Building Equitable and Inclusive Food Systems at UC Berkeley
Identifying Challenges Exercise

1. **Operations/Service Staff**
   - Need to increase our own awareness, (re. food equity/being sensitive to issues)
   - Unhelpful restrictions (budget, vendor bureaucracy, limitations…) for purchasing food four student programs. Also cultural aspects
   - Funding challenges! What about competitive processes for grants that may pit us against community?
   - Need to know/increase commitment at top leadership. How do we have influence?
   - How to talk/advise students to access food issues? How to decrease collective denial as staff/advisors?
   - Students who are hungry making use of 'free' food and health value of that
     - What about families?
   - The 'student-need' vs. 'institution' aspects of these issues. Structure does not support needs—priority challenge. University focused more and more on bottom line
   - Denial that UCB Students can be hungry and/or malnourished
     - The reality of living under austerity
   - Ways that financial aid packages, and loan-averse students, makes for difficulties around food. Increased financial literacy. (Impact of rental market)
   - How much can we speak our without retribution

2. **Research Staff**
   - Waste removal challenge in our buildings: compost and recycling
   - Day to day work makes sustained effort on things outside official job description challenging
   - Who is tasked with food/equity/inclusion and diversity in our unit?
   - Contracting out of services, privatization of university effects staff
   - Stability of support staff: HR, IT, etc. (transition to CSS)
   - Don't know who to talk to for support
   - Lack of info on vendors for ordering food
   - Food movement is powerful in numbers but powerless political power. Disconnected. The movement is paralyzed by not seeing its power
   - Not recognizing race/class/gender in food movement
   - Divisiveness and competition in food movement on campus: competing for funds, attention
   - Institution is so big: hard to find point of entry for working with community engagement
   - Hierarchies in the university—design of the institution. Staff place in that hierarchy? Education level contributes to place in hierarchy
   - Hard to see large view and details simultaneously in large institution

3. **Undergrads**
   - Solidarity between students and workers
   - Customers or stakeholders?
   - Campus policies
   - Basic needs (safety)
   - Undervaluing of student voice, under-prioritizing of student needs
   - Time

- Undervaluing of student support staff by folks higher up
- Communicating with administration
- Unnecessary replication
- Identifying who in administration you should to talk to
- Representation
- Intersectionality
- Lack of communication with professors and graduate students
- Turn over, on campus for a very short time
- Lack of cohesion between students and faculty
- Resources on campus
- Unity among student groups and leveraging power
- Getting on the same page
- Continuity of work

4. **Grad Students and Postdocs**
   - As GSIs:
       - Constrained flexibility re: course content (discussion, required material)
       - 'Marginalization' is itself marginalized (classroom, syllabus)
   - Funding increasingly limited/time-consuming to secure
   - Knowledge production:
       - Who are we serving?
       - Intentionality—politics; striking a balance
       - Breaking out of 'ivory tower'
   - Maintaining/practicing self-care
       - Physical, emotional, mental
   - Speaking up and inspiring peers to do so

5. **Faculty (Absent from workshop: these notes were taken from full group discussion)**
   - Academia does not equal experience
   - We are all academia
   - Spend a lot of time 'looking over our shoulders'

6. **Common challenges**
   - Decrease funding (competition), privatization speaking truth to power (hierarchy)—
   - Health bodies → healthy minds → healthy work
   - Idea of marginalization is itself marginalized
   - Path of least resistance (resisting that!)
   - Survival (not at the expense of others)→Finding solidarity/fighting segregation
   - Food affects everything; how to delegate?
   - Propose alternatives
   - Recognizing/honoring multiple knowledges
       - Food (security studies) dismissed
       - Reclaiming academia, how we treat each other
       - Time→ make space