

NOURISHING JUSTICE *Recommendations*



Recommendations

These recommendations stem from insightful conversations with individuals across the food system, with a focus on marginalised and racialised voices working in the sustainable food sector. As noted at the outset of the Nourishing Justice Resource, this list is not intended as comprehensive guidance for Justice, Equity, Diversity and Inclusion (JEDI) or anti-racism efforts. Instead, it serves as a starting point—offering key prompts and considerations to inspire deeper reflection and action. For those seeking in-depth strategies and frameworks, we have included a curated list within the Resource that provides detailed pathways for meaningful change.

1. Center equity, justice, and anti-racism

Challenge social privilege in food movements: Dismantle systemic barriers and ensure that marginalised voices are prioritised in decision-making and leadership roles.

Continuous Learning: Embrace ongoing education, reflection, and accountability to address structural inequities within food movements and systems.

- Set up mandatory and ongoing training for staff and organising groups ensuring education and accountability on these issues.

Develop anti-racist practices in food systems work: Prioritise ongoing DEI and anti-racism efforts, moving beyond token diversity towards meaningful inclusion and equity.

- Apply a DEI and anti-racism lens to external projects and campaigns
- Partner and work in collaboration with food or racial justice organisations to co-create initiatives that furthers social justice in food systems



2. Foster inclusive leadership and representation

Centre marginalised and racialized voices: Empower underrepresented communities (BPOC, LGBTQIA+, women, low-income groups) to lead and help shape the future of food systems.

- Create advisory boards or committees composed of representatives from racialised and marginalised community groups to directly shape food policy and organisational strategies.
- When collaborating and co-creating projects, ensure that the co-creation process is equitable and non extractive. Always ask yourself questions such as: is this initiative or action mutually beneficial? What is the value the community groups are getting out of this collaboration?

Create pathways for leadership: Promote mentoring, coaching, and inclusive recruitment to develop leadership opportunities for historically excluded groups.

Sharing Power: Distribute decision-making authority equitably across all levels of the food system to ensure diverse participation.

3. Shift to structural change and food citizenship

Shift focus from individual to structural change: Address the root causes of inequality within food systems, moving beyond personal responsibility narratives to structural change.

Promote food citizenship: Encourage people to see themselves as active participants in the food system, driving greater advocacy and engagement on systemic food issues.

- organised community forums where individuals learn about food justice and food sovereignty and the role they play in shaping their local food systems

Adopt a holistic approach: Incorporate social, economic, environmental, and cultural dimensions into food policies and movements for more sustainable and equitable systems.

4. Promote intersectionality and inclusivity

Develop intersectional frameworks in advocacy: Acknowledge the diverse challenges faced by different communities based on overlapping identities and experiences, such as race, gender, and class.

Prioritise inclusive movement building: Build alliances across movements (racial justice, gender equity, climate action) to ensure that campaigns are inclusive, equitable, and reflective of diverse struggles.

5. Ensure accountability and ongoing reflection

Promote ongoing reflection and accountability: Foster both internal and external accountability in movements and organisations, ensuring that JEDI efforts are meaningful and continuous.

- Implement regular evaluations of JEDI goals with external specialists and include marginalised communities in assessing the impact of programs.

Ensure accountability: Beyond public statements, implement tangible actions and develop long term Diversity, Equity, Inclusion and anti-racism strategies.

- In the spirit of transparency, publicly realise progress reports on DEI and anti-racism with the organisation, with clear metrics showing improvements and areas for growth.

Practice solidarity: Support and stand with marginalised communities in their struggles, moving beyond allyship to deeper solidarity that seeks to dismantle oppression in the food system.

- Re-direct funds to support community-led food and racial justice projects, actively involving marginalised communities in campaign planning and share resources across movements
- co-hosting events, create platforms for marginalised groups to lead discussions on food systems change

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