



Board of Directors

Diversity, Inclusion and Equity Statement

At Marion-Polk Food Share, our commitment to diversity and inclusion is crucial to fulfilling our mission. As a community based organization, we are committed to having a Board that reflects the diversity of Marion and Polk counties.

A diverse Board allows us to effectively draw on different perspectives to enhance the quality of the decision making, deepen the relevance of our policy advice, and enhance our efficiency and effectiveness. Diversity thereby strengthens the legitimacy and relevance of the Food Share in delivering services to our two counties.

An inclusive Board environment encourages different perspectives to be presented and accepts diversity of thought as valuable and consequential. We welcome the wide range of experiences and viewpoints that Board members from diverse perspectives bring to the Food Share, including, but not limited to, those based on gender; ethnicity, culture and nationality, age; residency; educational and professional backgrounds; social economic status; sexual orientation, gender identity and expression; disability; and religion.

Accordingly, we strive to attract, retain, and develop a Board that is diverse along many dimensions, and to leverage the diverse knowledge and experiences of all our Board members. To this end, our Board diversity benchmarks are a key element of our Board recruitment processes.

We seek to leverage the proven benefits of enhanced innovation and creativity, greater productivity and employee satisfaction that derive from a well-managed, diverse, and inclusive Board, in delivering value to our community. Consequently, we are committed to ensuring that the Food Share Board of Directors is diverse, inclusive and equitable.

- Diversity - We define diversity as the differences that occur among people. For the Food Share, it means embracing those differences among each other, within our organization, and within the communities in which we operate.
- Inclusion - We define inclusion as the act of creating an environment in which all parties feel welcomed, respected, supported, valued and able to fully participate.
- Equity - We define equity as providing opportunities and access to all so that every person can achieve his/her full potential. Equitable treatment involves acknowledging diversity, recognizing and celebrating our differences, and eliminating the barriers that prevent the full participation of all peoples.