



S.H.I.F.T.I.N.G

Our Commitments to Diversity & Inclusion, Equity & Social Justice, and Antiracism in Action

In 2020, FoodCorps [revised our commitments to diversity and inclusion, equity and social justice, and antiracism](#) to reflect our organization's evolution, challenges, and learning journey since we first dipped our toes into this work several years ago. One thing we've learned is that the commitments that live on our website have little power if they are not made operational by intentionally integrating them into all of the processes and systems that shape our work on a day-to-day basis: how we determine goals, how we plan and evaluate the success of our projects, how we make decisions, and how we show up as leaders, managers, and colleagues.

S.H.I.F.T.I.N.G. was developed as a shorthand for our weighty commitments that prompts us to integrate and operationalize equity into all aspects of our work and to help us to identify areas of improvement. We encourage you to try using it as an essential checkpoint as you:

- plan and evaluate projects and events
- face weighty decisions
- identify opportunities for personal and organizational growth
- communicate to others how you considered and integrated equity into your projects and decisions and the tensions you had to weigh in the process

We also encourage you to experiment with your own unique ways of using it. The examples shared below are only suggestions to jumpstart your thinking. They are not meant to be prescriptive or all-encompassing.

It might not always be possible to produce every outcome that **S.H.I.F.T.I.N.G.** challenges us to achieve in every project, but it is our responsibility to "**T**=try to create the world we want to see even when we know we might fail."

Our goal is progress, not perfection. This is not easy work. Don't get so hung up on what you can't immediately achieve that you lose sight of the bigger picture. "Nothing beats a failure but a try."





We Are SHIFTING

S= Shift power, resources, and/or access to those most impacted by systemic oppression and/or closest to the work that needs to be done. These are just some examples:

- Does your project, plan, or decision help to shift power, resources, and or access to those most impacted by systemic oppression and/or closest to the work?
- Do you or your supervisor create opportunities for new people to take the lead? (for example, prioritizing Coordinators for train-the-trainer opportunities that then allow them to share their expertise with the rest of their teams? Inviting non-ET members to present their work at board meetings?)

H= Honor and trust the wisdom and expertise of grassroots leadership in the communities where we work and/or the emerging leaders within our organization. These are just some examples:

- Who do you or your project assume has the answers? Whose ideas and solutions are being prioritized and advanced?
- Who is most often positioned as the protagonist in the stories that we tell about our work?

I= Interrupt internalized, interpersonal, implicit biases, and/or systemic oppression. These are just some examples:

- How does your goal or project help to remedy or remove systemic barriers to resources, information, and/or nourishment?
- How does your policy or practice create a more level playing field for historically marginalized folks who are less likely to advocate for themselves or even know what is possible to ask for?

F= Foster an environment that reflects the diversity of our partner communities and in which everyone can show up and feel brave, supported and valued for their contributions. These are just some examples:

- How many local, BIMPOC or otherwise underrepresented candidates did you interview for an open position? How many BIMPOC folks or otherwise underrepresented community members have you talked to about being site supervisors?
- Is your event venue accessible to people with disabilities? Are there gender neutral restrooms available and if not, can you designate one?





- Do you facilitate/participate in meetings in a way that makes people feel like their contributions are valued and appreciated?

T= Try to create the world we want to see even when we know we might fail. These are just some examples:

- How often do you shut down or postpone EDI-related ideas because you think they are unrealistic or “too hard”? How often do you invite others into the conversation to help you dream and take small steps towards the goal?
- Do you understand what your sphere of influence is at FoodCorps and the levers of change available to you? How can you model the change you wish to see in others? If you are a supervisor, how do you inspire others to lead?

I= Invest in equity when it comes to budgeting, contracts & vendors, compensation, leadership development, recruitment, and promotions. These are just some examples:

- What percentage of your training, event, or project budget is spent on contracts with BIMPOC, women, and other minority-owned vendors and consultants? Are you inviting them to speak/train/consulting only on equity issues or other realms of expertise? How much time did you spend on recruiting a diverse pool to choose from?
- How much money and time are you putting into recruiting service members who are from and/or are a reflection of the community they’re serving (in terms of experience, language, understanding) vs. more generic, non-targeted recruitment efforts?

N= Name and frame racism, transphobia, ableism and other forms of oppression and marginalization when we see it. These are just some examples:

- How often do you/your supervisor/colleague proactively interrupt oppressive moments?
- How are you actively connecting the dots between our organizational mission and institutionalized racism for funders and other community partners for whom those dots might not be apparent?

G= Grant ourselves the time necessary to make decisions and do work that advances justice and minimizes harm. These are just some examples:

- Do you make time to plan, execute, evaluate, and debrief projects with an eye toward equitable impact and transformative change as measures of success?
- Are you willing to shift timelines in order to minimize harm to yourself and others?

Before Moving On: If the answer is no, ask yourself why not? Are you sure? Is there a way around the obstacle in front of you? How can you adapt? Is there a lesson you can learn for next time? Who else might you consult before taking action?

