

2021 Organic Sector Survey / Enquête sur le secteur biologique

Equity / équité

Question 32

- **What do you believe are the greatest barriers and challenges to equity, diversity and inclusion?**
- **Selon vous, quels sont les plus grands obstacles et défis liés à l'équité, à la diversité et à l'inclusion?**

Comments / Commentaires

Note: The comments below were submitted to the survey by individuals, and do not reflect the views of the Organic Federation of Canada, Canadian Organic Trade Association, the Organic Agriculture Centre of Canada, or the Canadian Organic Growers.

Remarque : Les commentaires publiés ci-dessous ont été soumis par les participants au sondage et ne reflètent nécessairement pas le point de vue de la Fédération biologique du Canada, de l'Association canadienne du commerce biologique ou, le Centre d'agriculture biologique du Canada de Cultivons Biologique Canada.

- The organic sector has heavily celebrated and spotlighted the voices of white men, while BIPOC and especially BIPOC women are doing incredibly important work in this field and are often excluded. Lack of culturally appropriate foods. Price point a barrier for lower income folks. LGBTQ+ folks discouraged from farming because of fear of safety in rural communities.
- "1) Procédure administrative et coûts élevés d'inscription pour les étudiants étrangers ;
- 2) Décalage au niveaux des connaissances de base (une mise à niveau est souvent requise ce qui engendre du temps et des coûts supplémentaires) ;
- 3) Méconnaissance du milieu agricole canadien pour certains étudiants/arrivants ;
- 4) Difficulté de communication (maîtrise de la langue française ou anglaise)"
- Colonialism vs. Indigenous food sovereignty; urban-rural divide; corporate boardrooms of big organic ag; and the ever rising cost of land.
- There are none on our farm
- "In general: mindset. The lack of existing examples. Ignoring what we don't see. Quoting an Elder: ""we see what we are taught to see""
- A written strategy for our small 2 person farm was not a priority. Currently working on wording for a land acknowledgement. "
- Les media sociaux qui relaient n'importe quoi
- Finances

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- Training to enter the sector is often done through un/under-paid apprenticeships, this often excludes minorities/ underprivileged community members to get training to enter the sector, as they cannot afford to go unpaid. ensuring apprentices are paid, would hopefully increase the diversity of those entering the sector.
- What does this question have to do with organic farming?
- peu de gens disponible à inclure
- certain individu
- Connecting with a diverse pool of applicants. Particularly with indigenous folks; this is where we feel our team diversity is most lacking.
- Lack of options for new people to get into farming as many farms change hands within families or go to ever larger farms. Lack of diversity in rural areas.
- No response
- people being unaware of the cultural inequity in our society. We are racist without knowing it.
- The belief that we are not racist (we all are).
- Accessible training and education is a barrier.
- willingness to step up and participate to be a change agent, not just complain about barriers.
- Ultimately, systemic racism within our culture that limits opportunities for BIPOC communities. To overcome this we need to actively engage with those communities and learn/listen from them.
- L'inclusion des femmes dans les postes importants au sein des associations de producteurs.
- "Not sure what to respond that will provide actionable feedback.
- lack of empathy, Greed
- True commitment from top management
- Income gap, casteism.
- There is no barrier. People in general don't want to work and people don't have common sense. They either work too fast and sloppy or they don't show up or you have to completely baby sit them. Nothing to do with equity, diversity and inclusion or what you pay them. When my child can do more than an adult one has to wonder. Organic farming takes work and no matter how smart and automated the equipment is someone has to pick up the STONES and figure out how to manage the weeds.
- Le stigmatisation
- Representation in government, national organizations.
- Intergenerational land theft of Indigenous communities, ongoing imperialism/colonization (e.g., Indian Act and scientists working for corporate gain at the expense or ignorance of Indigenous communities.

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- Connection
- open mind is often missing
- Je pense que les normes canadiennes sont très élevées à ce niveau et que cette question est pertinente pour les pays en développement
- Narrow minded people.
- access to funding and resources and making it an organizational goal/priority/commitment.
- Lack of better education. It is interesting to note that stereotypes, for example, a farmer in North America still means a white male over 35 years of age sitting on a tractor and that women that own or run farms are still seen as the farmer's wife, daughter, worker. There is a need for more research on these topics and to compare how they are addressed in organic vs conventional farming contexts.
- Costs and labour availability
- ignorance and a belief system that says money is real, (its only a product of our imagination)
- getting people to stop thinking that they will do things this way because they always have done it, create new practices
- Racism, colonialism and genderism.
- awareness, mindset, education.
- Educating the population so there will be more diverse candidates.
- We hire all employees of all race, colors and religions. Whoever wants to work we will give them a job.
- at the moment, there are too many other issues that weigh heavily on organic producers: climate change, aging farmers, fewer young farmers, food fraud and shrinking farm services infrastructure and acces to good arable land
- Education
- Opportunities to learn or by exposed to information.Lack of personal knowledge on how to begin to include and promote equity/diversity. Systems designed by the dominant culture.
- Lobbying of chemical manufacturers
- Lack of Assistance from Government Organizations
- systemic issues- patriarchy & racism inherent in an agriculture based food system that is built on stolen land with stolen labour...
- Disillusionment as to what the future holds for all farmers dealing with climate change, less expensive food imports, etc. Plus the increased burden for organic farmers of certification fees, paperwork (especially processing paperwork), more expensive inputs, access to inputs, etc. Lack of consumer perception towards vital importance of supporting home-grown food products, not cheap inferior imported food. Let's hope the buy local to save local businesses doesn't disappear after the pandemic.

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- not having prices undermined
- Socio-economic barriers.
- access to land to farm....so expensive
- Not enough hard working people
- I do not know. I'm a small backyard gardener for 1 person.
- Too many overlapping sections to this question
- The challenges to EDI are Reverse racism and the tendency to use safe space policies punitively.
- Equity must come through education and knowledge but must not be held back by punitive attempts to right the wrongs.
- Affordability. I survive by miracle - low mortgage, barely pay myself. My family is in it with me but I don't know how long that will last. They are passionate but will need to make a better income to thrive. I used to take interns and woofers but didn't like underpaying people. Housing is an issue.
- And we're white and privileged.
- People in privileged positions holding on to the privileges and not sharing, letting others in. It's difficult to correct a situation that has developed over centuries, in a few years.
- Applicants
- Access to capital for marginalized communities, for example BIPOC, newcomers, which is needed in order to start business.
- money. Being socially correct.
- Racism. income inequality.
- The legacy of colonialism and ongoing impacts of the dominantly capitalist/growth focused economic system in this country. The economic aspect is tied to the social and environmental 'legs' of the stool. Meaningful change to policy, or institutional barriers are required to all three in order to decrease the EDI challenges.
- Financial- both the finances of the farmer and those looking for farm work
- Fear and misunderstanding
- lack of understanding from some that these are issues.
- Succession
- Cost of entry into farming
- Tradition
- It's hard to get started as a farmer if you don't have some sort of financial well-being to begin with. And we can't afford to pay our workers much so they tend to be people who can afford to work for a low wage (due to a spouse's higher paying job, for example).

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- costs
- Attitude and awareness
- discrimination
- Mindset, fear of change and ignorance.
- Clear strategy or vision
- La repr sentation et la reconnaissance de la diversit  dans le milieu agricole
- Le milieu agricole est un milieu conservateur, nucl aire et religieux... cela change doucement heureusement
- Organic alternative not always included in research.
- Should I spray the miracle product for three years, or
- Wait three years for a cycle of natural predators to take care of a problem?
- The mainstream agriculture system is set up to help the big get bigger. Even well established medium sized farms have a hard time surviving. For someone who is from a marginalized community to get into farming is extremely difficult for a whole web of reasons - financial is most obvious - but potential for isolation and discrimination, even threats of violence are even harder to deal with. The identity of "farmer" is predominantly white, male, heterosexual, individualistic - if you don't match that, those who wish to benefit from the dominant culture may treat you as a threat or a joke.
- This is all just a bunch of policies thought up by a leftwing UN organization called Iclei.
- Our operation employs men and women. Other genders are imaginary, we do not believe in them. We hire not by race but by the capacity of a person to do the job.
- Not sure what that means.
- Lack of education and poor communication skills of the general public! We are an inclusive employer and our diversity ~40% of our employees identify as having a disability- strengthens our culture and community, thereby retaining employees, and improving our supervisory staff communication and teaching skills.
- I don't see them. Everyone has the same problem right now, if it's not food we are shut out of the farm markets
- Pushing the idea too much and too hard. Most people a good moral people that include people of different races and genders equally. Forcing people/companies to hire minority races or certain genders is wrong. The best person for the job should get the job no matter what race, gender or religion that person is.
- Where our farm is located, the majority of people, by far, are white.....how could I hire a person of minority race if none apply?

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- The same goes for the LBGTQ community. What if the person doesn't say what preference they are? I wouldn't even know and I would hire them according to their ability and personality regardless of their sexual preference, gender or race. I would not like to be forced to hire someone because of anything other than ability and personality.
- Probably profit. We are aiming to create a diverse eco-climate, with almost 6,000 trees this Spring, a greenhouse, a hoop house, field crops and livestock. Our hope is to achieve a sustainable, resilient farmstead, but that takes time, and profit may be the sacrifice... which we cannot allow. It's tricky.
- men :)
- Adaptation au contexte
- Every part of the world has farmers and every part of the world has women and men running them. There is no problem with diversity unless people are looking to put a problem there.
- These people may lack the knowledge or interest in organic production methods. They may also lack transportation, which is very important to get to a farm location.
- The government and professional orders.
- I met lots of overqualified people underutilised because of laws and abstract criterias
- Because of it, sometimes, you dont get the best or the more qualified person for the job! that put some resentment towards the one who got the job and they can feel it.
- I worked with a person who had a Doctorat in his contry but because his french was not satisfactory, he could not be admited in a professional order. He spoke english perfectly but not french!
- Lack of land access, producers not knowing how to get volunteers (WWOOF CANADA, Workaway etc)
- large enough labour pool to choose from
- entry costs
- The lack of a recent history of agriculture in disadvantaged groups, Access to capital/grants to disadvantaged groups to participate in farming. Programs needed to give disadvantaged groups positive experiences working on a farm.
- Many and entrenched. We've been operating with blinders on for far too long. Now is the time to open wide the doors to people regardless of gender, colour, ethnicity. In Canada we're very fortunate to have impressive reserves of farmers/food producers from across the globe. Yet the cost of entry to agriculture here is a huge barrier. Also, it's important to note the increasing number of students in post secondary institutions that are studying food and food justice. Me wonders where they will find jobs.
- Long term attitudes that create an environment where systemic racism is difficult to eradicate or even hard to see for the majority population.
- Access to land and systemic racism

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- mindset – white people are not aware of their white fragility. Our culture is not aware of how we have mistreated the indigenous people who we bring regularly from southern countries here to work.
- Systemic
- knowledge about programs; not sure that programs are available to those that need them
- Poverty and racism
- awareness
- Affordable access to land and housing, fair access to employment opportunities, ongoing colonialism and racism in Canada.
- Not treating everyone as equals. Minorities want to be treated as equals and gain based on their merit.
- many of us small organic farmers have to have a job elsewhere in order to survive. Some people do not have such luxuries. A woman farmer with children and a job outside the farm to support the farm is pretty hard to do.
- Access to capital for rural programs.
- Mobilisation de tous pour donner leur opinion et représentativité des propos du porte-parole
- Clarity of objectives
- Awareness
- the greatest barrier is people demanding that government get involved and use legislation and regulation to enforce equity, diversity and inclusion. Whatever happened to meritocracy?
- For us, to make our operation more diverse and inclusive, we would need to have candidates. We don't have enough capacity to seek and especially in a small town, where there's not a lot of diversity in the first place it's tricky. On the other side, for people wanting to get into the organic sector/organic farming there's a lot of barriers in the first place. Access to risk-free capital ie family wealth or larger grant programs, affordable land, access to infrastructure if you happen to find some affordable land.
- Not sure to what the question is referring – staffing, a coordination of research, farming supply chains, pricing, combining organic organizations? In Canada, every person has the opportunity to farm if they want to. For young and middle aged farmers, the cost of land and equipment is quite out of reach to start, sustain, or grow your operation. It is nearly impossible for any person to own a farm unless it is inherited or very large scale with investor backing.
- Society
- Communication (promoting opportunities), education, access to credit and land
- The common thought all farmers are white males
- Access to land and capital
- monetary

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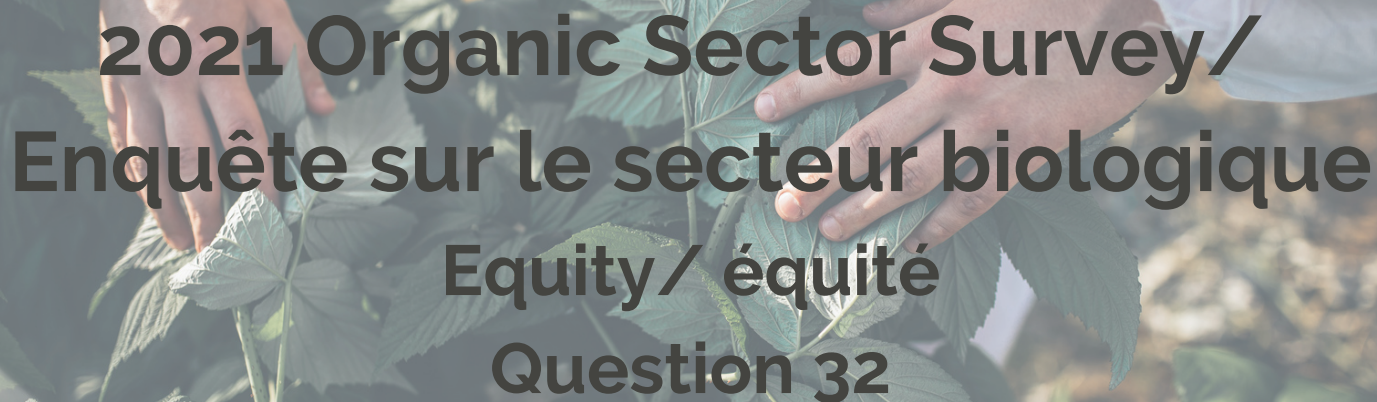
- Cost of production and development if you are not already invested in an operation. Transitioning is not inexpensive. The learning curve is also steep. There is no monetary advantage to selling organic land to someone who wants to add organic land at this time so we lose acres to conventional production.
- old school thinking and financial barriers due to systemic racial and gender inequalities.
- Same things that prevent me from making the transition to full-time market gardening/farming, except for people of color and other minority groups, these affect them even more: Access to land. Funding. Start-up costs.
- Questions like this. People who focus on equity, diversity and inclusion. This has NOTHING to do with organic growing. NOTHING!
- Equality means simply being equal, not helping people be equal (which immediately means they're not equal). Be equal. Period. Nothing to do with organic anything.
- This is inappropriate to the organic sector.
- The unseen and unknown biases we hold and are often unaware of.
- COVID constraints on growth opportunities.
- White supremacy/racism: Agri is predominately a white workforce. Great to see many more women, but need way more people of colour and Indigenous Peoples - their barriers are economic primarily but this is intertwined with systemic racism of industry & government. Rural areas in particular can be very racist as they tend to be conservative. Need to allow for more younger and urban folks to get into farming but again they don't have financial ability to do so. There has to be grants not loans.
- availability of labor
- systemic racism
- Price of land
- Aucun défi majeur
- Lack of access to participation
- Costs
- Au-delà de notre sensibilité personnelle qui se reflète dans notre gestion du quotidien à la ferme et dans notre environnement professionnel au sens large, ces enjeux systémiques et les mesures qui doivent être prises pour les éliminer ou en réduire l'impact dépassent le contexte immédiat de notre production agricole.
- Systemic prejudice and plain old inertia.
- None we have no diversity issue.
- money
- Preconceived notions and reactionary thinking

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- Land access, but the ag industry as a whole is void of diversity and can be an unwelcoming place if you aren't old, white, and male
- Retailer indifference due to lack of media focus/consumer interest
- temporary workers' caste and professional silos;
- Poverty (socio-economics), media (those that control and spin the narrative), Government (regulations and their track record - let's start with our indigenous population).
- Nobody has to work to be able to eat anymore. If people had to work to put food on their tables and in their families mouths than they wouldnt be too concerned what is happening on the other side of the fence
- Farm labour standards in Canada. The commonly held reductionist/prescriptive focus in agriculture generally that is unsympathetic/dismissive of other worldviews.
- None for my operation.
- As an organic non-profit, I think our issue is just having the time and capacity to build relationships. Relationships build at the speed of trust and with limited capacity, it can be hard to really take the time to build slow relationships. It is super important and something we should be making the time for though! I just wish capacity was less difficult.
- limited access to each other, lack of social connection, distanced relationships
- l'entreprenariat conventionnel
- For our farming areas there is very little diversity & equity of staff who apply for positions but we always employ the best staff for the vacancies with no credence on colour, race, religion or gender.
- have farmers trained in post secondary agronomic education - most farmers do not know their weeds , their insect pests , beneficials, soil biology.
- Lack of education (universities catering to the funders). Cost of land and other barriers to entry for all aspiring organic farmers.
- Un des obstacles et la présence de programmes de formation accessibles financièrement à tous pour créer du personnel compétent, diversifié et inclus.
- No barriers on my farm, we are just too small to hire anyone. I firmly believe the same barriers exist for everyone. I would hire anyone if needed regardless of race, gender or sexual orientation. I would like to see a system where foreign corporations were prohibited from buying land in Canada. This drives the land prices out of reach for most Canadians wanting to start in agriculture. I welcome anyone to emigrate to Canada and start farming I just don't agree with a corporation in France, for example, buying Canadian land.



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- attitudes
- financial access to land and equipment.
- education and awareness
- location
- Not important on our farm.