

PREPARED BY

DATE

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PROJECT PLANNING NOTES

PROJECT ACTION NOTES

Authentic engagement not just to meet deliverables

Not having funding for accessibility

2. What is the biggest challenge

Building Trust = not being from community & not understanding cultural aspects of

Funding = getting money & how you spend,

Access (engagement going, coming) in terms transport, time)

Not having people with cultural expertise representative of community people who speak language of community.

Fear of government agencies

Fatigue = tired of telling my story & whereas the action

Data Barriers with Data gathering

3. What are some ideas that were spoken of earlier or what works

us versus them > move from the inaction from not my problem to everyone's problem. > applies to the broader community

Not a one time thing > food drive once a year is not going to solve hunger.

Don't just throw money at us > it's more of a community action about drawing ~~with~~ diverse perspectives into the equation.

Assessing what are ~~their~~ ^{community} needs & connecting them to ~~the~~ resources to be self sufficient > meeting people where they are. Don't assume you know what they need. Ask them what they need.

→ Be intentional of ask & your partners
4. Connecting with local organizations that have the same values to meet the community needs.

Community participatory budgeting > finding out ~~Donors~~ needs

Clarity of expectations \rightarrow not always
an easy answer continues to be a
challenge \rightarrow change question, involve more
people \rightarrow Bring non traditional partners to
the table especially community members
& partners who can make things happen
& action happen on those needs.

5. agricultural system \rightarrow regionally there is
potential to create ways change how we
interact with ~~agric~~ agriculture on a
national & systems level scale

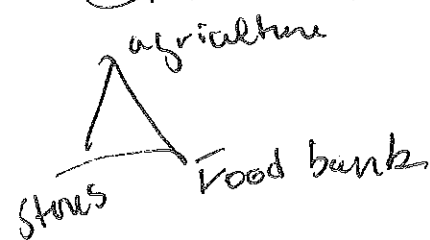
Regional group (stores into food deserts) PCC &
others to establish the need (funding, ^{traditional} location etc.)

Adaptation at regional & local level from
models that have been successful
in other areas.

Example grocery store placement

5. ~~Agri~~ ~~agricultural~~ agricultural

How to connect farmers to the grocery
Stores Triangle between ~~agri~~ agriculture,



Where is the logistics in this
Scenario.

Regional opportunity: Develop and facilitate
farm → food bank program across NW

The challenge is to take community engagement
which is such a local process & apply it
at a regional scale. It can't be prescript

Question #1: Challenges

- leadership set in their ways + "traditions"
- slow movement in large organizations
- managing helpful volunteers that maybe aren't as cultural appropriate / equitable as they should be
- Limited shared decision making
- partnerships to diversity funding sources for programs
- Find out what community needs
- Educating within organization in addition to donors and the community
- creativity can be limited because of funding / organizational structure

Question #2: Solutions

- having clients on the board / steering committees
 - mentorship of clients before joining board or decision making team
- Need to be accomodating of various education levels within decision making groups (jargon about finance / budgets... etc)

Challenge of all white leadership inclusion committee -

Every position description had it built in - people were being
evaluate on it - held accountable

- i.e.
- examine where we worked + see who we were serving +
not serving
 - we developed our own metrics for each position

What are your pre-conceptions based on their name?

I worked to prioritize those that had historically gotten
less

Next steps

- having measurements - questions during the
interview process - institutionalized questions
for hiring process around equity.
- make sure POC are not tokenized by the
larger orgs that we are partnering with
- Set clarity from larger orgs around commitment
+ sustainability
- what is their commitment + plan -> build trust

Hiring = build relationships w/ community
- institutionalize questions around equity into the
process

Internal equity teams - work to change metrics to get
organizational buy in

- support staff to develop metrics that
are relevant to their position

Partnership between larger orgs + POC partners

CTHO could release the ^{pre-conf} survey results re: organizational commitment
to _{equity}

No topic groups

We're all mad, but we don't have a solution.

utilizing capitalism

undercurrent of war or charity similar to
blaming fire dept.

conference had
nothing about voting, voting mobilization: how
to transform politics.

want to hear more: best practices with one-on-one
interactions (person to person basis)

found out from trial: if give farmer \$200, then creates
relationship; they donate to food pantry.

Feeling America does more hands-on best practices. Also WA
conference collaboration

would be beneficial to have conversation on where
everyone is in terms of racial understanding -
but ~~need~~ ^{need} tools to do that work. it is personal -
that's how we perpetuate it. If we don't understand it
ourselves, we can't converse with others.

How do we address racism as an org when volunteers say
racist things, when they're ~~suffering~~ ^{fighting} hunger, but not realizing
that they're fighting racism.

5013c status & what can a foodbank do: IRS.

we serve racist people: how do we create a welcoming space for them.

we have racist partners
we have racist farmers as partners
we have racist participants

we have more than one audience.

I'm a local foodbank - it's hard to get donations.

want session: managing ambiguity in this profession.
application of social change.

Mercy ministry vs justice ministry
serving the problem vs solving the problem.

we will not solve this problem through charity
19 out of 20 hungry served by SNAP / government.

~~do we need to~~

ending Hunger Gap: ↑ access to food
↑ ability for ppl to afford food

what trying to do: infrastructure change to make local farmers
rebuild local system that was dismantled.

even if perfectly successful, 80/20 rule - 20% still less
always will need charity.

want: mobile food store. that accepts SNAP.