

Communities Joined in Action National Conference

***Sharing tools for operationalizing Racial Equity
into organizational and community level work***

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Community Food Strategies



Who's in the Room?



Goal: Share Process and Tools

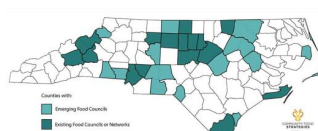
1
CORE - Committee on Racial
Equity

2
Community Food Strategies

3
Local Food Councils

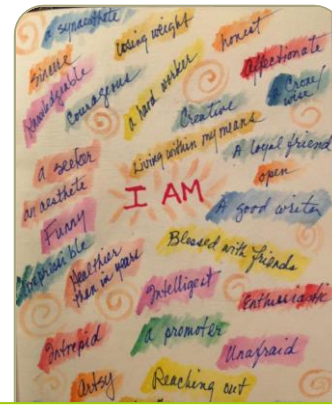
4
Partner Organizations

5
Connections is the Room





**NOTHING CAN
SUBSTITUTE
EXPERIENCE**



Feel the fear
and do it anyway.

Shared Agreements



a slogan from the struggle for disability rights in South Africa



Respect YOURSELF and OTHERS

**PERFECT
IS THE ENEMY
OF GOOD.**

Our Racial Equity Framework

1
CORE - Committee on Racial Equity

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Community Food Strategies

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Local Food Councils

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Connections is the Room



AN INITIATIVE OF THE CENTER FOR ENVIRONMENTAL FARMING SYSTEMS

THE MISSION OF THE CENTER FOR ENVIRONMENTAL FARMING SYSTEMS

FOOD SYSTEMS

About CEFS CORE



FOOD SYSTEMS

AN INITIATIVE OF THE CENTER FOR ENVIRONMENTAL FARMING SYSTEMS

WE BELIEVE IN THE POWER OF ENVIRONMENTAL JUSTICE

CEFS CORE

CEFS Mission:

CEFS develops and promotes just and equitable food and farming systems that conserve natural resources, strengthen communities, improve health outcomes, and provide economic opportunities in North Carolina and beyond

Purpose of Our Equity Work:

The **equity** work of CEFS is a **long-term** commitment to work **internally** and **collaboratively** with community and grassroots groups to address **root causes** of food systems inequities and build **collective solutions** through the lens of structural racism as an entry point. Our approach begins with developing an understanding, analysis and shared language of impacts of structural racism in our food system. Our commitment is to be a part of this transformative process.

Why we do this work

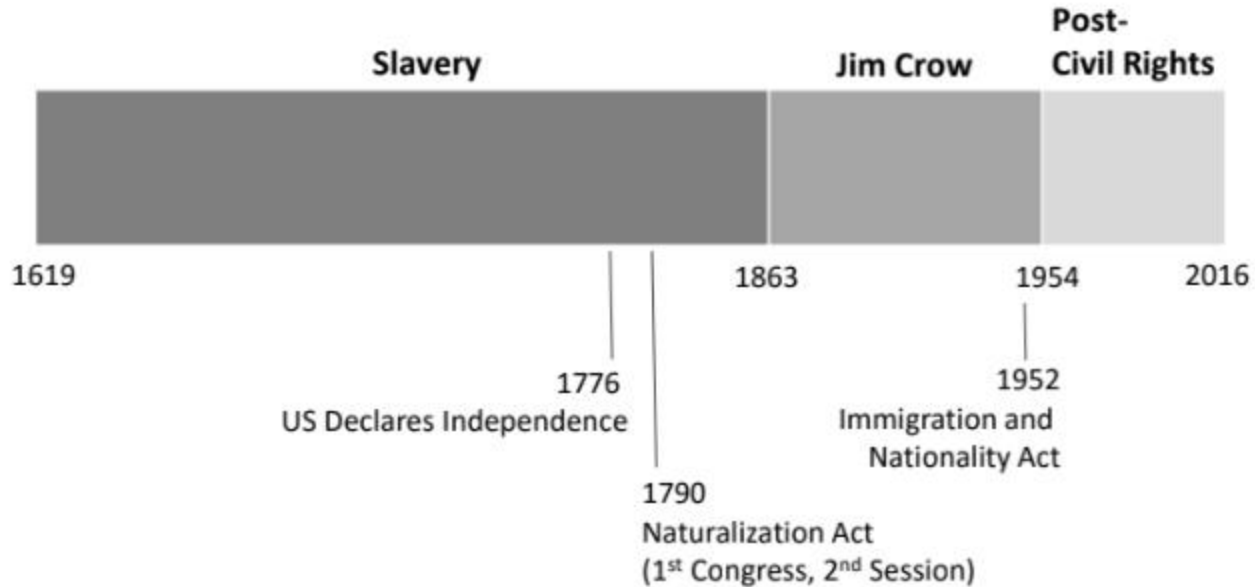
All men are created equal

With liberty and justice for all

**Government of the people, by the people, for the people, shall not
perish from the earth**

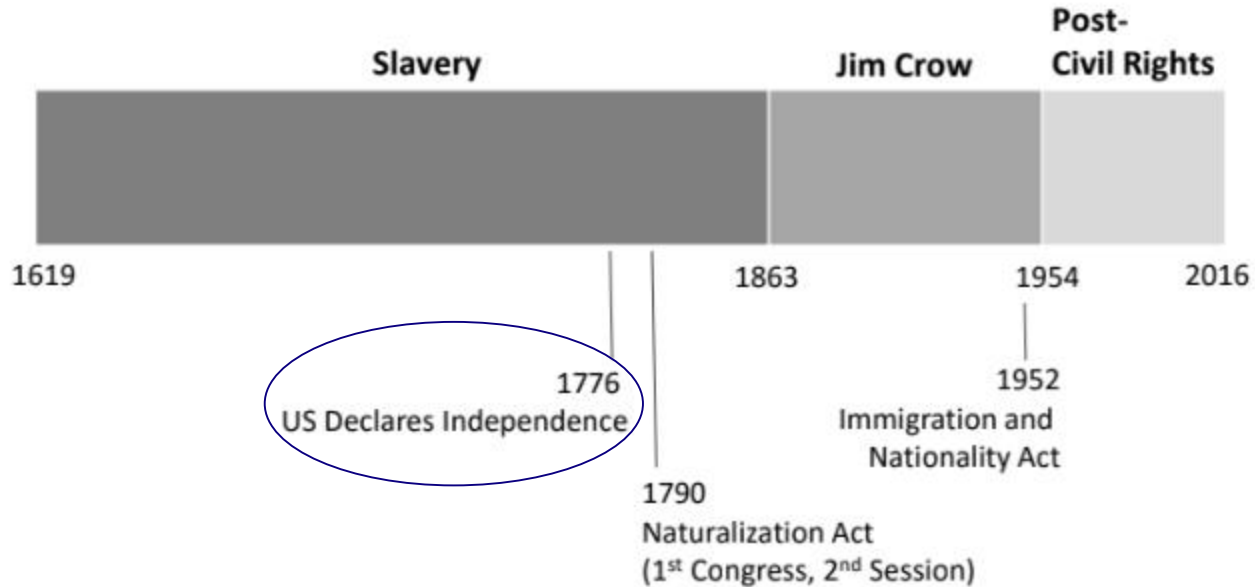
Overview of Race and U.S. History

All men are created equal



Overview of Race and U.S. History

All men are created equal



Why race?



The effect of systems on communities of color is magnified, making the issue not exclusively about race, but inherently racialized.

Racial inequity is perpetuated by institutional and structural systems that have long been in place and are normalized to the extent of being nearly invisible.

Learning to unpack systemic racism leads to work which can help examine all forms of marginalization and undo food system inequities to the benefit of all.

structural racism in the food system

of the 12.3% of American households that were food insecure in 2016, rates of food insecurity were substantially higher for Black- (22.5%) and Hispanic-headed (18.5%) households than for White-headed households (9.3%).*

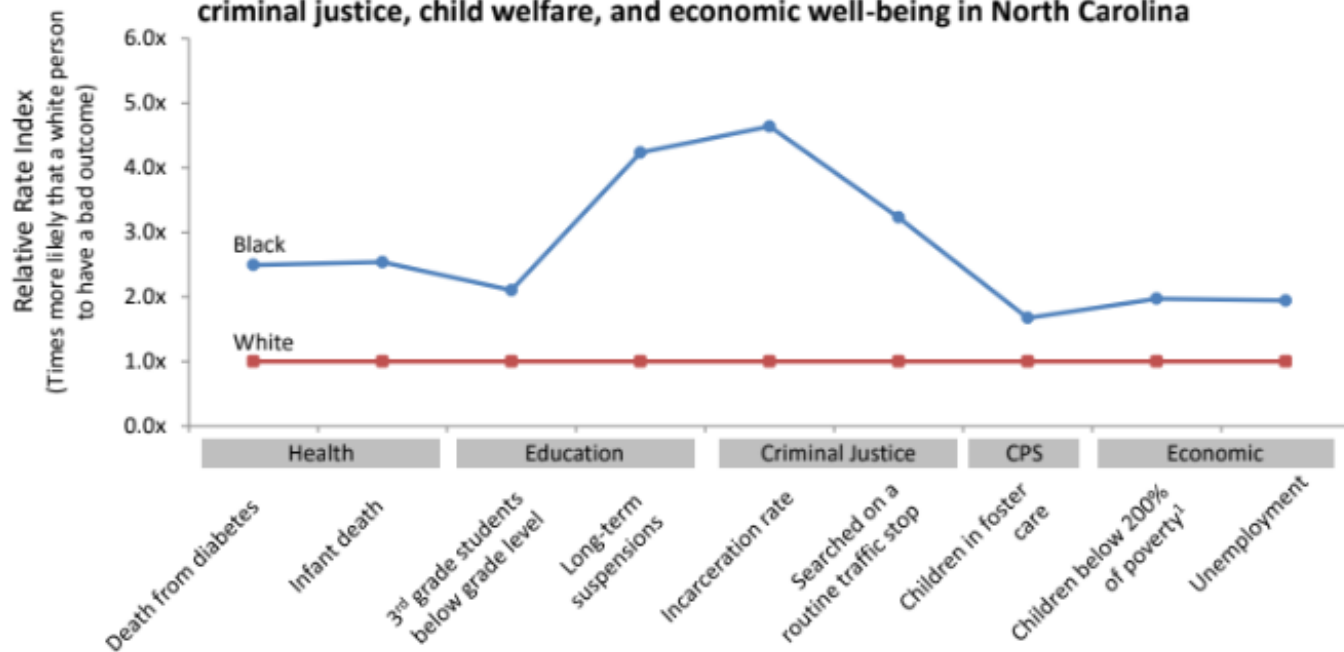
* SOURCE: United States Department of Agriculture
Economic Research Service: *Understanding the
Prevalence, Severity, and Distribution of Food Insecurity
in the United States*, September 2017

At the turn of the 20th century, formerly enslaved Black people and their heirs owned 15 million acres of land, primarily in the South, mostly used for farming. Now, Black folks are only 1 percent of rural landowners in the U.S., and under 2 percent of farmers.

*Source: USDA Data & Food & Environment
Reporting Network

Blacks are two to five times more likely to have bad outcomes across systems in NC

Relative rate index for measures across child welfare, health, education, criminal justice, child welfare, and economic well-being in North Carolina

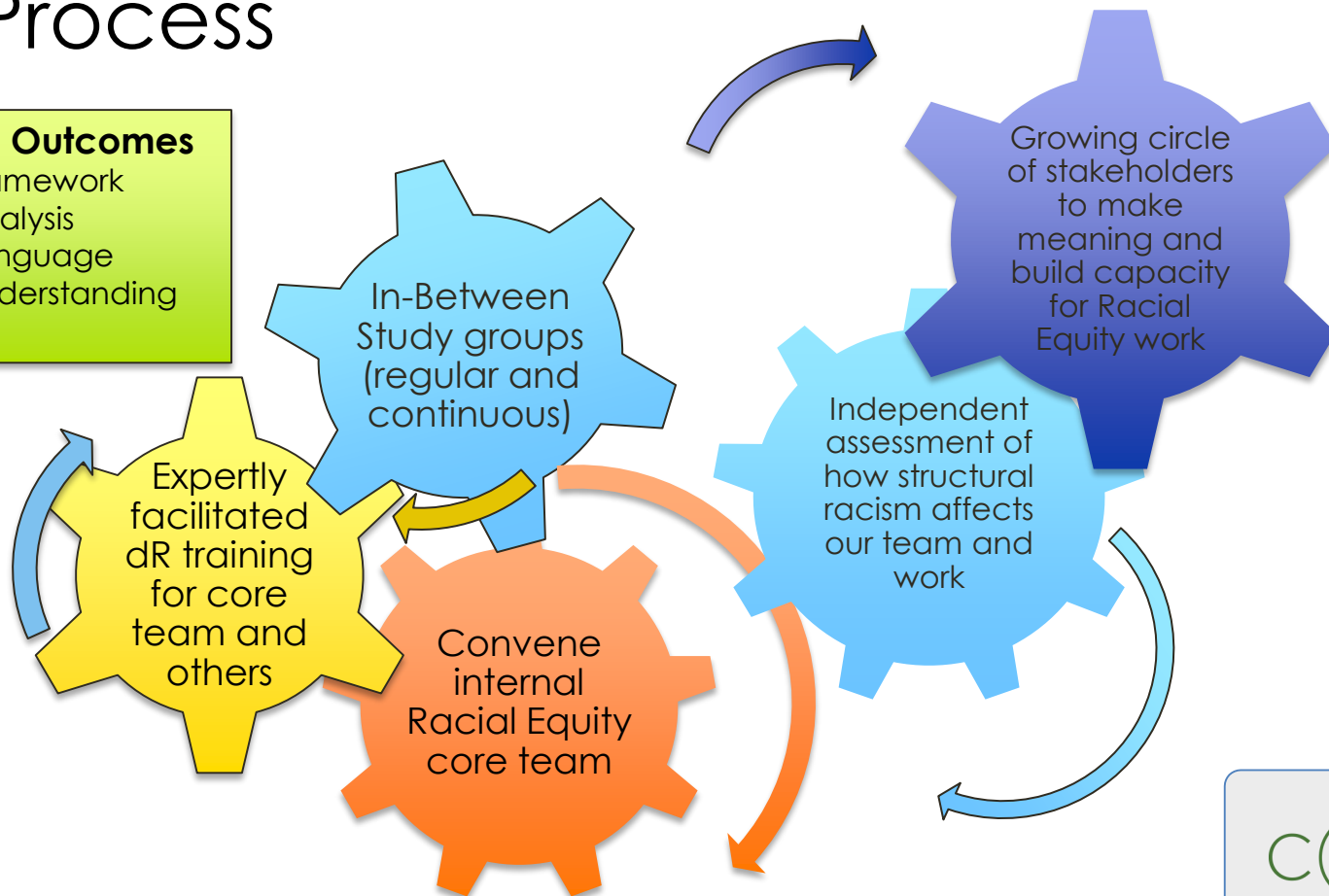


Sources: 1) NC State Center for Health Statistics, available at www.schs.state.nc.us/schs/pdf/NCPopHealthDataByRaceEthOct2014.pdf; 2) NC Department of Public Instruction, available at <http://www.ncpublicschools.org/src/> and www.ncpublicschools.org/docs/research/discipline/reports/consolidated/2012-13/consolidated-report.pdf; 3) NC Department of Public Safety, available at webapps6.doc.state.nc.us/apps/asqExt/ASQ4; 4) Baumgartner, F and D Epp, "Final Report To The North Carolina Advocates For Justice Task Force On Racial and Ethnic Bias," available at www.unc.edu/~fbaum/papers/Baumgartner-Traffic-Stops-Statistics-1-Feb-2012.pdf; National Council of Juvenile and Family Court Judges and Office of Juvenile Justice and Delinquency Prevention, available at www.ncjfcj.org/sites/default/files/Disproportionality%20TAB1_0.pdf; National Center for Children in Poverty, available at www.nccp.org/profiles/NC_profile_6.html

Our Process

Training Outcomes

Shared Framework
Shared Analysis
Shared Language
Shared Understanding



The process:

Leadership stated a commitment to explore a RE approach

Expertly facilitated dR training for core team and others

Convene internal Racial Equity core team

Independent assessment of how structural racism affects our team and work

In-Between Study groups (regular and continuous)

Growing circle of stakeholders to make meaning and build capacity for Racial Equity work



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FOOD SYSTEMS

CORE Vision → Concept

Work to Build a Shared Analysis of Racial Equity by...

- Understanding **our role in the historical construction of the racial hierarchy** (through higher education, agricultural and food systems work)
- Acknowledging and challenging **our role as gatekeeper** and being an ally to communities most impacted by food systems disparity
- Examining and **shifting our policies, practices and procedures** and working to make those more equitable

About CORE work

Goal to create institutional change

- Build a shared language around equity
- Build a shared analysis of institutional impact of structural racism on our food system
- Build a shared history on the impact of structural disparity on our food system
- Share tools and framework for addressing structural racism in our food system developed by and with our CORE partners at dR Works and OpenSource Leadership Strategies, Inc.



Our Process

Shared Framework
Shared Analysis
Shared Language
Shared Tools
Shared Learning

commitment



Ensuring **the principle of multi-racial teams** that include a grassroots leadership

Racial equity

We define racial equity as both an outcome and a process.

As an outcome, we achieve racial equity when race no longer determines one's socioeconomic outcomes; when everyone has what they need to thrive, no matter where they live.

As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.

Three Expressions of Racism

Personal

individual acts

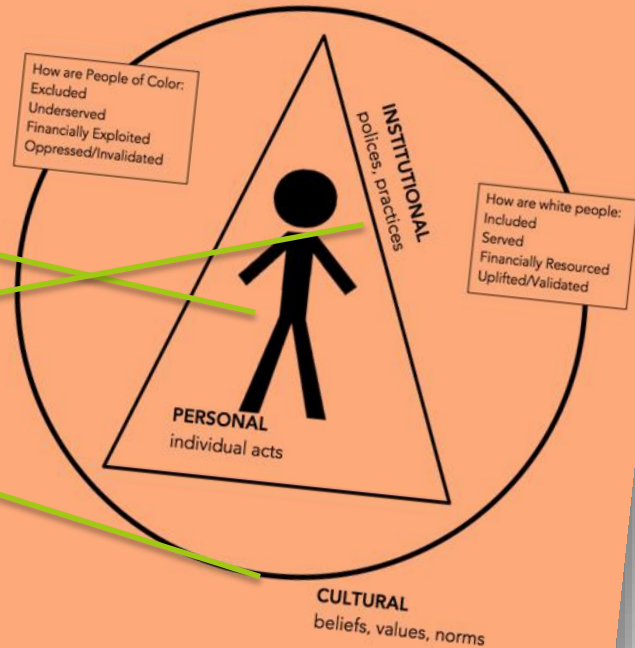
Cultural

beliefs, values, norms

Institutional

policies, practices, procedures

THREE EXPRESSIONS of RACISM . Using this chart, identify 3 examples of institutional and cultural racism. Identify how institutional policies and practices reinforce individual acts and how cultural beliefs and norms reinforce institutional policies and practices. Consider how institutional policies and practices and cultural norms encourage you to participate and/or collude.



Structural racism

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Seven Principles for Action: dR Works

1. Know yourself
2. Work on all 3 levels
3. Think and act collectively
4. Accountability to principles and people
5. Build power on the margins
6. Set explicit goals
7. Organizing mind

Pair Share and Active Listening

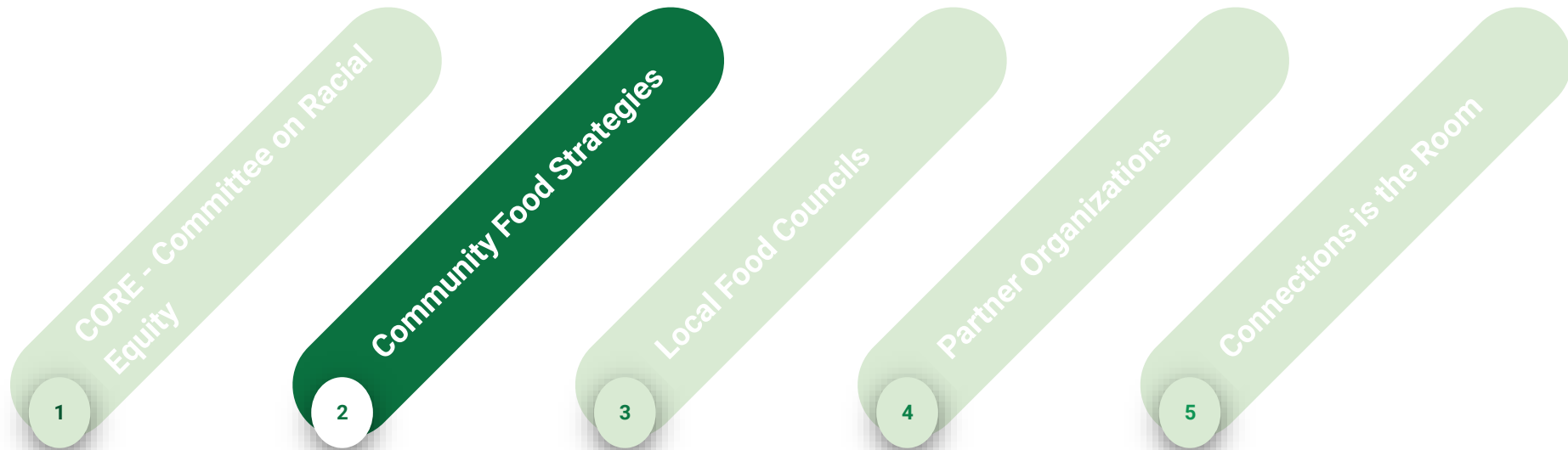
☐ Is your organization working on racial equity?

☐ If so, in what ways/how?

☐ If not, is there an explicit reason why/why not?

☐ DEBRIEF

Internal Work: Team Process





Why race?



We work with communities to change and create food policy in order to build an equitable food system. We know that race and place are drivers of outcomes – health, land access, job opportunity, and that policies are critical to the ways the system work. In order to create policies that can offer us equitable outcomes, we believe we need to understand and have a shared analysis of how policies have been impacted and are today by structural racism SEE WORDS IN NOTES AND PICK WHAT WORKS.

Timeline 2017: The process started

Our team revisited our vision, mission, and developed Values

Invitation to C.O.R.E to be a part of the team

A lens of racial equity in planning the Statewide Gathering

Explicit commitment at the Statewide Gathering





COMMUNITY FOOD **STRATEGIES**

*We envision an equitable food system that is **community driven** and improves
the quality of life for all*

*We work to empower local food councils and networks
to create community-led collaboration and
equitable policy change at the local, state, and national level.*



Who We Are → Values



- We believe **food is a connector** and vehicle to drive community change.
- We believe **community-led** work honors history, place, community voice, and all perspectives.
- We believe **equity** includes addressing structural racism, diversity and inclusion to create shared prosperity.
- We believe communities can create the greatest impact through **system change** which is done through strategic connections and community empowerment.
- We are **responsive** to community needs, emerging ideas, and exploratory solutions.
- We believe **collaboration** requires trust and accountability.
- We believe **trusted relationships** are critical for systems change and lasting sustainability.

An Invitation to C.O.R.E.

How would C.O.R.E. interact with the team- advisor, team partner?

We were an all white project staff...

Statewide Gathering Planning

Shorlette participated in the planning -held us accountable to the lens- racial equity should be incorporated throughout - not as separate session/training

An intentionality to expand our network to reflect and invite POC leaders to be up front leading workshops, speaking, training and sharing their stories at the Gathering

Statewide Gathering



6 PHASES of RACIAL EQUITY PRACTICE

Based on the work of dR Works

1

**Familiar
Dysfunction**

2

**Explicit
Commitment**

3

**Culture
Shift**

4

**Relational
Trust**

5

**Equity Goals
Clarified**

6

Equity Practice

Timeline 2018

EMBEDDING A RACIAL EQUITY PRACTICE

In December 2017, we introduced an intention to embed a racial equity practice across Community Food Strategies' work.

WHAT WE DID:

Evaluation Measures

All event evaluations included asked attendee's perception of inclusion at the event.

Micro-grants: 13 food councils awarded

A focus on RE was a key priority for funding. Those awarded were required to attend a RE training.

- One FC hired an RE coach.
- Another hosted listening sessions to re-frame their coalition grounded in a RE approach.

Level 1 & 2 Racial Equity Trainings

Three Level 1 trainings, attended by 95 ppl, 17 FCs.

One Level 2 workshop to further one FCs ability to use RE language and tools specific to their work.

In-between Webinars

51 attendees across 15 food councils learned this method for building a community of practice around racial equity: their work.

- This council was accepted to share their work of centering RE as a FC at a conference in March 2019.

Equitable Food System Video & Discussion

We shared this video at all regional gatherings and facilitated group conversations about equity and shared goals.

Equity Assessment

All team members completed two equity assessments for our project which influenced our 2019 strategic planning.



Practices with the Food Councils

Shared Analysis

- Held 3 level 1 Racial Equity Trainings
- C.O.R.E Toolkit shared
- Webinars to support post-training discussions

Shared Language: Regional gatherings - deepening language on equitable food system

Internal Practices- Micro-Grant



Now accepting applications for 2019 Micro-grants!

In partnership with the W.K. Kellogg Foundation, Community Food Strategies is offering micro-grants of up to \$3000 or \$4000, depending on matching funds, to local food councils or networks in the NC network.

NORTH CAROLINA FOOD COUNCILS

Internal Practices

Opportunity to hire a position focused on equity and policy

Partner organizations engaging in Racial Equity work

Perception of inclusivity evaluation question

Team retreat- Implemented a racial equity assessment

Our culture: personal check in, collective agenda building, consent based governance

Racial Equity Assessment

The purpose of this questionnaire is to provide a general assessment of how you and your organization have incorporated racial equity principals into your food systems work and organizational culture.

Which factors keep people/communities your serve from having access to a healthy, vibrant food system? (please check all that apply)

How would you describe the racial make-up of your organization?

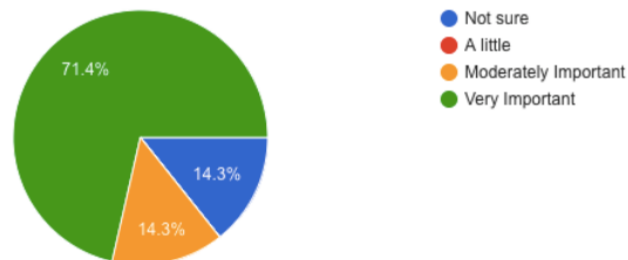
What is the PRIMARY race/ethnicity of your "target" population? (please choose one)

Does the membership of your food network/council represent the community you work with/in? If so, how? If not, why not?

How would you describe your organization's current role in advancing racial equity? (please check all that apply)

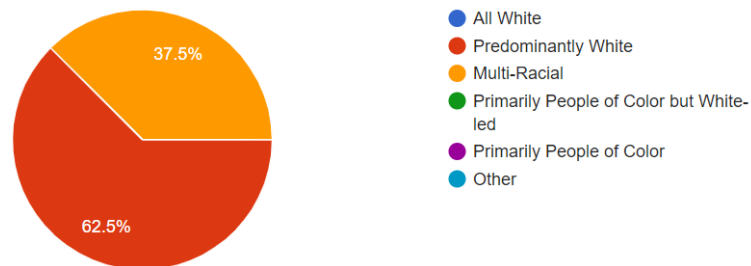
How important is racial equity/addressing structural racism to the work of your organization?

7 responses



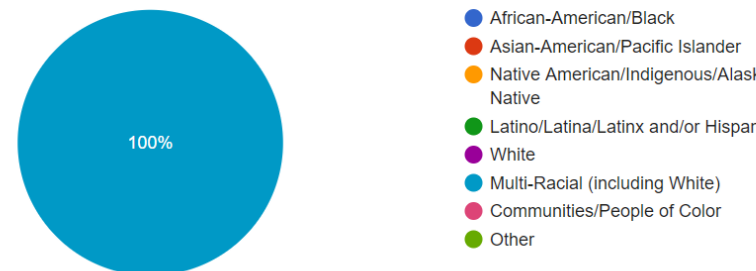
How would you describe the racial make-up of your organization?

8 responses



What is the PRIMARY race/ethnicity of your "target" population? (please choose one)

8 responses



Now in 2019



- Shared Gifting
- Microgrants award processes
- Organizational Assessment
- Hiring and partner development

Work with community groups

1

CORE - Committee on Racial
Equity

2

Community Food Strategies

3

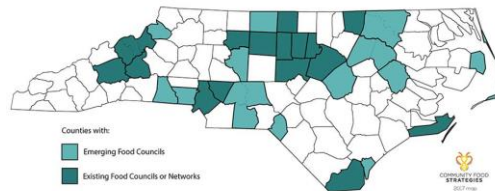
Local Food Councils

4

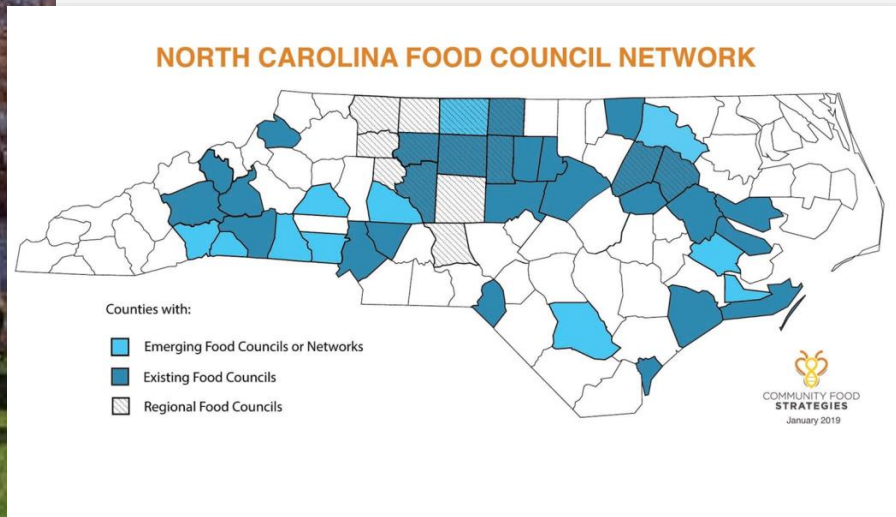
Partner Organizations

5

Connections is the Room



Local Food Councils



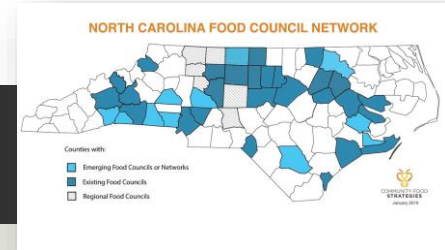
Engage

Connect

Educate

Recommend

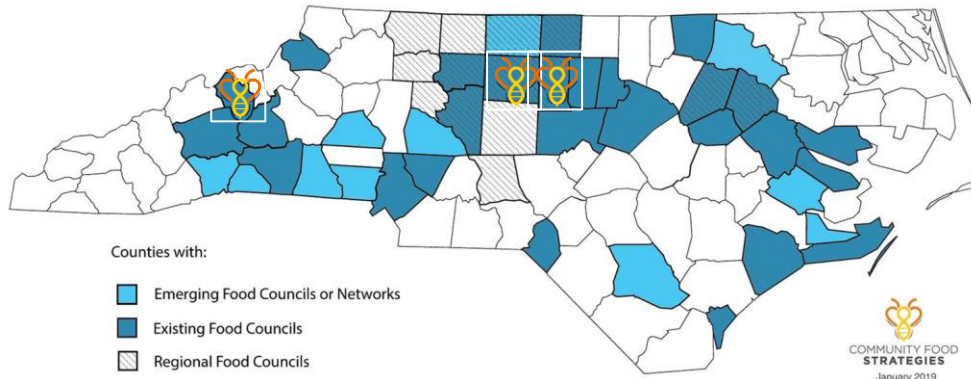
Existing Reality



- Food Councils (FC) in North Carolina are majority white.
- Development of FC is shifting from structure focus to relationship focus
- Want to support these groups to not replicate an existing, and often invisibilized system

3 Examples

NORTH CAROLINA FOOD COUNCIL NETWORK



Alamance Food Collaborative

- Alamance Food Collaborative
- Politicizing project: Farmers Market in majority POC community
- Goal: increase healthy food access
- Challenge: those living in the neighborhood did not attend the market
- SWG → Level 1 Trainings → local discussions and community representative invitation/offer → council members attended ½ Day Level II RE Workshop → Relationship building and equity focus on intended projects

Toe River Food Security Network

- Micro-grants outcome shift
 - GOAL 1: Growing the current TRFSN steering committee to offer room for what is emerging with County Commission interest, and to increase diversity
 - GOAL 2: We propose hosting a forum that brings the history of African Americans in the Yancey County farming and food system to the greater public. The outcome for the grant would be the forum. We are working closely with the Episcopal church locally that has hosted several discussions on white supremacy and has engaged a racial equity facilitator.
- Recognition that Goal 2 requires relationships and trust
- GOAL 3: build analysis through In Betweens, and build relationships, then revisit Goal 2

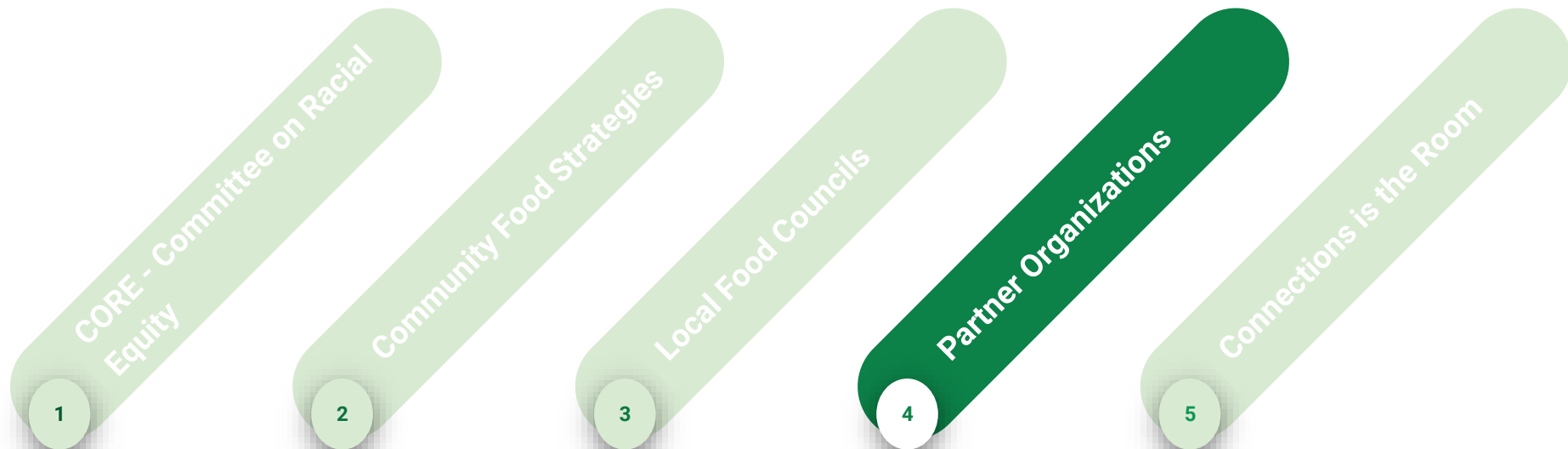
Orange County Food Council

- Micro-grant
 - GOAL: Work with community organizers and professional racial equity facilitators to increase access and inclusion on the Food Council's workgroups and develop a method for tracking equity in the Food Council's action plan.
- Hired an equity coach
- Developed a system to analyze policy recommendations
- Created a tool to track food system data/outcomes by race in Orange County
 - farmers, farmers markets, business owners, SNAP/EBT

Orange County Food Council

- update OCFC website/mission
- advocate for targeted funding
- advocate for transparency in reporting from county orgs.
- analyze FM applications
- address data gaps:
 - food insecurity by race
 - POC-owned food businesses
 - include additional indicators

Circle of Influence: Org Partners



Partner Organizations



Organizational Support

Team members applying tools and practices within home organizations

Consulting to build racial equity practices into partner organizations

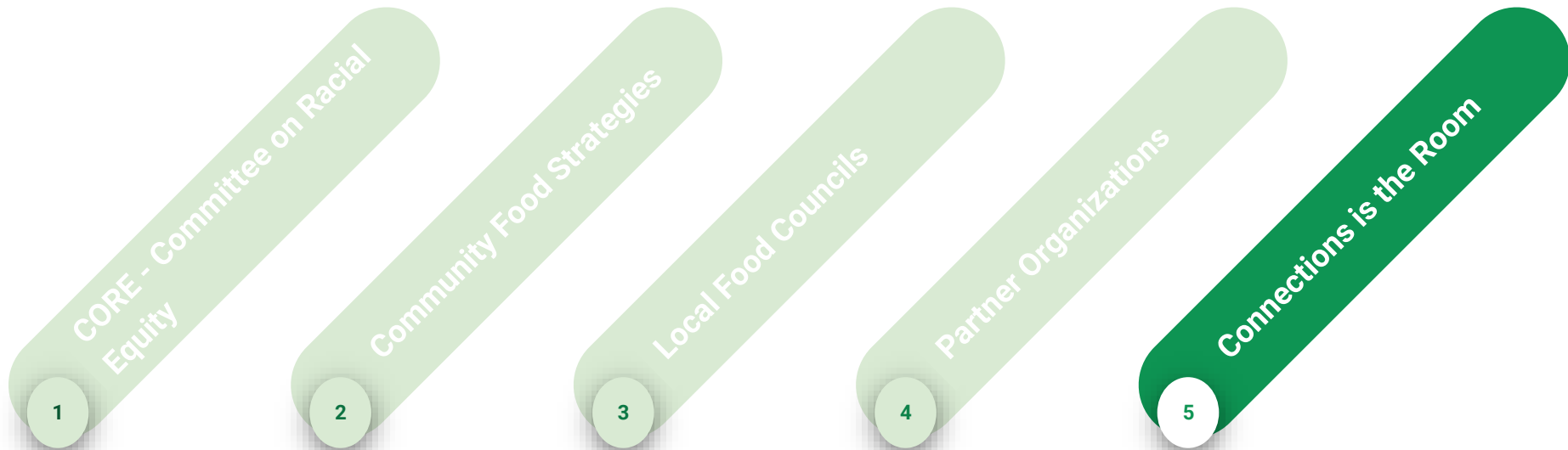
Opportunity: Strategic conversations with organization leaders

Lessons Learned



- Starting with emotional intelligence as an entry point for racial equity work has been really useful
- The work moves at the pace of relationship
- Having leadership invested in these changes is important

Shared Learning: Connections in this room



Connections in the Room



- What did you hear that you want to hear more about?
- What questions do you have for us or others in the room?

Questions?

Practices and Tools to Look For...

- Developing shared language
- Developing a collective analysis
- Working internally to share models with community partners
- Working on all 3 levels
- Using the 7 Principles for Action
- Working with multi-racial teams
- Moving at the pace of relationship
- Shifting a culture away from white-centered status quo

Suggested Resources

Resource	Links
<ul style="list-style-type: none">Annotated bibliography on structural racism present in the US Food System	<u>MSU Center for Regional Food Systems</u>
<ul style="list-style-type: none">21 Day Racial Equity Habit Building Challenge	<u>Food Solutions New England</u>
<ul style="list-style-type: none">Dismantling Racism in the Food System - Series	<u>Food First</u>
<ul style="list-style-type: none">Building a Case for Racial Equity in the Food System	<u>Center for Social Inclusion</u>
<ul style="list-style-type: none">A deeper Challenge of Change: The role of land-grant universities in assessing and ending structural racism in the US food system	<u>Inter-Institutional Network for Food Agriculture and Sustainability (INFAS)</u>

Invitation: Reflection on Value



Consider the language in your mission, vision and/or values.

In what ways do you see equity being well reflected in these words?

In what ways are you applying those values in your work, or not?

Thanks y'all!



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www.communityfoodstrategies.org

You Got this! You. Are. Awesome!

Institutional and Cultural

Who is Community Food Strategies (internal)?
What are Food Councils?
Who Are We (as a collective of organizations)?

