

# CLOSING THE HUNGER GAP

Making the Shift from  
Charity to Justice: Using  
the 8-point Checklist for  
Organizational  
Transformation

# CTHG Identity

The logo consists of a square frame with a gradient border transitioning from orange on the left to green on the right. Inside the frame, the text "CLOSING THE HUNGER GAP" is written in a bold, sans-serif font. "CLOSING" is in orange, "THE" is in green, "HUNGER" is in red, and "GAP" is in green.

**CLOSING  
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GAP**

**Vision:** We envision a time when all people can determine their own futures; when nutritious food is recognized as a human right; and when there is a political will to end hunger and its root causes. We envision ourselves as part of a growing, national network of collaborators and learners that engage with and support movements led by the people most impacted by hunger and poverty.

# Purpose

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Closing the Hunger Gap is a network of organizations and individuals working to expand hunger relief efforts beyond food distribution towards strategies that promote social justice and address the root causes of hunger.

# Goals



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- Build and support a grassroots effort of hunger relief organizations to shift from a charity model to a social justice model
- Build a national presence to promote a collective voice of organizations and their constituents calling for food to be recognized as a human right.
- Support grassroots movements led by the people most impacted by the root causes of poverty and hunger.

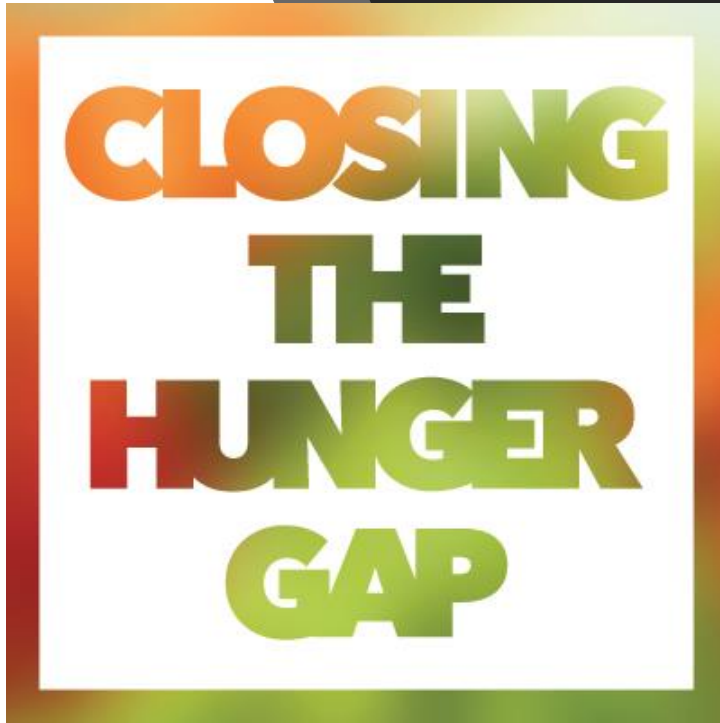
# Ways to Engage



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- Leadership Team
- Regional Groups
- Communities of Practice
- Strategic Working Groups
- Conference Planning Team

# Membership



- Core Members: frontline or direct-service organizations that are led by individuals most impacted by food insecurity, poverty or social injustice .
- Solidarity Member: indirect service and research organizations that focus on anti-hunger, poverty, social justice or equity efforts. Solidarity members will contribute to the network by following the direction of Core members.

# The 8-point checklist



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Created out of a shared analysis of the *root causes* of hunger and specific policies and practices that an organization can develop and institute that ground solutions to systemic, chronic hunger in addressing the social justice issues that created it.

# The 8-point checklist



## CLOSING THE HUNGER GAP

**STEP 1: METRICS:** Emergency food organizations change their measurement and impact evaluation practices to reflect a racial justice lens.

**STEP 2: RESOURCES:** Shift funding, staff capacity and other resources towards programming that addresses root causes of hunger and not just food distribution. Commit to and set a goal to direct a percentage of the organizational budget to go towards addressing root cause programming to end hunger.



# The 8-point checklist



**STEP 3: GRASSROOTS SUPPORT:** Supporting grassroots movements and community-based collectives connected to ally and constituents' groups, through financial support, allyship, sharing resources, collaborating in shared messaging campaigns and solidarity actions.

**STEP 4: MESSAGING:** Have official, public facing language that reflects an understanding of poverty and food insecurity as a systemic and structural that is caused by racial and economic inequities and injustice.

# The 8-point checklist



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**STEP 5: BOARD:** Institute a board structure that reflects communities most impacted by hunger.

**STEP 6: STAFFING:** Build a just and equitable community and culture for your staff by ensuring fair wages, pay equity, protection from sexual harassment, the right to organize, transparency, shared leadership practices, and support leadership of color, LGBTQ and individuals from low-income communities.

# The 8-point checklist

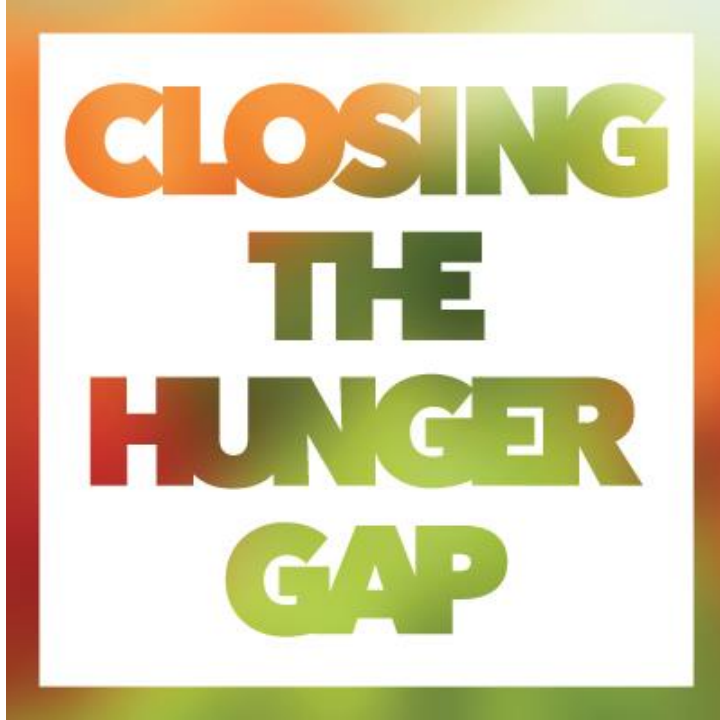


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**STEP 7: HIRING:** Ensure inclusive hiring practices that focus on people of color and marginalized communities (LGBTQ, low-income, people of color). Require anti-oppression training as part of on-boarding new staff members.

**STEP 8: ORGANIZATIONAL PRACTICES:** Support staff and community members' ability to fully participate in work and activities by providing childcare, transportation support, and stipends.

Thank you!



Join us!

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[thehungergap.org/membership](http://thehungergap.org/membership)