NAFSN “Good Food Talk” Webinar
in collaboration with eXtension Open Forum
Community, Local, and Regional Food Systems (CLRFS) eXtension Network

Best Practices in Diversity, Inclusion, and Racial Equity Training in Food Systems

December 12, 2019
Welcome to eXtension Open Forum

Community, Local, and Regional Food Systems (CLRFS) eXtension Network

Facilitator – Dr. Kathleen Liang

Kellogg Distinguished Professor of Sustainable Agriculture
Director, Center for Environmental Farming Systems
North Carolina Agricultural and Technical State University
cliang@ncat.edu  336 285 4683
Acknowledgement

• USDA NIFA and many partners
• Katie Wright
• Presenters and participants
Brief Overview of Agenda

• Brief introduction of our CoP – Kathleen Liang
• Project updates
  • Michigan State University
  • Iowa State University
  • North American Food Systems Network
  • Other resources
• Announcement and discussion
How To Access eXtension Information
We help Cooperative Extension Professionals find innovative ways to generate greater local impact.

Through the Impact Collaborative, we work to build skills in innovation, and bringing new capacity to the Impact Collaborative are the Cooperative Extension professionals who are working to create local impact.
### eXtension Member Organizations

We are currently conducting our 2019 membership drive. If your institution is not on this list, contact your state leadership to find out if they are planning to join or contact Chief Operating Officer Beverly Cobery to find out more about membership.

*Updated February 12th, 2019*

<table>
<thead>
<tr>
<th>1890 Region</th>
<th>North Central Region</th>
<th>Southern Region</th>
<th>Northeast Region</th>
<th>Western Region</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama A&amp;M University</td>
<td>Kansas State University</td>
<td>Mississippi State University</td>
<td>Cornell Cooperative Extension</td>
<td>Colorado State University</td>
<td>National 4-H Council</td>
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<td>Alcorn State University</td>
<td>North Dakota State University</td>
<td>North Carolina State University</td>
<td>Penn State University</td>
<td>Montana State University</td>
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<td>Delaware State University</td>
<td>The Ohio State University</td>
<td>Oklahoma State University</td>
<td>Rutgers University</td>
<td>New Mexico State University</td>
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<td>Fort Valley State University</td>
<td>Purdue University</td>
<td>Texas A&amp;M University</td>
<td>University of Delaware</td>
<td>Oregon State University</td>
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<td>Florida A&amp;M University</td>
<td>South Dakota State University</td>
<td>University of Florida</td>
<td>University of Maine</td>
<td>University of Alaska Fairbanks</td>
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<tr>
<td>Kentucky State University</td>
<td>University of Illinois</td>
<td>University of Georgia</td>
<td>University of Maryland</td>
<td>University of California</td>
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<tr>
<td>North Carolina A&amp;T State University</td>
<td>University of Minnesota</td>
<td>University of Kentucky</td>
<td>University of New Hampshire</td>
<td>University of Hawaii at Manoa</td>
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<tr>
<td>Prairie View A&amp;M University</td>
<td>University of Nebraska</td>
<td>Virginia Tech</td>
<td>University of Idaho</td>
<td>University of Wyoming</td>
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<tr>
<td>South Carolina State University</td>
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<td>University of Nevada-Reno</td>
<td>Utah State University</td>
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<tr>
<td>Southern University</td>
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<td>Washington State University</td>
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<tr>
<td>Tuskegee University</td>
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<tr>
<td>University of Maryland, Eastern Shore</td>
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What we offer:

1. Examples
   - Program
   - Curriculum
   - Case study and practice
   - Evaluation and assessment
   - Article, report, news lease

2. Discussions
   - Issues
   - Challenges and risks
   - Success stories and strategies
   - Solutions and impacts

3. Connections
   - Project
   - Collaboration
   - Support

Contact Us
Please join us! If you have experience and expertise in community, local and regional food systems and would like to join our community, contact us by joining eXtension and indicating your interest in joining CLFRS: https://people.extension.org
If you do NOT have an email with .gov or .edu, contact Katie Wright to join: kgwright73@gmail.com
Request Letter of Support

• Contact **Kathleen Liang at least 1 month** before the proposal due date
  • Discuss your project and your intention to work with eXtension
  • Discuss types of services and functions that eXtension can support your project
  • Provide a summary of project purpose, goals, objectives, and expected outcome
  • Provide a few sentences of key elements focusing on what, why, and how you intend to collaborate with the eXtension Community of Practice, including an estimated budget to support eXtension services

• Letter of support will be prepared and returned to PI once we review your information

• We support **majority of requests**
Project Updates
RACIAL EQUITY IN THE FOOD SYSTEM WORKGROUP (REFS)

WHEN: Initiated in 2018

WHAT: A community of Cooperative Extension professionals and community stakeholders who connect, learn, and collaborate to facilitate change within our institutions and society to build racial equity within the food system.

HOW: Funded in part by the W.K. Kellogg Foundation
Racial Equity in the Food System (REFS) Workgroup
Steering Committee Members

- Shorlette Ammons, NC State Extension
- Aurora Buffington, University of Nevada Extension
- Kimberly Carr, MSU (CRFS and C4i)
- Lucy Diekmann, University of California Extension
- Vanessa Garcia Polanco, Michigan State University
- Heather Heyden, University of Kentucky Extension
- Rachel Lindvall, South Dakota State University
- Lindsey Lunsford, Tuskegee University
- Shatomi Luster-Edward, University of Missouri
- Erin Peot, University of Wisconsin Extension
- Rich Pirog, Michigan State University - CRFS
- Diego Thompson, Mississippi State University
- Courtenay Simmons, Consultant
- Gizem Templeton, Duke University
- Crystal Tyler-Mackey, VA Coop Extension - VA Tech
- Reneé V. Wallace, Doers Consulting Alliance
- Dwayne Wharton, Consultant
1. Racial equity in the food system: *Beginning the Journey* (April 2018)


3. Land grant universities and food systems: Acknowledging *historical disparities* and exploring present day equity initiatives (April 2019)

4. Measuring racial equity in the food system: Established and suggested *metrics* (July 2019)

5. *Food sovereignty* (Native Americans) and the role of Extension: Partnerships that work (September 2019)

6. Building partnerships to support *food sovereignty* in African American communities (December 2019)
Since Spring 2018 REFS webinars.....

• Have reached more than 2800 unique educators and health/food practitioners in all 50 states, Canada and UK

• More than 100 universities, 200 non-profits, 75 government agencies (federal, state, local) and numerous private firms/companies

• Webinar recordings have been viewed several hundred times
National Publications - CRFS

- Annotated Bibliography Structural Racism – US Food System
- Racial Equity Metrics – Food System

- Interviews & Literature Review
- 86 potential metrics
Participating States

Extension teams from 26 states in 2018 and 2019

http://srdc.msstate.edu/civildialogue/curriculum.html
TUSKEGEE PUBLIC DIALOGUE TEAM

• Following the 1st CTRU training, the Tuskegee Public Dialogue Team (TPDT) TPDT represents an integrative community based public dialogue program tailored for the Black Belt region that produces community assessments enabling a platform for action unlike programs that overlook the impacts of the race within community understanding.

• The team includes Lindsey Lunsford, Danielle Smith, Marquess James,
THANK YOU! FOR MORE INFORMATION

Rich Pirog – Center for Regional Food Systems – MSU
rspirog@msu.edu

Lindsey Lunsford – Tuskegee University
llunsford@tuskegee.edu

To learn more about REFS, view the webinar recordings, and join the EQUITYFOOD list serv

https://www.canr.msu.edu/racial-equity-workgroup/
Food System Core Competency Curriculum – Equity Focus

Courtney Long
Iowa State University
Food Systems Manager
Court7@iastate.edu
Project Goal and Vision

- Increased networking throughout the nation on food systems curriculum
- Understanding and Development of core competencies for Extension Educators and practitioners in food systems
- Increased understanding in the existing curriculum available related to core competencies
- Identification of gaps where curricula does not exist to meet an identified core competency
Nine Core Competency Categories

• Food Systems
• Equity
• Community Capacity
• Economy and Business Analysis
• Governance and Policy
• Environment
• Public Health and Wellness
• Leadership
• Evaluation
<table>
<thead>
<tr>
<th>Equity Survey Feedback</th>
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</thead>
<tbody>
<tr>
<td><strong>Equality vs. Equity</strong></td>
</tr>
<tr>
<td>Intersectionality</td>
</tr>
<tr>
<td>Cultural Humility and Self-Awareness</td>
</tr>
<tr>
<td>Historical Acknowledgment</td>
</tr>
<tr>
<td>Food Justice</td>
</tr>
<tr>
<td>Land Acknowledgement and Rights, re-matriation strategies, reparation strategies, land loss</td>
</tr>
<tr>
<td>Income and Resource Disparity, labor?</td>
</tr>
<tr>
<td>Power, Privilege and Position, white supremacy, labor?</td>
</tr>
<tr>
<td>Racial and Ethnic Inclusion</td>
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<tr>
<td>Food Sovereignty</td>
</tr>
<tr>
<td>Accessibility</td>
</tr>
</tbody>
</table>
# Equity Core Competencies

## Cultural Humility and Self Awareness
- Self
- Culture
- Intersectionality

## Historical Acknowledgement
- Land possession
- History
- Acknowledgement

## Power, Privilege and Position
- Power
- Society
- Structural Qualities

## Inclusion: Race, Ethnicity and Income
- Racism
- Social Processes
- Bias

## Income and Resource Disparity
- Income
- Disparity
- Labor
- Food and Farming
# Learning Objectives

<table>
<thead>
<tr>
<th>Category: Equity</th>
<th>Learning Objectives</th>
<th>Cross-Cutting Competency</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cultural Humility and Self Awareness</strong></td>
<td><strong>Level 1 (Novice/Knowledge Change)</strong> Facilitate conversations with multiple cultures that promotes engagement and interaction amongst all participants</td>
<td>Community Capacity; Leadership</td>
</tr>
<tr>
<td><strong>Self</strong></td>
<td><strong>Level 2 (Intermediate/Behavior Change)</strong> Understand and respect community ways: relationships, norms, diversity, traditions, preservation</td>
<td>Community Capacity; Leadership; Evaluation</td>
</tr>
<tr>
<td><strong>Culture</strong></td>
<td><strong>Level 3 (Master/Systems Change)</strong> Understand and define intersectionality</td>
<td>Food Systems; Community Capacity; Leadership</td>
</tr>
<tr>
<td><strong>Intersectionality</strong></td>
<td><strong>Cross-Cutting Competency</strong></td>
<td></td>
</tr>
</tbody>
</table>
Next Steps

• Curricula Survey
• Final Report

• Questions | Feedback: Court7@iastate.edu
Contact Information

Courtney Long, Food Systems Program Manager
Iowa State University Extension and Outreach
Farm, Food and Enterprise Development
Community Economic Development
She/Her/ Hers
515-460-3227 court7@iastate.edu 2625 N Loop Drive, Suite 2430
Key Trends in Food Systems Development: A Survey of Practitioners, 2012 and 2019

Bakari McClendon
<table>
<thead>
<tr>
<th>Occupation</th>
<th>2012 N = 1,321</th>
<th>2019 N = 654</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff member of a nonprofit organization</td>
<td>30%</td>
<td>38%</td>
</tr>
<tr>
<td>Staff or faculty in an education/research institution</td>
<td>20%</td>
<td>21%</td>
</tr>
<tr>
<td>Staff member of a public agency</td>
<td>11%</td>
<td>13%</td>
</tr>
<tr>
<td>Self-employed consultant working in food system development</td>
<td>6%</td>
<td>7%</td>
</tr>
<tr>
<td>Farmer or business person who is active in local or regional food system projects</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>8%</td>
<td>5%</td>
</tr>
<tr>
<td>Volunteer with an agency or organization</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Staff member of a for-profit business</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>College student studying food system development</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>Concerned citizen, passionately interested in food and farming issues</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>Exploring new career opportunities in food system development</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>Trainee in food system development program</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
PERCEIVED CHALLENGES

Attaining financial viability and balancing multiple interests continue to be key challenges. However, racial and cultural divides and addressing the underlying causes of problems as opposed to symptoms of problems rose significantly as perceived challenges between 2012 and 2019.
TECHNICAL SKILLS IN DEMAND

While *economic impact and project benchmarking* continue to be the top technical skills training in demand, the level of interest in food system mapping (GIS; e.g., locating food deserts/swamps), asset mapping, and shareholder engagement of disenfranchised groups rose in 2019.

<table>
<thead>
<tr>
<th>Skill/Training Area</th>
<th>2017</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic impact analysis (e.g., NPV, IRR)</td>
<td>52%</td>
<td>59%</td>
</tr>
<tr>
<td>Project benchmarking, measuring progress &amp; impact metrics</td>
<td>50%</td>
<td>49%</td>
</tr>
<tr>
<td>Fundraising and grantwriting</td>
<td>47%</td>
<td>47%</td>
</tr>
<tr>
<td>Food system mapping (geographic information systems GIS)</td>
<td>49%</td>
<td>49%</td>
</tr>
<tr>
<td>Conducting feasibility studies</td>
<td>41%</td>
<td>41%</td>
</tr>
<tr>
<td>Community food assessments</td>
<td>41%</td>
<td>41%</td>
</tr>
<tr>
<td>Stakeholder engagement (especially disenfranchised groups)</td>
<td>40%</td>
<td>40%</td>
</tr>
<tr>
<td>Community asset mapping</td>
<td>36%</td>
<td>38%</td>
</tr>
<tr>
<td>Preparing business plans</td>
<td>35%</td>
<td>31%</td>
</tr>
<tr>
<td>Survey design and basic statistical analysis</td>
<td>31%</td>
<td>28%</td>
</tr>
<tr>
<td>Optimizing the use of social media</td>
<td>28%</td>
<td>28%</td>
</tr>
<tr>
<td>Curriculum development</td>
<td>27%</td>
<td>29%</td>
</tr>
<tr>
<td>Online presentation technology</td>
<td>22%</td>
<td>16%</td>
</tr>
<tr>
<td>Computer-aided design (e.g., AutoCAD)</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td>Other (please specify)</td>
<td>7%</td>
<td>9%</td>
</tr>
</tbody>
</table>
**TRAINING NEEDS**

*Working with socially disadvantaged groups is now the #1 training need* reported by professionals. Food hubs and value-adding strategies were tied for second in 2019.
DESIRED PROFESSIONAL DEVELOPMENT OPPORTUNITIES

Between 2012 and 2019, **online training, an online portal with distance learning, and a food systems development certification program grew in interest**, while more conventional training opportunities like conferences, live scheduled programs (e.g., webinars), and e-newsletters declined somewhat.

NAFSN is collaborating with Iowa State University, the Wallace Center, North Carolina State University and other organizations to explore core competencies that Extension and other nonprofit organizations and agencies will need to foster.
Invitation: Join NAFSN!

- Largest network of food systems professionals
- Leadership and technical skills training
- Learning, creating, and building the future of food systems work - together!

Become a member of NAFSN today!

www.FoodSystemsNetwork.org
www.Facebook.com/NAFSN
Twitter: @NAFSNetwork
Register for the next Good Food Talk webinar
https://forms.gle/sfplTmTDLtj6YaL18

Good Food News Aggregator

Women Chefs and Farmers Are the Backbone of Detroit’s Food System
Civil Eats Business 12-12-2019
On a nearly 90-degree evening in late June, about 40 people sat at an extended table, draped with a white tablecloth and decorated with table settings, flowers, and personal mementos....

Read more...
NAFSN-Related Good Food Publications

JAFSCD Columns

Food System Research, Policy, and Practice Briefs

Voices From the Grassroots

Sustainable Food Systems Sourcebook

Growing Home!

Good Food Education & Training

Journal of Agriculture, Food Systems, & Comm Dev

Join North American Food Systems Network

Sustainable Food Systems Sourcebook

Latest issue of Journal of Agriculture, Food Systems, and Community Development (JAFSCD) to help you stay on the cutting edge of food systems development.

NAFSN provides affordable training opportunities, resources, tools, and networking opportunities for its members. Join NAFSN!

Other Resources

• AAC&U Diversity, Equity and Inclusive Excellence: https://www.aacu.org/resources/diversity-equity-and-inclusive-excellence

• (Free course): Leading for Equity, Diversity and Inclusion in Higher Education: https://www.coursera.org/learn/leading-for-equity-diversity-inclusion

• Inclusive Teaching Strategies: http://www.crlt.umich.edu/multicultural-teaching/inclusive-teaching-strategies


• National Association of Colleges and Employers: https://www.naceweb.org/diversity-equity-and-inclusion/best-practices/

• How universities are successfully fostering a culture of diversity and inclusion: https://www.studyinternational.com/news/how-universities-are-successfully-fostering-a-culture-of-diversity-and-inclusion/
Open Discussion and Thank you!

Facilitator – Dr. Kathleen Liang

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