

SHROPSHIRE GOOD FOOD PARTNERSHIP

RACE, EQUITY, DIVERSITY & INCLUSION IN FOOD NETWORKS



Example statement of commitment to race, equity, diversity and inclusion for organisations in Shropshire's food networks – *adapt as required*

Organisation Name (ON)

Statement of commitment to race, equity, diversity and inclusion

ON believes everyone should be able to have affordable, good, locally grown food. We also believe that everyone involved in growing and producing food should be treated fairly. We encourage people, businesses and organisations who believe in equality and fairness in our food systems to show this by signing up to the SGFP Charter and committing to its principles.

ON is committed to promoting equity, diversity and inclusion (EDI) in the design and delivery of all its activities. We know that different ways of thinking and working are needed to create the equity that will result in equality for people within our food systems.

ON is committed to building its knowledge and understanding of EDI and increasing its confidence to communicate effectively about local, national and international issues that discriminate against and marginalise communities and individuals.

Building a culture of promoting EDI in everything we do is ongoing work that will require continuous commitment to change, learning from others, reflection and action.

We will –

Review our internal policies, processes and ways of working, to ensure we are proactively inclusive in our activities, including –

- how we lead ON and how we represent the diverse communities within it
- how we engage with and support the ON membership
- how we communicate with everyone
- how the ON Working Groups are run and the work that they do
- how we design and deliver projects
- how we recruit staff, volunteers and freelance workers

Work to increase the range and depth of the voices we listen to and learn from, to ensure our work reflects the needs of all of Shropshire's diverse communities.

Be confident and consistent with the language that we use to promote EDI and when we highlight the experiences of marginalised individuals and communities. We will learn from each other's experiences and adapt our language as we move forward.

We will regularly review our role in Shropshire's food networks to ensure that we are proactively promoting inclusion, challenging discrimination, and eradicating disadvantage.

We will develop and refine our role to demonstrate our commitment to promoting EDI and support our members to embed good practice across the sector. This will also be reflected in how we work with partners and statutory organisations.

We will update and report back on our progress through Director and Working Group meetings and as part of our annual reporting.

Get in touch with us for more information about how we are delivering our commitment to EDI or to let us have feedback on your experiences.

www.shropshiregoodfood.org

