Our EDI Journey Through 2021-2022

Established internal EDI Advisory Committee to support EDI journey - continues to meet monthly

Developed LCFB
EDI Values
Statement to
guide our work;
added EDI to
LCFB website,
and used
bulletin boards
and social media
to highlight
relevant EDI
issues

Developed
2022 EDI
workplan,
and included
priorities as
part of overall
LCFB
strategic
plan;
Implemente
d Floating
Holiday for
staff

Posted
window
decals at all
facilities
confirming,
"All Are
Welcome
Here" and
made the
option
available for
staff to include
pronouns in
email
signature

Printed new LCFB tees for staff to wear that says "Fight for Equity. Celebrate Diversity. Be Inclusive." Analyzed internal hiring/turnover data by race, gender and age – in order to develop long-term goals; updated recruiting/hiring SOP; Began Equitable Philosophy on Positions & Pay Analysis

























Hired external consultants for ongoing EDI strategy, guidance, and trainings; hosted workshops in Sept 2021 & 2022 for about 50 staff Implemented internal EDI pulse survey for all staff (will continue to implement yearly) Chosen as part of Feeding America pilot to participate in EDI assessment across U.S.

Had client assist information translated and made available in Spanish Intentional recruitment of partners who service marginalized, often underserved and overlooked communities

Hosted EDI learning opportunities for staff -Avery Center, SC Black Farmers Coalition, FANO EDI