



## American Royal Diversity, Equity & Inclusion

### Our Statement

The American Royal's vision is a world where food and agriculture are celebrated, and all generations are committed to its future.

As conveners and collaborators championing food and agriculture, we focus on being an inclusive and welcoming environment throughout all of our educational programming, events and engagement opportunities. Providing access to diverse audiences expands the impact of agriculture.

The Royal serves as the intersection of agriculture and innovation, a hub where food and agriculture connect and call home, and a place where people of all ages, backgrounds and cultures gather, discover and celebrate agriculture.

### Our Commitments

Our commitment to diversity, equity and inclusion is highlighted throughout our Strategic Plan enacted in 2022, and includes the following tactics:

- Enhance American Royal governance systems and opportunities to be more inclusive and inviting for all backgrounds
- Enhance American Royal organizational culture to provide a welcoming atmosphere for team members and volunteers from diverse backgrounds and experiences
- Utilize behavioral-based hiring systems focused on hiring the right people for the right jobs; identifying opportunities to recruit candidates who reflect all aspects of diversity
- Design and build an innovative new learning center and facility and consider all physical limitations with sight and sound in the design process
- Hire high-quality judges and officials who represent the best of the industry and reflect its diversity for our Livestock and Equine Shows
- Celebrate and embrace Kansas City's barbecue history and Black communities who pioneered the cuisine
- Create and implement a continuum of agricultural education resources, experiences and programming for students and teachers to be delivered both locally and virtually
  - o Develop additional programs specifically for under-resourced schools and diverse populations
  - o Provide urban students expanded opportunities to engage in agricultural and rural experiences
  - o Host summer day-camps that integrate food, natural resource and agriculture-based learning, focusing on populations who previously have not had interaction or engagement in agriculture
  - o Develop programs specifically focused on target audiences: science learners, diverse student populations, gifted students, and students with disabilities



- Include sensory-friendly hours and alternatives during events and programs for students with autism
- Build a coalition with multiple academic and industry partners focused on a coordinated effort to promote careers in food and agriculture
  - Include land-grant universities, historically Black colleges and universities, Tribal land-grant colleges, Hispanic-serving institutions, and other agriculture colleges and universities
- Develop, in partnership with other organizations, a campaign to promote agriculture as a successful career path by highlighting the multitude of careers available in the food, agriculture, and natural resource industries
  - Create complementary but uniquely focused approaches and messages that work effectively with farm, rural, urban and suburban students
  - Include careers that fit all levels of educational pursuits, ranging from graduate school paths to high school or technical degree programs
  - Develop specific programming targeted at urban and diverse students
- Develop a program that engages farmers, ranchers and agribusiness professionals and leaders from across sectors (livestock, crops, produce, processing) and state lines to engage in real conversations about priority issues such as sustainability and food security
  - Engage and include farmers, ranchers, and agribusiness professionals who come from different race, gender, sexual orientation and age ranges