**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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**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 Objectives  Working 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 |  |