



FoodCorps National Supports

In alignment with the principles of restorative justice, our national response to issues that may arise has been carefully curated to provide additional support to our corps and state-based teams. This response includes **Service Member Support Plans**.

These are designed to reduce the harm and inequity that members may experience due to their intersectional identities during service. These plans are anchored in an approach to care that is rooted in a culture of accountability, efficacy, and humanity. The components of these plans are listed below:

- **An internal accountability process** designed to address conflict or harm through mediation, training, and coaching. This process is designed to be restorative, meaning that it focuses on repairing the harm that has been done and building stronger relationships.
- **Strong partnerships** between regional directors, state-based teams, and our human resources people partners. These partnerships ensure that we have a coordinated response to issues that arise, and that we are providing the best possible support to our service members.
- **Clear systems** in place where service members can report any incidents of inequity and/or harm. These systems make it easy for service members to come forward and share their experiences, and they ensure that their reports are taken seriously.
- **Training on diversity, equity, inclusion, and anti-racism** for all of our service members and site supervisors. This training helps our service members to understand the importance of our commitments, and it gives them the tools to create a more inclusive environment.





- **A support fund for service members** intended to provide assistance to service members facing acute financial challenges throughout their FoodCorps service term. This fund helps to ensure that no service member has to go without food or housing because of financial hardship.
- **A variety of support services** to service members. These services are included in our benefits package, and they include support such as counseling and therapy.

As a current service member, if you have or are currently experiencing oppressive moments at your service site, please contact your regional HRPP by writing hr@foodcorps.org.

