



At Flint Hills Breadbasket, a diverse, accessible, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling DEAI for the entire nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, the Breadbasket strives to:

- See diversity, accessibility, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff, volunteers, and the guests we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Flint Hills Breadbasket abides by the following action items to help promote DEAI in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the arts industry.
- Include a salary range with all public job descriptions.

- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression, and disparity.

### **Compliance with Local and State Anti-Discrimination Laws**

There will be zero tolerance for harassment of guests, volunteers, or staff. FHBB recognizes that harassment based on gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, is discriminatory behavior and will be treated as such. All unacceptable behavior (i.e., harassment, abuse, assault, discrimination, intimidation, threats, violence, and many other types of behavior) will be dealt with based on FHBB'S behavior policies.

### **Americans with Disabilities Act:**

FHBB recognizes and supports the Americans with Disabilities Act and makes reasonable accommodations for the known disability of an otherwise qualified applicant or employee who can perform the essential functions of the job with or without reasonable accommodation unless undue hardship would result. Any individual who requires accommodation to perform the essential functions of the job should contact the Executive Director. FHBB will investigate and make reasonable accommodation, where required, that will not impose undue hardship.