



**FOOD  
INSTITUTE**

# Building Equitable and Inclusive Food Systems at UC Berkeley

## THE FOODSCAPE MAPPING PROJECT REPORT

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### Executive Summary

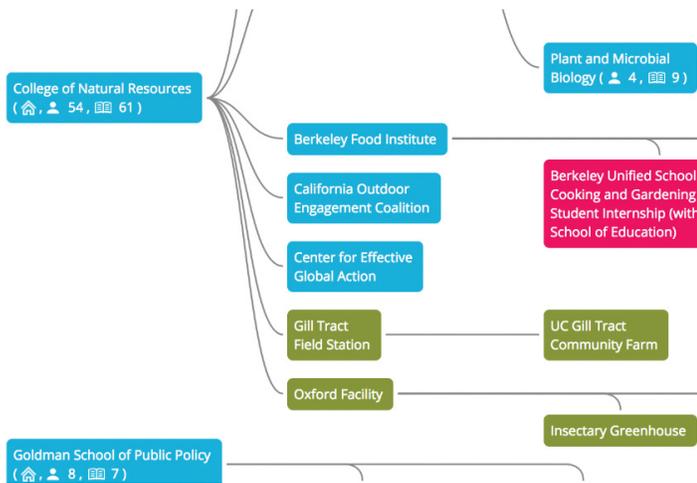
The University of California, Berkeley is experiencing an unprecedented surge of interest in food and agriculture, as reflected by its academic and educational programming, student-led initiatives, and community outreach activities. And yet, as passion for food and justice grows across campus, many community members still encounter major obstacles to meaningfully diverse, equitable, and inclusive experiences in the campus food system. In fact, a 2014 Campus Climate Survey revealed that one out of every four members of the UC Berkeley community experience exclusion based on some aspect of their identity.<sup>1</sup> Simultaneously, 39 percent of undergraduates and 23 percent of graduate students experience food insecurity, forced to choose between paying for food, housing, and other basic needs while attending school in one of the most expensive areas of the country.<sup>2</sup> Many staff—particularly UC Berkeley’s lowest-paid workers, which includes food service and custodial staff, as well as lecturers and postdoctoral fellows—also struggle with basic needs security.

The growing food movement on campus thus presents a strategic opportunity to address the need to transform our campus climate, fully integrating diversity, equity, and inclusion into Berkeley’s programs, capacity building, and campaigns. Led by the Berkeley Food Institute (BFI) since 2015, the [Building Equitable and Inclusive Food Systems at UC Berkeley](#) project has brought together more than 150 collaborators from across campus to bridge the gaps between our campus food system and the communities it serves.

As part of this project, the [UC Berkeley Foodscape Map](#) offers extensive data on the structural factors affecting the UC Berkeley food system, highlighting a variety of food-related activities on campus through the lenses of diversity, equity, and inclusion. Developed through ongoing community dialogue and student research projects, this map aims to both reveal barriers to the full participation of historically marginalized community members in food-related learning and practice, and highlight opportunities for—and successes in—overcoming such obstacles.

We take seriously the campus food movement’s important role in upholding the UC Berkeley [Principles of Community](#). BFI envisions a campus where all members of the UC Berkeley community experience just and nurturing food experiences, whether in teaching, researching, working, learning, growing, or eating. In this vision:

- Every member of the campus community is basic needs secure: they have adequate and healthy food and housing, and are financially stable.
- Every member of the campus community feels welcomed and empowered to engage in food- and agriculture-related research, study, and work.
- Research, educational, and student group spaces actively strive to create structures that institutionalize diversity, equity, and inclusion by participating in self-reflective processes that feature the voices of historically marginalized communities.



Detail of “Campus Food Players” diagram, organized by formal reporting structure and color-coded by type of governance, to show how decisions and funding travel through the UC Berkeley food system.

- Community-based participatory research methods are uplifted so that Berkeley faculty, students, and staff contribute to addressing the pressing food systems issues affecting the people of the state of California and beyond.
- The UC Berkeley campus landscape includes flourishing food gardens for the purposes of hands-on research, education, and food production, as well as providing spaces for mental, emotional, and physical well-being.
- All campus food service workers have fair and healthy jobs. Namely, they receive equitable compensation and benefits, work in healthy and safe conditions that are free from harassment, and have opportunities for career advancement and for controlling their shift hours.
- The food flowing into campus via campus eateries and catering is sustainable, just, healthy, affordable, delicious, and culturally appropriate to our diverse population.

The Foodscape Mapping Project policy recommendations focus on four campus governance structures, and are aimed at leadership bodies noted within each category as “Campus Influencers.”

### 1. Academic Units

- a. Food and Agriculture Courses
- b. Accessibility of Agricultural Research Facilities for Persons with Disabilities

### 2. Campus Facilities

- a. Agricultural Research/Education and Student Housing Needs
- b. Campus Catering
- c. Campus Eateries
- d. Microwaves and Water Refill Stations
- e. Campus Gardens

### 3. Service Units

- a. Basic Needs Security
- b. Wellness Program for High Injury Job Classifications
- c. Lactation Rooms

### 4. Student Leadership

- a. Food-related Student Groups
- b. Greek Life
- c. Student Cooperatives

## Sample Recommendations

The Policy Recommendations offer a detailed analysis and specific suggestions for each of the thirteen programs and entities highlighted in the report. The following are a short sampling of the extensive recommendations the report provides.

### Food and Agriculture Courses

- Support growth of the undergraduate Food Systems Minor and proposed Graduate Certificate in Food Systems (currently under review by Graduate Division, as of fall 2018), to empower students with interdisciplinary courses of study to think critically about the multi-level, multi-system factors that affect food production, distribution, consumption, and disposal, locally, nationally, and globally. The proposed certificate core course takes a solutions-oriented approach to addressing critical problems in current food systems, exploring strategies used by the disciplines of agroecology, policy, law, public health, and business and applying their varied approaches to real-world case studies.

## Campus Eateries

- Require leased dining facilities to follow the guidelines for [Sustainable and Just Catering](#), across the following categories: Diversity, Equity, and Inclusion, Environmental Sustainability, Food Recovery, Health and Nutrition, and Labor. Whenever new eateries are introduced, the campus should include these requirements in the contract.

## Campus Gardens

- Provide long term funding for gardens-to-basic needs programs. Increase the number of paid, work-study eligible positions for students, alongside more course, internship, research, and volunteer experiences in food production, harvest, transport, and preparation. The leadership, coordination, and communication skills learned through these work opportunities will prepare students for food systems careers after graduation.

## Basic Needs Security

- Continue improving and amplifying communication efforts to increase general awareness of basic needs insecurity and available services. Continue to include information about basic needs in Golden Bear Orientation; encourage faculty to add it to course syllabi and readers; and train student advisors and other student-focused staff on basic needs resources.

## Greek Life

- Create a Greek Food Policy Council, modeled after the Greeks Against Sexual Assault Council, with functions including:
  - Provide opportunities for members of all four Greek councils to connect over shared meals in communal spaces that are friendly to students of color and gender inclusive, such as the Multicultural Community Center.
  - Host discussions on how the socially diverse, progressive culture of UC Berkeley can override

the national standards and cultures of the Greek system, specifically around safe, inclusive parties and in-house food preparation.

- Raise awareness and normalize the use of campus basic needs security food assistance programs in Greek chapters.
- Create a food recovery plan for sororities so that leftover food can be utilized by students in need.

## UC Berkeley Food Policy Council

The Berkeley Food Institute recommends the formation of a **UC Berkeley Food Policy Council** that directly advises the Chancellor and her cabinet on campus food systems issues. Council members should reflect the broad diversity of campus food systems players, including representatives from food- and agriculture-related faculty and deans, food service workers, undergraduate and graduate students, Facilities Services, Division of Student Affairs, University Health Services, and leased campus eateries.

Many students, staff, and faculty choose to come to UC Berkeley because of its reputation for being a university where equity, inclusion, and justice are upheld and can be expressed and advocated openly. We have a responsibility to uphold our Principles of Community. Food is a central part of our collective experience—it is essential to our well-being and can bring us closer together in the midst of a fractured and tempestuous national and international climate. By getting our kitchen in order, we can help build a successful campus food system that inspires universities and colleges across the country.

[See the full Foodscape Mapping Project Report for the complete policy recommendations.](#)

1. University of California, Berkeley. Division of Equity and Inclusion. “2013 Campus Climate Survey Results.” 2014. <https://diversity.berkeley.edu/initiatives/survey-results>
2. Martinez, Suzanna, Katie Maynard, and Lorrene D. Ritchie. *Student Food Access and Security Study*. University of California Global Food Initiative. 2016. <http://regents.universityofcalifornia.edu/regmeet/july16/e1attach.pdf>