

Nevada Office of Food Security Racial Equity Toolkit

Cover Letter

Hello Council on Food Security,

Dear Director Ott and Members of the Council on Food Security,

Please note the document provided is a draft document. Not all sections are complete and require additional grammatical, formatting and citation review. It has been provided to you for review to ensure alignment with original intent and assess usability for this audience. While this document does not necessitate Council approval, feedback to best ensure usefulness is appreciated.

Following Council review, feedback will be considered, and updates made where appropriate. The toolkit will then be submitted for additional internal and external review, tentatively estimated to occur in November 2022. The document is projected to be finalized and disseminated in January 2023.

Best regards,

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Nevada Office of Food Security

Racial Equity Toolkit

January 2023



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LAND ACKNOWLEDGEMENTS

The Office of Food Security and Wellness acknowledges that Nevada is on the seized the territory/ancestral lands of the Nüümü/Numu (Northern Paiute), Wá-šiw/Washo (Washoe), Newe (Western Shoshone), and Nuwu/Nuwuvi (Southern Paiute), Newe (Shoshone-Bannock), Nuwe Hualapai, Nüwü/Nüwüwü (Chemehuevi), and Newe (Goshute) People. We also honor all of Nevada's 28 sovereign tribal nations, bands, and clans who have stewarded this land for generations.

It is acknowledged that there is history of genocide and settler colonialism that continues to impact Indigenous communities in rural and urban areas today. The Office of Food Security and Wellness also acknowledges that the Department of Health and Human Services was founded upon the exclusion and erasures of many Indigenous Peoples, including those on whose land that the State offices are located.

This acknowledgment demonstrates a commitment to beginning the process of working to dismantle the ongoing legacies of settler colonialism.

The Department of Health and Human Services strives to be honest about past mistakes and bring about a future that includes their people, stories, and voices to form a more just and equitable Nevada.

ACKNOWLEDGEMENT OF BIPOC LABOR

PEOPLE ACKNOWLEDGEMENTS

DISCLAIMER

The Nevada Office of Food Security recognizes that the forces of structural racism that are a catalyst to food insecurity cannot be eliminated quickly; however, there are steps that community and governmental institutions and organizations can take to make an impact towards being more equitable inside and outside of their organization. Below are strategies for improving racial equity; however, the Department of Health and Human Services are also on an educational journey and recognize there is still work to be done within the Department to improve racial equity. It is understood that the Department can be the teachers and students on this journey. The Department of Health and Human Services hopes you will join on this journey to create an equitable and food-secure future for all.

DRAFT

SECTION 1: INTRODUCTION

EXECUTIVE SUMMARY

Racist land-based policies have been written into the social and built environments throughout the United States since its unrightful takeover of Indigenous land. As a result, the food system in the United States is profoundly inequitable, which endangers the health, well-being, and economic strength of Black, Indigenous, and Other People of Color (BIPOC) communities. Additionally, oppression continues in the food ecosystem and limits access to fresh, nutritious, culturally appropriate food in BIPOC communities. Therefore, when looking to improve racial food equity, it is essential to recognize these historical injustices and intentionally work to ameliorate the inequities caused by these wrongdoings. By using system-specific racial equity toolkits like this one, normalcy around conversations about racial inequities can be normalized; intentionally identify populations that are and

are not being served by plans, policies, practices, and programs; and deliberately include members of the community with lived experience into the planning, implementation, and evaluation **processes**. Such efforts expedite racial equity processes, such as the implementation of new tools for decision-making, implementation, evaluation, measurement, and accountability. Using a racial equity lens and applying its principles in hunger-relief and food insecurity work will ensure that those experiencing these conditions will holistically benefit from the programs developed.

To build equity in the Nevada food ecosystem for all Nevadans to have access to fresh, healthy, and affordable food that meets their dietary, religious, and cultural needs, the focus needs to be placed on food and racial equity and justice in core strategies to improve the health and well-being of all Nevadans. The path to equity is not easy and requires intentional action, commitment to continual learning, navigating challenging conversations, self-reflection, and changing our thinking processes and actions. By working together, we can ensure that a more equitable and resilient future is possible for all Nevadans.

PURPOSE

Racial equity tools are designed to include deliberate consideration of racial equity in decisions, including policies, plans, procedures, practices, programs, budgets, and funding opportunities. This racial equity tool can help to advance strategies and organize direct actions that curtail racial inequities and improve the health and well-being of all groups impacted. This toolkit's purpose is to serve as a starting point to assist **individual decision-makers, government institutions, and community-based organizations** embody their food equity ideals in their work to eliminate racial inequities and advance equity. The goal is not to teach everything there is to know about racism and how it exists in the food ecosystem. Racial equity is a vast topic; unfortunately, materials and essential information will be left out of this toolkit. One toolkit cannot address the full intersectionality of food and racial equity, as it is expansive in breadth and complexity. You can find a resource list in Section 6, which can supplement the materials found in this toolkit.

Furthermore, the toolkit is not an axiom, a mere checklist to complete, or a universal method for resolving inequities. The

food equity path is long and winding, without shortcuts and with no final stop. Our goal should not be to simply fix our broken food ecosystem, rather our goal should be to transform it by putting in work to redistribute power and dismantle and confront the long-standing injustices that dominate the food ecosystem.

This toolkit aims to raise awareness about possible strategies to begin addressing and dismantling racism in the food system via education, example strategies, and resources. The intent of this toolkit is to provide a starting point to turn theory into action by learning a brief history surrounding food inequity, starting conversations, identifying improvement areas, operationalizing equity, developing mechanisms for successful implementation and evaluation of impact, and inspiring readers to inspect how they can change the food ecosystem for the better and improve food equity in the work that they do. Finally, the purpose of this toolkit is not to castigate the current work being done in food ecosystem but to work toward creating a just food ecosystem where food is produced and distributed in ways that create a sustainable system that values the workers, consumers, and the land. A food ecosystem that emphasizes

the production of enough healthy food to support the needs of Nevadans, today and in the future.

INTENDED AUDIENCE

This toolkit was developed as a resource for White individuals working in and tangentially to the food ecosystem to begin learning and conversing about racial equity and implementing efforts. However, the concepts and resources presented in this toolkit may help address other inequities not shown in this specific toolkit. **Individual decision-makers** can find content in this toolkit to assist them in dismantling food access barriers and racial inequities that catalyze chronic health conditions in the communities that they serve. This toolkit also provides **governmental institutions and community organizations** with valuable information to implement food equity policy, program, and other systems changes, in addition to how to center health equity in community-based partnerships. Government institutions and community organizations have played a significant role in creating racial inequities. Therefore, the responsibility falls upon us to right the wrongs of the past and present.

It is important to note that racial equity work can bring up a wide range of emotions, including uncomfortability, anger, sadness, etc. As the National Farmers Coalition (2020) wrote so eloquently,

Please take the time to feel the discomfort, rage, and sadness. Looking honestly at histories of violence and oppression includes observing the ways racism limits and injures people without power, and (in different, often more subtle ways) also harms people with various forms of power and privilege. Reckoning with harms committed, and repaying the debts of those violences, is necessary work in building a more just society that honors the dignity of the planet, and its human and non-human inhabitants. Part of this work is building stamina and refocusing on the nourishment and joy implicit in embracing a goal of collective liberation. (pg. 3)

[Add conclusion paragraph]

To achieve racial equity, one must radically and fundamentally transform organizational and institutional structures, practices, and policies. Thus, if

you work for a government institution or community organization, this toolkit is for you.

TOOLKIT BREAKDOWN

This toolkit contains six main sections to help institutions and organizations learn about strategies to prepare, apply, and commit to racial equity work. Section 1 provides... Section 2 (PREPARE) provides a brief history about racism in the food system and its longstanding impacts...Section 3 (LEARN) offers guidance on ways to enhance racial equity skills... Section 4 (APPLY) highlights examples of direction action... Section 5 (SUSTAIN) focuses on how to create sustainable commitment to racial equity work. A list of resources and glossary can be found on pages () and (), respectively.

SECTION 2: PREPARE

BRIEF HISTORY: RACISM IN THE FOOD SYSTEM



BACKGROUND

Covert and overt racism exists in the social and built environments, which, unfortunately, creates different health outcomes across populations. Racism has been built into the fabric of the United States since the 1400s with the colonization of Indigenous land and the genocide of millions of Indigenous Peoples, with colonial exploitation and the enslavement of Indigenous peoples and individuals of African descent and the exploitation of immigrant labor from Asia and then Latin America. Structural and systemic racism are historical, cultural, social psychological, institutional, organizational, and interpersonal, leading to accumulative and chronic racial inequities.

Food ecosystems are fundamental drivers of change and power relationships penetrating our social, political, economic, health, and environmental systems. Therefore,

our food ecosystem needs redesigning to feed our communities without perpetuating racism and oppression. Taking the necessary measures to promote racial equity in the food ecosystem must start with a meticulous cognizance of historical racism in the built and social environments in the United States. Some historical examples include land theft and appropriation of Indigenous lands, discriminatory labor regulations, forced assimilation acts, racial segregation, intentional food apartheid, federal immigration laws, exclusionary redlining policies, discriminatory lending policies, mass incarceration, unequal medical care, exploitative sharecropping practices, denied access to grants and technical assistance, etc. These racist policies and procedures created significant disparities in access to goods and services, wealth building, etc. In addition, rising economic insecurity due to persistent neo-liberal policies has increased the gap between having needs met for many BIPOC communities.

Furthermore, structural and systemic racism have created historical vulnerability to BIPOC communities to specific health conditions, poverty, food insecurity, etc. In addition, racial inequities and economic inequalities pervade the food ecosystem, such as creating barriers to accessing fresh,

nutritious, and culturally appropriate foods for BIPOC populations and unethical labor conditions. Unfortunately, BIPOC organizers who have set out to end hunger and improve racial equity in their communities have been seen as civilly disobedient and disruptors to society.

BIPOC individuals have historically had higher rates of food insecurity in the United States due to structural racism. Barriers to food access further elevate the risk of developing nutrition-related diseases. Often, the blame is placed on BIPOC populations for the food they eat, food that predates current obesity and other chronic disease rates, rather than the food environment that someone is living in and all the other municipal policies that led to retail options in a community. Therefore, it is essential to remove biased thinking and shift the blame from the individual to the food ecosystem that they are living in. Furthermore, historical barriers to capital, land ownership, paid labor, and farm and crop subsidies decrease the ability to own a home, food business, or farm. Having diminished physical and economic access to healthier food has fueled a public health crisis that disproportionately burdens BIPOC and low-income communities.

The voices of low-income communities of color are often excluded from dominant conversations around food equity programming. The lack of diversity and predominant Whiteness that exists in policymaking, designing, and programming curtail addressing the needs of BIPOC communities and the root causes of food insecurity from a lived experience perspective. Often, a group of like-minded individuals is developing food equity solutions without having lived experience and/or racial equity lenses. BIPOC communities are already at the forefront of food justice and racial equity. Therefore, listening and following their lead is crucial in racial equity work and redesigning the food ecosystem.

Furthermore, many rely on expertise or apply promising practices from other communities in addressing food system inequities. Unfortunately, this practice will not go extremely far in remediating local issues and power disparities. Being intentional and adopting an explicit commitment to racial equity is necessary to transforming the food ecosystem and eliminating these barriers. However, commitment without action is not beneficial. While many are committed to improving food and nutrition equity, there is often difficulty converting an organization's mission and vision into practice.

Moreover, these pervasive acts and policies have and continue to directly impact resource allocation, procedures, etc., which sustain powerful determinant effects on the experience of BIPOC populations across the country. Therefore, understanding the history of the creation and perpetuation of racist policies and practices will allow the public health workforce to remediate historical injustices and prevent future wrongdoings and inequitable outcomes. Hunger in Nevada communities cannot end unless the root causes are addressed.

UNDERSTANDING RACIAL EQUITY

First, it is important to mention that race is a social construct, not a biological one. Race is often used to categorize individuals on certain physical attributes, such as skin color, facial features, and more. However, race and racial identity has been historically recognized as a fluid. For centuries, we have been led to believe that one's race is defined by specific genetic and biological differences. This misconception has aggravated health disparities and led to adverse health outcomes for BIPOC communities (Yearby, 2021). Although race has no biological basis, the concept of race is substantial and has serious implications. Societies use

race to rationalize systems that place power and privilege onto certain members and disenfranchise and oppress others. Such systems lead to racial inequities that pervade all systems in a society. Therefore, improving racial equity can decrease inequities in health, well-being, education, housing, food access, etc.

Second, it is important to know the distinction between EQUITY and EQUALITY. Often people use the words equity and equality interchangeably; however, **equity** involves understanding and giving people what they need to reach their highest level of health and potential for a successful life (Race Forward, 2022). Equity is realized when one's identity (e.g., race, ethnicity, gender, age, disability, sexual orientation) has no detrimental effect on the distribution of resources, opportunities, and outcomes for group members in a society. **Equality** ensures that everyone gets the same things to enjoy a healthy life (Race Forward, 2022). Like equity, equality aims to promote fairness and justice, but it can only work if everyone starts from the same place and needs the same things, which is not the case for most populations. To elucidate, equity focuses on giving everyone what they need, while equality focuses on giving everyone the same thing, regardless of need. For example, giving

everyone a bicycle to promote physical activity would be considered equality; however, giving everyone a bike based on their needs, such as age, ability, gender, etc. would be equity. Without addressing the needs of each individual, they would end up with a bike that they cannot use, and the outcome would not be the same.

So, what is racial equity? Racial equity is defined as, “a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color” (Race Forward, 2022). Racial equity does not simply equal diversity and inclusion; it requires deliberate and comprehensive efforts to address unjust practices to create transformation. This includes removing access barriers and giving equitable access and opportunities to power and resources.

WHY RACIAL EQUITY?

Racial equity work aims to end racial inequities and improve outcomes for all racial groups. Systems that are failing BIPOC communities are failing all of us. Everyone benefits

when racial equity is upheld because each citizen is given the resources and opportunities they need to thrive. For all residents in Nevada to reach their highest level of health and well-being, it is vital to promote a shared consensus about how culture and history effectuate racial disparities and inequities. Through this shared knowledge and concurrence, organizations can develop, implement, and evaluate strategies to demount organizational and institutional inequities that promote racial inequities.

Racial inequities do not happen arbitrarily; they have been built and perpetuated over time. Unfortunately, racial inequities exist in accessing and producing food, leading to increased food insecurity and hunger rates in BIPOC populations. The prevalence of food insecurity is consistently higher among households led by non-Hispanic Black (19.8%) and Hispanic (16.2%) adults when compared with non-Hispanic White (7%) households (Coleman-Jensen, Rabbitt, Gregory, & Singh, 2022). Racial disparities have been found in healthy food quality, variety, quantity, and price, reflecting inequities in food access in BIPOC neighborhoods (Walker, Keane, & Burke, 2010; Lee, et al., 2010; Kumar, Quinn, Kriska, & Thomas, 2011). Furthermore, approximately 50% of Native American and Alaska Native survey respondents

reported experiencing food insecurity during the COVID-19 pandemic (Native American Agriculture Fund, Food Research & Action Center, & Indigenous Food and Agriculture Initiative, 2021).

When it comes to farming, even though BIPOC individuals represent nearly one-quarter of the U.S. population, they operate less than 10% of all farmlands and represent less than 10% of all U.S. producers (Benson, Croft, Monke, & Rosch, 2022). Contrastingly, there are approximately 2.4 million BIPOC farmworkers in the U.S. who do not own their own or operate their own farmland (Ferguson, Dahl, & DeLonge, 2019; Hernandez & Gabbard, 2018; Smolski, 2019). Perpetual structural and institutional racism has significantly prevented BIPOC individuals from creating sustainable food systems to feed themselves and their communities, further preventing the continuance and revival of culturally appropriate foodways and affluence.

It is clear from this brief information that societal structures and public policies have led to the allocation of resources based on geographic location and racial makeup. Therefore, it becomes understandable why specific communities have higher rates of food insecurity than others. However, the

structures currently in place are not equitable or sustainable. Therefore, intentional strategies that acknowledge the consequences of structural marginalization on racial inequities are necessary to reverse the historical impact of racist policies and exclusion. Such action rests on the shoulders of those working in historically White institutions, which have benefited from stolen wealth and have the ability and responsibility to address these harms and injustices. Tools, such as this one, must be used to develop practices, programs, and policies that support racial equity and change those that have and continue to perpetuate racial inequities. Without deliberately modifying how programs and systems are currently ran, and instituting racial equity into all processes, racial inequities will continue.

SECTION 3: LEARN



[NOT FINISHED. Will be turned into paragraphs]

CONTINUING EDUCATION AND TRAINING

Persist in developing racial equity knowledge to operationalize change.

1. Host a study group and organize around racial justice in food settings

Racism is the root cause of numerous inequities in the food system. Understanding the history of racism in our food systems, discussing the roles that organizations play in perpetuating racism, and talking about methods to dismantle racism is imperative to creating system changes. Forming a study group is a great way to assist and deepen your knowledge and understanding of racial inequities inside and outside of the food system.

- Peruse books, articles, and other reading material
- Watch documentaries, listen to podcasts
- Host trainings
 1. Explore readings that can be found in [Section 6](#).
 2. Identify and research resources
 3. Identify group makeup
 4. Define terms
 5. Represent own lived experience
 6. Debrief prior meeting
 7. Have a lead facilitator
 - Safety leader
 - Facilitator
 8. Develop group ground rules
 - Examples
 9. Follow rules of a book club
 10. Learn and practice the skills of being an ally

2. Training

1. Hire outside organization by BIPOC. LGBTQ+, etc. → Focused on food equity
2. Share with community partners
3. Consider training as a possible requirement

EDUCATIONAL MATERIALS

Do not place the burden of emotional labor onto BIPOC individuals to educate you on racial equity and racism. Many educational training and educational materials are readily available to improve your racial equity knowledge without retraumatizing individuals and communities. Educational materials can be found in the resources and glossary in [Section 6](#).

SECTION 4: APPLY

STRATEGIES TO IMPROVE RACIAL EQUITY

[NOT FINISHED. I am still adding strategies and text to the lists.]



1. Build organizational capacity, skillsets, competencies, and education for long-lasting infrastructure change.

Racism has, does, and will continue to affect the health and well-being of BIPOC individuals unless immediate changes are made. Deliberate, intentional action is needed to dismantle racism supports within and outside our organizations. Therefore, it is important to build a new organizational infrastructure that supports and provides staff, community partners, and community members the capacity, skillset, and competencies to ensure that racial equity promotion and anti-racism are built into the fabric of every person, organization, and agency in Nevada. Creating staff, partners, and community members that are skilled in racial equity will lead to important and necessary structural transformation. Furthermore, developing infrastructure that includes leadership and accountability strategies leads to necessary improvements that foster system changes.

RECOMMENDATIONS:

- 1.1 Establish a Food Justice, Food Equity, or Diversity, Equity, and Inclusion team or office that is led by individuals with lived experienced in food insecurity, poverty, and racism.
 - 1.1.1 Review and update all organizational/institutional missions, visions, goals, and objectives to ensure that racial equity is the foundation of the organizational structure.
 - 1.1.2 Coordinate trainings and other educational opportunities for staff, partners, and community members to aid in their racial equity capacity.
 - 1.1.3 Evaluate racial equity compliance in all departments, policymaking, and implementation and suggest improvements.
 - 1.1.4 Produce a yearly racial equity report that details the advancement of racial equity within the organization/institution.
- 1.2 Allocate resources for required ongoing racial equity, food justice, and implicit bias training for staff, partners, and community members to aid in their racial equity capacity.
- 1.3 Participate in regular events, working groups, and webinars to enhance your understanding of racial equity and food insecurity.
- 1.4 Develop a Food and Racial Equity Action Plan that contains specific goals, objects, and activities that center, enhance, and sustain organizational/institutional capacity to promote racial equity.

2. Take an anti-racism stance and transform organizational culture to support racial equity through deliberate direct action.

Many current inequities pervasively exist due to historical legacies, structures, and systems, which exclude many BIPOC individuals. In addition, most organizational structures have not been designed to address and accommodate racial equity and engagement in all its actions and policies. The community should be involved in the planning and designing processes and should have a pathway to leadership positions within the organization/institution. Therefore, organizational structures need to be transformed to prioritize the needs of BIPOC communities and staff within and outside of its organizations and institutions. The focus should be on changing policy and organizational culture. Without these changes, institutions and systems will continue to produce and perpetuate racial and food inequities. Lastly, to improve racial equity in the work that you do and modify the way your institution/organization operates, it is crucial to

create a culture of learning and reflection at your institution/organization. Such cultural changes will further shift the institutional/organizational values and lead to greater transformational, racial equity work.

RECOMMENDATIONS:

- 2.1 Change culture in your agency and reassess your internal and external approaches to prevent the perpetuation of multi-generational health inequities and harm.
 - 2.1.1 Review all internal funding announcements, programs, activities, policies, and procedures using a racial equity lens.
 - 2.1.2 Challenge harmful, stigmatizing beliefs and mindset within yourself, organization/institution, and community.
 - 2.1.3 Eliminate policies and practices that cause and perpetuate racial outcome disparities.
 - 2.1.4 Use available racial equity resources in the development of programs, policies, activities, and legislation.
 - 2.1.5 Acknowledge the limits of your knowledge about other individual's experiences.
 - 2.1.6 Align policies and practices with those designed to address food system inequities, such as the Fair Labor and Workforce Equity policies.
- 2.2 Conduct a racial equity assessment within your organization to assess current inequities, needs, and gaps.
 - 2.2.1 Examine member representation within your institution/organization and hire employees from underrepresented groups.
 - 2.2.2 Conduct annual audits of staff compensation to prevent wage gaps by race.
 - 2.2.3 Only hire staff with demographic diversity who have:
 - Lived experience with racism and food insecurity
 - Lived experience with food insecurity and have a history of showing commitment to improving racial equity.
 - 2.2.4 Be explicit about how diversity, equity, and inclusion are incorporated into staff recruitment, hiring, and retention practices.
- 2.3 Transform culture through conversations and educational efforts about racial equity.

2.3.1 Familiarize yourself with the history of oppression in Nevada and its impact on BIPOC communities

2.4 Create and publish Indigenous Land and Sovereignty Acknowledgment Statements to recognize the Indigenous Peoples to whom the land belongs and use preferred spelling and pronunciation. *

- * Land acknowledgments should be motivated by sincere respect and support and do not exist in past tense or outside historical context.
- * Do not ask for free emotional labor from Indigenous Peoples.

2.4.1 Create a plan detailing the actions to support Indigenous communities moving forward.

2.5 Institute racial equity as a central value and top priority.

2.5.1 Declare racism as a public health emergency.

3. Support community engagement and address power imbalances to overcome historical and ongoing barriers to inclusion and participation in decision-making processes.

Programs should be designed to build and share power with **people**. This means moving towards power sharing and providing necessary elements to ensure equitable change that improves the health and well-being of all people, inclusive of race, culture, religion, class, etc. Current infrastructures create barriers for decision-making participation. Far too often, BIPOC community members are denied access to the decision-making process, and when included, participation often leans toward tokenism or marginalization. Individuals with lived experience need to be at the table and a part of the discussion, not simply informed of plans or consulted after plans have already been made. Solutions must be identified and led by community members as they have borne the burdens of inequitable processes and therefore, hold significant expertise on those impacts. Due to not being included in the decisions that impact them, many BIPOC communities have not been able to provide guidance and recommendations on their community's needs. This creates an environment that prevents a true equity-centered approach to food insecurity. Therefore, organizations need to center, affirm, and respect the perspectives, experiences, and power of BIPOC community members throughout the decision-making process. Robust community engagement throughout the racial equity improvement process will be pertinent to your organization/institution's success.

RECOMMENDATIONS:

- 3.1 Engage in authentic community engagement and acknowledge the long-standing deficiencies in racial equity work.
- 3.2 Implement approaches that help increase the ability for community partners to express their concerns, elevate their voices and lived experience, and provide their expertise.
 - 3.2.1 Demonstrate receptivity to feedback and quickly implement suggestions.
 - 3.2.2 Form community groups with decision-making authority and specific planning responsibilities.
- 3.3 Identify existing community work that is led by individuals directly impacted by racism and see how you and your organization can engage.
 - 3.3.1 Allow those most impacted by racial inequities to be involved in establishing the broader vision for racial equity and the processes needed to achieve it.
- 3.4 Eliminate all deficit-based approaches and implement asset-based approaches to all food security work.
 - 3.4.1 Highlight community positives, instead of only focusing on the negatives.
- 3.5 Invest in place-based solutions that support community innovation and the community's ability to create just, healthy, and sustainable food systems
- 3.6 Educate oneself about other identities and experiences.
 - 3.6.1 Take the time to learn and understand cultural differences (communication styles, paces, etc.).
 - 3.6.2 Appropriately compensate BIPOC individuals for their lived experience expertise.
- 3.7 Seek and support community leaders and efforts to build community power based on the principle of food sovereignty to address food apartheid.

4. Form transformational and collaborative cross-sector and community partnerships to achieve collective impact and systemic change on racial equity.

Partnerships must be iterative, participatory, and transparent to build trust and share accountability among partners. Partnerships should also be straightforward about addressing systematic and structural level changes that reverse racial and social power imbalance.

RECOMMENDATIONS:

- 4.1 Engage multiple sectors to achieve collective impact on racial equity and health
- 4.2 Establish long-term relationships with community and base building organizations and residents.
- 4.3 Strengthen capacity within your organization/institution to create and sustain effective partnerships and programs to improve racial equity.

5. Improve race and ethnicity data collection and dissemination to track and identify greatest needs.

Come to an understanding with communities and partners on when and how to use data that contain information about them. Often, communities already know information about themselves...

RECOMMENDATIONS:

- 5.1 Research and collect data on racial disparities and identify those most impacted.

6. Develop and implement program and policy strategies for ending racial inequity.

Approach food systems using an inclusive, equity-based model by implementing programs and policies that approach food security that apply a racial equity lens and models that support inclusive BIPOC leadership.

RECOMMENDATIONS:

- 6.1 Review and revise program policies utilizing a racial equity lens.
- 6.2 Adopt and enforce organizational/institutional-wide standards for culturally and linguistically competence services and messaging.

7. Engage staff, partners, and the community in dialogue about racial equity to enhance education, understanding, and to raise awareness.

Work with communities and partners to create a share understanding of the historical and contemporary imbalances of power that produce inequities as a foundational step in developing and equity agenda.

RECOMMENDATIONS:

- 7.1 Design and implement a state or community wide messaging campaign to foster a mindset shift in societal attitudes surrounding the root causes and historical causes of food insecurity.
- 7.2 Educate partners and decision-makers about racial equity and promote strategies to achieve equity.
- 7.3 Ensure that staff, community partners, and community members are educated on the historic and contemporary root causes of inequity.
 - 7.3.1 Provide training opportunities to increase capacity to possess racial equity skills and competencies to partner effectively.

[The points below will be added into the categories above]

1. Collaborate with health, housing, and economic development officials
2. Center Relationships
 - Show up (when appropriate) and research community and appropriate behavior
 - Don't tokenize
 - Tangibly demonstrate commitment to the communities you are serving
3. Develop a plan for sustainability
4. Develop institutional guidelines and principles
 - Language and communication
5. Commit to non-complacency
6. Welcome feedback
3. Challenge the status quo
 1. Processes tend to reinforce and give more weight to those who have more free time and know how to access and navigate systems and institutions.
 - As a result, the needs of those with less political and social capital are left out.

SECTION 5: SUSTAIN

COMMITMENT AND EVALUATION

[NOT FINISHED. Will be turned into paragraphs/condensed lists; currently adding and categorizing]



COMMIT TO:

1. Supporting Bills, Acts, and Policies that:

- 1.1 Distribute resources, power, and opportunities in a just and equitable way to promote health and well-being.
- 1.2 Provide land and wage reparations, startup funds, financing, debt forgiveness, technical assistance, academic scholarships, and planning grants to BIPOC organizations, farmers, and individuals.
- 1.3 Support community ownership of the land and significantly reduce environmental harm to our land, food, water, and air
- 1.4 Back equitable wage, working conditions, and collective bargaining
- 1.5 Provide citizenship to undocumented farm laborers
- 1.6 Explicitly include and state diversity requirements for councils, coalitions, committees, boards, and other groups serving the community.

2. Evaluation

Organizations/institution should commit to developing a system of evaluation to create accountability and measure change to allow for improvement and growth. Without evaluation the perpetuation of harm and racial inequities to occur

- 2.1 Conduct measurement over time to track racial equity progress and impacts, both inside and outside of the organization.
- 2.2 Implement action items and having six-month evaluations of progress.
- 2.3 Perform annual audits of staff compensation to prevent wage gaps by race.
- 2.4 Administer, monitor, and evaluate a plan for increased equity capacity.
- 2.5 Set measurable results-based goals with specific intention to racial equity impacts.
- 2.6 Use a community impact assessment at the beginning and throughout a project.

- 2.7 Be honest about outcome measurements and do not inflate actual impacts.

3. Data

- 3.1 Track structural barriers addressed, number of racial equity trainings attended, number of staff and community members trained, increased racial equity competencies, number of structural changes made, and community impact.

4. Collaboration and Engagement

- 4.1 Continue to build alliances beyond the food system with partners and advocates across varying topics and sectors
 - 4.1.1 Helps identify the intersectionality of poverty, racism, food insecurity, etc. and how these concerns are linked across sectors and issue areas.
- 4.2 Sharing organizational and programmatic learning and best practices.
- 4.3 Fostering long-lasting partnerships and engagement that are mutually beneficial and respectful.

5. Intentional Action

Commit to direct action and create policies, programs, and practices that distribute and redistribute resources, power, and opportunities to BIPOC communities to all in a just, equitable way.

- 5.1 Dismantling injustices and power imbalances
- 5.2 Ensuring that community members with lived experienced in food insecurity, poverty, and racism are involved in creating solutions
- 5.3 Waive education and work experience requirements and provide training and educational opportunities to BIPOC community members due to barriers in accessing education and work experience
- 5.4 Create a more inclusive food system by encompassing members of the communities already involved in food access and food justice.

6. Humility

- 6.1 Accept that you do not know everything

7. Promote:

- 7.1 The Domestic Fair Trade Association
- 7.2 The Agricultural Justice Project
- 7.3 Food sovereignty
- 7.4 Access to culturally appropriate food

8. Continual Education

- 8.1 Conduct and require ongoing racial equity and implicit bias training for staff.
- 8.2 Participate in regular events, working groups, and webinars to enhance your understanding of racial equity and food insecurity.

[The points below will be added into the categories above]

- Addressing historical and ongoing barriers to inclusion and food access
- Using a racial lens
- Transform the food insecurity narrative surrounding BIPOC communities to one that includes systemic causes of food insecurity and eating behaviors.
- Carry out approaches that help increase your community stakeholders' ability to express their concerns, elevate their voices and lived experience, and provide expertise.
- Prioritize the needs of and center the voices of historically underrepresented groups
- Walk the walk
- Supporting BIPOC leadership and rebalancing power in the food system
- Prioritizing community members voices and choices and aims to impact long-term systemic change.
- Leveraging existing relationships and momentum, developing a framework, creating accountability, conducting research, engaging communities, and involving policymakers and funders.
- Recognizing and celebrating community leaders who have been working tirelessly over the past several decades to transform the food system in Nevada
- Strengthening the region's food system that called for adopting and implementing a comprehensive set of food system policies, aligning and leveraging the political environment to support key federal, state and regional food and agricultural policies, and supporting the creation of a regional food system alliance.
- Play a key role with outreach to communities and developing the goals, objectives, and strategies.
- Centering values; cultivating relationships with and engaging food system leaders, workers, and residents, along with political and philanthropic leaders; breaking down silos; fostering collective impact; diversifying funding; and being adaptable.

- Cultivate trusting and reciprocal relationships with community organizers that have been working within historically disinvested neighborhoods for decades and with those supporting essential food system workers.
- Elevate opportunities for healthy food access, ownership, and power across black, indigenous, and people of color in Nevada

SECTION 6: RESOURCES AND GLOSSARY

RESOURCES

Other racial equity resources have been created by tireless work by wonderful institutions. Please review these resources to supplement the information in this toolkit.

[currently adding and categorizing]

Name	Agency
Racial Equity Toolkits and Guides	
<u>Racial Equity Toolkit: An Opportunity to Operationalize Equity</u>	Local and Government Alliance on Race and Equity
<u>Race Equity and Inclusion Action Guide</u>	Annie E. Casey Foundation
<u>Legal & Policy Strategies for Health Care & Food System Partners</u>	Change Lab Solutions
<u>Long Beach Equity Toolkit for City Leaders and Staff</u>	Long Beach Office of Equity
<u>Join Initiatives Racial Equity Action Plan 2022</u>	Joint Initiatives
<u>BUILDING THE WE: Healing-Informed Governing for Racial Equity in Salinas</u>	Race Forward
<u>Racial Equity Tools</u>	Racial Equity Tools
<u>Racial Equity Toolkit - Implementing Greenlining’s Racial Equity Framework</u>	The Greenlining Institute

<u>Facing Racism in a Diverse Nation</u>	Everyday Democracy
<u>Food System Racial Equity Assessment Tool: A Facilitation Guide</u>	Lexa Dunmore, University of Wisconsin-Extension
<u>Getting Equity Advocacy Results</u>	Policy Link
<u>Principles For Equitable and Inclusive Civic Engagement: A guide to transformative change</u>	Kirwan Institute at The Ohio State University
<u>Racial Equity Impact Assessment Toolkit</u>	Race Forward
<u>Racial Equity Resource Guide</u>	W.K. Kellogg Foundation
<u>Dismantling Racism Works Web Workbook</u>	Dismantling Racism Works
<u>A PRACTITIONER'S GUIDE FOR ADVANCING HEALTH EQUITY - Community Strategies for Preventing Chronic Disease</u>	The Centers for Disease Control and Prevention
<u>The Anti-Racist Farmers Market Toolkit</u>	Farmers Market Coalition
<u>Working Principles for Health Justice & Racial Equity Organizational Self-Assessment</u>	The Praxis Project
<u>Racial Equity & Social Justice Initiative Resource Guide</u>	Racial Equity & Social Justice Initiative
<u>A Blueprint for Changemakers: Achieving Health Equity Through Law & Policy</u>	Change Lab Solutions
<u>Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action</u>	Local and Regional Government Alliance on Race & Equity
<u>Racial Equity Toolkit to Assess Policies, Initiatives, Programs, and Budget Issues</u>	Race and Social Justice Initiative
<u>From Community Engagement to Ownership Tools for the Field with Case Studies of Four Municipal Community-Driven Environmental & Racial Equity Committees</u>	Urban Sustainability Directors Network
<u>Land Acknowledgment: You're on California Land, Now What? Acknowledging Relationships to Space and Place</u>	California Indian Culture and Sovereignty Center; American Indian Studies at CSU San

	Marcos
Racial Equity Reports	
<u>The Hands That Feed Us: Challenges and Opportunities for Workers Along the Food Chain</u>	The Food Chain Workers Alliance
<u>Food Policy For All: Inclusion Of Diverse Community Residents On Food Policy Councils</u>	Tufts University and Center for a Livable Future
<u>Putting Equity at the Center: The Opportunity Youth Forum</u>	The Aspen Institute
<u>Applying a Racial Equity Lens to End Hunger</u>	Bread for the World Institute
<u>Building the Case for Racial Equity in the Food System</u>	Center for Social Inclusion
<u>Delivering More Than Food: Understanding and Operationalizing Racial Equity in Food Hubs</u>	MSU Center for Regional Food Systems
Racial Equity Frameworks	
<u>Equity and Empowerment Lens</u>	Multnomah County Office of Diversity and Equity

Racial Equity Readings	
<u>An Annotated Bibliography on Structural Racism Present in the U.S. Food System, Ninth Edition</u>	Michigan State University Center for Regional Food Systems
<u>How to Identify Structural Problems</u>	The Center for Social Inclusion

[The items below will be added into the table above. Additional materials will be added]

1) Racial Equity Readings

- a) How to Identify Impacts Toward Racial Equity – The Center for Social Inclusion**
 - i) <https://nycfoodpolicy.org/wp-content/uploads/2015/02/Race-Impact-tool-for-Food-Equity-FINAL.pdf>
- b) Ending U.S. Hunger and Poverty by Focusing on Communities Where it’s Most Likely**
 - i) <https://www.bread.org/sites/default/files/downloads/ending-us-hunger-marlysa-gamblin-march-2017.pdf>
- c) Michigan State University (MSU) Center for Regional Food Systems**
 - i) <https://www.canr.msu.edu/resources/racial-equity-resources>

2) Racial Equity Data

- a) Feeding America: Identifying Racism in the Drivers of Food Insecurity**
 - i) <https://www.tableau.com/foundation/data-equity/economic-power/feeding-america-racism-food-insecurity>
- b) Government Alliance on Race & Equity**
 - i) <https://www.racialequityalliance.org/>
- c) Measuring Racial Equity in the Food System: Established and Suggested Metrics**
 - i) <https://www.canr.msu.edu/resources/measuring-racial-equity-in-the-food-system>
- d) State of Nevada Data**
 - <https://datausa.io/profile/geo/nevada>

3) Health Equity Readings

- a) A Blueprint for Changemakers: Achieving Health Equity Through Law & Policy
- i) https://www.changelabsolutions.org/sites/default/files/2019-04/Blueprint-Executive_Summary_FINAL_201904.pdf

GLOSSARY

[currently adding and alphabetizing]

1. **Anti-racism:** Anti-Racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach and set up in opposition to individual racist behaviors and impacts.
2. **BIPOC:** Black, Indigenous, and Other People of Color/Black, Indigenous, People of Color
3. **Belonging:** the feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of a certain group or place.
4. **Culture:** A social system of meaning and custom that is developed by a group of people to assure its adaptation and survival. These groups are distinguished by a set of unspoken rules that shape values, beliefs, habits, patterns of thinking, behaviors and styles of communication.
5. **Diversity:** Any dimension that can be used to differentiate groups and people from one another. Diversity includes all the ways in which people differ, and it encompasses physical, social, and psychological differences that make one individual or group different from another (e.g., race, ethnicity, gender identity, sexual orientation, ability, neurodivergences, socioeconomic status, religion). (<https://independentsector.org/resource/why-diversity-equity-and-inclusion-matter/>)
6. **Economic Justice:** "Creating systems that remove barriers and providing every human with the opportunity to easily access the tools that they need to live a dignified productive, creative, and harmonious life." <https://msfoodjustice.ncat.org/our-values/>
7. **Ethnicity:** Shared social, cultural, and historical experiences, stemming from common national or regional backgrounds, that make subgroups of a population different from one another. <https://open.lib.umn.edu/sociology/chapter/10-2-the-meaning-of-race-and-ethnicity/>

8. **Equity:** Ensures that outcomes in the conditions of well-being are improved for marginalized groups, lifting outcomes for all. Equity is a measure of justice.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
9. **Equality:** Is sameness; everyone gets the same thing. Equality focuses on everyone getting the same opportunity, but often ignores the realities of historical exclusion and power differentials among whites and other racialized groups.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
10. **Explicit Racial Bias / Conscious Bias:** Conscious attitudes and beliefs about a person or group; also known as overt and intentional racial bias.
11. **Food desert:** A low-income census tract where a substantial number or share of residents have low access to a supermarket or grocery store.
<https://storymaps.arcgis.com/stories/e92d92db0acd43958e850fdd0b53d813>
12. **Food apartheid:** Looks at the whole food system, along with race, geography, faith, economics, poverty, and hunger.
13. **Food Sovereignty:** "The right of Peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agricultural systems." (Declaration of Nyéléni, the first global forum on food sovereignty, Mali, 2007)
14. **Food Swamp:** "areas with a high-density of establishments selling high-calorie fast food and junk food, relative to healthier food option" ([Food Swamps Predict Obesity Rates Better Than Food Deserts in the United States - PMC \(nih.gov\)](#))
15. **Implicit Racial Bias / Unconscious Bias:** Attitudes or stereotypes that affect our understanding, decisions and actions in an unconscious manner.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
16. **Inclusion:** The measure of the quality of representation, such as full access, authentic representation, empowered participation, true belonging and power-sharing. Inclusion is a qualitative measure of representation and participation.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>

- 17. Institutional Racial Bias:** Bias by institutions—such as patterns, practices, policies, or cultural norms that advantage or disadvantage people of color.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
- 18. Institution/organizational racism:** Involves unjust policies, practices, procedures, and outcomes that work better for White people than people of color, whether intentional or not. Example: A school district that concentrates students of color in the most overcrowded, under-funded schools with the least experienced teachers.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
- 19. Interpersonal racism:** Occurs between individuals. Bias, bigotry, and discrimination based on race. Once we bring our private beliefs about race into our interactions with others, we are now in the interpersonal realm. Examples: public expressions of prejudice and hate, microaggressions, bias and bigotry between individuals.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
- 20. Intersectionality:** the interconnected nature of social categorizations such as, but not limited to, race, class, ability, sexual orientation, and gender as they apply to a given individual or group. <https://www.sacog.org/sites/main/files/file-attachments/glossery.pdf?1622148022>
- 21. Land Acknowledgment:** A Land Acknowledgement is a formal statement that recognizes and respects the Indigenous peoples as traditional stewards of this land, the enduring relationship that exists between indigenous peoples and their traditional lands. This is an act of conciliation that makes a statement recognizing the traditional land of the indigenous people who have called and still call the land home before and after the arrival of settlers.
<https://www.csusm.edu/cicsc/land.pdf>
- 22. Racial equity:** a process of eliminating racial disparities and improving outcomes for everyone. It is the intentional and continual practice of changing policies, practices, systems, and structures by prioritizing measurable change in the lives of people of color.
<https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
- 23. Racial Justice:** a vision and transformation of society to eliminate racial hierarchies and advance collective liberation, where Black, Indigenous, Latinx, Asian Americans, Native

Hawaiians, and Pacific Islanders have the dignity, resources, power, and self-determination to fully thrive. <https://www.raceforward.org/about/what-is-racial-equity-key-concepts>

- 24. Redlining:** Redlining is the practice of denying a creditworthy applicant a loan for housing in a certain neighborhood even though the applicant may otherwise be eligible for the loan. The term refers to the presumed practice of mortgage lenders of drawing red lines around portions of a map to indicate areas or neighborhoods in which they do not want to make loans. <https://www.sacog.org/sites/main/files/file-attachments/glossery.pdf?1622148022>
- 25. Structural racism:** racial inequities across institutions, policies, social structures, history, and culture. Structural racism highlights how racism operates as a system of power with multiple interconnected, reinforcing, and self-perpetuating components which result in racial inequities across all indicators for success. Structural racism is the racial inequity that is deeply rooted and embedded in our history and culture and our economic, political, and legal systems. Examples: The “racial wealth gap,” where Whites have many times the wealth of people of color, resulting from the history and current reality of institutional racism in multiple systems. <https://www.raceforward.org/about/what-is-racial-equity-key-concepts>
- 26. Systemic Racism:** “Infrastructure of rulings, ordinances or statutes promulgated by a sovereign government or authoritative entity, whereas such ordinances and statutes entitles one ethnic group in a society certain rights and privileges, while denying other groups in that society these same rights and privileges because of long-established cultural prejudices, religious prejudices, fears, myths, and Xenophobia’s held by the entitled group.” (<https://www.ohchr.org/sites/default/files/Documents/Issues/Racism/smd.shahid.pdf>)

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