



Diversity Statement

Food Bank for Larimer County is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion for all employees, volunteers, donors, and clients based on our values of integrity, accountability, efficiency, and dignity driven by each individual's uniqueness toward achieving our vision.

We embrace and encourage differences on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender, gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information, genetics, gender identity or expression, or any other characteristic that make our employees, volunteers, donors, and clients unique.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our Organizational culture, but our reputation and Organizational achievement.

PROMOTING DIVERSITY

The Food Bank for Larimer County has always worked to be equitable and inclusive. Our clients' diversity compared with Larimer County's population as a whole reflects both the disparity in need and our efforts to provide equitable access to food. Census data categorize 82% of County residents as white alone, for example. By comparison, only 52% of our food pantry clients who provide this information identify as white alone, with 48% reporting another race or ethnicity.

In recent months, we have increased our focus on supporting racial equity. A few examples include:

- Adding data on racial income disparities to our gaps analysis. Conducted every three to four years, this analysis uses GIS mapping technology to map over 10,000 client households with an overlay of census data to highlight areas of unmet need. Overall racial disparity in County-wide income levels is 6.2% across all census tracts but reaches 64% in some areas and as high as 80% for the Latinx population. Combined with client surveys, focus groups and research on demographic trends, this data helps us determine programming, identify new distribution sites, and set priorities with equity in mind. We can then focus more of our resources on areas with high racial disparities. For example, the newest location of our pop-up pantry at Poudre High School was chosen as a result of our most recent analysis, and that site has had the highest attendance of any pop-up pantry we've held to date.

- Providing a Spanish translation for all client communications, including signs, flyers, social media posts, and key website pages, with a full website translation planned for our next website launch.

- Being extraordinarily intentional about hiring bilingual, bicultural staff to ensure that our clients feel welcome and able to access our services without communication barriers. This includes rotating bilingual staff from other programs to support our mobile distributions and Cooking Matters classes. Our salary structure also includes a pay differential for bilingual staff members to help attract and retain those staff.

