

# Looking at Food Distribution through an Equity, Diversity, and Inclusion Lens

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**FOOD BANK**  
OF NORTHERN NEVADA

# Keynote Reflections

- What did you think of Traci's talk?
- How do you feel?
- What thoughts and ideas came forward?

# Equity, Diversity, and Inclusion

- Feeding America's Statement
- We believe we can only achieve our vision, mission, and goals with a demonstrated commitment, through words and actions, to equity diversity, and inclusion.
- We seek to deepen our understanding of and perspective on the challenges facing those we serve, many of which are rooted in long-standing patterns of social inequities, exclusions, and divisions.
- When we attract and retain diverse talent and foster an environment where the unique skills, capabilities, viewpoints, and dissenting opinions of all employees are valued, we enhance empathy, creativity, and ultimately innovation.

# Definitions

- Equity: The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principles of equity acknowledge that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

# Definitions

- Diversity: the presence of difference

# Definitions

- Inclusion: The act of creating environments in which any individuals or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.

# Equity, Diversity, and Inclusion

- Are...
  - A journey, not a destination
  - Thought provoking
  - An opportunity for short and long term success
- Are not...
  - Quick fixes
  - Confrontational
  - About changing you
  - Problems

# FBNN Mission and Vision

- Feeding the hungry today and solving hunger for tomorrow through community partnership.
- Healthy Food. Every Person. Every Day.



**Healthy Food.  
Every Person.  
Every Day.**

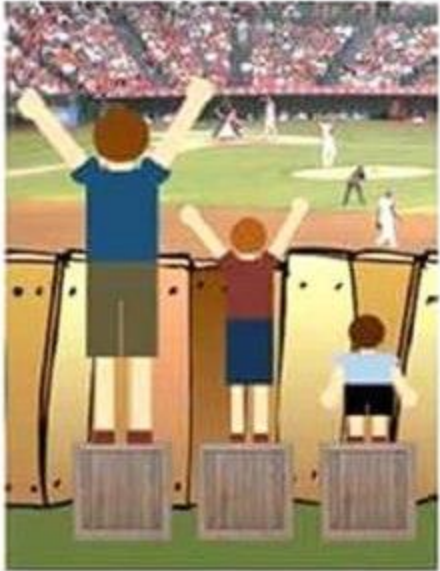
# Healthy Food.

# Every Person.

# Every Day.

# Waterline of Visibility





Equality



Equity



Social Change

# Food Insecurity (national) by race and ethnicity



1 in 12 white, non-Hispanic individuals (8.1%) lived in a food-insecure household,

Compared to:



1 in 6 Latino individuals (15.8%)



1 in 5 Black, non-Hispanic individuals (19.2%)

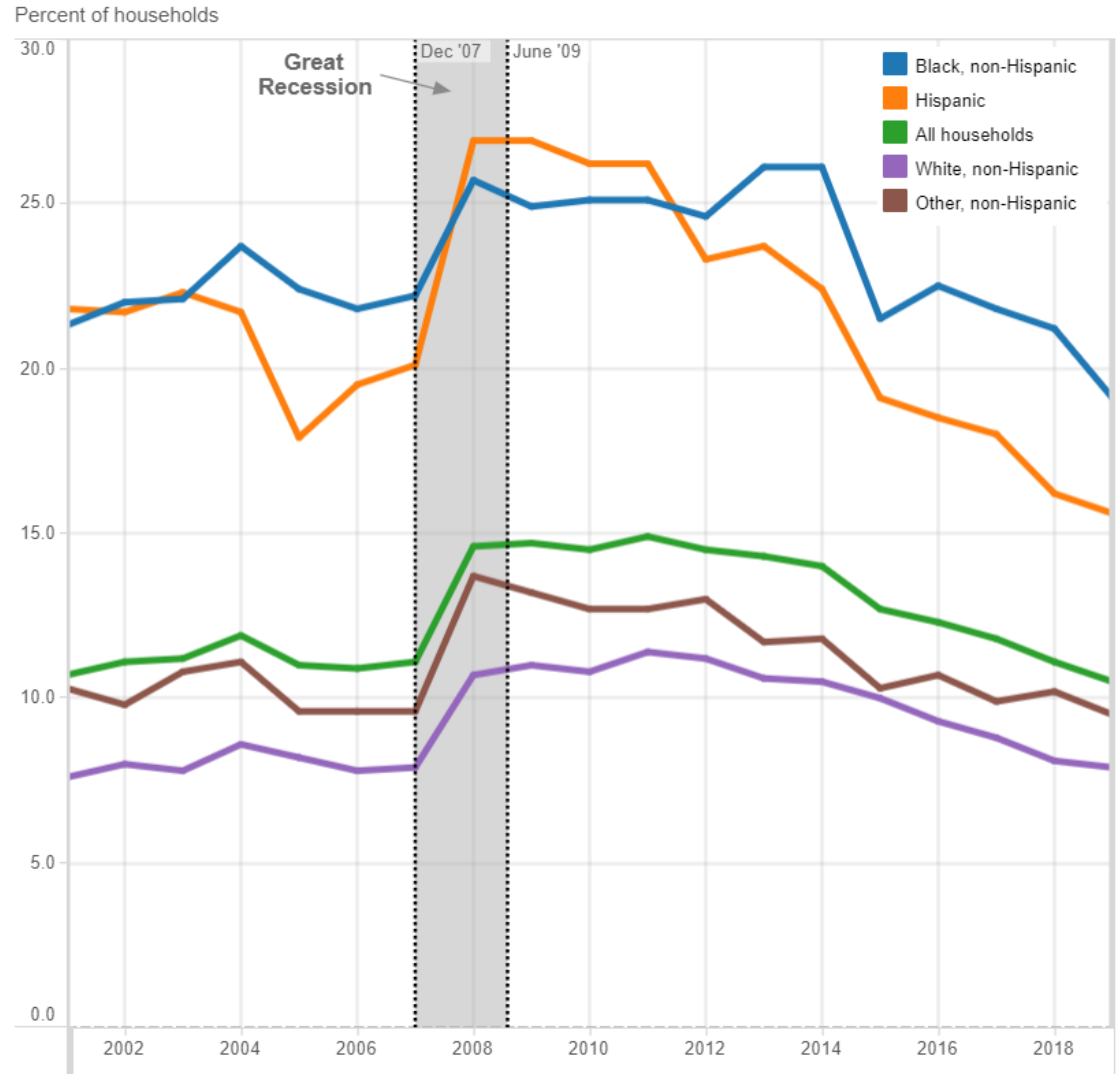


1 in 4 Native American individuals (23.5%)

Food insecurity is experienced in greater proportion by these racial and ethnic groups due to a number of factors – a key one being structural racism and discrimination. These disparities are also apparent in the underlying factors that contribute to food insecurity.<sup>3</sup> While the overall poverty rate in 2019 was 10.5%, poverty among white individuals was 9.1% compared to 18.8% for Black individuals and 15.7% for Latino individuals. More research is needed to untangle the complex relationship between systemic racism and food insecurity.

# Food Insecurity (national) by race and ethnicity

Trends in food insecurity by race and ethnicity, 2001-19



Source: Calculated by USDA, Economic Research Service, using Current Population Survey Food Security Supplement data.  
<https://www.ers.usda.gov/topics/food-nutrition-assistance/food-security-in-the-us/>



# Nevada Data

- 7.5% of households don't have a computer
- 16.8% of households don't have internet
- 30% live in a household in which a language other than English is spoken at home.
- 8.6% are people under the age of 65 with a disability
- Population per square mile is 24.6

2015-2019 Census Data

# Examples of this work

- Offering flyers/handouts in languages other than English
- Offering drive-through or walk-up distributions
- Operating pantry in a client-choice model
- Listening to clients stories
- Feeding Our Communities Survey & other surveys

# Call In vs. Call Out



# Questions?

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