

How to Identify Impacts Toward Racial Equity

Thinking about how to transform structural racial inequity in the food system may seem overwhelming. But if we understand some definitions and use some simple tools we can find solutions that are indeed transformative.

"Structural" means that we have to take into consideration shifts in several institutions, policies and practices at once. "Racial Equity" means we also need to understand that we are not all affected by American structures in the same ways. Achieving racial equity means everyone, no matter their race, can meet their basic needs and have meaningful opportunities to thrive.

If we transform structural racial inequity in the food system, we would stop seeing whole groups of people, identifiable by race, doing poorly, while other groups, identifiable by race, do much better. For example, Latino and Black communities are **two to four times more likely** than Whites to lack access to healthy foods.¹ Structural transformation would close this gap and give everyone, including communities of color, greater access.

To achieve structural transformation, we should start with a vision of what the world – or our community – will look like if we are successful. The "we" will not be "you" acting alone because structural change that produces racial equity requires many actors and lots of different types of work. Using the Center for Social Inclusion's "How to Identify Structural Problems" tool, you can begin to map out the structure(s) that need to shift and how and where your organization might start.

This tool, "How to Identify Impacts toward Racial Equity", is designed to help you envision what an equitable food system would look like and then to measure whether you are moving in the right direction. Based on survey responses, conversations and practices of Kellogg grantees, CSI offers a set of "Impacts" to consider as a starting point. Once we know where we are trying to go and our starting point for getting there, we can also figure out how to assess how well we are doing.

The work is long-term and will have twists and turns as we make progress and have setbacks, and the world around us changes in unexpected ways. All that is normal. But by assessing our impact and seeing how we are moving toward or away from our long term vision, we can make the strategic changes we need to succeed.

The final part of this tool, "Guiding Questions for Racial Impact Analysis", builds on the suggested impacts and offers an approach to measure how you're doing. Assessing our impacts requires us to think in terms of both outcomes and processes. Assessing outcomes asks us to look at whether or not our intended impacts will lead to a more inclusive, equitable and fair society. Assessing process requires

¹ PolicyLink and The Food Trust. *The Grocery Gap*. http://www.policylink.org/site/c.lkIXLbMNJrE/b.5860321/k.A5BD/The_Grocery_Gap.htm#

us to look at how we are getting there: whether or not we are working towards our goals in ways that are inclusive and equitable to all involved. Remember that how we try to get where we are going affects whether we get there.

We hope this tool helps you develop your vision, strategies and measures of success as we move forward together to transform structural racial inequity into structural fairness and inclusion.

IMPACTING THE FOOD SYSTEM:

WHAT WOULD MAKE IT MORE SUSTAINABLE, EQUITABLE, AND RACIALLY INCLUSIVE?

- Impact 1:* All people, including people of color, have access to healthy food that they can afford through local/regional food hubs.
- Impact 2:* All farmers, including farmers of color, are able to own farms that are economically and environmentally sustainable.
- Impact 3:* All communities, including communities of color, have viable opportunities to own retail, wholesale, packaging, processing and distribution businesses in or related to the food system.
- Impact 4:* Food system workers, including workers of color, earn a fair and living wage and can afford healthy foods.
- Impact 5:* Public and private Institutions, like schools, the military, hospitals, etc., are supporting local producers and distributors to provide healthy food to low-income communities and communities of color.
- Impact 6:* Public and private institutions are allies in support of food policy reforms that will lead to a more socially and racially equitable food system.
- Impact 7:* Food production and distribution businesses serving communities of color have adopted “social returns” as metrics for their success (*such as increased consumption of healthy foods and reinvesting profits made in the communities they work in*).
- Impact 8:* All communities, including communities of color, are positioned as planners, innovators, and decision-makers in creating opportunities for healthy neighborhoods.
- Impact 9:* Innovators, including those of color, are supported by policies and practices to bring their projects/businesses to scale. (*Note: scale means that they are big enough and well networked enough to help shift the food system to be more sustainable, equitable and racially inclusive.*)

Impact 10: People of color have the civic engagement power to change food and farm policy.

Impact 11: Meaningful multiracial and intersectional alliances are developed to advance racial and social equity in food policy formulation and implementation

GUIDING QUESTIONS FOR RACIAL IMPACT ANALYSIS

- ✓ Does the policy we advocate lead to greater production, distribution and/or access to healthy, economical and sustainably produced food in communities of color?
- ✓ If we win the policy we seek, will it create lasting change in how the food system affects communities of color or will the system remain the same? *(Systems change would mean that the food system works differently than it does now, with the right incentives, disincentives, relationships and decisions so we do not have to continue to fight the same problems as before.)*
- ✓ Are communities of color and grassroots communities going to be better able to shape and drive food and farm policy at the local, regional and national level as a result of our strategies and relationships? Are we seeing measurable increases in participation by people of color?
- ✓ Are decisions around land-use and the built environment, such as the use of vacant lots for community gardens or decrease in diesel truck transportation, creating healthier outcomes, particularly for communities of color facing environmental injustice?
- ✓ Are land use planning and food policy processes going to be more transparent, inclusive and accountable to communities of color as a result of our strategies and relationships? Are there measurable outcomes that demonstrate this is happening?
- ✓ Do people of color have a greater opportunity to remain or become small or medium-sized family farmers producing healthy food? Are there, in fact, more people of color owned farms producing healthy food and are they sustainable economically and environmentally?
- ✓ Do communities of color have greater and more meaningful opportunities to be owners across the food system? Are we seeing an increase in the number of owners of color?
- ✓ Do communities of color have greater and more meaningful opportunities to build wealth through the food system? Are we seeing more measurable wealth in communities of color?

- ✓ Do communities of color have more stable, safe, sustaining jobs in the food system? Is this true regardless of immigration status? Have we increased wages for low-paying jobs in the food system that are disproportionately held by people of color?
- ✓ Do public and private institutions or systems not directly related to the food system (like schools and prisons) buy locally and provide healthy, economically and environmentally sustainable food? Has this produced a measurable impact on the access to healthy food for people of color?
- ✓ Are public and private institutions allies and advocates of policies for food equity as a result of their engagement with community leaders and participation in regional food hub procurement practices?
- ✓ Are sustainability and racial equity principles informing our strategies and relationships?
- ✓ Do our strategies and relationships (including alliances, coalitions and partnerships) adequately represent those who we need to be working with to change the food system to be racially equitable? Are our current strategies and relationships multi-racial or cross sectoral?
- ✓ What relevant challenges or problems will not be solved based on our current strategies and relationships? Do our strategies account for that? (e.g., next steps; other allies are working on it)
- ✓ Are there any positive or negative unintended consequences as a result of our work to change the food system? Among people of color? Marginalized communities? White communities?

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Phone: +1.212.248.2785

Fax: +1.212.248.6409

Email: info@thecsi.org

www.centerforsocialinclusion.org