

Statement of Inclusivity

We, at Feed Ontario, understand that the work of anti-oppression, allyship, equity, and inclusion are lifelong commitments. As such, we are devoted to continuing to learn and challenge systems, assumptions, policies, and practices that perpetuate and exacerbate inequality and oppression. These are steps we've taken personally, but they also inform how we provide ethical and inclusive services to those who use food banks across Ontario. Feed Ontario and its network has, and will continue to, undergo anti-oppression training so that we can minimize the further harm caused to our patrons.

At Feed Ontario we embrace, empower, and celebrate differences. We want those who use food bank services to show up as they are and know that we value and honour each individual's lived experience.

To us, inclusion is not just accepting and celebrating everyone regardless of their intersecting identities—it's about accepting and celebrating people because of their unique identities and what they bring to our shared spaces.

We acknowledge that no space is ever one-hundred percent safe, but in order to create and maintain a safer space we, at Feed Ontario, are committed to:

- Ensuring everyone feel welcome
- Ensuring folks are free to request and use food bank services free from discrimination and harassment
- Supporting and listening to everyone's needs, and taking action, where applicable and appropriate
- Celebrating every individual's cultural contributions
- Ensuring accessibility needs are prioritised when developing policies, procedures, and organizational activities
- Regularly updating and training our staff on inclusion, unconscious bias, and anti-oppression
- Using inclusive, gender-preferred language online and offline
- Encouraging compassionate call-ins and vigilant allyship

We are aware of the vigilance and commitment to anti-oppression needed from every employee and volunteer within the Feed Ontario network and we wholeheartedly embrace that challenge. We hope for, and will encourage, allies to call-in their colleagues and peers when they see oppressive behaviour and actions taking place. And, while the onus should never be on marginalized individuals, we will support marginalized folks who call-in those around them, whenever they have the capacity to do so.