#CommunityFood: Innovations in Leadership

Part 2: Shifting Organizational Structures for Equity and Empowerment

An FSLN Webinar

Tuesday, September 4, 2018

Featuring:

Krysten Aguilar, La Semilla Food Center
Kelsey Ducheneaux, The Native Youth Food Sovereignty Alliance
Presentation Outline

- Technical Orientation
- Welcome and Introduction
- La Semilla Food Center
- The Native Youth Food Sovereignty Alliance
- Questions and Answers
- Upcoming Opportunities
The Food Systems Leadership Network

- A national Community of Practice to connect, support, and invest in the staff and leaders of non-profit, community-based organizations using food systems as their platform for positive social change.

- Provides accessible opportunities for peer-to-peer learning and support, professional development, and resource sharing.

- Focus on building systems leadership and organizational effectiveness

www.wallacecenter.org/fsln
Guiding Question for this series:
How might we infuse the same innovative and community-driven spirit we bring to our food systems work into our organizations to:

- Operationalize our social justice values
- Improve the quality and impact of our work
  - Increase quality of life for our staff

Hobbes, do you think our morality is defined by our actions, or by what's in our hearts?

I think our actions show what's in our hearts.
#CommunityFood: Innovations in Leadership

Part 1: Cultivating Emerging Leadership from Within – Archived on ngfn.org

Part 2: Shifting Organizational Structures for Equity and Empowerment - Happening Now!

Part 3: Collective Impact through Network and Systems Leadership
(Tues, Sept. 18 @ 3pm EST, 12pm PST)

- Farm to Institution New England
- Michigan State University’s Center for Regional Food Systems and Michigan Farm to Institution Network
- Hawai’i Good Food Alliance
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SHARED LEADERSHIP

...IN ACTION

Krysten Aguilar
Co-Director, La Semilla
LA SEMILLA FOOD CENTER

Programs and Policy
Access, education, & economic development
Social change organization
FOUNDED 2010

Shared leadership
3 Co-Directors

TODAY 2018

19 staff
3 Co-Directors.
"...top down leadership is in contradiction to the work they do as organizations”
Jeanne Bell, Nonprofit Quarterly
March 2017

- EQUITY
- RELATIONSHIP BASED

The Why
"Shared leadership does really work, and when it's working well, it's not just about the few people who are the codirectors, it's actually about the whole organization."
Susan Misra, Nonprofit Quarterly
March 2017

- TRANSITIONS
- DIVERSITY IN LEADERSHIP

The Why
CONVENTIONAL VS. SHARED

UNCERTAINTY AND LEGAL ISSUES

All issues can exist in both structures - we're just used to the issues that come with the conventional. Fear of the lesser known shouldn't impede progress.
CONVENTIONAL VS. SHARED

AMOUNT OF WORK

Sharing leadership does not equal less work. It's a different kind of work.
CONVENTIONAL VS. SHARED

DECISION MAKING

Diversity in thought and decision making is a beautiful thing. The whole is greater than the sum of its parts.
Example of a team
There are many of these, with multiple people playing roles in multiple teams.
ROLES AND DECISION-MAKING STRUCTURE

3 Co-Directors

Beverly
Fundraising and Admin
Donor stewardship
Fundraising and events
Communications
Operations
Bookkeeping/Financial

Krysten
Policy and Admin
Grants Management
Financial Leadership
Policy advocacy
Organizational communications

Cristina
Farm and Programs
Farm operations
On-farm education
Program Development

Shared Responsibilities
Community-based understanding
Fiduciary responsibility
Non-profit knowledge and innovation base
External relations
Food systems grounding and understanding
Board relations
Driving the mission
Organizational knowledge and history
DECISION MAKING

from Reinventing Organizations

Is there a decision that needs to be made? Who is “the person most closely linked to the decision, or the person with the most energy, skill, and experience to make the decision?”

That person goes out and seeks advice from the following:
- Everyone who will be significantly affected by the decision
  - People with expertise in the matter being decided

And then that person makes a decision!
TOOLS AND PRACTICES

Weekly leadership meetings

Organizational culture

Open Communication

Getting comfortable with the uncomfortable
LEARNED AND LEARNING

Clarifying roles and responsibilities
Trust
Willingness to have uncomfortable discussions
Understanding of intersectionality and power structures
THANK YOU!

www.lasemillafoodcenter.org
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- The Native Youth Food Sovereignty Alliance
  - Kelsey Ducheneaux, Youth Programs Coordinator and Natural Resource Director
- Questions and Answers
- Upcoming Opportunities
Reconnecting Sustainable Food Systems through Youth Leadership Development

NATIVE YOUTH FOOD SOVEREIGNTY ALLIANCE
A Youth Led Movement of the Intertribal Agriculture Council

Over 600 youth from more than 150 Tribal Nations.
NYFSA envisions culturally-appropriate, sustainable and self-sufficient food and agricultural systems in Indian Country and around the world.

A national movement led by 12 youth from across Indian Country.

NYFSA serves to educate and empower indigenous youth to be agricultural innovators for generations to come.
Innovative Leadership

- Chairwoman Karli Moore
  *Lumbee of North Carolina*

- Co-Vice Chairwoman of Internal Affairs
  Cindy Farlee
  *Cheyenne River Sioux Tribe of South Dakota*

- Co-Vice Chairwoman of External Affairs
  Azelya Yazzie
  *Dine & Blackfeet of California*

- IAC Board Voting Delegate Zachary Ilbery
  *Cherokee Tribe of Oklahoma*

- Secretary Megan Forcia
  *Bad River Band of Lake Superior Ojibwe, Michigan*

- Treasurer Sha’Teal Pearman
  *Cheyenne River Sioux Tribe of South Dakota*
NATIVE YOUTH FOOD SOVEREIGNTY ALLIANCE

Chairwoman

Co-Vice Chairwoman of Internal Affairs: Committees

Co-Vice Chairwoman of External Affairs: Partnership Liaisons

 Regional

National

Local

IAC Board of Directors
Voting Delegate

Intertribal Agriculture Council

Kelsey
Shared Roles
Self-Identified Leadership
Committees
Fundraising
Public Relations
Recruitment
Website
Partnership Liaisons
Inclusive Membership

Seeking involvement of youth from all communities through local, regional, and national youth leadership development efforts.
Recognizing Regional Potential

Enhancing Youth Networks

Encouraging Tribal Involvement

Insuring Accountability of Allies

Offering Opportunity
Local Impact: The importance of equipping youth with skills they can take home
Creating the next generation of National Policy Advocates
Why are we seeing success?

- Peer to peer
- Responsibility is an honor, not a chore
- Translucency is a privilege, not a requirement
- Our primary focus is on leadership development
- Flexibility is key
- Complexities don’t scare us
- The shared support and resources of the Intertribal Agriculture Council
Looking forward: How to support the Alliance
See our youth in action at the 32nd Intertribal Agriculture Council Symposium & NYFSA Conference | December 5-8, 2018 in Las Vegas, Nevada. Register online today!

Follow us!
Facebook: IAC’s Indian Ag Youth
Instagram: @iac_indianagyouth

E-mail us:
Kelsey@IndianAgLink.com

Visit indianaglink.com/youth to stay up to date on our events and join our mailing list
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Webinar Tech: To Ask a Question

• Type your question in the small box at the bottom of the Questions box.

• If possible, specify which panelist(s) you are addressing with your question.

• Press “Send”!
Upcoming Opportunities

- Sept. 13: MAZON’s Nonprofit Advocacy Webinar
- Sept 18: #CommunityFood: Collective Impact through Network and Systems Leadership Webinar
- Sept. 20: Value Chain Coordination: Making Matches Webinar
- Sept. 20: Trending Topics in Farm to School: State Farm to School Month Proclamations Webinar
- Oct. 10: Network for Incubator & Commissary Kitchen (NICK) Summit in Minnesota
Farm Bill 2018 is fast approaching!

- The current Farm Bill expires Sept. 30th
- Lots of local food and agriculture priorities on the line
- Visit our friends at NSAC to learn more (sustainableagriculture.net/take-action/)
- The time to sit on the sidelines is over!
Thank You!!

Krysten Aguilar, La Semilla Food Center
Kelsey Ducheneaux, The Native Youth Food Sovereignty Alliance