

## **Our commitment to equity, justice and anti-oppression**

This statement is Feedback'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 marginalised communities, while benefiting others. Actively countering these oppressive power dynamics is necessary to achieve both equity and justice for all.

Feedback is committed to pursuing equity, justice and anti-oppression in all aspects of its work, with a particular focus currently on anti-racist practice. Feedback 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 Feedback is grounded in our [strategic plan and values](#). Our strategic plan states that the current food system prioritises corporate profit above all else, requiring plunder and exploitation of people and nature. To meet our vision, we understand that the corporate regime must be dismantled and replaced by alternative systems that sustain all people on a fair basis and enable nature to thrive.

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, nurturing community agency 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 Feedback, 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 Feedback.*
- *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.*

#### *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, with Feedback's leadership reporting to the board against a strategic aim (note that our strategy refreshes in 2025):

*Each year to 2025, Feedback will seek to deepen and extend its anti-oppressive journey, unpacking organisational culture and embedding structures and spaces that work against white supremacy, racism and other forms of oppression.*

Responsibility for leading this work internally sits with the Deputy Director, Jess Sinclair Taylor, 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 Feedback, which is attached [here](#) and forms our 2024 baseline against which we will measure our progress. In November 2025 we will review progress against our baseline, and set a new annual workplan.

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 Jess ([jessica@feedbackglobal.org](mailto:jessica@feedbackglobal.org)) if you would like to raise an issue or start a conversation.