

# **NOURISHING JUSTICE**



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# Our role as catalyst for change

Eating Better is a charity with a small but dedicated team, responsible for coordinating an alliance of over 65 members from diverse sectors including environmental, animal welfare, health, farming, social justice and community growing. We recognise the significant influence we wield through our extensive networks and platforms. More importantly, we understand our unique position as an agent of change, with a responsibility to encourage and mobilise our alliance towards proactive actions that foster a fair and just food system for all.

Our agenda advocates for reducing the overall consumption of meat and dairy while improving the quality and sustainability of what is consumed. When viewed through the lens of food and racial justice, the implications and impacts of this shift need careful consideration to ensure that the transition does not perpetuate existing inequalities but instead contributes to a more equitable food system.

This project, *Nourishing Justice*, through collaboration, intends to kick-start the consistent use of that lens by actors within our movement, in order to help achieve an equitable transition and tackle systemic inequalities.





# Building a foundation for an inclusive movement

This document is intended as a foundational resource, setting the stage for collaborative efforts in the years ahead. It offers an overview of what inclusive movement building can look like, highlighting empowering projects and actions undertaken by alliance members and beyond. The focus is on external initiatives aimed at advancing social justice within food systems, rather than providing detailed guidance on how to approach internal Justice, Equity, Diversity, and Inclusion (JEDI) and anti-racism processes. Through case studies and recommendations, this resource aims to inspire organisations to take meaningful steps towards transformative system change, with the understanding that true transformation must also begin from within.



**A just, equitable, diverse and inclusive food system is something which all our members aspire to see. But until we put these principles into practice in our own organisations we will not see the food system change.**

**Eating Better's own JEDI journey at points has felt uncomfortable, slow and frustrating - there is no magic formula. Learning to sit with discomfort for an organisation whose mission is to fix and make change has been hard.**

**However, when we have leaned into those difficult conversations we have found energy, excitement and rich possibilities.**

**This resource is designed to be informative, but also practical. There are many ideas to take inspiration from, we recommend just starting with a few! We hope it nourishes you and your organisations on your journey.**



**Sarah Wakefield**

Executive Director  
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# Introduction



Since 2020, there has been a notable shift in how the food system relates to issues of racial justice, equity, and inclusion. The COVID-19 pandemic and the 2020 Black Lives Matter (BLM) movement resurgence served as catalysts, bringing systemic inequalities, especially those related to food access and racial justice into sharp focus. While the pandemic exacerbated existing disparities, the BLM movement highlighted the deep-rooted racism and injustice embedded within society, prompting a broader societal shift towards more comprehensively addressing these issues within the food system.

Historically, the UK food and farming sector has struggled to acknowledge and address the complexities of social and racial justice. However, 2020 marked a sector-wide wakeup call, signalling a pressing need to prioritise these issues as integral to food systems change. Over the past four years, we have witnessed an increasing drive for introspection and action across the sector. During this time the sector has increasingly focused on self-reflection and action, resulting in numerous initiatives gathering diversity data, the publishing of learning materials and toolkits aimed at combating injustice and addressing structural inequalities within the food, environmental and sustainability sectors.

**"I learned that racism, like most systems of oppression, isn't about bad people doing terrible things to people who are different from them but instead is a way of maintaining power for certain groups at the expense of others."**

*Alicia Garza, The Purpose of Power: How We Come Together When We Fall Apart*

**"When we identify where our privilege intersects with somebody else's oppression, we'll find our opportunities to make real change."**

*Ijeoma Oluo, So You Want to Talk About Race*

Furthermore, organisations began to publicly commit to change, with noticeable shifts in funding towards efforts that uplift and empower racialised and marginalised communities. Despite these advancements, these initiatives have not been without criticism. Many efforts have been labelled as tokenistic or performative\*, primarily due to their short-term nature and lack of sustained commitment. This highlights the need for civil society organisations (CSOs) to clearly articulate and follow through on long-term, sustainable efforts, rather than merely offering short-term responses to systemic issues.

\*In the context of diversity, equity, and inclusion efforts, "tokenistic" and "performative" describe actions that lack genuine commitment and impact, often serving more as appearances rather than real progress. Tokenism occurs when an organisation includes members of underrepresented groups primarily to create a semblance of diversity, without genuinely valuing their voices or addressing structural inequities.

Performative actions in JEDI are those that are done for show, to appear as though the organisation supports JEDI, rather than enacting real, sustainable change. These actions are often superficial and lack follow-through, like releasing statements in support of social justice without implementing policies or committing resources to address systemic issues



The actions taken since 2020, while significant, are not enough on their own to dismantle systemic racism and oppression. The summer of 2024 underscored this reality, as Britain witnessed a series of islamophobic, anti-migrant, racist attacks and riots across the country. Racism and oppression are deeply rooted issues, stemming from the legacies of colonialism that continue to shape society. Recent events serve as a stark reminder that structural racism and oppression remain deeply entrenched, exacerbated by ongoing inequalities. These events illustrate that the journey toward justice is far from complete. Now more than ever, we must use the momentum from the 2020 Black Lives Matter movement and the 2024 riots as a powerful call to reimagine a future that breaks away from these persistent cycles of violence and inequality.

To bring about the transformative change needed in our society, food environments, and economy, we require powerful, coordinated, and inclusive social movements. A clear understanding of the systemic issues we face is essential, and there must be alignment in both political and practical approaches.

This resource introduces key concepts such as food justice and food sovereignty - frameworks that, while distinct, share the common goal of pushing the food movement towards a vision where food systems are truly just, sustainable, and equitable.

### Key resources and initiatives include:

- SOS-UK, [The Race Report](#), 2022 and 2023
- Wildlife and Countryside link [Changing the world from within](#), 2022
- Wildlife and Countryside link: [Route Map Towards Greater Ethnic Diversity](#), 2022
- [Diverse Sustainability Initiative](#)
- [Race for Natures Recovery](#), 2020
- Landworkers Alliance, Land in Our Names, Ecological Land Cooperate report: [Jumping Fences](#), 2023
- Navaratnam Partheeban, Nuffield Scholarship report: [Encouraging and Supporting Black and People of Colour in Agriculture](#), 2022
- Ubele, OrganicLea, Black Rootz, Land in Our Names: [Rootz into food growing](#), 2021
- Food Ethics Council: [On the Road to Food Justice](#), 2020

### In the broader charity sector, efforts have been made to address racism and oppression. Some notable resources include:

- [Race Equality Matters](#)
- ACEVO report: Report on [undoing racism and achieving real diversity in the charity sector](#), 2020. A follow up report was published in 2023 titled [Warm Words, Cold Comfort: UK Civil Society's ongoing racism problem.](#)
- A Time for New ways report: [From Good Intentions to Impact](#), 2023.
- Possible report: From Equality, Diversity, and Inclusion to Anti-Oppression, 2024.

# How racial disparities and injustices manifest in the food system



In the UK, marginalised and racialised groups have a long and vibrant history of leading social justice activism, tackling inequality, poverty, and injustice, with food often playing a crucial role. However, on a wider system scale, the terms food justice and food sovereignty are still in their infancy in the UK. Few non-governmental organisations (NGOs) explicitly frame their work as food justice or incorporate it into their core strategies. This is more common at the grassroots and local levels, where food justice and food sovereignty can be deeply integrated into local food organising. One of the main reasons for this being that many of the individuals and communities involved in local food organising have lived experience of challenges such as food insecurity and limited access to healthy and sustainable diets. This experience is less prevalent in NGOs and charities in the food sector.

Despite this, the broader sector often approaches food-related issues from two main perspectives: linking food production and consumption with health and environmental goals, and promoting local food systems and individual consumption patterns to drive social change. However, this latter approach tends to uphold social privilege, tends to intentionally or unintentionally leave out marginalised communities and overlooks the root causes of food injustices. The third approach to food systems is the social justice/anti-hunger/ anti-poverty perspective where the focus is on equitable access to food, improving economic conditions and advocating for marginalised populations. Ultimately, there are frictions between all three perspectives due to the difference in their priorities, approaches and potential solutions.

According to the [Trussell Trust 2023 report, Hunger in the UK](#), In 2022-2023, 14% of adults experienced food insecurity and that translates into 11.3 million people across the country (meaning that they at some point have been in positions where they are unable to afford food, eaten less, lost weight and gone hungry due to lack of food). The people that are at greatest risk of hunger in the UK are communities that experience structural inequalities including women, people with ethnic minority backgrounds, LGBTQIA+ communities, refugees and asylum seekers. [More on the underlying causes of diet-related inequalities](#).

# How racial disparities and injustices manifest in the food system



The contemporary UK food system generally lacks the ability to apply race, gender, and class analysis to how food systems should change. [The Sankofa Report: British Colonialism and the UK Food System](#) delves into the numerous layers of inequalities in the current UK food system, stemming from the legacies of colonialism and exploitation. It highlights issues such as underrepresentation in the sector, food insecurity, lack of access to green space for marginalised communities and to the dominance of western epistemologies (theory of knowledge) in food research. Most importantly, the report emphasises that in order to create meaningful and lasting shifts, we must confront and address the forces that have shaped our present food system.

To understand why the food system is fractured, we must understand the root cause of these fractures in order to reimagine what a new system could look like.





## Case Study 1: Race Equity and Inclusion (REDI) Toolkit for change – Food Matters & Sustainable Food Places

REDI for Change is a process for integrating an anti-racist ethos across the Sustainable Food Places programme and UK-wide Network of more than 100 food partnerships. Since 2020 Ben Messar has been leading the co-development of the REDI for Change ethos – a set of principles and a methodology supporting food partnerships and other food organisations to view and understand their culture, practice and people involved through the lens of race, equity, diversity and inclusion.

REDI for Change is based on the recognition that in the UK our food system mirrors and entrenches racial oppression and exclusion where it exists in society. It's why race has a huge influence on people's experience of the entire food system, from food access, to food sector work, to inclusion in food policy spaces. Addressing culture and practice on race is therefore essential in delivering a food partnership's core work.

The events of 2020 (the murder of George Floyd and the #BlackLivesMatter movement) provided SFP with the much-needed momentum to re-evaluate and potentially problematise our existing ways of working. REDI for Change emerged from this re-evaluation as an ethos, a set of replicable principles, and a methodology for understanding how representative, equitable, diverse and inclusive our organisations are. The REDI Review Tool is a self-reflection process designed to help SFP food partnerships and other food sector organisations reflect on their culture, practices and the people involved, through the lens of Race, Equity, Diversity and Inclusion. The Tool and process can be used as a basis for discussion and the sharing of perspectives on progress, and to help identify where effort needs to be focused or where support is required.

## Case Study 1: Recommendations



### Shift focus from individual to structural change

- Address the root causes of inequality within food systems, moving beyond personal responsibility narratives to structural change.

### Commit to continuous learning and unlearning

- 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.

### 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.

# Principles of food justice

Food justice is a social movement and a set of principles which applies a structural and holistic perspective on the food system that considers access to healthy, nutritious, and culturally appropriate foods a human right, while addressing the structural barriers and food insecurities that impede this right.

Food justice adopts a multidisciplinary and grassroots lens to food systems. It acknowledges the intersections of social factors such as gender, race, class, and ability within the food system. It also takes into account that public health is inherently linked to food systems due to the interconnection between health, food and the environment.

Food justice centres around the right to food, ensuring everyone has access to affordable, safe, nutritious, sustainable, and culturally appropriate food, regardless of their circumstances and background. Since its inception, the food justice movement has actively worked towards a food system free from exploitation and oppression, where farmers are treated with respect and dignity, fair labour practices are upheld, gender equality is achieved, and anti-racism is integral.

This entails critically examining our existing food systems, recognising the influence of overarching systems of oppression, and striving to deconstruct these systems to create a fairer and more equitable food system.



## Example of food justice in practice: WEN & Platform, Blueprint Architects – Recipes for a revolution

The Blueprint Architects group is composed of an evolving 20-30 people representing community leaders, organisations, activists and residents who are engaged in the food system of Tower Hamlets. The group are involved in the research and co-design of a blueprint for a climate-friendly and socially just food system that tackles the issues specific to an urban borough like Tower Hamlets. The aim of this group is to decide and develop the core information needed for this blueprint and to guide the work of Just FACT - a network of people and projects in the borough that are exploring what an alternative food system could look like. By year 5 of the project, they will have created a vision for how different parts of the local food system could be transformed, evidence of ideas and grassroots action, and recommendations for change at different levels. The Blueprint will contain a big ambition as a community, showing what a just food and climate transition in the borough could look like if successful. By ensuring communities and individuals with wide-ranging local and cultural perspectives are shaping the work, the project will keep equity and justice at its heart. Although the focus is Tower Hamlets, the aim is for this design to be used by other urban areas across the country.



# Principles of food sovereignty

Big corporations dominate our globalised food systems. A small portion of transnational businesses hold much of the power of the food system and control the production, processing, distribution, marketing and retailing of food. This concentration of power makes it possible for big businesses to minimise competition and dictate tough terms to their suppliers; this in turn forces farmers and consumers into economic instability.

The food sovereignty movement was born out of frustration and resistance against large food and agriculture corporations. The movement began in the 1990s through the mobilisation of small scale farmers worldwide, and then the concept of food sovereignty was brought forward by an alliance of activists, farmers and peasants, La via Campesina. In the UK La via Campesina is represented by The Landworkers Alliance, a member of the Eating Better alliance. In essence food sovereignty is a paradigm as well as a movement, one of the largest international movements in the world. The concept is centred around creating a food system where the people who produce the food also control the processes and policies related to its production, distribution, and consumption. It promotes a food system rooted in care for people, animals, and the planet rather than making profits for large corporations.

The concept of food sovereignty and taking a rights-based approach to food has gained traction across the Europe and the UK over recent years, with the People's Food Policy created as a collaboration between Landworkers' Alliance, Global Justice Now, the Ecological Land Co-operative, The Centre for Agroecology and the Permaculture Association. The policy is a document and process that uses the principles of food sovereignty to support the creation of a democratic food policy across local and national context.



## The difference between food justice and food sovereignty

Food sovereignty and food justice are deeply interwoven and have common threads of advocating for a strong presence of justice and equity through all levels of the food system.

**Food justice** works within the existing system to promote fairness and justice, emphasising the rights and well-being of consumers and workers while **food sovereignty** moves beyond access to food but seeks to decolonise and transform the entire food system by empowering local communities and promoting self-sufficiency, with an emphasis on producers' rights and environmental sustainability.

Racial justice and equity are critical components of both food justice and food sovereignty, as both concepts recognise and address the deep-rooted racial inequalities present in the food system.

A small number of supermarket chains control the majority of the food retail market in the UK. A majority of the market share is held by the top 10 supermarkets. This concentration of power impacts food sovereignty in several ways from supply chain control, market dominance, food security, price pressures on producers and impacts on local economies.





# Why collaborations matter

Collaboration is crucial in the mission to transition towards a just and sustainable food system. This complex and multilayered mission cannot be undertaken by any single entity. Effective collaboration extends beyond individual capacities and requires cooperation among diverse sectors, stakeholders, and a spectrum of expertise and lived experiences. By joining forces, we can effectively address the myriad challenges of creating a sustainable and equitable food system.

Collaborative efforts include alliances, partnerships, coalitions, and working parties, which may be recognised as legal entities or operate with less formal legal recognition. Each type of collaboration serves different purposes, some might focus on engaging with those with power and influence (such as key stakeholders and decision makers) and some might engage with the wider public, food citizens or delivering projects directly to impacted communities. According to the Sustainable Food Places definition of a Good Food Movement, all of the actors above have the potential to act as agents of change. It is imperative to strike a balance between engaging both institutions that hold the power to shift policies and food environments and at the same time engaging food citizens.



As defined by Eating Better alliance member Food Ethics Council food citizenship “tells us, and others, that we are not just consumers at the end of the food chain, but participants in the food system as a whole. It tells us that we have the power not just to choose, but to shape the choices on offer. When we think of ourselves as citizens rather than consumers, we’re more likely to participate, volunteer and come together to make our society stronger.”



# Why collaborations matter

There is immense value in taking a holistic approach to collaborative efforts. A holistic approach recognises that food systems are interconnected with social, economic, environmental, and cultural dimensions, and transformative change requires addressing all these aspects simultaneously. This perspective is central to frameworks such as food sovereignty, food justice, and agroecology and integrated food policies (using the [People's Food Policy](#) as an example) all which advocate for a comprehensive view of food systems that includes sustainable farming practices, equitable access to resources, and the empowerment of local communities.

Holistic system change involves not only addressing immediate issues but also tackling the root causes of inequality, environmental degradation, and social injustice within the food system. It means fostering a food system that is resilient, diverse, and adaptable, where the well-being of people, animals, and the planet is prioritised. By adopting a holistic approach, we ensure that efforts are not siloed but integrated, leading to more profound and lasting impacts.

Collaboration among various causes and communities is the driving force behind impactful movements. Without this cohesion, we risk fragmentation, where isolated groups inadvertently hinder one another, lack mutual support, compete for resources and recognition, and fail to build collective power. True transformative change happens through collective power, guided by a holistic vision of what a just and sustainable food system should be.



## Case Study 2: Meaningful Participation Panel - Nourish Scotland

Nourish Scotland's approach to food insecurity is based on the human right to food - everyone should have a dignified access to food that is adequate, accessible and available.

The Good Food Nation (GFN) Act aims to make Scotland a place "where people from every walk of life take pride and pleasure in, and benefit from, the food they produce, buy, cook, serve, and eat each day." As part of this, local authorities and health boards have been tasked with making food plans. These plans will be about how we can realise GFN ambitions at a local level.

We believe that if we really want to make the GFN happen it needs to be co-developed with people. However, we know that it can be challenging to reach out to and involve people in a way that feels meaningful to them. This is why we decided to create the [Meaningful Participation panel](#). This panel is made up of 12 experts by experience of participation. This means that panellists have been involved in decision-making processes - whether in their schools, parent-teacher groups, community centres, activist groups, local councils or at a national level and they have ideas about how to improve participation processes. The group has a diverse set of lived experiences including being single parents, in the asylum process, migrants and LGBTQI+. Councils, health boards and other organisations wishing to implement meaningful participation can hire the panel to support their design and delivery of decision-making processes.

## Case Study 2: Recommendations



### Promote food citizenship

- Encourage people to see themselves not only as consumers but as active participants in the food system. This will in turn drive greater advocacy and engagement.
  - Cultivate spaces and create platforms for education and dialogue on food systems, food sovereignty, food justice, agroecology and the role of food citizens in food systems.

### Adopt a holistic approach to food systems transformation

- Address the interconnected nature of social, economic, environmental and cultural dimensions of food in your programmes, projects and campaigns.
- Promote integrated food policies that balances environmental and sustainability goals with equity and local empowerment.





# Intersectionality: Building collective power

We live in a time of growing global challenges from climate change to food and health inequities, and the rising cost of living—all of which are closely linked and impact each other. By acknowledging these intersections, we can develop holistic and effective strategies that address the root causes of these challenges and promote comprehensive solutions rooted in care for people, animals, and the environment.

Intersectionality, a framework coined by race theorist and legal scholar [Kimberlé Crenshaw](#), is critical for understanding and addressing the complex interplay of different social identities and systems of oppression within movements. It recognises that individuals hold multiple social identities (such as race, gender, class, sexuality, and ability) that intersect and shape their experiences and opportunities. Understanding these multiple identities can help clarify the different ways in which a person can experience oppression and privilege at the same time.

In the context of movements, intersectionality emphasises the importance of recognising and addressing the interconnected nature of different forms of oppression. It urges organisers to understand how these issues intersect and compound to create unique experiences of discrimination and marginalisation. By embracing this understanding, movements can tap into the leadership and insights of communities facing multiple forms of oppression, ensuring their inclusion and making the movements more responsive to the diverse needs of the communities they aim to serve.

**“There is no such thing as a single-issue struggle because we do not live single-issue lives”**

Quote from equal rights activist and writer Audre Lorde that captures the essence of intersectionality.





## Case Study 3: The Landworkers' Alliance identity groups

The Landworkers' Alliance supports a model of change based in grassroots organising and social movements as drivers of social and political transformation. We believe in bringing people together to build collective power that can create practical and political solutions to the multiple crises we currently face. But this is only possible when you heal the impact of various forms of oppression, including: colonialism, imperialism, racism, patriarchy, sexism, gender discrimination and classism.

Identity groups are part of our political commitment to support those who have been, and continue to be, marginalised in landwork and food. They are a space for members who experience specific kinds of oppression or marginalisation to come together, share experiences, develop activities and services tailored to their needs and build up a collective strength and perspective together, and to be more visible within the movement. The current identity groups are the following:

- Out on the Land ([OOTL](#)) - LGBTQIA+ members
- Racial Equity, Abolition and Liberation ([REAL](#)) - BPOC members
- Food, Land, Agriculture: A Movement for Equality ([FLAME](#)) - Youth members
- Women and Diverse Genders ([WDG](#))

## Case Study 3: Recommendations



### Develop intersectional frameworks in campaigning and advocacy

- Acknowledge how multiple overlapping and multiple identities can shape an individual's experience.
- Ensure that movement strategies acknowledge and are informed by the realities of racialised and marginalised communities, and that the solutions reflect the diversity of challenges faced by different communities and not just the dominant ones.

### Centre marginalised and racialized voices

- Prioritise the leadership and expertise of individuals and communities who face intersecting forms of oppression, such as BPOC, LGBTQIA+, women, low income communities and people with disabilities.
  - Create platforms for marginalised groups to share their experiences, ensuring their voices are not only heard but drive decision-making and strategy development.

### Prioritise inclusive movement building

- Encourage reflection and structural adjustments to ensure inclusivity and equity in decision-making, leadership, and resource distribution within movements.
- Build alliances between movements focused on different forms of oppression (e.g., racial justice, gender equity, climate action) to create a united front against systemic injustices.
- Encourage mutual support and resource-sharing across movements to enhance collective power and avoid fragmentation.

# Summary



Applying a holistic, equitable and inclusive lens to food systems can open up pathways for new ideas, visions and solutions to emerge. The examples laid out in the resource illustrates that it is possible to create inclusive food systems whilst maintaining ecological and sustainability goals. It is possible to address environmental and sustainability issues whilst simultaneously paying attention to how the structural process of power, oppression, privilege and oppression come into play. Factors that are deeply entrenched in all aspects of our lives.

Challenges will most likely arise because we are up against centuries of harm and oppression.

Many of us are committed to the work of societal transformation for the greater good. This type of transformation is not light work, it requires dedication, commitment, resources and most importantly care. It is not simply enough to want to shift the food system towards one that is rooted in justice, dignity and equity - transforming yourself from within is an equally important step in the process. How we view and interact with the world and how we have been socially conditioned to have certain biases impacts how we show up at work, how we shape campaigns, initiatives and policies for change. This mindset and culture shift warrants time - there is no end destination when it comes to equity but a continual journey.

Coalitions, partnerships and alliances hold the potential of bridging the gaps and nurturing connections, relationships, bringing diverse actors together (particularly the groups that do not normally work together). These collaborations create space for shared learning and the development or enhancement of creative, collaborative strategies that embrace a collective vision of justice and drive transformative socio-ecological change.

In the words of professor and social worker, Wayne Reid:  
**“When you are accustomed to privilege, equity starts to feel like oppression.”**



# 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

# Glossary

There are many terms that fall outside the Justice, Equity, Diversity and Inclusion (JEDI) remit that might not be easily understood or might not be familiar to some. Consider this a brief introduction to some of the key terms that you would come across when engaging with this topic, this list is not exhaustive and does not cover DEI language in its entirety.

This language is continually evolving and changing with the times. Nevertheless, it is important to encourage the understanding of this terminology and how to best apply it. Getting comfortable with the different terminologies can help build confidence both individually and collectively.

**Racial justice** embodies a future where hierarchical racial structures cease to exist. It envisions a society where individuals of all backgrounds equitably possess dignity, resources, power, and agency to flourish to their fullest potential.

**Racial equity** is the thoughtful and ongoing process of eradicating racial disparities to ensure equitable outcomes for all individuals. It involves actively reshaping policies, procedures, systems, and structures to prioritise measurable improvements in the lives of people of colour and other marginalised communities.

**The difference between racial justice and racial equity:** Racial equity represents progress towards the ideal and vision of racial justice. It aims for tangible benchmarks and results that mark advancement on the path to achieving society that is racially just. While essential, racial equity alone is not adequate to fully realise racial justice.

**Equity:** Provides resources and opportunities tailored to individuals' specific needs to achieve fair outcomes. It acknowledges that different people have different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

**Equality:** Means treating everyone the same by providing the same resources and opportunities regardless of individual circumstances. It assumes that everyone starts from the same place and needs the same help.

**The difference between equity and equality:** Equality focuses on uniform distribution, while equity focuses on fair distribution based on individual needs. Equity aims to level the playing field by addressing specific disparities, whereas equality assumes everyone benefits equally from the same support.

**Diversity:** The presence of differences within a given setting, including race, gender, age, sexual orientation, disability, and other attributes. Diversity is a quantitative measure of representation.

**Inclusion:** Creates an environment where diverse individuals feel welcomed, respected, and valued, ensuring they can fully participate and contribute.

**The difference between diversity and inclusion:** Diversity is about the mix of people, while inclusion is about making that mix work by fostering an environment where everyone feels they belong and can thrive.

**Food justice** is a social movement and a set of principles which applies a structural and holistic perspective on the food system that considers access to healthy, nutritious, and culturally appropriate foods a human right.

**Food sovereignty** is defined by La Via Campesina as the “right of Peoples to healthy and culturally appropriate food produced through ecologically sound and sustainable methods, and their right to define their own food and agriculture systems.

**Difference between food justice and food sovereignty:** While food justice seeks fairness within existing structures, food sovereignty calls for transforming those structures to empower communities and prioritise local needs.

**Tokenism** occurs when an organisation includes members of underrepresented groups primarily to create a semblance of diversity, without genuinely valuing their voices or addressing structural inequities.

**Performative actions** in JEDI (Justice, Equity, Diversity and Inclusion) are those that are done for show, to appear as though the organisation supports JEDI, rather than enacting real, sustainable change. These actions are often superficial and lack follow-through.

**Anti-racism** is action, strategies, and practices that help challenge inequalities, racism and discrimination based on race.

**Anti-oppression** is a framework that aims to mitigate oppression by acknowledging and challenging power dynamics while empowering and uplifting those who experience oppression.



**Marginalised** refers to groups of people who are systematically excluded or oppressed due to aspects of their identity such as race, sexual orientation, gender identity, religion, disability, or socio-economic status. These groups often face barriers to equal participation in social, economic, and political life.

**Racialised** refers to the process by which certain groups of people are categorised or treated differently based on perceived racial characteristics. It highlights that race is a social construct, often imposed by dominant groups, rather than a biological fact.

**Global majority** is a term used to describe people who belong to non-white ethnic groups globally, representing the majority of the world's population. This term contrasts with terms like "minority" or "racialised minority," which are more common in Western contexts but fail to capture global demographics.

**BPOC** is an inclusive acronym that stands for Black and People of Colour.

**BIPOC** is an acronym that stands for Black, Indigenous and People of Colour. This term is more commonly used in the US and Canada due to it including indigenous people who were colonised in the US.

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