

The Role of Equity in SNAP-Ed, Part 1: Bringing Equity into the Conversation

September 23rd, 2021

Reflection Questions

1. What is resonating with you? What is challenging you?

- Facilitating changes that the community is interested in seeing
- Everything! It's about dang time!
- We need to involve SNAP-Ed participants more in the creation of our materials.
- Equity has to begin at the state level
- What happened to you?
- Transparency
- Moving beyond awareness to acknowledgement and action
- The need for more culturally aware recipes/resources/training on how to execute this
- The idea that our participants are the most informed members of their community! They are the true experts
- How will the funders be supported to make program changes with equity considerations
- The caution of "good food" vs "bad food" is resonating with me. I want to be conscious of honoring culture and tradition and de-centering whiteness as I work to promote healthy eating with SNAP.
- Acknowledging those even outside of your community
- Saying yes to scary things - Directly funding BIPOC initiatives!
- The need for deep cultural sensitivity beyond just language. We need to embrace the meaning of food in cultures with thousands of years of food history. The challenge is in brining the well intentioned white staff and programmers to this realization.
- Current SNAP-Ed Guidance makes it hard to live racial equity as a lifestyle
- What happened to you?
- Participatory grantmaking is really making me rethink some of our PSE plannin
- SNAP-Ed isn't set up to promote equity
- This feels right and true. This conversation is long overdue. My challenge is finding time and making follow-thru on all this. Time. Energy.
- We don't have a clear understanding on how to measure inequality.
- SNAP-Ed & equity
- The diet for latino people is not the same the latino that lives at the south that the latinos that lives at the north
- The need for participatory formative evaluation and engagement
- It is challenging to incorporate culturally relevant materials/recipes within SNAP guidelines.
- People are the experts of their own lives. YES!!
- The need for more discussions about racial equity within SNAP-Ed work!
- Food Policy Councils/Food Action Networks can help move food justice/equity forward
- Importance of equity to my job in SNAP-Ed
- The importance of equity in the workplace
- Resonating - The isms from U Minn Extension / Challenging - how we make these necessary changes in our programming
- Much food for thought... Time is needed for introspection.
- How funds are distributed in different areas
- Lack of culturally appropriate materials.
- The evaluation piece! Putting decolonizing mindsets into practice with evaluation strategies. I would like to hear more about operationalizing these concepts. How would that look as an indicator on the SNAP-Ed framework? Something we could report against for that level of accountability?

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- Love the focus, definitions, actions shared today.
- Trying to find culturally tailored nutrition education tools
- Use language that creates strength and uplifts.
- Aware, Acknowledge, Act
- I am often frustrated with the rigidness of SNAP-Ed and how the program doesn't adapt very well to the changes in the world as we once knew it.
- Resonating: racial inequalities effect all of us | Challenging: building and maintaining relationships to find solutions to racial inequalities
- We are here to serve the people not the organization!
- How to administration to make changes in practices
- This was all so relatable and relevant to my work as an African American woman in academia.
- Lots of changes needed in snap-ed but we can do it!
- I feel challenged to consider my language and how to share resources with our staff to make sure that we can move along in this journey as an organization together.
- How can we make SNAP-Ed services available for everyone?
- Three A's
- How to prioritize creating culturally relevant content with a very small program budget
- Great information shared, of course very important
- How little we get input from the people we work with
- Challenging - How do we make the space, time and funding in our organization to prioritize racial equity principles in our work?

2. What practices should we keep in mind during this work?

- Participatory actions
- Advocacy in the farm bill
- Being sensitive, they have as much to share as we have to give
- Our lenses and lived experiences are our own. What has "always been" doesn't always have to be.
- Centering BIPOC voices and needs
- Trauma informed practices
- How can land grant universities acknowledge their history of using land that was stolen from indigenous peoples, and granted to mostly white settlers and institutions?
- Community-centered practices actually led by community members
- Information pertaining to all attendees
- Is our focus and language around obesity really helping to address access to nutrition
- Curiosity
- How to get better feedback from partners
- Trauma-informed principles and practices
- Specifically allocating funding towards these efforts.
- Trauma informed lenses, conflict resolution, and facilitation techniques
- Getting connected to more USDA approved resources, recipes and curricula that are culturally responsive- especially needed in California/ Los Angeles
- Respect
- Uplifting cultural differences - let's learn from one another!
- Practicing equity as a lifestyle

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- Embedding this into everything, every day, every where, all the time. Not everyone is open to equity. How do we get them onboard?
- Everyone does not have the same needs
- Participatory evaluation
- This work requires discomfort
- Staying asset-focused vs deficit-focused
- Understanding that the people we serve are experts of their own lives
- Communities of practice
- Having all levels of stakeholders at the same table.
- Curriculum that is culturally modified
- Evaluation as a tool to advance equity
- Culture Diversity
- Cultural self-determination
- The need to recruit diverse SNAP-Ed staff who reflect the diverse cultural backgrounds of our target audience.
- Simplifying USDA approval process to be able to share resources that are culturally responsive and appropriate
- We don't know everything, maybe just something different to share, another perspective
- SNAP-Ed should be working with Food Policy to achieve systemic change being honest
- Allowing our work to be informed directly by audiences we work with, not from top-down.
- Building and rebuilding trust and community with the participants that we serve. Nutrition education should be approached as mutual aid, not charity!
- Intersectionality
- The non combativeness is important. The appreciation of culture is as well
- Incorporate Health at Every Size in our discussions on racial equity in health education
- Honesty
- Asking the communities we serve what they want and need from us instead of telling them
- Acting in a trauma informed manner and acknowledging/respecting other cultures
- Practicing equality is not the same as practicing equity.
- Avoiding a savior complex