

Food Access Summit 2017

Racism in the Food System: Starting with our own Organizational Practices

The three questions we are asking ourselves in this session are:

- What is institutional racism?
- How does institutional racism play out in the food system?
- What can we do to dismantle institutional racism?

Dismantling institutional racism doesn't happen overnight and it can't be done simply by shifting a couple organizational policies. It takes time, practice, and commitment to keep doing the difficult work both internally and externally.

How will you commit to dismantling racism?

Taking Personal Action

Example: I commit to attending a racial justice workshop (see Resources for more information on how to find a workshop)

I commit to...

Taking Interpersonal Action

Example: I commit to engaging in dialogue with my family, friends, and colleagues about our role in dismantling racism.

I commit to...

Taking Organizational Action

Example: I commit to completing the Stages of Anti-Racist Organizational Development Worksheet (See Resources - p. 64 in *Dismantling Racism: A Resource Book for Social Change Groups*) with my colleagues to assess our organizational racism.

I commit to...

Taking Political Action

Example: I commit to holding my political representatives accountable for dismantling racism.

I commit to...

Resources

Following are key resources chosen for this workshop. This is by no means an exhaustive list of resources.

Personal

- Attend a YWCA Racial Justice Workshop
- Attend your local Showing Up for Racial Justice (SURJ) meeting and/or follow on social media
- Read the Ladder of Empowerment from Western States Center and ask yourself where you are on the ladder and how you can move toward a “community of love and resistance.”

Interpersonal

- Complete the Building the Field Community Engagement Assessment to determine whether you are authentically engaging communities or providing outreach and find tools to advance your engagement efforts.
- Witnessing Whiteness Workshop Series - workshop series that helps people to notice and respond to interpersonal, institutional and cultural racism, includes workshop agendas and facilitator’s notes offer detailed instructions.

Organizational

- Health Equity Guide - Minnesota Food Charter
- An Annotated Bibliography on Structural Racism Present in the U.S. Food System, a third edition - Michigan State University
- Backgrounder: Dismantling Racism in the Food System – Food First
- The Color of Food: Stories of Race, Resilience & Farming – Natasha Bowens
- Dismantling Racism: A Resource Book for Social Change Groups - Western States Center (see organizational assessment on pages 56-67)

Policy

- Food Sovereignty Action Steps - Soul Fire Farm
- Building the Case for Racial Equity in the Food System - Center for Social Inclusion