



(Metro Food Justice Network)

MFJN Community Agreements: Shifting The Social Context

MFJN is working to transform our food system to foster conditions that create racial equity. We center Black, Indigenous, and People of Color (BIPOC) communities, those most affected by the systemic racism in the food system. Food justice is communities claiming their right to ownership over and control of their food system– the right to grow, sell, access, and eat food that is fresh, nutritious, affordable, culturally-appropriate, and grown with integrity for the well-being of the land, workers, and animals. Food justice leads to a strong, local food system; a sustainable environment; community healing; and collective freedom.

<p>We are shifting the social context of our work from these ways...</p>	<p>To center these... values by.....</p>	<p>Practices</p>
<p>Siloed and distanced- focused on our work & sector, not engaging with others in different geographic areas doing the same work or others in different sectors of the food system</p>	<p>Connection, trust, & care for the whole - Feeling connection and trust, especially between those who are not used to being together.</p>	<p>Consider <i>The 4 Agreements</i>:</p> <ol style="list-style-type: none"> 1) Be Impeccable With Your Word 2) Don't Take Anything Personally 3) Don't Make Assumptions 4) Always Do Your Best <p>Be respectful of others, treat them how <i>they want</i> to be treated (the platinum rule)</p> <p>Stay open, mindful and curious</p> <p>Be inquisitive- leading with curiosity and seeking to understand rather than make assumptions</p> <p>Take initiative to learn more, reach out and make connections - build intentional connections</p> <p>Remember, its us against the issue not us against each other</p>

<p>Do for – developing services by consulting "those in need" & then developing institutional service-based solutions that create dependency</p>	<p>Doing with – developing community- working with those most affected by our inequitable food systems to co-lead and create solutions that promote independence</p>	<p>Intentionally engage and bring community in, while avoiding doing harm</p> <p>Keep the community and its needs at the center</p> <p>Get feedback on specific strategies and indicators from those “most affected”</p> <p>Prioritizing multiple on ramps and accessible spaces</p> <p>Centers voices of BIPOC leaders/communities and those of the non-dominant culture</p> <p>Acknowledge and honor the work that has gone before us. Sankofa</p>
<p>Deficiency focused- focusing on, and reinforcing narratives that define people & communities by their needs (what they are lacking)</p>	<p>Assets focused- acknowledging and engaging everyone's talents, especially community members who are most affected by our inequitable food systems</p>	<p>All of those involved in the work see themselves in, and are benefiting from, the work of this group.</p> <p>Be intentional about reframing dialogue about community- highlight gems and lead with strengths-based language in public communication, especially with funders</p> <p>Unapologetically strengths-based</p>
<p>Problem solving - focusing on the problem, what is wrong with the situation</p>	<p>Possibilities - focusing on what we are inspired to create together that we couldn't do alone</p>	<p>Come with solutions or insights when identifying problems - lead with solution-based conversations</p> <p>Keep the aim (purpose of the collective work) in mind - take aligned action</p> <p>Create this “Sandbox” (with food!) type of space-opportunity to play with ideas, questions, ways/solutions</p>
<p>Hierarchy & centralized decision making- self appointed leaders define priorities, and influence on the decisions, and</p>	<p>Co-creation & co-ownership - Everyone is invited to co-create & co-own priorities, strategies and outcomes.</p>	<p>We will use the decision making process described below (Fist to Five)</p> <p>Explore ways of including and participating that go beyond current ideas (could be part of a sandbox dialogue)</p> <p>We choose what we are responsible for and work to meet our commitments for the benefit of the community</p>

distribute responsibilities		
Debating only interested in persuading others of our own opinions	Open sharing, active listening & feeling heard- interest in what others have to say and why it's important to them	<p>Sharing personal stories of why we do this work to show and share power for transformation and connection</p> <p>Listening to understand not to respond. Asking questions for clarity and connection</p> <p>Practice perspective taking and giving</p> <p>Lean into conversations with humility, openness, and courage</p> <p>Engage in frequent and structured open communication</p>
Dissent is a problem People who express reservations and diversity of opinion are marginalized	Disagreement is welcome- diversity of opinion is valued, reservations and doubts are welcome	<p>Decision making process that values all voices</p> <p>Assume positive intent</p> <p>Disagreement does not mean disrespect, and we can always disagree respectfully</p> <p>Respond to and challenge ideas/issues, not people</p> <p>If you have an issue with someone, be honest and bring it to them and be open to discussing the underlying conflict or issue</p>
Feeling unappreciated Feeling our contributions are not important work, celebration happens outside of work time	Appreciation & collaboration- appreciating each other's contribution and celebrating our achievements	<p>Starting meetings with appreciations or shout outs</p> <p>Celebrating successes as a group with food</p> <p>Balancing process and progress (find a way to keep us on track) - what are boundaries?</p>

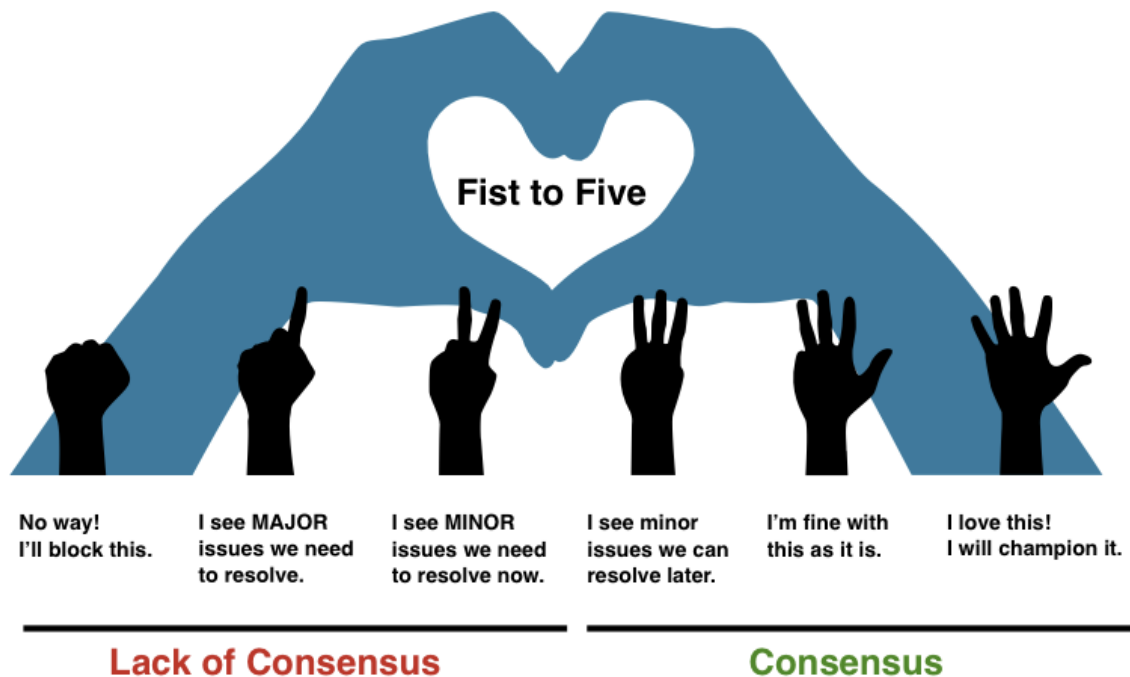
*adapted from The Social Gastronomy Movement

Decision making practice

Yes/No Majority Rules Vote- used for approvals (action team plans, proposals, weaver activities, etc.)- Thumbs up or down.

OR

Fist to Five- used for an action of a team or decisions with broader network impact (action plans, work plans, policy goals, etc.)



What does 0 to 5 mean for this group?

5- Heck yeah! I will commit to working to make this happen

4- This is a great idea. I support this and might play a minor role in the work

3- This is okay. I have no major concerns and agree it should pass

2- Wait a minute. I have some questions or minor concerns I'd like to share and resolve now for me to get to a 3 or more

1- Hold up. I have some major concerns that need to be resolved to proceed. I will share those concerns

0- No way. I think this is a bad idea and don't want it to move forward. My concerns can't be resolved

How do we use this practice?

- Co-leads of a group will facilitate the process but any group member can ask for a vote.

- If vote(s) of 2- facilitators work to clarify issues, answer questions or create space to resolve concerns and facilitate re-vote as necessary. The group will use the leadership agreements in the process of problem solving.
- Whoever shows up at a meeting are the ones who decide.
- For new actions, there must be at least one 5 vote of a person who will take leadership on the action. - more needed here on portion of 4s and 5s?
- How many or what % of 0/1s to block or stop an action?
- It's okay to opt out or refrain from voting
- Outcomes will be documented in notes and shared with network and weavers as needed.
- If there are any grievances, a network member can reach out to anyone on the Sustainability Team and they will bring to

Potential Protest (grievance) Proces:

- Discuss protest with Team Lead
- Express protest in writing with Leadership Team?
- Discussion by Leadership Team & Sustainability??.....
- Leadership express decision in writing
- >>>> Decides of the protest should be escalated to.....
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