



# BUILDING A DIVERSE, EQUITABLE, AND INCLUSIVE ORGANIC PROFESSIONALS COMMUNITY



ORGANIC FARMERS  
ASSOCIATION



NATIONAL  
ORGANIC  
COALITION



## LISTENING & DISCUSSION GUIDE TO:

### Virtual Presentation: History of Racism in US Agriculture & Organic

Organic organizations have recognized the need for training providing baseline knowledge and common language around issues of diversity, equity, and inclusion across the organic community. This December 2021 presentation was delivered by Beth Schermerhorn and Asha Carter from [Cambium Collective](#) with the input of the steering committee and focus groups. [\\*\\*\\*View the Recording Here\\*\\*\\*](#)

### VIRTUAL PRESENTATION REFLECTION QUESTIONS:

Please take time to answer these for yourself and discuss within your work community

- As you listen to the presentation, where did you feel tense, uncomfortable, or resistant to the content? Consider why. How can you be more open to hearing histories and experiences told from non-white perspectives?
- Where do you see the colonizer worldview within your office, organization, and in the organic community?
  - How could your work environment be shifted towards connecting, relating, and belonging?
- Where do you see yourself practicing the colonizer worldview? In your thoughts, behaviors, beliefs?
  - What are ways that you can shift towards connecting, relating, and belonging?
- What power do you have to make change happen within your organization?
- What types of changes are needed that were mentioned in the presentation? How can you be a part of making them happen?

## VIRTUAL PRESENTATION RESOURCES:

You can find out about Cambium Collective, our presenters at: [cambiumcollective.org](http://cambiumcollective.org)

Videos from the presentation:

- <https://youtu.be/Zadq5dl2G8Q>
- <https://youtu.be/opUDFaqNgXc>
- [https://youtu.be/SKo-\\_Xxfywk](https://youtu.be/SKo-_Xxfywk)
- <https://youtu.be/9YU7UAZ8r8w>
- <https://youtu.be/KhOu-Y1KSNA>

Other resources from the presentation for you to explore:

- [Native-Land.CA](http://Native-Land.CA)
- <https://www.rd.usda.gov/files/RR194.pdf>
- [https://teaching.usask.ca/curriculum/indigenous\\_voices/power-and-privilege/chapter-1.php](https://teaching.usask.ca/curriculum/indigenous_voices/power-and-privilege/chapter-1.php)
- <https://decolonizingwealth.com/>
- <https://www.nationalorganiccoalition.org/racial-equity>
- <https://www.ewg.org/research/black-farmer-usda-timeline/>
- [https://harvardlawreview.org/wp-content/uploads/1993/06/1707-1791\\_Online.pdf](https://harvardlawreview.org/wp-content/uploads/1993/06/1707-1791_Online.pdf)
- <https://grist.org/article/the-disturbing-lack-of-black-organic-farmers/>
- <https://www.sare.org/publications/transitioning-to-organic-production/history-of-organic-farming-in-the-united-states/>
- <https://www.law.umaryland.edu/marshall/usccr/documents/cr11b562z.pdf>
- <https://www.ourdocuments.gov/doc.php?flash=false&doc=50>
- <https://www.nps.gov/home/learn/historyculture/bynumbers.htm>