Building Equitable and Inclusive Food Systems at UC Berkeley
Definitions of Terms, Questions around Terms

1. **What is diversity?**
   - Differences
     i. More than tolerating differences, but embracing them.
     ii. Celebrating differences
     iii. Appreciating and inviting and understanding differences in person, thought and culture
     iv. Recognizing that people have different identities and being inclusive of all those
   - Inclusion
     i. Richness of all cultures, experiences, needs, strengths and more
     ii. Having all identities; begin open and welcoming
     iii. Equitable representation
     iv. A broad spectrum of race, ethnicity, gender, economic background and other identities.
     v. Recognizing that people have different identities and being inclusive of all those
   - An Imperfect word
     i. Beyond tokenizing
     ii. Sometimes used without a real definition
     iii. I too am wary of this term, it tends to be thrown around/deployed at a surface level, or simply conflated with race and ethnicity

2. **What is equity?**
   - Fair and just distribution of resources and representation in structures and institutions
   - Different starting points
     i. Taking into consideration what someone has/where they are starting
     ii. Idea that all folks have access (need interventions) to things, policies, institutions, etc.; acknowledging that we inherently do not have the same type of access
     iii. Attending equally to people's very different need
     iv. Equality=everyone has shoes; equity=everyone has shoes that fit
   - Leveling of playing field
     i. Equality of 'condition'
     ii. Equal access and preparation for success; leveling of the playing field; results may vary based on individual and how opportunities are leveraged/used
     iii. Leveling the playing field while acknowledging and celebrating difference
     iv. Nobody wastes, nobody goes hungry, everyone contributes
   - Constantly negotiated—never a fixed state
   - Would like to discuss more

3. **What is inclusion?**
   - Creating a safe space
     i. Holding space for people in such a way that creates belonging within society and its structures
     ii. Creating a space where all folks of different background can fee belonging

       iii. Active effort to make space, hear voices with shared agreements on how to share that space

       iv. Making equal space for everyone in a given conversation, institution, environment, etc.

- Vs. Exclusion
    i. Opposite of exclusion
    ii. No one is excluded either purposely or by an oversight
    iii. Allowing everyone to be feel welcome no matter their identity
- Openness
    i. Radical openness and accessibility; recognizing and celebrating difference
    ii. Openness—not having all the answers
    iii. Respecting different viewpoints.
- Breaking of barriers
- I don't want inclusion to be equated with assimilation, or the erasure of difference. What are you including me in?

4. **What is intersectionality?**
   - Intersection between identities
       i. Cross section of identities on and off campus
       ii. Our identities cannot be separated—they interact and overlap
       iii. Interrelatedness of different experiences based on identities with nuances and complexity of one individual
   - Intersections within personal identity
       i. Understanding that our identities cannot be compartmentalized into things such as female and person of color. We are made up of experiences rooted in race, gender, class, ability, etc.
   - Intersections between identity and the environment
       i. We, and different parts of ourselves, do not exist in vacuums
       ii. Understanding how privilege, power and marginality intersect and interact
       iii. Our identities and struggles are interrelated
       iv. How our various social markers of identity (gender, class, race, etc.) inform and shape how we move through the world
       v. Fundamentally interwoven crosses
       vi. The interaction between personal identities and/or social phenomenon and movements
   - Opportunity to engage in solidarity
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5. **On campus, I often find myself at the intersection of _____&_____.**
   - Personal identity
       i. Learning & already needing to know
       ii. Woman & ambition
       iii. Race and gender and age
       iv. Nutrition, undocumented, and women
       v. Leadership & lower class background
       vi. Work, health, immigration & health and lack of time
   - Focus

   i. Policy/Science/Practice/Mathematical and Physical Sciences & Environmental/Food/Health Issues
   ii. Science/genetics/society/food movements
   iii. Society & nature
   iv. Sustainable development projects & community-driven, justice-focused projects
   v. Community organizing priorities & public health
- Administration
  - i. Community/campus organizing & academia (x2)
  - ii. Community groundwork & elite institutions
  - iii. The right to do & administration
  - iv. My social justice work & my role on campus
  - v. Vision and values & processes of 'this is how it's always been'
  - vi. University (academic discourse) & community (social movements) (x4)
  - vii. Policy/regulations & availability of resources
- Power & marginality
- Anti-oppression work & practical work (x2)

6. **One question I have surrounding food and equity inclusion is….**
   - Healthy food
     - i. Why are areas that have less access to healthy food not helped by food provides, going beyond basal economics to enforce food distribution, i.e. fresh vegetables in West Oakland?
     - ii. How can we improve accessibility to healthy food? What do we define as healthy food and is this helping or hurting accessibility?
     - iii. Dangers of focusing on healthy foods?
   - Why does it always feel like students and administration are at odds on this work? (x2)
   - To what extent do health food systems and equity include needs of workers in system (x2)
   - How can we help communities whose experiences we have not lived?
   - How can we build a resilient food movement that undermines systems of oppression?
   - How do we work through identity politics of representation to arrive at equitable leadership?

7. **How do we move from theory to practice when it comes to equity and inclusion?**
   - Provide services and resources. For example, the food pantry.
   - Personal Action
     - i. Vote with your fork—support producers who include equity within their business models
     - ii. Be willing to self evaluate yourself and your area, e.g. assessment toolkit from race forward
     - iii. Be willing to self evaluate and empower students/young folks to create change within classrooms/organizations/on campus/administration, etc.
     - iv. Participate in critical conversation about race, class, gender, etc.
     - v. Walk the talk—create just solutions that are intersectional and accessible
     - vi. Just do it! Act, don't talk.
   - You somehow must reach many people. This is difficult
   - Allow discomfort and conflict

- For services and programs, involve those served in the development, implementation and evaluation
- Training offered in anti-racism/anti-oppression