

Sustainable Food Places (SFP) Anti-racism Strategy

Vision

SFP has dismantled racist practices and created a more equitable food network, where the rich diversity and heritage of food is celebrated and all communities have equal access to resources, opportunities, and representation.

Mission

To cultivate an anti-racist (AR) national SFP Network that actively challenges systemic inequalities within the UK food system.

Aim 1

We will encourage active anti-racism in our programmes and partnerships through continuous learning about systemic racism and white supremacy.

Aim 2

We will create an anti-racist learning culture that promotes understanding, develops allyship, and creates a more inclusive food network.

Aim 3

We will establish accountability in our anti-racist work, that clearly demonstrates our progress, celebrates our achievements, and acknowledges our mistakes.

Aim 1

We will encourage active anti-racism in our programmes and partnerships through continuous learning about systemic racism and white supremacy.

How we will do this

- Disseminate learning on the history, context and impact of racism and white supremacy and how this manifests today in the food system
- Allocate resources to anti-racism education and practice
- Share our anti-racist work with all our partners
- Work towards redistributing white power and preventing white culture from dominating
- The SFP network members develop stronger engagement with underrepresented groups

The outcomes of this will be:

- Partnerships become more diverse and attractive for others to join
- Network members feel more confident to speak truth to power
- The SFP network becomes more aware of the realities of what is needed to be a genuinely inclusive in the UK food system

Actions to support this include:

1. Establish a rolling programme of anti-racist training that is specific to food partnership and embeds anti-racist principles
2. Create and deliver workshops and events on the history of global food to schools and community groups
3. Broaden the SFP awards to include a diversity award
4. Support and celebrate local food festivals

Aim 2

We will create an anti-racist learning culture that promotes understanding, develops allyship and creates a more inclusive SFP network.

How we will do this

- **Better understand the historic and cultural background specific to food systems**
- **Provide space to listen to the stories that aren't heard and nurture a more compassionate environment**
- **Offer specific learning and development opportunities to racially minoritised members**
- **Ensure that our focus remains on dismantling systemic racism in the food system, which in turn will support the dismantling of other systems of oppression**

The outcomes of this will be:

- **Food provision would be more culturally relevant**
- **Marginalised/Global Majority partnership members have new skills to better support their career development**
- **Systemic racism reduces and as a result of this other systems of oppression are dismantled**
- **The food network membership is more inclusive**

Actions to support this include:

- 1. Establish a rolling programme of anti-racist training to embed anti-racist principles**
- 2. Offer a Global Majority leadership programme**
- 3. Establish Global Majority mentoring programme**
- 4. Offer white affinity and Global Majority affinity groups**
- 5. Create a racial equity awards ceremony**
- 6. Publish case studies that showcase the importance of cultural food**

Aim 3

We will establish accountability in our anti-racist work, that clearly demonstrates our progress, celebrates our achievements and acknowledge our mistakes.

How we will do this

- **Develop an anti-racist framework that builds on the REDI review tool**
- **Establish an anti-racist accountability group in order to track progress and have difficult conversations with meaning from which we learn**
- **Celebrate anti-racist practises so the network can all learn from these**
- **Create an anti-racist recruitment toolkit that reduces bias and actively promotes diversity and equity, ensuring that all candidates feel valued and supported.**

The outcomes of this will be:

- **There is clearer guidance which supports SFP to be more inclusive**
- **There is greater confidence within the network to call out racism**
- **The SFP network is visibly more diverse**

Actions to support this include:

- 1. Continue to embed REDI review tool & make this mandatory to those who want to receive SFP funding**
- 2. Establish an equity accountability group to drive this work, monitor progress against goals & feedback to members**
- 3. Creation of Anti-racist benchmarking to establish the starting point e.g baseline survey, staff data, interviews & case studies**
- 4. Creation of SMART Anti-racist KPIs and a code of practice**
- 5. Set up an anti-racist action learning set**
- 6. Promote and encourage membership organisations to contribute data to national Racial Action for the Climate Emergency (RACE) Report**
- 7. Create an inclusive recruitment toolkit which includes advice and guidance**

Acknowledgements

This anti-racist strategy has been co-created using a human-centred design process by a voluntary working group of 20 participants formed from SFP's membership. From February-October 2024 the group met 6 times for a total of 24 hours. In this time they explored a range of challenges they experienced or observed in the food sector, in relation to racism. They then grouped together and prioritised the main challenges in order to further understand each challenge. They conducted 29 interviews with several organisations to deepen their understanding of the challenges and practices in the food sector which uphold or seek to break down systemic racism. In total 49 people shared their stories, views and insights, which have helped to shape this strategy. Through this process the strategy development has already had an impact on centering important conversations of race and white supremacy in the SFP food network.

The full design thinking process can be seen in this Miro board.

Our approach to this work has been guided by the anti-racist principles of Dr Robin DiAngelo, who has worked for over 20 years as an educator on racial and social justice. These principles, although not exhaustive, act as a basis of understanding of what racism is and helped the working group to move away from discussions around definitions of racism and focus on the work at hand. We recommend all readers review these principles and consider using them as a guide for your own organisation's anti-racist work.

This strategy aims to foster a more equitable food landscape by centering the voices and experiences of those who have historically been racially minoritised. It also sets out a vision to hold SFP accountable for being racially representative, ensuring that a range of voices are heard, different needs are met, and active anti-racism in our programmes and partnerships is encouraged.

By committing to this anti-racist strategy, SFP network aims to transform the UK food system and contribute to a broader movement for social justice and equity. Together, we can cultivate a food system that is fair, inclusive, and nourishing for all.

This work was commissioned by Sustainable Food Places and led and facilitated by **Animo Leadership**.

The facilitators were Amy Barbor, Carol Tavernier and Kate Chester.

You can find out more about Animo Leadership here.