

Steve Sisolak
Governor



Richard Whitley
Director

State of Nevada
**Department of Health and
Human Services**

Racial Equity Toolkit Overview

Division of Public and Behavioral Health

Kathrine E. Wright, PhD, MPH





Agenda

- **Toolkit Overview**
- **Purpose & Intended Audience**
- **Background**
- **Education & Training**
- **Strategies**
- **Timeline**



Toolkit Overview



ACKNOWLEDGEMENTS: land, labor, people



INTRODUCTION: toolkit breakdown



PREPARE: brief history of racism in the food system



LEARN: improving racial equity capacity





Toolkit Overview



APPLY: strategies for improving racial equity



SUSTAIN: commitment and evaluation



GLOSSARY: definitions of important terms



RESOURCES: list of selected educational resources





SECTION 1

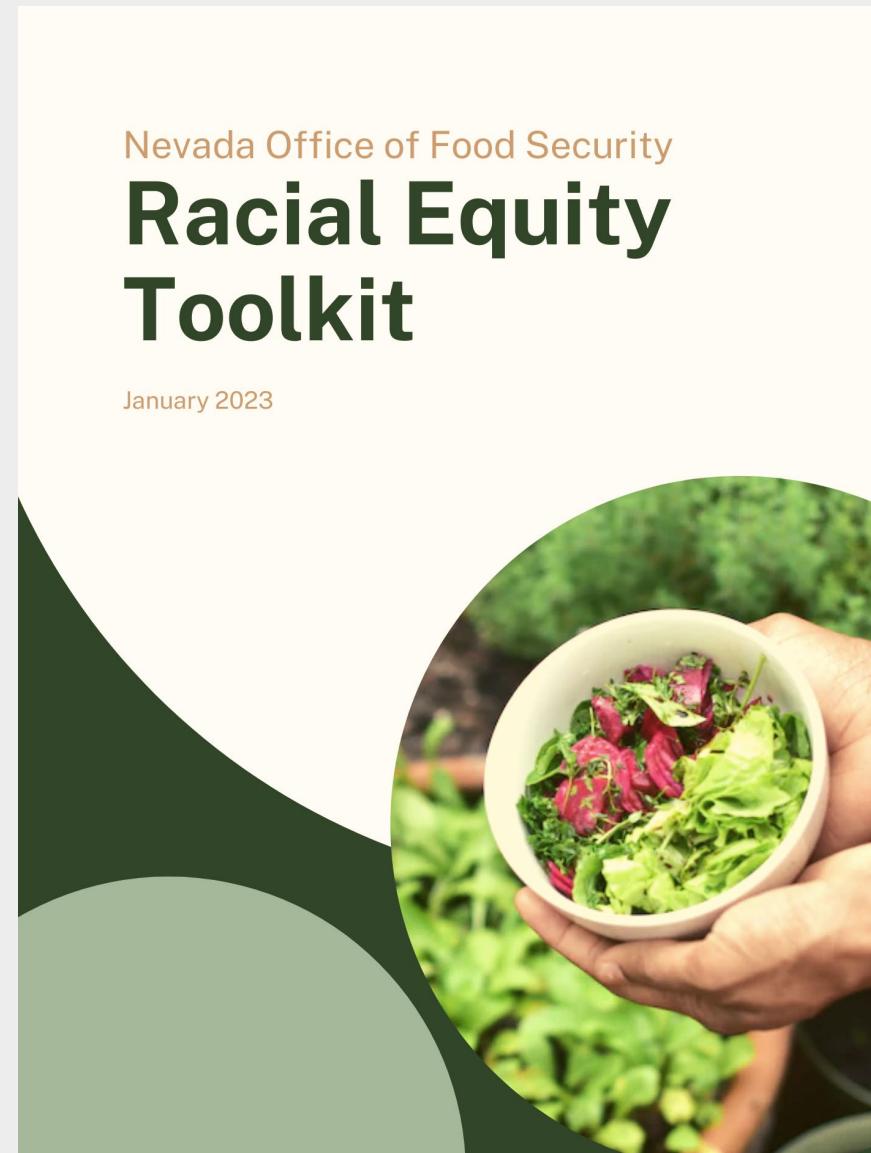
INTRODUCTION





Purpose & Audience

- **Purpose:** To raise awareness to begin addressing and dismantling racism in the food system via education, example strategies, and resources.
- **Audience:**
 - Individual decision-makers
 - Government institutions
 - Community-based organizations





SECTION 2

PREPARE: Brief History





Background

Impact of historical traumas on foodways and the consequences

Racial inequities and economic inequalities that pervade the food ecosystem and create barriers to accessing food

Effect of structural racism on food insecurity

Importance of understanding historical racism in the built and social environments



Racial Equity

Equality vs. Equity

- **Equality** is giving everyone the same thing, regardless of need
- **Equity** is giving everyone something based on need

Why racial equity?

- To end racial inequities & improve outcomes for all racial groups
- Higher rates of food insecurity among BIPOC populations
- Modifying current programs and systems are needed to prevent the perpetuation of racial inequities





SECTION 3

LEARN: Racial Equity Capacity





Education & Training

Host a Study Group

- Understand history of racism in the food system
- Discuss roles organizations play in perpetuating racism
- Examine methods to dismantle racism in the food system

Participate in Racial Equity Challenges

- Food Solutions' 21-Day Racial Equity Habit Building Challenge

Read, Watch, Listen to Educational Materials

- Resource list provided in Section 6 of Toolkit



Education & Training

Participate in Trainings

- Enhance racial equity skills
- ↑ ability to address structural racism & advance racial equity
- Give overall framework, analysis, and concrete tools to use

Example Recommendations:

- Set time aside to prepare for first training to build sensitivity.
- Allow community partners the opportunity to attend trainings.



SECTION 4

APPLY: Strategies





Strategies & Recommendations

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

EXAMPLE RECOMMENDATION:

- 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.

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

EXAMPLE RECOMMENDATION:

- Conduct a racial equity assessment within your organization to assess current inequities, needs, and gaps.

Strategies & Recommendations

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

EXAMPLE RECOMMENDATION:

- Eliminate all deficit-based approaches and implement asset-based approaches to all food security work.

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

EXAMPLE RECOMMENDATION:

- Establish long-term relationships with community and base building organizations and residents

Strategies & Recommendations

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

EXAMPLE RECOMMENDATION:

- Disaggregate subpopulation data to prevent important information being hidden in “other” categories.

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

EXAMPLE RECOMMENDATION:

- Adopt and enforce standards for culturally and linguistically competent services and messaging.



Strategies & Recommendations

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

EXAMPLE RECOMMENDATION:

- Design and implement a messaging campaign to foster a mindset shift in societal attitudes surrounding the root causes and historical causes of food insecurity.



Commit To:

1. Supporting Bills, Acts, and Policies that:

EXAMPLE:

- Explicitly include and state diversity requirements for councils, coalitions, committees, boards, and other community groups.

2. Evaluation

EXAMPLE:

- Conduct measurement to track racial equity progress and impacts, both inside and outside the organization.



SECTION 5

SUSTAIN: Commitment



Commit To:

3. Data

EXAMPLE:

- Share data within and outside your organization to track progress toward shared equity goals and objectives.

4. Collaboration and Engagement

EXAMPLE:

- Continue to build alliances beyond the food system with partners and advocates across varying topics and sectors.

Commit To:

5. Intentional Action

EXAMPLE:

- Transform the food insecurity narrative surrounding BIPOC communities to one that includes systemic causes of food insecurity and eating behaviors.

6. Humility

EXAMPLE:

- Accept that you do not know everything and be open to learning about new ideas and practices.



Commit To:

7. Promote:

EXAMPLE:

- The Agricultural Justice Project

8. Continuing Education

EXAMPLE:

- Conduct and require ongoing racial equity and implicit bias training for staff.



Timeline

- Send out final rough draft for review: **November 1st**
- Receive all feedback by: **November 14th**
- Make edits: **November 15th – November 30th**
- Send for routing: **December 1st**
- Receive final feedback by: **December 15th**
- Make any final changes: **December 16th – December 31st**



Contact Information

Kathrine E. Wright, PhD, MPH

Food Security Coordinator, Division of Public and Behavioral Health, CDC
Foundation Contractor

k.wright@health.nv.gov or kwright@cdcfoundation.org

CDPHP Food Security and Wellness

cdphp.wellness@health.nv.gov



Questions?