

Whatcom Food Network Steering Committee Retreat

Purpose/function: Working to build common understanding and facilitate collaborative efforts toward an equitable, sustainable and healthy food system for all.

Goal of retreat: To foster an inclusive environment that encourages and values differing viewpoints in the decision making process.

Agenda

Date: 8/19/2020

Time: 2-5pm

Location: Zoom virtual retreat

Present

Facilitator: Laura, Mardi, Ali, Rhys

Note taker: Kerry

Mardi Solomon Gavin Willis Kerry Eastwood Naomi Siegel Sara Southerland	Elma Burnham Laura Ridenour Ander Russell Rhys Thorvald-Hansen Rosalinda Guillen Sean Hopps
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Red = DECISIONS

Yellow = ACTION ITEMS

Blue = Opportunities

MEETING SUMMARY:	
Item	Summary
What do we want to get & give today.	Most want to give listening and get solidarity in working toward social equity in the food system.
What can WFN do to center equity?	Equity looks like hearing the voices of POC and centering their needs and giving voice to farmworkers.
Fall Forum (Nov 18 for ~2-2.5 hours)	The plan is to focus the strategic conversations around the core values as a framework for the discussions we will have. Fall Forum would center around race equity specifically. We need to be ready to respond and talk about what the next steps are after the forum for the food network to be accountable.

FOLLOW-UP ITEMS:		
By when	Action Item	Person(s) responsible:
8/26	Sector update to Kerry.	ALL
8/26	Evaluation responses to Kerry.	ALL
8/26	Review and add to your slides.	ALL

PROPOSED NEXT STEERING COMMITTEE MEETING:

Date: Oct 7; Location: Zoom

NOTES

Agenda

- 1) Zoom orientation, hellos!
- 2) Welcome, Land Acknowledgement (Kerry 5 min)
- 3) What do you want to get from today, and what do you want to give?
 - a. Popcorn share:
 - i. We want to listen
 - ii. We want to learn from each other
 - iii. We want to revisit and re-jumpstart work toward social justice goals
 - iv. We need to assess where we are in terms of EDI
 - v. We are all on the same page
 - vi. We all have a lot of questions and a lot to learn about racial justice
 - b. Chat Cascade from break-out groups (What do you want to get today? What do you want to give):
 - i. Naomi wants to get: Action steps for how to promote inclusivity and diversity in the network and in my own work in the food system; wants to give: input, and representation to the clients she works with at Opportunity Council
 - ii. From Laura Ridenour, give: support and encouragement for complex systems change and conversations. Get: connection and relationship building, and inspiration.
 - iii. From Gavin Willis give: open mind and listening ears. Get: how can we create equitable spaces in the WFN, both physical and digital
 - iv. From Ali get: action stuff, how to promote inclusivity and diversity in this network and my work. Elevate voices not represented Get: inspiration for similar conversations in other groups.
 - v. From Sara Southerland Get: Collectively be on the same page about where WFN is in the equity spectrum, and how we can move forward this work as an organization & community. Give: My ears to listen & learn , and help generate ideas for next steps.
 - vi. From Mardi Solomon Get: Learn more about how the WFN can be a more equitable, inclusive and diverse Network. Give: Facilitation support -- ask questions, listen.
 - vii. From Rhys Get: A better understanding of the relationships of the different sectors. Give: deep listening and presence. Give: take ideas to work at Sustainable Connections
 - viii. From Elma get: Build upon my own path to unpatterning my white supremacy under the lens of a fisheries sector rep, better understanding, more liberated POV ; give: transparency, honesty, effort, ownership over y own experience/pov, support & knowledge sharing where appropriate.
 - ix. From Kerry: Get: Solidarity in leveraging our role as a network to uplift issues of social equity and justice in the food system, Give: listening and patience, and my best toward facilitating the work of the group.

- x. From Ali?: Advance community understanding of food sovereignty.
Create opportunity and justice for farm and food workers and their families
Increase equitable access to and consumption of fresh, healthy and local food.
- 4) Meeting goal, agenda, set ground rules (Laura)
 - a. Goal: To foster an inclusive environment that encourages and values differing viewpoints in the decision making process
 - b. Ground rules: Listen first to understand; Everyone has equal opportunity and time to participate; Respect each other's perspectives and experiences; stay present with us.
- 5) WFN Purpose, diagram, revisit WFN equity goals (Mardi)
 - a. Mardi, Laura, and Rosalinda have been on the WFN since the beginning
 - b. Network values created at the first forum in May 2011 – from the beginning we have had a focus on social justice and equity, and now it is time to reflect on these goals in light of current information and understanding and evolve and further these goals.
 - c. How do we want to reframe the goals and values going forward?
 - d. Existing WFN Social Justice Goals
 - i. Advance community understanding of food sovereignty
 - ii. Create opportunity and justice for farm and food workers and their families
 - iii. Increase equitable access to and consumption of fresh, healthy and local food.
- 6) Visioning Activity: There are no separate systems, including us. (Laura & Mardi- 35 mins)
 - a. Intro: Donella Meadows (author, teacher, farmer): helps understand the complexity of change and places to intervene in a system
 - i. Two insights that were valuable in this discussion: we're in a time of uncertainty and change. Now more than ever we want to understand how the food system is designed and who it is serving so that we can change it for those who need to be served better.
 - ii. So we want to revisit our goals to see how we can help do this.
 - iii. There's a difference between the named goal and the implementation. Pay attention to the difference between the goal as it's stated and how it's actually carried out.
 - iv. When you are in the paradigm, you cannot see it very well because you are in it. We are coming to understand that racism is the paradigm that we have been functioning within.
 - b. Activity: Write on your own: what are you designing for and what are you centering? What is one value that consistently informs your life and your work? What is one word that represents your core value.
 - i. Dignity
 - ii. Service
 - iii. Liberation
 - iv. Sovereignty
 - v. Economy
 - vi. Grace
 - vii. Improvement
 - viii. Connection
 - ix. Integrity
 - c. A vision is desirability over feasibility. A vision is different than a goal, and different than a plan. Desirability over Feasibility: "What I really want, not what I settle for."
 - i. You've created an org that is inclusive of and responsive to the community, what are the principles and practices that are in place:
 - 1. Make shifts in power and surrender power.

2. When I think about my family I feel secure, but when I think about my work with C2C I feel insecure. C2C has the best principles in place that you can get, but the work often feels very insecure and feels like a fight, often that we are losing. There is a lot of strategic thinking that goes into the work.
3. Service. Roles of being a giver vs. a receiver would be flipping all the time in an ideal org. You can be of service one moment and be supported and served in the next. Economic and cultural diversity. The give and take is equitable in all directions
4. I choose liberation. I focused my visioning on working toward and achieving liberation. WFN wouldn't exist because the goals would be achieved. We didn't need WFN because we had access to healthy food. Farmworkers had justice, we were sharing food, the community understood and practiced food sovereignty.
5. Constant improvement. I thought a lot about respectful discourse. We are probably all in orgs where there is a lot of agreement. I imagine a place where we can learn from each other in our disagreement.
6. Goal for my vision is understanding as a communication technique. Looking back to the seven habits: first is to understand and then to be understood. Being able to have difficult and uncomfortable conversations respectfully. Not letting the order of ethos, pathos, and logos get out of order, character then logic. Begin with character and relationships so that we don't miss each other. Don't begin with logic.
7. Justice. My vision of justice is that the systems that are not working now will be dismantled. Folks who have been most oppressed are centered in creating the new systems. The other part of the vision, those of us who've had the privilege to avoid difficult topics and conversations step up and decide that they will work to lift up this work. We can be part of the work, not reinvent it because there are many already doing and leading this work.
8. Sovereignty: Farmworkers owning land and farming it in collective and cooperative ways for our community. Our own bylaws and processes for governing the process and land. WFN if it was centered around race and equity, nothing is static, changes will always come that we will need to gather and work on. Friendly relations with family farmers – we would be neighbors and sharing different ways of farming that would not be considered dangerous: majority organic and small farms. Would involve understanding current oppression. Can't have respectful dialogue if we don't have listening. It's about land and protecting the land for food.
9. Homes for all, jobs for all, healthcare for all, healthy nutritious shared meals, no one alone, healthy environments both for people to enjoy and conserved away from human impacts, cultural diversity rights and lands honored; cultures celebrated and shared.

ii. Our vision of what we desire can help us through the complexity.

7) How to Get Started (Laura & Ali 45 min)

a. Discussion of WFN history

i. Declaration of Support that all members used to sign and commit to WFN goals

- ii. Sara: I'm remembering we had a series of meetings and decided to discontinue use of the declaration of support as the steering committee felt it was a barrier for participation, and we wanted to keep it open for all to participate.
- iii. From "[Networks that Work](#)": Cooperating networks create social environments that lead to better personal and professional relationships, Experiment with more trust based forms of engagement, Model and explain best practices for one another, Share information and work jointly to document problems, Test ideas and learn about different approaches to one another's work in committees or work groups, Convene problem-solving or issue discussion sessions.
- iv. As a cooperating network, we're looking to create cooperation and collaboration across the network.
- v. Laura: shifted from food systems level work
- vi. Elma: I thought we don't make policy recommendations as a network?
- vii. Rosalinda: reality of food system committee = we couldn't muster political will for a food policy council; we were working to shore up food policy council from our region up to the state level; to have the ability to develop equitable policy we need it to succeed at the statewide level; corporate ag won out against the statewide food policy council coming into fruition; in Whatcom County, we settled for the food systems committee because that was the only thing we could get from the County Council; they refused to even include the word equity. This is a racial issue. WFN members are involved in the food system committee. It's a small town and the WFN is very much influencing the food system committee. Same players in different spaces influencing the same direction. This discussion is about really looking at the reality. It's difficult to even talk about equity to ensure a worker's right to organize – that's key, if we can't even discuss that we have a huge problem. That is a problem for C2C because it is their community that is in poverty and not having their needs met. The rest of WFN does not have a big problem caused by this racism. Is this a real goal and priority for us to seek any kind of racial justice for farmworkers? C2C committed so much time and nothing has come of it. What is the purpose of WFN – C2C wants to know so they can decide if WFN is worth their time.
- viii. Sara – lots of shifts in WFN. A few years ago when the conversation started about the WFN Food system planning group (Holly, Sara Southerland, Chris Elder, Rachel Lucy, Hank Kastner) – they wrote up the resolution that formed the Food System Committee. All the SC work full-time+ at our orgs and the most staff support we've had for WFN admin is 25%, so we went back to WCF to get 50-100% staff person, but the WCF did not support the ask. The capacity that we've had has been very limiting in reaching our goals. In 2019, we had regular SC meetings, taking out a lot of the things the WFN started with to try to be realistic about what we could do with the actual capacity that we have. We ramped down some of the bigger goals. Where do we go from here? There has been a lot of work and deep thinking: at the very least we can be a group that connects the different sectors but not an actor in driving policy or action in the community due to lack of capacity.
- ix. Laura: this is an opportunity to create goals and hold those in center. There have been a lot of losses at the equity level; we now have a responsibility to give voice to what's missing, who's not in the room, how do we create equitable and inclusive structures moving forward.

- x. Sean: goals are already laid out, if we could identify the issues locally that would be ideal.
- b. Where are we starting from? ([Equity in the Center, page 11 levers diagram](#)). What is our current role and capacity and how can we leverage for social equity in the food system?
 - i. Our ability to center equity is where is our power, what is our level of influence?
 - 1. We are a steering committee with decision making power representing the system and all of the sectors;
 - 2. And we operate as a network representing all the orgs working in the food system – representing the system and all of the sectors.
 - ii. To be on the equity journey, it’s helpful to understand the levers for change.
 - 1. Set goals around personal beliefs and behavior of policies, processes, and data.
 - a. Conduct a review of membership for diversity and inclusion
 - b. Trainings as a SC;
 - c. Showing that you value inclusivity and that you value diverse relationships;
 - d. We’re working closely at the SC level, but very distanced at the member level;
 - e. Are we developing a shared language around race equity, do we understand what the issues are, are we building cross-cultural understanding, are we expecting dominant cultures to acknowledge issues?
 - 2. We’re a cooperative network that doesn’t have a policy function now, that doesn’t mean we can’t deal with equity and diversity issues.
 - a. What are the first steps we can take to combat injustice?
 - b. ‘Learning environment lever’ seems like the place to start due to the forum format of outreach already established.
 - c. **Topics that rose to the top of conversation among network participants during the Spring Forum are closely tied to social equity: food access and farmworker rights.** These issues have already been there, and are now more important to bring forward than ever.
 - d. There are definitely other places we should go with equity work, but this seems like an easy place to start (Learning enviro lever).
- c. Activity: how the WFN can “show a commitment at every level of the organization to diverse representation, and hold the network accountable for diversity and inclusion policies and practices.” ([Link to slides](#) that WFN SC filled out to answer this prompt)
 - 1. What does each of us have the freedom and resources to do now? Where are we at and where can we build from? Work of race equity culture needs to be built in, we have some work to do.
 - 2. What can you do, what’s a bold step that we can take as SC that we can take around racism and race equity? How can we show a commitment to having a diverse org at every level?
 - 3. Rosalinda: thank you for inviting me. I am the only person of color, and have always been in these planning meetings. I don’t think I should participate in the visioning. Sean can speak to the C2C values as a white ally, he knows what it takes. I’ve always been a supporter of the network as a way to support farmworkers and their families, but that is

not what it has turned out to be. I will review what you envision with the C2C team and see how we can continue to be involved.

4. What is a bold step we can take as a Steering Committee to: 1) Develop a shared language around race identity and issues related to race, racism, and race equity; AND 2) Show a commitment at every level of the organization to diverse representation and inclusion? Whole group discussion:

- a. Ander: How do we center food equity? We need to have a shared understanding of what equity means. It is those most marginalized and impacted who should have opportunities to be heard. Bringing balance sometimes does not make everybody happy. So trying to keep everyone happy is not going to get us to equity. If we're trying to do equity, that's different than giving all an equal voice. **Equity is actually lifting up and centering the marginalized voices. If we have underrepresented voices, equity would look like hearing the voices of POC and centering their needs.**

- b. Laura: We have heard from C2C many times on what they need and what we haven't done is center their needs, their voice, as part of the WFN goals. **It's our job to give voice to [farmworkers] so that there is equal space for everyone's experience, by providing more of a platform for the voices of marginalized and disenfranchised.**

- a. Elma: WFN has been around for a long time. Is the shared language around race and equity where we should start? We live in a rural county where farmworkers are marginalized and oppressed. Now that we know that, what do we do about it? **Action and shared language.**

- b. Sean: Recently leaders of C2C and FUJ have felt attacked by Save Family Farming. Save Family Farming is a PR group, not affiliated with Whatcom Family Farmers. (CORRECTION: 'Whatcom Family Farmers' and 'Save Family Farming' are affiliated. WFF represents farms in Whatcom, providing outreach, education, and advocacy. SFF is a statewide advocacy group.)

- c. Laura: **giving voice to the facts of experiences of oppressed people on a regular basis.**

Without having to move into a lot of capacity building, what can we do to center equity with the Forums?

- 8) Fall Forum on Nov 18 for ~2-2.5 hours (Rhys)

- a. Proposed new structure:

- i. ~60 minutes relationship/solidarity building (networking using creative arts facilitation processes)

- ii. ~60 minutes strategic conversation/goal alignment facilitated by 2-3 steering committee members (1 lead)

Record and report out key points from strategic conversations, similar to Spring Forum.

- b. Activity: [On slides](#), describe the best case scenario for this project and obstacles we need to account for.

- c. Activity: How can we use the scheduled forums to strengthen the Network and center justice and equity?
 - i. Elma: excited to see the connection between networking and solidarity drawn explicitly, I would encourage taking that a step further: define solidarity and encourage people to show up for each other afterwards.
 - ii. Rhys: Plan is to focus the strategic conversations around the core values as a framework for the discussions we will have. Fall Forum would center race equity specifically.
 - iii. Sean: The history shows that WFN has attempted to get closer to centering work on core social equity values, but you don't find out how hard it is until you implement a forum like this. Personally as a white male, I have had a wake-up call about my responsibility as an individual. I don't know how much power we have as a network. C2C recent victories give me hope that maybe we do have some power.
 - iv. Ander: Build on what we can do with the limited resources we have: we have collective power, a lot of our orgs do have a lot of power. Being ready to hold ourselves accountable as a network to the things that come up in this forum. We've heard from Rosalinda what the needs for farmworkers are. We're going to hear more of that. We need to be ready to respond and talk about what the next steps are for the Food Network to follow up and have accountability.
- d. New fall forum structure given full approval by Steering Committee.

9) Wrap Up (Mardi & Ali - 10 mins)

- a. Review where we have been today, what actions are we committed to, what we learned together.
- b. Quick popcorn a key take-away or reflection on our time together today:
 - i. Mardi: Opened up a lot of questions for future conversations.
 - ii. Ali: I feel unclear and nervous about this. This is really pivotal and I think it will disrupt a lot of what we know and we can expect a lot of pushback.
 - iii. Ander: excited we're having these conversations and if it's uncomfortable that means it's the right direction. I would like to have more shared language and understanding of where we are going. I would be interested to know if we as an SC all agree about what the future should look like: uplifting the oppressed.
 - iv. Sean: I appreciated the revisit of history and goals of WFN. I think the overall question is what is the identity of the WFN? I am excited that the forums will be around strategic discussions and that we will advocate to affect change. We all know the need for equity now. Talk is cheap. We need action.
 - v. Elma: Different expectations. I'm glad they were altered. I thought I was going to be exploring myself more and how to rep my sector better in this org. Dismantling my own white supremacy. I understand that I have plenty of work to do. I also really appreciate that we as a collective are having this conversation about our identity related to social equity. I'm hopeful and encouraged. I'm feeling energy around this. I'm looking forward to having this conversation with peers on this committee and as a network.
 - vi. Gavin: It's an important conversation and there are changes to be made. There are also some things that we overlook that show we are making improvements

already and we need to recognize them so that we can maintain momentum. Things will continue to get better as we continue the work.

- vii. Rhys: I'm grateful that each of these meetings gives me more context as to what's going on in Whatcom County. I appreciate getting deeper into what is spoken and unspoken. I share some of the optimism and the challenges of our constricted time. Trepidation for pushback and the amount of time it will take to achieve these shared goals.
- viii. Sara: grateful we are having this conversation about equity as WFN. I'm worried about our capacity. We are asking how we want to move forward: vision plus logistics. Of what comes out of the forum, do we have the capacity to follow-through?
- ix. Laura: I'm really excited to take the WFN in a direction that will be more effective and serve as a network that is flexible and responsive. That we have collectively gathered around making sure that we can do that and making strategic goals. Thank you for sticking with this. The uncomfortable conversations and creating connection - that is the work that fires me up.

10) Reminders, Assessment, Gratitude (Laura)

11) Adjourn!

APPENDIX

Chat Cascade:

From Rhys | they/them | Land and Farming to Everyone: 02:03 PM

Hi Gavin

Welcome everyone!

While we wait for everyone: ✓ Gallery view

✓ Screen name + sector

Please rename:

First and Last Name, Pronouns, Sector.

✓ Mute

While we wait for everyone: ✓ Gallery view

✓ Screen name + sector

Please rename:

First and Last Name, Pronouns, Sector.

✓ Mute

Hi Rosalinda

Hi Ander!

From Rhys | they/them | Land and Farming to Everyone: 02:10 PM

This event is being held on the traditional lands of the Lummi, Nooksack, and Coast Salish Tribes, and I wish to acknowledge them as the Traditional Owners. I pay my respects to their Elders, past and present, and the Elders from other communities who may be here today.

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 02:11 PM

can we get a reminder of the person's name who is on the phone?

From Ander Russell | they/them | Land and Water to Everyone: 02:12 PM

I think that is Kerry's audio

From Rhys | they/them | Land and Farming to Everyone: 02:12 PM

What do you want to get from today?

What do you want to give?


From Me to Rhys | they/them | Land and Farming: (Privately) 02:16 PM

I just made you the host instead of the co-host - does that help? Or do you need the SC login?

From Ali | she/her | Food Sector to Everyone: 02:17 PM

To foster an inclusive environment that encourages and values differing viewpoints in the decision making process.

^Goal

 We meet today 2-5pm, with a break around 3pm.

From Me to Rhys | they/them | Land and Farming: (Privately) 02:17 PM

User: info@sustainableconnections.org

Password: Wr1!1MjFTVnQ

From Ali | she/her | Food Sector to Everyone: 02:18 PM

Stay present with us

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 02:19 PM

The ground rules for today are


Listen first to understand.

Everyone has equal opportunity and time to participate.


Respect each other's perspectives and experiences.


From Ali | she/her | Food Sector to Everyone: 02:20 PM

say your name before you speak



 Mute and unmute skillfully

 Bring your afternoon beverage!

 Chat with purpose

 Bring your afternoon beverage!

Roles in today's retreat:

 Zoom host: Kerry
 Technical: Rhys

Co-Facilitators

Ali, Laura, Mardi, Rhys

Links to resources will reference today:

Equity in the Center, Wake to Woke to Work

<https://www.equityinthecenter.org/wp-content/uploads/2019/04/Equity-in-Center-Awake-Woke-Work-2019-final-1.pdf>

Networks That Work by Paul Vanderverter and Myrna Mandell.

<https://www.amazon.com/Networks-That-Work-Paul-Vanderverter/dp/0615321933>

Donella Meadows Institute <http://donellameadows.org/>

Nonprofit Leadership Alliance Equity Plan Resource

<https://www.nonprofitleadershipalliance.org/equity-plan/>

From Me to Rhys | they/them | Land and Farming: (Privately) 02:20 PM

Let me know if you want me to logout of SC Zoom.

From Me to Sean Hopps/food sovereignty: (Privately) 02:22 PM

sorry sean, hang on a sec

we're trying to switch you into a diff room because I don't have vid or mic with my SC computer

From Rhys | they/them | Land and Farming to Everyone: 02:31 PM

Unmute yourselves and share: what did you learn as the listener?

From Ali | she/her | Food Sector to Everyone: 02:33 PM

@ander we are just answering the question above- popcorn style

From Rhys | they/them | Land and Farming to Everyone: 02:35 PM

What do you want to get today? What do you want to give

🗨️ Write your answers to the questions in the chat to capture what you heard.

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 02:35 PM

give: support and encouragement for complex systems change and conversations.

From Gavin Willis - Farming to Everyone: 02:36 PM

give: open mind and listening ears

From Ali | she/her | Food Sector to Everyone: 02:36 PM

get: action stuff, how to promote inclusivity and diversity in this network and my work

From Sara Southerland | she/her | Farming & Consumption to Everyone: 02:36 PM

Get: Collectively be on the same page about where WFN is in the equity spectrum, and how we can move forward this work as an organization & community.

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 02:36 PM

get: connection and relationship building, and inspiration.

From Ali | she/her | Food Sector to Everyone: 02:36 PM

elevate voices not represented

From Mardi Solomon, she/her, Consumption to Everyone: 02:36 PM

Get: Learn more about how the WFN can be a more equitable, inclusive and diverse Network

From Sara Southerland | she/her | Farming & Consumption to Everyone: 02:36 PM

Give: My ears to listen & learn , and help generate ideas for next steps

From Ali | she/her | Food Sector to Everyone: 02:36 PM

Get: inspiration for similar conversations in other groups

From Rhys | they/them | Land and Farming to Everyone: 02:36 PM

Get: A better understanding of the relationships of the different sectors

From Elma (she/her) - Fishing to Everyone: 02:36 PM

get: build upon my own path to unpattern my white supremacy under the lens of a fisheries sector rep, better understanding, more liberated POV ; give: transparency, honesty, effort, ownership over y own experience/pov, support & knowledge sharing where appropriate

From Gavin Willis - Farming to Everyone: 02:36 PM

get: how can we create equitable spaces in the WFN, both physical and digital

From Mardi Solomon, she/her, Consumption to Everyone: 02:36 PM

Give: Facilitation support -- ask questions, listen

From Rhys | they/them | Land and Farming to Everyone: 02:36 PM

Give: deep listening and presence

From Sustainable Connections to Everyone: 02:37 PM

I want to get solidarity in leveraging our role as a network to uplift issues of social equity and justice in the food system.

I want to give listening and patience, and my best toward facilitating the work of the group.

From Ali | she/her | Food Sector to Everyone: 02:37 PM

Give: take ideas to work at sustainable connections

From Rhys | they/them | Land and Farming to Everyone: 02:38 PM

Advance community understanding of food sovereignty

Create opportunity and justice for farm and food workers and their families

Increase equitable access to and consumption of fresh, healthy and local food.

From Elma (she/her) - Fishing to Everyone: 02:40 PM

I am doing the kpop heart a lot instead of the ok symbol - just fyi when I hold up my two fingers pinched!
:)

From Sara Southerland | she/her | Farming & Consumption to Everyone: 02:41 PM

I think we're calling the goals - core values now as well (on our website)

From Rhys | they/them | Land and Farming to Everyone: 02:42 PM

Here they are again: Advance community understanding of food sovereignty

Create opportunity and justice for farm and food workers and their families

Increase equitable access to and consumption of fresh, healthy and local food.

From Mardi Solomon, she/her, Consumption to Everyone: 02:44 PM

"The distinction between the stated goal and what the system actually produced is based on how it is carried out."

From Rhys | they/them | Land and Farming to Everyone: 02:51 PM

On your own

⇒ write for one minute - what are you designing for? What are you centering? What is one word that represents your core value.

Use the slido link to share one value that consistently informs your work and life.

<https://app.sli.do/event/n5j42cyl>

From Naomi: Dignity

A vision is different than a goal, and different than a plan.

Desirability over Feasibility: "What I really want, not what I settle for."

From Elma (she/her) - Fishing to Everyone: 02:52 PM

Can you please share name of influencer over visioning exercise in the chat? Donella...??

From Ali | she/her | Food Sector to Everyone: 02:52 PM

meadows

From Rhys | they/them | Land and Farming to Everyone: 02:56 PM

Her names was Donella Meadows

⇒ Write for two minutes on your own

Imagine you've achieved the goal of creating an organization that is inclusive of, and responsive to the community –

...What would it look like? How would it feel? What principles and practices would be in place?

From Ali | she/her | Food Sector to Everyone: 02:56 PM

can you repeat verbally for Naomi?

From Sara Southerland | she/her | Farming & Consumption to Everyone: 02:57 PM

I'm sorry to turn off my video all. My stomach is really bothering me this afternoon, and I need to lay down, but I'm still here and can participate with audio. - Sara

From Rhys | they/them | Land and Farming to Everyone: 02:58 PM

Hope you feel better Sara

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 02:58 PM

thanks Sara. Take care of you. Glad you are with us.

From Rhys | they/them | Land and Farming to Everyone: 02:59 PM

Please share a bit about your vision, by unmuting yourself or writing in chat.

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 03:01 PM

How does having a vision like this make you feel? What was this visioning experience like for you?

From Sara Southerland | she/her | Farming & Consumption to Everyone: 03:02 PM

Joy. A sense of people being fully seen and appreciated. Understanding. Integration.

From Elma (she/her) - Fishing to Everyone: 03:13 PM

Will there be another break before the end?

From Rhys | they/them | Land and Farming to Everyone: 03:13 PM

This is the only break

From Elma (she/her) - Fishing to Everyone: 03:13 PM

roger

From Sara Southerland | she/her | Farming & Consumption to Everyone: 03:32 PM

I'm remembering we had a series of meetings and decided to discontinue use of the declaration of support as the steering committee felt it was a barrier for participation, and we wanted to keep it open for all to participate.

From Rhys | they/them | Land and Farming to Everyone: 03:33 PM

Cooperating networks

Create social environments that lead to better personal and professional relationships.

Experiment with more trust based forms of engagement.

Model and explain best practices for one another.
Share information and work jointly to document problems.
Test ideas and learn about different approaches to one another's work in committees or work groups.
Convene problem-solving or issue discussion sessions.

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 03:43 PM

To ensure a workers right to organize is key to equity.
(Rosalinda)

From Sara Southerland | she/her | Farming & Consumption to Everyone: 03:45 PM

Raise hand

From Sean Hopps/food sovereignty to Everyone: 03:46 PM

What group?

From Ali | she/her | Food Sector to Everyone: 03:58 PM

ander where's your pup???

From Rhys | they/them | Land and Farming to Everyone: 03:58 PM

Quality content Ander

From Sara Southerland | she/her | Farming & Consumption to Everyone: 04:07 PM

thanks Ander!

From Rhys | they/them | Land and Farming to Everyone: 04:10 PM

On your own, find your name and fill in the SLIDE (link) ➡

https://docs.google.com/presentation/d/1Er1vi8_PtMBVbP8dzCvyyEhB0dN7OxK-5Y4WKM1INVk/edit

What is a bold step we can take as a Steering Committee to address

- 1) develop a shared language around race identity and issues related to race, racism, and race equity.
- 2) show a commitment at every level of the organization to diverse representation and inclusion.

From Rhys | they/them | Land and Farming to Everyone: 04:22 PM

In your small groups, you will share your ideas list.

2-3 minutes per person, one at a time.

💡 Group members provide consultation to each other, ask clarifying questions, offer advice.

Check that each item is within the discretion of the individual or is applicable to the action of the Steering Committee.

From Sustainable Connections to Everyone: 04:22 PM

Ignore the SC, I'm not really here

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 04:45 PM

giving voice to the facts of experiences of oppressed people on a regular basis.

without having to move into a lot of capacity building, what can we do to center equity with the Forums.

From Mardi Solomon, she/her, Consumption to Everyone: 04:47 PM

<https://whatcomfoodnetwork.org/about-us/>

Proposed structure for Fall forum, 2-2.5 hours

~60 minutes relationship/solidarity building (networking using creative arts facilitation processes)

~60 minutes strategic conversation/goal alignment facilitated by 2-3 steering committee members (1 lead)

Record and report out key points from strategic conversations, similar to Spring Forum.

First, Find the Google Slide with your name on it, write down your immediate thoughts.

<https://docs.google.com/presentation/d/1uZdtg1niAVXdd3ESk8SoSAzDqqejN10ZSQbl33B9hDw/edit#slide=id.p>

Reflection questions:

Q: Describe the best-case scenario for this proposal?

Q: What obstacles do we need to account for?

From Rhys | they/them | Land and Farming to Everyone: 04:52 PM

Elma: defining solidarity at the beginning of the program, encouraging people to show up for each other afterwards

From Sara Southerland | she/her | Farming & Consumption to Everyone: 04:56 PM

thumbs up

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 04:57 PM

What stood out to you/ what is your key take away from today?

From Laura Ridenour, she/her, Food Systems and Social Change to Everyone: 05:09 PM

The notes and chat will be shared with everyone.

You can capture the chat if you like now ^

Take a moment to offer your quick assessment in the chat box:

What worked in this meeting

What could be improved?

Reminder to use the listserv for your sector updates!

Notes from this meeting will be shared in the drive.

Anything else?