



Racial Equity Community Garden Strategy



UNDERSTAND THE LAND

The land symbolizes the historical context that a community has inherited; what came before and the legacy of what has been left behind.

Just as a gardener works with the land's existing conditions, to be successful communities need to recognize the legacy of systemic inequities and inherited structures that shape its work.

ASSESS CONDITIONS

The conditions symbolize the external factors that impede or enable a community's capacity.

Just as soil and weather influence what thrives in a garden, the current culture, policies, and power dynamics determine what can grow and how well it flourishes.

EBB AND FLOW WITH THE SEASONS

The seasons symbolize cycles that affect a community's ability to engage in racial equity work.

In gardening, growth follows cycles, with different plants thriving at different times. There are times for planting, nurturing, and harvesting. Timing is crucial, and not all things will grow at once.

HONOUR COMMUNITY GARDENERS

The gardeners symbolize the many people doing racial equity work in the community.

Many gardeners come together to create a community garden. Sometimes they work together and sometimes they work independently but in parallel to foster growth and development of the garden as whole. The gardener champions the garden, guiding and ensuring growth. Together, the gardeners create a resilient ecosystem. Transformation takes time and requires consistent care, focus, and effort.

BUILD INFRASTRUCTURE

The infrastructure symbolizes the supports in place and/or needed in a community.

It is necessary to provide plants with the support they need to grow strong and healthy, whether through raised beds or trellises. Supports are critical to the sustainability and success of racial equity initiatives.

SHARE TOOLS

The tools symbolize the resources available in a community to achieve racial equity.

Taking care of a garden effectively requires the right tools. Sharing resources with other gardeners strengthens the community toolkit.

TEND THE GARDEN

The act of tending symbolizes identifying and removing undesirable barriers as well as identifying and nurturing unexpected desired growth in the community.

In gardening, unwanted and overgrown plants compete for resources and we remove excess growth to promote healthier development. Similarly, in racial equity work, we need to address barriers like systemic racism and at the same time amplify opportunities as they arise.

CELEBRATE THE BOUNTY

The bounty or harvest symbolizes the tangible result of racial equity work in your community.

Through careful planting, tending, nurturing, patience, and trust the garden will eventually yield results. Those engaged in racial equity work understand that transformation takes time. When the time for harvest arrives, it's not just the fruits and flowers that are celebrated but also the journey and effort that made them possible.