

## Diversity and Inclusion at the Heart of ACF: Our Mission

Dear Members,

At the American Culinary Federation, we are dedicated to creating a community that embraces and values the richness of diversity. Our mission is to foster an inclusive environment that not only celebrates our differences but also actively leverages them to strengthen our federation.

### Our Commitment:

We are steadfast in our commitment to attract, retain, and nurture a workforce that reflects the kaleidoscope of perspectives. By recognizing and celebrating our diverse backgrounds, experiences, and viewpoints, we aim to create a tapestry that enriches the culinary world.

### Guiding Values:

In our pursuit of diversity and inclusion, we hold the following values close to our hearts:

1. **Education:** Empowering ourselves with knowledge to break down barriers and foster understanding.
2. **Safe Spaces:** Creating environments where every individual feels secure, valued, and respected.
3. **Inclusivity:** Embracing and championing the uniqueness that each person brings to our culinary family.
4. **Equity:** Striving for fairness and justice, ensuring equal opportunities for all.
5. **Uniqueness:** Celebrating the individuality that adds vibrancy to our culinary tapestry.
6. **Allyship:** Standing united to support and uplift one another on our journey towards inclusivity.
7. **Collaboration:** Working together harmoniously, recognizing that diverse perspectives lead to innovative solutions.
8. **Earth Justice:** Nurturing a sustainable and environmentally conscious approach in all our endeavors.
9. **Personal Stories/Knowledge:** Valuing the narratives and expertise of our members, enriching our collective wisdom.
10. **A Seat at the Table:** Affirming that every member has a rightful place in our culinary community.
11. **Respectful Positive Culture:** Cultivating an atmosphere of respect, positivity, and encouragement.

**Our Table, Your Seat:**

In this culinary journey, we believe every member has a seat at our table. It is through this diversity that we draw strength, innovation, and inspiration. Let us continue to build a culinary world where every voice is heard, every story is valued, and every member feels a sense of belonging.

*With gratitude and commitment,*

The American Culinary Federation Board of Directors