Is your organization currently shifting power?

- Yes: 30%
- No: 38%
- I don't know: 32%
What are you doing to address racial inequities in your work and/or organizations?

- We are just in the process of naming it
- DEI surveys and training
- Learning and starting conversations. It's not enough but it's where we're at as a community.
- ensuring BIPOC people are in positions of power to create change
- We are always doing different social determinants of health and health equity trainings/webinars!
- Leadership development for young adult board members
- Anti-racism committee to hold the organization accountable
- ..
- Educating ourselves. Making resources available in our budget to address racial inequities. Auditing where we spend our money and auditing our hiring practices and internal organizational culture
What are you doing to address racial inequities in your work and/or organizations?

- Prioritizing produce purchasing from BIPOC farmers.
- Having the hard conversations about wage equity, speaking up to upper management and asking for transparency around the power structure within the org, taking a cooperative leadership training.
- Setting goals and changing processes.
- Intentional communication with donors & board about education on racial justice needs; focus on the words we're using to describe our work.
- Hiring graduates of our youth programs.
- Looking for additional board members.
- Reviewing historical processes with a lens of racial inequity and calling out what is needed to change. Asking for power.
- Trainings.
- Our food bank has recently launched a client advocacy group where clients are given lessons in advocacy, community engagement, public speaking, etc. over the course of a year. The hopes are to shift the power back to clients and their community.
What are you doing to address racial inequities in your work and/or organizations?

- Community connections
  - Still in the early stages of redefining our political identity as an organization to figure out what we can do in the SAV area.
  - Listening. "We" as white Americans try to help but don't do enough listening. More telling other races what they need.

- Holding upper level leadership accountable by providing specific and direct recommendations
  - Establishing internal KPIs to measure DEI efforts.
  - Providing stipends to interns of color

- Providing living wages for our garden educators
  - Devoting more energy into asking before acting
  - Diversity training, racial justice trainings
What are you doing to address racial inequities in your work and/or organizations?

- Bringing conversation to the forefront
- Transforming internal culture to be more human-centered
- Educating and assessing inequities in our programs

- DEI surveys and workshops
- We had Karen Washington come speak to us!
- Hiring differently

- Not tolerating any form of racism
- Professional development conversations
- Advocating for state policy change.
What are you doing to address racial inequities in your work and/or organizations?

- Uplifting and funding youth led projects/movements
- Talking
- Hiring racial equity trainers to facilitate shift
- Trying to ask important questions of leaders. Making room at the table and asking BIPOC to come and help lead at that table.
- Revisiting organization and work culture through lens of anti-racism
- Councils and training
- Listening to the community
- Lots of webinars with uncertain effect
- Trying to shift grantmaking process to a shared giving circle approach.
What are you doing to address racial inequities in your work and/or organizations?

- Providing education at the university level
- Looking at racial equity in our buying & hiring practices
- Racial equity trainings
- Sharing power with participants
- Youth leadership
- We are in the learning stage in our organization
- Lots of group reading and discussion and trying to get a more representative board and staff through different recruiting tactics and policy changes
- Addressing and evaluating the implications race has in who we serve and working to bring equity.
- Keeping the conversation going
What are you doing to address racial inequities in your work and/or organizations?

- Our entire organization is engaging in racial and equity conversations to help everyone who works for us to understand the root causes of this issue. Furthermore, we are working to bring food education to all the communities in which we serve.

- Adjusting the language we use to talk about what 'healthy food' is.

- I am working to try and establish a DEI committee at my organization to begin these important conversations that have largely not begun yet.

- Education

- Having tough conversations with staff, board and clients we serve. Hiring full time staff to help lead this effort

- DEI trainings

- Learning the history of our neighborhoods and actively seeking out organizations already doing this work that we can support

- Including more POC in positions of power

- Education, equity book clubs
What are you doing to address racial inequities in your work and/or organizations?

- DEIA training and surveys
- Recognizing it, naming it and collaborating with communities.
- Really pushing our field educators to get into low-income housing areas
- Trying to get leadership in my organization to understand that racial inequities are both real and problematic. Unfortunately that’s where we’re at right now.
- Professional development around equity and access.
- systems mapping, developing equity teams, trainings
- Ensuring our board of directors is more representative of the communities they serve. Training for members and staff.
- Dismantling white supremacy in our workplace
- Training Series
What are you doing to address racial inequities in your work and/or organizations?

- Training
- JEDI conversations, trainings with outside facilitators, individual learning.
- DEI committees to address internal culture and partner relationships, assessing hiring practices.
- Forming a coalition and paying community members to participate.
- Anti-oppression trainings, hiring diverse leadership and educators.
- Making sure that we have diverse leadership.
- Talking about it, working to procure produce from local farms that have been overlooked.
- Leadership changing hands.
- We are looking at who we spend money with and how we distribute resources and prioritizing BIPOC.
What are you doing to address racial inequities in your work and/or organizations?

- Having conversations around race; adding a DE&I position at the executive level; baby steps to racial equity lens.
- Examining and dismantling white supremacy culture in our organization.
- Collecting data to know where our $$ should go. Equity Committee Organizational audit.
- Trainings, education.
- Establishing affinity groups.
- Shifting in very small, small ways. Starting a diverse advisory group to get better on the ground input.
- Recruiting and training staff from local community.
- Training, PD to address/inform these topics, Equity Team, listening to non-white voices.
- centering the community health workers as the heart of the food initiative and de-centering our own food-based focus.
What are you doing to address racial inequities in your work and/or organizations?

- We have a Chief Diversity Officer and a racial justice toolkit which is applied to all hiring, work, etc.
- Providing scholarships and partnerships with a local university to allow more teachers of color to have access to higher education.
- Ensuring more BIPOC in power and ending wage gaps.
- Training and learning about issues.
- Working from a policy, systems and environmental change framework.
- Starting conversations. We are a white run organization, in a very white town. We have to start having these conversations.
- Financial investment in organizations helping - and led by - producers of color.
- Cultivating BIPOC leaders both on staff and board, anti-racism work - naming, training, engaging.
- Hiring more vendors that are POC.
What are you doing to address racial inequities in your work and/or organizations?

- Raising awareness on diversity, inclusion and equity
- Centering our work on equity
- Striving to include BIPOC voices and perspectives in our garden education.

- BCDI-Atlanta is shifting power to early educators and parents using a two-generation approach. Through our Powerful Families program, for example, we are educating and coaching parents on financial literacy and other topics, and helping with goals.
- more training
- Constantly asking questions about our existing and new curriculum, programs, communication to make sure it is inclusive, equitable, and accessible
- hiring more people of color
- Multiple trainings and continuous education.
- educating kids about the power of growing their own food
What are you doing to address racial inequities in your work and/or organizations?

- Letting white leadership know they are not working fast enough or hard enough and that they benefit from this.

- Financial and Time invest in staff members of color; creating transitional plans for white leaders in the org to transition power; professional development working group on racial equity.

- Providing free food to low-income clinic patients.

- Creating living wage jobs for folks in the communities we work with that position communities as the experts.

- Anti-racism trainings for our state's farm to school leaders.

- The agency is holding DEI conversations, and we are creating a plan of action.

- Ensuring equity in the hiring process.
What are you doing to address racial inequities in your work and/or organizations?

- Changing recruiting and hiring approaches; starting to assess where we channel and direct resources...who is benefiting? who is not?
- Lots of talk
- Spending of money, trainings, creating new curriculum.
- Strategically recruiting for board openings.
- Anti-racist education training
- First recognizing that our faces don't look like those of the folk we serve; starting equity work and evaluation in earnest; moving towards concrete action goals
- Choosing to stop spending money at larger organizations (amazon) and purchasing from BIPOC owned business.
- Beginning to name them
What are you doing to address racial inequities in your work and/or organizations?

<table>
<thead>
<tr>
<th>Action</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Educating myself about food justice, racial justice. I am new to my work so I am not sure what is happening organizationally.</td>
<td></td>
</tr>
<tr>
<td>Trainings and policies</td>
<td></td>
</tr>
<tr>
<td>Learning, hiring BIPOC and putting money into BIPOC owned business and highlighting BIPOC individuals</td>
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<tr>
<td>Targeting programs and providing funding to those historically underrepresented in breastfeeding professions</td>
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<tr>
<td>Bringing Indigenous voices to the forefront at conventions,</td>
<td></td>
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<tr>
<td>Improving hiring practices, prioritizing BIPOC suppliers and food producers, educating our members on DEI concepts and setting collective goals</td>
<td></td>
</tr>
<tr>
<td>Finding Black-led organizations, building partnerships with BIPOC-led groups</td>
<td></td>
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<tr>
<td>Monthly all staff meetings to make sure mental health providers are more aware of issues</td>
<td></td>
</tr>
<tr>
<td>Improvement Area</td>
<td>Description</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>DEI team established; mandatory trainings/discussion for all staff</td>
<td>Just beginning to figure that out through reading White Fragility together. Having a workshop with Leah Penniman/Soul Fire Farm next year which involves developing a plan. We purchase from local farmers.</td>
</tr>
<tr>
<td>Revamping our school garden contest to prioritize funding schools based on the demographics of the school</td>
<td>Trying to get other people in the community as part of the garden committee. Offering teacher trainings.</td>
</tr>
<tr>
<td>Making board more diverse</td>
<td>trying to learn more, engage community members, training staff,</td>
</tr>
<tr>
<td></td>
<td>We created a diversity and inclusion team.</td>
</tr>
<tr>
<td></td>
<td>Increasing representation of systemically disadvantaged identities in ADDITION to actively anti-racist and decolonized lens to all of our frameworks, projects, and initiatives</td>
</tr>
</tbody>
</table>
What are you doing to address racial inequities in your work and/or organizations?

- Using asset based and not deficit language
- Holding myself and fellow white colleagues accountable for their behaviors and actions, as well as learnings and unlearning of white supremacy culture
- Supporting other community organization. Changing hiring/retention practices
- Revising internal systems, looking a wages of staff, expanding space for more voices
- Facilitating mentorship for young leaders
- Changing the board makeup to have more people of color
- Internal anti-racism workshops and strategies to amplify community/practitioner voices in our work
- Acknowledges where we have messed up. Centering communities - talking to those closest to the work and those it impacts.
- Listening. Asking those who have not had a voice to share their input.
What are you doing to address racial inequities in your work and/or organizations?

- Sharing information with students about the real history of African American people using words of people from those cultures.
- Acknowledge the racial and ethnic inequities within our society. Getting students prepared for college and to follow their passions.
- Adopting Abolitionist teaching practices (Abolitionist Teaching Network).
- I am the only person of color at my job, and am trying to bring other voices of color in the community into our ongoing conversations about food justice.
- I work for a University, our Extension program is not up to date with racial inequity. We have developed many different areas and work groups to address racial inequality, including producing a newsletter to educate our employee’s.
- We are working with cultural brokers to engage the Latinx community in government decision-making processes.
- Working to create small, community gardens in minority neighborhoods.
- Internal workgroups to examine our anti-racist practices and priorities, led by BIPOC staff. Looking for external partnerships to grow through collective knowledge, make new share opportunities.
<table>
<thead>
<tr>
<th>Action</th>
<th>Details</th>
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</thead>
<tbody>
<tr>
<td>Bringing voices to the table and doing trainings</td>
<td>We are bringing voices to the table and doing trainings with our local peace and justice center in order to gain tools to intentionally integrate justice work into our work</td>
</tr>
<tr>
<td>Organization wide trainings</td>
<td>Organization wide trainings. Team level analysis of racism in our programming</td>
</tr>
<tr>
<td>Undoing Oppressive expectations of over-Work</td>
<td>Setting meeting norms for courageous conversations that are uncomfortable but necessary.</td>
</tr>
<tr>
<td>Attending trainings and discussions about this one to learn more</td>
<td>anti-racism campaigns, committees, trainings, and dialogue</td>
</tr>
<tr>
<td>Working with community members to deliver nutrition education</td>
<td>discussions on redesigning curriculum and classes from an inclusion and equity perspective</td>
</tr>
<tr>
<td>Overhaul of training for nutrition educators, re-adjusting education</td>
<td>Working with community members to deliver our nutrition education in their own communities, rather than inserting our mostly white middle class staff.</td>
</tr>
<tr>
<td>curriculum after talking with BIPOC participants</td>
<td>Overhaul of training for nutrition educators, re-adjusting education curriculum after talking with BIPOC participants</td>
</tr>
</tbody>
</table>
What are you doing to address racial inequities in your work and/or organizations?

- Policy change when it comes to hiring processes. And lots of learning as a group.
- Prioritizing youth leadership and giving youth opportunities to use their voices and represent their communities.
- Many DEI workshops going on to re-educate.
- Attempting to address inequities in access in community gardens that have been built.
- Equity, Justice and Decolonization "minutes" at the top of every meeting.
- Shifting fundraising practices, updating lesson plans and communications using an anti-racist lens, revising recruitment and hiring processes, anti-racism media club for staff.
- Re-writing curriculum to center student experience and dismantle white supremacy within curriculum.
- Hiring staff representative of the community we are serving.
- Sharing opportunities and resources (like this meeting) with agencies we fund.
<table>
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<tr>
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<tbody>
<tr>
<td>Educate team members, examine our granting process and who we are granting to and what content and resources we are missing that leave people out</td>
<td>As a state agency, we are looking at all federal regulations with an equity lens. We are also doing work at the state level with equity book clubs and actively talking about racial justice in our city and education system.</td>
</tr>
<tr>
<td>Working with Black leaders to support their initiatives for their communities.</td>
<td>Building programs that support people in multiple areas of their life to address lack of access to jobs, food and education.</td>
</tr>
<tr>
<td>Embedding racial equity learning/discussion into all group meetings.</td>
<td>Offering affordable produce in our garden bag program, prioritizing producers of color, offering and hosting farmer trainings to build our local ag movement.</td>
</tr>
<tr>
<td>Required me &amp; white supremacy training for all staff, board and advisory council were encouraged to attend but not mandatory.</td>
<td>Prioritizing people of color and trainings.</td>
</tr>
</tbody>
</table>
What are you doing to address racial inequities in your work and/or organizations?

- We are working on creating healthy food access opportunities for BIPOC.
- Anti-racist training for the entire organization including the Board.
- Centering anti-racist and decolonising voices and analysis in our advocacy work.
- We are developing an online learning platform to teach families in our communities about where their food comes from, how to support eating locally grown foods, how to grow your own food, why it’s important to eat fresh, healthy fruits and vegetables.
- Working with local diversity initiatives to learn how to make our programming more inclusive.
- Recruitment and retention of people of color by attending job fairs and HBCU career fairs.
- Providing technical assistance to farmers who need support navigating government paperwork to accept SNAP at their farm.
- Self-educating about historic and current injustices in the food system.
- I live in rural Oregon. We are hiring more people who are bilingual. We are offering more tutors and working to help our populations of color.
What are you doing to address racial inequities in your work and/or organizations?

- In the process of implementing our equity audit from several years ago. Changing our communications and "the story" of the organization to move away from settler colonial language to a more rounded view of a true history.
- Reviewing and updating our organizational values.
- Having conversations with my community. Going to training that addresses food justice and racial justice.
- Providing training opportunities to recognize racial inequities, discussions around what we can do as a community.
- Learning to trust that a community knows what it needs and wants.
- Formed a staff racial equity committee.
- Focusing lesson planning on the culture within my area not the white perspective of the organization.
- Sharing stories and the great work of BIMPOC leaders within the school food system!
- Weekly staff trainings about bias, race, and equity. A segment on social media called "Nourishing Narratives" with women and leaders of color to discuss food security in West Michigan.
<table>
<thead>
<tr>
<th>Activity</th>
<th>Description</th>
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<tbody>
<tr>
<td>Attending ALL educational opportunities around equity.</td>
<td>Creating a statewide training on equity in child nutrition programs.</td>
</tr>
<tr>
<td>Bringing culturally sustaining pedagogy and racial/food justice into</td>
<td>Our organization runs a Mobile Farmers Market that visits neighborhoods experiencing food apartheid. All goods are purchased from local farms.</td>
</tr>
<tr>
<td>our PD programs</td>
<td>Anyone with SNAP, Medicaid, WIC, CHIP, or attends Head Start gets double their dollars on fresh produce.</td>
</tr>
<tr>
<td>Organizing events, joining Social Action efforts, attending trainings,</td>
<td>White people talk to white people to learn how to recognize racism and speak up in rooms where you see racism. Changing HR policies for hiring and retention.</td>
</tr>
<tr>
<td>looking at land ownership</td>
<td>Language justice programming -- Spanish bilingual training and education spaces.</td>
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<tr>
<td>We run a Mobile Farmers Market that visits neighborhoods experiencing</td>
<td>Prioritizing projects on Native land.</td>
</tr>
<tr>
<td>food apartheid. All goods are purchased from local farms. Anyone with</td>
<td>My organization is taking action educate themselves about racial injustice. To empower black farmers and recognize their work. The white people in our organization are doing the work to humble themselves.</td>
</tr>
<tr>
<td>SNAP, Medicaid, WIC, CHIP, or attends Head Start gets double their</td>
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</table>
What are you doing to address racial inequities in your work and/or organizations?

- Beginning to have hard conversations internally. Storytelling & amplifying voices.
- Partnering with other orgs to create a youth leadership program based on the land.
- Using our fundraising strength but sharing equally decision-making on how to spend it.
- We are building partnerships with other nonprofits who work in areas we don’t specialize in. Also learning that we are not an anti-racist organization yet but want to move in that direction intentionally.
- Listening, Examining our assumptions.
- Starting to build relationships and trust with our communities so they feel empowered to get involved and add input towards their needs.
- Actively giving preference to farmers of color in purchasing procedures.
- Training for Dodge grantees. Starting from ground up. Unlearning and learning.
- Listening to farmers, ECE educators and community members. Local food procurement pilot for majority black head start sites to shift food sovereignty to those communities.
What are you doing to address racial inequities in your work and/or organizations?

Elevating black, indigenous and people of colour voices on social media wherever we can.

Read Ibram X. Kendi’s “How to be an Anti-Racist.” There are also many videos.

Changing the tone in educational material to highlight cultural perspectives and address knowledge that has been suppressed by white dominance.

Working to support policies and programs focused on redistributing resources to BIPOC communities and farmers so they can build wealth and power in their own communities.

Prioritizing at-risk/low income youth to interact with our program. Shifting leadership within the organization.

Convoking conversations with members who are unaware of the power and privilege held in their mostly white rural communities.

Communicating, forcing conversation. Opening the floor for talk.

JEDI training, seeking funding to regrant to BIPOC orgs, hiring and promoting BIPOC staff.

Anti-racism training for our Network leaders.
<table>
<thead>
<tr>
<th>What are you doing to address racial inequities in your work and/or organizations?</th>
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</thead>
<tbody>
<tr>
<td><strong>Amplifying voices of those with lived experiences in poverty, inequity, racism, etc.</strong></td>
</tr>
<tr>
<td><strong>Supporting BIPOC owned businesses and individuals when choosing where to spend grant money.</strong></td>
</tr>
<tr>
<td><strong>(1) (re-)educating myself and (2) using the power I have to elevate the voice/agendas of people whose voices/priorities have been silenced for too long -- specifically, but funding BIPOC students and collaborators, and allowing them to lead.</strong></td>
</tr>
<tr>
<td><strong>We're focusing on diversity training right now, so I'm in a book club revolving around discussion and antiracism.</strong></td>
</tr>
<tr>
<td><strong>forced our city to build a culinary nutrition center so that our food service provider, Sodexo, could cook food from scratch. Organized parents, hospital systems, school committee and city council to make this happen.</strong></td>
</tr>
<tr>
<td><strong>Our organization is reaching out to the indigenous communities to teach cooperative literacy.</strong></td>
</tr>
<tr>
<td><strong>Trainings, updating documentation to infuse equity action steps throughout instead of it being a separate added item (can’t miss it, then)</strong></td>
</tr>
<tr>
<td><strong>We are intentionally building a diverse core team at the founding stage and having deep conversations about how power will be distributed, who we will be accountable to and how we will ensure our values are baked into all aspects of our work.</strong></td>
</tr>
<tr>
<td><strong>We are also trying to hire people who look like our students as much as possible. Me, personally as a high school teacher- I am embracing my story and working to help students learn, embrace and share their stories--it starts with who we are.</strong></td>
</tr>
</tbody>
</table>
What are you doing to address racial inequities in your work and/or organizations?

- Always bringing in people who look like the students, whether we are gardening, doing soil science or meeting regular folk involved in food co-ops, CSAs, activists and advocates.

- Committing a small percent of our work plans to racial equity every year. Developing a set of organization-wide commitments and strategies to guide how we work with a racial equity lens.

- Working to assess our by-laws to see who we are excluding or harming.

- Deep partnerships with community partners and schools to try to shift non-profit leadership and boards to no longer be whitewashed. Workforce development and scholarships.

- Changing narratives, such as using culturally connected instead of culturally “appropriate, underloved, relevant”. All food is relevant and appropriate. Who decides what is food that is “underloved”?

- Listening to community partners that are minority led, to help guide our work and find leaders in our community.

- All of our work is black and Latinx led.

- WHO we are is WHO we are meant to be! Thank you.

- Using my org to navigate the complex grant system so that BIPOC-led orgs can focus on their work.
What are you doing to address racial inequities in your work and/or organizations?

- Prioritizing people of color in our classes and trainings
- We are garden educators who are creating bright young leaders to take charge and promote policy change in the years ahead.
- Prioritizing outreach, support, purchasing, funding for Black, Latinx, tribal producers and other BIPOC farmers within our programming
- Strategic priority on cultural assets from within our community: Black chefs, farmers, and community leaders
- Looking at myself to make sure I am not perpetuating supremacy through my own leadership practices (noticing and getting rid of a sense of urgency or overworking tendencies, lack of prioritizing self care for myself and people who report to me)
- We, as a mostly white staff, are holding weekly discussions and educational opportunities around anti-racism work to hold ourselves accountable and to continue growth in this area.
- Constantly challenging we still distribute our power disproportionately. Working on relationship building with local tribes, using land acknowledgements. Setting the example. Creating mandatory trainings on diversity, equity and inclusion, etc.
- Food Literacy Project- Louisville, KY. Investing in young leaders of color within local food justice movement; exploring paid youth board positions and models of ownership, youth owned urban farms.
- Speaking out, and trying to share resources for people that are not familiar with racial justice.
What are you doing to address racial inequities in your work and/or organizations?

- My county is 98% white a lot of work to do here
- educating staff
- farm education
- Not enough! Probably some teachers teach about it in their classes but we need to do so much more.
- co-leadership; training, resources
- Im educating the community through outreach
- Strategizing about how we can grow work to advance racial equity in our organization (a state agency), internal education on the issues and needs, etc.
- Ambitious. Rural communities will struggle.
Please rate how much the call to action resonates with you: "By 2025, 100% of communities will have power in a racially just food system."

- Resonates completely: 155
- Resonates but have some questions: 193
- Doesn’t resonate at all: 3

Total responses: 351
Are you an anti-racist ally?

- Yes: 182
- No: 18
- I don't know: 117
Do you think racism shows up in the food system?

- Yes: 168
- No: 0
- I don't know: 0
Do you think racism shows up in your organization?

- Yes: 42
- No: 4
- I don't know: 4
What are the top two racial equity action items you plan to implement in the next 6 months?

- Centering the histories and cultures of the people we study in our cooking classes while educating our students.
- VOTING!
- Have more discussions with students about race and power.
- Reading to learn.
- including more spanish in my lessons to be more inclusive
- Keep on pushing for more discussion now.
- 1. ongoing/consistent staff training
2. curriculum & program structure review from a racial-equity perspective
- Listening to others and having the HARD conversations.
- education and reflection
What are the top two racial equity action items you plan to implement in the next 6 months?

- Get a transportation grant to get BIPOC to our farm
- Fund Black-led groups.
- Have a meal with someone outside of my comfort zone
- A direct conversation about racial tensions in a local community garden this month.
- Beginning a community garden in our org’s back yard and allowing clients to volunteer and learn about food systems
- Self-education and advocacy
- 1) Take advantage of opportunities to center the voices of people of color 2) LISTENING
- Ask local community leaders what they need from me.
- Bring more people of color into decision-making
What are the top two racial equity action items you plan to implement in the next 6 months?

1. Financially support community garden orgs that focus on racial equity

2. Tailoring my scope of work so that how I spend time on day to day tasks rolls up into our racial equity goals.

3. Providing training and support to white-led orgs that are transforming towards being anti-racist

4. Continue to look to hire teachers who diversify our workforce and represent children's home cultures

5. Voting and holding elected officials accountable

6. Educating myself and others

7. Create a space for local, community leaders to have a seat at the table and be reimbursed for that work/insight they offer. #27 Need help!

8. Be assertive in all spaces about using a racial equity lens

9. Reallocating resources to compensate black women for training/education
What are the top two racial equity action items you plan to implement in the next 6 months?

- Vote/get involved
- Keep talking: Reach out to the organizations in my area already doing this work, that are lead by people of color to help with what they are doing
- Add another person of color to my non-profit board: Engage with communities of color for mobile food pantries
- Showing that who we serve is racially based and that black faith based communities are untapped and reach out to them. Include more BIPOC peoples in the conversation of implementation.
- Developing a meaningful land acknowledgment
- Meeting with lower income school about their gardens. Encouraging students of all colors to get out and learn how to farm.
- Connect with BIPOC led organizations and find out how I can support their work
- Continuing to engage in conversations and listening sessions with community members and people of color to better understand the issues around equity
- Assessment of racial equity in our food system
What are the top two racial equity action items you plan to implement in the next 6 months?

1. reading to learn
2. having the hard conversations

Ask the hard questions. Have my POC voice be heard in my conservative city + organization

Uplift youth voice and presence in meeting spaces

We are doing weekly full staff race, bias and equity training

Ask my work team to implement a system to examine our work with a racial equity lens on a regular basis

Allowing ourselves to “move at the speed of truth” and not pushing for urgency in our work

Get to know my community and their needs

1) Purchase from minority owned businesses/farms.
2) LISTEN to the voices of non-white members of my community.

Continue my education on this topic and vote!
What are the top two racial equity action items you plan to implement in the next 6 months?

- 2. grow my own garden--share with neighbors
- structuring my program’s budget to pay more BIPOC orgs/community members as an integral part of our approach to our work
- speaking up as a person of color about racial equity in the workplace, ensuring that our programs are reflective of these values
- Donate to BIPOC led org’s in my city
- Reading and listening to diverse voices, incorporating those voices in the work I do with children
- Moving money to BIPOC led orgs and businesses!
- Staff training, personal training/reflection
- Education, Voting
- Educate myself and have relevant conversations with others.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Listen to the community that surrounds me how they view justice and sovereignty
- Dec. 8th Dismantling Racism in Food Systems training;
- Better understanding of community needs by showing up to school meetings, and attending community events. Supporting local organizations and trying to work with local farmers and integrating their work into mine.
- Speaking with 4 BIPOC individuals to find their preceptveTaking those conversations and using an action list from feedback
- Speak up and call out racist ideas & actions
- Addressing culture of white supremacy (sense of urgency, communication styles); speak up when disparaging language is spoken against members of oppressed community
- Vote!
- encourage staff to re-learn some history, including field staff to understand better.
- 1. Force our organizational leaders to hire/serve the Black and brown folks that live near us (we are an urban farm)
What are the top two racial equity action items you plan to implement in the next 6 months?

- Encourage more diversity in staff hiring decisions. Ensure resource creation for our stakeholders is relevant and accessible for diverse audiences.
- Keep track of where my personal and organizational $$ goes.
- Donate/shop at local BIPOC organizations.
- Create time/space on a regular basis to listen to those voices that we have not given power to.
- BIPOC voices in a white organization.
- Continue to demand space for our org to have difficult conversations.
- Voting! And incorporating food choices that are culturally relevant in our food choices.
- Prioritize school garden grants our organization awards to BIPOC school communities.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Educating myself and listening more
- Find out redemption percentage at dollar stores; ask peers and connect with a farmer's market to learn about Double Up.
- Ensuring that our communications and storytelling center people of color telling their own stories
- 1) Strategic planning that has 100% that prioritizes racial justice 2) Have NEEDED conversations with white-led leadership about racial justice
- Hire people reflective of my community that I am serving
- Moving our language justice work forward
- Inviting farmers, ECE educators, and community members to our Farm to ECE coalition
- Increase education on the topic
- Transform our buying practices
What are the top two racial equity action items you plan to implement in the next 6 months?

- Form a work-based team to learn about and address inequity; do my own work to learn
- Step up to micro-aggressions in the workplace and call them out for dialogue and change. Push for partnerships with leaders in equity.
- 1. Scholarships for people of Color; 2. Continue to learn how I can best participate in anti-racist work in my community
- 1. ongoing and regular meetings/workshops/professional development around equity; 2. more engagement with the communities of color that make up our city
- Increase representation of Black and Indigenous communities in the working group. Address power and privilege dynamics in every decision we make that impacts the community we serve.
- Shift power in decision making
- 1. Host focus groups with participants in nutrition education to ensure curriculum 2. overhaul training for nutrition education in org
- Helping food banks choose and source more culturally appropriate foods through informal and formal surveys of Food Pantry Patrons
- Increase representation of Black and Indigenous communities in the working group. Address power and privilege dynamics in every decision we make that impacts the community we serve.
- Voting, self-educate
What are the top two racial equity action items you plan to implement in the next 6 months?

- Educate myself
- Hosting "REAL Talk" sessions: Engagement activities
- Increase awareness within our board
- Planning and developing 2 statewide trainings for all child nutrition program directors on equity in federal child nutrition programs.
- Speak up when my colleagues of color are being underserved or underrepresented in discussions.
- Listening to BIPOC voices in my community.
- I have a high numbers of Latinx students that I am working with to provide education for. I am meeting with my superintendent to talk about what we can do to help with food justice. Thanks again so much!!
- Identify communities that need more resources
- Offer unused land my family owns to BIPOC farmers.
What are the top two racial equity action items you plan to implement in the next 6 months?

1. Racial equity informed strategic planning
2. Structuring in authentic engagement with communities in future programs

- Encourage self education - fund this!
- Work with both of our state coalitions (School and ECE) to address racial equity within our work. Both have already made this commitment but still working on actualizing it.

- Continue to educate myself in equity and food justice and finding my own voice in this work.
- Join a community that makes me uncomfortable
- Include members of BIPOC communities in development work

- Give my time and attention (as a white leader) to having brave conversations and build a genuine sense of belonging for people of color in the organization I work for.
- Developing a cooking class with the Spanish-speaking community
What are the top two racial equity action items you plan to implement in the next 6 months?

Keeping the conversation happening

- Continue to work on creating free educational resources around food access, health, and growing your own food
- Supporting Board expansion and shift to individuals most impacted by FTS work

Educate myself about how to shift policies and practices from systematic racist to equitable

- Be a better ally and work to truly understand what that means: support farmers of color in my area
- Ask people what they WANT

Continue to raise up the voices of BIPOC through my personal and small business social platforms and speak out against racism through these platforms.

- My personal Body Practice to work on understanding/addressing White Body Supremacy
- Move money to BIPOC groups and check myself more often
What are the top two racial equity action items you plan to implement in the next 6 months?

- Build community by hosting and participating in conversations on how to take action in a respectful and impactful way.
- Diversify the images used in presentations to be more representative.
- Read a book, dive into this topic by gathering those perspectives and become an ally.
- Voting, including culturally relevant examples in lessons.
- Cultivate Radical Love
- Continue to educate myself, as a white person, on how I can be an ally in this important work.
- offer land acknowledgements whenever we gather
- Consistency in translating fliers and public documents in Spanish. Another is identifying and researching culturally appropriate food and snacks for kids to add in our meals.
- Education and working towards changing systems through structural changes and defining equity and race justice work, creating room for and including more BIPOC commodities
What are the top two racial equity action items you plan to implement in the next 6 months?

- work to build relationships with more farmers of color
- Be uncomfortable
- pushing hard conversations and advocating for hiring BIPOC
- Starting an educational program addressing racial equity in the food systems, putting together educational materials about indigenous agricultural practices/food.
- Mutual aid!
- Embed racial justice/equity in presentations as relevant to this work!
- Vote! And support more BIPOC businesses
- materials available in different languages, recruit diverse members
- Take real time to reflect on trainings and discussions like this to figure out how I can really do this work
What are the top two racial equity action items you plan to implement in the next 6 months?

- Changing where we bank; Thoroughly understanding where all the resources go that we channel each year (close to $1m) go to and who is benefiting, and then make changes to ensure BIPOC-led groups and farms are benefiting;

- Have more conversations with BIPOC in my community. Collaborate more with BIPOC.

- Helping the state agency to lead a hard conversation on racial equity and the food system (school meals).

- Trying to advocate for farm workers.

- 1) Engage in deeper personal reflection and learning/unlearning 2) Ask questions, probe why we are doing what we are doing and who was present to set the direction.

- Speak up by saying it then and there.

- Education and trust-building.

- 1) Shifting power & resources to impacted communities to fund BIPOC leaders and orgs, ex. fundraising efforts. 2) Listening & speaking out.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Fund Latinx community focus group
- Find out where my organization stands on racial justice work
- Fundraise for POC-led, anti-racist organizations
- Work to increase food literacy through my current work as a writer.
- Distribute my personal wealth within my community
- Personally- I commit to continue to be in a place of learning about topics relating to racial justice. For example, I have no idea what BIPOC means! Get uncomfortable and inquisitive.
- I am committed to personally providing education opportunities such as classes, webinars, etc. for BIPOC communities
- Create more employment opportunities for our BIPOC youth
- help others grow their own food
What are the top two racial equity action items you plan to implement in the next 6 months?

- Coordinate internal anti-racism work/conversation for our staff.
- Support families and early educators.
- Plan to diversify the work more, call on my coworkers for all of us to do meaningful recruitment. Hire a consultant as soon as possible to talk to our org about being an anti-racist PWI.
- Hiring more women and minority students from diverse educational backgrounds for our summer research internships to create a pipeline of diverse agriculturalists.
- Mentor businesses owned by BIPOC people.
- Funding strategy to direct more funds to BIPOC led orgs.
- Creating paid youth leadership opportunities for marginalized rising leaders to gain access to power, resources and networks to switch power in a whitewashed non-profit field in our region.
- Develop hiring practices and workplace culture welcoming to people of color. Host forums on cultural appropriations and equity in our ag sector.
- Continue to educate myself.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Help uncover connections between food and power in garden lessons.
- Make less assumptions about what I know.
- Review our purchasing policies to privilege BIPOC providers; ensure BIPOC lens in everything I write.
- Spending money in BIPOC communities and with BIPOC businesses.
- Purchasing CSA boxes from Black Indigenous and Latinx farmers.
- Lean in, listen, and learn from my neighbors of different backgrounds. Learn more about the local farms in my community and who is operating them.
- 1. Commit to continue to do anti-racist work on myself through personal explorations with white supremacy. Include more ancestral foods and honoring and elevating the voices of people in our community.
- Help education my CN TEAM on Racial Equity.
- Promoting the grass-roots work of our organizations in the state that are represented by minorities, and work to develop more resources and content for organizations to use promoting other cultures besides the dominant culture.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Student voice: Seeking out equal representation in our organization.
- Hold partners to our racial equity values that we have committed to.
- Reevaluate our grantee selection process and push our organization to ensure our tools and resources meet the needs of everyone, not just a select group.
- Share this presentation with organizations I work with and follow-up to discuss and ensure we ask organizations I partner with what would really empower them to garden/grow their own food.
- 2. Explicitly center the desires of BIPOC folks in our community in our F2S planning process.
- Developing youth leadership opportunities that hold true power and influence in our organizational as a whole as well as our programming and priorities.
- Read and learn more about my own privilege.
- Listen and step back when my voice is not needed.
- Align curriculum with Southern Poverty Law Center’s Teaching Tolerance Social Justice Standards. Continue to diversify who we work with.
What are the top two racial equity action items you plan to implement in the next 6 months?

- A survey for those we serve and continue P.D. in this space
- Shushing my white voice and listening to people of color
- Taking a deeper dive into the history of my community. Create a space for tough conversations and LISTEN.
- I don't know yet, but I promise to think hard about it, talk about it with coworkers, and take some concrete actions.
- Providing resources to BIPOC whenever I or my organization can.
- Having hard conversations with my white friends and family!
- Educating and training FCS teachers on food access and food justice. Involve students in experiential learning outside the classroom in the needs of their community. It isn't in a textbook
- Reframe youth education materials to include culturally important contexts
What are the top two racial equity action items you plan to implement in the next 6 months?

- Actually do the work I said I was committing myself to three months ago, and reminding myself this is not a task and effort I need to or should be thanked for.
- Continue to refine strategies and actions for our agency to take in consultation with BIPOC leadership.
- Diversify our partnerships - especially local faith communities.
- Offer a training or organizations to become more actively anti-racist.
- Education and reflection, listening to others & having hard conversations.
- Restorative circles with staff and community members.
- Take deliberate time in day to self-reflect on my anti-racist actions and choices.
- 1. Petitioning the board of a national organization to which I belong to take a stand and issue a statement against racism (they are currently refusing to).
- Self-reflection and relearning.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Question our current leadership structure across organizations -- how can we change to be more anti-racist?
- Putting in to place a succession plan for "leadership" since currently it is all white women
- Continue to outreach to BIPOC communities to assist in economic development and literacy which includes.
- Making BIPOC voices heard in the local ag space
- Implement a Market Ambassador program. Ambassador will be paid positions for folks within communities to be leaders and educators for healthy local food.
- Self education/reflection, but also action (how I spend my money, the organization's money, political pressure, etc)
- Hire more diverse vendors
- Listen for opportunities to add my voice to challenging the global food apartheid paradigm
- Bringing more people of color to our work
- Raising the voice of people of color staff
- Continue to bring the work of School food workers and inequity of their status to everyone
What are the top two racial equity action items you plan to implement in the next 6 months?

- Continue the Equity Team work and take that information to hire a consultant to help our organization root out racist policies, practices, etc.
- Map out local purchasing to determine what farms are being supported.
- Transform our board to become representative of the community we support--take wealth out of the framework.
- Read how to fight racism by Jemar Tisby and discuss with a peer group.
- Incorporating black voices in the food system to my F2S curriculum that I teach.
- Continue to push our state farm to school network to include racial equity actions in our strategic plan.
- Find the right people to talk to about shifting power in my community.
- Put pressure on our schools to hire more teachers of color and to support them!
What are the top two racial equity action items you plan to implement in the next 6 months?

- Having HARD conversations. DEI training and integration for staff, board and strategic plan.
- Advocating for hiring transparency - why did a BIPOC candidate leave our institution or reject a job offer? Then ADDRESS those culture issues from the top.
- Education our board and staff.
- Engaging with mutual aid efforts in my community to transfer my wealth and power to my neighbors of color
- Educating myself more, Asking more questions about racism
- Hold partners accountable to racial equity values
- THANK YOU, want to make sure you know how valuable this work is and that you all have created this forum is so appreciated!
- Trying to engage more in opportunities to listen, learn, connect/ finding ways to get out of my mostly white personal community. Continuing to learn Spanish so that I might connect more deeply to my neighbors & community, which is majority Latinx.
What are the top two racial equity action items you plan to implement in the next 6 months?

- Talking to young black and brown people about financial awareness and good credit.
- Centering curriculum on BIPOC perspectives & integrating racial justice and understanding the food system & advocacy to develop BIPOC leadership.
- Define and then commit to what actions I can take that will make a difference.
- Advocating for marginalized black and brown communities.
- Take control of self education... Reading... Showing up and attending events and meetings around racial justice.
- Outreach and engagement on funding opportunities to Black, Latinx, and other farmers of color, and farm organizations with BIPOC leadership.
- Discuss where plants originally came from around the world and how we can cook them; hold my coworkers accountable in conversations about race.
- Continue to prioritize farmers of color and push others in my coalition to do the same even though it’s not popular.
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<th>Blue Box 1</th>
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<th>Blue Box 3</th>
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<td>Having a group w/ diverse perspectives &amp; lived experiences from day 1 to ensure the new org we are building is intentionally developed with those voices @ the table. Ensuring we're accountable to those impacted by the system we are striving to change.</td>
<td>Refining our hiring process to minimize bias.</td>
<td>Pay people for the contributions they make rather than just expect people to be unpaid “partners.”</td>
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<td>Be aware of the space I take up. Knowing when I should be in that space and when I shouldn’t, and when I can share whatever power I may have.</td>
<td>Transition employer sourcing to Black-owned businesses where possible. Building equity into program and financial support access, including BIPOC-led non-profit engagement.</td>
<td>Constant self-awareness and self-reflection and education.</td>
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<td>Increase water harvesting techniques for gardening on the Navajo nation.</td>
<td>Keep showing up to ALL the conversations speak up publicly when I notice injustices and/or moments where I can support others for speaking their truth.</td>
<td>Restructuring of the board to create an inclusion board that is representative of the community we serve.</td>
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What are the top two racial equity action items you plan to implement in the next 6 months?

- Listen to webinars to better educate myself on racial inequities.
- Personally reflect on my own beliefs and perspective so I can understand where I need to grow.