

DIVERSITY AND INCLUSION

Diversity means bringing together a wide range of people across all ages, genders education levels, professions and backgrounds, including those not normally present. By including those less heard, unusual voices, new and promising options for actions can be identified. Inclusion refers to the consideration and attention given to ensuring that everyone has an equal voice and is equally heard.

Without diversity and inclusion, it is impossible to work through the inevitable trade-offs in our food system. Respecting each other's perspective is indeed essential to shape food systems that respects all people, all ecosystems and the whole planet.

A Convenor's main task is to bring together people who reflect this stakeholder diversity and engage with purpose. For this reason, forming the invitation list is a task that Convenors are encouraged to begin as early as possible when planning a Dialogue.

CONVENING PARTICIPANTS FROM A DIVERSITY OF STAKEHOLDER GROUPS

It is critical that Dialogues include a wide range of stakeholders from different groups of food producers and processors, distributors and retailers, caterers, chefs, marketers, traders and others directly involved in moving food from farm to fork. They will include professionals who work for the health and nutrition of women and children, as well as those who help to govern territories, protect livelihoods, foster resilience, regenerate ecosystems, participate in climate action, manage freshwater, and steward coastlines, seas and the ocean. They will be from small, medium and large enterprises, community organizations, universities, schools, and more, and will include members of stakeholder groups including women, youth, indigenous peoples and migrants.

CURATING AND FACILITATING MULTI-STAKEHOLDER EXPLORATIONS

Multi-stakeholder Dialogues are a valuable approach for engaging multiple actors so that they can focus together – utilising their combined knowledge and experience – on the resolution of systems challenges. For this approach to work, discussions between Participants must first

be stimulated and guided so that the desired outcomes are shaped and articulated. This means that Dialogues should be carefully **curated**, and then **facilitated**. This will aid the exploration of issues, development of shared positions and emergence of joint action.

The successful curation of a Dialogue event creates circumstances within which multiple stakeholders are able to connect, share ideas, explore each other's perspectives, develop propositions, examine their potential and nurture the shaping and emergence of pathways to sustainability. A carefully curated Dialogue promotes the inclusion of all stakeholders and reflects the reality that food systems affect all people.

Within each locality, Dialogues build on the experience, knowledge, interest and initiatives of their Participants. Dialogues expand and enrich existing processes and explorations. The Convenor invites a broad range of stakeholders, including:

- Those who work in roles that enable people to access food by growing, harvesting, packing, processing, distributing, selling, storing, marketing, consuming or disposing of food.
- Those who work in sectors that shape food systems, including infrastructure, transport, financial services, information and technology.
- Those who work in areas that influence or are affected by food system policies, including specialists in natural resources, the environment, the economy, culture, indigenous knowledge, policies, politics, trade, regulations and beyond.

Stakeholder responsibilities will be wide ranging, including the setting and implementation of policy, as well as elected representatives and other community leaders, representatives of youth, women, indigenous peoples, migrants and laborers. While most stakeholder groups will be represented by their leaders, Convenors are encouraged to involve their wider membership as well. Given the requirement for diverse participation within any Dialogue, it is important that the Convenor appreciates that perspectives of Participants may be influenced by many factors including their nationalities, communities, enterprises, livelihoods, associations, professions, responsibilities affiliations, and more.

Convenors are expected to reflect diversity and inclusiveness in Section One of the Official Feedback Form by providing quantitative information about Participants, covering age range, genders, sector and stakeholder group (see page 22 for more info).