



Combating Anti-Black Racism Action Plan

Time Period: September 2020 - December 2021

This Action Plan has been informed by sessions/consultations with various FoodShare staff.

Consultant: Hawa Y. Mire (HYM consulting)

June 12, 2019 (Management)

August 7, 2019 (Black Caucus)

October 10, 2019 (All Staff Training Session)

June 26, 2020 (Executive Director)

August 25, 2020 (Black Caucus)

Activity	Timeline
1. Deprioritize paid accreditation in required qualifications for job postings when possible. Offer to cover the costs for successful job applicants if a certain paid accreditation is required for the role.	11/30/2020
2. Prioritize lived experience (of poverty and food insecurity) in qualifications for job postings.	11/30/2020
3. Conduct specific outreach to Black serving charities, non-profits, organizations and community groups when sharing FoodShare job employment opportunities (job postings).	12/10/2020
4. Provide ongoing resources for combating systemic forms of oppression and anti-Black racism for all staff to continue to learn about systemic racism.	02/26/2020

5. Include resources for combating systemic forms of oppression and anti-Black racism as part of FoodShare onboarding process.	03/31/2021
6. Develop process for supporting Managers to visit program initiatives, including those hosted by other departments.	10/23/2020
7. Prioritize staff time for participation in the Black caucus (and any other Black focused activities) for staff that identify as Black.	01/31/2021
8. Provide mandatory anti-Black racism training that is made available to all staff on an ongoing basis.	03/31/2021
9. Provide mandatory anti-Black racism training for the Board of Directors on an ongoing basis.	03/31/2021
10. Review workspace allocation to eliminate race-based work space divisions.	01/31/2021
11. Update FoodShare's Land Acknowledgement to include recognition of Black people that are not settlers, but that were displaced as a result of slavery.	01/31/2021
12. Prioritizing a mechanism for supporting the awareness and understanding of food justice as part of the on boarding process for new staff.	03/31/2021
13. Reduce dependency on casual staff by focusing on the creation of regular permanent (full time / part time) employment.	06/30/2020
14. Explore feasibility of expanding benefits to include casual staff.	03/31/2021

15. Commit to the ongoing collection of race-based demographic data (Board, Management, Non-management staff, Advisory Committee).	03/31/2021
16. Allocate funding to support training needs as identified by the Black Caucus.	11/01/2020
17. Revise Personal Leave policy to open it up to short-term contracts and casual staff.	06/30/2021
18. Make continued progress towards becoming a living wage employer.	12/15/2021
19. Review Professional Development forms and process with an eye for structural anti-Black racism and supervisor bias.	04/30/2020

Accountability & Transparency:

The list of the activities associated with the Action Plan will be posted on our website and shared publicly.

A member of the senior leadership team will provide ongoing updates as to the progress of the plan

If any member of the FoodShare team identifies an activity that has not been achieved in an effective or timely way, they can:

- 1) Contact the director of their department for a response.
- 2) If the response from your director is unsatisfactory the item should be raised with the executive director for a response.
- 3) If the response from the executive director is unsatisfactory the item should be raised with the Board of Directors for a response. The HR Coordinator has the up to date email contact for the Board liaison.