



## LAND STEWARDSHIP PROJECT

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## LSP Land Access & Emerging Farmer Policy Working Group

### Summary

The Land Stewardship Project is forming a 9 to 12-person working group focused on designing and implementing the strategy for a holistic “Land Access & Emerging Farmer Policy Campaign” that expands the number of farmers on the land through local ordinance change and state (Minnesota) and federal policy change. We are asking for a one-year commitment (January to December 2024) from each of the members on this committee, with the opportunity to continue further if able/desired.

### Role Description

We expect this commitment to be, on average, 3 hours per month, with opportunities to engage further as capacity allows. Core responsibilities include:

- Regularly attending and actively participating in virtual Working Group Meetings. Leading up to and during the Minnesota legislative session (January through May), these meetings will be held every-other-week. During the rest of the year, these meetings will be held monthly. Regular attendance means aiming to attend at least 75% of the meetings. We will choose the timing of these meetings based on what works for all members of the working group.
- Using consensus, develop language for specific legislative proposals and model ordinances that advance campaign goals.
- Designing and implementing the strategy for a holistic “Land Access & Emerging Farmer Policy Campaign.”
- At least once-a-quarter, participating in an organizing tactic or action that advances the goals of our campaign. Examples include:
  - o Assisting with organizing a campaign event (i.e., inviting people to attend, shaping the event’s agenda, speaking at, or hosting an event).
  - o Serving as a spokesperson for the campaign in the media, in LSP communications, at events, and in front of decision-making bodies (i.e., county zoning board, legislative committee).
  - o Organizing LSP members and your own networks around advancing our campaign goals.
  - o Building relationships and coalitions with people, organizations, and businesses engaged in our farm and food system around our campaign goals.
  - o Engaging with other local, state, federal, and LSP programs organizing as appropriate and able.
- Attending the LSP 2024 Family Farm Breakfast and Lobby Day on March 7, 2024.

### What You Bring

You would be a strong fit for this working group if you are committed to greatly expanding the number of farmers on the land, pushing back against consolidation of land and capital in our farm and food system, are committed to building a multiracial and economically just farm and food system and rural

communities, and building the people power we need to transform our farm and food system. We are particularly seeking folks with the experience, expertise, and/or passion related to one or more of the following areas:

1. County & Township Ordinance Change:
  - Understanding of the challenges and opportunities related to local zoning around land access and establishing farms that diverge from the single nuclear family model (i.e., multi-generational, multi-family, cooperative).
  - Expertise around the process of amending local ordinances and/or experience with organizing in rural communities to influence local government officials.
  - Experience working with allied organizations (i.e., Midwest Farmers of Color Collective, Latino Economic Development Center, Renewing the Countryside, Hmong American Farmers Association, etc.) and entities (i.e., Department of Agriculture, Association of Counties, Association of Townships, etc.) to create and build support for a proposal (i.e., a model ordinance).
2. State & Federal Policy Change
  - Understanding of the historical and current gaps that exist in state and federal policies, programming, and funding.
  - Experience with testifying in legislative or Congressional hearings, advocating for policy change with elected officials and/or their staff, and/or crafting or evaluating legislation.
  - Understanding of the legislative process at the state and/or federal level.
3. Social, Racial, & Economic Justice
  - Understanding of the history of our farm and food system and how this history continues to impact our communities today.
  - Passion for creating a food system that lifts up those who are currently and/or have historically been marginalized in our farm and food system, economy, and society, including Black, brown, and Indigenous people, immigrants, low-income people, and LGBTQ+ people.

### **Working Group Membership Goals**

We recognize that there are many systemic barriers that prevent folks from thriving in agriculture. By ensuring this working group has strong membership of those who come from under-resourced and/or marginalized communities or backgrounds, we can work toward ensuring that our policy work adequately serves those who our agricultural system has historically and continues to leave behind. We must also ensure that this campaign does not perpetuate systems of exclusion or harm. Therefore, our demographic goals for the membership of this working group are:

- No less than 15% immigrant.
- No less than 33% BIPOC (Black, Indigenous and people of color).
- No less than 25% LGBTQ+.
- No less than 50% women.
- No less than 75% rural or non-metro.
- No less than 33% under the age of 45 and no more than 33% over 65.

Additionally, we aim for members of the group to be well-rounded in their farm and food system roles. Our goals are:

- No less than 40% emerging/beginning farmers.
- No less than 25% transitioning/retired farmers.
- No less than 15% farmworkers and aspiring farmers.
- At least one but no more than 15% non-operating landowners.
- No more than 10% non-farming or farmland owning professionals.
- No less than 20% farmland renters.

LSP also strives for geographic diversity across Minnesota, western Wisconsin, and northern Iowa.

### **Stipends for BIPOC Working Group Members**

LSP is offering BIPOC members of the working group a stipend for their participation. These stipends are offered in a reparation's framework with the understanding that Indigenous, Black, Latino/a/x, and other people of color in this country have been deeply harmed in the context of land ownership and agriculture by settler colonialism, slavery, and racist practices and structures that have continued to rupture and deny their access to land, wealth, and community. These harms are all present historically and currently, and will be present in this working group space. This stipend is to acknowledge past harms and the work it takes to participate in this working group.

The stipend is to cover 40 hours of participation over 12 months at \$50 per hour, totaling \$2,000 each. We recognize that 40 hours is an approximation. For tax and legal purposes, this compensation requires these steering committee members to be named "consultants," and that they complete a W9 form to receive this payment.

### **Flexibility & Accessibility**

We understand that members' lives fluctuate season-to-season and participation may fluctuate season-to-season as well due to planting, harvest, or any other busy times in our lives. We also recognize that many people experience barriers to being able to participate in roles like this. As a result, the committee will have some financial resources available for members if they face barriers such as travel costs for in-person meetings, lack of an internet connection, childcare, or financial burdens.

### **Connection to LSP's Land Access & Land Legacy Steering Committee**

The Land Access & Emerging Farmer Working Group is focused on driving the campaign, while the Land Access & Land Legacy Steering Committee is focused on the overall steering of LSP's land access and land legacy programming and policy organizing. The steering committee will set the goals of the campaign, provide feedback on the working group's strategy, and engage in the campaign as able. You do not need to be a member of the Land Access & Land Legacy Steering Committee to serve on the Land Access & Emerging Farmer Working Group.

***To learn more or to apply, contact Amanda Koehler, LSP Policy Manager, at [akoehler@landstewardshipproject.org](mailto:akoehler@landstewardshipproject.org). Applications are due on Sunday, January 7. The working group will begin to meet in mid-to-late January.***