Avoid Stepping in It at Your PSA Grower Training

Produce Safety Educator’s Call #34
Organizer: Dr. Connie Fisk
September 24, 2018
Instructions

• All participants are muted.
• There will be time for questions and answers throughout the meeting.
  – We may not get around to all comments/questions, BUT you may leave additional comments in the comment box to be compiled after the session.
• This session will be recorded and notes will be shared via the listserv and on our website after the call.
Agenda

• Introduction
• Identities
  – Gender example and recommendations for inclusivity
  – Religion example and recommendations for inclusivity
• Tips for taking action
• Tools for interactive teaching and learning
• Additional resources
Minimize Your Chance of Offending Someone

**stepped in it**
refers to getting oneself into a *predicament* that isn’t easily *resolved*, as if one stepped in *cow dung*.

“Man, I really stepped in it when I *signed* this *contract*!”

“You really stepped in it when you criticized *your boss* in that meeting today.”
We see the world through the lens of our identities...

- Gender
- Sexual orientation
- Race
- Ethnicity
- Country of citizenship
- Country of residence
- Where you grew up
- Where you live
- Generation/age
- Occupation
- Level of education
- Socioeconomic class
- Marital/family status
- Religious affiliation
- Political identity
- Dis/ability
- Weight/health
- Causes/passions
...and others have their own unique lens

• We want everyone to feel welcome at PSA Grower Trainings
  – Consider your audience and their needs
  – Be sensitive to others’ comfort level, perspectives
  – Be deliberate with word choice, stories, examples

inclu·siv·i·ty
/ˌinkluˈsivəti/ noun

an intention or policy of including people who might otherwise be excluded or marginalized, such as those who are handicapped or learning-disabled, or racial and sexual minorities.

“you will need a thorough understanding of inclusivity and the needs of special education pupils”
Learning is Impacted by the Participants AND the Trainer(s)

- Capability
- Age
- Environment
- Attitude
- Training methods
What does a “grower” look like?
What does a “grower” look like?

Photos from pixabay.com and USDA on flickr.com
The Importance of Pronouns

• He/him/his
• She/her/hers
• They/them/theirs
Standard Operating Procedures (SOPs)

Think of an SOP as a recipe card. It provides step-by-step instructions on how to complete a task that needs to be done for produce safety. It also includes where the supplies are located to complete the task and how often the task should be done.

**SOPs include:**

1. Step-by-step instructions to ensure that even a person who has never done a practice before can complete the practice correctly by following the instructions
2. Location and name of any supplies needed to complete the practice
3. When and how often the practice should be completed
4. What records are needed/necessary
Transgender Bathroom Issue

Resources:

• [Transgender Style Guide: Avoiding invalidating language traps](#)

• [Restroom Access for Transgender Employees](#)
"Christianity is by far the largest religion in the United States; more than three-quarters of Americans identify as Christians. A little more than half of us identify as Protestants, about 23 percent as Catholic and about 2 percent as Mormon."

- Reid Wilson, June 2014

Refreshments
A Moment of Silence
Humor and Storytelling

Effective use of humor can create group cohesion, engagement, and improved comprehension

• Stay on topic
• Use discretion
• Keep it clean
• Be kind, not sarcastic
Religious Jokes

“A RABBI, PRIEST, AND A MONK WALK INTO A BAR.

BARTENDER SAYS, "WHAT IS THIS, SOME KIND OF JOKE?"

“The impact is more important than the intent.”

- Dr. Anne Phibbs, 2018 MFLN Cultural Competency Virtual Conference
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POOP Happens!

just pick it up and move on
Taking Action

1. Immediately address the person to say that behavior is not okay
2. Document what was said and who said it
3. Talk to them after the training

Photo: Authentic_travel/Shutterstock
Taking Action

Really?
How to Be an Ally

• If you see/hear something, say something
• If you have an idea where a participant’s bias is coming from, you can help shift it
  – Focus on behavior rather than identity
• Prepare to teach as if diverse identities will be in your course (they will be, even if you don’t see them)
  – Accessibility and inclusivity benefit all
How to Be an Ally

“How being an ally is an on-going process that involves self-reflection, an openness to new ideas, a willingness to listen to – and believe – people’s lived experiences, a commitment to on-going education, and a willingness to take action and take risks.”

- Dr. Anne Phibbs, 2018 MFLN Cultural Competency Virtual Conference
Tools for Interactive Teaching and Learning

Produce Safety Alliance
Discussions, Anonymously

- Clicker questions
- Cell phone apps (Poll Everywhere, Socrative, etc.)
- Poster voting or ranking
- True/False cards
Understanding the Relationship Between *E. coli* and Coliforms

- Fecal coliforms
- Total coliforms
- Pathogenic *E. coli* (found in some feces)
- Generic *E. coli* (bacteria found mostly in feces)
Make Participation Optional

• GloGerm™

Photo source: glogerm.com
Games & Other Interactive Content

- Food Safety Jeopardy
- Bingo
- Quiz Games
- Music
Games Should Be Fun

1. Explain the rules of the game and the ground rules
2. Let participants know that participation is optional
3. Stress that the point of the game is learning, not winning
4. Be prepared to step in if necessary

Me: I'm not competitive at all.
Also Me:
Your challenge, should you choose to accept it...

1. Think about your identities and biases and how they might impact how you train
2. Identify things you can do, or stop doing, to be more inclusive
Additional Resources

- 2018 MFLN Virtual Conference on Cultural Competency Awareness, Action, and Advocacy
  - Recordings and handouts will be available later this week at https://militaryfamilieslearningnetwork.org/2018virtualconference/

- TED Talks:
  - Elizabeth Lesser, Take the Other to Lunch
  - Brian Stevenson, We Need to Talk About an Injustice
  - Chimamanda Adichie, The Danger of a Single Story

- Explore your biases toward issues concerning race, religion, weight, or other topics by taking part in Project Implicit
  - https://implicit.harvard.edu/implicit/

- Invisible Disabilities Association - https://invisibledisabilities.org/
**Next Meeting**

- October 29 at 2 pm, Topic: TBD
- Meeting info to be sent out via the listserv closer to the time of the call
- Submit other topics for discussion to Gretchen (glw53@cornell.edu)
The PSA Website
producesafetyalliance.cornell.edu

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Welcome to the Produce Safety Alliance Website!

Providing fundamental, science-based, on-farm food safety knowledge to fresh fruit and vegetable farmers, packers, regulatory personnel and others interested in the safety of fresh produce.

Water Summit Meeting
The Produce Safety Alliance hosted a Water Summit on February 27-28, 2018 at the
PSA Team

Northwest: Connie Fisk, Ph.D.

Midwest: Don Stoeckel, Ph.D.

Northeast: Betsy Bihn, Ph.D.
Gretchen Wall, M.S.
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Southwest: Donna Pahl, M.S.

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