**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**:

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| Anu Rangarajan ar47@cornell.edu | Karen Washington linkoree2@aol.com  |
| Gail Myers gpmyers@farmstogrow.com | Tia Christopher tia@farmvetco.org |
| Joanna Green joanna@groundswellcenter.org | Eduardo Gonzalez Jr eg36@cornell.edu |
| Mary Peabody mary.peabody@uvm.edu | Christopher Wayne cwayne@grownyc.org |

**Day 1, Monday Oct 28th, 7** **-9pm**

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| **7:00 pm** | Welcome Review of Learning Objectives | **Anu** |
| **7:10 pm** | Diversity Ice Breaker: Ups-Downs-Shared Pride exercise* Establish a shared framework for thinking about diversity
 | **Eduardo Gonzalez** |
| **7:30 pm** | **Learning Objective**: To challenge our own self-awareness about racial and cultural differences to foster greater cultural humility (the lifelong journey)**Short presentations**: 15 minutes each* Eduardo: Identity Map
* Joanna : Personal Stories -**See Groundswell Story pdf**.
 | **Eduardo Gonzalez and Joanna Green** |
| **8:00 pm** | **Learning Objective**: 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***Guiding Questions:*** What do we need to know, understand and pursue about these communities to effectively engage them in our agriculture work?**Short presentations**: 10 minutes each* Gail Myers- African American farmers
* Tia Christopher- Veteran farmers
 | **Gail Myers, Tia Christopher** |
| **8:30** | **Small group discussions*****Guiding questions**** What have been my unspoken assumptions about these communities?
* How do I engage with this community to change myself?
* What assets, resources and experiences do I have to help address challenges faced by these communities?
 | **All trainers** |
| **9:00 pm** | Adjourn |  |

**Day 2, Tuesday Oct 29th, 7-9pm**

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| **7:00 pm** | **Welcome** and Review of Learning ObjectivesWorking Agreements | **Anu** |
| **7:10 pm** | **Learning Objectives*** 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

**Select discussion group of interest**1. Chris Wayne-Latinos
2. Gail Myers and Karen Washington- African Americans
3. Tia Christopher-Veterans
4. Patty Neiner-Women
5. Eva Agudelo Winther-Refugees
6. Joanna Green-Cross-Community programming

***Guiding Questions:*** 1. How do we reach into these different groups?
2. How do I build trust in my work and goals among these emerging farmers?
3. What might be obstacle or challenge to reach these farmers?
4. What actions can I take now, in 2 months and in 6 months to engage these farmers?
5. Who else do I need to have on my team?
 | **All trainers** |
| **8:00 pm** | **Reporting Back to whole group** | **Gail/Anu** |
| **8:30 pm** | **Whole Group Discussion*** How do we support each other going forward?
* What additional training is needed?
 | **Anu** |
| **9:00 pm** | Adjourn |  |