



Pie Ranch Values 2021

Justice, Equity, Diversity, and Inclusion
Solidarity, Commitment & Collaboration
Love & Respect
Responsible Stewardship

Justice, Equity, Diversity, and Inclusion:

Pie Ranch is committed to **justice** of all kinds and organizes its work around food justice specifically.

Food justice means providing access to good food for all people, regardless of social or economic constraints. It means putting control of food production into the hands of the people who are eating it, thus creating local jobs and small businesses centered around food production and marketing. It also means understanding the deeper systemic problems that cause the current food system to leave poor people underserved. Food justice reframes the lack of healthy food sources in poor communities as a human rights issue. Food justice is inspired by historical grassroots movements and organizing traditions such as those developed by the civil rights movement and the environmental justice movement. The food justice movement advances self-reliance and social justice by acknowledging that community leadership is the way to authentic solutions.

From Planting Justice: Some contexts in which communities are affected by food injustice include inner city residents who do not have access to affordable, nutritious food; farm laborers who are exposed to dangerous pesticides and chemical fertilizers; small farmers, especially small farmers of color, who are systematically disenfranchised from government subsidies; communities whose water and food is contaminated by industrial chemicals and hormones as a result of factory farming; cultures whose ancestral crops are now endangered and whose traditional ingredients are hard to find; and farmers throughout the Global South whose markets are flooded by overwhelming quantities of subsidized industrial crops, thereby driving down the price they can get for food grown for local consumption.

Food Justice is closely linked to **Food Sovereignty**, a term coined by members of Via Campesina in 1996, that asserts the right of people to define their own food systems. Advocates of food sovereignty put the individuals who produce, distribute and consume food at the center of decisions on food systems and policies, rather than the corporations and market institutions they believe have come to dominate the global food system.

Equity seeks to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. We believe this is only possible in an environment built on respect and dignity.

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective.

Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people. To be able to achieve equity and inclusion, an organization must be diverse.

To be achieved and sustained, **justice, equity, diversity and inclusion** need to be thought of as interconnected structural and systemic concepts. At Pie Ranch we work to promote justice, impartiality and fairness throughout the organization, including our programs, procedures, processes, distribution of resources. We value the inclusion of a diverse group of individuals in decision-making processes and development opportunities.

Collaboration, Solidarity & Commitment:

The sum of the whole is greater than the individual parts. Our best work is done when we are actively **collaborating** with individuals, organizations, schools, companies, and institutions to achieve our mutually agreed upon goals.

At Pie Ranch we stand in **solidarity**, meaning we *stand alongside* all people working towards justice and we cultivate **commitment** on a daily basis to our organizational values, vision, and mission, work plans, activities, responsibilities and interests.

Love & Respect:

The definition of **love** that we gravitate towards is: “an unselfish loyal and benevolent concern for the good of another” (*from Merriam-Webster*)

However, sometimes loving something or someone unconditionally can be hard. At a minimum there should be **respect** and due regard for the feelings, wishes, rights, or traditions of people and the land.

Pie Ranch grounds its work in the **love and respect** of the soil, plants and community. The words love and respect embodies our commitment to cultivating crops with sustained attention to the interconnectedness of all life and to cultivating healthy, resilient, and informed communities that can thrive. In the words of our heroes:

*Love... is based on the willingness to go to any lengths to restore or create community. -
Grace Lee Boggs*

Hatred paralyzes life; love releases it. Hatred confuses life; love harmonizes it. Hatred darkens life; love illuminates it. – Martin Luther King Jr.

Power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and justice at its best is power correcting everything that stands against love. -Martin Luther King Jr.

To work for peace and justice we begin with the individual practice of love, because it is there that we can experience firsthand love's transformative power...if we grow into our adult years without knowing how to love, how then can we create social movements that will end domination, exploitation, and oppression? – bell hooks

*Respect was invented to cover the empty place where love should be.
-Leo Tolstoy*

*Respect is one of the greatest expressions of love.
-Miguel Angel Ruiz*

Readings:

[*Toward a Worldwide Culture of Love – by bell hooks*](#)

Responsible Stewardship:

Responsible Stewardship means taking care of our natural resources, human relationships, and financial resources to ensure that they are sustainably regarded, managed, and regenerated for current and future generations. **Responsible land stewardship** at Pie Ranch involves the weaving together of regenerative agricultural techniques with traditional ecological knowledge in partnership with the Amah Mutsun Tribal Band.

We embrace the *seventh generation* concept that urges the current generation of humans to live sustainably and work for the benefit of the seventh generation into the future. It originated with the Iroquois - Great Law of the Iroquois - which holds appropriate to think seven generations ahead (about 140 years into the future) and decide whether the decisions they make today would benefit their children seven generations into the future.

Oren Lyons, Chief of the Onondaga Nation, writes: "*We are looking ahead, as is one of the first mandates given us as chiefs, to make sure and to make every decision that we make relate to the welfare and well-being of the seventh generation to come. . . What about the seventh generation? Where are you taking them? What will they have?*"

Our Values go hand-in-hand with our [Equity Statement](#) and [Community Agreements](#).