

Black Food Fund.

Collective Recruitment Session.

Session aims:

- To understand the roles and ways potential candidates make decisions in a group (aiming for a mixture of different styles and approaches in the final committee)
- To be able to shortlist to 6 candidates

Session Plan at a glance:

2.5 hours (Online/in-person TBC) with 10 candidates

- Welcome
- Warm up
- Facilitated smaller group activity:
 - Decide on the values of the committee
- Shareback
- Next steps

Welcome + check in 30 mins	Warm up/ getting to know each other 30 mins	Break 10 mins	Activity 50 mins	Sharing back 20 mins	Next steps + Close 10 mins
<p>Introduce the day and talk a bit about the programme</p> <p>Everyone to introduce themselves</p>	<p>Small group conversations- School of life cards</p>		<p>Deciding on the values we should hold at the heart of this work</p>	<p>Make a compelling case for the values you've decided on as a team</p>	<p>Q+A</p> <p>Thank them, tell them our next steps and when they'll hear back</p>

Things to Bring

- [Bella] Name Tags /
- [Bella] Pens + paper /
- [Bella] Post it's /
- [Alisha - Tayo] Flipcharts x2?
- [Alisha - Tayo] Snacks
- [Bella] Coloured dots (red, blue, green yellow) on paper
- [Bella] Coloured piece of paper by panel member
- [Bella] Colour list for each participant
- [Tayo] Slide with housekeeping + slide with QR code to survey
- [Tayo] School of life cards

Welcome + check in : 30 mins [Tayo]

Intro

Hi everyone,

- Thanks very much for joining us today
- I'm Tayo and in the room we have [introduce panel], the recruitment panel who'll be deciding on the final committee members, and Bella who's working on this from Shift, as supporting on admin and design.
- Thanks so much for applying for this role. We had interest from some incredible people and are really excited about what this committee will look and feel like.
- You've already shown us your passion for this area and the experience you'll be bringing which is why we've invited you to this session.
- Rather than having final individual interviews with you all, we wanted to bring you together to get to know you in a group setting and for you to experience working with each other and us in a group setting too - as that's how the committee will be working - with each other.
- This is a bit of an experiment as we haven't gone through a process like this before, so we'd love your feedback on how it felt and will share a feedback form with you at the end. We want to make sure we continue to learn and make things better throughout this work.
- The recruitment panel will be using this session to select the final 6 committee members. You're all here because you demonstrate the qualities and passion that we're looking for on the Black Food Fund. So now, the most important thing is that we select 6 people who can make decisions well together
- During and after this session the two questions the recruitment panel will be thinking about are:
 - 'does this person work well in a collaborative space where collective decisions are being made?

- In a space where collective decisions are being made, what role does this person play?
- After this session we'll also ask you to share with us the three people you'd love to be on the committee with.
- We invite you to be yourself today. There's no right or wrong way of being. We're interested in bringing different people together who can work together in complementary ways. Obviously you're going to want to put your best foot forward but please don't feel like you have to pretend to be someone you're not.

[insert poem]

Agenda

So, the flow of today's session looks like:

- The first hour being about getting to know each other and this work
- We'll then take a 10 minute break
- Then head into an activity where in two groups we make decisions together about the 3 values we want to uphold as part of this committee
- Coming back together to share the values we decided upon
- Then closing our time together and sharing next steps

Check-in

- Before we dive into the day then, and to get settled into the space and to get a sense of who we have in the room, we'd love everyone to introduce themselves and share their connection to Lambeth and/or Southwark.
- Thanks for sharing everyone

Housekeeping

- Before we tell you a bit more about the Black Food Fund, we want to go over a few housekeeping rules for today, which we can agree on together
 - **Take breaks:** We've got a scheduled break but if you need to get a drink, go to the toilet or step out for any other reason, please make sure you do that.
 - **Be present in the room:** If you need to take a call or do an email, please go outside.
 - **Share talking time.** We want to hear your words and views and want to make sure each one of you has time to contribute. If you find yourself speaking more than others, please create space for them.
 - **Be open and kind** - we don't have to agree with each other but we do need to always be kind and do our best to be mindful of the things we say and the words we use
 - Lastly just point out the toilets + fire exits!

About the programme:

Origins:

This work is 3 years in the making. It's funded by Impact on Urban Health and it started as a project to explore how to involve local people in their children's health and food programmes.

A key focus of their strategy is supporting healthier food startups to compete in markets like Lambeth and Southwark - the area where they are based and where they focus their work.

At that early stage, we brought together a group of local people who came up with two concepts. The Community Incubator and the Food playbook. The

Community Incubator was intended to support local healthier Black food entrepreneurs and the Playbook was intended to provide those businesses, and others, with rich data and insights about local taste, preferences, flavours etc.

At that stage, IOUH agreed to fund an initial phase for both projects. However, instead of deciding ourselves who should run those projects, we instead decided to convene a committee of local people to make that decision themselves.

This led to the first ever practical version of the Black Food Fund.

Over about a year, that committee worked together to design and run a grant making process which led to two grant proposals being funded.

Because of the success of that stage (despite many bumps) Impact on Urban Health decided to try to experiment with how they could do more of this work, shifting resource and power over how they spend money and how they fund - to people in the local area.

We worked over a couple of months with yet another group to design a more robust long term version of that group.

And that's what brings us here today. Ready to experiment with running a new version of that committee called the Black Food Fund.

Any questions?

Warm up: 30 mins [Bella]

Activity: Speed huddles

Aim: Get everyone into smaller groups to do a warm up exercise to help them get to know each other better

- Each panel member represents a colour: Melek- Red, Marie- Blue, and Sabrina - Yellow
- In a moment I want each of you to pick up one of these pieces of paper with three coloured dots on it. Each piece of paper has a different combination of colours on it which indicates the route you'll take around the room. For instance if I have Blue, Yellow, Red, you'd visit Marie, Sabrina and then Melek.
- Once in your small group I want one of you to pick up one of the question cards to discuss between you. You have 5 mins in each group to discuss the question together and share your thoughts.
- The aim is to get to know each other a little better and give everyone a chance to meet the panel members.
- After 5 minutes I'll say 'Switch groups' and I'd like you to move to the panel member who represents the next colour on your list

Hand out pieces of paper.
Ask if everyone has one
Begin the activity

BREAK - 10 mins

Activity - 50 mins [Tayo]

About the committee (10 mins)

The committee will be tasked with administering £450k worth of grants over 2 years.

Some of this is intended to be used for follow-on funding for the existing two funded proposals - the Community Incubator and the Food Playbook - but this and all of that is for the new committee to decide.

Their only real restriction will be to make sure they're initially (within the 2 year period) funding things in line with IOUHs charitable mission and specifically their strategy of supporting food startups to help create a healthier more equitable food environment in Lambeth and Southwark.

They will meet every two months for a committee meeting and have about 4 hours of work outside of this each month.

They'll expect to be tweaking the design of the grant making process, supporting grantees to write strong proposals, making decisions about who to grant and any conditions of those grants, exploring the future of the Black Food Fund and sharing their work openly.

This is why it is so important that the new committee can work well and make decisions together.

Any questions?

Group Activity (40 mins):

- Split group into two groups of 7
- Recruitment panel to participate as time keeper and scribe
- Bella and Tayo to sit in each group as light facilitation support if needed

Task: Work together to develop the values you want the future committee to hold at the heart of this work. Be ready to share a compelling case for your values with the rest of the group.

- We'd love you to go about this in a way that works for you so will take a step back from making you guys do something in a really structured way.
- By the end of the 40 minutes we want you to present your values to the other team and your case for why these values are important.

Sharing Back: 20 mins [Bella]

Ask each group to present back their values and why they think the future committee needs to hold these values at the heart of this work.

Any reflections from the rest of the group?

Next steps + close - 15 mins [Tayo]

15 mins

Wrap up and next steps

- We've got a little bit of time to answer a few questions about the committee, the selection process, or anything else that you might be wondering now.

[10 mins of q's]

- Thanks so much for coming today
- We're going to give you feedback form now to give us some feedback on this session and how you found it. In the form we'll also your views on a good selection for the committee.