

From Vegan to Gluten-Free

YOUR CHECKLIST FOR PLANNING INCLUSIVE WORKPLACE MEALS

There's a reason why people often talk about "common" dietary restrictions. Though they may only affect a relatively small portion of the population, that segment is still large enough to be a significant concern for employers — not to mention, the employees who constantly have to be wary of what they eat.

SNAPSHOT OF DIETARY RESTRICTIONS IN THE US

1%
of Americans are **vegan**
= 3,400,000 people¹

4%
of Americans are **vegetarian**
= 13,600,000 people²

10%
of Americans have a **food allergy**
= 34,000,000 people³

Today, workplaces are striving to embrace diversity, equity, and inclusion (DEI) initiatives thanks to business benefits they provide, such as:

- **Greater engagement**
- **Improved retention**
- **More job satisfaction**
- **Attracting top talent**
- **Increased innovation**

A big part of those efforts should be ensuring an inclusive food program. Eating together strengthens team bonds and enhances company culture. And because dietary restrictions can be based on personal, cultural, medical, or moral factors, they're well within the scope of DEI priorities.

COMMON DIETS



VEGETARIAN

Avoids animal products such as meat, poultry, and fish, but some "flexitarians" may make exceptions, including for dairy and eggs

Meal suggestion: Wild mushroom penne pasta



PESCATARIAN

A version of vegetarianism that allows for seafood such as fish and shellfish

Meal suggestion: Paella with shrimp and mussels



VEGAN

Strict avoidance of all animal-derived products, including by-products such as honey and gelatin

Meal suggestion: Spicy vegan cauliflower wings



KETOGENIC

Emphasis on animal and plant-based proteins, and fats such as nuts, seeds, and dairy

Meal suggestion: Roast chicken with avocado and vegetables



PALEO

Abstains from processed foods and dairy in favor of unprocessed proteins, fruits, and vegetables

Meal suggestion: Grilled steak with blistered tomatoes



DIABETIC

Focuses on foods with a low glycemic index, and avoids high sugar and refined carbs

Meal suggestion: Grilled chicken with vegetables



GLUTEN-FREE

No foods made with, or cross-contaminated by, grains like wheat, barley, or rye

Meal suggestion: Thai coconut salmon red curry



HALAL

Meat must be butchered in accordance with Islamic dietary laws, and pork is prohibited

Meal suggestion: Chicken shawarma with vegetables and hummus



KOSHER

Jewish dietary laws limit which animal meat can be eaten, and forbids mixing dairy with meat

Meal suggestion: Kosher beef stew with potatoes and peppers

COMMON ALLERGIES ⁴



MILK

1.7M American adults

While some people are allergic to milk proteins, others may suffer from lactose intolerance.



EGGS

2M American adults

Allergens are mostly in egg whites, though anyone with an allergy usually also avoids yolks.



SOY

1.5M American adults

Many foods contain products derived from soybeans, which are within the legume family.



PEANUTS

4.5M American adults

Also a legume, peanuts are a common food allergy and can be severe in many cases.



TREE NUTS

3M American adults

Walnuts, almonds, cashews, hazelnuts, and pistachios are all examples of this group.



SESAME

500K American adults

The edible seeds of the sesame plant are a common ingredient in cuisines around the world, from baked goods to sushi.



WHEAT

2M American adults

Along with wheat allergies, there are serious sensitivities to gluten, such as celiac disease.



SHELLFISH

7.2M American adults

This includes crustaceans such as crabs and shrimp, and mollusks such as oysters.



FISH

2.2M American adults

Which are fish such as salmon, tuna, and halibut, which are not related to shellfish.

RESOURCES

¹ <https://news.gallup.com/poll/510038/identify-vegetarian-vegan.aspx>
² <https://news.gallup.com/poll/510038/identify-vegetarian-vegan.aspx>
³ <https://www.foodallergy.org/resources/facts-and-statistics>
⁴ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9046619/>

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