

# Beginning Farmer Service Organization Professional Development Training October 28-30, 2013

*Century House, 997 New Loudon Rd, Latham, NY 12110*

## Cultural Competency Learning Objectives and Agenda

### Learning Objectives:

- To challenge our own self-awareness about racial and cultural differences to foster greater cultural humility (the lifelong journey)
- To gain a historical and cultural perspective on the place, roles and bias that face minority and other underrepresented members (women, veterans, refugees, etc.) in our food system
- To explore the process of cultivating authentic relationship with these emerging farmers
- To create, thoughtful and targeted outreach and engagement strategies for these emerging farmers

### Facilitators:

Anu Rangarajan <a href="mailto:ar47@cornell.edu">ar47@cornell.edu</a>	Karen Washington <a href="mailto:linkoree2@aol.com">linkoree2@aol.com</a>
Gail Myers <a href="mailto:gpmyers@farmstogrow.com">gpmyers@farmstogrow.com</a>	Tia Christopher <a href="mailto:tia@farmvetco.org">tia@farmvetco.org</a>
Joanna Green <a href="mailto:joanna@groundswellcenter.org">joanna@groundswellcenter.org</a>	Eduardo Gonzalez Jr <a href="mailto:eg36@cornell.edu">eg36@cornell.edu</a>
Mary Peabody <a href="mailto:mary.peabody@uvm.edu">mary.peabody@uvm.edu</a>	Christopher Wayne <a href="mailto:cwayne@grownyc.org">cwayne@grownyc.org</a>

### Day 1, Monday Oct 28<sup>th</sup>, 7 -9pm

<b>7:00 pm</b>	Welcome Review of Learning Objectives	<b>Anu</b>
<b>7:10 pm</b>	Diversity Ice Breaker: Ups-Downs-Shared Pride exercise <ul style="list-style-type: none"> <li>• Establish a shared framework for thinking about diversity</li> </ul>	<b>Eduardo Gonzalez</b>
<b>7:30 pm</b>	<b>Learning Objective:</b> To challenge our own self-awareness about racial and cultural differences to foster greater cultural humility (the lifelong journey)  <b>Short presentations:</b> 15 minutes each <ul style="list-style-type: none"> <li>• Eduardo: Identity Map</li> <li>• Joanna : Personal Stories -<b>See Groundswell Story pdf.</b></li> </ul>	<b>Eduardo Gonzalez and Joanna Green</b>
<b>8:00 pm</b>	<b>Learning Objective:</b> To gain a historical and cultural perspective on the place, roles and bias that face minority and other underrepresented members (women, veterans, refugees, etc.) in our food system  <b>Guiding Questions:</b> What do we need to know, understand and pursue about these communities to effectively engage them in our agriculture work?  <b>Short presentations:</b> 10 minutes each <ul style="list-style-type: none"> <li>• Gail Myers- African American farmers</li> <li>• Tia Christopher- Veteran farmers</li> </ul>	<b>Gail Myers, Tia Christopher</b>

**Beginning Farmer Service Organization Professional Development Training  
October 28-30, 2013**

*Century House, 997 New Loudon Rd, Latham, NY 12110*

<b>8:30</b>	<p><b>Small group discussions</b></p> <p><b>Guiding questions</b></p> <ul style="list-style-type: none"> <li>• What have been my unspoken assumptions about these communities?</li> <li>• How do I engage with this community to change myself?</li> <li>• What assets, resources and experiences do I have to help address challenges faced by these communities?</li> </ul>	<b>All trainers</b>
<b>9:00 pm</b>	Adjourn	

**Day 2, Tuesday Oct 29<sup>th</sup>, 7-9pm**

<b>7:00 pm</b>	<p><b>Welcome</b> and Review of Learning Objectives Working Agreements</p>	<b>Anu</b>
<b>7:10 pm</b>	<p><b>Learning Objectives</b></p> <ul style="list-style-type: none"> <li>• To explore the process of cultivating authentic relationship with these emerging farmers</li> <li>• To create, thoughtful and targeted outreach and engagement strategies for these emerging farmers</li> </ul> <p><b>Select discussion group of interest</b></p> <ol style="list-style-type: none"> <li>1. Chris Wayne-Latinos</li> <li>2. Gail Myers and Karen Washington- African Americans</li> <li>3. Tia Christopher-Veterans</li> <li>4. Patty Neiner-Women</li> <li>5. Eva Agudelo Winther-Refugees</li> <li>6. Joanna Green-Cross-Community programming</li> </ol> <p><b>Guiding Questions:</b></p> <ol style="list-style-type: none"> <li>1. How do we reach into these different groups?</li> <li>2. How do I build trust in my work and goals among these emerging farmers?</li> <li>3. What might be obstacle or challenge to reach these farmers?</li> <li>4. What actions can I take now, in 2 months and in 6 months to engage these farmers?</li> <li>5. Who else do I need to have on my team?</li> </ol>	<b>All trainers</b>
<b>8:00 pm</b>	<b>Reporting Back to whole group</b>	<b>Gail/Anu</b>
<b>8:30 pm</b>	<p><b>Whole Group Discussion</b></p> <ul style="list-style-type: none"> <li>• How do we support each other going forward?</li> <li>• What additional training is needed?</li> </ul>	<b>Anu</b>
<b>9:00 pm</b>	Adjourn	