

# Justice on the Menu

*Legal & Policy Strategies to Address Structural Discrimination  
in the US Food System*



# Policy Menu

## What Is the Goal of the Policy Menu?

The policy menus in this resource provide options for changemakers who want to address structural racism within the US food system. Moving toward justice and equity is always context-specific, and people who live, work, and make decisions in a particular place are best suited to determine what policy solutions are best for their communities. The context and nuance of what is happening on the ground – including local community assets and state-specific political and legal considerations – inform what is possible and what should be prioritized. Thus, the policy menus are not meant to offer recommendations or an exhaustive list of solutions but to inspire and increase collective understanding and discourse about pathways toward a racially just food system by highlighting what others have done.

## How Were the Policy Options Identified?

Information in the menus was collected via a comprehensive policy scan process. The process was designed to identify state and local policies that can advance racial justice in the US food system. We also aimed to find opportunities for states to leverage and implement federal food policies. The process included three distinct phases:

- 1. Scoping:** identifying legal and policy options via virtual roundtables with food justice advocates, scholars, and others, as well as an informal review of peer-reviewed and gray literature
- 2. Assessment:** conducting legal and policy research to evaluate the impact of various policy options on outcomes related to food justice and racial justice
- 3. Ground truthing:** gathering feedback on findings from partners in the field

The complete methodology for the policy scan can be found in [Appendix B](#).

The process yielded a list of 53 state and local policies, including emerging policy proposals that have not yet been adopted in any jurisdiction (referred to as “proposed” policies in the menus) and policies that have been adopted and implemented in at least one jurisdiction. Notably, while the search for policies that advance racial and food justice was expansive, the resulting list is neither exhaustive nor formally validated.



## LEARN MORE

For additional inspiration, consider exploring other compendiums of policy options and examples:

- [Food Sovereignty Action Steps](#) (Soul Fire Farm). These action steps include a “policy platform to end racism in the food system.”
- [HEAL Platform for Real Food](#) (HEAL Food Alliance). This 10-point platform, developed by 50 organizations across the US food system, “serves as a call to action and a political compass for transformation.”
- [Vision for Black Lives](#) (Movement for Black Lives). The Vision is “a comprehensive and visionary policy agenda for the post-Ferguson Black liberation movement” endorsed by over 50 Black-led organizations.
- [Policy Database](#) (Healthy Food Policy Project). This database enables users to search among 605 healthy food policies implemented in towns, cities, and counties around the United States. Users can apply a variety of filters, including one that specifically identifies policies that refer to priority populations, which are defined as “[g]roups with unique healthcare needs or issues that require special attention; groups that tend to be socially disadvantaged and marginalized.”
- [Racial Equity Toolkit](#) (Restaurant Opportunity Center). This resource provides “restaurant management with practical resources for assessing, planning, and implementing steps toward racial equity.”

## Why Do the Policy Menus Focus on State & Local Policies?

This resource focuses specifically on state and local policies.

**State policies** include state-level legislation, such as statutes and budget appropriations; regulations promulgated by state agencies; and executive orders issued by governors.

**Local policies** include local legislation, such as ordinances and budget appropriations; resolutions; executive orders issued by mayors or similar local officials; and policies issued by entities like local school boards, planning commissions, or boards of health.

Policy changes at state and local levels are more likely to be grounded in a deep understanding of community needs and goals; the lived experiences of residents; and unique geographic, economic, political, and other factors that influence the local food system. Making changes to state and local policy may also be more feasible than policy changes at the national level, especially when it comes to novel or innovative approaches. Additionally, many drivers of food justice, health justice, and racial justice can be influenced through decisions about how local and state programs and services are delivered!<sup>1</sup>

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## CHECKING FOR PREEMPTION

The policy scan process did not assess all potentially relevant legal considerations that would inform whether pursuing a particular policy option is feasible in each state. A locality's authority to adopt a policy may depend on state law and state-level preemption.

Preemption – a legal doctrine in which a government body may limit or eliminate a lower level of government's power to regulate a specific issue – can have profound significance for food justice, health justice, and racial justice. Preemption historically has been used as a legislative and judicial tool for resolving problems that arise when different levels of government adopt conflicting laws on the same subject. Preemption in itself is neither bad nor good; it is simply a legal concept. However, powerful interest groups have initiated many state-level efforts to preempt local

laws that threaten their power and profits – from local minimum wage laws to sugary drink taxes and participatory budgeting<sup>2,3</sup> – thus impeding communities' ability to pursue equity- and health-promoting policies.

Any community that wishes to address racism in the food system through policy change should take steps to ensure that their approach is not limited by existing or impending preemption at a higher level of government. If preemption stands in the way of a specific policy approach, communities may be able to pursue other options.

For more information about preemption and equitable policymaking, including how to analyze the role of preemption as part of the policymaking process, please explore [ChangeLab Solutions' preemption tools and resources](#).

Although this resource focuses on state and local-level policies, many of the examples can also be adopted and implemented at the organizational level. Organizational policies include the internal policies of government agencies, schools, health care institutions, nonprofits, businesses, or other private entities. These policies establish organizational practices or govern the conduct of employees and do not apply broadly at the jurisdictional level. Some policy options that could be adopted by organizations include values-based procurement policies and requirements to support healthy retail food environments.

Further, while this project did not set out to identify federal policy opportunities, some of the policy options provided have been pursued at the federal level (e.g., child tax credits, protecting Indigenous hunting and gathering rights on public lands) or could be (e.g., loans for worker-owned businesses, overtime pay for farmworkers). Such federal-level policies are often pursued simultaneously with parallel state and local approaches. On the flip side, the policy scan did systematically include opportunities for state and local governments to address food system inequities through implementation of existing federal policies.

## How Are the Policy Menus Organized?

The policy menus are organized by the food system component – namely, production, consumption, retail, workforce, or governance – that the policies are primarily concerned with. The following information is provided for each policy:

- Policy name
- Policy description
- Racial justice impact
- Food justice impact
- Jurisdictional level(s) at which the policy can be pursued (state and/or local), depending on state-specific legal contexts
- Status (proposed or adopted in at least one jurisdiction)
- Example(s)

Table 1 provides more detail on how some of these categories are defined within the context of this research. Table 2 contains the policy menus.

**Table 1. Definitions Used in the Policy Menus**

Food system component	Which aspect of the food system is the policy primarily concerned with?
<b>Production</b>	The policy creates change in the food supply chain at the point of growing, producing, hunting, fishing, and/or gathering food.
<b>Consumption</b>	The policy creates change in the activity of preparing and/or consuming foods in a variety of settings.
<b>Retail</b>	The policy creates change in food retail environments where food is marketed and/or sold.
<b>Workforce</b>	The policy creates change for food workers and/or in labor practices across the supply chain.
<b>Governance</b>	The policy creates change in decision-making processes and/or practices.
Racial justice impact	In what way(s) does the policy support the elimination of racial hierarchies; advance collective liberation; and promote conditions for the equitable distribution of dignity, resources, power, and self-determination?
<b>Community power</b>	The policy supports BIPOC community participation in food policy decision making and governance, BIPOC community-led resistance to corporate power in the food system, and/or community-led or community-owned food solutions. The policy aims to use democratic processes and/or practices to address how structural racism inequitably distributes political power across the food system.
<b>Distribution of resources, land, and capital</b>	The policy supports the equitable redistribution of land, capital, and/or other resources necessary for food production, processing, distribution, and/or consumption.
<b>Income and food supports</b>	The policy supports administration of state and federal income and/or food assistance programs in ways that acknowledge the presence of structural racism in the food system, recognize food insecurity as a form of trauma, preserve participants' dietary and bodily autonomy, and/or include participants' meaningful involvement in formulating program guidelines and practices.
<b>Retail and commercial determinants</b>	The policy addresses structural racism in food and beverage production, procurement, marketing, and/or sales.
Food justice impact	In what way(s) does the policy promote the right and power of all people to grow, sell, and/or eat nourishing foods?
<b>Access</b>	The policy improves access to nourishing and culturally appropriate foods by addressing barriers such as limited transportation options or retail outlets.
<b>Affordability</b>	The policy promotes affordability of nourishing and culturally appropriate foods by addressing barriers related to income and pricing, among others.
<b>Availability</b>	The policy helps to ensure that nourishing and culturally appropriate foods are being produced and sold at retail outlets.
<b>Choice and dignity</b>	The policy addresses the experience of engaging in the food system by maintaining individual choice and dignity in producing and consuming foods.
<b>Community control</b>	The policy helps to ensure that those who are or will be affected by the policy have meaningful participation in developing, implementing, enforcing, and/or evaluating the policy.
<b>Cultural responsiveness</b>	The policy protects and promotes cultural practices related to preparation and consumption of food, considering, for example, where, how, and with whom it is eaten.
<b>Safety</b>	The policy promotes physical and emotional safety for individuals engaging with the food system, by ensuring reasonable freedom from harm or danger and/or preventing further traumas from occurring.

**Table 2. Policy Menus for Addressing Structural Discrimination in the US Food System**

**Production**

POLICY NAME	POLICY DESCRIPTION	RACIAL JUSTICE IMPACT	FOOD JUSTICE IMPACT(S)	JURISDICTION LEVEL(S)	STATUS	EXAMPLES
<b>Eased Insurance Requirements for Urban Farmers</b>	By easing insurance requirements for community and urban gardens, these policies reduce operating costs and make it easier for individuals to create and manage these sites.	Distribution of resources, land, and capital	Availability	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">§ 154-3(D): Community gardening regulations (Springfield, Massachusetts)</a></li> </ul>
<b>Hunting and Gathering Rights on Public Land</b>	These laws and policies protect the rights of individuals to hunt, fish, and gather wildlife on public land. They may specify public land access for tribes and Indigenous people and/or establish government-to-government co-management agreements. They aim to facilitate food access and community control, which can be specifically impactful in regard to land that has been removed from community control – an issue that disproportionately affects BIPOC communities.	Community power	Access Cultural responsiveness Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Right to Hunt and Fish (Utah)</a></li> </ul>
<b>Incentives for Leasing Land and Equipment to New Farmers</b>	These policies offer agricultural asset owners a state income tax credit if they lease land, equipment, livestock, and/or buildings to new farmers. Such policies can make it easier to access food production and income generation, especially for aspiring producers who may not have access to resources and wealth.	Distribution of resources, land, and capital	Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Beginning Farmer Tax Credit Program (Iowa)</a></li> <li>▪ <a href="#">NextGen (Nebraska)</a></li> </ul>
<b>Land Returns and Grants</b>	Land returns and grants create funds and/or procedures to return stolen land and support investment in land access and ownership efforts for BIPOC individuals.	Distribution of resources, land, and capital	Access Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Land Access &amp; Opportunity Fund (Vermont)</a></li> <li>▪ <a href="#">Tübatulabal Tribe Conservation Easement (California)</a></li> <li>▪ <a href="#">State park transfer to Upper Sioux (Minnesota)</a></li> <li>▪ <a href="#">Black Farmer Restoration Act (Illinois)</a></li> </ul>
<b>Seed Sharing and Saving Protections</b>	Seed sharing and saving protections remove legal barriers to seed sharing activities and organizations. These policies explicitly exempt non-commercial seed sharing activities, like seed libraries and seed swaps, from regulation under commercial state seed laws. These policies also ensure that labeling, permitting, and testing requirements do not apply to non-commercial seed sharing, promoting pathways for food sovereignty and food access.	Community power	Access	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Minnesota Seed Law and Rules</a></li> </ul>
<b>Tax Incentives for Urban Agriculture</b>	These laws reduce property tax assessments for vacant lots converted to urban agriculture use, lowering the barrier for individuals and communities that wish to produce food.	Distribution of resources, land, and capital	Access Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Urban Agriculture Incentive Zone Contracts (Los Angeles, California)</a></li> </ul>
<b>Uniform Partition of Heirs' Property</b>	These state acts require that courts provide heirs with an opportunity to buy out the share of the person who wishes to sell and instructs courts to consider the non-economic value of the property, including its cultural or historical significance, when deciding whether to order a partition sale. This requirement helps facilitate preservation of wealth for BIPOC farmers.	Distribution of resources, land, and capital	Affordability	State	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Uniform Partition of Heirs Property Act (Mississippi)</a></li> </ul>
<b>Zoning for Food Production</b>	These laws define and create clear intent about specific agricultural land uses. Expanding zoning for food production across residential and commercial zoning districts increases opportunities for community food production.	Distribution of resources, land, and capital	Access Community control	Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Agricultural uses (Austin, Texas)</a></li> </ul>

# Consumption

POLICY NAME	POLICY DESCRIPTION	RACIAL JUSTICE IMPACT	FOOD JUSTICE IMPACT(S)	JURISDICTION LEVEL(S)	STATUS	EXAMPLES
<b>Child Tax Credit</b>	These laws change state tax law to provide child tax credits for individuals and families with children, supporting the economic security of these families.	Income and food supports	Affordability	State	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Child Income Tax Credit (New Mexico)</a></li> </ul>
<b>Elderly Simplified Application Project (ESAP) Waiver for Minors</b>	Through the Elderly Simplified Application Project, some states offer simplified application and recertification requirements for households with older people and/or individuals with a disability with no income. This administrative change extends this flexibility to older people and/or individuals with a disability in households with children as well.	Income and food supports	Affordability	State	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">ESAP Waiver for Minor Children (California)</a></li> </ul>
<b>Food and Cash Assistance for Immigrants Regardless of Immigration Status</b>	States and localities can supplement existing federal food and cash assistance programs with policies that establish programs offering food and cash assistance to any income-eligible individual, regardless of immigration status.	Income and food supports	Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">California Food Assistance Program (California)</a></li> </ul>
<b>Food and Cash Assistance for Individuals with Prior Felony Drug Convictions</b>	An administrative flexibility of federal assistance programs allows states to opt to remove bans on SNAP and TANF for individuals with previous drug felony convictions, expanding eligibility and access to these programs' benefits.	Income and food supports	Affordability	State	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Public assistance: Eliminates restrictions on eligibility for certain public assistance for persons with prior drug convictions (Louisiana)</a></li> </ul>
<b>Food Service Guidelines</b>	These policies regulate food and drink that are sold or served in retail environments and/or congregate meal settings (e.g., fast food restaurants, government buildings, correctional facilities, senior meal programs). These guidelines can prioritize values such as nutrition, valued workforce, local economies, and racial equity in food products sold and served.	Retail and commercial determinants	Access Cultural responsiveness	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Healthy Default Beverages Offered with Children's Meals (Berkeley, California)</a></li> <li>■ <a href="#">Healthy Procurement (Miami Gardens, Florida)</a></li> <li>■ <a href="#">Philadelphia Nutrition Standards</a></li> </ul>
<b>Increased Reimbursement Rates to Support Fair Pay for Home-Based Child Care Workers</b>	These policies allow states to increase or supplement reimbursement rates for meals served in home-based child care settings. Such policies support fair pay for home-based child care workers, who offer a critical service for working families.	Income and food supports	Affordability	State	Proposed	<ul style="list-style-type: none"> <li>■ <a href="#">Child Care Trailer Bill (California)</a></li> </ul>
<b>Prison and Jail Food Reform</b>	These policies seek to improve food quality and nutritional value; increase availability of fresh, whole, nutritious foods; and make changes to the eating experience for people who are incarcerated.	Income and food supports	Access Choice and dignity	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Executive Order No. 509: Establishing nutrition standards for food purchased and served by state agencies (Massachusetts)</a></li> <li>■ <a href="#">Menu Planning and Meal Preparation and Service (Maine Department of Corrections)</a></li> </ul>
<b>Summer EBT</b>	States and tribes can opt in to a federal program that offers cash assistance via electronic benefit transfer (EBT) to families with school-age children during the summer months when school is not in session and school meals are not available.	Income and food supports	Affordability	State	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">2024 Summer EBT Implementing States, Territories, and Tribes</a></li> </ul>
<b>Universal Free School Meals</b>	This legislation provides free breakfast and lunch to all students attending public schools, regardless of household income.	Income and food supports	Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">School Meals for All (Maine)</a></li> </ul>

## Retail

POLICY NAME	POLICY DESCRIPTION	RACIAL JUSTICE IMPACT	FOOD JUSTICE IMPACT(S)	JURISDICTION LEVEL(S)	STATUS	EXAMPLES
<b>Commercial Kitchens</b>	These laws support commercial kitchens in various ways – for example, by permitting kitchens in residential zones or simplifying licensing requirements. Adoption can lower the barrier to entry for food businesses and support local economies.	Distribution of resources, land, and capital	Access Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>Commercial Kitchens in Residential Zones (Montgomery County, Maryland)</li> <li>Defining Community Kitchen as an Approved Facility (Minneapolis, Minnesota)</li> </ul>
<b>Elimination of Grocery Sales Tax</b>	These laws reduce or eliminate taxes on grocery sales or provide refundable tax credits based on income, reducing the cost of food for consumers.	Retail and commercial determinants	Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>Grocery Tax Credit (Utah)</li> <li>Axe the Food Tax (Kansas)</li> </ul>
<b>Fee Waiver for Mobile Vendors of Farm and Food Products</b>	These fee waivers exempt producers/manufacturers (farmers, butchers, cheese makers, dairy farmers, bakers) from paying merchant license fees required of mobile food vendors.	Retail and commercial determinants	Access	State Local	Adopted	<ul style="list-style-type: none"> <li>Fee Exemption (Red Lion, Pennsylvania)</li> </ul>
<b>Food Procurement</b>	Food procurement policies can be leveraged to drive governments and institutions to prioritize specific values, such as good nutrition, valued workforce, racial justice, sustainability, and local economies, in their procurement and contracting.	Retail and commercial determinants	Access	State Local	Adopted	<ul style="list-style-type: none"> <li>Local Food Purchasing Policy (Albany County, New York)</li> </ul>
<b>Healthy Food Overlay District</b>	Overlay districts – a zoning or planning tool – can be used to apply additional standards for previously established zoning districts. In the context of food retail, they can be used to promote healthy retail within existing zoning districts. For example, an overlay district may require that small box discount stores be physically distanced from one another to support better access to fresh, healthy foods and encourage more retail options.	Retail and commercial determinants	Access	Local	Adopted	<ul style="list-style-type: none"> <li>Healthy Food Overlay District (Birmingham, Alabama)</li> </ul>
<b>Healthy Retail Food Environment</b>	These policies promote healthy in-store and online food environments, restrict targeted marketing to children and BIPOC communities, and protect individual choice and dignity.	Retail and commercial determinants	Choice and dignity	State Local	Adopted	<ul style="list-style-type: none"> <li>Grocery Minimum Stocking Requirements (Minneapolis, Minnesota)</li> <li>Healthy Food Retailer Incentives (San Francisco, California)</li> <li>Code, § 14-603(7): Relaxing design requirements for fresh food markets (Philadelphia, Pennsylvania)</li> </ul>
<b>Mobile Food Vending</b>	Mobile food vending policies permit the operation of food trucks and other mobile vending methods within city limits and establish rules and regulations related to mobile food vending. These policies typically include specific instructions on obtaining and renewing permits to operate food trucks, carts, or other mobile vending methods.	Retail and commercial determinants	Access	State Local	Adopted	<ul style="list-style-type: none"> <li>Economic Development and the Food Truck Industry (Boston, Massachusetts)</li> </ul>
<b>Prohibition of Restrictive Covenants on Supermarkets</b>	These laws ban food retail stores from including use restrictions in contracts for sale, lease, or transfer of property that prohibit the future use of that and any property within one mile as a grocery or food retail store. This prohibition removes barriers to replacing closed food retail stores.	Retail and commercial determinants	Access	State Local	Adopted	<ul style="list-style-type: none"> <li>Grocery Store Restrictive Covenant Prohibition (Washington, DC)</li> </ul>
<b>Sale of Produce on Residential Streets</b>	These policies legalize the sale of fresh produce on residential streets, expanding access to healthy and affordable foods.	Retail and commercial determinants	Access	Local	Adopted	<ul style="list-style-type: none"> <li>Urban Agriculture Regulations (Sacramento, California)</li> </ul>



## Workforce

POLICY NAME	POLICY DESCRIPTION	RACIAL JUSTICE IMPACT	FOOD JUSTICE IMPACT(S)	JURISDICTION LEVEL(S)	STATUS	EXAMPLES
<b>Access to Affordable Civil Legal Assistance for Farm Owners and Workers</b>	These policies provide farmworkers with access to affordable legal services and assistance so that workers in an industry with a high volume of immigrant workers have access to support to help ensure that their rights are protected.	Distribution of resources, land, and capital	Safety	State Local	Proposed	<ul style="list-style-type: none"> <li>■ <a href="#">Pilot Program Providing Free Legal Services for Undocumented Farmworkers (California)</a></li> <li>■ <a href="#">Agricultural Workers' Rights (Colorado S.B. 87)</a></li> <li>■ <a href="#">Universal Representation (Oregon S.B. 1543)</a></li> </ul>
<b>Anti-Wage Theft Laws</b>	Anti-wage theft laws increase penalties for businesses that fail to pay wages to their employees. These laws are especially important for businesses through which employees earn an hourly wage and tips, as in the food service industry.	Distribution of resources, land, and capital	Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Enforcement, Penalties, and Procedures for Law Regarding Failure to Pay Wages (New Jersey)</a></li> </ul>
<b>Collective Bargaining Rights for Agricultural Workers</b>	These laws encourage and protect the right of agricultural employees to join unions and to collectively bargain with their employers.	Distribution of resources, land, and capital	Community control	State	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Agricultural Workers: Wages, Hours, and Working Conditions (California)</a></li> </ul>
<b>Cooperative Incorporation Statutes</b>	States may support formation of cooperatives under a general incorporation statute, a specific cooperative incorporation statute, or under a special agricultural cooperative associations act. These laws provide structure for the establishment of cooperatives.	Community power	Community control	State	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Agricultural Cooperative Associations (Arkansas)</a></li> <li>■ <a href="#">Cooperatives – General (Colorado)</a></li> </ul>
<b>Earned Paid Sick Time</b>	Earned paid sick time policies require that employers provide paid time off, accrued based on time worked, for employees who are ill or caring for an ill family member.	Distribution of resources, land, and capital	Affordability Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Accrual of Earned Paid Sick Time (Arizona)</a></li> </ul>
<b>Easing of Commercial Lending Requirements to Support Small and Worker-Owned Businesses</b>	These policies allow credit unions to make business loans to members without requiring a “personal guarantee,” which can help small and worker-owned businesses access this type of financing	Community power	Community control	State	Proposed	<ul style="list-style-type: none"> <li>■ <a href="#">NCUA 12 CFR Part 723: Member Business Lending</a></li> </ul>
<b>Health Care Benefits for Agricultural Workers</b>	These policies require employers to provide agricultural workers with health insurance.	Distribution of resources, land, and capital	Safety	State Local	Proposed	<ul style="list-style-type: none"> <li>■ <a href="#">Expanding Health Coverage for California Farmworkers</a></li> </ul>
<b>Housing for Farmworkers</b>	These policies enforce housing standards and/or incentivize housing development on agricultural land for farmworkers.	Distribution of resources, land, and capital	Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Worker Housing: State Funding: Streamlined Approval Process for Agricultural Employee Housing Development (California)</a></li> <li>■ <a href="#">Oregon H.B. 2001: Relating to Housing and Declaring an Emergency</a></li> <li>■ <a href="#">Temporary Worker Housing – Health and Safety Regulation (Washington)</a></li> </ul>
<b>Increased Access to Financing and Other Types of Support for Employee Ownership</b>	These policies establish loan funds, grants, tax incentives, and/or technical support programs for businesses with employee ownership structures (e.g., worker cooperatives, employee stock ownership plans) and/or to help businesses offset the cost of converting to an employee-owned structure.	Community power	Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Employee Ownership Loan (Colorado)</a></li> <li>■ <a href="#">State legislation in support of employee ownership</a></li> <li>■ <a href="#">National Worker Cooperative Development and Support Act (H.R. 7721)</a></li> </ul>
<b>Independent Contractor Laws</b>	Independent contractor laws require companies that hire independent contractors to reclassify them as employees, entitling them to minimum wage, health insurance, breaks, and other benefits.	Distribution of resources, land, and capital	Affordability Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Worker Status: Employees and Independent Contractors (California)</a></li> </ul>

## Workforce (continued)

POLICY NAME	POLICY DESCRIPTION	RACIAL JUSTICE IMPACT	FOOD JUSTICE IMPACT(S)	JURISDICTION LEVEL(S)	STATUS	EXAMPLES
<b>Overtime Pay for Agricultural Workers</b>	These laws mandate overtime requirements for agricultural workers to ensure that they are fairly compensated for time worked.	Distribution of resources, land, and capital	Affordability	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Overtime for Agricultural Workers (Oregon)</a></li> </ul>
<b>Pesticide Bans and Protections</b>	These policies outline general standards to regulate pesticide usage and offer protections for workers in industries with high pesticide use, such as agriculture, who may be exposed to harmful chemicals on the job. These policies can also reduce consumers' pesticide exposure.	Retail and commercial determinants	Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Pesticide Registration (New York)</a></li> </ul>
<b>Preferential Procurement and Contracting for Worker-Owned Businesses</b>	These policies provide local or state government agencies with flexibility to prioritize worker cooperatives when selecting a vendor for food purchases or food services.	Community power	Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Supporting Worker Cooperatives (Berkeley, California)</a></li> </ul>
<b>Protections for People Who Are Incarcerated and Working in Agriculture and Production</b>	These policies aim to provide fair wages and safe working conditions for people who are incarcerated and address the convict leasing system in the criminal justice system. To date, some states have amended their constitutions to eliminate the Thirteenth Amendment exception language, making it unconstitutional to impose slavery as punishment for a crime, but none have gone further to protect wages and working conditions.	Distribution of resources, land, and capital	Choice and dignity Safety	State	Proposed	<ul style="list-style-type: none"> <li>■ <a href="#">Captive Labor: Exploitation of Incarcerated Workers</a></li> <li>■ <a href="#">"An Examination of Prison Labor in America"</a></li> </ul>
<b>Warehouse Worker Protections</b>	These policies outline protections specific to workers in warehouses, including workplace safety, hour and wage protections, collective bargaining rights, and benefits.	Distribution of resources, land, and capital	Affordability Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Warehouse Distribution Centers (California A.B. 701)</a></li> <li>■ <a href="#">Worker Safety Requirements (Minnesota H.B. 36)</a></li> </ul>
<b>Worker Protections Regardless of Immigration Status</b>	These policies ensure that workers, regardless of immigration status, have access to protections such as wage and hour protections and workers compensation.	Distribution of resources, land, and capital	Affordability Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Rights of Workers Regardless of Immigration Status (California)</a></li> </ul>
<b>Youth Employment Protections</b>	These policies strengthen the working standards for youth.	Distribution of resources, land, and capital	Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>■ <a href="#">Remedies at Law for Violating Colorado Youth Act (Colorado)</a></li> <li>■ <a href="#">Child Labor Law Amendment (Illinois)</a></li> <li>■ <a href="#">Workers Compensation Law Amendment (Arkansas)</a></li> </ul>

## Governance

POLICY NAME	POLICY DESCRIPTION	RACIAL JUSTICE IMPACT	FOOD JUSTICE IMPACT(S)	JURISDICTION LEVEL(S)	STATUS	EXAMPLES
<b>Disaggregation of Public Data</b>	These policies seek to improve data collection and require data disaggregation by government offices and departments in order to better understand the impacts of structural racism on residents and communities and develop appropriate policy solutions.	Community power	Cultural responsiveness	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Racial Equity Plan (Minneapolis, Minnesota)</a></li> </ul>
<b>Government Offices of Food Policy and Racial Equity</b>	Law and policy establishing these offices create a home for food justice and racial justice work within a jurisdiction and can align and promote food justice and racial justice efforts across government departments.	Community power	Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Division of Community Nutrition and Food Policy (Marion County, Indiana)</a></li> <li>▪ <a href="#">Office of Equity (Austin, Texas)</a></li> </ul>
<b>Land-Grant Institutions</b>	States can use policy to increase funding and resources for 1890 land-grant institutions (historically black colleges and universities), 1994 land-grant institutions (tribal colleges and universities), and Hispanic-serving agricultural colleges and universities. States control how federal land-grant funding is allocated within the state and can provide matching funds.	Distribution of resources, land, and capital	Access Community control	State	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">State Funding of TSU (Tennessee)</a></li> </ul>
<b>Language Access</b>	These policies ensure that people have equal access to public services and programs, regardless of the language(s) they speak. Such policies can apply to a variety of services and settings, including hospitals and health care providers, school districts, businesses, and governments.	Community power	Cultural responsiveness	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Hawaii Language Access Law</a></li> </ul>
<b>Participatory Budgeting</b>	Participatory budgeting is a process through which residents are asked to propose ideas for how to spend a set amount of funds before voting to determine the winning projects. Policies establishing participatory budgeting can be leveraged to engage residents who have historically been excluded from decision-making venues.	Community power	Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Participatory Budgeting (King County, Washington)</a></li> </ul>
<b>Racial Justice in Planning</b>	These policies incorporate food system needs and racial justice goals into government emergency and sustainability planning policies, guidance, and practices.	Community power	Access Availability Safety	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Emergency Management (Florida)</a></li> <li>▪ <a href="#">Baltimore Sustainability Plan (Baltimore, Maryland)</a></li> </ul>
<b>Representation of BIPOC and Youth Voices in Decision-Making Venues</b>	These laws establish, protect, require consultation of, and ensure BIPOC, tribal, and youth participation in decision-making venues such as food policy councils and advisory commissions.	Community power	Community control	State Local	Adopted	<ul style="list-style-type: none"> <li>▪ <a href="#">Council for Native American Farming and Ranching</a></li> <li>▪ <a href="#">Youth Advisory Commission (Anchorage, Alaska)</a></li> <li>▪ <a href="#">Cleveland Cuyahoga County Food Policy Coalition (Cleveland, Ohio)</a></li> </ul>
<b>Representation on Public Boards, Councils, and Committees</b>	These policies require that the composition of each appointed public board and commission broadly reflect the general public racially, ethnically, and by gender.	Community power	Community control	State Local	Proposed	<ul style="list-style-type: none"> <li>▪ <a href="#">Indianapolis Community Food Access Advisory Commission</a></li> </ul>

# References

- 1 ChangeLab Solutions. *Strategies for Equitable Policymaking: Applying Law & Policy Frameworks to Improve Health*. 2023. <https://www.changelabsolutions.org/product/blueprint-changemakers>
- 2 Astolfi C. Cleveland can't challenge state ban on participatory budgeting, city says. Cleveland.com. January 4, 2024. <https://www.cleveland.com/metro/2024/01/cleveland-cant-challenge-state-ban-on-participatory-budgeting-city-says.html>
- 3 Carr D, Adler S, Winig BD, Karas Montez J. Equity first: Conceptualizing a normative framework to assess the role of preemption in public health. *Milbank Q*. 2020;98(1):131-149. doi:10.1111/1468-0009.12444. <https://www.changelabsolutions.org/product/equity-first-approach-assessing-preemption>

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