

Farmer Grant March Gathering

Farm and Conservation Land for Black, Indigenous & People of Color Self
Determination/Sovereignty in Rural MA.

AGENDA March 20th 2023 9am to 3pm (welcome to begin arriving at 8:45)

8:45- Settle into the space, get comfortable, coffee and juice. **Feel free to eat your breakfast.**

Acknowledging the land and the Indigenous lands we are on

Introductions

Reflections on virtual series west wind blows.

9:45 Review of Farmer Grant Proposal

10:00 Walk and Talk - *Materials resourced through the Move to End Violence and Race, Equity and Liberation Framework, People's Institute for Survival and Beyond, Monica Dennis, Rachael Ibrahim and Heidi Lopez

- Community Agreements and Goals
- Definition of Race, Locating Oneself, Beyond Single Stories
- Bias, Internalized Superiority and internalized Inferiority
- The 4 Levels of Racism and Activity and Stories

Break at 11am - 15 minutes

- Understanding Level 3 and 4 Boosts and Blocks
- Cultural Power, list of practices, policies and resources

12pm Lunch Time

1:00 Habits of White Supremacy Culture and Antidotes

1:20 Cultural Shifts: Innovation Activity Policies & Practices, Relationships, BOD Culture, Staff Culture * Monica Dennis

2:15 Setting Intentions, identifying cultural shifts you will bring into practice. Ideas for how to share with those that did not take part in the virtual series/gathering.

2:30 short break

2:40 Next Steps Grant Timeline - monthly strategy check ins on implementation and progression of cultural shift plan, then developing plan for broadening LT networks with focus on BIPOC land ownership and access (including bringing donors along), set next gathering date either late September, October, November or February. Grant ends March 1st 2024.

2:50 Closing Game, exchanging contact info, clean up, resetting the space

Grant Objectives

- a. Name, define and articulate the organizational, state and federal policies and practices within their organization that have contributed to/have maintained the current racial demographic breakdown of farmland ownership in rural MA.
- b. Develop a timeline in order to implement a variety of policies and practices devoted to outcomes that lead to BIPOC owned farmland/land access and land transfers.
- c. Create pathways to free the space and let go of policies that block BIPOC access so that BIPOC communities can take a permanent seat shaping the sustainable agriculture, research and education initiatives of the future.

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