

## National CACFP Sponsors Association Diversity & Inclusion Statement

The National CACFP Sponsors Association (NCA) is a safe place for people of all races, abilities, ethnicities, gender expressions, sexual orientations, immigration statuses, religions, lived experiences, economic conditions, and backgrounds. We accept, support, and celebrate all stakeholders of adult and child nutrition programs. We believe that building our practices of diversity, equity, and inclusion will allow people to access and thrive in this community. With thriving people, we will be able to achieve greater impact and move toward our vision for a better future.

To have clarity in our commitment to diversity, equity, and inclusion, we have created the following definitions:

- At NCA, we define diversity as broadly as possible. Diversity encompasses all differences of characteristics among individuals or groups, including thoughts, experiences, perspectives, ideas, and values.
- Inclusion involves creating an environment where everyone feels welcomed, respected, supported, and valued. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.
- Equity ensures fair treatment, access, opportunity, and advancement for all, while striving to remove barriers that hinder certain groups.

Recognizing that this journey requires continuous learning and action, we commit to ongoing assessment and improvement of our practices. We actively seek diverse perspectives in decision-making, program development, and community engagement. We understand the complexity of this work and pledge to listen, learn, and evolve as we strive for a more equitable and inclusive organization and society.

At NCA, our dedication to diversity, equity, and inclusion is central to our mission of supporting those involved in the USDA's child nutrition programs given the diverse needs of the children and adults served, promoting fairness and equal access to nutritious meals. Together with our stakeholders, we advocate for diversity, equity, and inclusion in all aspects of our work.

NCA is proud to be an equal opportunity employer and is committed to providing equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or genetics.