



Food & Nutrition Coalition Meeting Minutes
June 10, 2020, 8:30am – 10:00am

Facilitator:	Kam Sudberry		
Meeting Attendees:	Jennifer Smith, Shawn Keener, Jayme Vosovic, Emily Schichtel, Kelly Glas, Julie VanGessel, Katie, Jeff Hoyh, Laura St. Louis, Erin Skidmore, Aly Rickman, Phillip Greene, Taylor Hartson, Kamara Sudberry, Aby LaLonde, Tim Novak, Deanna Howland, Jaylin, Heidi Vanderlaan, Carola Carassa, Brittany Mastenbrook, Catherine Landers, Kelly Hagemeyer, Joy Petroelje, Wende Randall, Emily Madsen, Brianne Czyzio Robach <i>(List may not be complete- please contact Brianne if you were on the call but are not listed here.)</i>		
Time Convened:	8:35	Time Adjourned:	10:01

Welcome	
ENTF Open Statement Against Racism and Systems of Oppression	
Discussion	
<p>ENTF released an open statement in response to recent killings of Black Americans by police. Wende read the open statement and gave attendees time to reflect and respond. Reflections from attendees included:</p> <ul style="list-style-type: none"> - Open conversation is important around readiness to make changes in structure, especially around white savior mentality - Concern that momentum will be time limited - Important to uplift community members while focusing on assets of community members. - Implementation and inclusion are important as is compensation for community members for showing their experience and voice - Important to acknowledge that systems are racist and based in white supremacy. How can we restructure and hold all systems accountable to anti-racism work? - Racism as a public health issue. - “Change happens at the pace of trust” - Important to look inward and reflect on the structures of individual organizations as well as the system. (decision-making structures, hiring practices, relationship building versus efficiency, others) 	
Moment of Silence	
Discussion	
Staff read the names of Black Americans who have been killed by police violence and noted that there are countless others whose names we do not know.	
Conversation: Define systemic racism	
Discussion	
<p>There are many ways of describing systemic racism, one definition from the Aspen Institute. “A system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity... Paying more attention to the historical, cultural and social psychological aspects of our currently racialized society” To acknowledge the aspects of racism that have been systemic for generations and begin thinking about what it would take to dismantle structures, the group discussed this definition.</p>	



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Conversation around how inequities built into multiple interacting systems are set up to create inequalities (e.g.: judicial system). It is important to reflect on how we as individuals been taught to support the system and how the systems are rooted in white supremacy. Systemic racism requires systemic treatment. Within organizations, evidence-based hiring and career development as well as culture and environment of work and community are important.

Call to action:

Kam shared a few resources for coalition members to learn and reflect on these topics.

- Great social media content available right now
- Listen to *The 1619 Project*, especially episode 5 parts 1 and 2. Think about how similar things may be happening in GR.
- Watch *Insecure* and/or *AWKWARD Black Girl* – these shows highlight white savior complex in the nonprofit sector

After taking time to learn, act and educate.

- Suggestion: If your mission statement has equity, equality, all people reflect on how your organization is accountable to this mission? It is important to ask community members what they want to see with the work, and the best way to get people to the table is a paid position with benefits.
- Erin shared that Access has started to go through a process of developing an anti-racism team within their organization. They partnered with CORR (Congregations Organizing for Racial Reconciliation) and committed to a journey of learning and growing together.
- Actions that uphold statements of equity/anti-racism are important
- White people – seek out opportunities to learn, but do not expect people of color to teach you.
- Some agencies have separate caucuses for white people and for people of color so there are safe spaces and shared leadership among groups.

Wende encouraged FNC members to continue to share additional thoughts and ideas and resources within this group. And to continue conversations with those in your organization. This is a learning journey, without an end point. Be gracious with one another, but also challenge yourself and one another.

Other resources:

- Center for Social Inclusion
- HireReach uses a strategy based on one developed for Mercy Health in 2010.
<https://www.hirereach.org/>

Adjourn

Next Meeting: Wednesday, July 8.