



MARCH 2024

A photograph of a woman with a white headwrap and a red and black patterned shirt, smiling as she stirs a large pot. She is in a kitchen setting with a snake plant and other items on the counter. The photo is partially obscured by the title text.

COMMUNITY LISTENING REPORT

PREPARED FOR
**COLORADO BLUEPRINT TO END
HUNGER**

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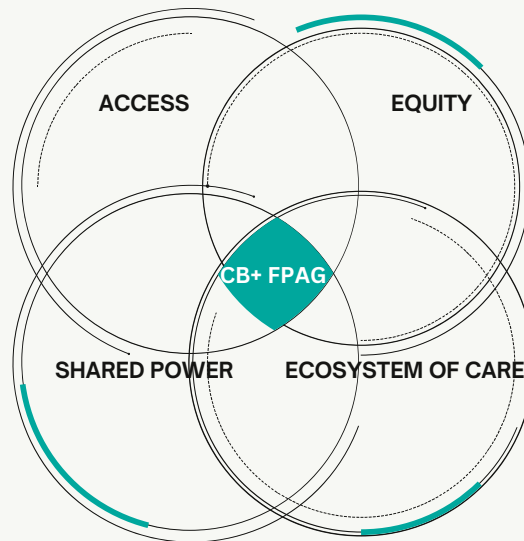
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Summary

The 2023 Food Pantry Assistance Grant (FPAG) Community Listening Project (CLP), overseen by YAYA, serves as an all-embracing effort to provide a forum through which the FPAG ecosystem of applicants, grantees, reviewers and external stakeholders shared insights into the Colorado Blueprint to End Hunger's (CB) grant-delivery process. This report provides insights and recommendations, encouraging the CB to make a series of intentional and regenerative inquiries and interventions that will impact the FPAG grant delivery process and beyond.

Our Purpose

This report will support CB in gaining insights into your current grant administration process through an equity lens. While seeking to ensure accessibility and equity across all grant delivery processes, we're assessing whether grants like the FPAG are positioning themselves to have transformational impact on addressing the root causes of hunger across the state of Colorado. Our insights and recommendations are grounded in the following values:



Our Process

YAYA's Community Listening Project for FPAG grantees and reviewers was completely voluntary, incentivized with paid stipends for participation. In the span of four months, December 2023 through March 2024, YAYA conducted surveys and 1:1 listening sessions with internal and external stakeholders to assess the current state of the culture ie. FPAG grant application, grant delivery at Colorado Blueprint, and the larger implications of food insecurity across the state. A data-consent release form was sent to 128 FPAG grantees, applicants, and reviewers. From those who responded and allowed YAYA to review their respective grant-related materials, YAYA invited participants to complete a survey and/or 1:1 listening session. The YAYA team engaged 60 participants including 2023 grantees, reviewers, and local community leaders. These meetings were instrumental in delving deeper into the community's experiences, needs, challenges and triumphs with FPAG and CB, respectively.

YAYA

GETTING INTO THE ROOTS

COLORADOANS ARE KNOWN FOOD JUSTICE WARRIORS



Who is missing in terms of potential applicants, reviewers, and grantees?

Community Outreach Strategy

A comprehensive review of CB's current outreach strategy is needed to widen the applicant and reviewer pool. As it stands, most CLP participants were made aware of the FPAG opportunity via:

- CB newsletter
- Former applicants or reviewers
- Word of Mouth

What of the organizations and community groups who have no connection or easily accessible entry point into Colorado Blueprint and/or FPAG?

Consider infusing your communication and outreach strategy with imagination. Imagination in the context of grant delivery management isn't the first thing that comes to mind as being critical to a grant's success, but as Professor Geoff Mulligan warns us, "humanity faces an imaginary crisis—the deteriorating state of a shared social imagination". As such, CB needs to activate its engagement with prospective applicants and reviewers, including but not limited to:

- Activating CB's social media through targeted campaigns
- Bringing Partner Organizations into the fold—asking folks to publicize on their platforms
- Engaging local and statewide schools, churches, community organizations that sit at the edges of food security, food justice, and justice-centered initiatives

As an equity-minded organization we encourage CB to draw from Sociologist Erik Olin Wright's threefold assessment framework to reflect and revise its current community outreach strategy:

- How is your outreach strategy *desirable* for communities dreaming and building a truly inclusive and interdependent ecosystem?
- How is your outreach strategy *viable* beyond "sounding good on paper", and could we theoretically sustain it and specifically iterate from it?
- How is your outreach strategy *achievable* considering the relative power, strategies and skills of its stakeholders?

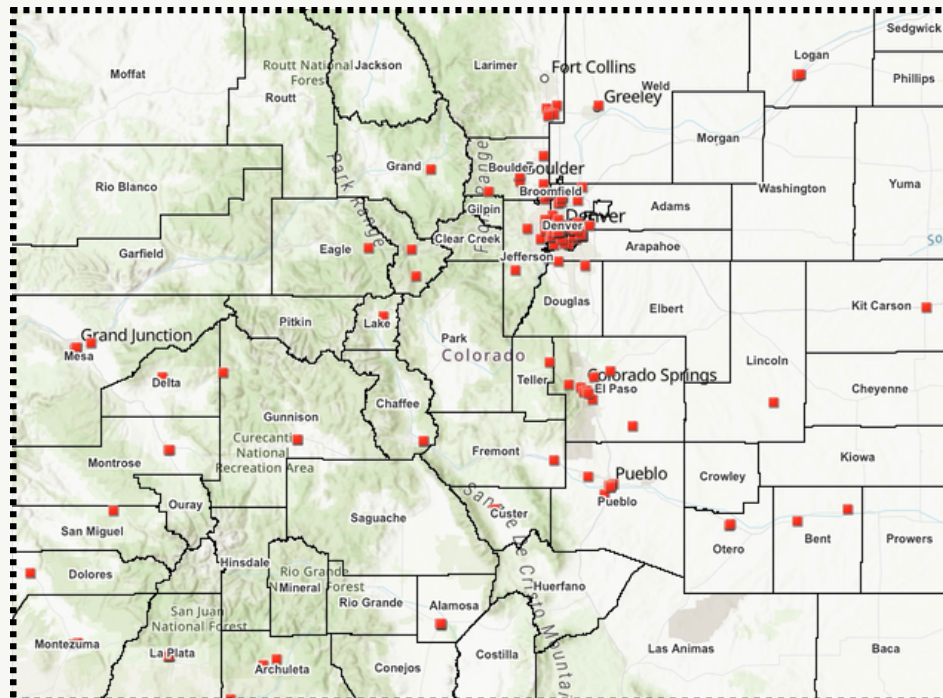
How is the Colorado Blueprint acknowledging and making adjustments to the ‘opportunity’ imbalances present from the onset of the FPAG lifecycle?

Opportunity Zones: How does Colorado Blueprint use the State’s Opportunity Zones Mapping as a metric for grant funding allocation?

- Reviewers mentioned the Opportunity Zones in their comments while reviewing applications. Some organizations were given lower scores because they exist outside of the of the “zones”. Is CB and the State engaging community in measuring civic, justice-oriented data? These zone maps are driven by ‘opportunity’. The state defines opportunity as: “Investors receive tax benefits when they reinvest capital gains, or profits from the sale of an asset, into opportunity zones.”
- Who defines and determines where opportunity lays across Colorado? How is the use of these maps in FPAG grant delivery supporting systemic equity or propping up systemic inequality? CB must determine its role in connection with the State, when it comes to incentivizing localized, anti-gentrifying investments. As it stands, the FPAG ecosystem and YAYA have raised concerns about the utility of Opportunity Zones Maps for the future of FPAG and the future of food justice efforts across the state of Colorado.

Below is the latest map of FPAG grantees by county, which mirrors the State’s Opportunity Zones Map (2022-2023).

Prompt: Who is included and excluded? Who gets to define “opportunity” for Colorado?



How does the FPAG ecosystem interact with itself? Are the moving and living parts of this system interconnected?**Language**

- Only food pantries are eligible to apply for the FPAG. "Food pantry" means an individual site that buys food or receives donations of foods that are then directly distributed to those in its community. This includes faith-based organizations". While the term 'food pantry' is widely defined, some folks operating at the edges of the organizational and institutional status quo (think mutual aide) or small-scale food pantries have felt excluded from this ecosystem and moreover, excluded from applying to FPAG altogether.

Considerations for building an ecosystem of care from the onset of FPAG include:

- Create a 'path to entry' Resource Guide for small-scale food pantries, schools, mutual aid initiatives, and other food security champions who may not see themselves as food pantries, may not have the resources to scale, or do not qualify. This resource should live on CB's FPAG website and application page.
- Provide Resource Guide for other grant opportunities that can be used towards critical administrative costs, endemic to running food pantries.
- CB should actively encourage all interested parties, regardless of 'food pantry' status to participate, be it in person or virtual in Orientation/Kick-Off Gatherings. Relying on an 'open door policy' is not enough. CB should consider hosting community gatherings across the state in which well-run food pantries can share wisdom, resources and local producer connections with smaller, mutual aid organizations.
- Approximately 96% of YAYA's CIP participants agreed that a community-driven, power building kick-off is needed at the onset of the FPAG to build a sense of community. Currently, the general consensus is that each food pantry is on their own, leveraging the grant to do as much as possible for their respective communities, but it's time to look up and make sense of how grant design decisions shape social inequality. Individuals and organizations cannot be expected to accommodate the hostile grant structures built into our institutions. We invite CB and the State to think critically about the metering of grant systems, where only those who can 'pay' are allowed to 'play'.

Is ecological interdependence written out of the story of FPAG?

- Once CB confirms FPAG and any other grant's suitability, we invite CB to consider the relationship and interactions of the many parts of this system:
 - What, if any, communication goes out to local food producers and farmers? If one of FPAG's goals is to encourage local food purchasing then there needs to be a concerted effort to inform, prepare, and welcome these communities into the FPAG ecosystem.

"I think one thing they could at least improve is the allowance of funding to be used for Administrative Costs. Grants often don't support the people doing the work enough- only the work that they do. The people doing the work need to be taken care of before they can fully take care of community"

Anonymous, External Stakeholder, Denver County

"Gilpin is hard because it is very income diverse, some very wealthy and some with nothing- a lot of our senior population is fixed income and don't count the same way within the statistics. Now I remember getting very frustrated with understanding them [Opportunity Zone Maps] and trying to write and comment about it. It seems to inaccurately reflect local populations."

Jennifer Jocelyn, Giplin County Food Pantry

"Networking is critical to this work. We need a conference or gathering that's opened up to all possible grantees where can share resources, build confidence and see how other orgs are moving. I can tell you right now, some of the low-level pantries, don't know that FPAG is available."

Jessica Anderson, Halo

"It would also be nice if there was more support from the Blueprint on educating people on how to use fresh food. For instance, a portion of the funding from the grant can be spent on printing educational materials or the Blueprint can provide educational info on fresh food, buying locally, and accessible recipes."

Anonymous, Pikes Peak

How does your vision transform old social patterns and seed new ones?

The Grant Application

All grantees who participated in YAYA's Community Listening Project, expressed having an overall enjoyable and streamlined experience with the grant application process:

- The "Decision Consideration" subsections are helpful in explaining the purpose behind every question asked, providing clarity on how CB takes responses into consideration.
- Allow for spaciousness in telling the stories of their communities: Consider removing character limitations to the section that asks applicants to tell the story of their community– it can be difficult to explain the unexplainable, the vast, and the matrixed. As Angela Y. Davis explores about the relationship between art, story and politics: "And if we believe that revolutions are possible, then we have to be able to imagine different modes of being, different ways of existing in society, different stories. In this sense, stories and art are crucial. Stories often allow us to grasp what we cannot yet understand".

The Grant Reviewership

All reviewers who participated in YAYA's Community Listening Project, expressed an overall enjoyable, enthusiastic, and fair experience with the grant application review process. Below are observations, questions, and recommendations gathered from these listening sessions, surveys, and YAYA's document review:

- **Reviewer Recruitment and Selection Process**
 - Most Reviewers heard about the opportunity to become a Reviewer via 'Word of Mouth' and 'Colorado Blueprint's Newsletter'. CB has an opportunity to create a more expansive and inclusive reviewer recruiting strategy that reflects the communities in need across the state, infusing the process with 'fluid rigor and imagination'.
 - The selection process for reviewers needs to be intentional and thoughtful, given the power this group yields over grant applicants and grantees i.e. award funding amounts and overall selection into FPAG. We recommend requesting at least one recommendation/reference from their local community to ensure that beyond expressing interest in the opportunity to serve as reviewers, folks are tethered and connected to their local communities and are rooted in the values of CB and FPAG. Particularly accessibility, equity, and fostering communities where shared power and an ecosystem of care are at the forefront. References can help to counter potential bias, nepotism, and hidden systemic inequalities within CB's Reviewer Selection Process.

Grant Application Review Process

Reviewers expressed an overall sense of comradery, clarity, and support from CB when reviewing grant applications, but there is room for improvement:

- Include “ How did you hear about this opportunity” in the Reviewer Application to gather data and make adjustments as needed to CB’s outreach and recruitment efforts
- Some expressed concerns around the amount of time allotted to review applications (‘not enough to just right’)
- Under the supervision of facilitators, reviewers were tasked with developing a point system in which all applicants would be awarded a portion of their request, and those organizations having the largest impact in a high need area would receive a greater percentage. How are we measuring “the largest impact in a high need area”? Are applicants and grantees made aware of these determining factors?
- We reviewed Reviewers Scorecards and found a few alarming patterns:
 - The number of Reviewers who scored each application differs greatly, from 3:1 to 5:1. This needs to be standardized immediately, as it causes major discrepancies on grantee selection and determining final funding amounts.
 - How is this question weighed in the point system: “Regardless of your answers to the previous questions, would you recommend this application for FPAG funding?”
 - Evaluate Reviewer Manual Guide to assess efficiency and effectiveness. Some expressed concerns regarding the amount of information being daunting and even recommending that the manual guide evolve into an informational video.

“I made my own scoring sheet that made more sense to me. Although I cannot use my hands anymore, I love reviewing grants and want to still be able to help as a reviewer despite my accessibility needs. The Blueprint does a great job with language justice. I use a program that transcribes for me when I speak, but could use additional support or a different available process for those who can’t type. I like the idea of a point person at CB besides TA [Technical Assistance]. But I think Dana Wood needs to be more accessible for subcommittee members [former subcommittee Facilitator].

Anonymous, Reviewer

“I had to ding folks who weren’t as clear or thorough[applicants], and its tough because people of color and immigrant communities especially didn’t seem to get support for small orgs. It seems the people getting the grants were not the smaller orgs, so improvements could happen here.

This was the first time I felt overwhelmed with all the prep documents. They [applicants] could be more intentional with scoring on who they serve and who the makeup of their org really is (what percentage is POC, women, etc.) and we can give more points for them. Overall, CB has positive intentions, but can do better in how they screen with very specific equity-based questions. I’ve worked on other grant review panels and got paid \$100 per application reviewed. The pay from CB doesn’t seem to add up to the work in comparison... I put in way more work with CB but got paid less.”

Anonymous, Reviewer

“I think I remember that was one of the criteria, but it wasn’t until a fellow reviewer said “this grant is for small orgs providing local produce and foods”. She reminded and grounded me in that. She gave them [applicant] a score of 0, even though they were having impact in their community. When they described where they’re getting their food they explained grocers and retailers like Walmart vs local growers. So even though they’re feeding many many families, some reviewers were confused about the intent of this grant. Scale, locally-sourced food, or feeding families in need?”

Anonymous, Reviewer

Are the objectives being met in the minutiae? What is working and what isn't?**Timing**

- Generally, FPAG grantees shared gratitude for how quickly the funds were allocated. Below are observations, insights, questions and recommendations regarding all things timing:
 - Many grantees would prefer the FPAG process to begin earlier so that they can take advantage of spring to purchase local produce.
 - “The entirety of the supplemental funding must be spent by June 30, 2024” has been quite challenging for many grantees who expressed concern around what seems to be an arbitrary date, set by the state, a far-removed entity from where they stand as community stewards. This is where a fluid, decolonized imagination is needed in the face of potentially, fixed tropes of progress. Leveraging the trust built between CB and the State, how can CB best support these government entities in implementing changes to grant timelines moving forward? We want to ask ourselves: Are these the same, fixed timelines and processes that often seek to colonize our very conception of how to craft worlds, systems, and grant processes in which we can all thrive?

Reporting and Funding

- Overall consensus is that the FPAG is one of the easiest grants, low barrier, and super accessible in terms of reporting requirements. However, there seemed to have been an issue for one, smaller organization who experienced a delay in receiving funding for a few days. In the meantime, this specific organization used its reserve funds, which not every organization has access to. Although this organization eventually received the full amount that they requested, the concern remains– CB needs a better system for monitoring and executing payments in a timely manner. As you know, the stakes are extreme in this food justice, food sovereignty, and food security work.
- Survey past grantees to ensure reporting logistics are manageable given their respective capacities as food pantries:
 - Can grantees submit reports directly into Google Drive Folders?
 - When reporting, can grantees type their respective organizations versus scrolling through a huge list?
 - Explore the efficacy of quarterly, monthly versus weekly reporting solutions.

“The FPAG funding allowed me to create a special, mutually beneficial relationship with a local business owner who sells Colorado Proud honey products.”

Richelle Greenwood

“The timing to write the grant and keeping up with the reporting was tricky, and we did not get the full amount requested, which I’m curious about. We were able to purchase a lot of local protein and some produce, which was great, but overall I’d like more support on the reporting end.”

Anonymous, Grantee, Larimer County

“It would be nice if they could start the process earlier (having to spend the money by a certain amount of time) when we were awarded funds doesn’t align with our work patterns and schedule. We didn’t get the funds until July, missed out on 2 months of food in the prime early growing season (I.e. spinach! High nutrient food and it’s popular unlike chard, but bugs like it here). We have a very short growing season up here so we really rely on getting more.”

”

Anonymous, Grantee, Northeast Counties

“State and federal funding is becoming lean, and I want to dig deeper into what the sustainable models are. There needs to be consensus, and it’s going to be challenging. How are we going to come together?”

Anonymous, Reviewer

COMMUNITY STORIES

Active imagination of the future is how humans guide the actions of the present and make our future a reality. Imagination is often shared through story and narrative—the way we design everything from the technology we invent and use, to the social systems we implement. Ultimately, the stories we tell about ourselves lay the groundwork for the kind of world we then create to sustain the people we are imagined to be. The FPAG ecosystem is full of stories, and here's a snapshot to keep you moving forward:

“Summit County has a demographic population that's reported and seen, but through FIRC's perspective we see folks that go unseen for obvious reasons. Low paying jobs in hospitality and a transient workforce is leading to housing instability, which goes hand-in-hand with food insecurity. “We have a food equity coalition that's made up of folks with lived experiences with food inequality in the region. Funding pending, we're starting a big campaign to create systems changes across the county when it comes to food insecurity. The workforce can't afford to live where they work...The struggle with Summit is its mountainous so its tough to find local production. Sadly, there's only one large ranch with fancy meats available so we need help sourcing outside of county lines.”

Melissa Anthony, Grantee, FIRC

We operate a couple of food pantries, and we can't keep our heads above water to get funding and go after funding opportunities. What Blueprint can do better:

Consider a collaboration or holding a meeting with the “big dogs”: between Blueprint, the USDA, Colorado Health Foundation etc. to start a regenerative funding model for the San Luis Valley with Sawatch county as an incubator. A funding entity where micro-communities are all under the heading of Colorado Blueprint but split within their region.

Mo (Maureen) Eich Van Walleghen, Grantee, Sawatch County

LOOKING TO THE FUTURE

This is a beautiful community of people who are activated, committed, and engaged in doing what it takes to combat food insecurity across Colorado. The general sentiment of Colorado Blueprint's management of the FPAG was positive, and as always there's room for growth and deeper reflection on what happens next. Now that the grant has been running for a few years under the real-time pressures of urgency, which are still present given the current state of the climate crisis, it is time to shift towards coalition building between food, housing, and the climate crisis itself. After surveying and listening to members of this blossoming ecosystem, we are clear that this community is grateful and motivated to support CB in its endeavors to end food insecurity in Colorado. Hopefully this is just the beginning of more listening initiatives for future cohorts of FPAG, as CB gears up for statewide coalition building that's rooted in the people, in the soil, and in the power of the stories at edges.

We leave you with soul-full prompts that should inspire play, experimentation and imagination as you move forward with grant delivery and community power-building across Colorado:

- To imagine otherwise we must first "remember otherwise". How do generational histories impact our day-to-day imaginations, and how can we imagine new modes of living that incorporate the wisdom of the olde and the ongoing?
- Remember, "the fundamental unit of society is not the individual, it is the relationship". Before embarking on any liberatory design processes--in which you create a tool or intervention to foster human flourishing--re-establish some core community values for how you will all show up together to this work.
- How can CB become a social movement that serves as an incubator for new knowledge for and by this blossoming FPAG ecosystem?

APPENDIX 1 | FPAG GRANTEES, YAYA DATA CONSENT REQUEST



MEET YAYA

TO OUR BEAUTIFUL COMMUNITY...

About our work

Since 2018, YAYA has served as a trusted partner to organizations seeking to integrate equity and justice into every facet of their DNA across Colorado, New York and the Dominican Republic/Ayiti.

We are a root system of relationships with overlapping community stewardship at our core. Our team members identify as Afro-Indigenous activists, land stewards, event organizers, farmers, parents, garden designers, artists, seed savers, and grant writers, to name a few things. We are committed to honoring our ancestors, healing our communities, and tending to our culture by any means necessary. As such, YAYA invites you to play and experiment our way into a future that is rooted in the land, in our healing, and in the power of our collective liberation.



EXCITED TO CONNECT!

Our Ask

We're asking for your consent to access the data you provided on the FPAG grant applications(2022-2023).

In order to provide a comprehensive equity report, we need to investigate the potential patterns that are either uplifting equity or serving as barriers for the community at-large.

[PLEASE CLICK HERE TO OPT IN OR OPT OUT.](#)



APPENDIX 2 | FPAG APPLICATION REVIEWERS, YAYA DATA CONSENT REQUEST



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EXCITED TO CONNECT!

Our Ask

We're asking for your consent to access the data you provided on the FPAG grant applications as Application Reviewers (2022-2023).

In order to provide a comprehensive equity report, we need to investigate the potential patterns that are either uplifting equity or serving as barriers for the community at-large.

[PLEASE CLICK HERE TO OPT IN OR OPT OUT.](#)



APPENDIX 3 | AT A GLANCE, FPAG SURVEY QUESTIONS | REVIEWERS

Do you believe that Colorado Blueprint's grant process is accessible?

¿Cree que el proceso de subvenciones de Colorado Blueprint es accesible?

What is your relationship/connection to the community of FPAG applicants that you were chosen to review?

¿Cuál es su relación/conexión con la comunidad de solicitantes del FPAG que fue elegido para revisar?

How did you hear about the opportunity to become a grant reviewer for Colorado Blueprint?

¿Cómo se enteró de la oportunidad de convertirse en revisor de subvenciones de Colorado Blueprint?

How familiar were you with the organizations that applied in your region?

¿Qué tan familiarizado estaba con las organizaciones que postularon en su región?

What was your overall experience with Colorado Blueprint as a reviewer? Please explain.

¿Cuál fue su experiencia general con Colorado Blueprint como revisor? Por favor explique.

Was it difficult for you to choose how to allocate points to organizations based on Colorado Blueprint's processes? Please explain.

¿Le resultó difícil elegir cómo asignar puntos a las organizaciones según los procesos de Colorado Blueprint? Por favor explique.

Did you use the reviewer application tool and/or the reviewer decision making guide provided by Colorado Blueprint to help you allocate your points?

¿Utilizó la herramienta de solicitud de revisor y/o la guía para la toma de decisiones del revisor proporcionada por Colorado Blueprint para ayudarlo a asignar sus puntos?

Do you feel like Colorado Blueprint provided you with adequate support to fulfill your role as a grant reviewer? (Yes, no, somewhat? Please elaborate.)

¿Siente que Colorado Blueprint le brindó el apoyo adecuado para cumplir su función como revisor de subvenciones? (Sí, no, ¿un poco? Por favor, explíquelo).

Would you be interested in a community gathering (March 2024) to further share experiences with the Colorado Blueprint community and build relationships with other grantees and stakeholders?

¿Estaría interesado en una reunión comunitaria (marzo de 2024) para compartir aún más experiencias con la comunidad de Colorado Blueprint y establecer relaciones con otros beneficiarios y partes interesadas?

APPENDIX 3 | AT A GLANCE, FPAG SURVEY QUESTIONS | GRANTEES

What is your role in your organization? / ¿Cuál es su papel en su organización?

Would you like your answers to this survey to remain anonymous? / ¿Le gustaría que sus respuestas a esta encuesta permanezcan anónimas?

Which member(s) of your organization works most closely with the grant writing process for your organization? Please provide their name and contact email below.

¿Qué miembro(s) de su organización trabaja más con el proceso de subvenciones? Por favor indique su nombre y correo electrónico de contacto.

Have you received a grant from Colorado Blueprint within the past 3 years? / ¿Ha recibido una subvención de Colorado Blueprint en los últimos 3 años?

How did you hear about Colorado Blueprint's available grants? / ¿Cómo se enteró de las subvenciones disponibles de Colorado Blueprint?

What was your overall experience with Colorado Blueprint's grant delivery process? / ¿Cuál fue su experiencia general con el proceso de entrega de subvenciones de Colorado Blueprint?

Please elaborate on your overall experience with Colorado Blueprint. / Explique su experiencia general con Colorado Blueprint.

What was something you appreciated about Colorado Blueprint's grant delivery process? (Please expand as little or as much as you would like.)

¿Qué fue algo que apreció del proceso de entrega de subvenciones de Colorado Blueprint? (Por favor, amplíe tanto como desee).

How can Colorado Blueprint's grant delivery process improve? (Please expand as little or as much as you would like.)

¿Cómo puede mejorar el proceso de subvenciones de Colorado Blueprint? (Por favor, amplíe tanto como desee).

Do you believe that Colorado Blueprint's grant process is accessible? / ¿Cree que el proceso de subvenciones de Colorado Blueprint es accesible?

Did the timeline of the 2022-2023 FPAG Grant cycle work well for the needs of yourself, your organization and/or the communities you serve? Please elaborate.

¿La línea de tiempo del ciclo de subvenciones del FPAG 2022-2023 funcionó bien para sus necesidades, las de su organización y/o las de las comunidades a las que presta servicios? Por favor elabora.

How much time and staff labor did it take for you to comply with FPAG requirements including reporting expectations, etc.? / ¿Cuánto tiempo y trabajo del personal le llevó cumplir los requisitos del FPAG?

Have you reviewed Colorado Blueprint's reports from the 2022-2023 FPAG Grant Cycle?

¿Ha revisado los informes de Colorado Blueprint del ciclo de subvenciones del FPAG 2022-2023?

Would you be interested in a community gathering (March 2024) to further share experiences with the Colorado Blueprint community and build relationships with other grantees and stakeholders?

¿Estaría interesado en una reunión comunitaria (marzo de 2024) para compartir aún más experiencias con la comunidad de Colorado Blueprint y establecer relaciones con otros beneficiarios y partes interesadas?

YAYA



GRACIAS.