

We welcome all

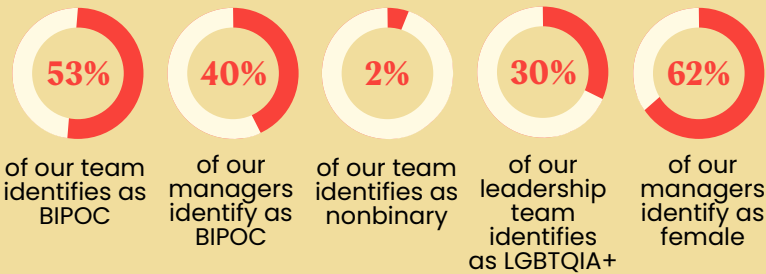


An update on our diversity, equity & inclusion efforts - June 2021

Creating a diverse & safe workplace

including our board & leadership teams

Newest 2021 diversity data (from 2020):



- Rolled out racial bias training company-wide and invested in this learning for all supervisors, managers and support teams.
- Facilitated a diversity & inclusion panel discussion with a team member from our shop, kitchen and support team.

Use purchasing power to build opportunities for businesses owned by BIPOC & underrepresented communities

United Way
Gateway to College
La Cocina
Hacienda / Portland Mercado
Urban league of Seattle
Farestart
Urban Gleaners
Partners in Diversity

- 50% of our seasonal menu in 2021 made with BIPOC partnerships and ingredients
- Between 2019-2021 - nearly \$300k spent on ingredients from BIPOC/LGBTQ suppliers

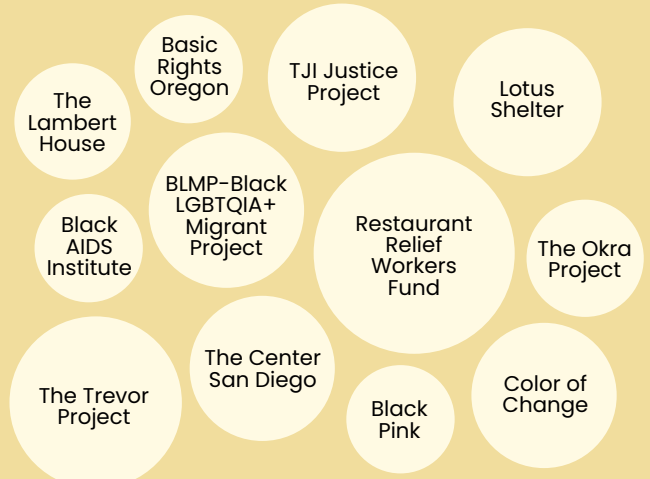
Create job opportunities for people with barriers to employment (BIPOC, LGTBQIA+, disabilities, criminal justice system background)

- Partnered with **Emerging Leaders** for the 5th time - an org that places BIPOC students into paid internships
- Working with **The Women's Justice Project (WJP)**, the first and only program in Oregon to exclusively address issues related to women intersecting with the criminal legal system, helping women successfully rejoin their communities with employment opportunities
- Create job opportunities for people with barriers to employment through DPI staffing - we've hired 10 people in our kitchen

We want to hear from you. If you want to share your experience or have ideas about how to make Salt & Straw a more inclusive workplace, reach out to us at people@saltandstraw.com.

Use platform to raise funds and amplify education, environment/food access and equal rights

2020 Donations



- Over \$50k donated:
 - Equal rights orgs - LGBTQ + BIPOC supported
 - World Central Kitchen - Restaurants for the People.