

COMPLETED WORK

COMMUNITY OUTREACH

- Translated and printed materials in Spanish.
- A telephone translation 3rd party service, Affordable Language Services, is available to help service our non-English speaking clients. This service is provided through the Ohio Association of Foodbanks and is also available to all partner agencies.
- Translation services posters printed and laminated for display in the Help Center and Euclid Pantry. Neighbors can simply point to their language, and we can then call for an interpreter.
- Updated our website to offer an option to switch to other languages through Google Translate.
- Shared staff demographics on the appropriate page of our website for each group
- Created a section on GCFB website About Page for DEI and updated with information and shared progress of DEI work.
- Continued to keep the community room as a free community meeting space for the community groups.

AWARENESS

- Established a DEI Book Club and have read "How to Be an Anti-Racist" by Ibrahim X. Kendi with discussion sessions.
- Celebrated Juneteenth:
 - Included a speech and a reading list from former Food Bank board member, Dr. Patricia Ackerman.
 - Recipes shared with all our partners.
 - Flew the Juneteenth Flag.
 - Shared Juneteenth community events.
- Circulated Interfaith calendar to staff.
- Flew Pride flag during Pride month.
- Educated staff on client demographics and client issues. Provided training during on-boarding process and annually at staff meeting.
- Created a DEI page on employee portal to include updates on the DEI progress and staff demographics.
- Hosted focus groups and town halls for DEI Council and all staff to discuss racial injustice and DEI concerns.

RETENTION

- Biannual Audit of company policies (HR Policy Audit) to determine inclusiveness and accessibility and recommend policy changes.
- Created cross-departmental interaction by allowing staff to attend other department's staff meetings.

RECRUITMENT

- Revised employment application to be more inclusive.

