goodness. Joining from Oahu. Welcome, Anna Winchester, Massachusetts. Medford,
Massachusetts. Another New Hampshire, Vermont, Connecticut. Great to have you all with us.
And if you're just joining. Feel free to say hi in the chat room. And I think what I'll go ahead and
do it is. Stop the share and stop the music so you can hear me more clearly.

And we are going to start up with today's webinar. So, again, welcome, everybody. We're really
glad that you're able to join us, not just for the 21 day challenge, but we assume that if you're
with us, it's also because you're interested in facilitating and with and so we know that's extra
added duty and responsibility and really glad that we see growing numbers of people not just
participating in the challenge but willing to facilitate guy to hold space for groups.

It's a tremendous service, really importance and adds so much beyond just having people
participate as individuals. For those of you who don't know me, my name is Curtis Ogden and
I've been with Food Solutions in New England for over a decade, and my full time job is with the
Interaction Institute for Social Change in Boston. And I wanted to invite in my co facilitator and
also teammates in Karen Spiller and Shane Rogers to say a quick hello.

No thank you, Curtis. And so, so grateful for you being in this space with us again this year. First
time, second time, third time. But thank you for being with us. And I'm Karen Spiller and I'm
Principal Cass Consulting, located in Massachusetts. And I'm very much a part of the which to
New England and in many different ways.

And again very grateful for your contribution in this day of learning how to be and how to lean
in as a a leader, a guide, a host. In the challenge this year.

Shane Thanks, Karen and thanks, Curtis. Hi, everybody. My name's Shane Rogers. As you see
him pronounce, I am the communication director for Food Solution, New England. Really glad to
be here today, but also dipping out a little bit early because the snow is taking me to go pick up
somebody from daycare. So I look forward to seeing the recording later.
Thanks, Shane. Thanks, Karen. This is a total team effort, not just as represented by the three of us full or committee of people from around our region who have been putting together this race equity challenge over the last several years. And it grows and expands in terms of its functions becomes a little more complex as it should be.

But this has been a consistent offering the last few years, and we're happy to do this. This again. And before getting too far into the talking about the challenge and the content, we wanted to just invite a moment to ground yourselves. So whether you're joining us live right now or you're seeing this recording later on, we just continue to emphasize in our work for just and sustainable food systems that we are making room for our full selves.

So that means not just these heads and these brains of ours, but our full bodies. And we know that many of our bodies have been under duress and stress for some time with this pandemic and other uncertainties in the world. So just inviting you just for a few minutes to just get quiet, to close your eyes, if that feels comfortable.

Otherwise, just soften your gaze to feel your feet, whether you're standing at a desk or you're sitting down just to feel your feet underneath you, how they connect with the floor, how that gives you a sense of stability. And also if you're sitting sitting down, sorry, on a seat, just feeling where your sit bones connect with a chair, where your back might connect with a chair and just feel how you are held by that seat.

And again, sensation of your feet on the floor. That sense of stability. I'm just going to invite three deep breaths if you're interested in doing this and to take a breath that really fills your lower abdomen so you feel your belly button pushing out from your body, do one breath and just for yourself, just sensing into how you're doing, what's going on in your body, breath in and a breath out and a second breath in for community, for the community that's gathered here, breathing in.

You may not know everyone, but you've got colleagues and comrades here. Common commitment and breathing in a third time. This time a breath for for justice, for equity, for our common cause, and signing up for this challenge and to work every day and breathing out. It's
just so welcoming your full selves or as much of yourself as you feel you want to bring to today’s session.

I’m also going to do something that we do as a network. Food Solutions, New England. We assume many of you have done land acknowledgments or experience them, and we do them with a few different purposes in mind. We do it to acknowledge the history of oppression, repression and suppression that exist around and has existed around Indigenous peoples in North America and around the world.

We do this also to celebrate indigenous cultures. These people that are still with us and have influenced everything from our democracy to our food choices. And of course, seeing the fight going on in many different places, I’m supporting that as an expression of solidarity and then also to acknowledge the land itself, the land on which we stand that sustains us wherever we may be.

With that said, wanted to read our land acknowledgment. The official one from Food Solutions New England, which is Food Solutions. New England would like to acknowledge that the area we are currently calling New England is still home to many indigenous peoples the Penobscot, Passamaquoddy, Malusi, Mi'kmaq, Abenaki, Mohegan Wampanoag. Pequod Nipmuc, Massachusetts. Niantic Spokane. No. Penicuik and Narragansett, among others.

We are definitely honor and respect the many indigenous peoples connected to this land, to this territory on which we do our work, on which we live. We encourage you to learn more about who was traditionally and still is on the lands you now occupy, who is still there, and how you can work in support of their efforts for sovereignty, for wellbeing.

And.

For belonging, including image creation and reclamation of land and food ways. So we're going to give you just a little bit of an overview of Food solutions. New England, and we'll get right into the challenge. And as we go along, we'll see a little bit more about the roles and the opportunities and the supports surrounding being a facilitator.
So I'm going to go ahead and share my screen as I do this. So if you don't know us, if you have not been to an FCC gathering or event, we as Food New England Food Solutions, New England officially came together a little over a decade ago and we came together under what now is called the Food Solutions New England Food Vision.

And so it was put out that we can do more in our regional food system than we currently are around producing and consuming local food and doing that in a way that is just and sustainable and democratic. So we like to say that Food Solutions New England envisions a powerful food movement that democratically transforms New England’s food system so that it is sustainable, just and resilient.

How we do that is first guided by these core values that you see on this slide. Democratic empowerment, racial equity and dignity for all sustainability and trust, which we all see as being critical to strengthening the food movement. We also are grounded in a set of four impact areas that guide all the work that we do in the world, including this 21 day challenge.

And so that includes strength and in the existing network, which is regional, but also beyond the region, leaning into equity and values based leadership and practice, working on visionary regional policy and also a shared food narrative that aligns with our core values. So this is what we're going to do today. During our session. We're going to pivot now and say a little bit more about the challenge.

That's what Karen will move us into. We'll talk a little bit about tools and resources that are available to you as facilitators. We do plan to break out into small groups to give you a chance to meet each other, to share a bit more about who you're facilitating, what you're looking forward forward to, and what some of the challenges may be.

And then we'll close and check out by two excuse me, by 330. So this is 90 minutes and we understand everyone may not be able to stay for all of that. The recording will be available for those of you who are interested. So I'm going to turn it over to Karen.
Thanks, Curtis. So just want to give you a little bit of how we got here with the challenge. And as the six state network we gathered, we built trust and shared values. It became really clear to us that in order to transform, which is one of the vision pieces of all of this, to transform the food system, we needed to transform ourselves collectively and individually.

And we made a non-negotiable commitment to racial equity as a core value. And we wanted to build our collective skill and our will. So important those two things to be accountable and accountable as allies and accomplices. You know, allies are those that take the step of speaking up on behalf of the accomplices or the ones that I say will lay their lives down.

They will either side of you steady you and in open ways for you in front. But in that and yet in that, using our power and privilege wherever we had it. So that's that was really what our commitment was around racial equity and to contribute to our ongoing building and that skill and equity and sustainability all around that for our just and fair food system.

We were very fortunate in the beginning to be able to have partners, collaborators in Debbie Erving, author of Waking Up White, and Dr. Eddie Moore Jr is founder of Privilege Institute in the White Privilege Conference and Symposium, and also Dr. Marguerite PENIX Pak, who's a professor at University of Iowa. We adopted the challenge the 21 day racial equity Challenge for the Food Focus, and we did it for us, it was for our network again, back to build our skill ing well, and you know, first year, 1200 people participated, then 3004.

And it just continued and continued because we were all seeking this effort, this this intention to learn and build a community around the demand for racial equity in our food system, in any system. And for us and Food Solutions New England, we are humbled by the engagement and the commitment that has become an annual event for us. The Who is it for?

It is for anyone who is a food system advocate, someone who is policy focusing on policy, fisheries, farm procurement, production and most of all, all of us, any of us who know us as we're eaters. So eaters in this system, that's who this is for, looking for ways to again, build skill and will and increase our power and privilege and our ways of being so that we can create a food system that beats and serves us all.
So that's why Afsane has launched it and continues to sustain it as one of our annual practices as not just the 21 days, but 365 and six of the year. Now, you all have joined us today for the discussion leader forum, just to get a sense of orientation in what it is and how it works.

Love to know. You know, very curious as to why you're here. If there's a specific thing that you're looking for, a specific group, you're looking for hosting and bringing together love for, to hear that in the chat, why are you with us? And as you're doing that, I want to share a little bit about the sometimes we use the word facilitation and it is really important as we build our skill in this, we want you to understand or embrace the fact that this is a place for you to host.

It's a place for you to lead. And it and it is a place for you to learn. So when we think about this and in the guide, etc., which we'll spend time and in a few minutes when we are thinking of facilitation, we're really thinking of you leading a process, not being an expert, but one who is creating a space, hosting a space, creating an open and welcoming space for the learning together.

It's not a training, it's a growing space. It's a space for people to lead in. And we talk about our community agreements, leaning into those things that are unfamiliar and being open to learning and being something different. And that space, you know, there's tools we'll share with you during this time. We'll give you strategies, approaches, and we all have our own way of hosting.

We host all the time. So we're hoping that what we provide here will give you some tips. But we also know that when we open our hearts and minds to welcoming someone into our home, into our space, there's something we just naturally do in making sure that everyone's voice is heard, everyone's desire to be is acknowledged and welcomed.

And so I think that Curtis, Shane and I know that you all will be very, very warm and welcoming. But during this time we'll share again some tips, guidance and something you can lean on in that process.
Okay, Thank you, Karen. I was just chatting here with people who have been sharing what they're hoping to get out of this a wonderful responses and so great to see that we have here represented local government mothers out front doing great work. We knew we saw no fire in some of the the titles that people had coming into the home, but also to hear the graduate students are going to be in conversation.

And just what you're looking for in particular are getting beyond the general to the specifics, just a dedication to consistent learning and this cooperative, cooperative growing community farm and Burlington. And so looking at some specific things that relate to your work, it's just wonderful. It's so helpful to us to have you share this so that we know where you're coming from and who this is reaching and the ripples that carry forward.

So again, just so grateful that you all are here and that, again, you're not just signing up to do the challenge, but you are signing up to offer this real gift. As one of you said, it is a tremendous gift and very helpful when you can hold space for people to make sense as we know so much gets blasted in the media and social media and little snippets that often are not so helpful.

So to have a space that feels like it is brave space for people to go broad and deep is exactly what we need. So again, thank you. So you may know some of this already because you some of you have participated before, but just as a reminder, we did want to just share with you the features of the challenge and then speak specifically to how you could use these as facilitators.

We did want to announce that I think you are just a select few now that would know that our theme for this year is moving towards equitable wellbeing and belonging and food systems. So the entire challenge will really focus on these concepts of equitable wellbeing and then belonging as opposed to othering some of you may have been able to attend our February intensive series with a full frame initiative on the one hand, and then with the other and belonging Institute at the University of California, Berkeley.

We got deeper into their specific definitions of belonging. And then as relates to blogging, othering and then also wellbeing, they're wonderful partners in this now with us. And so you
will be seeing more information on what we mean by wellbeing and how that connects to equity in food systems beyond the dynamics of othering and belonging in food systems as well, and how we can work toward belonging.

00:20:48:15 - 00:21:17:06

So under that heading, what will happen is that over the course of the 21 days, that's April 3rd through 23rd, you will get an email every one of those 21 days. We have learned over time that 21 days straight of emails asking you to read, watch, listen to something and then reflect can be a lot. So we now have reserved weekends the last few years just as catch up time.

00:21:17:10 - 00:21:59:01

You will still get an email, but it really be it or more general email just inviting you to continue to reflect, to sense into what you're learning in multiple ways through the challenge. So only 15 of the 21 days will have a unique topical focus and resources, whether that be looking at, you know, the Indigenous legacy, legacy relating to Indigenous foodways and land theft, to how we can do, you know, cross-sector across race cross-class organizing in our food systems.

00:21:59:18 - 00:22:30:05

But again, it will all be under this heading of moving to wellbeing and belonging and food systems. When you get that email, it will have links that take you to a page which has all of the prompts collected and that will also take you to an opportunity to click on a link to get to a discussion forum where you can choose to share your remarks, observations, questions there.

00:22:31:00 - 00:22:56:02

So that's an opportunity for you to reflect and record your reactions, your learnings, your extensions, whatever the topic may be. Again, it's probably the very few that end up participating, but those who do in that public online forum, it's very rich, deep sharing generally, and it's beneficial to us as organizers and others who choose to read but not participate.

00:22:57:03 - 00:23:27:03

There will be discussions, you know, of various other forums online over Zoom social media. There will be a hashtag related to the challenge. We will have regular opportunity for people to drop in by Zoom. And really the intention is to get people to move toward well informed action. And so there's an arc to each prompt that goes learn, reflect, act, go deeper.

00:23:28:08 - 00:23:57:12

Our hope is that people would be willing to spend about 15 to 20 minutes, maybe up to 30 minutes each day on the challenge. But the point is not to do absolutely everything. Something
is better than nothing. So there's a lot to to learn, to reflect on and to work through. And again, the point is to move toward practice, some kind of dedicated practice you can take into your life each day.

00:23:57:12 - 00:24:34:05

So with respect to groups, groups do this in any number of different ways. This was somewhat organic in terms of how it emerged over time, through the challenge initially, the offering was to individuals who would some of them participate in an online forum or in a meet up online to discuss. And then we started hearing about groups, self organizing and being interested in going deeper, going deeper and doing this together, not just alone, which is something that we very much support and encourage.

00:24:35:08 - 00:25:05:14

Having someone to talk to at least one person to make sense, to make meeting, to support each other around, you know, what can be difficult to learn and work through and then to, you know, share ideas for what would be appropriate action going forward. We have added a bunch of enhancements to the challenge over time that actually support then group participation.

00:25:05:14 - 00:25:32:16

And I want to make sure that I have got the full list here. But we do have a discussion guide which Karen is going to say a little bit more about in just a minute. We have this webinar as well as a more in-depth training for facilitators, which will be offered on the 28th of March. So free and open, two and a half hour sessions, which will say a little bit more about in terms of when they're happening.

00:25:33:14 - 00:25:56:10

Your organization can be officially listed as a participant in the challenge. We have a pretty impressive page that I'll share with you of all the organizations that have officially signed up, and you can get a badge if it's a interest to put on your website to acknowledge you or you're leaning into this. The Friday Weekly Zoom gatherings. What happened during the challenge?

00:25:57:03 - 00:26:30:23

We just heard from a group that is participating that is a fairly substantially sized group, wondering if they should meet on their own or just join one of the Friday sessions. And we decided it would be better for them to probably do their own because they're so large that they might otherwise monopolize zoom space. But we do encourage, you know, smaller groups, if they want to jump into one of the Fridays, you can meet up with other people not just around the country, but the globe who've been participating in the challenge.
And there will be an invitation for facilitators to come to a post challenge, meet up to just talk more about what they learned, what was challenging, what their next steps are and might be. So those are resources available to groups. Karen We want to see more hear just about the different elements of the challenge.

Because I think the venue pretty much covered them. I think the blog post or another thing that that are available sometimes there's so much going on during the challenge that just staying focused on the daily prompts is what people do more that I certainly encourage you to save those emails. You can go back to them later. But there's also a you'll find on the web page of Epperson where there's a link to blog post.

And so there are bloggers, guest bloggers from across the country who are doing consistent work with a racial equity lens that they share their work, share their strategies, share their passion and commitment through the blog post. So again, when we say that we started this for funny as a68, we have contributors in the blog posts from across the country and internationally as well.

So it's really another way to see again what people are doing in service of and bringing that in. So I think that that would be it. You know, we've got it, as you see there, those Challenge Fridays are April seven, 14th and 21st and from 12 to 130. And then certainly it's Christmas shared and we invite you to join us in that, oh, the online discussion forum.

Let's mention that really quickly. There are many of us that do like to as we're going through the challenge to share our daily thoughts and there to space that you can you can share your thoughts daily. And we have a part of our planning team is Chris mentioned earlier there are more of us that are part of the we call them moderators where they come in and and respond to questions or offer additional resources as people are sharing their their experiences as reflections, learnings or affirmations that they're experiencing through the challenge.

So that's another place and space that you can participate. And I think that's I think that's it for now. Curtis So I think that's it for now.
All right, great. So we realize this is a lot of information and we are going to build up some time for you to break out, be in discussion and bring any questions you have back to us. And if there are any burning questions, please feel free to go ahead and put them in The chat of Karen was going to say a little bit more specifically about the discussion guide as a resource for groups, which is something we developed a few years ago.

And this is, as Curtis mentioned already, is that we have where we are with the challenge has always been as response from from, you know, from those who were participating as an individual, wanted to work with groups. And then it was like, well, you know, can you guide us? Is there some guidance for that? So we created the discussion guide to pull together resources, tools and tips that could be helpful in the hosting of these discussions.

And so it's it's online. You can download it or you can view it online, but it really is just an intro like you're getting now to 21 day challenge. But how some tips on how to work with groups, you know, getting started. We have sample invitations, we have sample agendas, we have how to prepare yourself, you know, centering yourself, keep keep yourself involved in both the personal and personal work going on and understanding that as well as the evolution of the group and being willing to meet people where they are.

So some of these things we do each and every day. But we've also found that this guide just reminds us that what we're doing every day is certainly something that we bring into our hosting of groups, our hosting of an invitation of our teams or committees or organizations that we want to bring in in this way. One of the things that we love and those solutions New England is, is our community agreements.

And that way of how do we bring each other in, how do we care for each other? And this is not just for food solutions, New England. It's not just doing the 21 day racial equity challenge work we do. It's our it's our everyday work where we're working together in building, building, building, building all of the work that we're building across interdependent and intersectional, how we care.
And I think that's how I'd like to frame it, how we care for each other and so certainly it's, you know, I mentioned earlier about listening deeply and leaning in and and finding ways to bring people bringing their full selves to the work and to this transformation into a more equitable food system that feeds and serves us all.

00:32:23:08 - 00:32:52:24

So there are some examples of community agreements and working agreements or cultural agreements, cultural norms, however you want to call it, but certainly invite you to create those with your team so that everyone sees themselves in it and they own it and everything moves forward as people again see themselves in the work and in the action of building and working towards more equity in our food system.

00:32:52:24 - 00:33:53:07

There are few fields. Those facilitation tips in here as well. Just to guide, just for you to keep the flow going. And it really has been a tool that seems to serve. We've heard the input again, we develop based on input and we edit based on input from those who have participated and we welcome you as you participate this year that if you have any thing that you'd like to add to any strategies that you have that are working in terms of hosting and leading groups, we welcome you to bring that in to us so that we can add that as a tool for sharing purposes or anything else with the guide.

00:33:54:24 - 00:34:21:05

I don't think there's anything else about the guide. It was saying here in the chat. For those of you who are following pilot, ask the question about how to access and it's, you know, it's a free resource if you go to the food Solutions doing a website, we can put this link in in a little bit. That page has a dropdown menu of resources available to participants and discussion leaders, and so you'll find a link to the discussion guide there.

00:34:22:20 - 00:34:48:17

I was just going to say one other thing, Karen, before, see if you have anything else and then we'll invite people into breakout rooms. Facilitators of use the challenge in any number of different ways with their groups. So those could be we're going to meet a week with our group at the end of the week to discuss the previous week's prompts.

00:34:48:18 - 00:35:18:05

What came up. Sometimes people will actually go through the challenge individually and then meet up with their group afterwards to have a discussion, or they might pick a few of the prompts to do. After the challenge. We did hear from at least a few groups that chose to participate or at least receive all the emails and then hold their own team.
Discussion of all 21 prompts over a much longer period of time at a time that work better for them. There's no one right way to do it. We've been hearing from a lot of people who've done it in different ways. I'd be curious if there's anybody here who has facilitated in the past who would like to share how they did it with their group, anybody willing to come off mute and say that it you have facilitated group how you approached it in terms of frequency so that you do all of the challenge.

Some of it anybody.

Hi, Curtis Sophia morales here.

Hey, Sophia.

You know that we've done it a couple of times with our with our different centers over at Yale. Let me go on camera so people can see me. Hi, everyone. Sophia here I usually pronounce. So my center has done this a few times. I'm actually a part of a few different centers in New Haven, Connecticut. One of our centers, Yale Griffin Prevention Research Center, has done it a few times over the past couple of years.

And what we have done is once a week during the three weeks of the challenge, we get together, I think we did it on Thursdays. It happened to be the day that were for almost everyone, and we would get together for an hour and it was just open discussion, open reflections, looking back on the previous previous week. And it worked really well for us.

It was carved out time that we had. We all came together. We did it on Zoom and it worked really well.
That's really helpful. Thank you.

00:36:55:06 - 00:36:55:17

You're welcome.

00:36:56:19 - 00:37:13:13

Yeah. So groups again have done this in any number of different ways here, and I'm going to bring you back in while I just set up these breakout rooms. Anything you would add before we invite people into a just to meet some others and talk about what they're hoping from the challenge?

00:37:14:14 - 00:38:03:15

I have just just to kind of recap what we've covered so far. We had the opportunity to be introduced to ETFs. And again, if you hadn't, we had the opportunity to hear the story of how the challenge came to be for episode eight and certainly encouraging you to think of this as not facilitating, but hosting, hosting and learn how it worked, the opportunities of different tools that are there, the different ways to engage and almost like a calendar, we have this calendar of events around the around the challenge that we'll be keeping you abreast to.

00:38:03:21 - 00:38:50:11

Certainly a lot for you to share that out and. Then the tools, the discussion guide as a tool and certainly and Sophia even shared added her experience of how you can do it and what format you do it, whether it's during your weekly staff meetings or you create a carve out of space specifically for this. But really thinking and and thinking about it in terms of, you know, your you know, your routine, you know, your group and identifying what will work best for them and you all as a collective and collaborative team and being able to fully engage and be a part of the challenge.

00:38:50:11 - 00:39:20:05

So Curtis, we're going to move into the Yeah. Groups. So I hope you and enjoy that time. We always have fun in those breakouts because we're meeting people from different parts of the country and it's just a snapshot of what what it is when you're in the challenge with us, and especially when you join us on Fridays when we have that opportunity to share and reflect with each other.

00:39:20:05 - 00:39:46:21
So you can put that on your calendar seven for five and 21st. So what questions, please? If you have any questions, share them some off mute, put them in the chat. This is a time that we have open. Certainly you can offer questions at other times, but please.

I had a quick question about the resources that are going to be shared during the challenge itself, because I've received them before, but it was a long time ago, so I don't remember. Oh, I'm not on video. Hi. But yeah, just in terms of like trying to get more folks involved in a group, just a reminder of like what the daily commitment looks like and how.

Yeah. Like what? The time typically is.

Oh, Curtis, that's one of the questions we hear a lot about in terms of the time. And I would say it usually no more than 2 hours. And the way it's designed is that you can you can choose how much you want to read and how much you want to view. But as as it is, it has, you know, the videos, there's music and they're articles that you can click on.

And we usually try to not have more than three that are kind of fundamental for you to to spend time in. And then there's a lot more that's optional in terms of if you have more time, you want to dig deeper. And as you remember, as Curtis was describing earlier, you know, their thought questions that are there, but most importantly, a Curtis, why don't you speak a little bit to the prompts in general?

But you know, the theme again is wellbeing and belonging, which are going to be threaded through the whole challenge.

And yeah, and we had we had talked about sharing this.

Yes, Thank you. Yeah.
Why don't I go ahead and do that if I work in me not to want to let me do this. Okay, here we go. So I'm showing on my screen an example of a prom from last year. So this was our day one prompt last year on racial socialization and racial identity formation. And and you'll see this is this this will be embedded in an email.

A link will take you here. You'll see that you have a section. This is Learn First the Theory of Racial Socialization. It gives you some links to click on. And again, it's not the expectation that you would look at every single link. We're going to have to keep repeating this because I know it can be overwhelming, but you then get down to a section that says reflect.

And when you get into reflect, it offers some questions for you to consider. You can come up with your own. So you could use these yourself or you could bring these to a group. Over time, we were hearing from more and more people, We want to know what we can do. And so there is an action section of each prompt.

Some of the actions are just not just, but some people say, you mean I'm just going to talk or I'm just going to learn more? Well, yes, we that as action too. So for some of the prompts, it may be a suggestion to have a conversation with somebody else about this topic. And then there are extra resources for going deeper and it is really, truly meant to be extra.

And we try and mix it up between things you can watch, listen to read visuals, not to academic. So that's the general arc will keep that same arc. I will say we're trying to limit the learn section to just like two paragraphs. We're trying to keep reflection down to 2 to 3 questions, acts down to maybe 2 to 3 suggestions and extra resources.

No more than three or four. So this is what it would look like daily. And then you will be able to on the page as these continue to amass, you'll be able to go back through all of the prompts and just to gives you a week three, for example, day the 20 is really no length. It's just really saying, you know, take time to catch up through deeper reflection on what we've already covered.
So hopefully that is helpful. There is also a resource page which lists a bunch of things broken out into topics that you have access to as well.

It's just I was that helpful.

Yes. Thank you so much.

You're so welcome. It's any other questions? So you all have your plan together, Gail. Thank you.

It's gave some fresh ideas so far to take back to the group of maybe expanding potential, like how we implement it or who we connect with. And I think the list of organizations is is great. I think one of the things that would be awesome to learn, I could obviously spend the time to go through it, but who is attending where everyone's associated in each state?

Because maybe there is a way for us to reach out to people in the same state to see if we could work with each other, and that would just speed up my time investment and going to each one and seeing where they're located. But because it could be a great opportunity to just invite other organizations who are doing the same thing to just pull us all in together to chat.

Oh, thank you for that. That's very much a good, good recommendation to make it easy for you to be able to just make your list right of those who have been taking and engage in a challenge and connect with them. And we are that that's something we'll do with the clothes, like in May after the challenge of bringing people in and those who have done this before and bring them in to reflect because it really is we send that even tend to change our process in the process.

So you may start out with the first meeting being this way and you say, Oh, let's switch it, let's add this component this, and spend more time on this. So it's really an ongoing learning journey. Think about it that way. So it's all in the service of learning, but thank you for that.
Let's see.

00:46:29 - 00:47:04

Any other questions? So, you know, we wait, where do we do this? Curtis? Where we are? Why did this in a place and maybe we might want to consider this of having an opportunity in the middle of the challenge, maybe for just the the host to come together and share some of their best practices or what, what will, what what kind of thing that they like assistance with.

00:47:05 - 00:47:12

You know, I, I think that's helpful, too, as an option for bringing people back together in that moment.

00:47:12 - 00:47:37

Yeah. And just to say or I mean, to state maybe the obvious that, you know, these are challenging times to pull people together into conversations. Many people are feeling overloaded or maxed out. And so, you know, we’re feeling it at Food Solutions, New England in terms of how to connect with people. That feels like it's nourishing as opposed to a further drain.

00:47:37 - 00:48:05

And so, you know, just being willing to experiment and kind of meet people where they're at is pretty important. And and we'd love to learn what you learn in, in the process. There is a question here from Faith with the theme of wellness in mind. I've encountered a lot of white folks weaponizing wellness in the name of equity versus clutching other less obviously also beneficial.

00:48:07 - 00:48:26

There's other less obvious also benefits the way people elements of equity work. Well, this year's challenge offers support and resources around that dynamic. So yeah, it's an interesting question. I don't know if faith you're willing to come off mute to say a little bit more about that.

00:48:27 - 00:48:57

Sure, Yeah. Just like something I've noticed in equity work over a few years of just like people being like get more rest and PTO, and like cultures of joy and, and how that is a piece of like anti-capitalist, anti racial capitalism equity work but leaving behind some other pieces that like might not obviously as quickly or clearly benefit white people.
I just I've seen that dynamic a lot and with the like theme of wellness in this year. I'm just curious I guess I have some like hesitance nerves around the folks that I might work with in these spaces, that I might anticipate that dynamic happening again. And I'm wondering if you have any advice for facilitators who are anticipating that or who might run into that, how to like push back on that tendency.

So Faith and Curtis, I would love for you to respond to this. We're not saying wellness, we're saying wellbeing. Right. Which Curtis, will you say more about that? Because you very close to it with our full frame initiative?

Colleagues Yeah. So the full frame initiative which is here in our region, but now a national network really advances a definition of wellbeing that is not individualist stick and that is very systemic, structural and social. And so you cannot escape talking about power and privilege with this definition of wellbeing. So we do know that wellness and we say this in the prompt your guide, that this isn't wellness, this is wellbeing, because wellness often is an individualistic kind of thing, tends to be sort of co-opted by dominant white culture and tends to have the tone of if you're not well, it's your own fault, as opposed to their systems and structures that create opportunities for wellbeing,

which the well which the full frame initiative really looks at expansively in terms of, you know, if you are marginalized and have access to wellbeing, what makes that so? And that is systems and structures that provides security and safety and certainty around meaningful resources and the like. So there's a content pushback on that, right. Which is that we're talking about wellbeing is structural and systemic.

It is hard to ask people to give things up. It really, really is. But what we have found is that when people are willing to do that, you articulate a value that everybody holds, and then you say, and some of us really do not have a fair shot at that and people tend to resonate with fairness. And it has been shown by the Opportunity Agenda and other other groups that people, if they're going to stretch beyond their comfort zone, it will often be because of that.
So we'll talk more about that during the discussion leaders training, but hopefully that's helpful. Care what what what, what anything else you do offer.

00:51:32:16 - 00:52:02:07

So I appreciate the way you just framed it because we we are thinking about as we talk we are all wired for wellbeing and the the racial inequities is what gets in the way of us all experi and seeing it being able to hold it close to faith. I hope that's helpful in terms of what you're thinking about.

00:52:03:03 - 00:52:04:17

Okay. I see you're nodding.

00:52:05:10 - 00:52:06:15

Yes. Thank you.

00:52:06:15 - 00:52:13:00

Terrorists.

00:52:13:17 - 00:52:44:12

Sorry. And seeing Katie's comment here about, you know, people saying they're burned out and they don't have time for this, of course, it's a that can be a delicate thing, right? It can be a defensive move. You know, sort of I'm going to steer clear of this. It can also be true that people are feeling burned out and coming at people who have sort of wrecked nervous systems with more demands doesn't tend to go well.

00:52:44:12 - 00:53:14:06

So meeting people where they are, you know, bringing the love and that does not mean giving up demands. But we can make, you know, encourage with sort of a sense of love. And there's no one I know who does this better than Karen Spiller just holding a loving space that is also an invitation. So, Karen, what you offer?

00:53:14:06 - 00:53:43:08

I hope that I offer there is in time. And you know, in some ways this is the times. So it's I think it's really important. That's why of the wellbeing and belonging theme. The Curtis and I were so excited to bring forward because it is not an academic exercise. This is hard.
And it's recognizing that there's more, it's more commonality among us and difference and that if we are able to create this way of being among each other, that holds each other close, it's knowledge and our differences of identity, age, ethnicity, race, and all cultures, but bringing us all together again in service of us being said that, you know, literally and figuratively nourished, but really we all benefit from that.

We all are stronger with that. We all will see a growing and more healthier community because of that. And I think that and I really do believe, Curtis, you know, we do believe that when we come with our heart and mindset, heart set mindset actions that we can can bring all this together and create something different again that feeds and serves us all.

So stay with us for a little while. Stay with us in this and other places and other ways, because this is what I'm fascinated is centered on of we talk about sustainable food systems, we talk about economies, we talk about democratic empowerment. We talk about communities. Thriving communities is all this is all changing hearts and minds and helping people see themselves in the change, in the transforming and becoming something different.

So it's not a tomorrow thing. It's not, you know, when I have more time thing, it's a right now thing. And we just need to lean in and embrace it and hold each other close with grace. Love this. Curtis and I always say grace and love, trust and building that. So that's why this, this process of being in community and certainly when we were talking about, you know, individual, that's where we started with, you know, your individual heart and mind.

And then you build, build, build from there. That's that's what this it's this discussion opportunity, this leaning in with groups. Opportunity is building more, building more power and privilege within your organization and within your group, within your.

Your pod.
I was looking at this now. I was looking at turkeys today walking across and they walk around as rafters. So building our rafters, building on bigger. So we were walking and talking towards equity. So I paused. Curtis you know, I'll talk longer.

Although the polls are good, it's all good. And I would just offer, again, you know, the wellbeing side, not wellness, you know, is one side of what we're talking about and then we're talking about belonging as opposed to othering. And it's not belonging in a purely kind of, I don't know, sort of touchy feely kind of way. It is if you know, the work of the Other and Belonging Institute, they talk about it being fundamentally rooted in power.

Do you have the opportunity to create, co-create the kind of society community you want to live in? Right? And so that requires power. So we hope that that framing, you know, we hope that it's a powerful framing of two words that can be very meaningful and draw in a lot of people. And that also really required honest conversation about power.

That's the hope. That is the hope. I know we're about a quarter after we still have a bunch of people with us, which is wonderful. I don't know if there are any last questions before we move to to wrap up. So just giving up the 15 second pause, if anybody is scurrying for the.

Opening of hello, hello, a real quick question then. Logistically, in terms of adding people to our group from different various like Seacoast Food providers, network type deal, is any like tips tricks for organizing that component.

So when you say adding to the group, you mean for registration or do you mean for.

Yes, I'm sure it's probably somewhere in there, but why don't you just throw them here?
It is not necessarily abundantly obvious. You can send me an email and I can reach out to Shane for communications person. So that's my email in the chat.

00:58:46:05 - 00:58:46:23

Perfect.

00:58:47:10 - 00:58:49:04

And I look for your your name shot.

00:58:49:18 - 00:58:55:23

Copy that. We're in the middle of pantry hours, so I understood.

00:58:55:23 - 00:58:56:16

Understood.

00:58:57:00 - 00:59:13:08

And Curtis, can you drop in the chat the link for registering so we really would love if you can continue to invite others into the challenge since through the 23rd.

00:59:13:19 - 00:59:49:15

I did put in earlier the outreach kit, but here is the overall web page where you can has the link for registration. If you scroll down under quick links for elements of the challenge that there's an outreach kit with images and language that's tweetable or linked in a bowl or instagammable. So you can use those kinds of things and again, on the 28th of March, we will be doing these free two and a half hour sessions.

00:59:49:15 - 01:00:15:02

That's a repeat one in the morning, one in the afternoon from 10 to 1230, and then again from 130 to 4. Great attendance for those in the past and so another opportunity to really get into the actual skill building during that time, if you're interested in can make it. Those likely will not be recorded just because we have you know, people are sharing some personal stuff in term challenges and the like.

01:00:16:17 - 01:00:50:17

But with that, why don't we go ahead and we will move to close just by saying again, as we said before, thank you. Thank you for being here. Thank you for sticking through. Thanks for doing
this for the first time or the second time or the ninth time, you will receive a follow up link to this recording. And a little bit, we're working hard on multiple elements, so I won't might be a little bit patient, but we know this will be important to get out to you before the challenge begins.

Yes. So it would be important to get all your teammates individually registered for the challenge if you can, and then you can organize them as a group. But again, tonight, if you want to send me an email, I'll just make doubly sure with Shane that that is the case. And then remember that if you want to sign up as an entire group and be recognized on the list, we know there can be a little bit of a double edge of sort of value signaling, right?

That we are doing the challenge. And while that can be true for others to see that people are doing this challenge is an indication that this is not going away. But this movement continues to grow. So that's the intent really to signal that this is important to us and we are participating and we just look forward to staying in touch and hope to run into you again in some form in person, virtually.

Karen, last, last last word.

Last word of much gratitude, much gratitude for your joining us in this way at this time. And we're here we are here to support walk with you, talk with you along this journey.

So thanks, everybody.

Take care.

Now. Be safe out there. Be safe.
Thank you. Thank you.