



## **Moveable Feast's Working Commitment to Racial Equity**

Moveable Feast envisions a reality in which Marylanders come together to feed people, fight disease and foster hope. When inequities and injustices exist, our ability to realize this vision is impeded. We understand that there is much work to be done across all elements of diversity, equity, and inclusion (including race, gender identity, sexual orientation, socioeconomic status, physical and developmental ability, and other elements of identity and experience).

Moveable Feast recognizes the deeply rooted history of oppression that has resulted in ongoing disparities for black, indigenous, and people of color (BIPOC) communities as well as the limitations of a nonprofit framework to address them. We are committed to transforming each aspect of our organization by confronting our own biases and consistently applying an equity filter to policies, processes and procedures as we work to implement our mission of improving the health of Marylanders experiencing food insecurity and chronic illness by preparing and delivering medically tailored meals and providing nutrition education, thereby achieving racial, social, and health equity. The success of our work relies on acknowledging our participation in the perpetuation of systemic racism, organizationally and as individuals, as much as it relies on our commitment to minimizing negative impacts in the present and future by: denouncing racism; evaluating policies and practices; and recognizing and dismantling oppressive systems. We know that intention alone will not change things and that our statements and beliefs are only as strong as the actions we regularly put into practice.

*Racial Equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares.*

We have created an opportunity for change agents on our staff to serve as members of the Equity, Diversity and Inclusion (EDI) Committee and lead the organization toward positive systemic change. Moveable Feast believes that nonprofit organizations should: prioritize accountability; engage diverse perspectives; and commit to evolving to be inclusive. Serving as an example across Moveable Feast, the EDI Committee seeks out opportunities that raise up all staff members while using an equity lens to promote better decision-making, limit blind spots, and to integrate equity throughout the workplace. We are identifying ways in which we can fully engage our staff, board, clients, volunteers and the wider community in our efforts to live out our mission thereby achieving racial, social, and health equity.

This work is urgent, can be uncomfortable, and will not be openly embraced by all who encounter it. We enter into this work with the acknowledgement that the process is iterative and we will always be learning. We will make mistakes and own our responsibility for corrective action. We commit to directly challenging our perspectives and leaning into uncomfortable spaces to deconstruct frameworks of oppression while creating opportunities for learning, change and accountability. We have articulated this "working commitment" for how Moveable Feast will integrate racial equity into our work and how we understand racial equity, food

insecurity and health equity to intersect. As it is a “working commitment,” we will continue to refine it and incorporate learnings into our work as we proceed on this journey.

Moveable Feast has created an Equity Roadmap that outlines specific actions we will take over the next year as part of our commitment to racial equity. We will update our progress at least twice a year as part of our commitment to accountability.

Moveable Feast hopes to be an inspiration for all nonprofit organizations and a shining example of just how impactful our work can be when we prioritize equity, diversity, and inclusion at every level of the organization.