

2014 NE BFLN Professional Development Training

October 27-29, 2014

Example Cultural Competency Actions

What changes will you make to increase engagement of underserved (diverse race, gender, age, ethnicity, or military veteran) audiences?		
Changes in outreach	Changes to improve capacity within my organization	Efforts to develop my own cultural awareness and identity
Approach high schools in Nassala NY and Queens NY with ag programs	Recruitment among underserved and unrepresented candidates	Continuous education and inquiry on a personal level
Develop more story-based curriculum	Contact with refugee/immigrant populations	Take advantage of opportunities to develop relationships with immigrant populations
Investigate to identify underserved audiences in Ulster County	Pull in nutrition staff (Spanish speaking) who have ag capacity	Shut up and listen (read blogs written by others)
Outreach to farmworkers organizations	Collaborate with other programs that have bi-lingual staff	Search out opportunities to listen to growers from other cultures
Fit our program outreach in agendas at various organizations in underserved communities	Include or reach out to underserved audiences for participation in our committees or board	Get to know community leaders in underserved communities and learn more so I am aware of more and understand more. You don't know what you don't know
Work with libraries and community groups to determine what immigrant groups could be worked with	Explore and potentially develop a clearing house for educational materials.	Explore and potentially develop a clearing house for educational materials.
Reach out to ESL classes, social service organizations	Let others know about the potential for new participants	Try to think of potential participants from different demographic groups
Continue to build our network of key allies for more targeted outreach to understand communities	Encourage staff to access cultural diversity engagement training, continue to have internal conversations around engagement and inclusion, and reassess hiring practices to engage a wider applicant pool	Continue to travel; engage in diverse groups (I'm on board of Urban Farming Institute - all African American); continue to reflect own bias and prejudice or power/privilege
Promote projects and opportunities at vet agency. Research statistics to understand the population I serve	Seek funding needed to better serve needs	Understand goat meat consumer preferences, holidays, etc.
Make sure there is always a gender balance in our workshop presenters and farmer mentors.	Support efforts to bring in facilitator to catalyze this conversation within, and create an action plan	Support efforts to bring in facilitator to catalyze this conversation within, and create an action plan.
Talk about trying to integrate bilingual component to at least 1 of our winter workshop series.	November staff and board will be going through cultural diversity training.	Ongoing training as well as conscious efforts made to work with immigrant farmers