

# ANTI-RACISM & DIVERSITY FOR COMMUNITY SUPPORTED AGRICULTURE

A TOOLKIT FOR THE “NETZWERK SOLIDARISCHE  
LANDWIRTSCHAFT” IN GERMANY



# INSTRUCTIONS

This toolkit is available for download in English and German on the website of the “Netzwerk Solidarische Landwirtschaft”. The exercises do not build up on each other. The texts for the exercises are linked on the slides or can be found in the accompanying document.

## What you need:

- Paper and pens
- Flipchart, whiteboard or blackboard for the group exercises if necessary
- If you want, the printed exercises/texts (you can of course also read them digitally or project them on the wall with a projector)

You will need about a whole day to do all the exercises in the toolkit. Of course, you can also just do individual exercises or work on it step by step.



# INSTRUCTIONS



## Suggestions for using the toolkit:

- If you are alone, do one of the individual exercises and/or browse the additional resources at the end of the toolkit.
- Find another person and do exercises together.
- As an introduction to your next CSA-assembly, do one of the exercises together.
- Organise a whole day of reflection in your CSA or regional group.
- Draw up an action plan and define clear goals for your CSA or regional group.
- Share the results with other CSAs.
- Give us feedback on which measures you would like to implement. We also welcome feedback and suggestions on the toolkit by email to [gegen-rechts@solidarische-landwirtschaft.org](mailto:gegen-rechts@solidarische-landwirtschaft.org)

# GOALS

- Raising awareness of structural forms of discrimination and effects of own privileges also in the CSA (community supported agriculture)-movement
- Reflect on problematic patterns of thinking and behavior and acknowledge that they need to change
- Help improve accessibility of the “Netzwerk Solidarische Landwirtschaft” & the CSA-movement for people of diverse backgrounds. Reach out to different societal groups and identify and break down structural barriers





# THIS TOOLBOX CONSISTS OF THREE BUILDING BLOCKS

- 1 **Knowledge input:** introduction to food justice and racism in a German context.
- 2 **Reflection Activities:** methods for individual and group thinking about the topic.
- 3 **Further readings:** A list of open-source links and materials.



# KNOWLEDGE INPUT

The following slides aim to help you begin developing an anti-racist and oppression-sensitive practice, as well as identify implications of anti-racist politics in the “Netzwerk Solidarische Landwirtschaft” and associated projects.


It begins with a definition of "Food Justice" as a tool to help us see the food system in a multi-dimensional and intersectional way. Producing enough food in an agro-ecological way is only one step of food justice. It also involves access to food for those with no or lower income and for different needs of people.




# What is Food justice?

“Food justice is a holistic and structural view of the food system that sees healthy food as a human right and addresses structural barriers to that right. Drawing on the concept of environmental justice, the food justice movement works not only for access to healthy food for all, but also examines the structural roots of these disparities — and works for racial and economic justice, too.”

Reference: Foodprint (2021): [Food Justice](#)



The CSA-movement has great potential to contribute to food justice. To this end, it is important to enable equitable access for all and to break down barriers, e.g. with regard to racism as a form of group-based discrimination.



If Food Justice works for racial justice too - how is race<sup>2</sup> discussed within a German context?



<sup>2</sup>In German, there is still no adequate translation for the term race. The meaning of the German word “Rasse” as a literal translation is a biological categorization and does not reflect the social construction of the concept of “race”. In a similar way no deconstruction of the terms "white" and "black" has yet taken place in German-speaking countries, which clearly suggests that the terms are not skin colours or real characteristics, but a constructed, ascribed category with which certain experiences (privileges vs. discrimination) are associated. To make this clear, the term "black" is often capitalised in German and the term "*white*" is written in italics.

# REFLECTION ACTIVITIES

## Individual Reflections:

- Checking your Emotions
- Unpacking Privilege

## Group Reflections:

- Towards a collective Self-Understanding
- Ecosystem Mapping



# REFLECTION ACTIVITIES

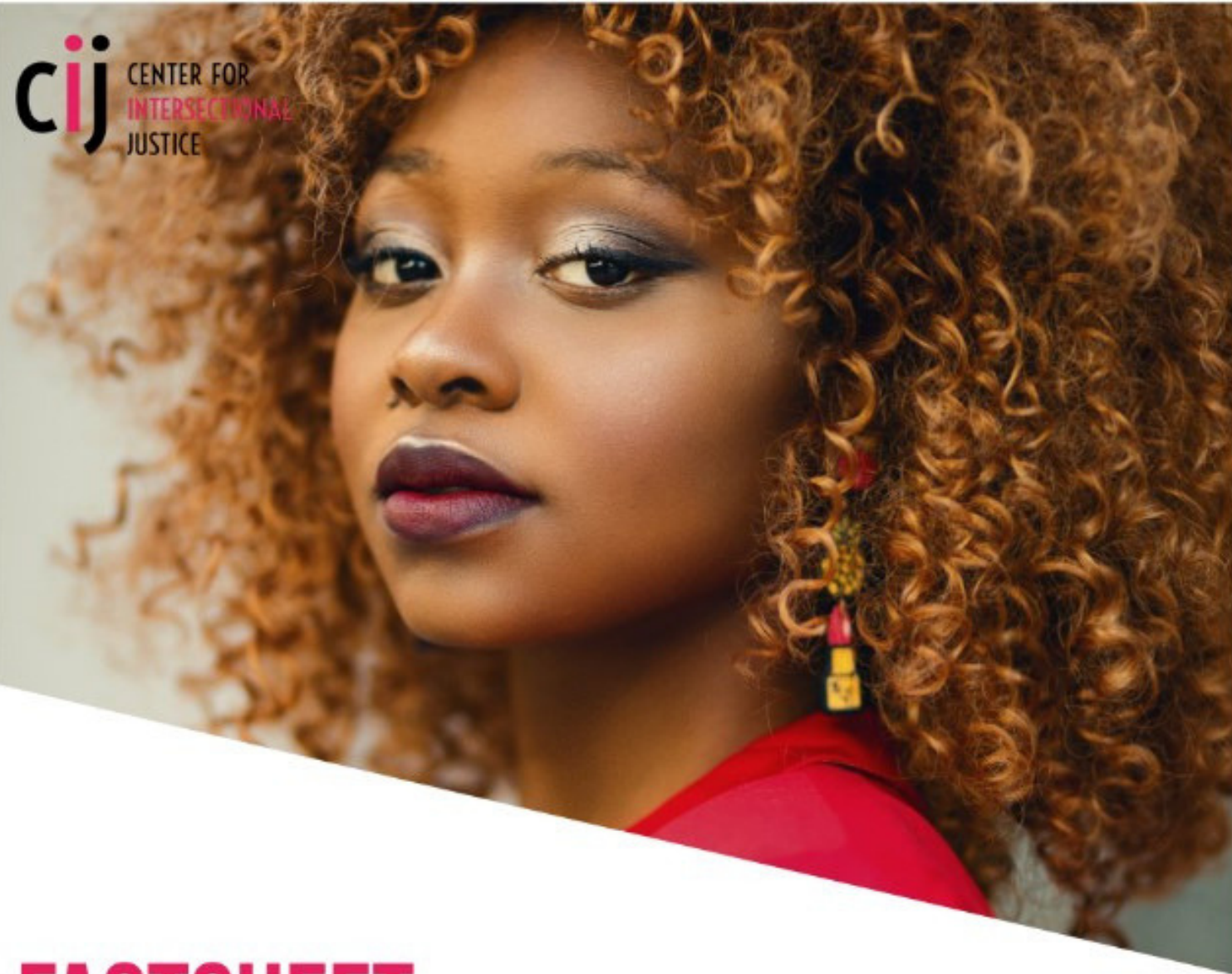
The following slides contain reflection exercises using different methods for individual and group reflection on the topic. The required documents are linked on each slide. If you use the Toolkit printed out, print out the following documents.

## Required exercise materials:

- Center for Intersectional Justice (2021): (pages 13-16)
  - <https://drive.google.com/file/d/1LR1q6XX5AAjGFF4BU2Ks-MKcct46UKS0/view>
- Jugend im Bund für Umwelt und Naturschutz Deutschland e.V. (2023): (At the moment only available in German)  
Choose one or more texts:
  - [https://www.bundjugend.de/wp-content/uploads/verRuecktesKlima\\_beHinderteLoesungen\\_digital.pdf](https://www.bundjugend.de/wp-content/uploads/verRuecktesKlima_beHinderteLoesungen_digital.pdf)
- Sauseng, Prugger, Kübler (n.d.): (pages 20-22)
  - [https://www.uibk.ac.at/ma-gender/downloads/allyship-in-action\\_online.pdf](https://www.uibk.ac.at/ma-gender/downloads/allyship-in-action_online.pdf)
- McIntosh & Cleveland, (1990):
  - <https://www.ende-gelaende.org/wp-content/uploads/2021/07/McIntosh-White-Privilege.pdf>
- Deepa Iyer, (2018):
  - <https://solidarityis.org/wp-content/uploads/2023/01/INTRO-to-the-Social-Change-Map-Dec-2022.pdf>
  - More information on the Social-Change-Map you can find here: <https://buildingmovement.org/our-work/movement-building/social-change-ecosystem-map/>







# FACTSHEET RACE IN GERMANY AND EUROPE

**MAY 2021**

"The failure to acknowledge the role of race in European discourse, allows racism to be reproduced further in institutions, such as the police, or policy, e.g. on migration, domestic violence, or even in politics."

- Factsheet: Race in Germany and Europe

  
**to do**

**Read and reflect on Chapter 3:  
"Challenges and Limitations of  
Anti-Racism in Germany and Europe"**

**Have you experienced any of these challenges  
yourself? How did you overcome them?**

**This text is very complicated. We will have it translated into simpler  
language. If it is too complicated for you, skip this exercise!**

Reference: Center for Intersectional Justice (2021): Factsheet - Race in Germany and Europe

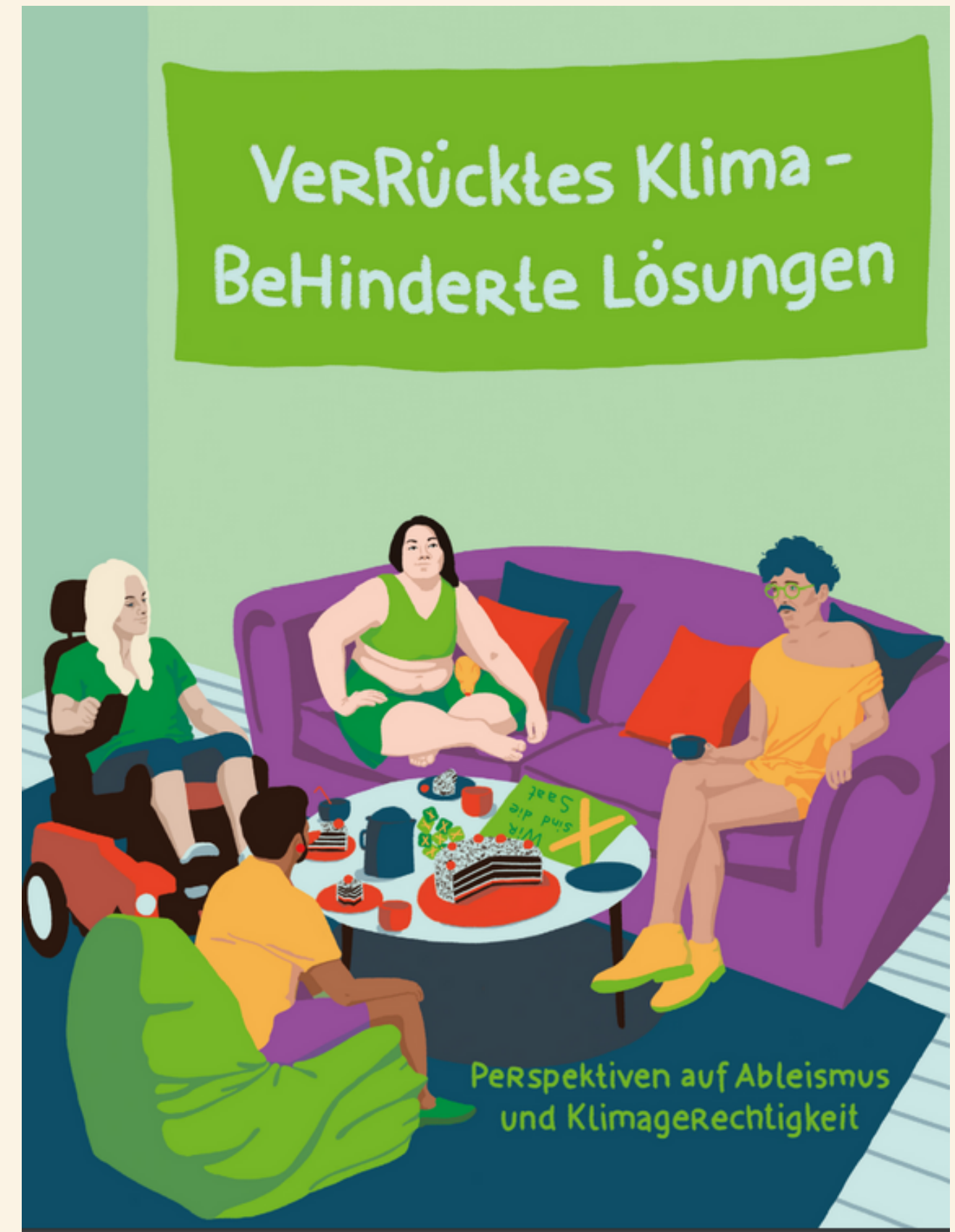
Note: This text will soon also be available in plain language.



Racial injustices are just one aspect of a person's identity that may cause them to feel marginalized in white-majority, imperialist, capitalist and patriarchal society. We also live in an ableist society, which sometimes requires us to design spaces that seek to address needs outside of our own.

  
**to do**

Reflect on some of the stories shared within BUNDJugend's "VerRücktes Klima – BeHinderte Lösungen" publication and note down ways in which they have inspired you to shift ways in which you have been seeking increased inclusion in your organising. (This document is at the moment only available in German, skip this activity if you do not speak German)



## Individual Activity 1

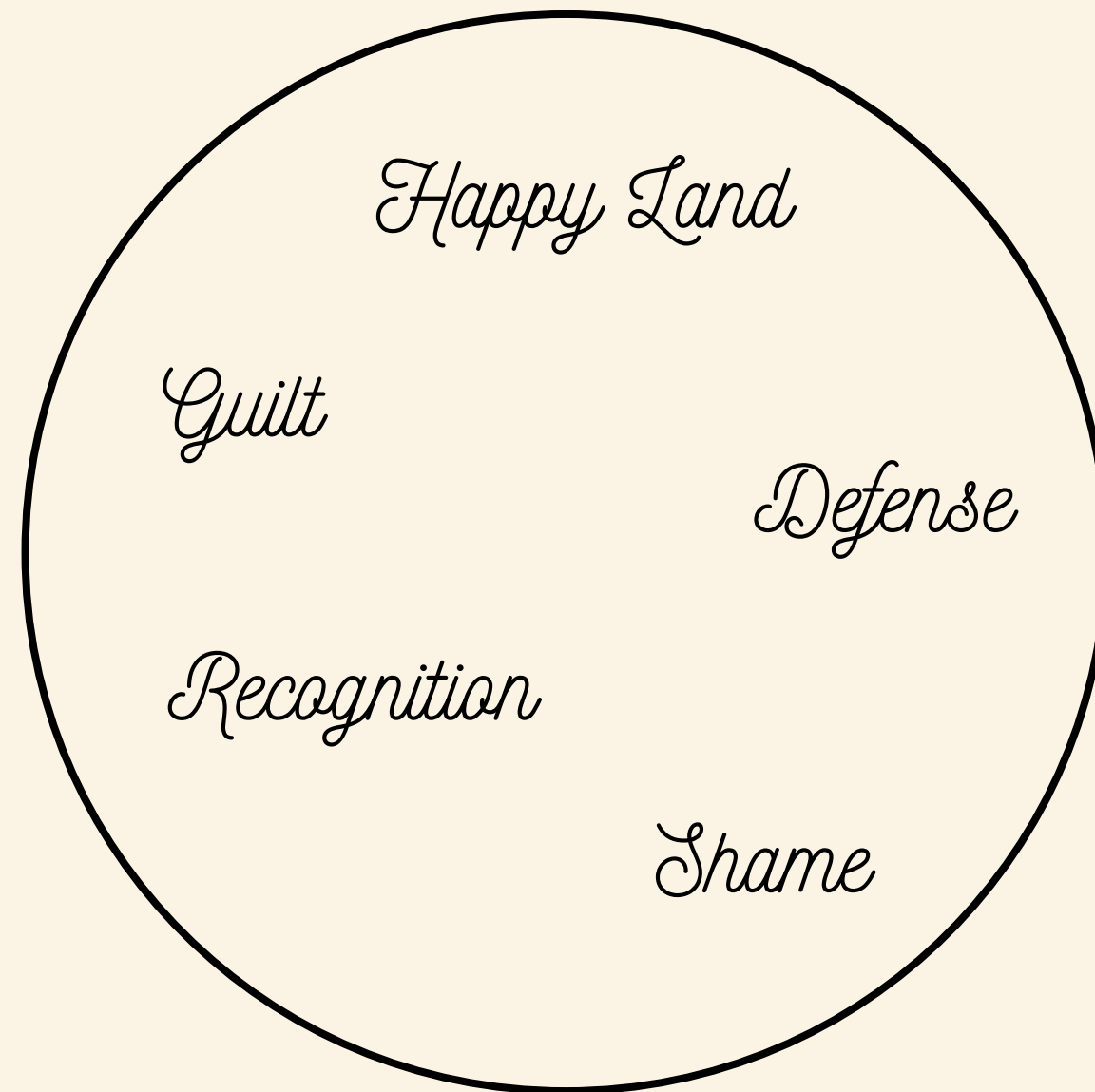
# CHECKING YOUR EMOTIONS

When *white* people are confronted with their own racisms, they react differently: from indignant defensiveness and defense of their own unspoken privileges to sadness, shame and anger. These reactions are explained in Tupoka Ogette's 5-phase model in her book "exit RACISM".



When we question different manifestations of the dominant culture - race, religion, sexual identities, physical conditions, economic status, etc. - we may feel uncomfortable. It is important to recognize and reflect on these emotions as they arise. This is critical to how well we are later able to dismantle learned social structures. Recognizing such emotions in others allows us to have productive conversations and build more inclusive communities and projects with ever-growing confidence.

## CHECKING YOUR EMOTIONS



**The order of the five phases is variable  
and jumping back and forth is possible.**



Read through Tupoka Ogette's 5-phase model  
in the [linked brochure](#) on pages 21-22.

Have you experienced or observed some of these  
emotions in yourself?

Can you find yourself in any of the phases?

Consider how you can help yourself and others deal  
with emotions that often arise  
in the process of changing dominant culture  
- especially when white supremacy is involved.

**Reference:** Tupoka Ogette (2017): exit RACISM. rassismuskritisch denken lernen; Sauseng, Prugger, Kübler (n.d.): [Allyship in Action](#)

**Note:** You can find a clear summary of the 5-phase model from Tupoka Ogette [HERE](#) on page 21-22.

An English translation can be found in the resource document.



## Individual Activity 2

# UNPACKING PRIVILEGE



This is Dr. Peggy McIntosh. She has written several articles on *white* privilege and says that *white* folks are born with a knapsack which contains all kinds of goodies including educational opportunities, credit cards, blank checks, passports and so on. She compares white privilege to an “invisible knapsack of special provisions, maps, passports, code books, visas, clothes, tools, and blank checks.” The reality of the invisible knapsack - in a society shaped by *white* supremacy - is that if you are *white* you can’t take it off. It will be there until the day you die or the day systemic racism is ended. So it is not a matter of choosing whether or not to be a part of a racist system that benefits all white people. You can’t simply say, “I am not going to be privileged anymore.” As long as the institutions of society are designed to provide us with privilege, we will get these privileges whether we want them or not.

**As bell hooks described, we live in an "*imperialist, white supremacist, capitalist patriarchy*" and as such, one's privileges tend to extend beyond the color of one's skin.**



Reference: [rdow \(2010\): What exactly is “imperialist white supremacist capitalist patriarchy?”](#)

Individual Activity 2  
**UNPACKING PRIVILEGE**

# WHAT'S IN YOUR INVISIBLE KNAPSACK?



Read McIntosh's article and make your own list of the various privileges you benefit from - not only racial privileges, but socio-economic, mental or physical, cultural, religious, gender, passport, age, education and all other privileges too.



Keep this list and add to it whenever you become aware of an additional aspect of your privilege.



Share this activity with a friend and ask them to compare and discuss your lists together. How do these privileges show up in your daily life and how could the lack of them impact the life of someone else?

## Group Activity 1

# TOWARDS A COLLECTIVE SELF-UNDERSTANDING

- 1** How would you describe the diversity in your CSA - both positive and challenging aspects?
- 2** Have you already engaged with anti-racist practice and the accessibility of your CSA? If yes, to what extent and what prompted you to do so? If not, why not?
- 3** How would you like to see your CSA develop in this area? What do you hope the CSA will look like in 5 or 10 years?
- 4** What does Food Justice look like to you/your group in practice?

  
**to do**

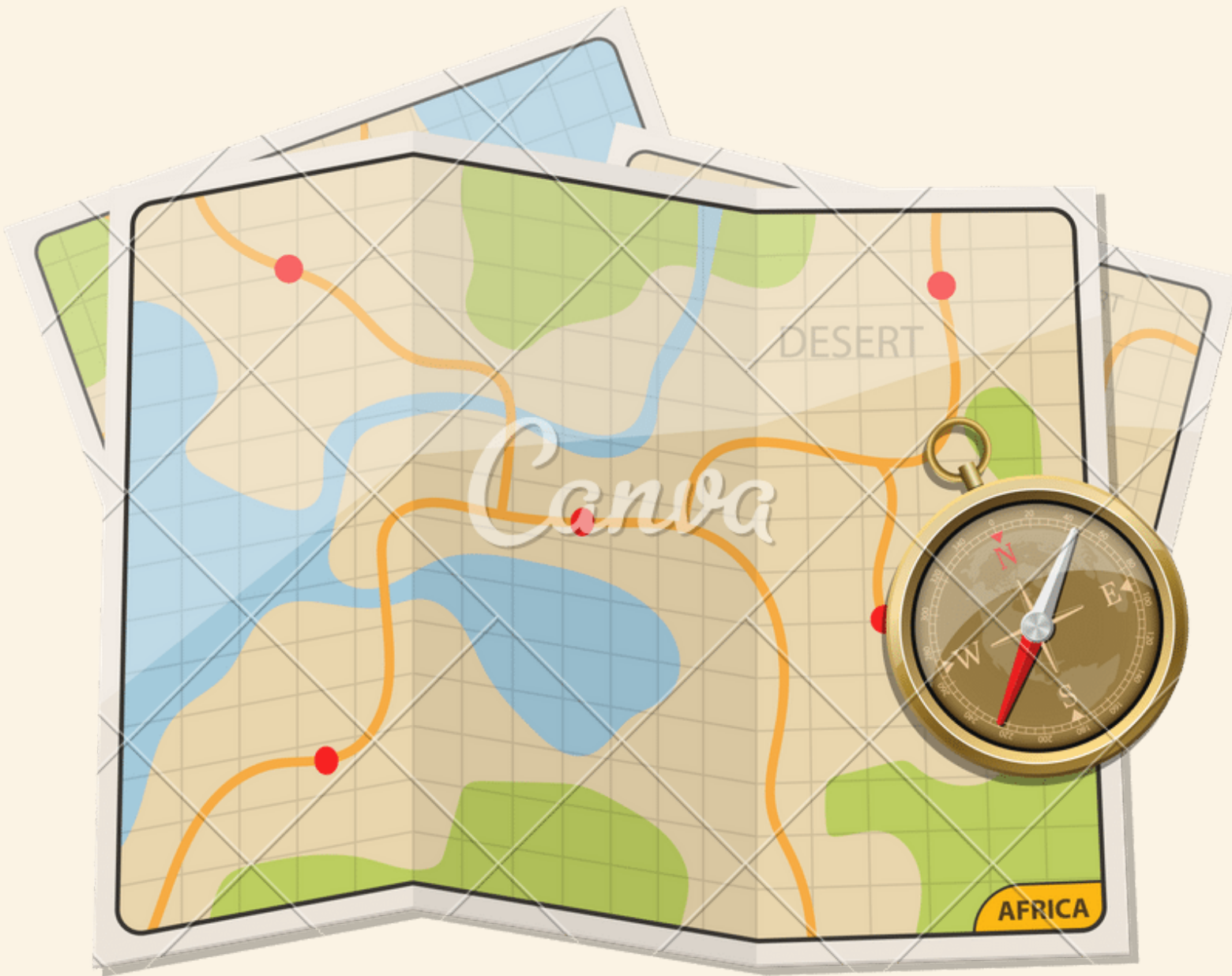
Step 1: Allow time for everyone to reflect on the questions individually - write them down to share later

Step 2: Discuss your answers in the group with the aim of aligning and finding a common direction





# ECOSYSTEM MAPPING



In our own environment, whether privately, professionally or in voluntary work, we can campaign for equality and against structural discrimination. For some of us, striving for social change is new territory and we don't know where to start. Others have been fighting for change for a long time and feel overwhelmed and burnt out. Still others are forced to act because of a crisis situation.

The Social Change Ecosystem Map on the next slide developed by Deepa Iyer is a tool that can help individuals, networks and organisations to reflect on and align their values around social change, their individual roles and the wider ecosystem.



## Group Activity 2

# ECOSYSTEM MAPPING

  
**to do**

Look at the figure on the right: Which values would you write in the middle? Do you agree with the values in the figure?

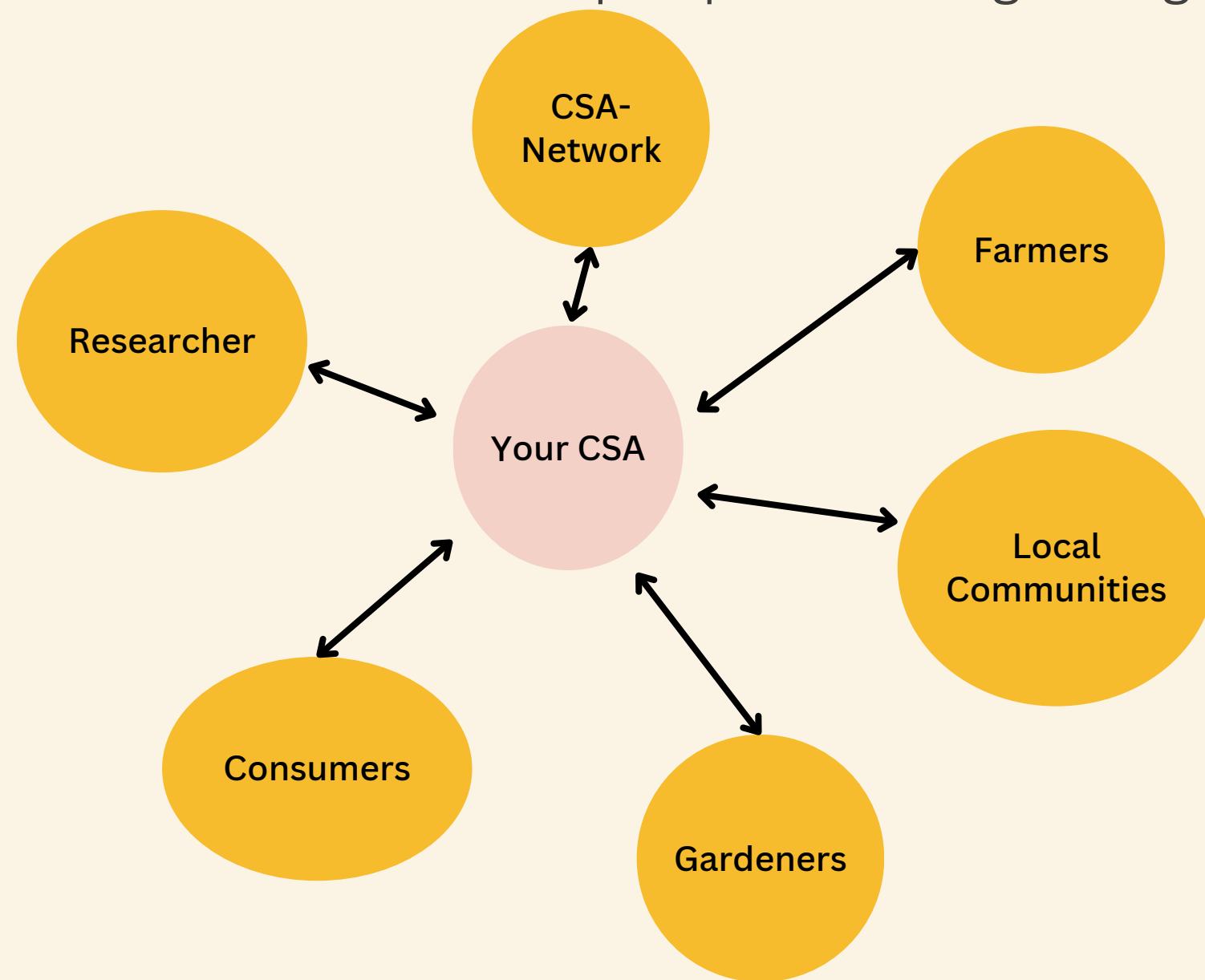
Read through Iyer's role descriptions following the link below: What role(s) do you often/never/sometimes take on in your social contexts? Do you know people who embody other roles?



## Group Activity 2

# ECOSYSTEM MAPPING

This task should help you to find out what you can do concretely in your CSA and how you can best link struggles and work together with movements and groups that are active on the topic of food and agriculture from other perspectives/angles (e.g. postmigrant organizations, seasonal workers, etc...)



Grab a big piece of paper and some pens.  
Draw out your group's "ecosystem",  
visualizing every group, individual, project,  
business, that relates to your work and your  
ideas (comrades and opponents alike!)

# ECOSYSTEM MAPPING



to do

Think about the ecosystem map you just created. Can you recognise roles from Iyer's ecosystem? Which ones are necessary but missing? Where does your map show that you need stronger collaborations to achieve your goal for your CSA? Who can you approach for cooperation that is not yet on your map?



# ADDITIONAL RESOURCES

Below you will find a list of further readings, podcasts and visual media on the topics of anti-racism and food justice.

We encourage you to read them on your own first and then discuss them with friends or colleagues. Taking the time to analyse the various contributions together with others can help you to take responsibility in this ongoing learning process.

If you have any more resources, feel free to write to us at the following email address:  
**[gegen-rechts@solidarische-landwirtschaft.org](mailto:gegen-rechts@solidarische-landwirtschaft.org)**



# READINGS

- "Exit racism - rassismuskritisch denken lernen" by Tupoka Ogette
- "Racism in Germany is part of everyday life" (DW, 2022)
- "Ausbeutung und Rassismus auf deutschen Feldern – der Alltag osteuropäischer Saisonarbeitskräfte" (FARN, n.d)
- "Postcolonial debates in Germany – An Overview" (Elise Pape, 2017)
- "Deutschland Schwarz Weiß" - (Noah Sow, 2018)
- "Connecting the Dots: Lernen aus Geschichte(n) zu Unterdrückung und Widerstand" - (Gokal, 2017)
- "Plantation Memories" - (Grada Kilomba, 2008)
- "Rassismus ist kein Randproblem" (Bürgerstiftung Barnim, 2018)
- "Die Diversität der Ausbeutung" (Mendívil & Sarbo, 2023)
- "Eure Heimat ist unser Albtraum" (Aydemir & Yaghoobifarah 2019)
- "Undeutsch: Die Konstruktion Des Anderen in Der Postmigrantischen Gesellschaft" (Fatima El-Tayeb, 2015)
- "Food system-oriented 21-Day Racial Equity Habit-Building Challenge"  
Food Solutions New England



by

# PODCASTS / AUDIO BOOKS

- "Exit racism - rassismuskritisch denken lernen" by Tupoka Ogette
- "Der weiße Fleck - Eine Anleitung zu antirassistischem Denken" by Mohamed Amjahid
- "Vortrag von Imeh Ituen und Joshua Kwesi Aikins vom BPoC-Environmental-and-Climate-Justice-Kollektiv Berlin: "Klimawandel, Rassismus und Globale Verantwortung - Schwarze Perspektiven Auf Die Kolonialität Der Klimakrise"
- "White Privilege Check - mit Rainer Maria Jilg" (Kanackische Welle. 2019)
- "IG Live Series: Food & Stuff" (Stil in Berlin, 2021)
- "Weißabgleich - taz Podcast von PoC"





# VISUAL MEDIA

- “Der weiße Fleck - Eine Anleitung zu antirassistischem Denken” by Mohamed Amjahid
- “Rassismus nach Lehrplan” mit Josephine Apraku
- “My Culture Is NOT A Costume” by Teen Vogue
- Geschichte des Rassismus
  - 1/3 Das Geschäft mit der Sklaverei
  - 2/3 Die fatalen Folgen
  - 3/3 Das Vermächtnis der Kolonialherren
- “On White Privilege” by Tim Wise
- “Why Color Blindness Will NOT End Racism” written By: Danielle Henderson
- “The Surprisingly Racist History of “Caucasian” with Franchesca Ramsey
- “Gehört der Rassismus zu Deutschland? Und wenn ja: Warum?” by Mark Terkessidis
- How microaggressions are like mosquito bites
- What Did Jesus REALLY Look Like? with Franchesca Ramsey





# CREDITS

This toolkit was created by Samie Blasingame and AK gegen Rechts for the Netzwerk Solidarische Landwirtschaft. It consists of adapted resources from the workshop "Building Food Justice: Practical Steps for the 'Netzwerk Solidarische Landwirtschaft' in Germany", which was developed for the network in April 2022.

The toolkit was translated from English to German by Miriam Kronester. The German and the English version can be found on the Netzwerk Solidarische Landwirtschaft website.

Thanks to funding from the UNMAKING research project at the University of Utrecht, the toolkit could be produced. The workshop, on which the toolkit is based, was organized in collaboration by the Netzwerk Solidarische Landwirtschaft e. V. and the UNMAKING research project.

