



**Hunger  
Action  
Conference**  
**2018**  
vtfoodbank.org/event/hac



## **Diversity & Inclusion**

Friday, May 4, 2017 / Killington Grand Resort, Killington, VT 7:30 am - 3:30 pm

### **Keynote Description**

#### **Unconscious Bias**

*Dr. Jude Smith Rachele*

Unconscious Bias refers to the biases we all have of which we are not in conscious control. These biases occur automatically, triggered by our brain making quick judgments and assessments of people and situations based on our background, cultural environment and our experiences. There is a substantial body of evidence that suggests not being aware of, and not controlling for, unconscious bias will regularly lead to unfair outcomes. To assist individuals and organizations to manage this complex area more effectively Dr. Jude Smith Rachele, CEO of Abundant Sun will be delivering an interactive and entertaining keynote speech. This will bring to light elements of human nature which sometimes get in the way of doing good business and focus upon personal attitudes towards cultural and personal differences.

### **Workshop Descriptions**

#### **How Bias Impacts Our Performance**

*Dr. Jude Smith Rachele*

The keynote speech will have explored the role of unconscious bias. This follow-up workshop will take a closer look at unconscious bias, and conscious biases that have an impact upon our behaviour, the decisions you make and the quality of the relationships that you have with others, especially those whom you perceive to be different from yourself. By the end of this workshop you will have a far greater understanding of how conscious and unconscious biases impact upon employee and external business relationships. You will have had the opportunity to explore how to make fair and respectful decisions, be able to apply the learning when communicating and interacting with other key stakeholders; and to role model inclusive behaviours within your organization. After this workshop you will be able to: distinguish between equality, diversity, equity and inclusion frameworks; define and identify when unconscious bias occurs; practice identifying your own biases, prejudices and assumptions; explain and identify agents of bias socialization; explain the connection between bias, behaviour and performance; and identify ways to improve your personal attitudes towards, and reactions to, difference.

#### **Liberal Bigotry: A Serious Ethical Concern**

*Dr. Jude Smith Rachele*

Vermont is a State that has prided itself on having a strong track record in the area of social justice. Recent changes in the political landscape are posing very serious challenges, and are leading organizations, and their people, to ask themselves some very hard questions:

- What kind of diversity is there in Vermont?
- Do we really value Vermont's diversity?
- Is our organization really inclusive, or is this just a pipe dream?
- To what extent might our biases be preventing us from being more successful?

It has never been more important to take a close and critical look at our organization. This workshop will explore three ways in which organizations are impacted by liberal bigotry. You will be able to: define what liberal bigotry is; explain the impact of a changing zeitgeist that makes it ok for bigotry to prevail within our wider society; describe and explain the impact that liberal bigotry may have on the mission of your organization; and identify key actions you can undertake in order to challenge and minimize liberal bigotry. We will discuss the importance of ethics, leadership and governance. Jude will share with you some of the actions and ingredients required to improve the health and wellbeing of our organizations, and of our communities.



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## Workshop Descriptions

### **An Introduction to Appreciative Inquiry**

*Julie-Ann Graves, Francine Chittenden, Vermont Foodbank*

Popcorn and a movie! In this exciting workshop, we will introduce you to what we think is the best kept secret in our society today. Imagine, looking into yourself or your organization for what is possible...come to this introductory workshop about Appreciative Inquiry (AI) and learn how. In every society, organization, or group, something works. Learn how to get the best results, for yourself and your organization, by asking the right questions...and more! "Appreciative inquiry is a highly adaptable philosophy and process for engaging people in building the organizations and world that they want to work and live in. AI assumes that every living system has untapped stories of excellence and that these stories, when systematically explored and shared, release positive energy" - Bernard Mohr.

### **Bridging the Gap: Feeding Children with the Summer Meals Program**

*Jamie Curley, Vermont Agency of Education, Child Nutrition Programs*

The Summer Food Service Program bridges the gap between school years, giving children age 18 and under the fuel they need to play and grow throughout the summer and return to school ready to learn. Last summer, 57 sponsors served 420,735 meals at almost 300 sites throughout the state. This session will cover the basics of the program. Attendees will explore ways to become Summer Meals partners and advocates, and learn how to conduct outreach to increase participation and expand access in their own communities.

### **Community Supported Agriculture: Increasing Access to Fresh, Local Produce Through Alternative Models**

*Jennie Porter, NOFA-VT; Sarah Alexander, Intervale Center; Andrew Whitehead, Vermont Youth Conservation Corps*

This session will showcase three different Community Supported Agriculture (CSA) models in Vermont that are working to address poverty and food insecurity through agricultural partnerships. All three models increase consumption of fresh, local produce of low-income residents and serve a unique role in the spectrum of hunger relief efforts in Vermont communities.

### **Embracing Diversity and Inclusion in Charitable Food Distribution**

*Rob Meehan, Edi Abeneto, Nasse Salhi, Midhat Hadzic, Chittenden Emergency Food Shelf*

This workshop is designed to look at different forms of discrimination and explore methods that create inclusion and celebrate diversity within the charitable food network.

### **Fighting the Good Fight: Every Person's Role in the Evolution and Protection of Civil Rights**

*Kerin Stackpole, Paul, Frank + Collins Attorneys*

Past is Prologue. To understand the import and impact of movements like Black Lives Matter and #MeToo, it is important to understand the framework of Civil Rights in America. This session will provide attendees with some basic historical background on the development of Civil Rights in the US, and will provide a practical understanding of laws that impact those rights, such as Title VII, and various state anti-discrimination and harassment laws. This session will also discuss ways that each employer and each employee can engage in building positive cultures that advance protections on Civil Rights and that create more respectful work environments. This will be an interactive session, where questions and spirited discussion are welcome!

### **Food Fit Bennington: 12 Weeks to More Produce, Exercise and Community Engagement**

*Cindy Krauthem, Marie DeVito, Greater Bennington Interfaith Community Services*

Food Fit is a 12 week, evidence-based food, cooking, nutrition, and exercise program that results in increased produce consumption and increased physical activity. Participants leave the program with increased knowledge and skills, and become part of an intentional community of food champions. Originally developed in Canada for people who are homeless and/or low income, Food Fit has been piloted successfully in Bennington over the past 2 years.



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### **Grow Your Own; How to Develop Grassroots Programming to Address Food Security in Your Community**

*Ruby Dale-Brown, Community of Vermont Elders; Laura Wilkinson, Hardwick Area Food Pantry; Bethany Dunbar, Center for an Agricultural Economy; Katherine Ingram, NEK Kids on the Move*

Grow Your Own is a collaborative educational program that brings food security workshops to the Northeast Kingdom. Join us to learn how you too can access local resources and develop your own team to Grow Your Own program.

### **Partner with WIC: You Got This!**

*Madeline Buckley, Lori Dotolo, Jen Woodard, Vermont Department of Health WIC Program*

Join us to learn about what's new with WIC! We'll discuss new food options, new ways to partner, and how to promote inclusion and diversity. Our presenters bring different perspectives on the changes to WIC and how those changes have benefited hunger relief efforts. Lori and Madeline work at the local level, interacting with Chittenden County's diverse population. Twenty-five percent of WIC participants served by the Burlington District Office are of limited English proficiency. Jen implements changes on the state level and manages the varying needs of all twelve district offices.

### **Powerful Partnerships: How to Make the Biggest Impact with Nonprofit and For-Profit Collaboration**

*Carey Underwood, King Arthur Flour; Amy Levine, Cabot Creamery Cooperative; Bill Dunn, Mascoma Bank; Dotty Schnure, Green Mountain Power; Faye Conte, Hunger Free Vermont*

Certified B Corps believe in using business as a force for good – meeting the highest standards of social and environmental performance. B Corps understand the value of including social good in their company mission, both for the community and for the success of the business. As a result, partnerships between nonprofit and for-profit organizations are a no-brainer. In this session, we'll explore the relationships between several Vermont B Corps and their valued nonprofit partners and discuss how combining efforts and striving toward the same outcome better amplifies the intended social good. Moderated by Faye Conte of Hunger Free Vermont, each pair will highlight different examples of how their business partnerships with nonprofits.

### **Public Health Approaches to Addressing Hunger: Why, What, & How**

*Suzanne Kelley, Vermont Department of Health; Heidi Lynch, Vermont Farmers Food Center; Marie Gilmond, Rutland County Head Start*

This session will present data on obesity, chronic diseases, and health disparities in our community. Presenters will describe the multi-level public health approach taken by the Department of Health, along with other state and local partners, to address food access and food insecurity. They will discuss a model to develop and implement community-based food access projects, with examples from within our state.

### **Strategic Advocacy Leading to Public Policy Change**

*Kelly Ault, Vermont Early Childhood Alliance; Faye Conte, Hunger Free Vermont*

Are you addressing hunger through policy change in your community or at the system level? Are you advocating for investments in a nutrition program or service? Join a strategic planning workshop to evaluate how your efforts are going and to brainstorm new and innovative ways to influence decision makers. We'll explore relationship building techniques with policymakers and do some power mapping to identify pathways of influence. Participants will strengthen cases for policy proposals by combining talking points, data, and personal stories. Specifically, we'll look at ways data can persuasively tell a story of positive outcomes for Vermonters. Participants will review "Inside the State House" strategies and how advocates can observe and engage in the legislative process at the right time. This workshop will be interactive and include time to brainstorm and problem solve in small groups.



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### Supercharge the Work of Your Organization – Engaging Student Interns in Addressing Hunger and Poverty

*Matthew Myers, UVM Extension*

Time to build your organizational capacity while helping to prepare tomorrow's workforce with skilled young adults!! Come learn all the ins and outs, opportunities, risks, and best practices for engaging student interns in the work of your organization. Matt Myers, co-founder of the Vermont Intern Professionals Network will guide you through the process step by step and then you will hear from a host site supervisor and student interns about their successes and challenges with the internship process.

### Taking the Mystery Out of TEFAP

*Rosie Krueger, Vermont Agency of Education, Child Nutrition Programs*

Not sure why your agency receives dried cranberries one month and peanut butter the next? Not sure how to fill out the required inventory forms? In this session, agencies will learn about how the TEFAP works, what their responsibilities are when running the program, and what the deal was with all that frozen chicken.

### The Fresh Rescue Experience: How to manage large and small perishable food donations and encourage healthy choices

*Kelsey Pratt, Vermont Foodbank; Peter Leonard, Randolph Area Food Shelf*

Learn how to boost healthy food choices through Behavioral Economics and how to handle and care for your perishable donations as a Retail Partner Agency (RPA). Don't have enough space to store all that fresh food? We will discuss the CoolBot cold storage room – an innovative idea for keeping all of that healthy produce fresh with just a home air conditioning unit in an extra storage room. As an RPA, your experiences with donations are unique. You not only manage the variability of perishable donations, but also the relationships and personalities of your retail partner store(s). Come engage in casual conversations with other RPAs to swap stories, experiences, and best practices. Not an RPA? No problem! Join us anyway for an engaging informational session.

## The Vermont Foodbank would like to thank our 2018 Hunger Conference Sponsors!

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