Diversity, Equity, and Inclusion Policy

Women & Children's Free Restaurant & Community Kitchen (WCFR) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion for the benefit of its employees, volunteers, program participants, and the Spokane community.

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that WCFR employees and volunteers invest in their work represents a significant part of not only WCFR's culture, but its reputation and achievements as well.

WCFR embraces, encourages differences, and does not, by policy or practice, discriminate against a person or group on the basis of race, color, religion, gender, sexual orientation, national origin, age, language, disability, gender identity and expression, marital or military status, physical and mental ability, political affiliation, socio-economic status or based on any individual's status in any group or class protected by applicable federal, state, or local law, and other characteristics that make WCFR's employees, volunteers and program participants distinctive.

WCFR's diversity initiatives are applicable—but not limited—to its practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees, volunteers and program participants.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexibility in work schedules, provided it meets the needs of the organization and the communities we serve.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees and volunteers of WCFR have a responsibility to treat others with dignity and respect at all times. All employees and volunteers are expected to exhibit conduct that reflects inclusion at the Restaurant, at functions on or off the work site, and at all other organization-sponsored and participative events. All employees are required to attend and complete annual workplace diversity training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action. Volunteers found to have exhibited any inappropriate conduct or behavior may be required to undergo a formal review and/or termination of their volunteer relationship with WCFR.

Employees, volunteers, and program participants who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance as follows:

Employees and Volunteers:	Contact Immediate Supervisor or Executive Director
Program Participants:	Contact Program Director or Executive Director

July 15, 2019