

Kent County
**Essential Needs
Task Force**

Food & Nutrition

**Organizational Self-Assessment
2022 System Report**

2022 Organizational Self-Assessment Food and Nutrition System Report

This report contains results from the Kent County Essential Needs Task Force (ENTF) Food and Nutrition Coalition (FNC) Organizational Self-Assessment (a survey). One hundred (100) respondents from 16 organizations completed the survey. This is less organizations than participated in 2021 but more respondents. Thirteen (13) of the participating organizations also participated in 2021.

The survey asks about 12 organizational practices, listed on the following pages. Respondents were asked to rate their organization's commitment to and implementation of each practice. An organizational average was calculated by adding the recode values of all the responses and dividing by the number of responses. There was also a "don't know" option, which was excluded from this calculation.

This report aggregates results from all the organizations that participated in the project. System averages were calculated by adding all the organizational averages and dividing by the number of participating organizations. Individual responses are not included in this report. Eleven (11) organizations had three or more respondents, and each received a confidential report of their organizational results.

The practices were divided into four categories, each containing three practices, labelled A1-3 for advocacy, C1-3 for community engagement, D1-3 for data, and E1-3 for equity. These labels are only intended to aid in navigating between graphs not to convey value.

This project was developed by the ENTF FNC Data-Story Action Team. The full survey can be viewed at entfkent.org/data/food-nutrition-data. If you have any questions, please contact us at entf@hwmuw.org.

Participating Organizations

Access of West Michigan
Community Food Club
Feeding America West Michigan
Flat River Outreach Ministries
HOPE Gardens
Health Net of West Michigan
Kent County Community Action
Kent School Services Network
Kids' Food Basket
Meals On Wheels Western Michigan
North Kent Connect
Plainsong Farm & Ministry
SECOM Resource Center
The Green Apple Pantry
The Other Way Ministries
United Methodist Community House

Organizations were provided three options for participating:

1. Have one person take the survey
2. Offer it a select group
3. Offer it everyone at the organization

We Committed

Participants were asked to rate their organizations on the statement "we are committed to this in theory" for each of the practices below. The upper graph shows the average of organizational averages (or mean of means) for each practice. The lower graph shows the spread of organizational averages.

An average over three indicates agreement and under three indicates disagreement. As a system, we are committed to all these practices. However, there are practices where one or more organizations disagree or are neutral. The three practices with the highest average commitment also have the highest average implementation. The lowest three are also the same.

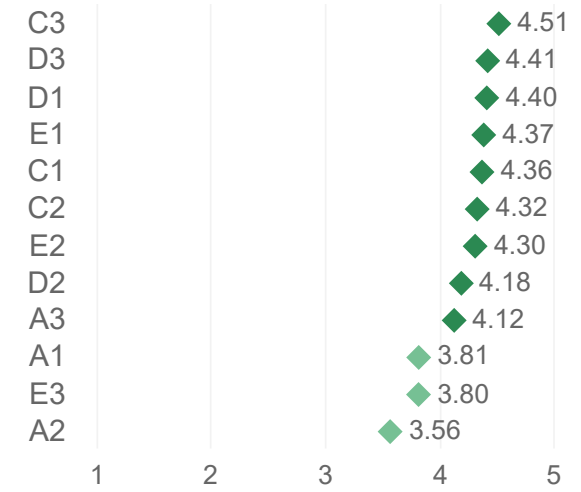
Color Key

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

Recode Values

- SD - 1 (1.00-1.99)
- D - 2 (2.00-2.99)
- N - 3 (3.00)
- A - 4 (3.01-4.00)
- SA - 5 (4.01-5.00)

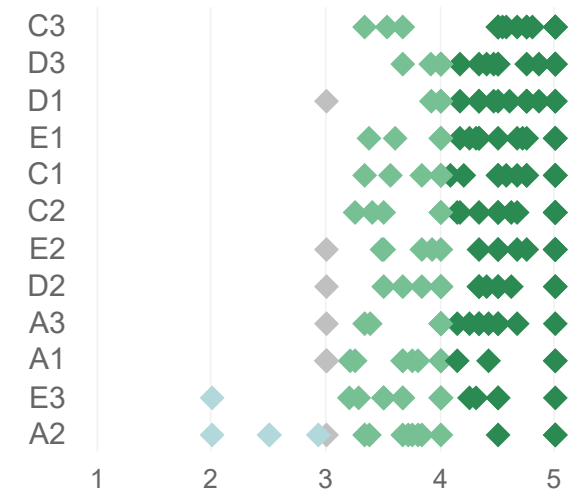
Average responses



Practices

- A1 We actively look for local, state, and national advocacy opportunities
- A2 We engage in governmental planning and budgeting processes
- A3 We promote policies and practices that address the root causes of food insecurity
- C1 We involve participants in our organizational and program planning
- C2 We empower participants to become leaders in our organization and community
- C3 We adjust our programs based on participants' feedback
- D1 We have a clear understanding of how our programs contribute to our mission
- D2 We identify and track outcomes, not just outputs, for our programs
- D3 We adjust our programs based on data
- E1 Our board and staff are representative of the community we serve
- E2 Diversity, equity, and inclusion training is mandatory for our board and staff
- E3 Our communications explain the root causes of food insecurity

Breakdown of responses



We Implemented

Participants were asked to rate their organizations on the statement " we have implemented this as practice" for each of the practices below. The upper graph shows the average of organizational averages (or mean of means) for each practice. The lower graph shows the spread of organizational averages.

We are not only committed to these practices, we are also implementing them. For all practices, average commitment was higher than average implementation. There are more organizations in disagreement with more practices on implementation. This is not surprising because implementation takes work, which is often preceded by a commitment to doing that work.

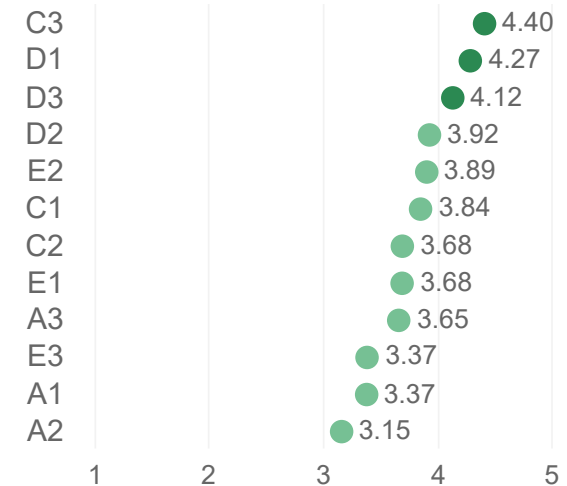
Color Key

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

Recode Values

- SD - 1 (1.00-1.99)
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- N - 3 (3.00)
- A - 4 (3.01-4.00)
- SA - 5 (4.01-5.00)

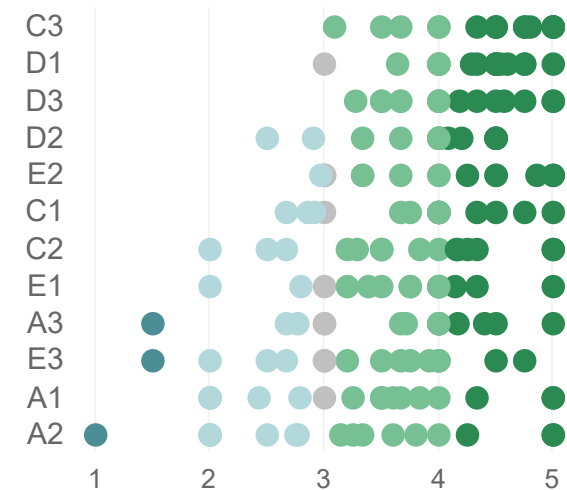
Average responses



Practices

- A1 We actively look for local, state, and national advocacy opportunities
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Breakdown of responses



Comparing Commitment & Implementation

This graph compares the system averages for commitment and implementation. The larger the number, the larger the difference. We mutually excel at practices C3, D1, and D3 with strong agreement on both our organizations' commitment and implementation. We have room for collective improvement on practices A1, A2, and E3.

The practices with the largest differences are low hanging fruit for furthering implementation efforts. For example, the averages for C2 and E1 indicate that implementation is lagging behind commitment to a greater degree than with other practices. We should discuss what is this happening with these specific practices and explore opportunities to improve implementation.

Please note that this self-assessment does not measure commitment to or implementation of these practices. It measures respondents' current opinions.

Perceptions do not always align with reality and can change even when circumstances remain the same. Understanding perceptions can be useful for planning and for tracking changes in opinions over time.

Color Key

- Strongly disagree
- Disagree
- Neither
- Agree
- Strongly agree

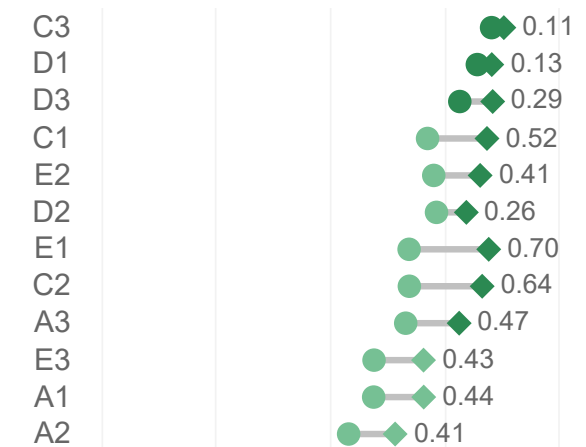
Shape Key

- ◆ Commitment
- Implementation

Practices

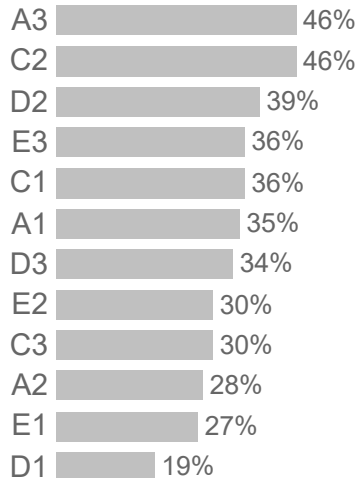
- A1 We actively look for local, state, and national advocacy opportunities
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Comparing commitment and implementation averages



Demand for Support

Percent who desire support



Respondents were asked if they would like support with any of the practices. The responses reveal a demand for training and resources to help FNC members with all the practices. Even the practice at the bottom of the chart was selected by almost one fifth of respondents. In addition, there was a write-in option, resulting in six other practices.

These results will be reviewed by the FNC Partner Education Action Team to determine next steps.

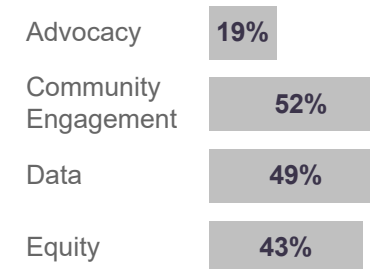
Participants were also asked if any changes had been made in the past 12 months to their organization's advocacy, community engagement, data, or equity practices. The percent of respondents who said yes is shown in the graph below.

Responses were split within several organizations. For 10 of the 16 organizations in each category, at least one person selected yes and another no. Ideally, this question would help us understand why a respondent's rating of their organization's commitment or implementation changed from the previous year. Unfortunately, it did not yield these results.

Practices

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Percent affirming changes



Feedback from Open Ended Questions

Participants were asked “Is there anything else you would like us to know about this?” in each section of the survey. “This” referred to their organization’s advocacy (A), community engagement (C), data (D), and equity practices (E), respectively, and to their responses to the questions in that section. In addition, the question “Is there anything else you would like us to know about your organization?” was asked in the final section (O).

When analyzing these responses, the following themes emerged: desire to do more (T1), just getting started (T2), and figuring it out (T3). There were also subthemes of progress being slow (S1) and internal resistance to these practices (S2). Thirty-one respondents provided 70 valid comments. Invalid comments included “no,” “N/A,” and similar responses. Please note that many of the quotes have been modified to preserve anonymity.

Ten individuals made 16 comments expressing a desire to do more. For example: “The organization is making progress, even if it is slow. I am glad to see us moving in the right direction, but we can do it better and at a faster pace to ensure we are sufficiently meeting the needs of the communities we serve.” “Half of the organization wants to do these things, half does not. The half that does not want to do these things is ideologically resistant to change in nearly any form.”

Twelve individuals made 22 comments revealing that their organizations are just getting started. For example: “We created an advisory council that assists us with our policies, food choices, and programming.” “We are currently meeting with DEI instructors to get a staff training scheduled.”

Nine individuals made 11 comments about their organization trying to figure things out. For example: “We have just begun thinking of our role in advocacy. I am not sure we have good footing yet or a sense of where to start.” And “Our funding with specific requirements around community engagement ended in the past year. We need to look at what we want to keep and what we want to change from how we were required to do things.”

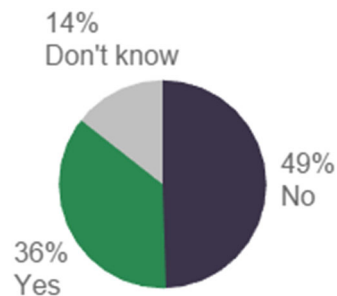
Below is a table showing a breakdown of responses coded by category and theme.

	T1	T2	T3	S1	S2	Other	
A	5	3	2	1	3	5	19
C	1	11	4	2	2	6	26
D	5	4	2	0	2	2	15
E	4	4	3	1	3	7	22
O	0	0	0	1	3	8	12
	15	22	11	5	13	28	

Comparing This Year to Last Year

Before looking at last year's results, it is important to understand that there are several limitations to this comparison. First, the survey was completed by different people. Just over one third of respondents said they also participated in this project last year, almost half stated they did not, and the rest were unsure.

Did you participate in the FNC Organizational Self-Assessment (this survey) last year?



Because participants could take the survey anonymously, the percent who chose to identify themselves and participated both years is even lower. Being able to match respondent records from two points in time is necessary for an in-depth comparison.

Additionally, different organizations participated each year. Seven organizations from last year did not participate this year, and three new ones did. Finally, there were revisions to the wording of nine of the 12 practices. The purpose of these changes was to clarify the originally intended meaning. While most changes were minor, they may have impacted how respondents understood the practices.

In short, we cannot say our commitment to or implementation of a specific practice has increased or decreased. We can say that the two practices with the highest system averages last year (C3, D1) are among the top three practices this year. This is further confirmation we are committed to and implementing these practices. These are also two of the three practices where the wording remained unchanged.

Likewise, the three practices with the lowest system averages last year (A1, A2, E3) are the same as this year. This is more evidence that we are less committed to implementing these practices. If one of our goals is to boost organizational commitment, we should seek to better understand how these practices benefit all of us.

The practice with the largest difference between the system averages for implementation and commitment was the same this year and last (E1). The practice with the second largest difference last year (C1) had the third largest difference this year. This lends supports for us to focus on increasing or improving our implementation efforts around these practices.

Still, it is important to recognize that if the results from last year differed greatly from this year, it would not invalidate this year's results. The focus of our network may change each year based on who participates.