

food and agriculture industry pledge to diversity and inclusion



purpose

We recognize that creating an industry culture where all people experience a sense of belonging is not something that can be done one organization at a time, but a transformation that will require all of us working together. Because the food and agriculture industry plays such a fundamental role in the lives of people around the world, it is imperative that our industry reflects the people we exist to serve.

In making this commitment, we are asking leaders from across the food and agriculture industry to come together and commit to building cultures of inclusion while fostering a sense of belonging for all, particularly for members of our communities that have often been underrepresented. We acknowledge that this transformation will take time and that our industry is engaging in this journey from many different starting points. We will remain committed to creating cultures of inclusion that release the full potential of our employees so that we can continue feeding the world.

pledge

- 1 WE WILL CREATE AND SHARE STRATEGIC DIVERSITY, EQUITY, INCLUSION AND BELONGING* PLANS WITH OUR STAKEHOLDERS.**
We will work with our governing bodies, our leadership teams, and organizational stakeholders through the development and evaluation of concrete, strategic action plans to prioritize and drive accountability around diversity, equity, inclusion and belonging.
- 2 WE WILL SHARE BEST—AND UNSUCCESSFUL—PRACTICES.**
Each of our organizations has established programs and initiatives around diversity and inclusion. Sharing best practices, as well as strategies that have not proved to be successful, will help us get better together faster, than any of us could alone.
- 3 WE WILL IMPLEMENT EVIDENCED-BASED EDUCATION AND TRAINING FOR OUR EMPLOYEES.**
We will commit to rolling out and/or expanding training and education initiatives that have promising or proven impact within our companies in the form that best fits our specific culture and organization.
- 4 WE WILL BRING THE LENS OF DIVERSITY, EQUITY, INCLUSION AND BELONGING TO OUR STAKEHOLDERS AND COMMUNITY COMMITMENT AS WELL.**
We will strive to inspire cultures of belonging by not only looking within our own organizations, but by also bringing a DEIB lens to our impact in community as well, which might include diversifying our philanthropic investments, supply chains, vendors, etc. or collectively influencing policy for positive change.
- 5 WE WILL MONITOR OUR PROGRESS ON AN ANNUAL BASIS TO CELEBRATE PROGRESS AND CONTINUE TO IDENTIFY WAYS THAT WE CAN IMPROVE AS INDIVIDUAL ORGANIZATIONS FOR THE COLLECTIVE GOOD.**
TWG will develop and offer a standardized tool for participating organizations to monitor progress and assess areas for growth and opportunity in their journey towards more diverse, inclusive, and equitable cultures that foster a sense of belonging.



definition of terms



diversity

Presence of differences that make each person unique and can be used to differentiate groups and people from another.



equity

An approach that ensures everyone has access to the same opportunities and removes barriers that exist.



inclusion

Leveraging differences to increase contributions and opportunities for all.



belonging

An organization that engages the full potential of the individual, where innovation thrives, and views, beliefs and values are integrated.

