

Food at Oxy

A Resource Guide to Campus Dining, Food Procurement Standards, Academics, and Student Opportunities at Occidental College

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Intro

A. Food Systems Working Group

The Food Systems Working Group (FSWG) is a collaborative effort to leverage the knowledge and resources of the various campus entities that are engaged with food at Occidental College. Collectively, these entities prepare some of the best college food in the nation, promote equitable food policy and programs, and educate Oxy students, who are the future producers and consumers of our nation. Dedicated to working collaboratively with the campus community toward increasing socially and environmentally responsible practices in our campus food system, the FSWG's primary duty is to employ the resources of Campus Dining, the Food Studies Minor, the Urban and Environmental Policy Institute, and students in order to oversee, update, and execute the Occidental Food Resource Guide and its goals, contained herein.

The full Food Systems Working Group meets twice per semester to discuss ongoing projects, share ideas, and make recommendations by consensus. The FSWG consists of students, faculty, and staff, including dining administrators and food preparation employees. This diverse group brings a wide array of perspectives and experience to campus-wide food issues. Occidental's FSWG is co-chaired by Amy Munoz, the Associate Vice President for Hospitality Services; Sharon Cech, Regional Food Systems Director at the Urban and Environmental Policy Institute; and one student representative. Within the FSWG, there is a core team consisting of administrators, faculty and paid student interns that organizes the operations of the FSWG. There are four primary entities involved in the inception and continuation of the FSWG:

1. Campus Dining

Dining at Occidental has always been a self-operated program. Campus Dining strives to stay on the cutting edge of collegiate foodservice, especially in respect to sustainability. Hosting one of the first student sustainability positions on campus, Oxy's Own Dining Services is heavily involved in promoting sustainability across campus, from catering all-compostable events, to hosting cooking classes, to planning for annual events such

as Food Justice Month and Earth Month. As a crucial component of the Occidental FSWG, Campus Dining uses the group as a means to get feedback on various aspects of its operation, such as menu planning, procurement and communication. Campus Dining also brings a deeply practical appreciation and understanding of food systems and how to improve them to the FSWG, especially from the wholesale consumer and food service operator perspective.

2. Urban and Environmental Policy Institute

The Urban and Environmental Policy Institute (UEPI) is a community-oriented research and advocacy organization housed within Occidental's Urban and Environmental Policy (UEP) Department. UEPI advances community-driven approaches to achieving equity and social and environmental justice through program and policy work in the issue areas of food, goods movement, the built environment, and public health. UEPI has been working on innovative food programs for nearly 20 years, such as incubating the National Farm to School Network. Their current food justice programs focus on improved food access, farmers' markets, nutrition education, Farm to School in Los Angeles, and strengthening local food economies and community food systems. As a part of the FSWG core team, UEPI brings their long history of community food advocacy and policy work, as well as an established network of leaders in the food movement. These assets can be utilized to inform food systems within Oxy and also to connect the FSWG to relevant food initiatives outside of the Oxy community.

3. Food Studies Minor

Going beyond what is served at campus eateries, or the policy work done by UEPI, the Food Studies Minor seeks to promote the interdisciplinary critical examination of our relationship with food. Uniting many existing efforts on campus under a common banner, the Food Studies Cluster was officially created in 2012 in recognition of the fact that stronger programs, projects, and courses would be possible with more collaboration across disciplinary lines. In May 2019, a result of the hard work of Oxy's Food Studies Cluster, the Food Studies Minor was officially approved. As a third crucial component of the Occidental FSWG, the Food Studies Minor brings years of experience educating students about the issues at stake, as well as a huge breadth and depth of knowledge gained through the varied research undertaken by Occidental faculty that examines issues including food literacy, sustainability, transparency, and equity. From a

student-run organic garden, to research on flavor and how the human mind processes it, the Food Studies Minor at Occidental seeks to critically examine our relationship with food. While the classroom provides many opportunities for students to learn and formulate their ideas on the importance of food with a variety of perspectives, a number of initiatives have also been pursued by students with the guidance of faculty advisors. The Food Studies Minor continues to develop and expand today, as we explore the critical ways in which food studies permeate across disciplines.

4. [Food-related Events](#)

Annual events are listed below and described later in this document. Guest lecturers throughout the year also may feature food-related topics.

- a. Food Justice Month
- b. Earth Month
- c. Iron Chef
- d. FEAST workshops and meals
- e. Cooking Classes

5. [Student Groups](#)

Student clubs and organizations focused on food change from year to year and range from baking clubs to food activism. Some of the enduring groups described later in this document include:

- a. Food, Energy, and Sustainability Team (FEAST)
- b. Food Justice House
- c. Public Health Club
- d. Challah for Hunger
- e. Excess Food Recovery Team
- f. Green Bean
- g. Occidental Student Compost in Association with Res Ed (OSCAR)
- h. Cooler Compost

II. Campus Dining

A. Procurement

1. Introduction to sustainable procurement

There are a variety of dining venues and programs offered at Occidental. During the academic year, venues include the Marketplace, the Tiger Cooler, the Green Bean, and the late-night Coffee Cart. Dining operations are accessed via an all-debit meal plan system, which facilitates a wide range of sustainable menu offerings. Campus Dining proudly operates Oxy's Own dining service, rather than outsourcing. Unlike many schools, which contract with large corporations to operate the food service, self-operation optimizes the department's ability to be directly connected and responsive to customers. Campus Dining strives to continually improve on all fronts in order to satisfy student needs and desires, and increase sustainable initiatives while operating in a fiscally sound manner. In recent years this can be seen especially in Campus Dining's involvement in the nationwide Real Food Challenge ([section A.4](#)). An All-You-Care-To-Eat (AYCTE) dining program is offered in the Marketplace for 12 weeks each summer to accommodate summer conferences. This program is the department's second largest source of revenue (behind student board plans). AYCTE prices are kept low to be competitive with other local colleges and conference facilities, which limits sustainable offerings. Catering is Campus Dining's third largest source of revenue, and customized menus may offer sustainable options at the customer's request. However, the standard catering menu has not been updated since 2013, and is up for revision by fiscal year 2021. Goals for the catering menu include providing more sustainable options and marketing them to clients.

While it is crucial for Occidental to impact our food system through sustainability initiatives and ongoing education, we realize that our largest impact may come indirectly through the businesses we support with our purchasing practices. Like any institution, Occidental supports or changes the status quo based on how we spend our dollars. Fortunately, we have choices, and sustainable supply lines are increasingly available.

2. History of sustainable procurement at Occidental

Using the lens of sustainability to examine our food system revealed a host of complex and inseparable issues. A partial list of these issues includes:

- a. Labor Issues
- b. Animal Welfare
- c. Hormones and Antibiotics
- d. Toxicity and Food Safety
- e. Environmental Impacts
- f. Local Economies

As an institution meant to be a model to our community and to mold the minds of generations of students, it was important for Occidental to embrace our role in leading the movement towards a responsible food system.

In order to assess the sustainability of our procurement, it was crucial to identify a set of criteria to use when examining our current purchasing practices and when researching alternative products that might be more sustainable. In selecting a sustainable metric to use, we considered several criteria:

First, the metrics needed to be both regionally and nationally applicable, and recognized for their success in supporting sustainable food systems, ideally with a proven history of use in other institutions.

Second, we sought standards that were tiered, thus allowing for a recognition of the necessity of transition economies in sustainable food systems.

Third, we sought metrics that prioritized third-party certification as the preferred qualification. Examples of such trusted certifications can be found in the Real Food Guide in [Appendix 2](#), along with a deeper explanation of the difference between these classes of certifications.

Beginning in 2008, Occidental chose to use the metrics defined by the Real Food Challenge (RFC) for the assessment carried out by the Campus Dining intern team ([section A.2](#)). During the 2013-2014 school year the FSWG considered and studied other possible metrics, including those of AASHE¹ and the Los Angeles Food Policy Council. By consensus the group decided to continue with the Real Food Challenge. RFC is a standard that is uniformly accepted across the three major sustainability

¹ The Association for the Advancement of Sustainability in Higher Education. <https://www.aashe.org>.

rankings for higher education institutions - The Princeton Review Green College Survey, Sierra Cool Schools, and AASHE's Sustainability Tracking, Assessment & Rating System (STARS). A similar reevaluation was undertaken during the 2019-2020 school year, and a plan drafted for the next few years while RFC refines its standards and Los Angeles County moves towards the potential implementation of the Center for Good Food Purchasing's Good Food Purchasing Policy. Information on this reevaluation and the conclusions made can be found in sections below.

However, while it was crucial for us to choose defined and published metrics in order to assess procurement in a way that is easily comparable to other institutions, we realized it was equally critical that Campus Dining maintain its own guiding procurement principles. In order to keep various institutions on the same page, published metrics are inevitably reductive, and often do not completely translate to the acutely nuanced procurement decisions made moment to moment in the kitchen; there often may not be time to double check whether a product has the right third-party certification. So, it was important that we independently defined a set of less strict principles that are more accessible for weighing the sustainability of food purchases.

In defining Oxy's Own Procurement, the below standards are based primarily off of the published RFC standards, but several nationally published metrics and guides were used as inspiration and reference. Beyond the RFC, the Los Angeles Food Policy Council's "Good Food Purchasing Policy"² (GFPP) was also used as inspiration in allowing a tiered prioritization of sustainability that acknowledges the necessity of a transition economy. For instance, during assessment of product sustainability the below principles ([section A.](#)) are applied to businesses regardless of third party certifications that count towards RFC metrics. First and second party claims (while taken with a grain of salt during the research process) are also considered, such as integrated pest management (IPM) programs, grass-fed, free range, or antibiotic free animal products. The standards are also applied to the entire product, not just the edible portion. For instance, bottled or boxed water that is sustainably packaged in a way that minimizes plastic waste is prioritized over traditional bottled water. Furthermore, various guides to

² Los Angeles Food Policy Council. Accessed July 24, 2017. <http://goodfoodla.org/policymaking/good-food-procurement/>.

develop sustainable food policies were used, especially the one published by the Food Alliance³ with help from other organizations.

3. “Oxy’s Own” Procurement Standards

Below are Oxy’s Own Procurement Standards, expanded from RFC standards, defining the four main ways by which a product can qualify as sustainable:

- a. **Valued Workforce and Fairly Traded:** This standard is meant to support supply chains that value the workforce involved, prioritizing fair treatment and equitable pay over higher profits. For a product to meet this standard, individuals involved in all parts of the product supply chain – from production to processing to distribution to preparation – work in safe and fair conditions, receive a living wage, have the right to organize and the right to a grievance process, and are ensured equal opportunity for employment. Moreover, the profits of the product should not fund the mistreatment of humans, animals, or the environment. Prioritizing fair food can build community and promote socially just practices throughout the food chain.
- b. **Ecologically Sound:** To qualify as Ecologically Sound, all operations involved with an item’s production must take into account a keen sense of environmental stewardship, from conserving biodiversity and preserving natural resources – including energy, wildlife, water, air, and soil – to using production practices that minimize the use of any toxic substances, as well as reduce direct and indirect petroleum inputs as much as possible.
- c. **Humane Animal Treatment:** Humane animal products are produced in a way that allows animals to express natural behavior in a low-stress environment, and as much as possible are raised with no added hormones or unnecessary medication.
- d. **Local and Community Based:** This standard is based on a “closer is better” principle, prioritizing products with closer points of origin and management structures investing power as locally as possible. Ideally, these items can be traced to producers and processors that are owned and operated within 250 miles, thereby supporting the local and regional economy by keeping money in the community. Furthermore, this builds community relations and uses the

³ "About Us." Food Alliance. Accessed July 24, 2017. <http://foodalliance.org/about-us/>.

college's purchasing power to benefit the community it is in. Moreover, as the food is seasonal, travels fewer miles to reach consumers, and is often much fresher, it has a higher nutrient content.

- e. **Community Investment Procurement Standards:** In addition to prioritizing businesses based on their distance from Occidental, Campus Dining would like to invest in the local community by purchasing items from businesses that are accessible to all residents and reflect the historic character and culture of Northeast Los Angeles. In 2018, these metrics were developed by two students and advisors from UEPI and the former Office of Community Engagement. In 2019 the metrics were implemented in Campus Dining ([Appendix 5](#))

The burden of applying these principles will rest first with student intern research, and active reporting by stakeholders who may be aware of a supply chain issue. As these recommendations are integrated into the campus food system, dining administrators and staff will also continue to take increasing ownership of the principles of sustainable food systems contained herein, and the additional effort that requires.

4. Occidental and the Real Food Challenge

Campus Dining has been working with the [Real Food Challenge](#) since 2008, when the department's first sustainability intern suggested using their metrics to assess procurement. For five years, Campus Dining assessed its procurement using Excel as a calculator and a more loosely defined version of the Real Food Guide depending more on researcher discretion as a metric. In 2013, Campus Dining switched to the updated and more stringent Real Food Guide released the previous academic year, and began using an online calculator tool developed by the Real Food Challenge. While taking some of the weight off of the researcher's discretion, the new metrics forced the assessment of every single line item, rather than the more expedient and conservative method of identifying total cost of "Real" items and dividing that by the total food cost for the same period. Because the new method was so time intensive, the intern team expanded to accommodate the additional reporting. In 2014, Occidental College became the 27th signatory to RFC's nationally recognized Real Food Campus Commitment, promising to dedicate 30% of the college's food budget to sustainable sources by 2020. This surpasses the national RFC goal of 20% real food by 2020, thereby cementing Occidental's place at the forefront of institutional commitment to fostering a socially,

environmentally, and economically sustainable food system. See [Appendix 3](#) to view Oxy's signed Real Food Campus Commitment.

The procurement assessment process is also a crucial part of Oxy's involvement in the RFC. As of 2017, three general sustainability interns and one specifically focused on the Real Food Calculator all work on the reporting process. Each year a sample period is chosen of either two or four months representative of annual procurement (usually October, November, February, March). Every line item of food from all invoices are then entered into a given month's assessment on the RFC calculator. The assessment generally takes up to twice as many months to finish as there are months to assess. The results are reported on the [Sustainability](#) page of the Campus Dining website, and can also be viewed in more detail on [Occidental's institutional page](#) of the RFC calculator. Students interested in being involved with the assessment process should contact the [FSWG co-chairs](#).

In October 2016, RFC released a new set of guidelines titled "[Real Food Guide 2.0](#)". This revision of the standards was a culmination of over a year of research done by industry experts and stakeholders from across the food system. Research was conducted on each category of the Real Food Guide (Local and Community Based, Fair Trade, Ecologically Sound, and Humane). Revised Real Food categories were then created to determine whether food still counted as Real Food, and if so, whether it would fall into the green section (highest standard) or yellow section (still real food, but not as stringent). A red section lists the disqualifying characteristics that do not count as Real Food in any categories.

Two years later in July 2018, the Real Food Challenge again revised their standards with the launch of Real Food Guide 2.1. This technical update was meant to capture a deeper understanding of the food system to reflect emerging consensus amongst food justice and food industry organizations. Accordingly, the standards were updated to include prison labor as part of the disqualification for forced labor, and the fair category was revised to include a Small Producers' Symbol (SPP) certification. The ecologically sound category was limited to only allow wild-caught seafood, regardless of having approved certifications from Monterey Bay Aquarium or Marine Stewardship Council. We feel that an exception for our sustainably farmed salmon was valid.

Occidental obtained an exception to the wild-caught seafood stipulation for our spring 2019 analysis. Our analysis yielded a result of 29% Real Food - just 1% away

from our goal of 30% Real Food by 2020. However, Real Food Challenge was not willing to allow us to keep this exception, as they wanted their standards to remain uniform and comparable across all participating schools. In light of this, in the fall of 2019 the student intern team opted for a revised version of the RFC analysis, in which they did not use the RFC Calculator interface. This evaluation yielded a result of about 25%, which we felt accurately reflected our progress. The sustainability interns intend to continue with this form of analysis in the coming years, until RFC releases new standards in 2022.

Each time these new standards are released, Oxy’s RFC intern team begins to implement them when inputting data and recording invoices. Procurement continues to be adjusted with regards to new standards, as Oxy strives to purchase as much Real Food as institutionally feasible. As of spring 2020, RFC is beginning the process of revising their standards in collaboration with Healthcare Without Harm and the Center for Good Food Purchasing. These standards are expected to be released by 2022, and at that time Oxy will reassess their intention to continue with RFC. During this period, Oxy will also be exploring the CGFP’s Good Food Purchasing Policy, in hopes of coordinating Occidental’s efforts with the sustainable procurement goals of Los Angeles County as a whole. A similar model has been undertaken at Northwestern University.

B. Menu Offerings: Locations, hours, and sustainable practices

1. Marketplace

Menu Offerings	The Marketplace is the College’s primary dining facility; 65% of student dining dollars are spent in the Marketplace. The Marketplace is equipped with four stations which regularly offer hot entrée selections, two which primarily offer cold food selections, as well as a working bakery, cereal bar, multiple packaged goods shelves, and two beverage stations. Stations include the “Homestyle” value station, a sauté station, the “Chef’s Corner”, a grill and wok station, a salad bar, a deli station, and a bakery corner.
Location	Johnson Student Center (JSC) - 2nd Floor (production and storage also occupies space on the 1st floor)
Hours	Monday-Friday: 7:30am-7:30pm Saturday: 10:00am-2:00pm (Early breakfast available for teams and groups) Sunday: 10:00am-7:30pm

Sustainability	Most of the sustainable foods on campus can be found at the Marketplace. The format of the Marketplace and its proximity to the JSC kitchen makes it Occidental's optimal facility for integrating sustainable foods. There are many factors that make it easier to integrate sustainable initiatives into the Marketplace. Firstly, the JSC Kitchen has more prep space than other facilities, allowing for the easy utilization of whole ingredients. Secondly, the kitchen team utilizes these whole ingredients, cooking most things from scratch. This in turn allows for dynamic menu planning and the use of seasonal ingredients. JSC is also the only facility with a loading dock, and has more storage space, which makes more efficient bulk buying possible.
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2. Tiger Cooler

Menu Offerings	The Tiger Cooler's menu includes wood-fired pizza, charbroiled burgers, grilled and cold sandwiches, salads, sushi, assorted pastries, hand-dipped ice cream, frozen yogurt, smoothies, espresso coffee drinks and other beverages. A wide assortment of packaged snacks is also available. Late-night and weekend specials provide variety. It is immensely popular and 25% of dining dollars are spent here.
Location	Samuelson Pavilion, across the JSC Quad from the Johnson Student Center
Hours	Monday-Thursday: 8:00am-11:30pm Friday: 8:00am-2:00am Saturday: 1:30pm-2:00am Sunday: 5:00pm-11:30pm
Sustainability	This is the oldest operation on campus. It was last remodeled in 1997, when the student body was about 20% smaller. It suffers from a severe shortage of refrigeration, storage and production space. Thus, sustainable food cannot be stored and produced at the Cooler with the same ease as at the Marketplace. In spring of 2020, the Cooler adopted compostable to go containers for all cold food. This is possible largely because of recent growth of composting infrastructure and labor in the Cooler.

3. Green Bean

Menu Offerings	The Green Bean is Occidental's student run coffee lounge, which opened in October of 2009. The Green Bean offers a wide variety of beverage options, as well as cookies, granola bars, and freshly
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	baked goods. About 7% of dining dollars are spent here. A for-here mug program began in Spring 2018.
Location	Johnson Student Center, 2nd Floor, off of Branca Patio
Hours	Monday-Thursday: 7:30am-12:00am Friday: 7:30am-4:00pm Saturday: 9:00am-4:00pm Sunday: 10:00am-12:00am
Sustainability	The Green Bean was developed to be “green” in as many facets as possible. The operation contributes substantially to Oxy’s RFC percentages by sourcing local and organic pastries (many of which are vegan as well) and fair trade and organic coffee and tea. In 2018, the Green Bean began a for-here mug program, modeled off of the eco-clamshell program in the Marketplace.

4. Coffee Cart

Menu Offerings	The Coffee Cart is Occidental’s smallest operation with the shortest hours, capturing about 3% of dining sales. Menu items include espresso coffee drinks and an eclectic assortment of packaged light meals and snacks.
Location	2nd level courtyard of Berkus Residence Hall
Hours	Sunday-Thursday: 7:30pm-1:00am
Sustainability	There is an ongoing effort to increase the number of RFC compliant foods at the Coffee Cart. As of Fall 2017, the Coffee Cart serves sandwiches, salads, pastas and more from Four Cafe, located one mile from Occidental. Most items from Four Cafe are compliant with the Real Food Challenge standards by being humane, local and/or organic.

5. Berkus Hall Saturday Dinner

Menu Offerings	The menu is prepared primarily from scratch in the JSC kitchen. The menu changes weekly and includes vegetarian, vegan, and gluten-free options. 125-175 students attend weekly.
Location	2nd level courtyard of Berkus Residence Hall
Hours	Saturday: 6pm-8:30pm

Sustainability	The price point is kept low to encourage participation; thus, the inclusion of sustainable ingredients is limited. In fall of 2019, composting became available at the Berkus Saturday Dinner.
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C. Communication, Nutrition, and Education

1. Real Food Challenge results

There is a section on the Campus Dining website dedicated to the [Real Food Challenge](#). The page explains Oxy's participation in the RFC, the progress the College has made, and goals for the future.

2. Supplier and producer profiles

There is also a section on the Campus Dining website with a list of the College's [distributors and suppliers](#), so that students are able to determine where their food is coming from. Featured on the page is a "Supplier Highlight" which focuses on a supplier particularly dedicated to sustainable food production.

3. Weekly menu plan

The Marketplace weekly menu (Sunday-Saturday) is posted on the [Marketplace webpage](#) and updated each Wednesday to add the upcoming week. Options are labeled as to whether they are vegan or vegetarian, contain eggs, dairy, nuts or shellfish, and if they are gluten-free.

4. Food Systems Working Group

A page dedicated to Oxy's [FSWG](#) is linked on the Campus Dining website. This page includes information on the FSWG's mission, core team, advisory team, and general assembly.

5. The FSWG online suggestion box

The [suggestion box](#) serves as a conduit for customer feedback, suggestions, questions, comments, nutritional inquiries and recipe requests. Personal responses to signed comments are sent within 7 days; unsigned comments and suggestions are updated, usually bi-weekly or at least monthly in the Campus Dining [news section](#).

6. Nutritional Information

[Nutritional Information](#) for some of Oxy's Own recipes is provided on the Campus Dining website. Efforts are made to keep this nutrition information up to date but, as a self-op, this is one area where contractors do have the advantage. Oxy does not have a team of personnel dedicated to this task, plus the Marketplace has a large and frequently changing menu. Currently updates are made in response to individual requests as they come in. Campus Dining also provides a number of [nutrition guides](#) for students with diet preferences and/or food allergies. A comprehensive technology package that will support menu management and nutritional analysis was purchased in January 2019 and is currently in the implementation stage. The Campus Dining website will feature updated nutrition information by Fall of 2020.

7. Nutrition Education

Nutrition counseling and education services are offered free to Oxy students at Emmons Wellness Center. Kristie Tovar, RD is available by appointment to meet with individuals or groups. If you have questions or concerns about any nutrition issue, please contact Emmons directly at emmons@oxy.edu to set up an appointment.

8. Dietary Accommodations

In addition to the nutrition guides tailored to the Marketplace and Tiger Cooler menu offerings (which are available in hard copy near the Homestyle station in the Marketplace, or for download on the Campus Dining [website](#)), any Occidental community member with a food allergy or preference may receive information on menu ingredients and how to make informed food selections by contacting Associate Director Robert Starec at coolerrs@oxy.edu. Campus Dining can also arrange individualized special diet plans in the case of documented medical need. Special dietary needs linked to a physical disability are initiated through the [Disability Services Office](#) of the Division of Student Affairs at accessibility@oxy.edu. Coaches who have student athletes with special dietary needs which are documented with the Disability Services Office and on file with Campus Dining may make arrangements for "to go" special dietary meals to be prepared in advance and picked up on the day of away games, meets, or matches. These prior arrangements may be made by contacting Associate

Director Robert Starec no less than two business days before the meal is needed for the student athlete(s). See the section below if an entire group is ordering food to-go.

9. Student Events on Meal Plans (“to-go” meals)

Student groups, coaches, or departments may request food prepared for a College-approved group event happening outside of the Campus Dining facilities. Unlike catering or special events, a Student Food Out Event is an event for which a limited menu will be provided in bulk containers, charged to participating students’ meal plans. Meals for students not on a meal plan may be charged to a College account. [Arrangements](#) should be made no less than 5 calendar days in advance. Special dietary requests can be accommodated and should be submitted with the order.

D. Waste Reduction and Sustainability

1. Food Waste

- a. **Excess Food Recovery Team (EFRT):** Student Affairs partnered with Campus Dining in 2017 to create one paid student position and a volunteer program to support [Oxy’s food donation program](#). From 2019 to 2020, the number of volunteers in the EFRT program expanded from 6 to 13. Along with the expansion of EFRT’s volunteer base, they have been continuing to partner with Food Forward to bring volunteers to gleaning and harvests, and have developed a recent partnership with the CSU Urban Farm, providing volunteers and food sovereignty education/orientation. Between the fall of 2017 and spring of 2020, EFRT has donated around 8,000 pounds of food. There are three main goals for the food donation process: 1) Increase the amount of food salvaged. 2) Engage the student body in the food donation process by getting input on where students would like food to be donated. 3) Build community partnerships with organizations off campus to receive food donations. Oxy’s EFRT is also featured on the [Food Recovery Network webpage](#)
- b. **Pre-consumer food waste:** The executive chef works closely with the kitchen staff to ensure that minimal food waste is produced during the food preparation process. Campus Dining receives food deliveries daily (M-Sa) to ensure that all food is fresh, and to prevent spoilage. Most perishable food is served within two

to three days of delivery, which greatly decreases food waste due to spoilage. Furthermore, all pre-consumer food waste generated from the Marketplace is composted.

c. **Post-consumer food waste:** Post-consumer food waste is minimized largely because Campus Dining provides à la carte service - i.e. ordering individual dishes from a menu, as opposed to “all you care to eat”. Campus Dining also offers a limited number of trays in the dining facilities. These measures prevent customers from overloading their plates/trays and wasting food. Campus Dining serving staff is periodically trained on portion size.

d. **Recycled Cooking Oil:** Campus Dining contracts with [FiltaFry](#) to reduce the amount of frying oil used via filtration. Once the oil is unusable, FiltaFry recycles the fryer waste oil into biodiesel.

e. **Soups and Pasta of the Day:** Excess produce and cooked proteins are repurposed as ingredients in the daily Soup and Pasta of the Day selections.

f. **OSCAR:** In spring 2018, Braun Residence Hall launched the pilot compost program with REHS, nicknamed "BraunPost." The system was entirely run by students, operating separately from custodial's normal waste management routines. Three industrial compost bins were placed in Braun Hall, and a crew of student workers who lived in Braun transported the compost to other collection sites on-campus every other day. BraunPost has since transitioned leadership, and OSCAR (Oxy Students Compost Association with REHS) was instituted to adopt BraunPost's successful programming and expand it to fit other residence halls. The working group's goal is to place programming in new residence halls in future semesters, continuing the expansion of compost incrementally until accessible to all halls on-campus. Currently, two additional bins have been placed in each of the Chilcott and Haines Halls and are also student-managed.

g. **FEAST:** As of Fall 2018, FEAST has dedicated two managerial positions to maintain and facilitate compost in and around campus. This includes building and turning hot compost piles with materials collected from Fiji Hill (material deposited by facilities) and around other garden spaces on campus. This compost is used in garden beds and planting in our interpretive gardens on campus. FEAST also has two vermicompost bins in the garden, whose material is used in the garden beds. FEAST's compost efforts also include weekly pickups from several sources

on campus which is used primarily in the cold compost. FEAST collects pre consumer waste from campus dining, coffee grounds from the Green Bean, and kitchen compost (in FEAST regulated kitchen compost bins) in the academic buildings Hameetman Science Center and Bioscience Building, as well as Norris and Newcomb residence halls. FEAST's future goal is to have kitchen compost bins in every kitchen on campus, and to make composting accessible to all. In Spring of 2020, FEAST has been working on a new collaboration with LA Compost to create a community compost hub. The hub will allow FEAST to compost materials from a local farmers market, and will open up new volunteer and educational opportunities.

h. Tiger Cooler Compost:

The Tiger Cooler Compost initiative started in the fall of 2017 and was spearheaded by student volunteers. As of 2019, there has been a steady increase in use of the Cooler Compost Project. Currently, the average compost is 6.25 lbs of compost per day for the bin facing the inside of the Cooler, and .52 lbs from the bin facing the outside patio. This is a continuation of the trend the project has seen over the past 5 semesters: about a pound more per semester. In Spring of 2020, project leaders expanded to add another bin in a more central location, in order to accommodate growing demand. Additionally, leaders are working to increase people's awareness of the current compost bins and what exactly is compostable. They also plan to work to reduce the amount of trash that contaminates the compost.

2. Sustainable Facilities and Systems

- a. **Waste diversion:** Dining staff members in Johnson Student Center are trained to sort waste into three streams: compost, recycling, and trash. They have an annual refresher course on waste separation, including updates on any new compostable items added to the inventory - e.g. the new compostable cups available at the Marketplace since fall of 2017. The Campus Dining staff sorts waste generated in food preparation and food deliveries - e.g. cases of tomato sauce in cans. Furthermore, when customers return their dishes and leftovers on the tray conveyor inside the Marketplace, Campus Dining sanitation staff sorts the waste - they scrape off food waste into compost bins and separate the

remaining items into recycling bins and the trash bin. The food waste is placed in the compactor located behind the JSC. The Green Bean staff are also trained to do the same in their food preparation and deliveries. For post-consumer waste, the Green Bean has their customers separate their waste by providing a three bin system (i.e. a compost, recycling, and trash single waste station). During the semester, the Marketplace and the Green Bean generate an average of 8,000-10,000 lbs of organics every 10 days.

- b. **Closed-loop on-campus composting:** FEAST student workers pick up pre-consumer food waste - i.e. fruit and vegetable peelings - from Campus Dining weekly and compost it in their main garden. This compost pile was started by students in 2009. FEAST collects as much compost as the garden can utilize.
- c. **Eco-clamshell program:** In 2012, Oxy began the eco-clamshell program to provide a sensible and sustainable way for students to take away food. Instead of using a single-use disposable plastic takeout container, students can take away food in an eco-clamshell, a reusable, durable takeout container. All students receive an eco-clamshell token at orientation (funded by a one-time \$5 deduction from each meal plan). These circular orange tokens can be exchanged at staffed stations at the Marketplace for an eco-clamshell. The eco-clamshell is a safe, heavy duty plastic that can be reused, re-washed, and eventually recycled at the end of its four plus year lifespan. After using the eco-clamshell, the student/customer can wipe and return it to the Marketplace cashier and receive the token. The returned eco-clamshell is then washed and sanitized. The eco-clamshell program is an important sustainable initiative as the Oxy community uses thousands of take-out containers each year, many of which end up in landfills.
- d. **Bottled water reduction:** The Just Water brand is available in the Tiger Cooler and Marketplace. Just Water bottles are paper and sugarcane based, rather than plastic, and made from 88% renewable resources. Manufacturing Just Water bottles creates 74% fewer greenhouse gas emissions than manufacturing regular plastic water bottles. Just Water bottles are 100% recyclable.
In 2016 and 2017 a successful initiative to not sell plastic water bottles in the Marketplace during a part of Earth Week and instead offer reusable bottles for sale (supplied by the Public Health Club, funded by the Renewable Energy &

Sustainability Fund) decreased sales, and presumably increased awareness of the negative impacts of plastic water bottles.

With the exception of emergency preparedness promotions, Campus Dining does not sell cases of bottled water.

Analyses of water bottle purchasing over the past few years shows that when the price of bottled water was raised in both the Tiger Cooler and the Marketplace, water bottle sales per semester decreased dramatically. Analyses also shows that there is typically a higher number of bottled water sales in the Spring semester.

- e. **Single use plastic reduction:** In spring of 2020, the Tiger Cooler shifted all of its 12 and 24 oz cold food containers to similar containers made out of compostable Ingeo material. Similar container shifts are in the works for the Marketplace, and Campus Dining hopes to implement this change by Fall of 2020. The goal is for all cold food to-go containers to be compostable. Most clear compostable containers available at this time cannot handle the heat of hot food, but as the supply of sustainable foodservice materials grow, Dining will keep an eye on this possibility.
- f. **Packaging reduction:** The Marketplace has bulk dispensers to reduce the use of individual packets for five condiments as well as honey, syrup, half and half and non-dairy coffee creamer. The Tiger Cooler has bulk dispensers for three condiments.

Efforts are underway to reduce packaging for catering services, as well as bulk food packaging for academic field trips and off-campus team meals available on student meal plans.
- f. **Flight Type Dishwashing Machine:** The large “Flight-Type” dishwashing machine in Johnson Student Center that serves the Marketplace and catered events was replaced in January 2018 after over 24 years of service. Funding from the Occidental Sustainable Investment Fund sponsored the replacement and an analysis of the amount of water saved by the new machine is underway.

E. Valued Workforce

1. Campus Dining full time and part time employees

As of 2020, Campus Dining employs 70 full and part time regular employees.

Non-supervisory, non-clerical employees are unionized as members of Teamsters Local 911. Employee retention is extremely high, with a mean and median average union tenure of about 12 years. Most employees are full time (about 20% are nine-month staff) and receive full benefits including medical and dental insurance, vacation pay, retirement benefits, and other benefits that the Occidental provides to its non-union, non-faculty workforce, including Tuition Exchange and Tuition Remission. All Campus Dining employees received a daily meal allowance for use during their shift.

2. Campus Dining seasonal “casual” employees

Campus Dining also employs a pool of approximately 50 seasonal “casual/on-call” employees for part time work during peak workload periods and special events. Casual staff members are paid union scale and receive daily meal allowances. They are eligible for sick leave benefits (as required by law), but do not receive other benefits such as medical insurance or vacation pay. The pool is an important recruiting mechanism, evidenced by the fact that casual employees often apply for and are hired into union vacancies.

3. Development opportunities

Development opportunities for Campus Dining employees range from periodic on-site training and in-service programs, to ServSafe Manager Certification classes (43 employees are currently certified). There is a ServSafe certified trainer and proctor on Occidental’s staff.

III. Academic and Education Information

A. Food Studies at Oxy

The first movement to formalize Food Studies at Oxy began with the Food Studies Cluster in Spring of 2012. The goal of this initiative was to recognize that stronger programs, projects, and courses would be possible with more collaboration across

disciplinary lines. In Spring of 2019, the Food Studies Minor was officially approved and established. A wide range of academic departments are involved in the continuation and expansion of the Food Studies Minor. There are many courses offered by professors who are part of the Food Studies Minor. The following list is not comprehensive, but is representative of the wide range of food related classes available:

[DWA 283: Soft Power: How Nations Interact Without War](#)

[HIST 346: The Transformation of Urban and Rural China*](#)

[KINE 210: Nutrition and Homeostasis](#)

[KINE 298/398: Community Health and Fitness Research*](#)

[KINE 306: Biochemistry of Exercise and Energy](#)

[MUSC 385: Advanced Topics in the Critical Study of Music. Music and Food](#)

[PSYC 397: Food Selection at the Oxy Rat Lab*](#)

[PSYC 490: Eating: From Cells to Society](#)

[RELS 205: Holy Sh*t: Engaging the Materiality of Religion](#)

[SOC 240: Sociology of Food](#)

[UEP 101: Environment and Society](#)

[UEP 201: Environmental Health and Policy](#)

[UEP 246: Sustainable Oxy: Campus Sustainability Lab*](#)

[UEP 247: Sustainable Oxy: Urban Ag*](#)

[UEP 295: Topics in Urban and Environmental Policy](#)

[UEP 297: UEP Independent Study*](#)

[UEP 303: Sustainable Development*](#)

[UEP 306: Food and the Environment*](#)

*indicates community based learning courses

Check out the [Food Studies page](#) on the Oxy website to learn more about course offerings and requirements.

B. Student Research and Publications

At Occidental, food has become more than just a meal at the Marketplace or something that is discussed in the classroom. From research into rooftop farming at affordable housing developments to assessments of street-side vending in downtown Los Angeles, Oxy students have pursued a variety of projects to expand involvement and further examine the topic. A collection of food-related publications, including senior comprehensive projects from students across a wide-range of departments can be accessed [here](#).

IV. Opportunities for Student Involvement

A. On Campus

1. Orientation and Residential Education

- a. Information on Campus Food Systems is included in the Orientation Program, including a general overview of Campus Dining, campus gardens, and sustainability information.

2. Food Systems Working Group

- a. The Food Systems student intern is funded by Campus Dining and co-mentored by Amy Munoz and Sharon Cech.
- b. Student representatives from food-related clubs/organizations participate in two meetings per semester and various ad-hoc sub-groups.
- c. Food Systems Working Group Online Suggestion box: Campus Dining monitors a dynamic online suggestion box where students and other stakeholders can leave comments or suggestions relating to campus food topica. Responses to signed comments are sent within 7 days; unsigned comments and suggestions are updated, usually bi-weekly or at least monthly on the Campus Dining [website](#).

3. Campus Dining Internships and Work Opportunities

- a. There are four intern positions in the Campus Dining office. These interns work on maintaining metrics for sustainable food purchases, procurement of new food items, developing and updating the food resource guide, marketing, organizing FSWG meetings and events, and various other tasks.
- b. Student employees working in direct customer service positions include a staff of 60 at the Tiger Cooler who serve as baristas, grill prep assistants and cashiers, and a pool of 2-3 at the Coffee Cart. The Green Bean staff, made up entirely of students, numbers about 70 in managerial, supervisory and barista positions. The Green Bean Managers receive training, mentoring and support from SLICE pro-staff for the student experience (employee and customer) Campus Dining managers in the

areas of finance, food, equipment and facility best practices, and sanitation.

4. Food Related Events

- a. **Food Justice Month:** Throughout the month of October, clubs, organizations, themed living houses, and Campus Dining host a series of events that seek to highlight the many intersecting issues encompassed in “Food Justice”. Events in the past have included workshops, keynote speakers, film screenings, on-campus fairs and parties, themed meals, service trips, and retreats. To get involved in the Food Justice Month planning process, email Kaye Jenkins at jenkinsk@oxy.edu.
- b. **Earth Month:** During the month of April, student organizations team up to throw events and activities to increase environmental awareness including hosting an earth-themed fair, an anti-plastic water bottle campaign, and inviting relevant speakers. Earth Day themed meals are also served in the Marketplace using ingredients that are more ethically sourced. Starting in 2017, Earth Week expanded to an entire Earth Month with highlights such as a local photo contest, BioBlitz, tours, an Iron Chef cooking competition, and a honey and bee workshop.
- c. **Cooking It Up! with Monica Jones:** Once or twice per year, Monica Jones from Campus Dining hosts a cooking class for students. Monica’s class starts out with a visit to the FEAST garden, where representatives assist students in harvesting produce for dinner (Campus Dining supplies protein, seasonal accompaniments, dessert and beverages). Participants then walk to the Berkus Hall Kitchen, and participate in a cooking lesson. The class finishes up by dining together "al fresco" on the Berkus Hall Courtyard. To get involved, email Campus Dining at dining@oxy.edu.

5. Student Groups and Initiatives

- a. **Food, Energy, and Sustainability Team (FEAST):** FEAST is an officially recognized Student Service that maintains numerous gardens around campus, including: The Bruce Steele garden located by the UEP center, a native pollinator garden by Norris, and a butterfly garden by Stewart-Cleland Hall. The Bruce Steele garden contains 19 raised garden beds and a chicken coop which houses 15 laying hens. FEAST strives to

help students understand and navigate globalized food systems by providing students with the space and resources to learn how to grow food through experimentation. As a new student service, FEAST also hopes to develop more community-based initiatives that will enable students to be more involved in the community through several collaborations with UEPI and other non-profits active in the Northeast Los Angeles, and also hopes to tackle more ambitious projects such as the restoration of Fiji Hill and the development of a seed bank that will make Occidental College a model for sustainability. FEAST hosts group gardening sessions, weekly volunteer garden shifts, events related to DIY gardening, cooking, and preparation, and employs paid student gardeners, as of 2017. To get involved, contact feast@oxy.edu, or come to daily open garden hours.

- b. **Food Justice House:** The Food Justice House is a communal living space that explores our power, as consumers and producers, to ethically participate in our food and goods systems. This space strives to recognize - and adjust accordingly to - the intersecting issues of our food and goods systems. These issues include, but are not limited to: workers' and labor rights, economic justice, environmental sustainability, and the responsible and ethical treatment of animals. The Food Justice House residents explore these issues by buying, growing, cooking, eating, and cleaning communally. The house is complete with 5 raised garden beds for experimenting with growing produce, a kitchen and dining room for cooking and eating, and compost bins. To get involved, students must apply through REHS. Applications are open each semester, and questions can be directed to Monique Hankerson at mhankerson@oxy.edu
- c. **Public Health Club:** The Occidental Public Health Club is a student-run club that works to promote health both on campus and within the surrounding community. Because the concept of "public health" is such a broad topic, the club strives to educate the Oxy community about the impact of institutional and environmental practices on public health. The group strives to bring awareness to local, national, and global public

health issues through campaigns, such as the Anti-Plastic Water Bottle Campaign and Femme Empowerment Week, off-campus volunteer events through local nonprofit organizations such as Food Forward, MEND, Recycled Resources, on-campus talks and panels, and much more. The club meets weekly and often collaborates with other sustainable organizations. Public Health Club can be reached at publichealthclub@oxy.edu.

- d. **Challah for Hunger:** Challah for Hunger is an international organization that brings people together through baking and selling challah, a traditional Jewish bread. Challah for Hunger sells challah in order to raise money and awareness for social justice issues, especially food insecurity. Food insecurity is not just about inconsistent access to food due to a lack of financial resources, but inconsistent access to nutritious food. Food insecurity is a widespread issue that can affect anyone, including students on college campuses. Challah for Hunger aims not just to educate about food insecurity issues, but also to advocate and let students know what actions they can personally take. The Oxy chapter of Challah for Hunger was established in the 2011-2012 school year and hosts a baking session once a month on Thursdays. Challah for Hunger also does collaborative events with other organizations. In the 2019-2020 school year, Challah for Hunger created a guide for students who may be food insecure. CFH plans to update their food insecurity guide at the beginning of each academic year. This guide includes resources for students experiencing food insecurity, along with general information about campus dining hours and resources. They are also working to launch a program where clubs will post events that serve meals on an app called Share Meals. This will notify students of where they can get free food. To volunteer at a baking session, create a collaborative event, or learn more, send an email to cfh@oxy.edu.

B. In the Community

1. UEPI and Community Partnerships

As aforementioned, UEPI is an organization housed within Occidental's UEP department that has extensive experience in food research, advocacy, and policy within the greater Los Angeles community. UEPI currently employs five Occidental interns working on their Farm to School and Farmers' Market projects, and UEPI staff routinely provide guidance to students and connect them with food-related independent research projects, internships, and volunteering opportunities. In Summer of 2020, UEPI is also launching an Urban Agriculture internship program that will place 6-7 Oxy students at urban agriculture organizations in the greater Los Angeles area for a 10-week summer internship. For more information on UEPI food programs, visit the [program website](#).

2. Public and Community Events

- a. **Oxy Arts Breaking Bread in LA:** As a space of belonging for geographically, culturally and socially diverse constituencies, Oxy Arts explored the inclusive culture of food and how it transcends conventional systems of power. [Breaking Bread](#) was an opportunity to consider our coexistence through food, find shared connections and practices and hold spaces within them to thrive. This program series ran throughout Fall of 2019, from September 12th-November 24th in the Oxy Arts York Property.
- b. **Southern California Foodways:** This [project](#) is dedicated to documenting, studying and exploring the diverse food cultures of Southern California. Oxy's Professor John Lang serves on the advisory board of this community food project, which is administratively based at the College.
- c. **Indigenous Food Event Series:** Throughout 2018 and 2019, Professor Raney planned a number of indigenous food events as part of my Kine 210: Nutrition and Homeostasis course, sponsored by the Center for Community Based Learning and other departments. These events were dedicated to honoring the native people of Southern California and their

connection to the land and native plants. The events were open to the entire campus and included speaker sessions by indigenous chefs and native plant experts.

- d. **Oxy Food Conference:** This annual meeting and conference is an example of ad-hoc food-related programming. Oxy hosted the Agriculture, Food, and Human Values Society (AFHVS)/the Association for the Study of Food and Society (ASFS) at Occidental from June 14-17, 2017. Occidental sociology professor John Lang, a board member at ASFS, was the conference chair. The conference theme was “Migrating Food Cultures: Engaging Pacific Perspectives on Food and Agriculture”, and it was intended to invite participants to imagine and explore how the agricultural and food worlds through the Pacific mesh with environmental, social, cultural, and material resources. There were a variety of presentations and roundtables, and the keynote address was given by Dr. Sharon Friel, a professor of Health Equity at Australian National University.

3. Student Leadership, Involvement and Community Engagement

- a. **Donation Centers:** Through SLICE’s partnership with Campus Dining to employ and direct the EFRT student interns (page 17), SLICE is connected to various food donation centers in Los Angeles, including: Union Station Homeless Services, Proyecto Pastoral at Dolores Mission and the Good Shepherd Center.
- b. **Food Justice Month:** Students employed by SLICE contribute to Food Justice Month (page 24) by programming topical panels, movie screenings and more.

V. Food System Action Plan (Future Goals)

A. Food Systems Working Group Goals

1. The Food Resource Guide

The Food Resource Guide will be updated on an annual basis. The student co-chair of the FSWG is responsible for facilitating these updates by keeping

track of where edits are needed and reaching out to the appropriate individuals/parties for updated information.

B. Campus Dining and Hospitality Services Goals

1. Menu and Nutrition Management Software

- a. Implementation of CBORD Food Service Suite software began in January 2019. FSS is a comprehensive menu management system, encompassing the functions of purchasing, receiving, inventory, recipe standardization, menu pricing, point of sale coordination, and forecasting, as well as complete nutritional analysis. Campus Dining expects to follow a four year implementation plan for FSS, with different modules being implemented on a sequential basis.

2. Future Waste Diversion

- a. **Bulk purchasing:** The Marketplace offers cereals in bulk containers, which eliminates excess waste generated by pre-packaged small portion sizes. Campus Dining interns have been laying the foundation to expand the bulk food options at the Marketplace to include dried fruits and nuts in the near future.
- b. **Closed-loop on-campus composting:** FEAST plans to increase their composting operations to maximize their compost piles and vermicomposting at their main garden. This expansion includes increased pick ups of coffee grounds from the Green Bean at minimum twice a week and larger volumes of pre-consumer waste collection from Campus Dining. Additionally, their new community compost hub (in partnership with [LA Compost](#)) may enable FEAST to compost a higher volume of on-campus food waste.
- c. **Tiger Cooler Waste Management:** Plans include implementing a visible, artistic, and educational composting and recycling corner at the Tiger Cooler. Three compost bins are already present at the Tiger Cooler. In the next several years, we plan to expand compost bins to be alongside all trash and recycling receptacles in the building.

3. Upgrades to Dining Facilities

Best practices in College Dining is to renovate heavily utilized food service spaces every 10 years. We are well behind in this aspect, as the Tiger Cooler was last renovated in 1997, and the Marketplace opened in 1999. Occidental is committed to integrating assessment of the potential impact on food system sustainability into future building and renovation plans.

- a. The Tiger Cooler is critically in need of a renovation and expansion to make it efficient and sustainable. Ideally, a giving opportunity would be created, targeting donors who are interested in RFC principles as well as best practices in waste management. A “Lock-Off Kitchen” concept, adjoining the Tiger Cooler’s current location in Samuelson Pavilion, could fill a long-standing need expressed by students, faculty, and staff for a venue for non-dining personnel to cook on campus by reservation, including hosting visiting chefs. The space could also be used as a much needed overflow production space for Campus Dining for major college events. A capital request for a conceptual design study for a Tiger Cooler renovation has been deferred to the 2020-2021 budget cycle.
- b. The Marketplace Servery also needs to be considered for updating. Revisiting the design will give us the opportunity not only to freshen the appearance of this Oxy showpiece, but also to address inherent operational inefficiencies that have manifested over the years, and create a more functional space for Campus Dining staff and customers. A capital request for a conceptual design study for a Marketplace servery renovation has been deferred to the 2020-2021 budget cycle.

C. Academics and Education Goals

1. Residential Education

The FSWG will strive to partner with Residential Education to educate the campus on Food System Sustainability issues during hall spreads.

D. Student Involvement Goals

1. Food Systems Working Group Education Events

One endeavor to diversify and increase education about Oxy's procurement and interactions with our local and global food system are annual events that cover the principles and initiatives of the Food Systems Working Group. In February of 2019, the event took the form of a panel with representatives from FEAST, EFRT, UEPI, and Campus Dining. Topics included the Real Food Challenge, Oxy's kitchen staff participation in sustainable procurement, Oxy's Own general and community investment procurement standards, the Food at Oxy Guide, EFRT's development and progress, Campus Dining updates, the Food Studies Minor and more.

Appendix 1: Food Systems Working Group Governing Document

A. Mission Statement:

To work collaboratively with the campus community toward increasing socially and environmentally responsible practices through production, research, education, and engagement in our food system, by developing and implementing an official food resource guide and a multi-year action plan for the implementation of its goals and recommendations.

B. Organizational Structure

The Food Systems Working Group (FSWG) will be composed of a Core Team, an Advisory Team, and General Assembly members, with one student and two staff Co-Chairs managing the entire working group.

1. The Core Team responsibilities will include the following:
 - a. Communicate prior to full FSWG meetings to plan those full FSWG meetings, public forums to facilitate communication with campus community, and to take care of smaller action items.
 - b. Creating and disseminating an efficient meeting agenda for both full FSWG meetings and campus forums.
 - c. Sending out meeting notes and following up on the execution of all action items assigned.
 - d. During full FSWG meetings and public forums, members of the Core Team will also take on the roles of Facilitator, Timekeeper, and Notetaker.
 - e. Drafting, finalizing, and updating the Occidental Food Resource Guide
 - f. Assessing the need for and executing any annual updates to the Occidental Food Resource Guide .

In the 2019-2020 school year this Core Team will consist of:

- a. Staff Co-Chair: Amy Munoz, Associate Vice President for Hospitality Services, munoz@oxy.edu
- b. Staff Co-Chair: Sharon Cech, Regional Food Systems Director, Urban and Environmental Policy Institute, cech@oxy.edu
- c. Student Co-Chair: Talia White, Campus Dining FSWG Intern, twhite2@oxy.edu

- d. Student member: Kaye Jenkins, Campus Dining Lead Intern for Sustainable Research and Implementation, jenkinsk@oxy.edu
 - e. Staff member: Robert Starec, Associate Director of Campus Dining, coolerrs@oxy.edu
2. The Advisory Team will consist of the Core Team, plus:
- a. Andrew Jalil, Associate Professor of Economics, Food Studies Minor, jalil@oxy.edu
 - b. Conrado Gomez, Chef de Cuisine, Campus Dining, conrad@oxy.edu
3. The full Food Systems Working Group will consist of the Advisory Group plus additional members who will attend full FSWG meetings, including at least two additional staff and/or faculty. In 2019-2020 the full FSWG will consist of:
- a. Students:
 - i. Mia Forsline, Campus Dining Sustainable Procurement Analysis Intern, mforsline@oxy.edu
 - ii. Sofia Buchler, Campus Dining Marketing Intern, sbuchler@oxy.edu
 - iii. Naomi Field, Renewable Energy and Sustainability Fund, fieldn@oxy.edu
 - iv. Teagan Langseth-Depaolis, EFRT, tlangsethdep@oxy.edu
 - v. Ben Smith, Green Bean Manager, bsmith3@oxy.edu
 - vi. Sarah Yi, FEAST Director, syi@oxy.edu
 - vii. Erin Zhang, Plant Based & Joyful, ezhang@oxy.edu
 - viii. Tori Funk, Food Insecurity, vfunk@oxy.edu
 - ix. Elizabeth Pang, Cooler Compost, epang@oxy.edu
 - x. Liz Noble, OSCAR , enoble@oxy.edu
 - xi. Mark Anella, FEAST Compost Manager, manella@oxy.edu
 - xii. Hannah Rice, Challah for Hunger, hrice@oxy.edu
 - b. Faculty and Staff
 - i. Jenny Low, Sustainability Coordinator, nlow@oxy.edu
 - ii. John Lang, Food Studies Minor, lang@oxy.edu
 - iii. Colm McFeely, Athletics Department (Women's Soccer), cmcfeely@oxy.edu

A. Decision Making Process

The FSWG will strive to make decisions by consensus, and it is the responsibility of the co-chairs to make sure all voices are being heard. In the event that a compromise cannot be reached, the decision will be made by a vote requiring two thirds majority.

While there is no binding contract that decisions made in the FSWG must be carried out, opinions expressed by the majority of FSWG members will be endorsed.

B. Documentation and Reporting

1. FSWG Core Team members will post meeting notes and documents for agenda item discussions in Google Documents and use newsletters for sharing notes and content with the entire FSWG community of affiliates, as necessary.
2. All decisions will be highlighted and noted in meeting minutes.
3. All amendments and changes to the FSWG structure will be dated and posted on future revisions to the Occidental Food Resource Guide, before the start of the subsequent academic year, and made available online via Google Drive.
4. The FSWG will put out a semi-annual e-newsletter that seeks to provide the campus and broader community with information about how to get involved with campus and community food system efforts.
5. One of the e-newsletters will consist of or contain an annual report of our Real Food Challenge percentage and other sustainability accomplishments. In addition, the FSWG may have reporting duties to any funding bodies.

Appendix 2: Further Procurement Principles and Official Real Food Guide

When examining claims of sustainability it is important to differentiate between first, second, and third party claims or certifications. The Marine Stewardship Council, which operates on a third-party system for its sustainable fisheries certification, defines the difference thusly:

- First party: An organization, product or service meets standards it has set for itself
- Second-party: It meets standards established by peers, for example by an industry association
- Third-party ('certification'): An independent assessment shows that the organisation, product or service meets standards that have been established by impartial experts, often in consultation with stakeholders. A certificate is issued to prove that the standard has been met.

Due to the overwhelming prevalence of greenwashing and other false marketing strategies that might distract and detract from supporting a truly sustainable system, it is important to prioritize products that have a third-party certification, which can be trusted far above a first- or second-party system. Examples of such trusted certifications can be found in the Real Food Guide. The prioritization of third-party certification is important for all possible sustainable qualifiers, but is less important for supporting economically sustainable local and regional food systems. When qualifying food as sustainable because the business is local or community based, detailed research will have to be done to ensure that the business is truly locally owned and operated with all decision-making power resting locally.

Appendix 3: Signed Campus Commitment



Real Food Campus Commitment

We, the undersigned representatives of Occidental College, are committed to improving our nation's food system to prevent adverse health, social, economic and ecological outcomes.

We believe colleges and universities must exercise leadership in our communities and throughout society by modeling ways to support ecologically sustainable, humane and socially equitable food systems.

We further recognize that investing in the use of local/regional, ecologically sustainable, humane and fair foods benefits not only the daily lives of current students, but the recruitment and retention of new students; fosters university-community relations by supporting the livelihoods of family farmers and food chain workers; and places our institution in alignment with leading colleges and universities across the country.

Accordingly, we commit our institution to taking the following steps in pursuit of 'real food' on campus:

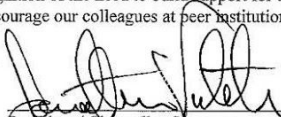
1. Commit to annually increasing procurement of 'real food'—defined as local/community-based, fair, ecologically sound, and/or humane by the *Real Food Calculator*—so as to meet or exceed 20% of food purchases by 2020
2. Commit to establishing a transparent reporting system, including the *Real Food Calculator*, to assess food procurement and commit to compiling these assessment results in an *annual progress report*
3. Commit to forming a *food systems working group* (comprised of students, staff, faculty, food service managers, food service workers and relevant local stakeholders) responsible for developing and coordinating the implementation of an official *real food policy* and *multi-year action plan*
4. Commit to making the *real food policy*, *multi-year action plan* and *annual progress reports* publicly available online and through the Real Food Challenge
5. Commit to increasing awareness about ecologically sustainable, humane and socially equitable food systems on campus through co-curricular activities, cafeteria-based education and other appropriate means

Upon signing the Commitment, we further commit to the following tasks:

1. Within 1 month, complete the *Baseline Campus Food Survey*
2. Within 3 months, confirm with relevant parties that all contracts with distributors, food service providers and on-campus vendors will be amended in future RFP or renewal processes to align with the new *real food policy* and *multi-year action plan*
3. Within 6 months, initiate a student-led assessment of campus food procurement using the *Real Food Calculator*
4. Within 12 months, adopt a comprehensive *real food policy* and begin executing a *multi-year action plan* with annual benchmarks
5. Within 12 months, produce one substantive communications piece covering the ongoing Real Food Commitment efforts


In recognition of the need to build support for this effort among college and university administrators across the United States, we will encourage our colleagues at peer institutions to join this effort and adopt the Real Food Campus Commitment.

Signed,



President / Chancellor Signature

PRESIDENT
Title FOOD, ENERGY AND SUSTAINABILITY TEAM
Partner Student Organization(s)



Secondary Signatory Signature

ASSOCIATE VICE PRESIDENT FOR HOSPITALITY SERVICES
Title
OCTOBER 10, 2014
Date



Real Food Campus Commitment

Campus Implementation Plan

This Campus Implementation Guide ensures that institutions seeking to become Real Food Campus Commitment signatories have met basic requirements for fulfilling the stipulations of the Commitment. Institutions must fill out this Guide and it must be reviewed by representatives of Real Food Challenge before a school may be considered an official signatory of the Real Food Campus Commitment.

Use this guide to clarify the processes and practices of your institution's commitment to real food. Many of the answers below will be more extensively developed, with greater detail and campus specificity, as part of an institution's Real Food Policy. Please answer them in as much detail as you can, here.

Please specify the target percentage and date (equal to or greater than 20% real food by 2020) that your institution will commit to.

30%

Please include any commitments your institution will make in addition to increasing your real food purchasing.

Ex. specific food sourcing commitments (e.g. % local, % fair trade), food waste reduction programs, campus garden initiatives, etc.

- By 2020:
 - 20% Humane and/or Ecologically Sound Animal Products
 - 60% Ecologically Sound Seafood
 - 50% Local and/or Ecologically Sound Produce
 - 80% Fair Trade and/or Ecologically Sound Coffee, Tea, and Chocolate
 - 20% Reduction in bottled water sales
 - Continual improvement of, and increased procurement from, the College's Gardening Programs
 - Increased on-campus composting of pre-consumer food waste

Please specify the mechanism through which the Real Food Calculator will be institutionalize and run by students on an annual basis. Popular options include (but are not limited to) integration into academic curriculum or paid student internships. Please describe in as much detail as possible.

Note: Assessments should not be exclusively funded by and supervised by the contracted food service vendor being assessed, even if completed by a student employee. This may present a conflict of interest for researchers and cannot be considered fair or impartial. Alternatives include: university-contractor co-funding, supervision by university sustainability staff person or faculty member."

Occidental College runs a self-operated food service; the Real Food Calculator will be managed by paid interns under the supervision of the Associate VP for Hospitality Services. Reports and procurement updates will also be given to the College's Sustainability Coordinator, who will provide further networking and support as necessary.

Please list (a) the founding members of the Food Systems Working Group and (b) its structure and position within the institution. For (a), please list names and titles where possible. For (b), please describe, at minimum, the senior-most administrator to whom the Working Group will directly report.

Note: Working Groups are encouraged to maintain a student Co-Chair and 50% student membership.

(a) Founding Food Systems Working Group, proposed membership:

- | |
|---|
| <ol style="list-style-type: none"> 1. Amy Munoz – Associate Vice President for Hospitality Services 2. Judy Runyon – Associate Director of Campus Dining 3. John Lang – Assistant Professor of Sociology, and member of the College’s Food Studies Cluster 4. Dylan Bruce – Campus Dining Student Intern for Sustainability Research and Implementation 5. Lauren Breynaert – Campus Dining Student Intern for Sustainability Research and Implementation 6. Sharon Cech – Regional Food Systems (Urban and Environmental Policy Institute) 7. Martin Annenburg – CEO of SoCal Farm Network (current produce distributor) 8. Bill Spencer – Windrose Farm (current produce source) 9. Claire Bernert – Associated Students of Occidental College Food Systems Working Group Representative |
|---|

(b) Working Group structure and reporting mechanism:

<p>The Food Systems Working Group will be co-chaired by Dylan Bruce and Amy Munoz. Reports, including the annual progress reports, the multi-year action plan, and any communications pieces, will be made available online. All reports will also be specifically presented to the VP for Finance and Planning, and to the Sustainability Coordinator.</p>

Please list both a student leader and a non-student official who will serve as a liaison to Real Food Challenge and be responsible for ensuring the annual Real Food Campus Commitment reporting requirements are met.

<p>Student leader: Dylan Bruce Phone #: 608 / 606-5708</p>	<p>Email: dbruce@oxy.edu</p>
<p>Non-student official: Amy Munoz Phone #: 323 / 259-2629</p>	<p>Email: munoz@oxy.edu</p>

Please list some examples of new co-curricular activities or initiatives the institution will commit to undertake as part of this educational endeavor. These activities should also be included in the required multi-year action plan.

<p>Occidental College already has many strong co-curricular and curricular initiatives around food, but we will commit to improving and diversifying these offerings. Current possibilities for students to engage in Real Food Education include: courses in Food and the Environment, the Sociology of Food, Restaurant Culture, Animal Ethics, and more; clubs including Veg-Heads Vegan Club, Well-Fed cooking club, and the Food, Energy and Sustainability Team; events including Food Justice Month (which entails many events and a keynote speaker), Local and Organic Thanksgiving, Earth Week (entailing multiple events), and more.</p> <p>One initial endeavor to diversify and increase Real Food Education offerings will be the creation of a 45 minute Real Food lecture covering the principles and initiatives of the Real Food Challenge, including a brief introduction to California’s food economy.</p>
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Please contact commitment@realfoodchallenge.org to review this Implementation Plan.

Appendix 4: Real Food Challenge Multi-Year Action Plan

1. 2018-19 Goals

- a. 28% Real Food Procurement
- b. Implement Community Investment Standards
- c. Send out semi-annual Campus Dining newsletters
- d. Increase eco-clamshell usage by 10% each semester
- e. Hold panel/informational session about Food Resource Guide & Procurement standards to increase transparency with student body
- f. Increase sustainable dairy purchasing to 10%
- g. Add Community Investment procurement standards to Food at Oxy Guide

2. 2019-20 Goals

- a. 30% Real Food Procurement
- b. Assess Real Food Challenge viability after 2020 and potentially transition to Oxy's Own Procurement Standards or another set of recognized standards
- c. Prioritize local vendors that fulfill Community Investment Standards
- d. Re-introduce producer profiles so students are more aware of sourcing
- e. Begin having a Campus Dining sustainability talk for all first-years during orientation
- f. Education to reduce the amount of serviceware thefts

3. 2020 - 21 Goals

- a. Continue or increase sustainable and community investment procurement strategies
- b. Increase dairy purchasing to 15%
- c. Increase eco-clamshell program usage
- d. Incorporate sustainability, community investment, nutrition, and recipe information into CBORD FSS
- e. Have at least one sustainable meal each day
- f. Find alternatives to the Daily Meal to enhance the visibility of Campus Dining on a larger scale

Appendix 5: Community Investment Procurement Standards

Assessment Survey

The following questions are based off of the five metrics used under the Community Investment Food Procurement Point System (local hiring, length of establishment, community engagement, accessibility, affordability). They are designed to assess whether or not a food provider is consistent with the Community Investment Principles and Guidelines, and thus is a good vendor candidate for Campus Dining. These questions are simple, so they can be asked and answered with ease.

Firm Description

- Where is your storefront/manufacturing operation located?
- How many full-time and part-time staff are employed at your business?

Local Hiring

- About what percentage of the (full-time & part-time) staff live within a 15-minute driving radius of your business?

Length of Establishment

- What year did your business open?

Community Engagement

- Do the owners live within a 15-minute driving radius?
- Does your firm provide discounts for local or charitable events?
- Are any proceeds or provisions donated to local charities, non-profit organizations, or other community-based institutions? If so, which?
- Do you partner with any local non-profit organizations?

Accessibility

- About how many of the (full & part-time) employees speak a language other than English?

Affordability

- *If* your menu has starters/appetizers, are any of them \leq \$3.30
- *If* your menu has beverages, are any of them \leq \$2.90
- *If* your menu has entrees, are any of them \leq \$8.20
- *If* your menu has desserts, are any of them \leq \$4.50

Additional Considerations

- What efforts are being taken by the firm to make the restaurant accessible to long-term, multi-cultural residents and families? Examples include:

- Are menus and marketing provided in Spanish?
- Can staff communicate with customers in Spanish?
- Are kid's menus available?

Metric Point System

Local Hiring Practices	
Percentage of Employees Living within the Local Community	Point Total
<40%	0
40-54%	1
55-69%	2
70-84%	3
85-90%	4
91-100%	5
Maximum Points/Category:	5

Language Accessibility	
Percentage of Employees that are Bilingual	Point Total
<50%	0
50%-59%	2
60%-69%	4
70%-79%	6
80%-89%	8
90%-100%	10
Maximum Points/Category:	10

Community Engagement

Question	Point Total
1. Does this firm regularly donate monetarily or provisionally to local public schools, churches, and community organizations?	4
2. Do the owners of this establishment live within the boundaries of the community by which its firm operates?	2
3. Does this firm promote local interests by hosting public events or by allowing other entities within the community to host events within their space?	4
Maximum Points/Category:	10

Affordability	
Question	Point Total
1. Does this firm offer an entree that is \leq \$8.20?	3
2. Does this firm offer a starter/appetizer that is \leq \$3.30?	3
3. Does this firm offer a beverage option (not water) that is \leq \$2.90?	3
4. Does this firm offer a dessert option that is \leq \$4.50?	3
Maximum Points/Category:	12
How to use: If any given subcategory is not applicable to a firm, consider all other applicable subcategories equally for consideration for a total allocation of 12 points.	

Length of Establishment	
Question	Point Total
After 2013	0
2008-2013	2
2003-2008	6
Before 2003	10

Maximum Points/Category:	10
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Methods for the creation of the Community Investment Procurement Standards, and a detailed history of their creation are available. If interested contact dining@oxy.edu.