

ANTI-RACIST ASSESSMENT TOOL FOR FOOD BANKS

Created by Baker Consulting for Northwest Harvest
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This assessment is for food bank managers and other staff in decision-making roles to identify and accurately assess where food banks are in their anti-racism journey and where they want to be. Thus, providing a roadmap to guide them through a continuous improvement process towards seeking racial equity. Additional reasons why we believe this work is essential and we think we can all learn:

- Ensures everyone understands the need to lead with race.
- Learning what the values and the most critical issues are of the organization
- Understand the food banks knowledge base of anti-racism work
- Understand why food banks believe this work is necessary Determine how much time the food bank is willing to invest in becoming an anti-racist organization
- Determine whether the food bank views this work as an expense or an investment
- Naming, from the food bank perspective, what they believe the barriers are to becoming an anti-racist organization
- Understand, from the food banks perspective, how to overcome those barriers
- Understand the food banks view on those they serve and their volunteer base
- Help to bridge the understanding of differing cultural values as it may or may not relate to the American (White) value system
- Understand, from the food banks perspective, what success would look like in becoming an anti-racist food bank
- Determine ways to helps staff and volunteers understand culturally appropriate behaviors from food to customs, traditions, and greetings
- Learn some of the issues that are preventing people from becoming anti-racist
- Understand what harms are created by continuing the status quo



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Directions: For each question, choose one of the following rankings and provide comments below each section as to why you chose these answers.

Power/Leadership	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
When it comes to leadership, is your organization racially & ethnically representative of the community your organization is serving?						
Do managers, leadership, and those in decision making roles interrupt racism?						
During meetings, does leadership make space for staff to contribute authentically?						
Does your leadership desire to create an anti-racist organization?						
Do you have a board structure that reflects communities most impacted by hunger?						
Short Answer						
How is power shared at your organization?						



Comments for Power/Leadership Section:

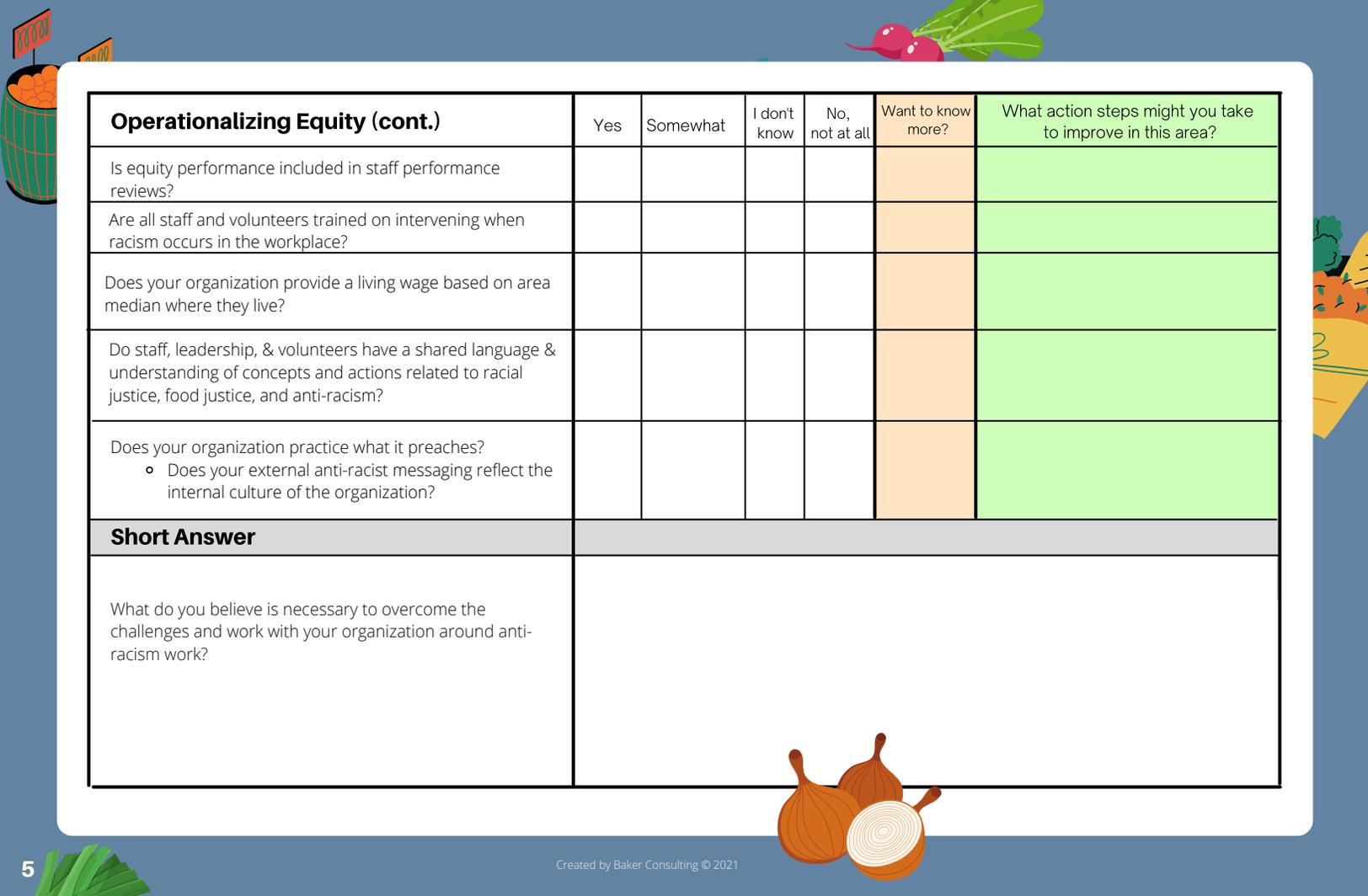
Strategic Planning	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Does your organization incorporate equity into its mission, vision, and values?						
Does your organization have policies and procedures regarding equity? Are policies and procedures rooted in equity?						
Short Answer						
How has your food bank prioritized racial equity in planning goals and processes?						
What policies or procedures do you have in place that might be preventing you from being an anti-racist organization?						

Short Answer (cont.)	
What policies or procedures do you have in place that might be preventing you from being an anti-racist organization?	
How are we including those who are most impacted by food scarcity in identifying issues and solutions?	

Comments for Strategic Planning Section:

Operationalizing Equity	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Do you have measurements and/or impact evaluation practices that reflect a racial justice lens?						
Are anti-racist values and outcomes a part of your organization's metrics for success?						





Operationalizing Equity (cont.)	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Is equity performance included in staff performance reviews?						
Are all staff and volunteers trained on intervening when racism occurs in the workplace?						
Does your organization provide a living wage based on area median where they live?						
Do staff, leadership, & volunteers have a shared language & understanding of concepts and actions related to racial justice, food justice, and anti-racism?						
Does your organization practice what it preaches? <ul style="list-style-type: none"> Does your external anti-racist messaging reflect the internal culture of the organization? 						
Short Answer						
What do you believe is necessary to overcome the challenges and work with your organization around anti-racism work?						

Short Answer (cont.)

What are the challenges that you foresee in your organization doing the work of race equity & inclusion in the following areas:

- Organizational leaders commitment
- Creating organizational culture change for equity
- Recruiting and hiring practices
- Building relationships with community members
- Building relationships with community partners
- Including community voices in programming and decision making

How has your organization created achievable goals in their areas of race equity, diversity, and inclusion?

How will you know if you've achieved your goals?

Comments for Operationalizing Equity Section:

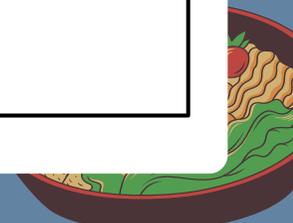
Internal Staff/Volunteer Engagement	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Does your organization do any work with your board members around race equity, diversity, & inclusion?						
Does your organization provide ongoing trainings for staff, board members, volunteers on equity, anti-racist and anti-bias work?						
Does your organization provide meaningful opportunities with staff, board members, and volunteers to talk about race?						

Comments for Internal Staff/Volunteer Engagement Section:





External Community Engagement	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Does your organization have authentic, value-based relationships with Black Indigenous People of Color (BIPOC) community members & leaders?						
Does your organization have authentic, value-based relationships with BIPOC farmers and producers to procure items for the food bank?						
Does your food bank actively partner with and search for ways to collaborate with, support, and uplift farmers & food producers of color locally?						
Short Answer						
What ethnic and cultural groups/communities does your organization serve?						
What ethnic and cultural groups/communities does your organization have value based, reciprocal relationships with?						



Short Answer (cont.)

Does your organization take the opportunity to listen to community members and get community feedback on programming?

Who does your organization exclude? Who does your organization have strong ties with already? Why?

Looking at the Continuum of Community Engagement (attached), please share where your food bank is with regards to community engagement. What steps do you need to take to get the realm of shared power?

Comments for External Community Engagement Section:



Accessibility	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Is your organization thinking about accessibility needs from the start of when a shopper arrives at your food bank? (i.e. language access so people can access services, documentation status so people who are undocumented feel safe & comfortable when accessing services, cultural competency training for staff/volunteer)						
When hosting community events or activities, does the organization consider basic needs of those participating, including but not limited to, childcare, interpretation, food, proximity to transportation, and accessibility accommodations?						
Does the organization provide culturally appropriate food for its shoppers?						
Is there communication with the community to ensure the above is consistently the case?						





Short Answer

How often does your food bank collaborate with the diverse community you serve to decide the types of food that is provided at the food bank?

Do consumers get to choose what foods they are receiving? (I.e. Grocery Model vs food distribution model.)

Comments for Accessibility Section:





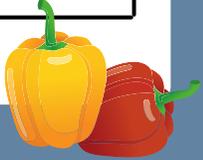
Workplace Culture	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Do community members believe they need to conform with dominant white cultural expectations to feel welcome and comfortable in the your food bank environment?						
Do staff & volunteers believe they need to conform to dominant white cultural expectations to feel welcome and comfortable at the workplace?						
Does your organization tokenize (to only make symbolic efforts) BIPOC staff, especially those in leadership? Ex: You hire BIPOC person to say that you have a BIPOC on staff, yet their thoughts and ideas are never heard or listened too.						
Do BIPOC staff members & volunteers feel tokenized by the organization?						
Do BIPOC staff have opportunities to contribute to/in organizational development meetings?						
Are staff ideas that are in alignment with anti-racism acted upon and prioritized?						





Comments for Workplace Culture Section:

Diversity	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
Are the demographics of the whole organization (staff, volunteers, board members) racially & ethnically representative of the community your organization is serving?						
Short Answer						
Are most of your BIPOC staff in: a) Upper management b) Program staff c) Frontline staff						





Comments for Diversity Section:

Anti-Racist Food Justice	Yes	Somewhat	I don't know	No, not at all	Want to know more?	What action steps might you take to improve in this area?
My organization is 100% committed to dismantling white supremacy and challenging normative ideas around food security, charity, the anti-hunger industrial complex, etc.						
Short Answer						
How is your organization shifting to address the root cause of food insecurity? What are the areas of improvement? What is needed to get there?						





Short Answer (cont.)

Who does your food bank positively affect? Who does it negatively affect?

How does your organization feed into the anti-hunger industrial complex?

What does accountability as an anti-racist food bank look like to the community you serve?

What does success as an anti-racist food bank look like?



Short Answer (cont.)	
What are the barriers faced in achieving racial equity in your food bank?	

Comments for Anti-Racist Food Justice Section:

Reflect and Act	Short Answer
What did you notice? What facts or observations stood out?	



Reflect and Act (cont).	Short Answer
Why are those observations important?	
What patterns or conclusions are emerging?	
Now what? What will you do moving forward? What actions make sense?	

Additional Comments:

