

Racial Equity in Food Systems Work: Beginning the Journey

April 24th webinar

Hosted by:

Undoing Inequality in the Food System
Working Group, a part of the eXtension
Community, Local, and Regional Food
Systems Community of Practice

The MSU Center for Regional Food Systems



MICHIGAN STATE
UNIVERSITY | Center for
Regional Food Systems

Funding for this webinar comes in part from a grant from the W.K. Kellogg Foundation received by the MSU Center for Regional Food Systems

Undoing Inequality in the Food System Working Group

Purpose: A place for Extension educators and others who are interested in the intersection of racial equity and food systems work to connect, learn, and collaborate.

Steering Committee:

- **Shorlette Ammons** – Center for Environmental Farming Systems, NC State University
- **Lucy Diekmann** – Santa Clara University
- **Rachel Lindvall** – South Dakota State University, Rosebud Reservation Extension
- **Rich Pirog** – Center for Regional Food Systems, MSU
- **Kelsey Watson** – Center for Regional Food Systems, MSU



Racial Equity in Food Systems Work

Beginning the Journey

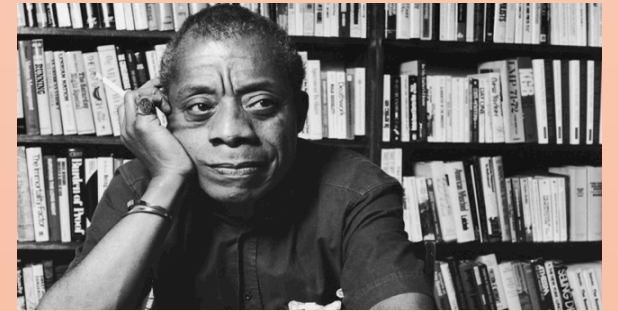
Hosted by: eXtension Working Group on Undoing Inequality in the Food System

Goal to create institutional change

GOALS for TODAY...

- Understand what racial equity training is, the goals of a racial equity training and why it's important to the work of Extension and other food systems organizations
- Introduce tools and resources that can support your initial racial equity practice
- Support creating a community of practice within Extension
- Share lessons learned and future opportunities to build on our institutional efforts within Extension

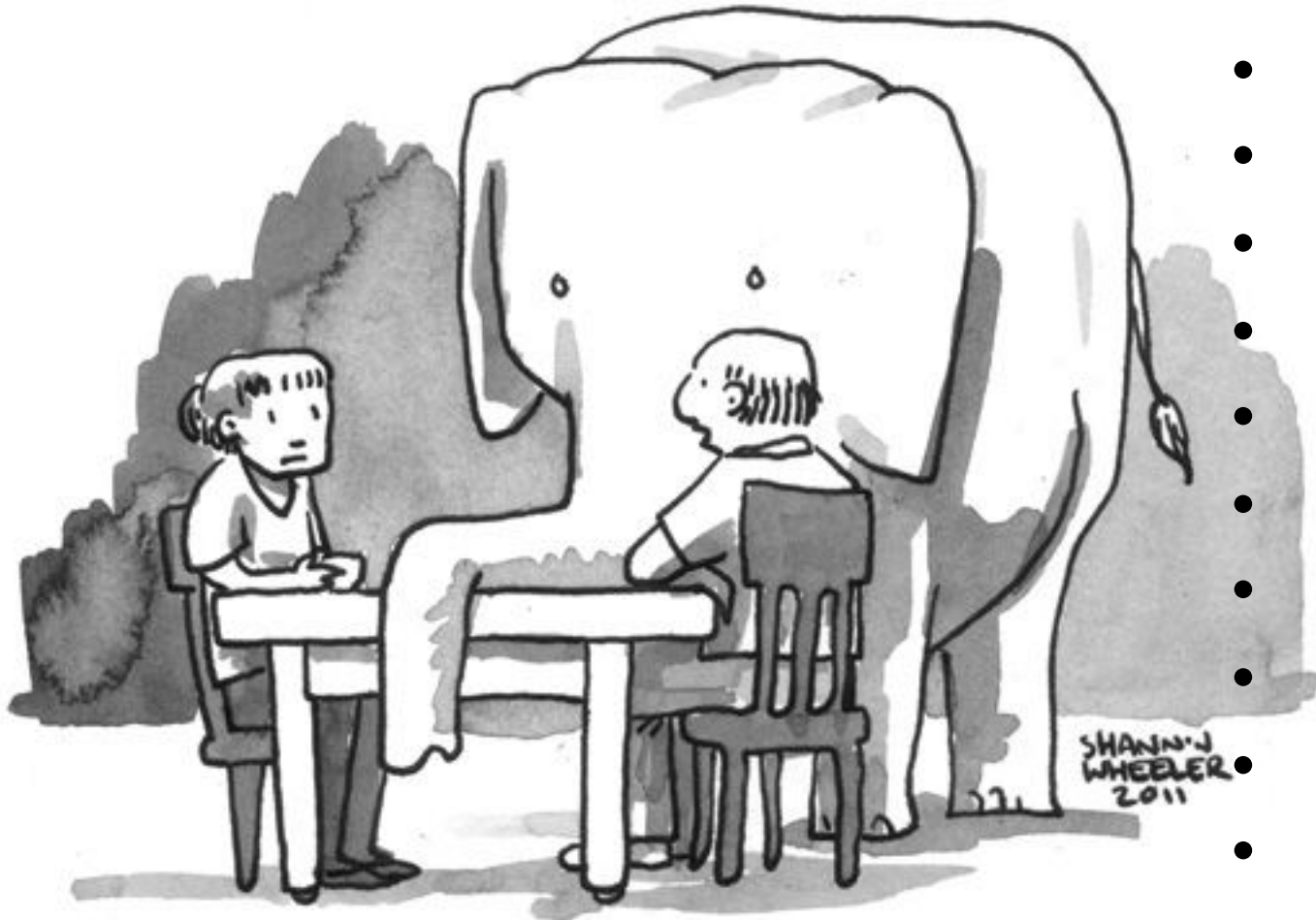




The paradox of education is precisely this - that as one begins to become conscious one begins to examine the society in which he is being educated. The purpose of education, finally, is to create in a person the ability to look at the world for himself, to make his own decisions, to say to himself this is black or this is white...The obligation of anyone who thinks of himself as responsible is to examine society and try to change it and to fight it - at no matter what risk. This is the only hope society has. This is the only way societies change".

-- from "A Talk to Teachers" by James Baldwin

Culture of White Supremacy



What elephant?!

- Defensiveness
- Quantity over quality
- Worship of written word
- Only one right way
- Paternalism
- Either/or Thinking
- Power hoarding
- Fear of open conflict
- Individualism
- Progress = bigger/more
- Right to comfort

• -dR Works, Tema Okun

Why is Racial Equity important to your work?

“Learn **practices** for conducting **socially responsible research** and build local data sets that capture food systems inequities and **impacts on marginalized communities.**”

“Build **‘social capital’ within and outside** of the neighborhoods we serve.”

“Better **understand** my **own biases** and learn how that affects my work and understand what’s in my **power to change.**”

“**Build community** and better **understand** how **structural racism** and barriers **inhibit equity** in the **food system.**”

“Create a **new culture** in my organization that centers the needs and voices of the marginalized.”

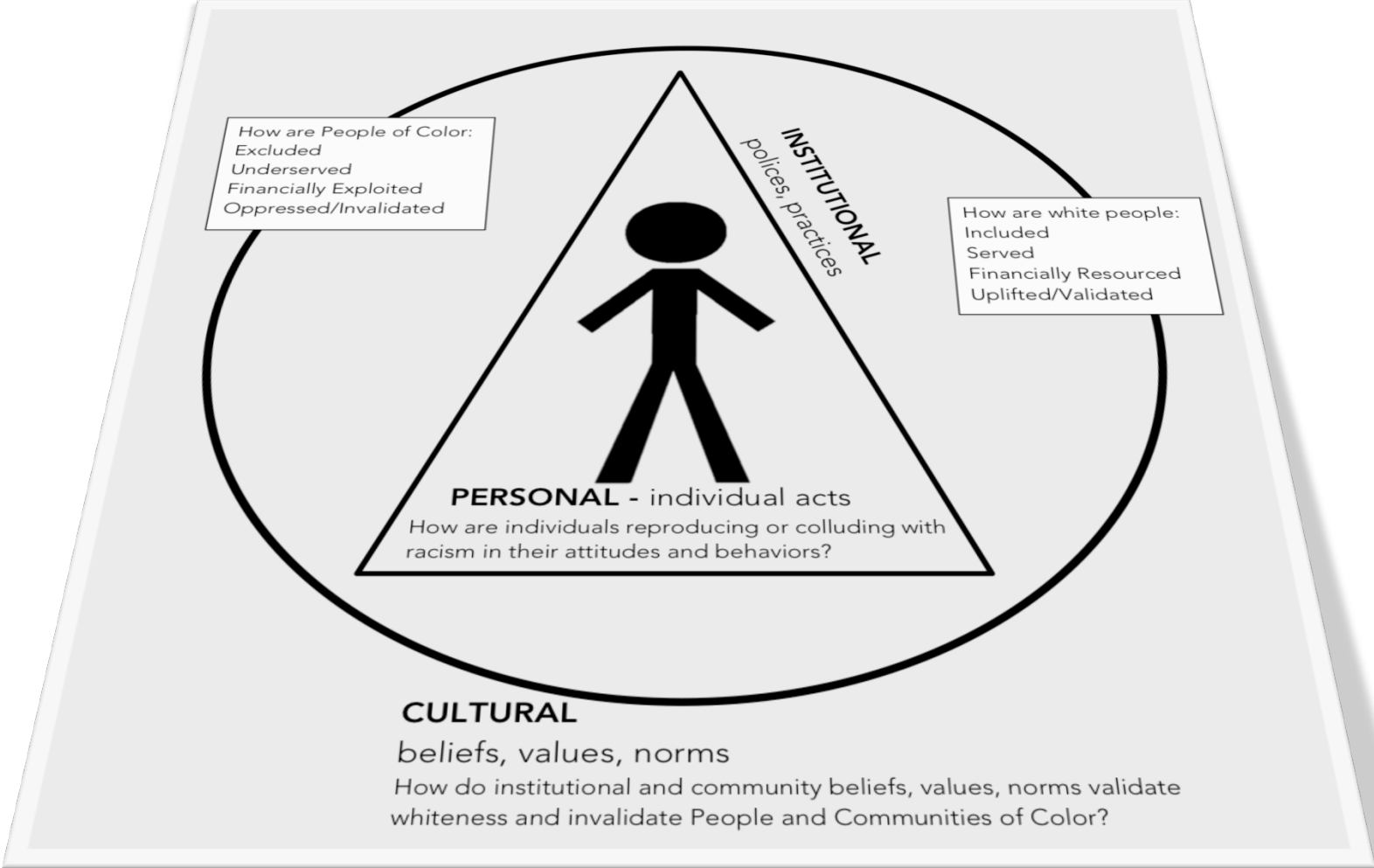
Three Expressions of Racism

from dRWorks

Personal
individual acts

Cultural
beliefs, values, norms

Institutional
policies, practices, procedures



Shared History Timeline

	1966	1970s	2017
Unemployment	Twice of Whites	*4% (Whites) 10% (Blacks)	*4% (Whites) 8% (Blacks)
Poverty Rates "Negro has half the income as whites"	**9.7% (Whites) 40% (Blacks)	**6% (Whites) 31% (Blacks)	**8% (Whites) 22% (Blacks)
Infant Mortality "the rate of infant mortality among Negroes is double that of whites"	***Black infants 3 times higher risk of death (1960-1971)		***4.8% (Whites) 11.7% (Blacks)

Sources:

*US Bureau of Labor Statistics

**US Census Bureau

***National Center for Health Statistics/Center for Disease Control

Defining Racism

- **Race prejudice** PLUS social and institutional **power**
- A system of **advantage** based on **race**
- A system of **oppression** based on **race**
- A **white supremacy system**

Structural Racialization

- A set of **processes** that may generate disparities or **depress life outcomes** without racist actors



“

“Racialization” implies a process or set of processes that may or may not be animated by conscious forces. “Racism” invites a search for a racist actor, much as a web suggests the presence of a spider... It is a web without a spider.

”

--john a. powell, Haas Institute

FOUR FOUNDATIONS OF RACISM

RESISTANCE

RACISM

WHITE PRIVILEGE

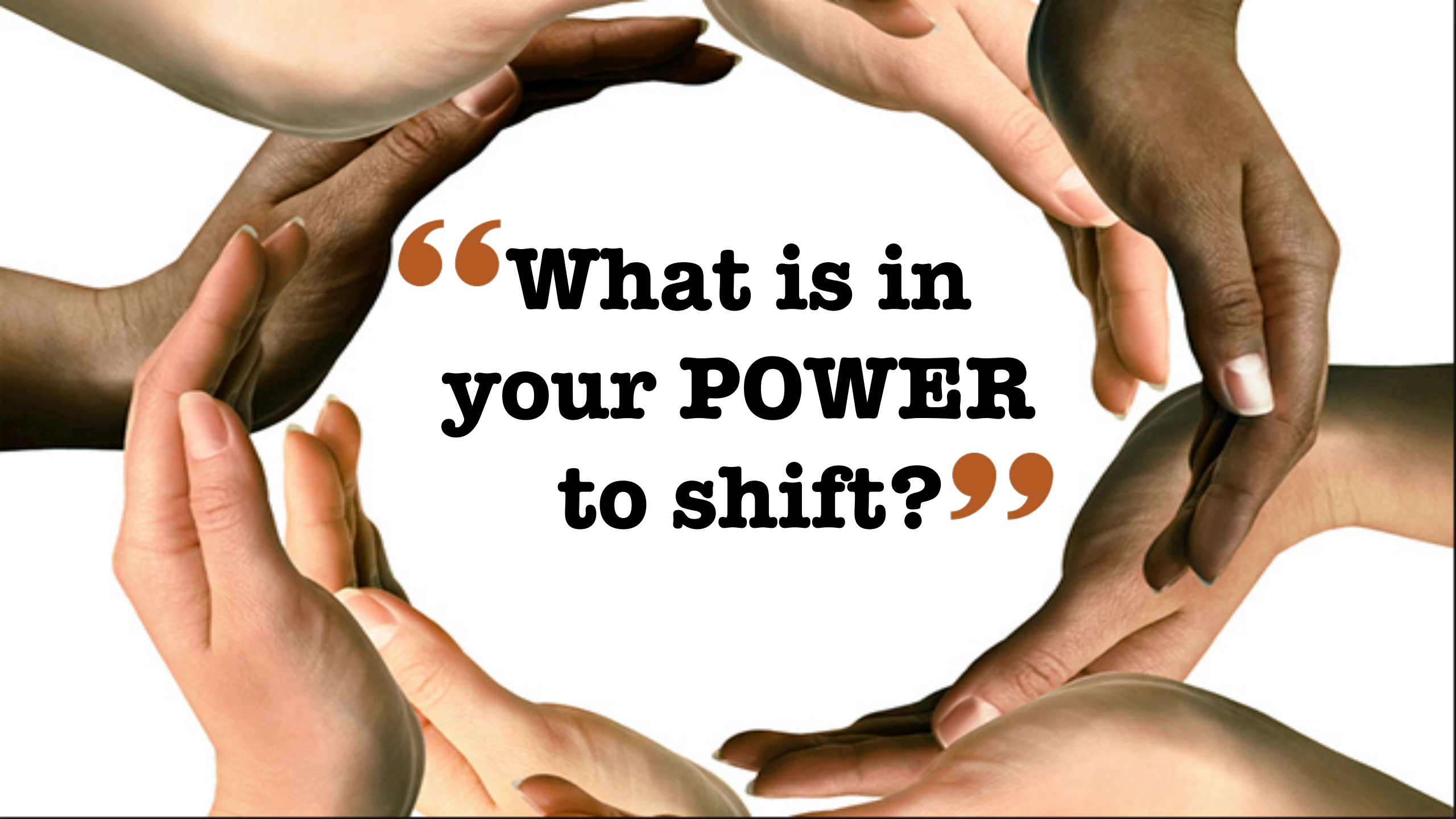
INTERNALIZED
RACIAL
OPPRESSION/
INFERIORITY

INTERNALIZED
RACIAL
SUPREMACY/
SUPERIORITY

RESISTANCE



-adapted and developed by Vivette Jeffries Logan and Jackie Goodwyn from Four Worlds Development Project & Raul Quinones Rosado, Ph.D.



**“What is in
your **POWER**
to shift?”**

TAKING ACTION FOR RACIAL EQUITY PRINCIPLES

1. Use organizing mind; focus on your circle of influence
2. Identify explicit goals
3. Speak to, serve, empower, engage those on the margins
4. Think and act collectively
5. Be accountable to people and to principles
6. Know yourself
7. Work on all three interdependent levels - personal, institutional, cultural

-from dR Works

What is in your power to do?

How are you going to support each other?

How does this benefit those most impacted?

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>

Racial Equity/ Social Justice Trainers

Compiled list of organizations that conduct racial equity and/or social justice trainings. This is not a comprehensive list as there are more organizations in our state and around the country that lead equity work. We're glad to offer these few.

Adapted from our partners at [dR Works](#). A special thank you for their years of work and commitment and their continued support.

North Carolina Based Organizations



[OpenSource Leadership Strategies](#) (Durham, NC)

Addresses the leadership and organization development needs of nonprofits and other social change agents seeking to be the change they seek in the world.



[Racial Equity Institute](#) (Greensboro, NC)

An alliance of trainers and organizers devoted to the work of anti-racist transformation.

[The Equity Paradigm](#)

(Durham, NC)

The Equity Paradigm is a diversity, equity and inclusion firm based in Durham, North Carolina that is dedicated to evolving the ways in which nonprofits and social change organizations understand and approach their work.

[Organizing Against Racism \(OAR\)](#)



(Triangle, NC) A network of anti-racism groups and activities based in the NC Triangle area coming together to continue to develop awareness about how racism lives in us and our institutions in order to create strong, organized and clear efforts to dismantle racism.

[Triangle SURJ](#)

(Triangle, NC Chapter) A national network of groups and individuals organizing white people to show up for racial justice through community organizing, mobilizing and education.



MERI

[Movement to End Racism and Islamophobia](#)

MERI is a network of NC organizations with a mission to end racism and Islamophobia by building a movement that challenges all forms of oppression.

[Jewish Voice for Peace](#)



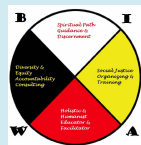
Using grassroots organizing, education, advocacy, and media to work for a lasting and just peace that

recognizes the rights of both Palestinians and Israelis for security and self-determination.

[BIWA Consulting](#)

Biwa Consulting utilizes a holistic approach when working with organizations and individuals because when one aspect is unbalanced the whole is unbalanced.

- *Social Justice Organizing & Training
- *Holistic & Humanist Educator and Facilitator
- *Diversity & Equity Accountability Consultant
- *Spiritual Path Guidance & Discernment



[United for a Fair Economy](#)

Challenges the concentration of wealth and power that corrupts democracy, deepens the racial divide, and tears communities apart. Uses popular economics education, trainings, and communication to support social movements working for a sustainable and equitable economy.



Regional Organizations

[Highlander Research and Education Center](#)

Serves as a catalyst of grassroots organizing in the South and Appalachia



[Project South](#)

Builds communication capacities among low-income families of color and provides multiple ways to shift public dialogue on local, regional, and national levels. Offers leadership development, people-centered communication tools, education, and civic engagement to build a social movement infrastructure in the U.S. South.



[The People's Institute for Survival and Beyond](#)

[Survival and Beyond](#)

Focuses on understanding what racism is, where it comes from, how it functions, why it persists and how it can be undone.

[Crossroads Anti-racism Organizing and Training](#)

Working to dismantle systemic racism and build antiracist multicultural diversity within institutions and communities



[Southerners on New Ground \(SONG\)](#)

(Durham, NC) A regional Queer Liberation organization that embodies the best of the

South's freedom traditions and works towards the transformation of our economic, social, spiritual and political relationships.

National Organizations



[Catalyst Project](#)

A center for political education and movement building

based in the San Francisco Bay area; committed to anti-racist work with the goal of deepening anti-racist commitment in white communities and building multiracial movements for liberation.

[Race Forward | Center for Social Inclusion](#)

in partnership with the Center for Social Inclusion (CSI) advances racial justice through research, media, and practice. Race Forward publishes the daily news site [Colorlines](#) and hosts [Facing Race](#), the country's largest multiracial conference on racial justice.





Questions?

Visit www.cefs.ncsu.edu

CEFS Committee on Racial Equity (CORE)

Thank you for your willingness and commitment! Thanks to our partner organizations, dR Works and OpenSource Leadership Strategies, for their history of work and who supported our development and ability to offer our training. Thanks to our eXtension Working Group and the W.K. Kellogg Foundation for funding support to make our CORE work possible.

Poll Question



The current name of our group is the ***Undoing Inequality in the Food System Working Group***. We wish to shift the name of our working group to better reflect our purpose and intent.

Based on your exposure to this webinar and understanding of this work, please review these options and indicate your **TOP TWO** choices for a new name for this working group.

- Food and Racial Equity (FARE)
- Food and Racial Equity Educators (FREE)
- Food, Racial Equity, and Systems Change (FRESCh or FRESH)
- Racial Equity in the Food System (REFS)

Upcoming Event – Mark Your Calendars!

What: Coming Together for Racial Understanding

When: August 27-31, 2018

Where: National 4-H Conference Center* (near Chevy Chase, MD)

Who: Cooperative Extension staff from 1862, 1890 Institutions and Tribal Colleges - teams of 3 people/state – target 60 people

Details: In-depth training on civil dialogue and racial equity for extension professionals; expect teams to do more training

Primary contact: Rachel Welborn: rachel.welborn@msstate.edu

* not confirmed

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THANK YOU FOR PARTICIPATING!

**We will send a post-webinar
survey soon**



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