

DIVERSITY, EQUITY AND INCLUSION (DEI) POLICY

We are committed to helping El Pasoans address hunger and food insecurity. Our vision is a future where no one in our community goes to bed hungry. We value and celebrate diversity and maintain a commitment to meet individuals where they are. We believe every person deserves equal access to nutritious food and the wraparound assistance needed to live a healthy, more food secure life.

We recognize that creating a truly diverse and inclusive organizational culture is a process and not a destination. We are committed to:

- Providing anyone in need with access to emergency and supplemental food, nutrition education, and the wraparound assistance needed to reduce their hunger and food insecurity.
- Upholding our organization's culture of inclusion, where all people feel seen, heard, supported, and valued.
- Engaging diverse perspectives in organizational decision-making, including those of the community members we serve
- Continuing to reflect the diversity of our vibrant local community in our Board of Directors, Advisory Boards, and Staff.

Current and ongoing DEI efforts include:

- Abiding by our zero tolerance anti-discrimination and anti-harassment policies
- Maintaining gender-neutral and handicap accessible bathrooms
- Ensuring all program materials are available in both English and Spanish
- Considering employee/staff input with organizational strategy and decision-making processes

Kelly does not and shall not discriminate based on race, color, religion (creed), gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status in any of its activities or operations, including: the hiring/firing of staff, selection of volunteers and vendors, and interactions with program clients.

This DEI Policy was approved by Kelly's Board of Directors on June 6, 2023.