



GEORGIA FARM TO EARLY CARE AND EDUCATION PARTNERS RACIAL EQUITY PLAN VISION, MISSION, AND RACIAL EQUITY STATEMENT



INTRODUCTION

In 2017, The W.K. Kellogg Foundation granted more than \$1 million to five Georgia organizations representing the Early Care and Education (ECE), agriculture, and policy and advocacy sectors, to improve ECE environments through local food and physical activity initiatives. The partnership includes Little Ones Learning Center, Quality Care for Children (QCC), Georgia Organics, Common Market Georgia, and Voices for Georgia's Children (referred to as the "Partners" in this document).



The Partners established a two-round Learning Collaborative (LC) pilot which included 33 early care programs, representing Child Care Learning Centers, Family Child Care Learning Homes, Georgia Pre-K, Early Head Start, and Head Start programs. LC members received mini-grants, training, technical assistance and resources from the Partners to procure, taste, and serve local foods while incorporating hands-on nutrition education programming. LC pilot findings will inform the Partners' resource creation and advocacy efforts to further ECE support and lead the charge for future Farm to ECE (FTECE) system improvement work.

The Partners are committed to integrating racial equity into all aspects of our work. In support of this commitment, the Partners developed a living racial equity plan to guide our W.K. Kellogg Foundation-supported work, inform our work after the W.K. Kellogg Foundation grant cycle ends, and inspire others in the GA FTECE community to adapt and implement similar plans. The plan, which was developed collaboratively by representatives from each of the Partner organizations with support from subject matter experts, lays the foundation for how we will address food-related inequities experienced by Black, Brown, and Indigenous children through FTECE systems change work in Georgia.



Vision:

Georgia's Black, Brown, and Indigenous children have equitable access to local, nutritious food.

Mission/Goal Statement:

The W.K. Kellogg Foundation-supported Georgia FTECE Partners will increase equitable access to nutrition education and local food among ECE providers and support organizations serving Black, Brown, and Indigenous children and their families by:

- Building stakeholder capacity,
- Providing technical assistance,
- Participating in advocacy efforts,
- Creating and distributing communication and marketing resources, and
- Strengthening Learning Collaborative efforts.

Racial Equity Statement:

The W.K. Kellogg Foundation-supported Georgia FTECE Partners' Racial Equity Plan reflects our current and future commitment to critically examine our FTECE values, practices and strategies to ensure meaningful changes in an effort to establish authentic racial equity in food systems and take steps toward embedding antiracism in our partnership. Our actionable activities focus on collaboration in sharing resources and ideas to address racial equity in food systems. The Partners' work is a conduit for advancing racial equity by making nutritious, fresh, affordable and culturally appropriate foods available to children and families through statewide scaling of FTECE. We value and support underrepresented local farmers and growers through opportunities to connect with ECE providers.



STRATEGIES AND ACTIVITIES

Goal 1: Capacity Building

Increase and develop leadership support on racial equity Initiatives

Goal Strategy	Activity/Objective
<p>Strategy 1.1 Maintain and support continuance of the Partners' racial equity work.</p>	<ul style="list-style-type: none"> Partners participate in and/or lead the GA FTECE Coalition 2021-2025 Strategic Planning process
<p>Strategy 1.2 Increase and broaden the Partners' capacity to integrate racial equity in discussions on FTECE, nutrition and health/wellness.</p>	<ul style="list-style-type: none"> FTECE Coalition Speakers Bureau consistently includes diversified professionals who identify as people of color and use a racial equity framework in their presentations Partners include racial equity in collective FTECE goals Partners seek opportunities to learn about and engage in racial equity and social justice Partners will participate in training on racial equity Partners will seek opportunities to include GA FTECE Coalition members in racial equity training(s)
<p>Strategy 1.3 Support the Partners' ability to translate knowledge into action to address racial equity in the food system, nutrition education, and health/wellness.</p>	<ul style="list-style-type: none"> Partners ensure FTECE Speakers Bureau documents includes racial equity language (e.g., slide deck and presentations) Partners include and involve LC Members and Coalition members in policy education activities Partners will develop a collective statement of racial equity

Goal 2: Technical Assistance

Provide ongoing technical assistance to FTECE LC that incorporates racial equity into existing programs and services.

Goal Strategy	Activity/Objective
Strategy 2.1 Provide equity focused technical assistance to the FTECE LC member centers	<ul style="list-style-type: none">• Technical assistance includes connecting FTECE sites with professionals, including Black and brown farmers, that are knowledgeable and respectful of the communities• Set goals for reaching under resourced communities• Books recommended to LC feature people of color (see Ready Set Grow list)• Technical Assistance provided is culturally appropriate/culturally responsive: recipes, cooking techniques, gardening
Strategy 2.3 Diversify FTECE TA advisors to include professionals who identify as people of color and use a racial equity framework in their presentations	<ul style="list-style-type: none">• Technical support is provided by a diversity of experts to include people of color from within the community who reflect the people they are serving• Collect and track demographic data for existing and new technical assistant providers and presenters
Strategy 2.4 Partners conduct local farmer promotion activities with an emphasis on racial equity	<ul style="list-style-type: none">• Partners will encourage connections and purchasing from farmers that have traditionally lacked access and farmers of color to address disparities



Goal 3: Government Advocacy for Racial Equity in Food Systems

Influence the recognition, identification and understanding of the social and economic stressors within the food system impacting children and families

Goal Strategy	Activity/Objective
Strategy 3.1 Develop a preliminary Racial Equity Advocacy Plan that supports partners advocacy approaches	<ul style="list-style-type: none"> Develop a preliminary Racial Equity Advocacy Plan that informs the advocacy approaches of our partners supporting GA FTECE
Strategy 3.2 Gather and assemble relevant demographic and food systems related data that impacts children and families.	<ul style="list-style-type: none"> Racial equity data incorporated into documents (e.g., factsheets) for legislators, state agencies, and key decision makers Identify policies and practices that reinforce outcome gaps by race and class Racial equity data incorporation into legislative testimonies Identify and support LC members to voice their lived experiences specific to ECE with key decision makers

Goal 4: Communications and Marketing

Increase equity focused content in FTECE Communications & marketing.

Goal Strategy	Activity/Objective
Strategy 4.1 Amplify local narratives and underrepresented voices	<ul style="list-style-type: none"> Highlight FTECE champion providers who are people of color Support communications (e.g., press releases, blogs) Create FTECE communication pieces about Black, Indigenous, and People of Color (BIPOC) community members and/or BIPOC food systems issues that feature BIPOC voices
Strategy 4.2 Develop a shared lexicon and commitment statement on racial equity	<ul style="list-style-type: none"> Partners discuss and determine shared language for racial equity key terms Partners include racial equity commitment language on the Partners' individual FTECE webpage

Goal 5: Strengthen Learning Collaborative

Engage in collective learning about racial equity in food systems

Goal Strategy	Activity/Objective
Strategy 5.1 Ensure LCs have diverse representation	<ul style="list-style-type: none">• The LC selection criteria considers race/ ethnicity (children of color) and participation in Child and Parent Services (CAPS) subsidy and the Child and Adult Care Food Program (CACFP)• Track demographics of LC participants
Strategy 5.2 Increase opportunities to expand access to healthy, fresh, and affordable food with BIPOC contractors	<ul style="list-style-type: none">• Partners explore scalable and sustainable procurement system options, such as shared services and K-12 partnerships, in order to increase access and reduce disparities



BUILDING ON THE PARTNER EQUITY PLAN

The activities included in the Partner Plan were conducted over four years with resources from one grant; however, despite the short timeline and limited resources, the Partner's racial equity statement and the plan's vision, mission and goals were developed with the future of Georgia FTECE in mind. As stated in the introduction, the Partners welcome the adaptation and adoption of the plan. The progress made by the Partners on the racial equity goals included herein can be built upon by anyone working in the FTECE arena. The Partners hope the plan will be useful to the Georgia FTECE Coalition and its member organizations specifically.

Those interested in adapting the Partner's plan should consider the following steps¹:



1. Prepare

- a) Review the vision, mission, racial equity statement, and goals within the context of the adopting group's work.

2. Research

- a) Review existing policies, practices, and procedures and how they impact racial equity in FTECE.
- b) Identify gaps in racial equity in FTECE.
- c) Identify promising racial equity practices in FTECE. (Activities conducted by the Partners may be among these promising practices.)

3. Plan

- a) Adapt the Partners' vision, mission and racial equity statement.
- b) After reviewing the Partners' plan and conducting additional research, consider what strategies and activities your group/organization/business/agency can do to further the progress made on the Partners' goals:

¹ Curren R., Nelson, J., Marsh, D.S., Noor, S., Liu, N. "[Racial Equity Action Plans, A How-to Manual](#)": Haas Institute for a Fair and Inclusive Society, University of California, Berkeley, 2016

Partner Goal	Example next steps
Increase and develop leadership support on racial equity initiatives.	<p>Evaluate how training and policy changes have influenced how FTECE work is implemented. Determine where there are persistent needs.</p> <p>Share racial equity policies established at the Partners' organizations to inform development of similar policies at other organizations.</p>
Provide ongoing technical assistance that incorporates racial equity into existing ECE programs and services.	Move from goal setting for under-resourced communities to action. Work with technical assistance providers to document a shared racial equity framework for delivering technical assistance.
Influence the recognition, identification and understanding of the social and economic stressors within the food system caused by racial inequity by advocating for racial equity in the food system.	Move from recognition, identification, and understanding to policy change and/or development.
Increase equity focused content in FTECE communications and marketing.	Gather user input to evaluate the quality and appropriateness of the equity-focused content. Work with community members to improve the content as needed.
Engage in collective learning about racial equity in food systems.	<p>Develop an implementation plan based on findings from research on scalable and sustainable procurement options.</p> <p>Develop racial equity curricula for center staff.</p>

4. Implement the plan

- a) Ensure the plan is implemented and managed using a racial equity approach.

5. Evaluate the plan

- a) Measure success based on predetermined performance measures.
- b) Ensure any evaluations are conducted and findings are interpreted using a racial equity approach or framework.
- c) Evaluation of the Partners' Racial Equity Plan was primarily quantitative (tracking nominal data and number of inputs). Future evaluations should incorporate more qualitative evaluation questions that examine perceptions of racial equity-related activities and their impact.

Racial Equity Plan Committee Members

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Abbie Chaddick, Evidence Based Eaters

Reynaldo Green, Quality Care for Children

Debbie Hillman, Black Child Development Institute-Atlanta

Shannon Holbrook, Quality Care for Children

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Maria Claudia Ortega, My Little Geniuses

Kelcie Silvio, Voices for Georgia's Children

Arbendette Van, Pre-k Preparatory Academy

With facilitation from Christina Hylton, PhD of Iron Lion Farm

Resources and Information on Farm to ECE in Georgia

farmtoschool.georgiaorganics.org/farm-to-ece

www.qualitycareforchildren.org/farm-to-ece