Racial Equity Consultant
Request for Letters of Interest
May 27, 2020

The Massachusetts Food System Collaborative (MFSC) (www.mafoodsystem.org) works to promote, monitor, and facilitate implementation of the 2015 Massachusetts Local Food Action Plan, which provides a set of goals and recommendations toward a sustainable, equitable, and resilient local food system. We work toward policy change by building broad support for advocacy campaigns and providing training and other resources to allow partners to participate effectively. We bring together players throughout the food system in an effort to demonstrate the breadth of the food system, and provide opportunities for stakeholders to work collaboratively.

The organization is staffed by four people, and is led by a ten-member steering committee.

The inequities in the traditional food system are evident in every sector, from access to land, jobs, capital, and food itself. While the Collaborative is aware of these issues, our efforts to lift up issues of racial inequity have been uneven. We have struggled to figure out how to best ensure that our communication and advocacy work, our internal policies and practices, and our efforts to shift how decisions are made about food system policy can best reflect our stated commitment to a food system where all are not only served equitably, but where all are also equitably engaged in the decision-making processes that guide that system. And we recognize that we need to commit to some internal questioning and self-examination before we can properly model, encourage, and reinforce the language and behavior we want to see for the food system as a whole.

The Collaborative is seeking a consultant or team to work with the staff and steering committee to develop and implement a process that may include collaborative training, and individual and group coaching, as we work to:

- develop a fuller understanding of the issues of racial equity as it relates to the food system;
- craft a set of guiding principles that will inform our internal and external operations;
- establish a plan to embed those principles into our day-to-day work, particularly in lifting up traditionally underrepresented voices through our stakeholder outreach and engagement work; and
- institute a process to evaluate our progress toward this work on an ongoing basis.

We are not seeking lengthy proposals, but rather letters of interest supported by background materials representing applicants’ experience. We are particularly interested in engaging an individual or team that has experience working with organizations focused on policy advocacy (rather than service provision), as well as experience working with coalitions that rely on participation of organizational leaders and staff (rather than grassroots organizations engaging community members).

The budget for a consultant for this project is $15,000. We would like to find someone to work with us beginning as soon as possible. Given the uncertainties of the current public health crisis, using online technology to allow for remote sessions, rather than in-person meetings, is likely.

Please submit responses by Friday, June 19.

If you have questions, please contact Winton Pitcoff, at winton@mafoodsystem.org.