

Knoxville/Knox County Food Policy Council Equity Retreat

May 20, 2021

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FOOD POLICY
NETWORKS



JOHNS HOPKINS
CENTER *for* A LIVABLE FUTURE

Agenda

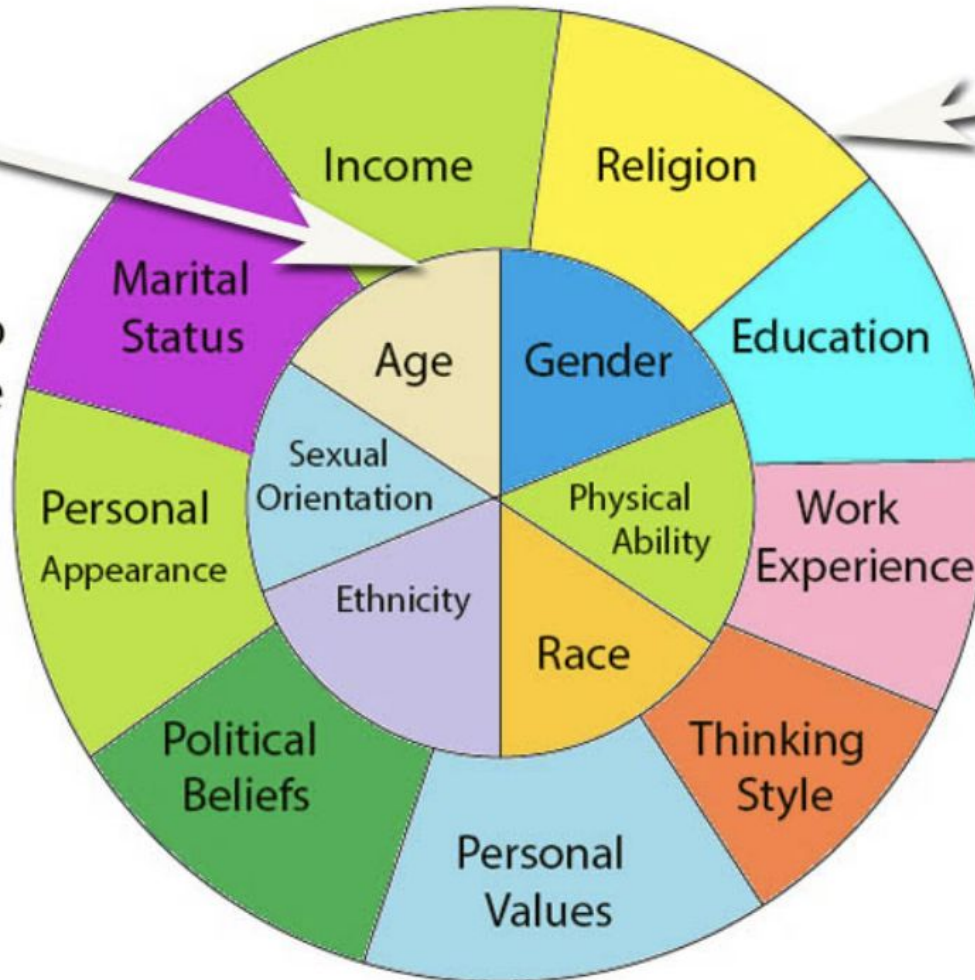
- Equity, diversity and inclusion (15 mins)
- Addressing stigma (15 mins)
- Small groups breakouts –
 - Reflect on your organization (25 mins + 5 mins share)
- Large group discussion
 - Reflect on what the council can do (30 mins)

Diversity, Equity and Inclusion

Dimensions of Diversity

Inner Embedded Sphere

Which we have no control over as we are born with these aspects of diversity.



Outer Sphere

Which we have some control over and which may or may not change over time.



Equity

- Equity is promoting justice, and fairness within the procedures, processes, and distribution of resources by institutions or systems.
- Allocate resources and opportunities based on what is needed, not what is equal
- Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion

- Inclusion is an outcome to ensure those that are diverse feel and are welcomed.
- Inclusion outcomes are met when you, your institution, and your program are truly inviting to all.
- Diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

How did we get here?

Where does inequity show up in our food system?

- National Labor Relations Act - was enacted, which led to agricultural exceptionalism by excluding farm workers from labor protections, like collective bargaining, overtime pay, and child labor laws.
- Land loss and ownership
- Social Security qualifications – exemptions
- Redlining housing policy

Inequity is default

- Systems that reinforce inequity and disparity
 - Structures and institutions
 - Distribution of opportunity and resources
- Effort is required to overcome inequity

Stigma

Stigma

- What is stigma? Who does it effect?
 - a negative sense applied to a person based on fact or perception; classifies person as separate from mainstream in a negative fashion
 - most often hurts marginalized people in society
- Activated stigmas works against the mission
 - People are less likely to participate in beneficial programs that make them feel bad
 - “Dignity is as important as food” - Chimamanda Ngozi Adichie

Where stigma shows up

- Language/Attitude
 - Stigmatizing Language
 - “the needy”; “those less fortunate”; “God-forsaken”; “marginalized”; “down on your luck”
 - Inclusive Language
 - People who need food
- Unnecessary Questions
 - People most likely to need assistance programs are the most surveyed and researched within society
 - Are the questions we ask **essential** for the mission?
- Example from Dentistry

How to prevent stigma

- Policies and protocols
- Removing all non-essential barriers
- Modifying language
- Be intentional about adding dignity into programs and culture?

Next steps – small groups

Questions about your own organizations

- Where do you see stigma occurring in your work?
- What barriers to DEI can you identify?
- What steps could you take in your own organization to promote equity?
- What steps to reduce stigma?
- <https://docs.google.com/document/d/1B7xOn3CEZJSeQjzBQMFJBkyNa5c-QJTIRBZUISwR24I/edit?usp=sharing>

Large group discussion

Ideas for the Council

- Where do you see stigma?
- What steps can the council take to reduce stigma?
- Where do you see areas where DEI could be improved?
- What steps can the council take to promote DEI?
- How can you and the council be accountable in this work?

Historical inequity in the food system

“...we have to consider how race, class, gender, sexuality, ability, etc. are not just individual experiences or identities. They are structures, often oppressive structures, that we cannot ignore. To treat them intersectionally is to consider how food is not separate from race, not separate from gender, not separate from ability, etc. and that where a person or community stands at these intersections means that they have radically different life chances and access to food.”

Ashanté Reese, Assistant Professor of African and African Diaspora Studies and Affiliate of the Department of Anthropology at The University of Texas at Austin