



Food & Nutrition Coalition Meeting Minutes  
January 13, 2021, 8:30am – 10:00am

Meeting Attendees:	Aaron Estrada, Abigail LaLonde, Alyssa Stickney, Belisa Melton, Brianne Robach, Carola Carassa, Charles Walker, Colene Johnson, Crystal Scott-Tunstall, Deanna Howland, Emily Madsen, Erin Skidmore, Heidi Vanderlaan, Jayme Vosovic, Jeff Hoyh, Jennifer Smith, Julie Brunson, Julie Melia, Kamara Sudberry, Karrie Brown, Katie Vanderwal, Lindsey DeShetler, Lisa Lewis, Michelle Helner, Nancy Cromley, Phillip Greene, Rachel Bessire, Raycheen Sims, Tracy Booth, Wafa Haddad, Wende Randall <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

<b>Welcome</b>	
<b>Reflection</b>	
Discussion	
<p>“Embrace the uncertainty. Some of the most beautiful chapters in our lives won't have a title until much later.” -- Bob Goff; “How can you know what you’re capable of unless you embrace the unknown.”</p> <p>How can we embrace the uncertainty and shifting mindsets and narratives?</p>	
<b>How Change Occurs: Conditions for Systems Change</b>	
Discussion	
<p>Emily presented a definition of systems change as “advancing equity by shifting the conditions that hold a problem in place” Recognize that a shift is most likely to be sustainable when working at 3 levels: explicit, semi-explicit, and implicit.</p> <p>Explicit: Policies; Practices; Resource Flows</p> <p>Semi-explicit:</p> <ul style="list-style-type: none"> <li>- Relationship and Connections: looks at the quality of connections and communication, esp. around those with differing viewpoints.</li> <li>- Power Dynamics – how do we call out who is in the room when decisions are being made? Whose voices are being listened to?</li> </ul> <p>Implicit:</p> <ul style="list-style-type: none"> <li>- Mental Models – habits of thought, things we take for granted that influence all that we do – recognize that this is hardest to change but the most essential for sustainable change</li> </ul> <p><u>Stages of Change</u></p> <p>Wende shared the Transtheoretical Model which identifies different stages of change as a continuous and cyclical process. It operates on the assumption that people do not change behaviors quickly and decisively. The cycle often starts with pre-contemplation when we are not planning to change our behavior and may be unaware that change is needed. In the action stage, we put modified behavior into practice. This is followed by the maintenance phase, in which we continue to use modified behavior; but we may revert to old behavior, particularly if stressed or threatened. Once there is long-</p>	



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term sustainability, we may be able to exit the stages, but often we may relapse back into old patterns of behavior.

Karrie shared the [Managing Complex Change model](#). Aspects needed for change are vision, skills, incentives, resources, and action plan. Without all of these aspects, we can feel confusion, resistance, frustration, and others. She uses this to identify why things may feel stuck.

Methods to apply throughout the stages include consciousness raising, self-reevaluation, stimulus control, reinforcement management, self-liberation, and more.

**Breakout Groups**

Discussion

In groups, discussed the following questions:

- What actions (if any) has your organization made to shift the conditions within our system?
- In which stage of change is your organization?
- What is your organization doing to ensure it receives feedback from different perspectives?

**Organizational Vulnerability**

Discussion

Review organizational vulnerability. Often focus this on financial vulnerability, but it also includes curiosity and listening. Organizational vulnerability means questioning whether our standards are a hinderance to change and coordinating to one another’s strengths.

Reflections:

- Some operating from a space of scarcity which makes change difficult.
- The burden of speaking up is often placed on BIPOC; for white folks, it is important to listen and implement change – if not that is white supremacy. AND how do we take care of individuals who have had courage to speak up?
- Important to call things out in the moment, not wait until afterwards.
- Recognize that not standing up as an organization can lead to loss of staff and community.
- Diversifying board, staff, and volunteer bases to reflect the community is important.
- Building relationship in community is a long-term process
- Speaking up can be personally beneficial
- “What makes me angry is that you are also not angry with me?”

**Take-aways & Calls to Action**

Discussion

Encourage all to take away a personal call to action from today’s discussion

**Community Partner Updates**

Discussion

- MLPP: Governor recently signed a bill allowing those with a felony to receive SNAP benefits.
- Clean Slate Legislation: ENTF planning to host event with Legal Aid to prepare for implementation of the legislation.
- Access: Walk for Good Food applications due 1/15

**Adjourn**