



CENTER FOR FOOD & SOCIAL JUSTICE

**CLIENT KIT**  
LAST UPDATED 3/14/23

# About Us

Studio ATAO (ah-tao, stands for all together at once) is an award-winning, 501(c)3 nonprofit defining more equitable standards for the food, beverage, and hospitality industry through community-informed research, education, and programming.

We are on a mission to make social justice relevant, accessible, and actionable to everyone in the FBH industry. Our vision is to cultivate a food, beverage, and hospitality industry that empowers and nourishes everyone within and around it.



*ATAO is pronounced ah-tao, and stands for all together at once.*

We recognize that learning (and unlearning) is not a passive activity.

We create events that connect **theoretical concepts** with **actionable changes** that can be implemented in the workplace.

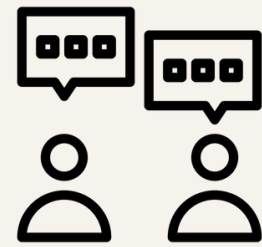
# Our events cycle bridges the gap between education, capacity-building, and collective action towards change.



## EDUCATE

Foundation-building learning events that introduce complex new topics to a wide range of audiences.

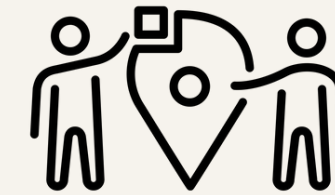
- Webinars / presentations
- Panel conversations
- Moderated Q&As



## ENGAGE

Collaborative discussion spaces to unpack how social justice is interwoven into the workplace.

- Interactive workshops
- Moderated small-group discussions



## ACTIVATE

Active coalition-building opportunities to develop new processes that center those most impacted.

- Facilitated team brainstorming
- Moderated Town Hall



# Educate Events

## TOPIC-THEMED PRESENTATIONS

*30-90 minutes*

Educational presentations from Studio ATAO focused on a specific topic.

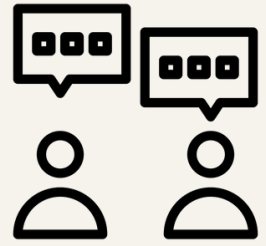
*Past Example:* A hour-long webinar on **cultivating inclusive workplaces** through power mapping, proactive conflict mediation, and empowered employee resource groups.

## PANELS, MODERATED Q&AS, AND OTHER CUSTOM EVENTS

*30-90 minutes*

External or internal events organized by Studio ATAO. Can also include book/film discussions.

*Past Example:* Moderated Q&A with Dr. Shinhee Han to discuss psychic repercussions of anti-Asian violence, building off of her book, *Racial Melancholia, Racial Dissociation*.



# Engage Events

## INTERACTIVE WORKSHOPS

*1-2 hours*

Interactive presentation from Studio ATAO paired with a live discussion on a specific topic.

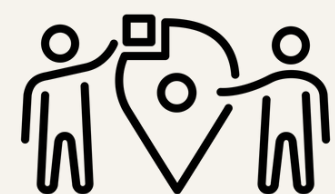
*Past Example:* A 90-minute cross-functional conversation about how **cultural appropriation** affects the CPG product development cycle.

## MODERATED SMALL-GROUP DISCUSSIONS

*1-2 hours*

Deep-dives into a specific topic, moderated by Studio ATAO. Recommended to be scheduled *after* an Educate event.

*Past Example:* A 90-minute social media specific conversation on best practices to highlight BIPOC talent without tokenizing them.



# Activate Events

## FACILITATED TEAM BRAINSTORM

*1-2 hours*

Goal-oriented workshop led by Studio ATAO to develop new processes and commit to a long-tailed implementation plan.

*Past Example:* Multiple 90-minute brainstorms on cultivating psychological safety and embedding inclusive practices within the workplace.

## MODERATED TOWN HALL

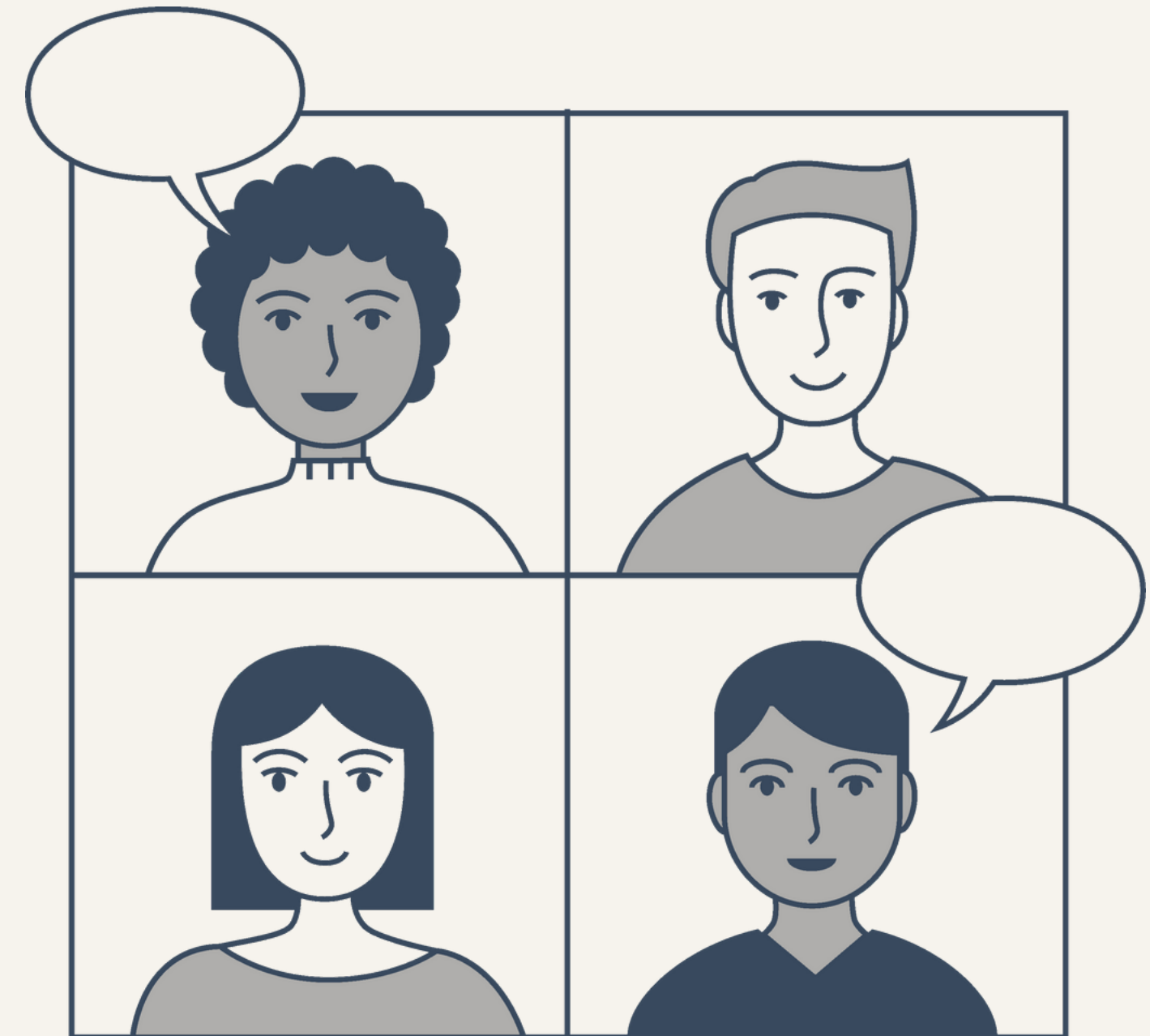
*2 hours*

Internal or external Town Hall organized by Studio ATAO, to address industry-specific questions pertinent to the entire audience.

*Past Example:* A Town Hall for hospitality business owners to discuss their responsibilities when opening & operating within gentrifying neighborhoods.

# Sample Topic Areas

- Introduction to The Politics of Food
- Food & Microaggressions in the Workplace
- Preventing Tokenism in the Workplace
- Disrupting Cultural Appropriation
- History & Impact of the Model Minority Myth
- Understanding & Unlearning the Scarcity Mentality
- Power 101: Mapping Power Dynamics
- Psychological Safety & Transformative Justice in the Workplace
- Creating Equitable & Impactful ERGs





# We also offer long-term projects for creating change guided by the all-affected principle.

## **CUSTOM CURRICULA**

*6-24 months*

A mix of live and recorded seminars, internal events (e.g., panels, Q&As), and small-group workshops paced along an overarching theme.

## **BRANDED RESEARCH REPORTS**

*6-24 months*

In-depth reports with detailed action steps, built from the learnings of internal & external focus groups.

Similar to our *food media toolkits*, but for internal use.

## **LISTENING TOUR & ACCOUNTABILITY GROUPS**

*3-12 months*

Organization change initiatives that map existing power dynamics, with tailored suggestions on how to implement learnings from internal focus groups.

# FEATURED PAST PROJECTS

## **THE INFATUATION**

We facilitated themed workshops on tokenism, authenticity & exoticism, and gentrification. Sessions were segmented by department, with an emphasis on intersectionality and epistemology. Group brainstorming and pair exercises were used to identify gaps in existing processes.



We moderated a company-wide panel conversation on understanding food insecurity through a cultural lens. After the panel, we created a custom, self-paced curriculum for employees looking to engage more deeply with the topic.

## **BUTCHERBOX®**

We hosted a four-part series with the DEI Committee to establish a transformative justice-minded framework for conflict, feedback, and communication within the organization.

## **Afresh**

We organized an internal three-part series of Q&As, presentations, and workshops to address anti-Asian violence in the U.S., food and identity, and what power redistribution could look like within a food and tech company.

# Work With Us



## GENERAL INQUIRIES

HELLO@STUDIOATAO.ORG

## JENNY DORSEY

Executive Director

JENNY@STUDIOATAO.ORG

## SARA MONTIJO

Head of Business Development

SARAMARIAH@STUDIOATAO.ORG

## EMILY CHEN

Head of Staff

EMILY@STUDIOATAO.ORG