



STRATEGIC PLAN IMPLEMENTATION: Equity and Diversity

California Food Policy Advocates released its new Strategic Plan on July 1, 2017. A key component of this plan is our commitment to advance equity and diversity. This statement seeks to share what equity means for us and to articulate our priorities.

California Food Policy Advocates believes that our mission can only be achieved by joining others in accelerating the arrival of an age of equity and inclusion.

We can envision a California at hand where:



All Californians have equitable, fair, and just access to nutritious food to reach their full potential.



Opportunities for prosperity in education, employment, and health are justly expanded to all Californians.



Individuals are driving the decisions that influence their wellbeing and their opportunities for success.



Individuals are active, empowered participants in achieving this vision.

For us, equity is the realization of this vision.

As an engaged and observant organization, we recognize that achieving such a vision will not be easy given the structural drivers of inequity and racism at work in the world. As we face such formidable challenges, we find hope in that:

- ☀ We are not alone. A vibrant movement to advance equity exists. We are part of something bigger.
- ☀ Within this growing movement, we can do our part. There are changes within our control; There are changes we can make or help make happen.

As the Board and Staff of California Food Policy Advocates work to implement our new strategic plan, we want to be sure that all our allies, especially community partners and funders, know the high priority on which we place this work. We make a public commitment to:

- ☀ Work to correct systemic imbalances and injustices we see across racial, ethnic, gender identity, sexual orientation, and socioeconomic lines.
- ☀ Actively work to end the disparities that perpetuate hunger and undermine health.
- ☀ Be the change we want to see – our internal practices and external policies and actions will model the fairness, respect, and inclusion we desire.



We will develop an “Equity Framework” which will lay out the priority actions we will take over the next three years of this Strategic Plan to put our vision into action. Our newly developed “strategy screens” will compel us to explore new opportunities with equity in mind. We will ask ourselves: “Does this new opportunity advance our equity framework?”

Our goal is to make sustainable organizational changes to fit the framework. Progress toward this goal will be measured through policies and practices.

We will ask ourselves:

- ☀ Are our processes inclusive and empowering of individuals?
- ☀ Are our policies and actions designed to remove disparities and advance equity? Do they unintentionally perpetuate imbalances, biases, and injustices across racial, ethnic, gender identity, sexual orientation, and socioeconomic lines?
- ☀ Are CFPA’s resources and culture aligned with these equity-centered values and priorities?