FoodCorps Next

Our Anti-Racism Strategy

Contents

Theory of Change & Strategy

Why an anti-racism strategy?

- **Unequal food access in the United States is rooted in racism.** This history began with colonizers taking land from Indigenous peoples, and continued with their enslavement of Indigenous and African peoples, the eventual exploitation of immigrant labor, and the deliberate disenfranchisement of BIPOC neighborhoods.

- **Consequently, systemic racism is one of the root causes of inequitable access to nourishing food in schools.** If we are not actively working to be anti-racist, then not only are we not advancing our mission, but we are also complicit in perpetuating racism. We know that dismantling racism takes time, that we have made and will make mistakes, and that this work will never be finished—but we must still do our part with the power and resources we hold.

- **Our work directly contributes to dismantling systems of racist oppression, particularly as they impact education and food access.** By investing time and resources in this work, we aim to provide effective, culturally responsive programs that serve children's well-being, and uphold policies that honor the humanity of the communities with whom we partner.

- **With the support of partners who share our vision for a more just world, we will ensure that every child in the country has access to food education and nourishing food in school.**

Theory of Change

2030 Goal

By 2030, all kids have access to food education and free, nourishing school meals.
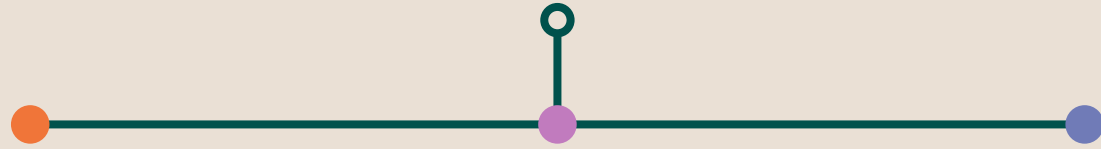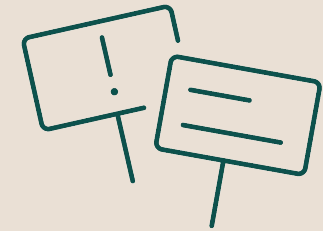
Centering Justice

We ground our values, strategies, and actions in anti-racism.

Power Building

We cultivate individuals and communities to take collective action.

Movement Building

We mobilize supporters to challenge unjust systems.

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anti-racist
organizational
change strategy &
movement building
rooted in humanity,
efficacy,
and accountability

Theory of Change | Centering Justice

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A culture of humanity, accountability, and efficacy that yields learning and impact

HUMANITY

the quality of being human(e)—in effect, it is our capacity and willingness to see, hear, and hold the fullness of the human experience.

ACCOUNTABILITY

the state of being answerable for one's actions—it is the ownership of the way one shows up in personhood and in performance, which helps to build trust and confidence.

EFFICACY

the capacity or power to produce a desired result—it is the aggregated result of skills interfacing with purpose interfacing with resilience.

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Centering Justice

Anti-Racism in Action

- **Food injustice thrives on systemic racism, economic disparities, and historical inequities.** These barriers deny access to nourishing meals for many. True justice demands dismantling these systems and building a food system that is equitable and inclusive.

- **Anti-racism is the cornerstone of our movement.** It fuels growth, empowers communities, and challenges the status quo. By actively listening and learning from the lived experiences of BIPOC individuals, organizations, and communities, we ensure responsiveness to their needs.

- **Anti-racism goes beyond words; it's action.** Recognizing and dismantling racial disparities, holding ourselves accountable, and building collective power are the cornerstones of lasting change. This active approach keeps us relevant, sustainable, and impactful, driving real progress toward our 2030 goal.

Centering Black Voices and Lived Experiences

To truly understand and dismantle white supremacy culture in organizations and society, we must recognize its historical foundation in anti-Blackness. This system of racial oppression not only created a hierarchy, but also constructed race as a binary concept, forcing individuals and communities into limited positions.

Centering Black lived experiences and amplifying Black voices allows us to unpack why race and ethnicity are intentionally convoluted within societal structures. This understanding leads us to utilize frameworks rooted in intersectionality, ensuring all communities' needs are addressed. Furthermore, a deep practice of anti-racism requires not only action but also awareness of how intersecting identities, such as class—often built on remnants of racial caste systems—influence experiences.

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In three years we will...

Cultivate Our People

We will be a community of people who embrace their agency and organizational change with excitement and opportunity. We will see an increase in intrinsic motivation that will produce innovative, anti-racist, and equitable outcomes in support of our 2030 goal. Our staff, inclusive of race and role, will be positioned to engage in justice-centered work for the remainder of their lives.

Disrupt & Shift Our Systems

We will be a community of people who experience a workplace culture that actively disrupts white supremacy culture and centers well-being. Our staff, inclusive of race and role, will understand, embrace, and act on the power they do and do not have to change and challenge systems.

Maximize Our Impact

We will be a community of people who execute our work in a way that honors the communities we serve, while maintaining fidelity to our values, vision, and mission. Our staff, inclusive of race and role, will deepen relationships with our partners and intentionally build new relationships that will transform our outcomes, and further empower students, families and caregivers, schools, and communities to create environments in which every child knows the joy and power of food.

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We will do this by prioritizing...

Psychological Safety & Racial Equity

Collective Action

Partnership & Evaluation

We prioritize collaboration to dismantle anti-Black racism and build a culture of empowerment and safety, ultimately aiming to achieve racial equity. By fostering shared learning and critical thinking, staff become lifelong advocates for justice. This creates a safe space where everyone's voice is heard, empowering individuals to challenge biases and work toward a more just and equitable future.

We believe true progress comes from shared power and action between individuals, communities, and organizations. Inspired by Freire's idea of critical consciousness, we extend empowerment beyond staff to our entire "justice community." Empowered communities become agents of change, fostering belonging and advocating for themselves. Together, through collective action and critical reflection, we dismantle unjust systems and build a more equitable future.

We execute our work through a collaborative approach that emphasizes strong stakeholder relationships, continuous learning through evaluation, and data-driven strategies informed by research. By empowering all stakeholders, from students to school districts, and implementing culturally relevant solutions, we create lasting equity and a virtuous cycle of improvement. This cycle is fueled by stronger stakeholder engagement, a more responsive approach to challenges, and data-driven strategies for long-term success.

FoodCorps Next | Justice Building

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Our Approach

Anti-Racism in Action

In three years we will...

Cultivate Our People

Disrupt & Shift Our Systems

Maximize Our Impact

We will do this by prioritizing...

Psychological Safety & Racial Equity

When individuals feel psychologically safe, they are empowered to be their authentic selves and advocate for change without fear of reprisal. Racial equity occurs when individuals can recognize racial biases, privileges, and cultural conditioning within themselves and in society as a whole.

Collective Action

Empowered communities foster a sense of belonging and equip individuals and groups to advocate for themselves and their collective well-being. Dismantling systemic barriers dismantles discriminatory structures, increases access to resources and power, and allows for sustainable solutions to create lasting equity.

Partnership & Evaluation

Improved and informed program effectiveness will enhance our partnerships, and allow for culturally relevant solutions to create lasting equity. This translates into stronger stakeholder engagement, better response to challenges, and data-driven strategies for long-term success.

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Psychological Safety & Racial Equity

- **Fostering psychological safety:** Psychological safety is a shared understanding that we can express ideas and concerns, ask questions, and own mistakes without bullying or retribution.

- **Proactive anti-racism:** By implementing ongoing training, rigorous policy reviews and revisions, robust accountability systems, and centering Black voices and lived experiences, we actively dismantle the systemic and individual biases that perpetuate anti-Black racism.

- **Holding ourselves accountable:** We will implement transparent and measurable actions, regularly assessing progress and holding ourselves responsible for achieving our goals.

Collective Action

Centering community: We will prioritize the needs, experiences, and leadership of those directly impacted by injustices.

Advancing advocacy & action: We will challenge the root causes of injustice with liberatory design and advocacy.

Shared power & ownership: We will build collaborative decision-making processes and ensure all voices are heard and valued.

Accountability & learning: We will hold ourselves accountable to our commitments and continuously learn and adapt our strategies.

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Partnership & Evaluation

Collaborative action: Our work actively involves our stakeholders in areas such as decision-making, partnerships, and community empowerment.

Justice and advocacy: We will challenge injustice through intentional research, education, and campaigns, and advocate for data-driven, evidence-based solutions.

Continuous improvement: As we move through this strategy, we will learning from our data and evaluation to improve our effectiveness and demonstrate our impact.

Food equity: Ultimately, we aim to use these tactics to create nourishing and food-positive environments for all children.

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Measures of Success

What will be different at FoodCorps?

Theory of Action

When individuals feel psychologically safe, they are empowered to be their authentic selves and advocate for change without fear of reprisal. Racial equity occurs when individuals can recognize racial biases, privileges, and cultural conditioning within themselves and in society as a whole.

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Improved and informed program effectiveness will enhance our partnerships, and allow for culturally relevant solutions to create lasting equity. This translates into stronger stakeholder engagement, better response to challenges, and data-driven strategies for long-term success.

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What will be different for students?

Student well-being is at the heart of our mission, particularly for those most impacted by injustice. We're working toward a future where every child enjoys nourishing food in school. Achieving our 2030 goal relies heavily on prioritizing student well-being throughout program design, and will include:

- **Universal design for learning framework(s) + methods**

- **Curriculum and lessons language adaptation**

- **Culturally responsive teaching**

- **Family and caregiver engagement**

- **Defining + refining key organizational terms and public language, e.g. nourishment, belonging, etc.**

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Measures of Success (Year 1)

25% **of our members are serving in their homeplace***

* ie. location, demographic, and cultural context
are similar to their partner community

100% **of VPs identify and act on at least three opportunities to internalize and operationalize the SHIFTING framework in their work**

50% **of our corps demographically mirrors the students and communities we partner with**

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Measures of Success (Year 2)

100% of staff have mapped out their three-year learning and development plan

100% of staff have completed core equity training

70% of staff report that the organizational culture promotes access, well-being, belonging, and inclusion for all

75% of our corps demographically mirrors the students and communities we partner with

60% of our members are serving in their homeplace*

ie. location, demographic, and cultural context are similar to their partner community

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Measures of Success (Year 3)

100% of staff have participated in equity-centered cohort training

85% of staff report that the organizational culture promotes access, well-being, belonging, and inclusion for all

90% of staff report a feeling of psychological safety within the organization

100% of our corps demographically mirrors the students and communities we partner with

90% of our members are serving in their homeplace*

ie. location, demographic, and cultural context are similar to their partner community

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