

Foodrise's commitment to equity, justice and anti-oppression

This statement is Foodrise's public commitment to working in accordance with the principles of equity, justice and anti-oppression.

By *equity*, we mean that we commit to addressing systemic barriers and ensuring that in every aspect of our work we create conditions for fair outcomes, acknowledging the different experiences, needs and support required by individuals and groups to thrive.

By *justice*, we mean a long-term goal of ensuring human rights, access, participation and equity for everyone involved in or affected by the food system, working alongside a wider movement of people and groups.

By *anti-oppression*, we mean that we commit to actively identifying and dismantling power dynamics and systemic structures in the food system and economy that uphold inequities and oppress individuals and groups who have been marginalised, while benefiting others. Actively countering these oppressive power dynamics is necessary to achieve both equity and justice for all.

Foodrise is committed to pursuing equity, justice and anti-oppression in all aspects of its work, with a particular focus currently on anti-racist practice. Foodrise is a majority-white organisation, within a majority white sector, working on food systems, climate and nature issues where impacts are often primarily or particularly felt by communities in Global majority countries and racialised communities in the UK and Europe. As such, we have a particular responsibility to examine how aspects of our work may perpetuate white supremacy, racialised capitalism and other systems of oppression, and how we can proactively work to counter these dynamics.

We also see the ways in which race intersects with other aspects of identity and contributes to individuals' experience in our sector, and communities' experience of the impacts of destructive and unhealthy food systems.

Our strategic approach

Work on equity, justice and anti-oppression at Foodrise is grounded in our strategic plan and values. Our strategic plan states that most people do not have secure access to healthy, nutritious food that is also good for the planet as a direct result of corporations reducing the food system to a commodity. To meet our vision, corporate power must be dismantled and

replaced by a food system that is good for people and planet, and is treated as a public or common good.

This framing highlights the impact of the interconnected legacies of colonialism, neo-colonialism, and corporate capitalism, which prioritise profit over people and nature, perpetuating inequities globally. As such, we understand that liberation from this system will require both delegitimisation of the current system, centring communities and widening our circle of allies.

Additionally, we recognise that, like all organisations, we will express the cycles of oppression, white supremacy and colonialism in the way we work. We commit to trying to disrupt these cycles whenever we can, by becoming aware of the power we do hold, and ensuring that the perspectives and leadership of groups who have been excluded from the mainstream progressive food and environment movement shape our work.

We aim to do this by deploying our organisational values, especially audacity, collaboration and solidarity. This means that we aim to challenge ourselves, and others where appropriate, to take risks, consider criticism and be prepared to respond proactively, and support others who have not had the same access to power and resources.

What this commitment means

To Foodrise, working with equity, justice and anti-oppression in mind means:

For staff

- We will recognise and take seriously different needs, experiences, backgrounds and identities, and the impact these may have on people's experience of working at Foodrise.
- We will provide spaces for learning and nurture a culture of self-reflection, honesty and transparency.
- We will set goals and make changes to hiring practices to increase the diversity of our staff and board.
- We will integrate the principles of this statement into our 'DNA' as an organisation, including how we communicate, how we hire, what we work on, and how we deliver our activities. It will also form part of how we monitor our performance as an organisation.
- We will ensure anti-oppressive practice is built into staff's annual objectives and job descriptions.

For partners and allies, including sub-grantees

- We will pay external contractors and partners an equitable rate, and we will pay community experts for their time and knowledge where we ask for their input, acknowledging that some people may face greater barriers to participation than others.

- We will challenge ourselves on the power dynamics inherent to sub-grants, and ensure that Memoranda of Understanding are co-created in collaboration with partners, striving to build equitable and respectful partnerships.
- If a conflict, disagreement or mistake has arisen, we will listen to both sides of the story and be reflective of our role in the difficulty. We will share a process to resolve conflicts or disagreements.
- We will platform other voices and spotlight the lived experience of people affected by the food system issues we work on.

For funders

- We will ask significant funders to contribute to our internal fund to support the ongoing development of our work on anti-oppression, equity and justice.
- We will invite the challenge of funders on whether we are keeping to our principles in the way we deliver our funded projects.
- We will openly and respectfully raise conflicts between funder priorities and these principles, where they arise, for open and honest discussion.

Accountability for equity, justice and anti-oppression work sits with our board, overseen by our anti-oppression board champion, with Foodrise's leadership reporting to the board against the strategy.

Responsibility for leading this work internally sits with the Deputy Director, Natasha Hurley, with the support of the HR and Operations Manager and of our internal working group of staff. We hold an internal workplan which identifies priorities and is reviewed in the face of challenges or external changes. With the support of Sustain, we have also conducted a baseline review of 'Race, Equity, Diversity and Inclusion' at Foodrise, which we continue to review annually. [View our 2025 review.](#)

We welcome challenge, collaboration, and dialogue, viewing this statement as a living document to evolve through engagement with stakeholders committed to equity, justice and anti-oppression. Please contact Natasha (natasha@foodrise.org.uk) if you would like to raise an issue or start a conversation.