

## Hunger Solutions Minnesota's Commitment to Diversity, Equity, and Inclusion

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### Diversity, Equity, and Inclusion Statement:

Hunger Solutions Minnesota is committed to diversity, equity, and inclusion as essential components to fulfilling our mission to end hunger in the state. We recognize at the root of hunger are disparities including those based on race/ethnicity, socioeconomic status, geography, national origin, ability, gender and sexual orientation. We believe transformative change requires authentic inclusion of those directly impacted by food insecurity in identifying the most meaningful solutions to dismantle barriers. We passionately work as an active partner bridging the perspectives of people experiencing hunger, organizations on the front lines of hunger relief, and multi-sector food system leaders to advance equity and achieve a more just food system that works for everyone.

### Working Definitions:

- Diversity: When everyone has a seat at the table, reflecting the community's varied experiences across race, class, gender, ability, geography, etc.
- Equity: When the table is set to nourish all of us in fulfilling our needs and achieving our full potential.
- Inclusion: When everyone at the table is able to participate and have their perspectives heard and valued.

### Guiding Principles/ Values:

- We believe food is a basic human right.
- We believe every community should have access to healthy, affordable, and culturally appropriate foods.
- Our commitment to equity includes all aspects of our work and is integral to realizing our mission.
- We believe the diversity of our staff and board should reflect those experiencing hunger to maximize our success.
- Our diversity, equity, and inclusion journey is ongoing and incomplete, and we remain committed to a culture of learning, transparency, trust, and respect along the way.