

## **Daniel's Table Diversity, Equity, and Inclusion Policy**

Daniel's Table is committed to creating an environment that is diverse, inclusive, and equitable where all staff, clients, partners, vendors, and board members are treated with respect and dignity.

For the purposes of this statement, diversity refers to race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability and socio-economic status; Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization; Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities.

We are an organization that celebrates the rich diversity of the City of Framingham and surrounding communities. Our mission is to create food security through nutrition and education as the catalyst to empower individuals and families to reach their full potential. Daniel's Table achieves this mission through continuous innovation of programming and outreach, service provision conducted with compassion and dignity and education that is respectful of culture and diversity. We will not tolerate discrimination, biases, harassment, or bullying of any kind. Discrimination, harassment, biases or bullying of any kind will result in immediate termination from Daniel's Table program to facilitate a safe and equitable environment for all staff, program participants, partners, vendors and board members. Regardless of race, socio-economic status, age, disability, religion, sexual orientation, nationality, gender, or marital status, we are an organization that celebrates the richness of our community.

As an organization we will continuously look inward to build a diverse and equitable environment for our staff, program participants, partners, vendors, and board members. We agree to be guided by these principles and pledge that they will be reflected in our vision, mission, strategic planning, programming, governance, and board composition. Our commitment to diversity, equity, and inclusion extends to our staff, our members, and programs we develop and support.