

Building Equitable and Inclusive Food Systems at UC Berkeley

STOP – START – CONTINUE EXERCISE

1. What do I/my entity want to start doing?

- UC Berkeley campus
 - i. If we're not already doing so, move beyond thinking about how to change campus conditions around nutrition to also including conditions for food justice.
 - ii. Learn more about this campus effort and opportunities for collaboration.
 - iii. Be more explicit in thinking about campus food workers
 - iv. On campus gardening proposal.
 - v. Empowering students and staff to have a voice on campus.
 - vi. Serving UC Berkeley faculty, staff, admin, etc.
 - vii. Standing up to the university to include UC Berkeley in our visions and academia about equitable and inclusive food systems at UCB.
 - viii. Advocating food equity, having everyone on campus fed
 - ix. SOGA. Making gardens more accessible for disabled students.
 - x. Speaking with more communities on campus about what they want in terms of food on campus.
 - xi. Initiatives to mitigate food waste and promote food access instead (close the loops.) For example, reduced-price meals once a week or a time of day, meat free day on dining halls, healthier meals affordable to student budgets.
 - xii. Improve cultural competency among staff at my institute
 - xiii. Organizing, mobilizing around issues: implement inclusion/equity, help students get involved
 - xiv. Focus on grad students, faculty, and staff as well as undergrads
 - xv. ESPM: Anti-oppression training for all faculty, staff, and students; supporting radical, cutting-edge, transdisciplinary research
 - xvi. Hire more faculty/seek out diverse candidates
 - xvii. Fund students better
- Personal changes
 - i. Use my voice to share my thoughts
 - ii. I want my entity to identify ways to always use a lease to reduce disparities.
 - iii. Doing a better job at listening.
 - iv. Get more involved with both activism and politics to connect activism and operations
 - v. Source from smaller business and operations
 - vi. Find a job in something that I'm passionate about
 - vii. Put values of environmental justice, equity, inclusion, diversity into practice
 - viii. Support the work of other/partners who already practice those values
- Inclusion
 - i. Scientists need to join the conversation about the food system. Plant scientists felt excluded and categorized with agrobusiness, but this is not necessarily true. However it keeps many scientists from speaking up because of fear or frustration. We need to overcome this and be empowered to have our voices heard.
 - ii. Create a common language about equity and inclusion.
 - iii. Hear academic voices besides white guys (Pollan, Bittman, Zilbo)
 - iv. Promoting /making space for more voices, no have it just be from the students.

- v. Creating more inclusive workshops/organizations in general
- vi. Holistic approach to equity and inclusivity not just food systems but health, workers rights, etc.
- vii. Collaborations outside of department.
- Trainings on power and privilege and necessity of equity and inclusion and intersectionality.
- Education about impact of food systems on communities we serve.
- Integrate California fusion into traditional recipes
- Use the Race Forward Racial Equity Impact Assessment
- Build connections
- Food as multi-issue movement
- Culturally appropriate/sensitive behavior
- Culturally sensitive research and knowledge production and practice: re health, for example

2. What do I/my entity want to stop doing?

- Personal changes
 - i. Just paying lip service
 - ii. Being passive and silent
 - iii. Imposter syndrome
 - iv. Buying things at Cotsco.
 - v. Being somewhat isolated from the campus effort.
 - vi. Operating with doubt/fear, etc.
 - vii. Work in a silo/isolated
 - viii. Scientists tend to write off social activists as impractical idealists. This is not cool!
We need each other to enact change.
 - ix. I want my group to not focus on things driven by resources, but rather the greater good.
 - x. Being stuck in personal identity rather than structures
- Collaboration
 - i. Always jumping to calling people out publicly, rather than sometimes calling in
 - ii. No to competition, yes to collaboration.
 - iii. Stop trying to fight a leadership structure that could actually help build on inclusive space
 - iv. Only recruiting via the easiest routes or entities we already have relationships with
- Fundraising
- Supporting Chartwell because it's university sponsored dining.
- Food waste.
- I want to stop relying on campus contracts to make decisions about campus food choices.
- Only providing non-perishable food that fits mainstream food culture.
- Looking at food as anything but a human right.
- ESPM: dismissing/rejecting innovative forms of scholarship, prioritizing the "expert."

3. What do I/my entity want to affirm and continue doing?

- Education
 - i. Infusing environmental justice education and programming into all our activities/classes/events, etc.

- ii. Spreading awareness about the need to pay homage to culturally appropriate food.
 - iii. Really breaking down these ideas to communicate with a larger population
 - iv. Educating, leading thought, testing soils and plant tissue, advocacy for policy change, reducing food waste.
 - v. Promoting the interest of humanities in understanding its important contribution to how we talk about food.
 - vi. The importance of building equitable and inclusive food systems must be understood at the local level, but also its connection to the global spectrum.
 - vii. Workshops/consciousness-raising
- Safe Spaces
 - i. Create a space to include and address how we are situated within the foodscape.
 - ii. Safe welcoming space and eliminate stigmas
- Supporting Local Partners
 - i. Support local, POC owned businesses, including restaurants → catering
 - ii. Choosing women's LGBT owned businesses for food.
 - iii. Working with local partners
 - iv. Partnerships with BFI, LEAD Center, BCAC
 - v. Local, organic and humane sourcing.
- Campus support
 - i. Supporting students around food, housing and financial stress.
 - ii. Providing monetary and people support to campus projects.
 - iii. Fostering/participating in this equity and inclusion work
 - iv. Supporting role: do what the students want
- Personal
 - i. More volunteering, more community building, more cooking, more networking.
 - ii. Being open to all.
 - iii. I want to continue to participate in workshops like this, as well as outreach in groups such as CLEAR (Communication, Literacy, and Education in Agricultural Research) and personal conversations about the food system and ways forward.
 - iv. Individual interventions and environmental/social interventions
 - v. Empowerment
- I want my group to continue to focus on work to improve the public's mental and physical health
- Value and advocate for the inclusion of workers in the discussion of equitable and just food system.
- Using multi-disciplinary approaches.
- Equitable model
- Nutritious foods

4. What tools do I/my entity need in order to become more inclusive, diverse, and equitable?

- Support
 - i. Funding, full-time staff
 - ii. Funding, Time, practice, HELP!
 - iii. Institutional support from administration.
 - iv. Empowerment, Money

- v. Money, space.
 - vi. Money for lecturers.
 - vii. Resources for ideas related to our 'starts' and 'stops.
 - viii. CBPR training
 - ix. Better concrete tools for affirmative action in hiring processes
- Communication
 - i. More conversations about intersectionality.
 - ii. More understanding of the terms and what they mean in theory vs. in practice
 - iii. Facilitation from an outside person to have discussions
 - iv. More conversations from campus.
 - v. Education and community awareness in the UC campus.
 - vi. Interdisciplinary, representative collaboration.
 - vii. Develop relations
- Understanding
 - i. More of us need a better understanding about the factors that influence Berkeley's food scape and the impact on our individuals and communities.
 - ii. Be able to recognize racial anxiety.
 - iii. Definitions of key terms discussed.
 - iv. Understand the food scape
 - v. Understand our collective vision
 - vi. See how our mission fits in with this movement.
- The food scape is so large, perhaps create sub working groups
- I think it is more a political will than the need for tools—but perhaps tools could be helpful.
- A paradigm shift larger than me or my unit. How can we do this?