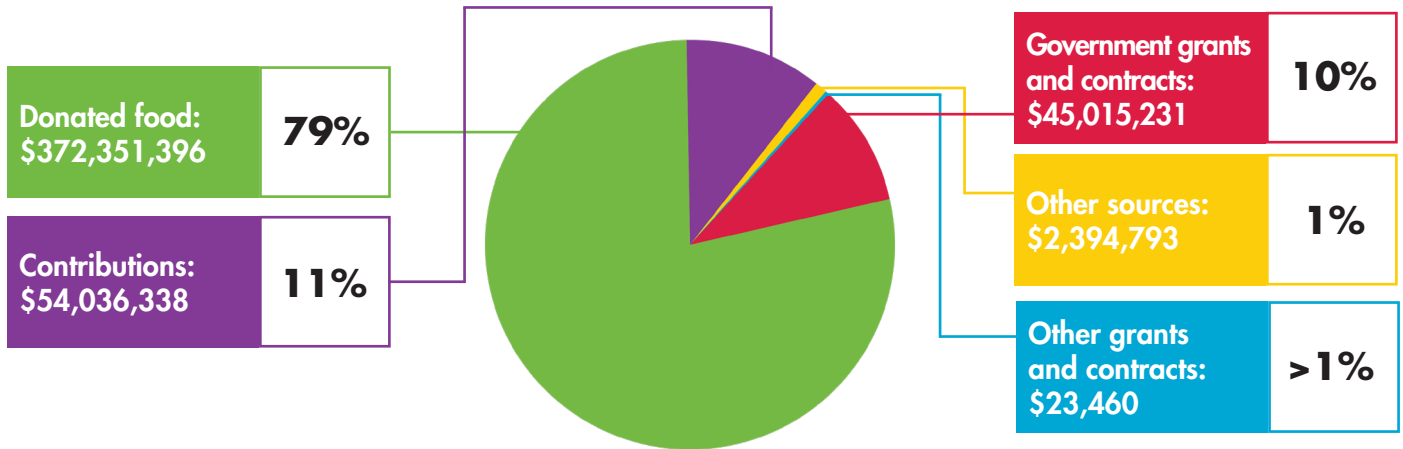
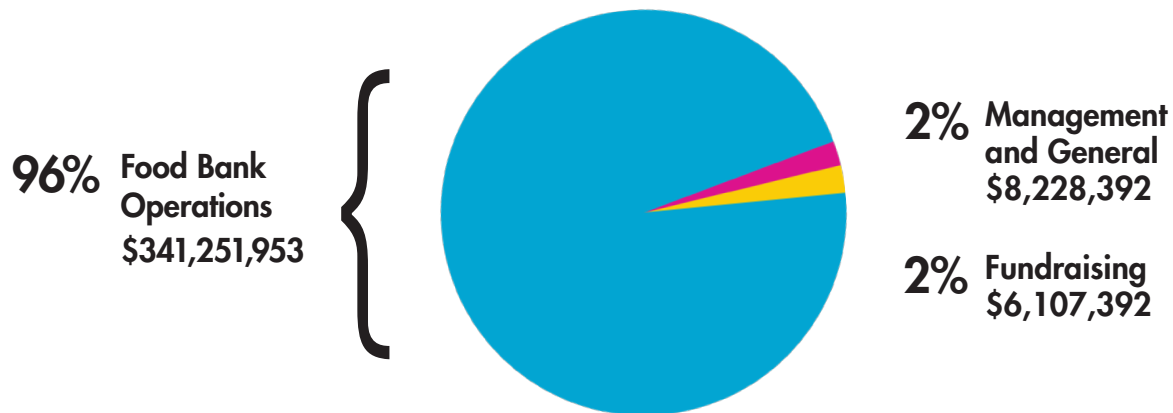


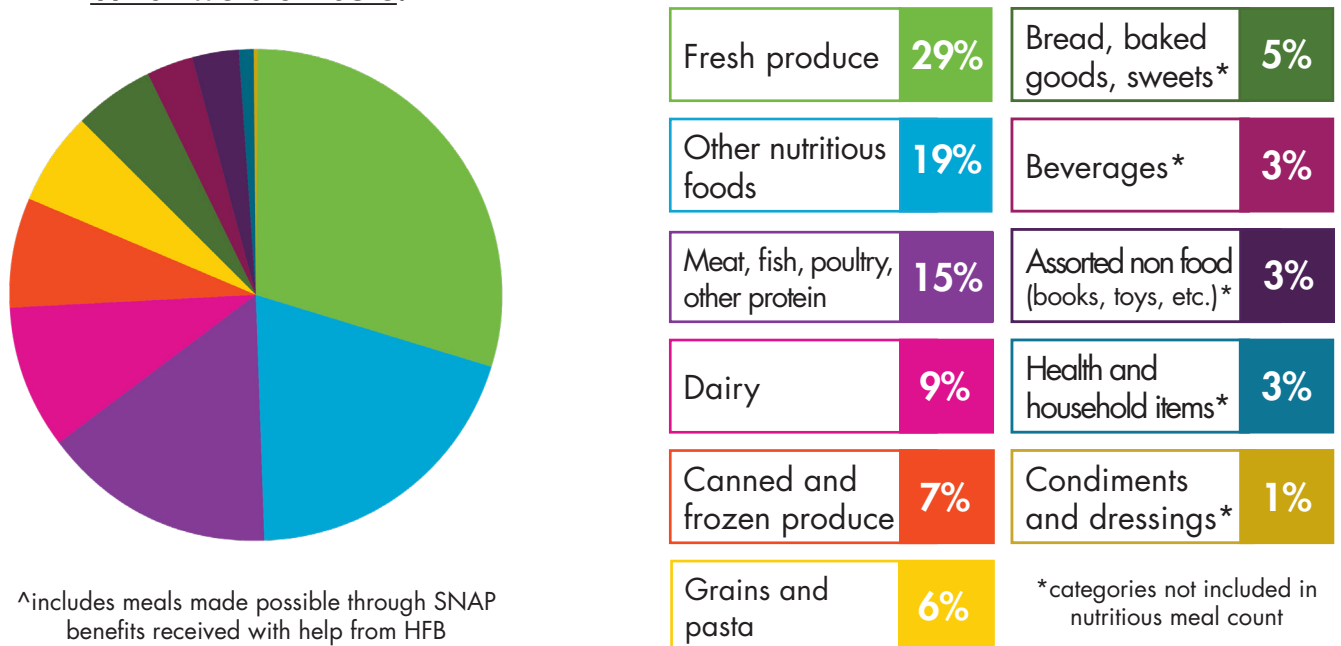
Where our resources come from:



How we use our resources:



What we distribute:



^includes meals made possible through SNAP benefits received with help from HFB

\*categories not included in nutritious meal count

# Impact: Fiscal Year 2022

In Houston Food Bank's 18-county service area, there are nearly **1 million food insecure individuals**, meaning they cannot afford enough food to fuel a regularly healthy lifestyle. Each year, HFB provides access to more than 150 million meals. **The impact of the Houston Food Bank extends beyond putting food on the table.** We distribute millions of pounds of nutritious food to the community with the goal of not only providing nourishment but also reducing the hardship in making difficult financial choices such as deciding between paying for medicine or paying for groceries. Houston Food Bank also provides programs and services aimed at helping families achieve long-term stability including nutrition education, job training, health management, and help with securing state-funded assistance. In collaboration with the community, we advocate for policy change to increase access to food and further improve the lives of those we serve. **With your help, we are providing food for better lives.**

## FY 2022 Achievements with Your Help:



**153 million** nutritious **meals** made possible.



**1,600+ community partners** worked with the food bank to provide food and services to people throughout our 18-county service area



**7.3 million meals** provided to kids through our Backpack Buddy, Kids Cafe, and School Market programs



**53 million pounds** of fresh **produce** provided



**20 million SNAP meals** accessed through HFB's SNAP (Supplemental Nutrition Assistance Program) application assistance



**6,717 nutrition education participants** took classes



**11,547 teachers** received school supplies through Teachers Aid program



**386,389 hours** of **volunteer time**, equivalent to **186** full-time **employees**



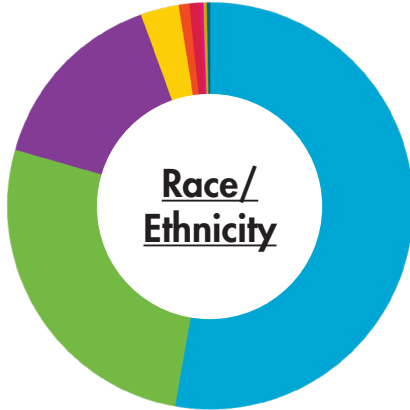
**60,456** individual **people volunteered**

This institution is an equal opportunity provider

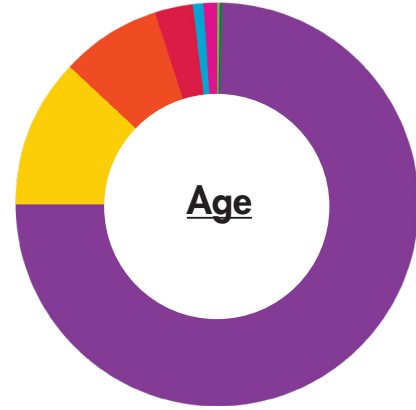


**The People We Help:**

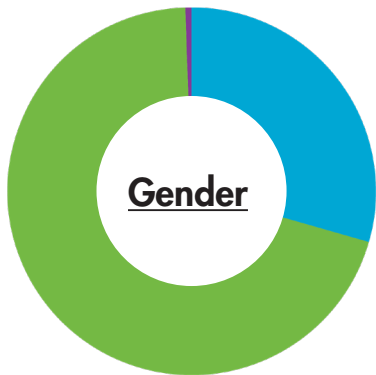
Of people who received services from HFB and whose information was offered and entered in to Link2Feed July 2021 - June 2022:



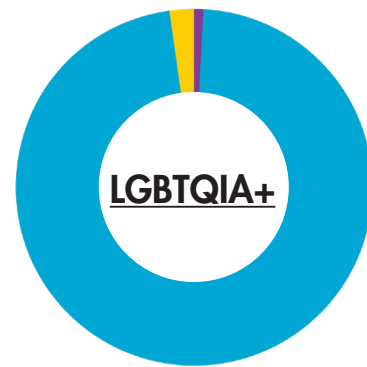
- **53%** of people identified as Hispanic or Latino(a/x)
- **27%** of people identified as Black or African American
- **15%** of people identified as White
- **3%** Did not disclose their race
- **1%** of people identified as Asian
- **0.68%** of people identified as Middle Eastern or North African
- **0.38%** of people identified as another race not listed
- **0.23%** of people identified as American Indian or Alaska Native
- **0.12%** of people identified as Native Hawaiian or Other Pacific Islander



- **0.10%** of people reported being ages 0-5
- **0.31%** of people reported being ages 6-17
- **74%** of people reported being ages 18-49
- **12%** of people reported being ages 50-59
- **8%** of people reported being ages 60-69
- **3%** of people reported being ages 70-79
- **0.7%** of people reported being ages 80-89
- **~ 0.1%** of people reported being ages 90-99
- **1%** of people did not disclose their age



- **29%** of people identified as male
- **70%** of people identified as female
- **0.01%** of people unknown(?)

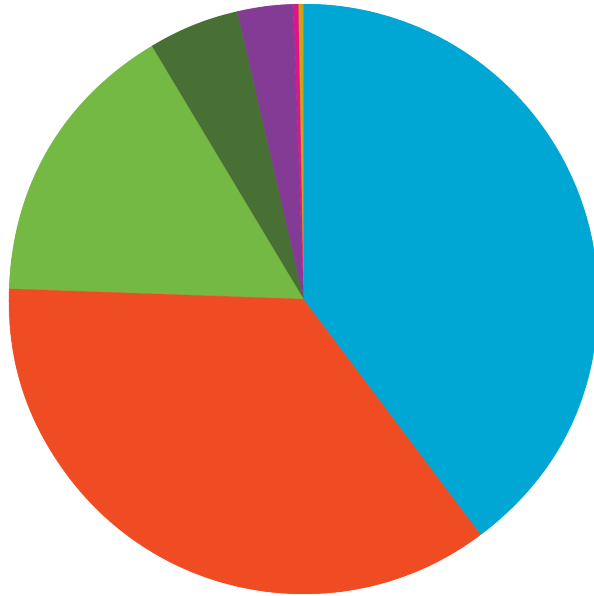









- **1%** of people identified as LGBTQIA+
- **97%** of people did not identify
- **2%** of people unknown(?)

Our mission: *Food for better lives*  
 Our vision: *A world that doesn't need food banks*

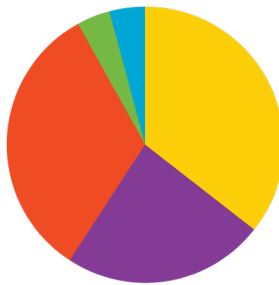
**Houston Food Bank Staff:**






Of Houston Food Bank staff employed June 30, 2022, the following demographics of Race and Ethnicity were reported:



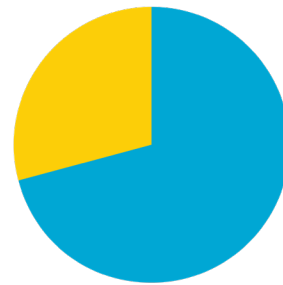
-  **40%** of staff identified as Black or African American
-  **36%** of staff identified as Hispanic or Latino
-  **16%** of people identified as White
-  **5%** of staff identified as Asian
-  **3%** of staff identified as two or more races
-  **0.2%** of staff identified as two or more races
-  **0.2%** of staff identified as Native Hawaiian or Pacific Islander



**Management Positions**



-  **36%** of those in management positions identified as Black or African American
-  **33%** of those in management positions identified as Hispanic or Latino
-  **24%** of those in management positions identified as White
-  **4%** of those in management positions as Two or More races
-  **4%** of those in management positions identified as Asian

**Executive Team Members**



-  **71%** of Executive team members identified as White
-  **29%** of Executive team members identified as Black or African American

## **Diversity, Equity, and Inclusion Initiatives started in FY 22**

The Houston Food Bank's vision is "A world that doesn't need food banks." In order for us to take steps toward making this vision a reality we must make advances in and commitments to Diversity, Equity, and Inclusion at all levels and functions of the organization. In order to work toward our vision and advance our mission, both internally and externally, we commit to: listen to and promote diverse voices and perspectives, address systemic inequities, including those perpetuated by institutionalized racism, recognize and fix biases, and create environments that embrace and promote our organizational values for all.

### **Equity Work Groups**

Each Equity Work Group (EWG) is composed of 11 to 14 individuals from across the departments, layers of the organization, races and gender identities. Each group is charged with first breaking down barriers within the group, building trust and growing understanding about each other and the food bank. They develop recommendations on what we need to do to be the change we want to see on our teams and for the food bank overall. The goal for the EWGs is to help make HFB a great work environment that best utilizes the experiences and perspectives of its team members to drive decisions and uses an equity lens to best meet the needs of its team members.

### **Equity in Pay**

In Fiscal Year 2022, we increased the minimum starting wage for our employees to \$17 per hour. We also provided a Cost of Living Adjustment (COLA) to offset inflation. Our current compensation strategy also includes a review of market data combined with a focus on unique employee development opportunities and a robust benefits package that includes a non-elective, discretionary 401(k) contribution for every 401(k) eligible employee. We believe the total rewards offered to employees make HFB competitive in the non-profit world, and where possible, in the job market as a whole.

### **Equity Organizational Assessment**

This assessment, spearheaded by our Advocacy department, will help us benchmark where we are as an organization on our journey toward racial equity and help identify specific areas still in need of growth that can help HFB to become more consistently aligned with our commitment to a diverse, inclusive, and more equitable workplace.