

The Food Systems Leadership Network

**FOOD SYSTEMS
LEADERSHIP NETWORK**

A national **peer learning community** of individuals and organizations **from across the country working to advance more just, equitable and sustainable food systems** that generates good food, health, and opportunity for all!



Wallace Center
AT WINROCK INTERNATIONAL

What we do



Foster relationships among food systems leaders

-
Mentorship, peer coaching, and network building

+



Strengthen systems leadership capacity

-
Systems leadership trainings, technical assistance, and building organizational effectiveness

+



Inspire action and collaboration across communities

-
Incubators, accelerators, communities of practice and member-led initiatives

+



Advance racial equity individually and systemically

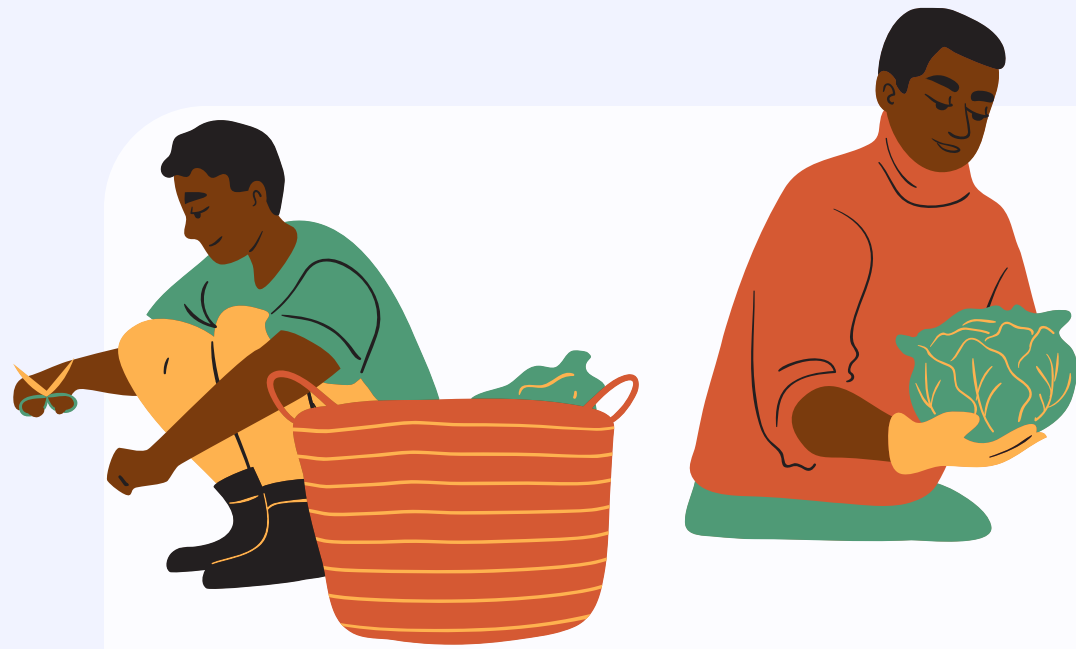
-
Developing shared analysis, shifting narrative, and centering equity in network practices

Join us!

www.foodsystemsladershipnetwork.org



Wallace Center
AT WINROCK INTERNATIONAL



Collective Wayfinding Part 2

Reimagining a More Just Organization

with The San Diego Food System Alliance





The San Diego Food System Alliance acknowledges, honors, and offers our gratitude to the Kumeyaay, Luiseño/Payómkawichum, Cahuilla and Cupeño/Kuupangaxwicheem people and land.

We recognize that this acknowledgment does not replace action. As visitors of this territory, we commit to building meaningful relationships with the original stewards of this land, and deepening our understanding of the history of colonization. Through the work of the Alliance and San Diego County Food Vision 2030, we seek to elevate ancestral wisdom and Indigenous ways of life as essential solutions to healing people and our planet.



Today's Agenda

Introductions & Culture Share

Our Story

Who We Are

Our Journey Toward a More Just Organization

Where We Are Headed

Q & A with Alliance Team

Group Storytelling

Break out into small groups

Closing & Reflection

Community Agreements



**Practice
"Move up,
move
back."**



Practice
self focus.

**Adopt
"Both, and."**



Adopt an abundance
mindset; see multiple
truths and voices

Recognize that
there are other
realities.



**Establish &
use shared
language.**

Be mindful of
your own style
to create more
equitable
participation



Respect
confidentiality.

**Recognize
structural
issues.**



Who's not at the table?



Practice mindful
listening.



Refrain from
blaming or shaming
self and others.



**Ask
questions
and be
curious.**

Be vulnerable.



Understand
the difference
between intent
and impact.



Laugh at jokes!



Be bold with ideas.

Everyone has the right to pass.



Try it on.

Step outside
your comfort
zone.

Culture Share

We love to open every space with a moment
to get to know one another

How does your family prepare rice?

Question developed by Dr. Amber Spry is an Assistant Professor of African American
Studies and Politics at Brandeis University



Who We Are

Our Mission

Our mission is to cultivate a healthy, sustainable, and just food system in San Diego County.

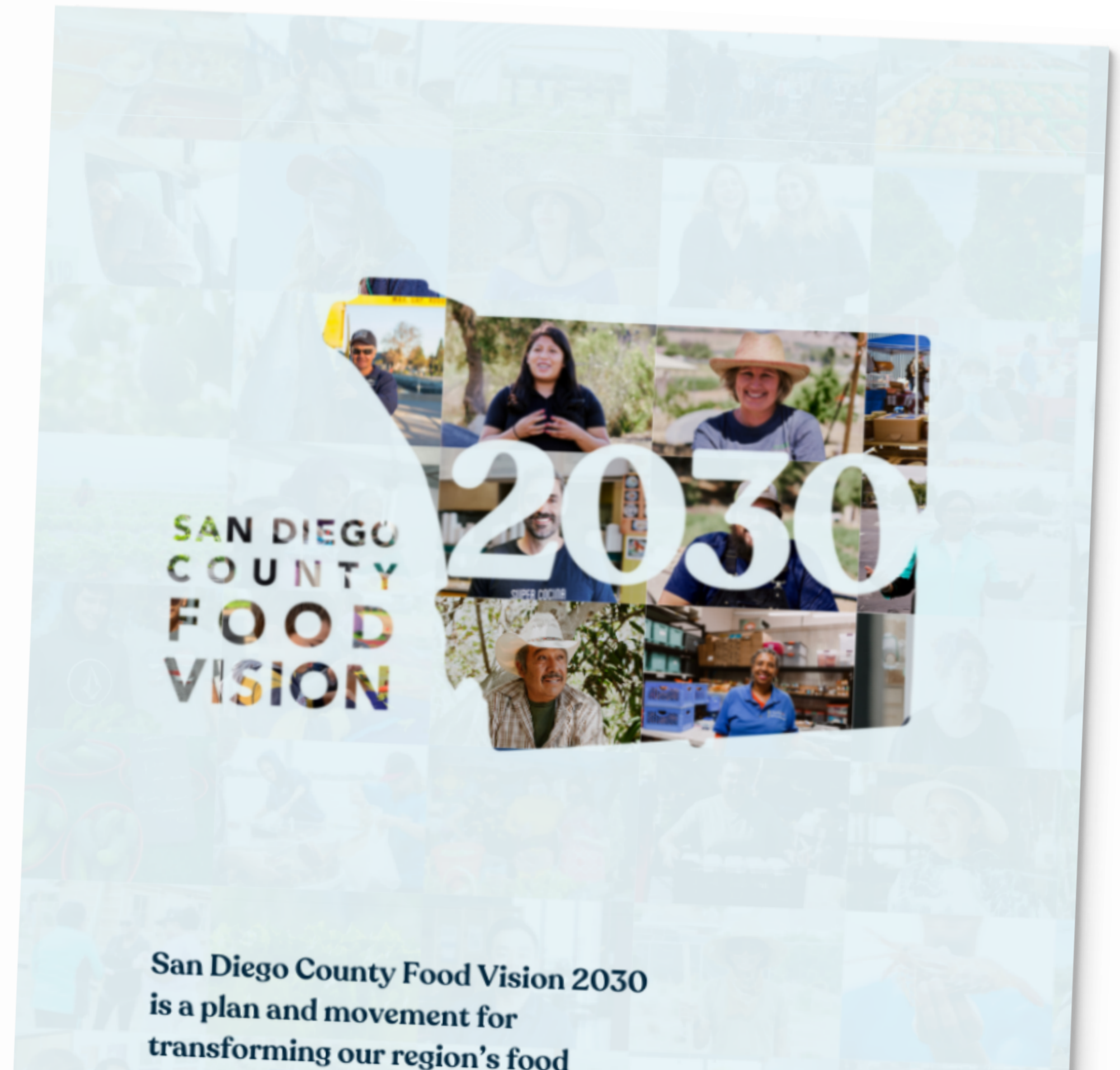
The San Diego Food System Alliance is a diverse and inclusive network of leaders in San Diego County—farmers, fishermen, food business owners, workers, organizers, policymakers, funders, and residents—committed to building a food system that works for everyone.



Our Vision

The Alliance shapes our work around San Diego County Food Vision 2030.

Food Vision 2030 is a shared vision, plan, and movement for transforming our region's food system over the next ten years. Food Vision 2030 serves as a call to action and political compass as we work together toward a more equitable and resilient future for all.



What We Do

The Alliance helps steward San Diego County Food Vision 2030, and supports our regional movement to transform our food system. We serve as weavers, community organizers, storytellers, capacity builders, and resource mobilizers. We work to build networks, change policies, shift culture, and increase capacity, in support of a healthier, more sustainable, and more just food system for all.



Build Networks



Change Policies



Shift Culture



Increase Capacity



Nurture Org Health



Our History

The movement to transform our food system in San Diego County was seeded generations ago

In 2011, the San Diego Food System Alliance was created to weave a network of San Diegans passionate about resolving critical food system issues

Since 2019, the Alliance has been reimagining our organization and evolving our staffing, leadership, governance, culture, and the very way we think about how to transform the food system.

Our Journey Toward Becoming a More Just Organization

The Justice Collective



We hired The Justice Collective (TJC) to help us navigate our journey toward becoming an anti-racist organization.



With their support, we conducted interviews with staff and board and surveyed our Leadership Council. TJC also hosted a full-day equity, diversity, and inclusion training for our network.

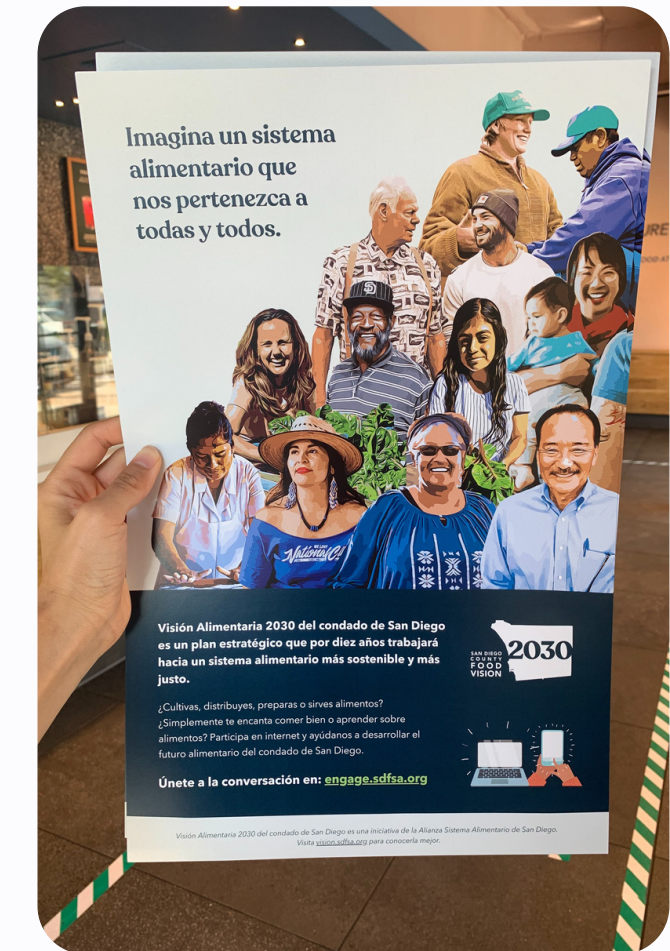
Operating Strategy



Led by our staff and Leadership Council, we initiated conversations around what it means to cultivate a "just" food system and how we can fully embrace our mission.

Working together, we began by updating our operating strategy, creating a new mission, vision, core set of values, theory of change, and organizational strategic plan.

San Diego County Food Vision 2030



We also recognized the need to create a community-rooted, shared vision for our food system, and initiated a 2-year planning process to develop San Diego County Food Vision 2030.

Our goal was to build a justice-centered plan and movement that is shaped by people who have been deeply impacted by inequities in our food system.

Alliance JEDI Committee

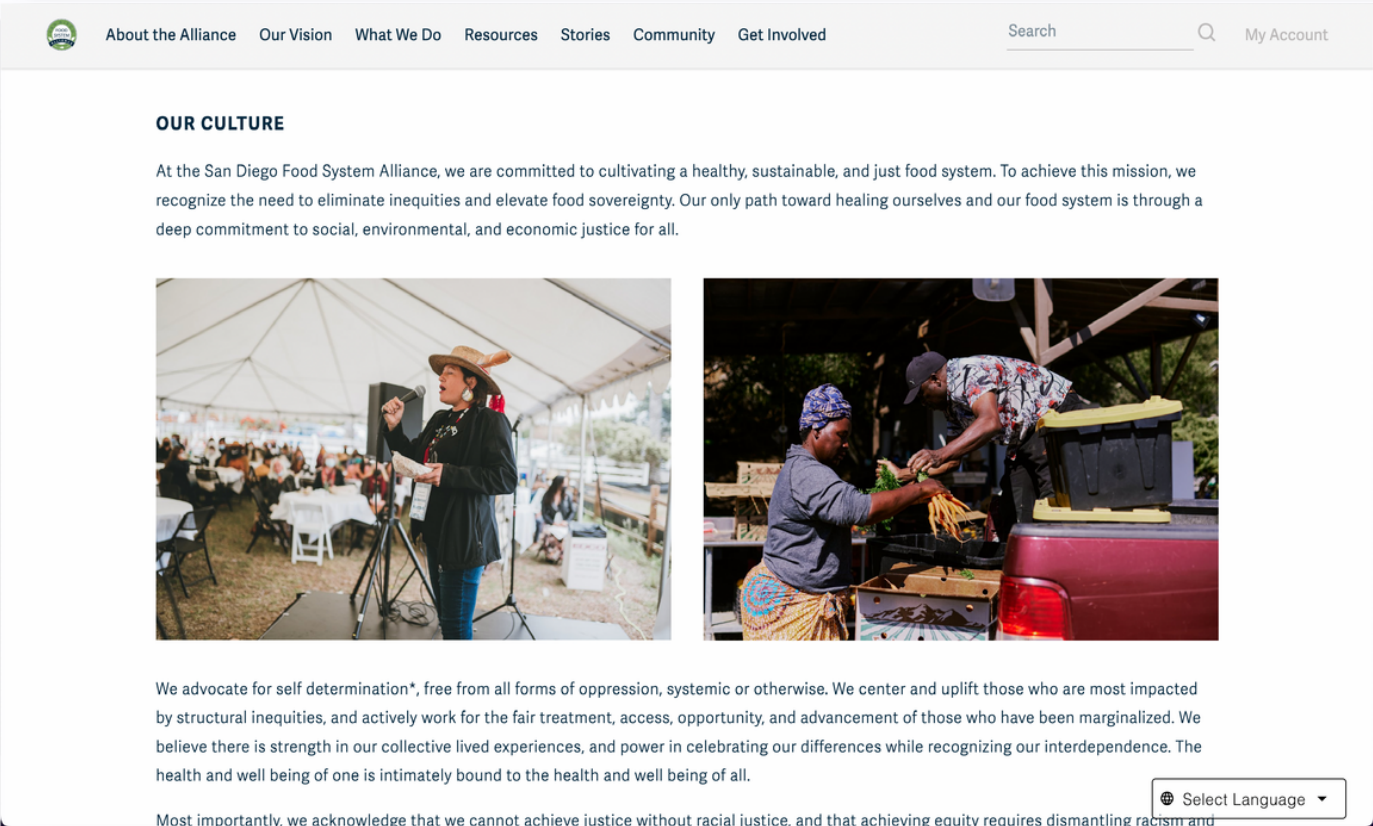


With guidance from TJC, we developed a justice, equity, diversity, and inclusion (JEDI) Committee comprised of staff, board, and Leadership Council members.



We've dedicated staff capacity to facilitating the JEDI Committee and regular meetings over the past 3 years, with the goal of holding space and accountability for this work within our organization.

Statement on Justice



Led by our JEDI Committee and together with our Leadership Council, we developed a Statement on Justice.

As a full group, we made a commitment to lead with race, and we crafted a vision for achieving racial justice in our food system.

We believe that equity, racial justice, and food sovereignty are achieved when all of the following are true:

Everyone has dignified access to opportunities for health and well-being

Race no longer determines one's well-being. Opportunities are designed to meet the needs of all people to achieve optimal wellness.

Historical injustices are recognized and rectified

Black, Indigenous, and people of color are respected and valued. Past experiences of oppression and theft are corrected and race-conscious policies are in place.

Resources and wealth are distributed equitably

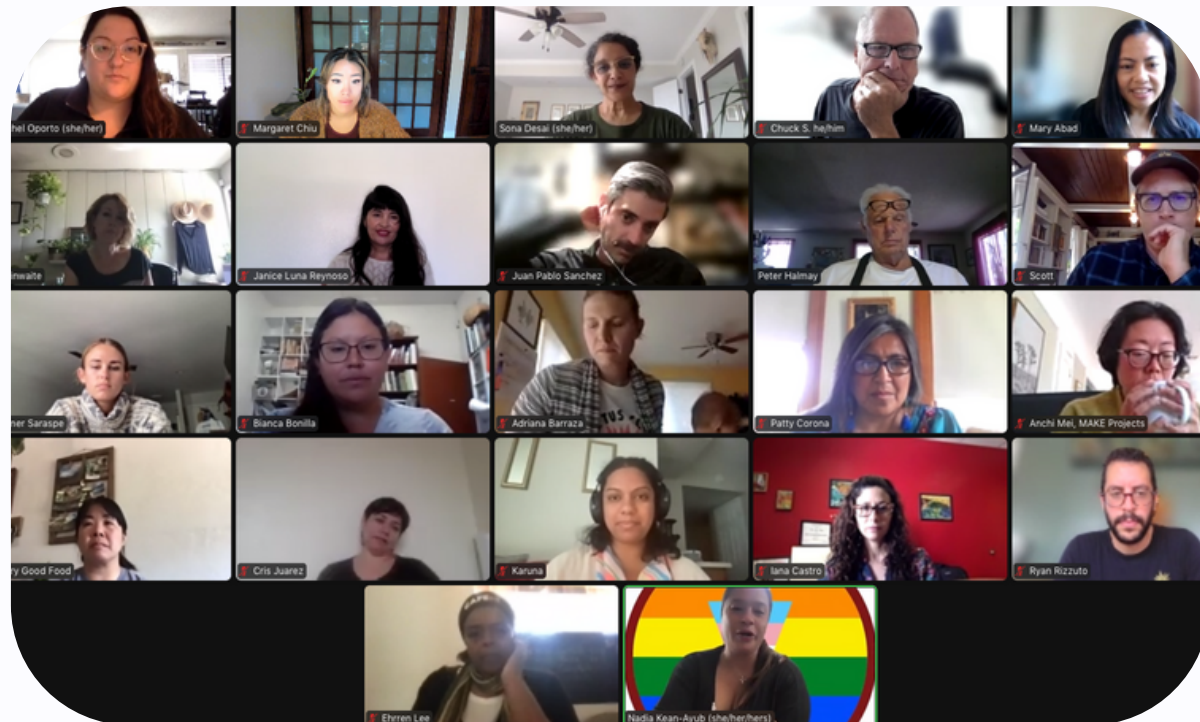
Power is shared. Change is led by communities. All people have a pathway to positions of leadership, especially people of color.

Interdependence of people and their environment is realized

The world is seen as something that is shared. People coexist with cooperative responsibility for the risks and benefits associated with a fair and just food system.



Leadership Workshops



We hosted multiple workshops for Alliance staff, board, Leadership Council, and others in our network to learn and evolve along this journey.

Workshop topics focused on developing a common language, understanding structural challenges in our food system, identity construction, dialogue facilitation, and community-led movement building.

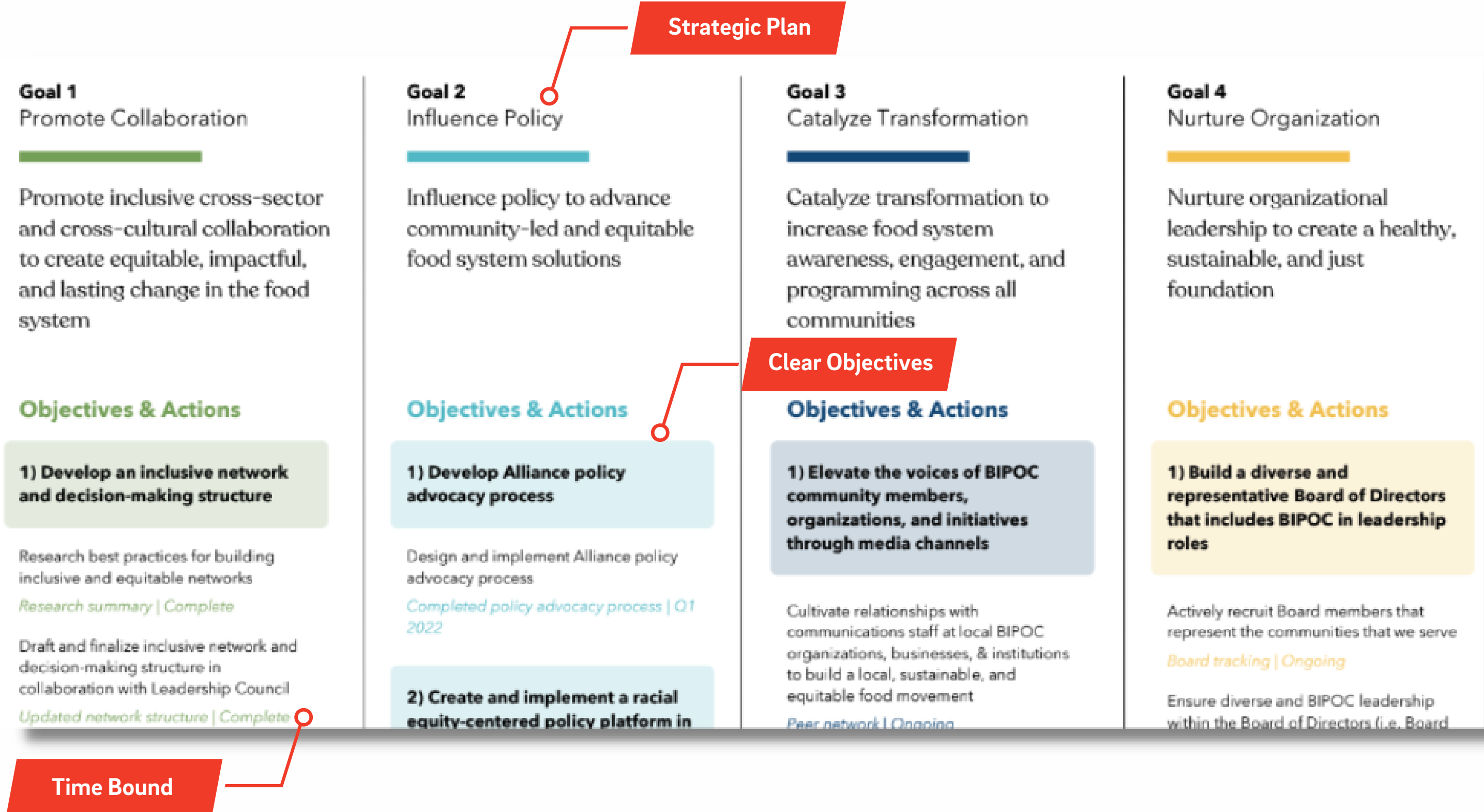
Roadmap for Cultivating Racial Justice in Our Alliance



Led by our JEDI Committee, we also developed a 3-year roadmap to help us take tangible steps toward achieving our vision and hold us accountable.

Our JEDI Roadmap was aligned with our Operating Strategy and included detailed goals, objectives, and strategies for creating a more "just" organization.

Roadmap Snapshot



Accomplishments



Created JEDI toolkit

Developed Food Vision 2030, engaging over 3000 community members, primarily from communities of color

Assembled a majority POC Food Vision 2030 Stewardship Committee & created a free organizational membership program

Implemented community-led policy advocacy, programming, and storytelling

Cultivated a diverse Board of Directors with at least 50% people of color, a majority POC-led staff, and a growing POC-led network

Invested in staff through livable wages, quality benefits, and opportunities for growth

Established equitable policies and procedures, including our updating our employee handbook, compensation structure, hiring processes, performance evaluations, etc.

Created a culture of care and wellness within the organization that celebrates our diverse cultures and identities, creates space for shared learning, and fosters reflection and healing

Where We Are Now

Our Commitment

Strengthen our foundation of equitable policies and procedures

Remain accountable to our roadmap

Build a community-led movement around Food Vision 2030

Nurture our culture of care, wellness, and empathy

Hold space for learning and unlearning

Reimagine hierarchies and move toward a more deeply democratic organization





We are committed to this practice

Cultivating justice requires practice, patience, and deep commitment. We recognize that this work is both a process and outcome. We are, and will continue to learn and grow together.

5 Minute Break

Group Storytelling

Community Agreements



**Practice
"Move up,
move
back."**



Practice
self focus.

**Adopt
"Both, and."**



Adopt an abundance
mindset; see multiple
truths and voices

Recognize that
there are other
realities.



**Establish &
use shared
language.**

Be mindful of
your own style
to create more
equitable
participation



Respect
confidentiality.

**Recognize
structural
issues.**



Who's not at the table?



Practice mindful
listening.



Refrain from
blaming or shaming
self and others.



**Ask
questions
and be
curious.**

Be vulnerable.



Understand
the difference
between intent
and impact.



Laugh at jokes!



Be bold with ideas.

Everyone has the right to pass.



Try it on.

Step outside
your comfort
zone.

Breakout Prompts

Share your story to center racial justice in your organization or community.

What challenges are you experiencing?

What are you proud of?

What are some of your lessons learned?



Reflection

We would love to hear from you: What came alive for you today?
What are you taking away from this space? What next steps are you hoping to take?

Thank you!

**Join our Office Hours
on September 8th!**

We appreciate you being here today!

Learn more about our work:

sdfsa.org
[@sdfoodsyst](https://twitter.com/sdfoodsyst)

Reach out to us:

sona@sdfsa.org
elly@sdfsa.org
rachel@sdfsa.org

