

# Measuring Racial Equity in New Hampshire's Food System

2022 Findings







# Table of Contents

<b>FINDINGS AT A GLANCE .....</b>	<b>3</b>
Total Number of Farmers by Race by County .....	3
Percentage of Staff in Leadership Positions in Food Movement Organizations, by Race .....	7
Percentage of Board Members in Food Movement Organizations, by Race .....	7
<b>INTRODUCTION .....</b>	<b>8</b>
<b>METHODS &amp; PROJECT SCOPE.....</b>	<b>8</b>
<b>DATA SOURCES .....</b>	<b>8</b>
<b>KEY TERMS.....</b>	<b>9</b>
<b>FINDINGS .....</b>	<b>10</b>
Food & Farm Businesses .....	10
Metric 43 .....	17
Metric 44 .....	17
Metric 46 .....	17
Metric 50 .....	17
<b>FOOD MOVEMENT.....</b>	<b>18</b>
<b>CONCLUSIONS &amp; RECOMMENDATIONS .....</b>	<b>19</b>
Making Best Use of the Results .....	19
Conducting Future Assessments .....	19
<b>REFERENCES .....</b>	<b>21</b>
<b>REFERENCES CONTINUED .....</b>	<b>22</b>
<b>ABOUT THIS REPORT .....</b>	<b>22</b>
Report Authors .....	22
Suggested Citation .....	22
Acknowledgements.....	22
Project Funding .....	22

## Findings at a Glance

It is important to understand that individual data points are just one piece of a much larger reality, and when taken out of context, can be misleading. We share the highlights below to encourage further investigation and spark conversations that result in successfully supporting New Hampshire farmers. Assessing ownership by race, and number of acres worked by race, gives us a snapshot of information about who has access to and control of resources for food production.

### Total Number of Farmers by Race by County

	NH	Belknap	Carroll	Cheshire	Coos	Grafton	Hillsborough	Merrimack	Rockingham	Strafford	Sullivan
<b>Hispanic, Latino, or Spanish</b>	68	3	1	22	2	5	11	2	6	6	10
<b>American Indian or Alaska Native</b>	13	-	-	7	-	2	-	2	-	-	2
<b>Asian</b>	14	-	-	2	-	-	-	6	5	-	1
<b>Black or African American</b>	38	1	1	-	-	-	28	2	-	-	6
<b>Native Hawaiian or Other Pacific Islander</b>	-	-	-	-	-	-	-	-	-	-	-
<b>White</b>	7,072	440	506	735	466	785	991	923	1047	550	629
<b>More than one race reported</b>	61	-	9	24	1	1	10	11	3	-	2

Data source: Table 45. Selected Operation and Producer Characteristics: 2017

	No. Principal Producers	No. Producers	Full Owner No. Producers	Part Owner No. Producers	Tenant No. Producers	Male No. Producers	Female No. Producers
<b>New Hampshire</b>	5,847	7,198	3,119	722	282	3,921	3,277
<b>American Indian or Alaska native</b>	11	13	11	2	-	1	12
<b>American Indian or Alaska native, alone or combined with other races</b>	23	39	29	3	2	17	22
<b>Asian</b>	11	14	14	0	-	6	8
<b>Asian, alone or combined with other races</b>	21	31	23	1	-	16	15
<b>Black or African American</b>	38	38	7	0	31	15	23
<b>Black or African American, alone or combined with other races</b>	52	55	17	7	31	32	23
<b>Native Hawaiian or other pacific islander, alone or combined with other races</b>	9	16	9	-	-	7	9
<b>White</b>	5,747	7,072	3,100	722	251	3,859	3,213
<b>Producers, principal, white, alone or combined with other races - number of producers</b>	5,782	7,128	3,111	722	251	3,899	3,229
<b>Producers, principal, multi-race - number of producers</b>	40	61	36	9	2	40	21
<b>Hispanic, Latino, or Spanish Origin</b>	49	68	41	8	11	39	29

Data source: USDA NASS 2017 Ag Census Tables 52, 60, 61, & 63

	<b>Primary Occupation No. Producers</b>	<b>Years On Present Operation, &gt;10 Yrs. No. Producers</b>	<b>Avg Age</b>	<b>Land in Farms Acres</b>	<b>Number of Acres per capita</b>
<b>New Hampshire</b>	2839	4936	57.5	(D)	(D)
<b>American Indian Or Alaska Native</b>	2	13	(D)	2069	0.29
<b>American Indian Or Alaska Native, Alone Or Combined With Other Races</b>	10	31	54.5	110	0.02
<b>Asian</b>	7	13	(D)	1108	0.15
<b>Asian, Alone Or Combined With Other Races</b>	9	21	51.9	125	0.02
<b>Black Or African American</b>	2	1	43.4	1279	0.18
<b>Black Or African American, Alone Or Combined With Other Races</b>	13	14	45.6	0	0.00
<b>Native Hawaiian Or Other Pacific Islander, Alone Or Combined With Other Races</b>	2	9	39.6	460	0.06
<b>White</b>	2805	4866	57.6	424822	59.02
<b>Producers, Principal, White, Alone Or Combined With Other Races - Number Of Producers</b>	2828	4904	57.6	425315	59.09
<b>Producers, Principal, Multi-Race - Number Of Producers</b>	23	43	(D)	3356	0.47
<b>Hispanic, Latino, or Spanish Origin</b>	18	29	49.5	3392	0.47

Data source: USDA NASS 2017 Ag Census Tables 52, 60, 61, & 63

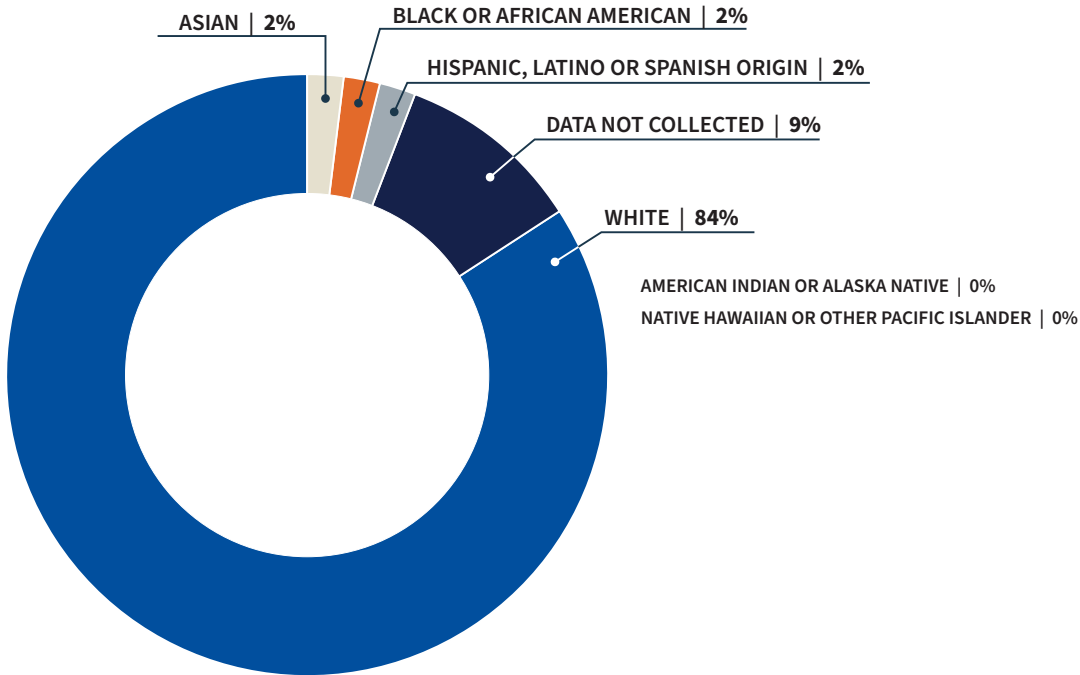
Understanding who has decision-making authority can help agricultural service providers and the agriculture community build awareness around opportunities for change, who holds power over the land and the management of the operation, staff, and infrastructure.

	Total Number of Producers	Day to Day Decision-making Number of Producers	Day to Day Decision-making Percent of Producers	Land Use or Crop Decision-making Number of Producers	Livestock Decision-making Number of Producers	Record Keeping or Financial Mgmt. Decision-making Number of Producers	Estate or Succession Planning Decision-making Number of Producers
<b>New Hampshire</b>	7,198	6,439	89.46%	5,327	4,341	5,347	3,919
<b>American Indian Or Alaska Native</b>	13	11	84.62%	11	3	10	8
<b>American Indian Or Alaska Native, Alone Or Combined With Other Races</b>	39	32	82.05%	23	22	30	24
<b>Asian</b>	14	14	100.00%	6	12	13	4
<b>Asian, Alone Or Combined With Other Races</b>	31	24	77.42%	15	21	17	13
<b>Black Or African American</b>	38	37	97.37%	37	35	31	28
<b>Black Or African American, Alone Or Combined With Other Races</b>	55	54	98.18%	54	41	45	36
<b>Native Hawaiian Or Other Pacific Islander, Alone Or Combined With Other Races</b>	16	9	56.25%	9	9	4	9
<b>White</b>	7,072	6,325	89.44%	5,231	4,253	5,251	3,842
<b>Producers, Principal, White, Alone Or Combined With Other Races - Number Of Producers</b>	7,128	6,372	89.39%	5,268	4,286	5,293	3,874
<b>Producers, Principal, Multi-Race - Number Of Producers</b>	61	52	85.25%	42	38	42	37
<b>Hispanic, Latino, or Spanish Origin</b>	68	59	86.76%	57	42	42	42

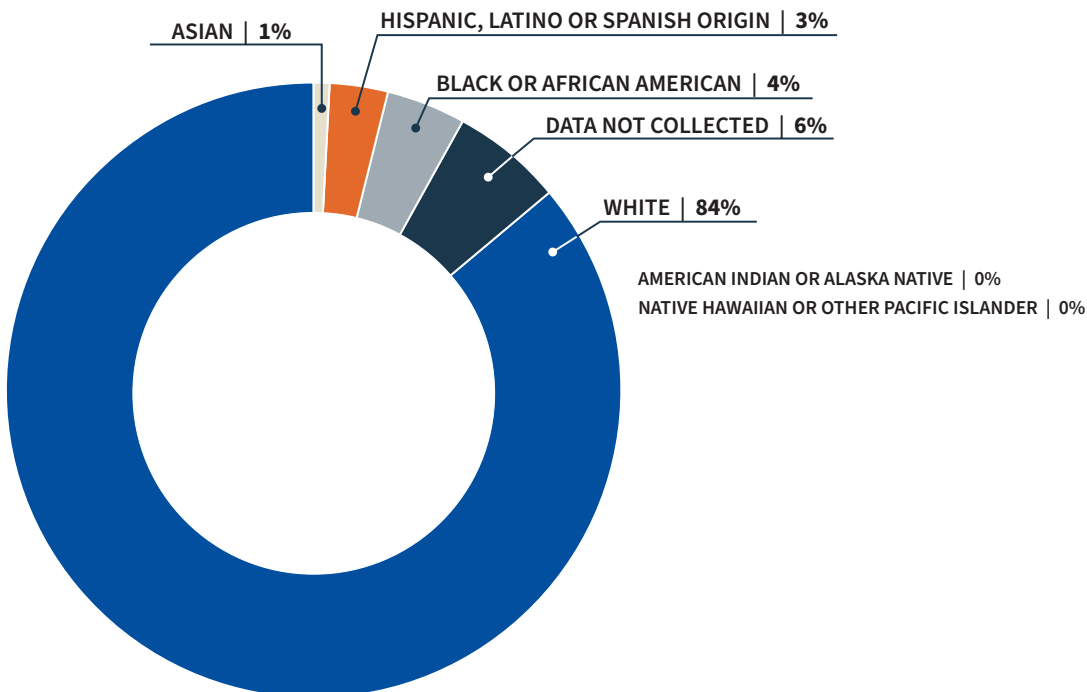
Data Source: Table 64. Selected Principal Producer Characteristics by Race: 2017

The charts below show the percentage of staff in leadership positions and board members in food movement organizations, by race, which measures who holds power in influencing the direction of the food movement. The charts show a breakdown of staff and board members by race. As the charts indicate, the overwhelming majority are white.

### Percentage of Staff in Leadership Positions in Food Movement Organizations, by Race



### Percentage of Board Members in Food Movement Organizations, by Race



## Introduction

Given historic and well-documented racial inequities in the food system, particularly within the farming community, agriculture service providers must improve their cultural competencies to better serve an all-inclusive agricultural landscape. A baseline understanding of the cultural stressors that all farm families face and how this may influence their professional working relationship with the farm family and farm business will result in a more sustainable agriculture system, where all people are able to farm. A proposal to conduct this baseline assessment was supported by Northeast SARE, Professional Development Program (SNE21-008-NH). UNH Extension, with support from Northeast SARE and the NH Food Alliance were collaborators on this project.

To develop the knowledge and skills necessary that can inform the work of agricultural service providers, we conducted a baseline assessment of racial equity in New Hampshire's food system. The assessment will guide the development of educational tools and opportunities that will best serve farmers throughout the state. This report synthesizes the findings from the assessment.

It is important to note that the exercise of conducting a racial equity assessment for the New Hampshire food system is not intended to prove that racism exists, as that is well-documented, but rather to serve as a launchpad for action. While we know that race is a social construct, understanding how racism operates in our food system can inform how we work to dismantle racist injustices. It is important to remember that the data in this report is just one piece of a much larger and more complex system that requires understanding each context in which data is used.

## Methods & Project Scope

In 2019, Michigan State University (MSU) Center for Regional Food Systems developed an inventory tool for measuring racial equity in food systems titled, *Measuring Racial Equity in the Food System: Established and Suggested Metrics*<sup>1</sup>. We used the MSU inventory tool, specifically focusing on two of the four themes outlined in the tool: Food & Farm Business, and Food Movement, which include 16 and 9 metrics respectively.

Though the tool is intended as a guide for organizations, providing a menu of metrics to choose from that will best inform and support their specific work, we sought to collect and analyze data for each metric to establish a baseline. Several of the metrics did not have data available for the state of New Hampshire (described in the Findings section below).

We recognize the data presented here may not articulate the full story. Demographics collected by federal agencies, the USDA and other state groups is voluntary. Agencies may collect their own metrics but may not publish the data. We invite organizations across the state to help participate in this assessment as we move forward. The data presented here is just a snapshot, and we invite you to include your own data sets with us in the next iteration of this report.

## Data Sources

We used both primary and secondary data sources. Primary data in this report includes information from conversations, interviews, and a survey that we conducted specifically for this assessment. Secondary data in this report includes publicly available data collected from a government entity or other organization (e.g., United States Department of

<sup>1</sup>Rodman-Alvarez, S. & Colasanti, K. (2019)



Agriculture, United States Census Bureau, Small Business Administration).

To collect data for the Food Movement theme, we developed an electronic survey, re-phrasing each metric into question form. The electronic survey was then sent individually to a select group of New Hampshire agriculture service providers, before the survey was open to all partners in the NH Food Alliance. We used Qualtrics survey software to develop and administer the survey.

## Key Terms

**Equity** means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.<sup>2</sup>

**Racial equity** includes underserved communities such as Black, Latino, Indigenous and Native American persons, Asian Americans, Native Hawaiians and Pacific Islanders, Alaska Natives and other persons of color.<sup>3</sup>

**Food Hub:** USDA's working definition of a food hub is "a business or organization that actively manages the aggregation, distribution and marketing of source-identified food products primarily from local and regional producers to strengthen their ability to satisfy wholesale, retail, and institutional demand."<sup>4</sup>

**Food Movement:** Here we defined the Food Movement as any organization working within the food system from public health to food access to food production.

**Food System:** The food system includes the complex relationships between resources and activities that move food from producers to eaters, as well as the environmental, health, and societal impacts. The food system also includes public policy decisions that influence what we eat.<sup>5,6</sup>

<sup>2</sup>USDA Equity Commission and Agriculture Sub-Committee, <<https://www.usda.gov/media/press-releases/2022/04/14/usda-releases-equity-action-plan>>

<sup>3</sup>USDA Equity Commission and Agriculture Sub-Committee, <<https://www.usda.gov/media/press-releases/2022/04/14/usda-releases-equity-action-plan>>

<sup>4</sup>USDA Food Hub definition...

<sup>5</sup> von Braun, J., et al., 2020.

<sup>6</sup>UNICEF



# Findings

## Food & Farm Businesses

“Food and farm business includes factors influencing people’s ability to successfully own and operate food- and farm-based businesses. Subcategories of this theme include ownership of land or means of production and business support.”<sup>2</sup>

Below we include disaggregated data for individual metrics with available quantitative data, and outlines for metrics with qualitative data. Appendix A shows the full chart developed by Rodman-Alvarez and Colasanti (2019) for the Food & Farm Businesses theme. We populated the chart with quantitative data available.

### METRIC 35

Percentage of agricultural land ownership, value, and acreage, by race. Reveals inequity in control over the means of agricultural production.

	Percentage of agricultural land ownership	Market value of agricultural products sold, total in \$1,000s (e.g., \$1,245 = \$1,245,000);	Total acres
American Indian or Alaska Native only	0.32%	D	D
American Indian or Alaska Native alone or in combination with other races	0.78%	D	2069
Asian only	0.34%	D	110
Asian alone or in combination with other races	0.58%	D	1108
Black or African American only	0.17%	D	125
Black or African American alone or in combination with other races	0.58%	621	1279
Native Hawaiian or Other Pacific Islander only	0.00%	D	D
Native Hawaiian or Other Pacific Islander alone or in combination with other races	0.22%	72	460
White only	92.70%	190,876	424822
White alone or in combination with other races	92.97%	190,971	425315
More than one race reported	1.09%	2,782	3356
Any producer is of Hispanic, Latino, or Spanish origin	1.19%	1245	3392
Any principal producer is of Hispanic, Latino, or Spanish origin	0.95%	D	2910

Data Source: Table 59. Hispanic, Latino, or Spanish Origin Producers - Selected Farm Characteristics: 2017

Table 61. Selected Farm Characteristics by Race: 2017

Secondary data at the state level

## METRIC 36

Farm ownership, by race. Measures trends in agricultural land ownership, by race.

	Full Owners. Owned land in farms, number of farms	Full Owners Owned land in farms, acres	Total number of farms
American Indian or Alaska Native only	D	D	13
American Indian or Alaska Native alone or in combination with other races	11	D	34
Asian only	29	110	14
Asian alone or in combination with other races	14	D	24
Black or African American only	23	D	38
Black or African American alone or in combination with other races	7	D	55
Native Hawaiian or Other Pacific Islander only	17	D	D
Native Hawaiian or Other Pacific Islander alone or in combination with other races	9	460	9
White only	3,100	265,540	4,073
White alone or in combination with other races	3,111	266,033	4,084
More than one race reported	36	D	47
Any producer is of Hispanic, Latino, or Spanish origin	41	2,313	60
Any principal producer is of Hispanic, Latino, or Spanish origin	33	2,143	46

*Data Source:*

*Table 59. Hispanic, Latino, or Spanish Origin Producers - Selected Farm Characteristics: 2017*

*Table 61. Selected Farm Characteristics by Race: 2017*

*Secondary data at the state level*

## METRIC 37

Number of farm operators, by race. Measures trends in agricultural operating status, by race.

	All Producers	Female Producers	Male Producers
American Indian or Alaska Native only	13	12	1
American Indian or Alaska Native alone or in combination with other races	39	22	17
Asian only	14	8	6
Asian alone or in combination with other races	31	15	16
Black or African American only	38	23	15
Black or African American alone or in combination with other races	55	23	32
Native Hawaiian or Other Pacific Islander only	D	D	D
Native Hawaiian or Other Pacific Islander alone or in combination with other races	16	9	7
White only	7,072	3,213	3,859
White alone or in combination with other races	7,128	3,229	3,899
More than one race reported	61	21	40
Any producer is of Hispanic, Latino, or Spanish origin	68	29	39
Any principal producer is of Hispanic, Latino, or Spanish origin	49	23	26

Data Source:

Table 60. Hispanic, Latino, or Spanish Origin Producers - Selected Producer Characteristics: 2017

Table 63. Selected Producer Characteristics by Race: 2017

Secondary data at the state level



## METRIC 38

Average age of farm operators, by race. Indicates intergenerational transfer of land by race.

	All Producers
American Indian or Alaska Native only	D
American Indian or Alaska Native alone or in combination with other races	54.5
Asian only	D
Asian alone or in combination with other races	51.9
Black or African American only	43.4
Black or African American alone or in combination with other races	45.6
Native Hawaiian or Other Pacific Islander only	D
Native Hawaiian or Other Pacific Islander alone or in combination with other races	39.6
White only	57.6
White alone or in combination with other races	57.6
More than one race reported	D
Any producer is of Hispanic, Latino, or Spanish origin	49.5
Any principal producer is of Hispanic, Latino, or Spanish origin	52.4

*Data Source:*

*Table 60. Hispanic, Latino, or Spanish Origin Producers - Selected Producer Characteristics: 2017*

*Table 63. Selected Producer Characteristics by Race: 2017*

*Secondary data at the state level*

## METRIC 39

Rate of agricultural land loss in acres, by race of operator. Measures access to and control of resources for food production.

	Acres 2012	Acres 2017	% Change over time Acres
American Indian or Alaska Native only	D	D	D
American Indian or Alaska Native alone or in combination with other races	1834	2069	12.81%
Asian only	D	110	D
Asian alone or in combination with other races	6234	1108	-82.23%
Black or African American only	D	125	D
Black or African American alone or in combination with other races	714	1279	79.13%
Native Hawaiian or Other Pacific Islander only	D	D	D
Native Hawaiian or Other Pacific Islander alone or in combination with other races	240	460	91.67%
White only	473207	424822	-10.22%
White alone or in combination with other races	473354	425315	-10.15%
More than one race reported	D	3356	D
Any producer is of Hispanic, Latino, or Spanish origin	3835	3392	-11.55%
Any principal producer is of Hispanic, Latino, or Spanish origin	D	2910	D

*Data Source:*

*Table 59. Hispanic, Latino, or Spanish Origin Producers - Selected Farm Characteristics: 2017*

*Table 61. Selected Farm Characteristics by Race: 2017*

*Table 61: Selected Farm Characteristics by Race: 2012*

*Table 54. White Operators: 2012*

2012 Ag Census: [https://agcensus.library.cornell.edu/census\\_parts/2012-new-hampshire/](https://agcensus.library.cornell.edu/census_parts/2012-new-hampshire/)

*Secondary data at the state level*

## METRIC 42

Percent of principal farm operators with internet access, by race. Internet access is key to accessing markets for selling goods, so this metric measures unequal market access.

	Total number of farms	Farms reporting internet access	Percent farms reporting internet access
American Indian or Alaska Native only	13	11	84.62%
American Indian or Alaska Native alone or in combination with other races	34	26	76.47%
Asian only	14	8	57.14%
Asian alone or in combination with other races	24	17	70.83%
Black or African American only	38	37	97.37%
Black or African American alone or in combination with other races	55	54	98.18%
Native Hawaiian or Other Pacific Islander only	D	D	D
Native Hawaiian or Other Pacific Islander alone or in combination with other races	9	9	100.00%
White only	4,073	3553	87.23%
White alone or in combination with other races	4,084	3564	87.27%
More than one race reported	47	40	85.11%
Any producer is of Hispanic, Latino, or Spanish origin	60	57	95.00%
Any principal producer is of Hispanic, Latino, or Spanish origin	46	43	93.48%

*Data Source:*

*Table 59. Hispanic, Latino, or Spanish Origin Producers*

*Table 61. Selected Farm Characteristics by Race: 2017*

*Secondary data at the state level*

## METRIC 43

Share of monetary benefit from federal government programs, such as receiving commodity direct payments or participating in conservation programs, by race of farm operator. Measures unequal support of farmers by U.S. government.

	CCC loans	Conservation / Wetlands Reserve, Farmable Wetlands, or Conservation Reserve Enhancement Programs Payments	Other Federal farm program payments
American Indian or Alaska Native only			
American Indian or Alaska Native alone or in combination with other races			1
Asian only			
Asian alone or in combination with other races			1
Black or African American only			
Black or African American alone or in combination with other races			
Native Hawaiian or Other Pacific Islander only			
Native Hawaiian or Other Pacific Islander alone or in combination with other races			
White only			
White alone or in combination with other races	1	1	307
More than one race reported			2
Any producer is of Hispanic, Latino, or Spanish origin			1
Any principal producer is of Hispanic, Latino, or Spanish origin			1

*Data Source:*

*Table 59. Hispanic, Latino, or Spanish Origin Producers*

*Table 61. Selected Farm Characteristics by Race: 2017*

*Secondary data at the state level*



### **Metric 43**

*Share of monetary benefit from federal government programs, such as receiving commodity direct payments or participating in conservation programs, by race of farm operator*

*Measures unequal support of farmers by U.S. government.*

There are three categories of federal loans: (1) CCC loans; (2) Conservation Reserve, Wetlands Reserve, Farmable Wetlands, or Conservation Reserve Enhancement Programs payments; and (3) Other Federal farm program payments. Whites were the only race to receive loans in all three categories. All other races that received a loan were in the “Other Federal farm program payments” category.

### **Metric 44**

*Percentage of Small Business Administration (SBA) loans going to food-based business owners of color.*

*Measures trends in equity of financial support of entrepreneurs, including food businesses.*

We were unable to find these data for the state of New Hampshire. We received one response from a New Hampshire CDFI that tracks the following Social Impact Data:

- Type of Business
- NAICS Code
- Borrower FIPS Code
- Borrower FIPS Code County
- Borrower FIPS Census Tract
- Woman Owned or Controlled
- Minority Owned or Controlled
- Veteran Owned Business
- Low Income or Controlled

Additionally, the Community Development Finance Authority received \$2.5 million from the Small Business Administration to support underserved businesses and communities in New Hampshire.<sup>7</sup> “The program is designed to reduce barriers to accessing critical resources for small businesses, specifically for underserved businesses and communities.” While the funding is not specifically earmarked for the food system, the funding can support underserved businesses and communities across food system sectors.

### **Metric 46**

*Percentage of media articles on food businesses that focus on businesses owned by people of color.*

*Media coverage is an important component of business success. It is also a measurement of relationships with the media establishment. This metric contributes to a picture of who the media focuses on and thus propels forward.*

We were unable to find these data for the state of New Hampshire. There were two stand out media outlets focused on race and equity. 603 Diversity is a new magazine that has published two issues as of March 14, 2022<sup>8</sup>, and Granite State News Collaborative has a new Race and Equity Project.<sup>9</sup>

### **Metric 50**

*Percentage of food hubs actively engaged in advancing racial equity and number of activities.*

*Measures level of activity around racial equity among food hubs. Also reflects guidance and resources available to support food hubs in engaging in advancing racial equity.*

To collect these data, we contacted the NH

<sup>7</sup><https://nhcdfa.org/cdfa-awarded-2-5-million-grant-from-u-s-small-business-administration-to-launch-community-navigator-pilot-program-in-new-hampshire/>

<sup>8</sup><https://603diversity.com/>

<sup>9</sup><https://www.collaborativenh.org/raceandequity>



Food Hub Network coordinator. She put us in contact with the six individual food hubs in New Hampshire. Of the six, half have a focus on racial equity in their work. We asked each hub the following questions via email:

- Does your food hub have racial equity as part of its mission?
- Do you host staff training around Diversity, Equity, and Inclusion?
- Are there projects, programs, or events focused on racial equity hosted by your food hub?
- If you are not currently directly involved with centering racial equity in your food hub, do you have a plan to?
- Are there resources that would be helpful to begin centering racial equity in your work?

Of the hubs engaged in racial equity work, examples around advancing racial equity include supporting the local indigenous foodways; acting as advocates, promoters and representatives of farmers of color; and hosting diversity, equity, inclusion, and justice training for staff. One of the six food hubs specifically works with immigrant and refugee farmers in the New American Sustainable Agriculture Project (NASAP), which assists new Americans to build sustainable farm enterprises.

Additional projects include:

- Distributing Abenaki heritage seeds, provided by the tribe, to local growers and coordinating the distribution of that harvest back to the Abenaki Helping Abenaki Food Pantry
- Educating through content creation, blog posts, email, and social media posts to explore DEI conversations in the food system, and working to highlight organizations leading the way

- Participating in the racial equity roundtables offered by NH Food Alliance
- Attending the Food Solutions New England racial equity habit challenge
- Continuing learning and educating food hub staff
- Updating missions statements to explicitly include racial equity
- We actively incorporate to act as advocates, promoters, and representatives of immigrant and refugee farmers in public and through partnerships with like-minded orgs to make sure they have someone at the table giving a different perspective, voicing concerns and seeking opportunities.
- Signing the Food Solutions New England Pledge that “envision[s] a regional New England food system that is sustainable, just, and resilient”
- Becoming a National Farm to School Network partner, committing that “by 2025, 100% of communities will hold power in a racially just food system”

## Food Movement

*“Food movement is meant to measure equity in who is leading and benefiting from the food movement itself. Metrics touch on topics such as leadership and financials.”<sup>22</sup>*

Appendix B shows the full chart developed by Rodman-Alvarez and Colasanti (2019) for the Food Movement theme. We populated the chart with quantitative data available. Metrics with qualitative data are outlined below.

To understand how organizations within the food movement are addressing racial equity in their work, we developed a twelve question survey (Appendix C). The survey was distributed electronically and







yielded 16 completed responses from agriculture service providers and other food movement organizations. The data show that while some organizations are collecting data on race and ethnicity; offering diversity, equity, and inclusion training; and intentionally centering racial equity in their work, others have yet to begin.

Less than half of responding organizations offer or require racial equity training for staff and fellows. Of the 38.5% of organizations that offer training, the most common training is provided by a third party consulting. Though data is only a tool for supporting decision making, quantitatively assessing race and ethnicity within organizations can illuminate disparities and gaps. Roughly 46% of the responding organizations collect data on racial equity as indicators of progress in their work, suggesting that there is an opportunity for the remaining organizations to establish a baseline and compare data over time.

Another important action that organizations can take is implementing policy to ensure representation by people of color in paid and leadership positions. The majority of responding organizations do not yet have such policies in place.

## Conclusions & Recommendations

We decided to take a comprehensive look at all of the metrics within the Food & Farm Business and Food Movement sections to establish a baseline in these areas. As the Food Access and Food Chain Labor themes were outside the scope of this project, we recommend that the NH food system network explore these two themes.

### Making Best Use of the Results

Conducting an assessment is an important step in better understanding racial equity

in the New Hampshire food system. It is, however, just one step. We recommend that the data in this report are used to motivate the changes necessary to build a truly equitable food system in the state. Use this report and findings to

- Spark conversation within your organization
- Develop a plan and process for making changes within your organization to address racial inequities
- Develop a plan and process for making changes to address racial inequities within your work / sector
- Explore if underserved individuals, businesses, and communities can access and benefit from your organization's offerings

### Conducting Future Assessments

While we took a comprehensive approach to this first inventory, exploring 22 of the 24 metrics in the Food & Farm Business and Food Movement themes, it is not the expectation that future assessments include every metric in the inventory. We suggest that Cooperative Extension, NH Food Alliance, and partners work to choose metrics to measure racial equity within New Hampshire's food system by deciding which best align with their goals, and that will motivate action in those areas.

The following recommendations were adapted from work Michigan State University's Shared Metric Committee conducted using a "consent-based decision making process" to review and decide on criteria for updating their food charter. We suggest these adapted recommendations, along with the findings from this first assessment, guide the decision-making

process for regularly updating the New Hampshire food system racial equity assessment.

***Choose metrics that are:***

- Highly relevant to priority areas: Will the data support work and/or motivate action in that area?
- Relevant and beneficial to key audiences: Metric aligns with what other groups engaged in the issue/ involved in this work have an interest in knowing, already measure, and/or would benefit from (e.g., legislators, agency staff, program directors, engaged community members, partner orgs)
- Able to be disaggregated by other granularities (geography, gender, age, household income, etc.)
- Timely: Data are the latest available and collected with reasonable frequency.





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