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**SPEAKERS**

Interviewer, Participant 199, Interviewer 2

**Interviewer 2** 00:00

Greetings. I have to acknowledge that just so you know, the recordings, they're not shared outside of our team, we basically use them to make sure that we are accurately capturing the things that you're sharing with us today. So thank you for giving us permission to record. So the record is now on. And your participation is absolutely voluntary. You can choose not to answer any of these questions you can also choose to withdraw from this research at any time. We'll keep recording is confidential within our team. And we won't use or share your name or any other identifying information in any of the results that we report. However, please be mindful that there might be people in your room nearby you that can hear your comments. So you can protect your own, you know, privacy of your of your responses. And you can also follow up with us with any questions that you might have by emailing Karissa, you have her email address. And so your consent is actually demonstrated by your continued participation in this interview this morning. Do you have any questions before we move forward? No. All right. Great. Thank you. All right. So our first question of you this morning is how would you describe your role or your experiences in the local food system.

**Participant 199** 01:44

So at the time, I was the food system, navigator and program manager, so for the Community Foundation of Greater Flint, in that space and role, I was kind of the linchpin for all of these things, we were the goal was to create a system. And I was the person who was supposed to kind of pull everybody together, hold everybody together and keep the word moving. So it was I guess it was a master role. And holding it together, so.

**Interviewer 2** 02:23

Okay, and when was that [Participant 199]? You were employed? You said by the [Organization] at that time? When was that?

**Participant 199** 02:32

So I started in October 2014. So pre water crisis, and I ended my time with them in February of 2019.

**Interviewer 2** 02:43

Okay, all right. Great. Great. Awesome. That's the so thank you for that. Now, what we'd like to do is, as we get into the conversation this morning, we want to go over a few definitions with you. So, [Interviewer] and I are going to be working together, you know, on the interview, she's going to be managing the screen and helping with actually creating the Maps itself and, at times, even also, participating in the asking of the questions. So we'll start out with some definitions first, and in the system. So as [Interviewer] is going to share her screen, and she's got a document that has some definitions that we're going to find useful for us to follow along with visibly as we go, can you see the screen? Okay, [Participant 199]. Yes. Okay. So we're basically going to be working with five sectors of the local food system. And the first is production. So we're basically looking at the growing of crops or the raising of livestock pretty much at any scale, from the very smallest of gardens, to the largest. So we're really looking at producers in that case, the second sector is processing and packaging. So here in this sector, we're dealing with produce that is being washed, packed, in some cases turned into value added kind of products. Probably a good example would be, you know, we've got someone who's growing tomatoes, and then we bring those tomatoes instead of just the whole tomato, you bring us tomatoes, and you dice them up and you add some spices and now it's salsa, you know, or some other form. So we're looking at folks that do value added processing and well and the third sector is a wholesale and resale. So this is when produce is gathered for the sale and the goods other than the people who actually produce them. And then the next sector is retail, which is where we get our food from where food is sold, you know to stores, markets, restaurants, K During anywhere where food is sold directly to customers, and then the last sector we're going to look at is waste. And we know that waste occurs all throughout the system. But basically, we're looking at the collection and the management of waste. Any questions about those concepts? Those sectors? Or the definitions of them? No? Okay. All right, great. And we can always come back to these, you know, just let us know, we need to come back to these along the way. All right. So let's take a closer look at your expertise. So based upon what we've discussed these definitions, where would you Where would you place yourself? Where do you see yourself having the most expertise? You know, in this in the localized food system,

**Participant 199** 05:57

I think I was between all the categories. I was, I was the person that connected the categories together.

**Interviewer 2** 06:03

Okay, so you've worked across all the categories. Great, awesome. Awesome, this is gonna be fun. So let's take a look at how we're going to actually run this FCM process. We know you've been through this before, but this will be a bit of a refresher. Okay. So [Interviewer] is gonna show us how we're going to move through the modeling process for the rest of the interview. So she's going to switch your screen. So the modeling software, and then she's going to give us a brief explanation of the modeling process a little give her a moment, and to change her strain

**Interviewer** 06:39

[Participant 199] because you have been through this FCM process a fair bit, would it be useful to go through a quick example? Or do you feel sort of confident in your, your FCM knowledge? I

**Participant 199** 06:50

I mean, if you're practicing, you can do whatever you want.

**Interviewer** 06:53

Um, I think I would be the person who would run through it, and I've- Renee, if you'd like to run through explaining FCM we can absolutely do that.

**Participant 199** 07:02

But otherwise fine.

**Interviewer 2** 07:04

Yeah, well, I think I think we're good because we've been through like, 51 of these, and our team has been through a couple and we actually did some, so if you're comfortable [Participant 199] we'll go forth okay. But if at any point you have questions, please just ask us, you know, as we as we go through it. Okay, so we're gonna go ahead and take a look. So, Karissa has now switched to the model that we're using to look at these five sectors, you know, other food systems, so you can see the screen, okay? Yes. Okay. So what we want to do here is we want to talk with you about drawing connections between the different sectors, you know, of the local food system, pretty much based upon what you just said, how you would see yourself placed within your work in the food system. So at this point, I'm going to just kind of yield to and let [Interviewer] kind of walk you through, as she draws this beautiful picture of your connections in the system. So talk to us a little bit about how you see the connections between these different sectors of the food system.

**Participant 199** 08:22

So, I mean, I just see them as partners, part of the system, we're missing consumers, but we, and distributors, yeah, those are two areas that are missing, but all of these work to, you know, put food on our table there works to employ our farmers it works to do a lot of different things. I guess my question is, is that when you say, what do I think the connection is? I don't I guess I'm not clear because the connection to me is that they're all part of one system.

**Interviewer 2** 08:56

Okay. So perhaps, as we think about the connections, like we have all of the sectors represented, and what might you see the connection between the sectors that are there, do you see connections between those existing sectors? Do you see connections of those sectors to other aspects that we need to take into consideration in the food system?

**Interviewer** 09:22

I can give a specific example like so it's, it's drawing the connections between really the roles. So it's like composters, who do they interact with where do they get waste from in the system producers? Where do they send their product? How do they sell it? Stuff like that?

**Participant 199** 09:40

Okay. So, let's start with producers. Because you all have it in this really unique way this almost straight right I mean, almost like a flow is already right there. But anyway, so start with producers. We have in Flint we have farmers, who have like multi-acre farms. We also have backyard garden growers. We have people who grow in hoophouses, we have people who work multiple plots with other families, we have all kinds of ways in which people produce food. When that food is produced, the challenge for our growers would be, where do I go? What do I do with it? So some of our backyard folks, they do it in the community. So they'll take food, and they'll give it to churches, or they'll give it to their neighbors, or they'll do things of that nature. Our farmers are always looking to-for a return on investment as they should, because of the cost of the expense of farming. So they may take their food and take it to the food hub. Or they may sell it at the farmers market or because we don't have a-we did not have a lot of at the time I was there-was a lot of direct farm-to-store, farm-to- retailer kind of processes; we didn't have a lot of that. And we would have-you know, our farmers, they struggled a lot to just make ends meet because they didn't have that intermediary to get their produce, buy their produce from them, and get it to where it needs to go, which is a function of the food hub.

**Interviewer 2** 11:38

Okay, so a couple of things I heard, let me just play them back. So we've got a variety of different ways in which food is produced. You know, you talked about the farmer-farmer, the backyard-farmer. You've also talked about where and how farmers grow, whether they're in hoophouses or on lots-plots, you know, together. You talked a bit here about how farmers-where farmers take their food to. So we've got the food hub, we've got the farmers market, which is one of the retail outlets. And you said that one of the struggles was getting to those end markets. I think we have all of that reflected when you see that. Do you see the reflection of those things? Those connections?

**Participant 199** 12:31

Yeah, I mean, I don't know that-I don't know if the struggles are represented, but I don't know if it needs to be either. So there it is. Yeah. Exactly. Because most of the people at the farmers market-most of people at the farmers markets are retailers- I mean resellers-they're not growers. So you know, our growers always had that issue. So that was the main purpose of the food hub-to make that make that connection.

**Interviewer 2** 12:59

Okay. Other connections with producers to other sectors in the system?

**Participant 199** 13:07

So I'm not really sure about how producers compost or how they manage their waste. I know the food hub is being-is really good about having very little waste because what they'll do is they'll take the vegetables they don't sell, and they will make soup out of them. So they reuse all that they can reuse. I'm not really sure about how it works with other producers, you know, growers and stuff, because I've seen people just throw vegetables away because they just sat too long. And you know, there's-I don't know if they have plans for how to handle that.

**Interviewer 2** 13:43

Okay. Okay, any other connections with producers?

**Participant 199** 13:48

Net at the moment? Nope. Okay.

**Interviewer 2** 13:51

All right. Great. So go ahead.

**Participant 199** 13:59

If we move to value added producers-processors, a lot of our growers are also value added folks like our apple lady makes pies. [Name] grows rhubarb and stuffed strawberries and mixed jam. We have a lot of people at the market that do that. But as far as you know-there appears and I'm not sure what it is-but there appears to be barriers to entry to value added processors. So for example, I know at the farmers market, you know space-having space to do the work is very challenging because the farmers market has been full since it opened, right. So people are sharing kitchens and they're running out of space. There was once a dream, as part of the food hub, to have a space where you'd have white boxes, you know, so people can just come in, plug in, and go. That has not disappeared, but it's not on-it's on the radar. We talk about it every now and again, but it didn't meet the plan-the feasibility study we did for the food hub, so it's not a priority. Let me just say it that way. But yes, there's a lot of barriers to just getting to that process.

**Interviewer 2** 15:30

okay, so one of the things I heard you say was about space for the value added processes. So them being able to okay, they're in a space, I have mature eyes. So, I mean, take me a minute to catch the what's on there. Okay. Um, other connections with the value added processors?

**Participant 199** 15:52

Let me see, some value added people are-they sell to the markets. I'm not really sure if any sell to the stores. I've never seen any local folks sell to stores, you know? So, and I'm not seeing any local folks sell to restaurants. Okay.

**Interviewer** 16:12

Can you talk a little more about that? Is there any specific reason that it's maybe harder to get into stores or restaurants?

**Participant 199** 16:21

So I think-well, first of all, it's GAAP certification, right? So, if they don't have GAAP certification, they can't sell at those broader markets. And so again, the food hub is actually-we're actually-we just went back to this conversation, because I was reminding [Name] that that was one of the goals of the food hub: to get to not only become a GAAP certifying entity, but also to have training-GAAP folks here (because in Michigan, we don't have a lot of them and most of them are in upstate a little bit, so they're not in our area). So that's one reason, because if we had that, then people would be able to-they would open up the markets to people and they'd be able to sell to hospitals and universities and blah, blah, blah, you know, so it will be a lot better. So that is one of the things that we are actually looking for the food hub to start moving towards and helping to make happen. But I think that's one of the main reasons, is because of that. But I mean, by the same token, restaurants are starting to buy from the food hub, which get their food from farmers, and they're not GAAP certified either. So, I mean, you know, there's some things happening, but they're not happening to the scale on which we would like them to happen. And on the regularity, we would like them to happen.

**Interviewer 2** 17:48

our team. As you want clarification. You said that the the food hub's food is not provided by those that are GAAP certified. Did I hear you say that?

**Participant 199** 18:01

You did, mhm, it is not.

**Interviewer 2** 18:03

It's not. Okay. All right. So the connection between that and the food hub is not certified.

**Participant 199** 18:12

Right. Okay. Alright. If we can get that in place, and that'll, that will open up a lot for our people.

**Interviewer 2** 18:19

Okay, alright. Great, thank you. Thank you for that, other connections that you're seeing between the folks that are acting in the in the food system? Connections?

**Participant 199** 18:31

No, I just want to clarify that people are not GAAP certified, but they do have to get certain kind of certifications or certain kinds of clearances before they can sell to the food hubs. So they have to have their water check courses planned, they have to have your water check every year, they have to have certain things done in place. So they're not just picking up food from everywhere, you know, you have to have some kind ofauthorization, some kind of something going on.

**Interviewer 2** 19:05

Oh okay, so if I'm hearing you right, producers have to have some kind of certification to sell their product to the food hub itself.

**Participant 199** 19:16

Yeah.

**Interviewer 2** 19:16

So you're talking about the producers, not necessarily just the value added? Yeah.

**Participant 199** 19:20

Not the value added, but the producers, right. That's my thought.

**Interviewer 2** 19:23

Yeah. Okay, alright. Great. Thank you for that clarification. Other connections you're seeing? Other sectors? Other players?

**Participant 199** 19:39

No...

**Interviewer 2** 19:47

Okay. Alright. Well, let's see if something else pops up as we go. We'll continue to collect those from you. Alright.

**Participant 199** 19:58

Wholesalers and resalers. Okay, you got to remind you of that-I'm getting that confused with retailers.

**Interviewer 2** 20:06

Yeah so the wholesalers, when you think about wholesalers, the food hub-anybody that that is receiving food and they're moving it on. It's kind of an aggregation. Okay?

**Participant 199** 20:20

Yep. Alright, cool. So that is the food hub; there's not a lot of other entities doing that, and the food hub was created to be that piece, right, that aggregation piece to push that food out. And it's going out, I mean, they're sending food out to [Organization], which is a senior service center. They're sending food off to the schools, and they're actually starting to prepare lunches and snacks. So they'll have like packs of carrots, and packs of apples, you know, that processed part. They'll have, I guess, the essence of the value added thing, huh. They're actually producing hot meals for folks, and they're still doing the veggie boxes, and they're still doing the mobile market, although the mobile market is gonna switch more to education entity versus a selling entity, because people don't usually buy off the food. I mean, [inaudible]. I mean, they might buy sandwiches, because sometimes they'll take-we used to be hired to take lunch into organizations, like there's a blood drying place. And they would have us come and set up close to their place so that people can get some food and we've had soup and sandwiches and used to go to GM and set up inside GM and used to call me so places like that. That's one of the other kind of resale or wholesaler kind of things that we used to do the at the food hub. I know like the local grocers man who sells food, you know, they take their stuff and make soups and sauces and you know, blah, blah, blah and put it on the shelf and sell it for-but it's their store, their stuff. You know what I mean?

**Interviewer 2** 22:21

So, could you speak to that a little bit? So you're saying that some folks who own stores are also creating value added product? Is that what you're doing?

**Participant 199** 22:32

Yeah. So like, [Name] and [Name]-they make stuff and have to go things, you know. They have a kitchen where they actually prepare food for folks, so.

**Interviewer 2** 22:45

Okay. Okay.

**Participant 199** 22:48

But I don'tthink outside of [Name]. Outside of [Name] and the food hub, I don't think anybody else is doing that. I could be wrong, but I I can't think of anybody else that's doing it.

**Interviewer 2** 23:03

So what I'm hearing you say-I just want to clarify-is that they're taking raw product, and not only making value added things, but they're also making prepared meals. They're doing both. So they're doing prepared meals too. Okay. Alright. Great. That's helpful. Thank you for that. Other connections you're seeing?

**Participant 199** 23:22

I'm trying to see if there's a connection between value added and-I guess you would draw a connection between the value added process and the wholesalers- is that what [Name] would be doing, or would they be considered retailers at that point? Or both?

**Interviewer 2** 23:39

It depends. It could be both.

**Participant 199** 23:41

They're probably both. So you can draw a very thin line between value added wholesalers and retailers.

**Interviewer 2** 23:51

Okay, gotcha. So if they're doing it in their own place, it's value add retail. If they're getting it to the food hub to get out to somewhere else, that's wholesale. Well, is that what you're saying?

**Participant 199** 24:07

No, what I'm saying is-okay, I'm just going to use [Name]'s story as an example. They have a farm. They bring their stuff in, they wash it, they make stuff, they make it they make jams, they make sauces, they make other things AND they make hot meals, they make hot dishes or they'll prepare things and put them in a freezer, right? But they do that out of the things that they grow themselves.

**Interviewer 2** 24:29

Yes.

**Participant 199** 24:30

The food hub, they do that with soups and you know, meals stuff, but they also purchase chicken, right, or purchase beef, or whatever it is from farmers to prepare meals for senior citizens and for other people.

**Participant 199** 24:51

Okay.

**Participant 199** 24:53

And that will be-

**Interviewer 2** 24:56

I said, gotcha. I think she's got that connection, those connections

**Participant 199** 25:00

And that will be different from like GCCARD card, which, you know, buys everything from Gordon's and pulls everything out of a can, and gives to people. So, that's the other side of all this.

**Interviewer 2** 25:15

Okay. All right.

**Interviewer** 25:18

One quick question before we move on, would be deciding the connection strengths. Obviously, they have question marks. And it really means, sort of an assessment of retailers-of local retailers in Flint, who are really part of the community. Do you think that more of them are in the restaurant business, have stores, or have markets, either through the farmer's market or farm stands or other places they sell their food? Are people more concentrated in one realm of retail than another in the Flint system?

**Participant 199** 25:55

So I would think that it would be restaurants, that would be the strongest, because we don't have a lot of stores, right. And the people who are building stores are still struggling to build a store. So right now, and if the North End Food Mart opens, that is one of the only-and we don't even know if they're going to get their food locally. We don't even know what they're gonna do. Right. So we're not really sure. So stores are -definitely not it. Markets, a lot of the farmstand markets, I guess it depends on how you define local. Because some of them come from outside of Genesee County, they come from outside of Southeast Michigan, they come from all over the place. So if you define market as local, I mean-if the state is local, then the market is stronger. But if you're looking specifically at our local area, it's not very strong.

**Participant 199** 27:01

Gotcha. Okay, great. Thank you. Thank you. Okay. Let's take a look at anything else. Anything else sticking out to you now, or we'll also move on to another concept, and we'll keep building this out as the instincts come to you. Are you seeing anything else right now?

**Participant 199** 27:25

Hmm no, and it's disturbing me that I don't have more connections to composting, but.

**Interviewer 2** 27:33

I think what you said earlier, was important-that you don't know what they're doing. So that's very telling. Yeah, that's fine. Alright, well, let's take a look at a different connection for a moment and if something else comes back to you in these sectors, we'll keep drawing those connections as they come out in your conversation. So how would you-when you look at the local food system-how would you connect racial inequities to the local food system? So, what are some of the ways that racial inequity is impacting participation in the local food system?

**Participant 199** 28:14

So I think there's a few things. So I think number one, is that racial inequity makes the barriers to entering the food system more difficult, right? Outside of being a consumer, and it actually eliminates even if you're a consumer, but it makes the barriers make it harder for people to enter into that space. Then you have-people can't get money for growing and they can't get tools and they can't get plows and they can't get stuff because they can't get funding. And you have to be-farming is a very close community as well. Right? So if you know farmers, and you are a farmer, and you've been a farmer for many [years] you can get-they can loan you their stuff, you know, they'll come together and help you do stuff, they'll do all these things. But those barriers are not-those things are not happening for people of color. It's just that age old story, it's just such a struggle to get in. And when you get in, you know making -- just being able to just get through all of that is just really really hard. It's really hard. It's harder than it should be.

**Interviewer 2** 29:37

Okay.

**Participant 199** 29:38

So you're talking about just, you know, funding, you have access to capital is very difficult, just you know getting into that space, just trying to, and I've seen some people do it, they don't usually don't-I haven't seen anybody who's lasted a long time, unless they're doing community gardening. You know, community gardening is like the lowest barrier to access because you can get a small grant, the plots are small, you don't really need any equipment other than some hoes and shovels, you know, things like that, they'll pay for you to get your water tested. You know, that kind of stuff. So community gardening is the only place that-is the place that has the lowest barrier to access.

**Interviewer 2** 30:18

Okay, you said "they"-community gardeners-can get resources from you said "they?"

**Participant 199** 30:27

They can-oh so they can get small grants, they put small grants. Well, when I was at the foundation, one of the things that [Name] and I would do is if the goal was for people to do like programming around a community garden and something else, like a festival or something they would do, then I would pay for the community garden piece, and [Name] would pay for the festival piece. We're always trying to support our-the local gardeners because we knew how important it was for them to grow that food and to teach young people how to grow it and cook it and eat it and all that stuff.

**Interviewer 2** 31:09

So education

**Participant 199** 31:10

Yeah, [inaudible] was huge. Okay. But it wasn't education for the sake of farming or sake of growing, it was education for the sake of healthy eating.

**Participant 199** 31:20

But they did-you did get to go in a garden and work the land, and also the kind of stuff and you know, kids tend to [inaudible] once they see it grow themselves, and they participate in that process.

**Interviewer 2** 31:20

Healthy food, okay.

**Interviewer 2** 31:34

Okay. Okay. What about-are there ways that you see that the food system actually contributes to racial inequity? That's kind of a flip of that.

**Participant 199** 31:51

Can you say that again, please?

**Interviewer 2** 31:55

Yeah. So we just talked about, you know, ways that racial inequity impacts participation in the food system itself. So it's kind of a flip of that, are there ways that you think the food system might be contributing to racial inequity?

**Participant 199** 32:19

I think because farming is so white, so incredibly white, because of all the injustice, right? It's so white, it's also closed. And I think that people who has that, you know, people who-they're not as open to sharing, as in caring, you know, and caring for as we would like them to be. So I don't know if there's a-I don't I don't know, that's kind of a chicken and egg question. So I'm not really sure which came first. I'm sure the inequity came first, but you know, but I don't know how perpetuates other than that whole idea of, you know, limiting experience, you don't have a whole lot of farmers who are willing to teach young people-I mean, teach people of color-but you also don't have a whole lot of people of color wanting to do that. So one of the things that, so-in my time, we were invited to come to this process where it was the master plan process, right, for the city. And so we were all in this room, it had to be like, 400 of us in this room., and they had us all divided up in groups and everything. And so we started talking about how community neighborhoods and people were talking about, you know, growing chickens, and doing all this stuff in neighborhoods and stuff. And I remember the older people said, I came here to get away from sharecropping, and that's how they referred to it, as sharecropping. And I-I didn't come here to be around chickens. And I don't want no chickens running in my neighborhood. And I mean it was interesting, because nobody had ever thought that that would be a thing. Because when I heard it-because I had just heard it when I got there, I heard chickens, you know? And those older people, they were really upset, because they didn't want-they didn't want that in their community. They didn't want you know-and it's the trauma of sharecropping, and [inaudible]. You know, so, some of it is that as well, people don't connect it like them.

**Interviewer 2** 34:39

I hear what you're saying, it's the stigma and trauma from sharecropping.

**Interviewer 2** 34:44

Yeah and it's just really hard.

**Interviewer 2** 34:49

And you said elders, um-

**Participant 199** 34:51

A lot elders, but then they teach-so it's funny because my family is from the south and they came up and we had a garden in our backyard and we shared a plot with three other families. And we grew up going to the garden and picking stuff, you know, snapping beans, and shelling peas. And, you know, we grew up doing it. But, you know, I don't know. I wish my mom was here if I could ask her, but you know she-they always had a garden.

**Interviewer 2** 35:23

Yeah, and I'm gonna step into that one for just a moment and just say to you that that's an echo it; it's one of the things that comes up, so I can say that, because you know, we have experience working in Flint and Detroit and other places. It's one of the things that does come up. You know, it seems to be diminishing a little bit, but it still comes up in certain age groups. So thank you for thank you for that.

**Participant 199** 35:52

And I think it's the nation because people are realizing now that if you want to eat healthy, [inaudible] the way to do that is to grow your own stuff, right? Or to have better relationships with your farmers or, you know, at the farmer-you have to do something, because you can't just go to the store and pick it up, because that's not how it works. So I think people are coming to that realization, too.

**Interviewer 2** 36:12

Okay. Okay.

**Participant 199** 36:14

And then, you know, as far as the rest of it-that's some consumer issues. So because then you talk about pricing, and you talk about-that whole thing around just how much it cost.

**Interviewer 2** 36:31

Ah, affordability, price.

**Interviewer 2** 36:33

And then especially when you're not putting back to your community. Right. So your affordability for somebody else?

**Interviewer 2** 36:39

Ah, okay, can you say a little bit more about that, [Participant 199]? So I heard you say a couple of things. One was pricing. And you said about putting money back into the community? Say a little bit about that so we can capture that.

**Participant 199** 36:55

So I think, my experience has been when people talk about price, you know, we used to have this real conversation about the real cost of food, right? And how much fuel costs, how much it actually costs to grow? Why should you spend that extra 20 cent a pound for that cabbage that came out of Michigan versus the cabbage, that was trucked all the way from God knows where. And we would start having those conversations and what we would do-we would do it-we would just say to them, okay, so how important is taste and nutrition to you? Why do you eat cabbage? Do you eat cabbage because it just tastes good or you eat cabbage because it's good for you? You know you have to think about that. So we always try to unpack the actual cost of food. But what I''ve learned in that process is that people are willing to pay what they see will benefit their community. So we went to either Davidson or Grand Blanc, and we were talking about the food hub and the veggie boxes. And so one of the people on this Congress Commission said, [Participan 199], you know, so, you can order from shipped, or you can order from such and such, you know, why should we do it from the [inaudible] fresh and one of the other people said, because this is what's supporting our farmers. So that food that came from Myers, that's 400 miles. We're talking about farmers that are right here. So this is a way for support and the guys like, oh, okay. You know, so people are more more likely and more willing to pay for- pay extra for stuff. I mean, I buy apples only from [Name] and if I can't get apples from [Name], I don't eat apples.

**Interviewer 2** 38:32

Gotcha.

**Participant 199** 38:34

If they're ripe, if they're good, if that's the wrong kind, try this one because they don't have that one. I mean, she knows how to work that.

**Interviewer 2** 38:42

Gotcha. So I heard you connect the producers to the local economic piece. Okay, so connecting those producers to the local economy. Yeah. Also. Okay.

**Participant 199** 38:58

Let's see, I don't know if they're local, though. See, [Name] comes from somewhere else. She's not from here. But that's my apple lady. Right, but she comes from somewhere else. And so that's the little caveat in there, is that sometimes it depends on how we define local. If you define it by state, then we're good. But if we define it by a region, because she's outside of our region, I think she's a little further north than we are.

**Interviewer 2** 39:25

Okay.

**Participant 199** 39:26

So, you know, I want to make sure we're clear. All of it depends on how you define local.

**Interviewer 2** 39:30

How we define local. Okay. All right, great. Any other connections to racial inequity as it relates to the food system or barriers, racialized barriers? Before we move on?

**Participant 199** 39:45

I don't think so. I think that food is the one industry that has I mean, historically has been wrought with inequity, right. But it is one place where if I got a backyard, if I got a plot, I can do some stuff, right? I can share with my neighbor who may have grown something different, I can coordinate with my neighbor, and we can grow stuff and share it, we can. So that whole idea about growing is one of those low barrier things, right? If you're doing it in your backyard-I mean, I did it. I didn't realize how big my garden was, but I did it. And I weeded it by hand, right, because I didn't have anything else to weed with. So, you know, and I took that food and took it to church, or I cooked it, whatever it was, whatever was up, I would go pick it and throw it on the grill, and we would have a good time. Right. So, you know, I think it's a really low barrier. But I think that if you want to make some money, that's where the barriers come in.

**Interviewer 2** 40:51

Okay. Okay, it's the market, getting it in the market. Okay. Alright, great, let's take a look at some other things that impact and if something else comes up, please, by all means, because one of the things we did want to do was to get an understanding of, you know, the kinds of things that either help support participation in the localized system, or barriers, you know, and particularly through the lens of racial equity. So let's take a look at some other major things that might impact on the racial equity or inequity in the food system. So what are some of the other major influences, or things that you think impact racial equity in the food system itself? What impacts that?

**Participant 199** 41:40

I think that first of all, the lack of education impacts. I mean, I think, I don't know, I think I'm saying it right. When we don't know-okay so another thing that I learned in food is that we make assumptions a lot, we assume that people know how to cook, we assume people have proper utensils and proper knives to cook with, they have pots and pans. We make assumptions, because of reasonable assumptions, you know, we think they're reasonable. But, you know, I learned along the way that all assumptions are bad. You have to ask people; you have to find out what they need. So we had even got to the point of doing knife skill training for people and purchasing knives, right, because people didn't have knives and they were trying to cut, you know "well I need to cut this this squash" and "blah, blah, I need to cut this big giant carrot that's way bigger than anything I've ever seen in the store" and they can't cut it because they don't have the proper knives. So we had started doing knife skill classes. We have worked with some-I think these were all from Mexico-we did a project called Nick and we were working with women from Mexico who were primary food preparers in their family, and they also had to have somebody in their family who had an issue like diabetes or some kind of medical condition. So we're working with them, because the goal was behavior change. So we started work with them, and the first time we went through, we kind of gave them all this stuff at one time, like they did these two sessions, that was all training, right: how you use a knife, how do you dissect the chicken, and then nutrition stuff, right. What we found was that that was like taking out a fire hose. They couldn't retain that all the way through, and so at the end, we would ask them about it, and they didn't even reference that stuff. They didn't even recognize it. But when we changed the model, and we took them through, and every week they did some education piece, they kept all of it, and at the end, they'd be able to tell you, "remember when we had a conversation about this and we talked about that?" They were able to articulate those training pieces, and so that's what we learned. But we also learned stuff, like people cut onion in their hand. People do stuff, they had never used a cutting board before some folks had never even used a gift card to buy groceries. They'd never done that. They had never really thought about if produce is good or bad, they just saw it was there and that's what they need and they just bought it. So it was a real humbling space to be in because we were assuming that people had this basic level of instruction and of knowledge and they didn't. So that's one of those other ways that inequity comes in-because if I am assuming that you have the skill, you have the experience of skill that I have, then I'm gonna handle you differently and I'm gonna handle you in a way so I'm turning you off. So now I'm pushing you away from all that you could do because of what I assume you know how to do already.

**Interviewer 2** 45:02

Gotcha. Okay. Okay. So if I can unpack that a little bit, a couple of things I heard you say. So in addition to the lack of education, I also heard you talk about access to the kinds of tools that are needed: knives, cutting boards, other things that-

**Participant 199** 45:21

Not necessarily-not-well it's lack of education, and it's just a different kind of education. Right? Some people just learn stuff different. So it's not just lack of it's also-cause some things people don't know.-and I got my green bean story, you know about that-but there's also people who have a different cultural understanding of stuff.

**Interviewer 2** 45:38

A different cultural understanding. Okay. Okay. Okay.

**Participant 199** 45:43

And it is in-that understanding is perceived to be less than or not as important as what the common understanding is, right. And we don't we don't recognize that.

**Interviewer 2** 45:59

Okay, so that was the link you were making to racial inequity. Yeah. Because that difference in cultural understanding is based upon this racial inequity.

**Participant 199** 46:09

Absolutely. So your understanding is not is as good as mine, because I have this strict standard traditional U.S. kind of understanding, which does not exist. It just doesn't exist. Everybody's understanding is what their understanding is, period.

**Interviewer 2** 46:25

Gotcha. Gotcha. Okay. Okay, so it sounds like you were making a bit of a connection between a lack of education and this difference of cultural understanding. So it's not just the lack of it, it's the fact that it's a different kind of understanding.

**Participant 199** 46:40

Exactly.

**Interviewer 2** 46:41

So between-

**Participant 199** 46:42

[inaudible] Yeah, and now there are people who lack understanding, right? So I don't know how to cook. I give you green beans, and you say to me, "Well, how do I cook them?" That's the lack of knowledge-that you don't know how to cook green beans, you just get them out of a can. So that's a different thing, right? And that's when we have to teach and we have to teach in a way that makes sense. We can't get off hoity-toity and say, "Okay, well, youre making green beans, and you don't put this in there. You go and you buy organic bla bla bla and put it in there" but you don't know. You have to have the barrier with what type of [inaudible] organic stuff, right? So [inaudible] you know, and I cansway you away from pork hocks. I can sway you from that and put you on a turkey leg, which is not much better, but it's a little bit better. But you know, how that barrier to education, we sum up some of us become foodies and we we forget that everybody's not like that.

**Participant 199** 47:44

Gotcha.

**Participant 199** 47:45

So, that's intimidating for people, people get really, really intimidated when you hear folks talking about, you know, some of this stuff. Instead of us making it simple we make it special and it's just food.

**Interviewer 2** 48:00

Okay, so I heard that intimidation. Okay, alright. Great. That's, that's really helpful, those things that you just kind of pulled out. So when you when you talk about things that are major influences in the food system, being from Flint, you know, how did you see-what impact did you see the water crisis, having on the food system?

**Participant 199** 48:29

The water crisis just made everybody terrified. I mean, people were scared, and nobody knew what to do, right? Because it was new, we didn't know, you know, they were calling you know-can we trust-can we grow food? How do we water it? How do we, I mean, it was really bad. And I think if there was a benefit to come out of the water crisis, it was that kind of retreat back into what I produce is better. It ended up being that way. Because now you're not just talking about eating vegetables, you're talking about the nutrients, the nutrition level of that vegetable, right? You're talking about, because we can't pull it out of you, we have to build your body and so how do we do that? We have to have vegetables that are locally grown that did not travel 200 miles and get to you. So that when you eat it, you're getting every bit of nutrition that you could possibly get out of that vegetable. That became the message. That was always my message. And then there was combating the foolishness of, "oh, this will take lead out your body." It will not, so stop telling people that.

**Participant 199** 49:38

Yeah, that was just crazy. But the water crisis really made people focus. It made them focus. I mean, people were terrified, just absolutely terrified. And I say that with with all due respect, because it was a horrible situation. People were absolutely terrified. They did not know what to do and what they thought to do was, "Okay. Let's start cooking, let's figure it out. Let's learn how to do this." And that was the people who weren't so overwhelmed that they couldn't do anything, because there were some people who just couldn't move. You know, they're watching your kids, they have no idea how this is gonna show up in their children. They're, you know, it was just really, really bad. It was really bad.

**Interviewer 2** 49:43

You know, mitigation story.

**Interviewer 2** 50:33

Alright, thank you for that context. So when we think about other things that have influenced the food system, what would you say has been the-so we've talked about the water crisis, we know that was one shot. What about the impact of COVID as it relates to this localized food system?

**Participant 199** 50:54

Now I wasn't in Flint for COVID. I wasn't working in Flint for COVID. I don't have a whole lot to say about that.

**Interviewer 2** 51:00

Okay.

**Participant 199** 51:02

Only thing I can say, because I'm on the board of [Organization], is that the number of boxes went up200 or 300%.

**Interviewer 2** 51:11

Hmm.

**Participant 199** 51:11

So people were really buying the veggie boxes, and ordering them online and stuff. I mean, the price-everything just went up. The hub was super busy making sure people got their boxes, because they pack them up and deliver them to your door? So yeah, that was a thing.

**Interviewer 2** 51:33

That's one impact that you saw. Okay. Alright. Great. Well, thank you for that. So when we look at this beautiful map, with all these concepts that you have on it so far, what would you say-are there other important, or other influential kinds of concepts that you think you'd want to add to your map?

**Participant 199** 52:00

So time. And time because it influences a lot, right? So before COVID, one of the biggest reasons people didn't cook was time, right? You know, during the water crisis, it was time, it was stress, and a whole lot of other stuff, but time was the main thing. COVID gave time, because people were at home. People could do stuff, which explains why the box has exploded, right? Because now I'm at home, I don't have to go to work and I can cook. Or I'm working from home, I can go in here and cook for my kids and my kids are home. They're not anywhere else. They're right there with me. So that was one of the things, and time is always an issue. And you can look at time in a bunch of different ways. That's one way, but the other way is as it relates to inequity, because the people who did not get to work from home were mostly people of color. The people who had the worst health outcomes were people who were not as healthy anyway, and most of them were essential workers and did not have time to cook. And so time is super important. The concept of time is important. It's important for where this map goes, because this map covers from 2014 to about 2020/2021. But it also impacts how a person interacts with their food because if you have time, you can have a whole bunch of stuff. But if you don't, then you don't. If I don't have time, my kids eat McDonald's more often or they eat other stuff. But if I have time-you know, so time is important.

**Interviewer 2** 53:47

Okay, so I heard a couple of connections here. I'm just watching as [Interviewer] is drawing lines to help capture your thoughts. I heard, you know, time directly connected to both crisis: both pandemic and the water crisis, but I heard you say the connection to COVID was stronger because it gave people more time because they were home. So we had that connection. I also heard you talk about linking it to racial inequity, because people who were essential workers didn't have as much time at home. So the time variable for them didn't necessarily produce the same outcome, I heard that. And I also heard the connection of time to actual time of preparing, to prepare meals, because you're home and able to interact. Okay. Alright, we got all those. That's excellent. Thank you for that one. I don't think people get that one very often, time, is a factor that it plays. Okay. Alright. Great. Anything else? Any other concepts you want to add? While we're thinking about that?

**Participant 199** 55:08

No I think that's it.

**Interviewer 2** 55:10

It's your beautiful brain.

**Participant 199** 55:14

Well, wait-oh no we got that in affordability, it's okay. Okay, we're good.

**Interviewer 2** 55:18

You sure? Okay. Yeah. Okay, so let's take a look at-so we're going to consider what change might happen to improve the system. So considering potential leverage points, for example, we talked, you've seen this before. So you know how we made connections before. So when you're considering this map, your view of what a local food system looks like, what kind of changes would you make to improve it?

**Participant 199** 55:59

So I would- so first, the first two things I would do is I would start that GAP certification process again. So that we can open that system up some more, some more avenues for selling, for retail, for wholesale, value added, you know, open up some more lanes for that.

**Participant 199** 56:24

But the other thing is, is that just the whole idea of what, what, what I think made the food system work in Flint so unique was the process through which we tried to connect people together, and recognize the shared value in having this relationship. So it wasn't, "we're competing, it's a competitive market", it is, "every grant that comes through, we're sending it out to everybody, if this is the place where you think you can sit come to this meeting lets have a [inaudible], and lets put this whole thing in." We really worked hard to build relationships and stuff like that. And I think relationship is usually the way you get through racial inequity. Right, understanding how and why. Why is it important that these older folks don't want chickens? Right? Why? Why is that, should I know that? Because you need to understand those stories. And once you understand those stories, you'll see- you may have chickens, but you'll have chickens in a different way. Because you know Miss Jones down the street don't like chickens, right? So you'll handle it differently. I think, you know, building that network where people see their connectivity is the thing that helps us get to where we want to go.

**Participant 199** 57:33

And that's what we really- we tried very hard to do. We tried to be transparent, painfully so, and most of the time, we tried to, you know, help people, you know, get what they needed. The food hub was not a [Participant 199] invention, it was something that came out of process, and one of our convenings said "this is what we need [Participant 199]. Okay, and I didn't even know what a food hub was. I mean, theoretically, but I didn't know what they did. You know, so I had to learn about all of that.

**Participant 199** 58:01

But to me, that's, that's the thing that ties it all together, you know, people understanding why. You know, why food costs, what it costs, who's growing and knowing who grows your food. So you can go straight to them and say, Hey, what about this, and they can introduce you to new things.

**Participant 199** 58:18

One of the things we have, we didn't- Well, I didn't put that up here because it's, you know, some of the spin offs from our stuff was more around education. So they get Flint, Flint, Flint kids Cook, and now it's Flint families cook and you know, these different kinds of programs, and all kind of stuff, but just for me, I think relationship is the most important thing and making sure you understand the cultural context of food. All right, because everybody you know, food is important. There's not a cultural alive that food is not central to it. But understanding that, sharing that helps us to become better neighbors and better members of the system.

**Interviewer 2** 59:04

Thank you for that. So when you when you look at it at this system, what would we need it for racial equity to actually exist in this phone system? What would be needed?

**Participant 199** 59:18

Well, you have to- see it's hard because some of the things I don't know that you can actually repair. So if we were in a perfect world, farmers of color would receive, and I think they're working on this process right now, would receive, you know, what they have been denied for so long for no reason. You know, the access to getting capital would not be so difficult. The idea of you know, some of the structures that get us into you know, like I said the the systems of wholesale, processing, retail, and all that kind or stuff.

**Participant 199** 59:55

That's- some of that is more center but also having more local policy that supports- local and state policies that support local purchasing. So universities may set aside 10% of their budget for local purchasing. But if you don't have GAP certification, you can't even get in there to do that. So it's almost like a connection but finding ways to encourage folks, hospitals and stuff, to really focus on local food, and start that process of saying, hey, you know, we're doing this we need, you know, and getting ahead of ourselves. So [name] being able to say to farmers, okay, we need 20 rows, we're gonna pay you for 20 rows of cabbage, right? Or we won't pay you for two, you for two and spread it out over ten farmers. And then we get some more rows of other kinds of stuff. So I think just a structure that will be could be expanded.

**Participant 199** 1:00:50

I think GAP is the biggest thing, though, I think, and especially in terms of racial inequity, because if you don't have more markets, you're trying to squeeze people into a very saturated market, which is not going to be good. But if you open it up, now you can do some deliberate stuff around, you know, making sure you have farmers of color in there, you know, being deliberate about that, being deliberate about making sure that our farmers are getting where their product needs to go and getting ahead of ourselves to make sure that they know in advance what is needed, and being able to pay them for that. So we're going to pay you to grow this. And this is the rate, and you'll know all of it at the beginning versus the middle of the season. What you got, right? Like right now, we were flooded with- few weeks ago, we were flooded with asparagus from the west side of the state because nobody on our side of State has grown asparagus.

**Interviewer 2** 1:01:44

So I heard a couple of things I want to unpack on the show, [Interviewer] is catching them that you talked about the actual having the structure that supports you know, having a racial equity asst as equitable from a racial standpoint, you spoke to access to markets, you know that having access to markets would help do that. But you also taught access to markets to the gap certification. So it's tied to that process. I also heard you say that, from a planning standpoint, that there's some deliberate between what people who are buying their food or getting their food from the hub, being able to tell the farmers to predict what to grow. So they know what to grow based upon what the people, the hospitals, the other places like that you're saying. And what I also heard was the procurement processes in places like the hospitals and others, having those in place help get to that pathway of food from the farmers, even connections I heard,

**Participant 199** 1:02:50

And even state level, like so not just local but state level like the states, the state actually supporting and creating policy that supports local purchases.

**Interviewer 2** 1:02:59

Yes. Local and state procurement. Okay. Local and state procurement policies. Okay. All right. Did I miss anything? I'm trying to keep up with you. Okay, excellent. Excellent. So when you, when you look at these things are Tina, is there something that stands out to you, that can be done at you know, because you're talking about a policy at the local and state level? Are there any other things out of the things you talked about, that need to happen at a particular level that will help get to that goal of racial equity in the system?

**Participant 199** 1:03:40

No, I think, you know, acknowledgement. So I think this is happening at the federal level, I don't know how much is happening at the state level, but acknowledging, you know, and not dwelling on but acknowledging the trauma, right, acknowledging the trauma and also just, you know, addressing it directly. We like to do everything indirectly. But just saying, you know, okay, we know this is true, we know that, like I said, FDA is doing this right now, right, you know, USDA, sorry, acknowledging that trauma and what it meant and being truthful about what it was. Not just people weren't getting, you know, weren't getting loans, but you know, why they weren't getting loans. Being honest about it, and just making sure you open it up so you don't do it again. What are the failsafes, how do we keep that from happening again? Because if you just open it up, you uncover a wound, it's still a wound. It still don't go anywhere, it's still a wound, and if you keep putting dirt in it, it's just gonna get worse. So, we have to figure out how to how to cleanse that wound and make that happen. But again, by at this point, I don't even know if that can be corrected because we don't have very many farmers of color here. We there's across the state, but it's still very few. Still very few. So we haven't had intentional deliberate action that will make sure we're pulling those folks into the system, that they're actually benefiting from the system like everybody else.

**Interviewer 2** 1:05:12

Got that. That's it right there, the gem. deliberate actions, you know, to engage them in the system is going to get to that racial equity goal is what I'm hearing you say? And I just teased it out because you said policy, and then you make reference to addressing directly opening up what opening up what, again, besides policy change, open up what I just kind of-

**Participant 199** 1:05:40

I think it's just when I when I say open it, I mean, like, I'm all about the truth, right, and just being able to say, this is what happened. This is what we did. And this is how we're not going to do that again. Right? These are the guardrails in place to make sure that this is not happening again, be it a colorblind application process, be it some other kind of waiver, some kind of method and some kind of process that's written in. It's not just oh, this is what I'm telling you we're going to do. That is actually scaffolded in. This is what we do that will keep us from going back to that thing, because as a nation, people are pushing us back there, the goal is to go backwards, it's not to go forward. And if we don't put deliberate things in place to ensure that we don't do that. Now mind you, there were deliberate things put in place to make sure it happened.

**Interviewer 2** 1:06:40

That's it. So that was it. Right there. You said, the processes and methods that are these guardrails? You know, creating guard rails with processes and methods.

**Participant 199** 1:06:52

And I don't even know if guardrails, but we might need like a, I hate to say a wall, but you know, something high and thick with alarms on it. Right? So you know, that all these alarms are on it? My fear is always that we are going to do the band aid thing again. Yes, we were wrong. We're sorry. But I don't want to know that you sorry, I want to know how it happened. You know, what, in your institution, allowed this to happen for so long? Right? You know, what happened? And it just uncoveres- just this is what happened? And it could be "well, we have racist people working for us." And my question, my thing would be okay, you gonna have racist people working for you again. How do we keep them from doing it? You know, that's the thing, we have to be deliberate about that.

**Interviewer 2** 1:07:43

Exactly. So I heard two things inside of that [Participant 199], if I can unpack it a little bit, was you need to have the history of the process and system that got you there. And then I heard you say you have to have deliberate processes and methods to move you out of it.

**Participant 199** 1:07:59

Right. The history is not for the community. The history is for the organization. It's for the institutions, for the state to say, this is what we did. This is how it went unchecked for so long. This is what we're doing to make sure it does not happen. I'm not saying you gotta go and you- they should acknowledge it. But I'm saying you got to go and teach the history of discrimination in food forever, but doggone it in that area where it happened, they should know what happened. And then let them know, you know, this is what we did.

**Participant 199** 1:08:39

That's what the police need to do. The police need to always have a class on the history of policing in the United States, before they become police officers. So they can understand when people don't like you, it's not about you, it's about what you represent. It's that, you know, and if you if you understand that, then you're like okay, I got it. I gotta approach this differently. But when you don't ever get that background, you still think you acted with impunity. You never get to- you never dig in and you take everything personal everything every time a person say defund the police, you want to start yelling and crying and tasering people and shooting folks. So it's like, no, you need to understand where that come from.

**Interviewer 2** 1:09:14

That that's the two pieces of I hear you saying very clear the history of the process, how that led to the inequities, the deliberation of a new process and methods that lead to equity. So if I'm pulling it down or two concepts, that's what I'm here. Is that accurate? Yep. Okay. All right. Um, we've talked about a lot of stuff. This is a beautiful map. It's your beautiful brain on paper. We talked about a lot of a lot of different things as it relates to the food system sectors. We talked about racial equity. You've lifted up some types of opportunities for change, some leverage kind of points. Is there anything else when you're standing in this moment? Is there any Anything else that you think that's really important about this conversation that we just may not have thought to ask you or just as your roundedness corner? Anything else that's coming up now that you would say you'd want to add?

**Participant 199** 1:10:17

Why don't want to add anything, I just want to ask a question. I want to ask, why did you not include consumers and distributors in there?

**Interviewer 2** 1:10:28

So we we looked at with with the resource that we've been doing so far, with the localized actors. So the distributors are in the wholesale part, that's where the, okay, consumers, because when you look, we were looking at participation in the local food system as an actor. So as an actor, the people growing, the people producing value add, people who are wholesaling, people retailing, people composting. And typically those are the folks who are the actors in localizing the system itself. So your add of consumers was was was an addition to the final eater, you know, in that story. But we were looking at the folks that were a part of the, if we're going to localize it, these are the these are the folks you know, that are actually going to do the food system. activities. So that's where we, where we started from, we heard that most when we were doing the last set of interviews, I talked about even law. Yes. So that's why the consumers were were called out so that you could add that concept yourself. Yeah. Any other questions you have? Well, once again, [Participant 199] you rock, we thank you so much, we look forward to having this conversation. With you. Today, just want to remind you of a couple of things we did. You know, in fact, record our conversation today, everything you've talked about, still remains confidential. Nobody's gonna know, our team has said that, you know, it's basically going to be you know, the data that we use to help inform, you know, the research itself. If you do have other questions, or other ideas come up to you, by all means, please reach out. In the communication you received, you have Karissa has email, we're also going to give you a link to the evaluation that's in the chat, if you would kindly open that in your browser. So you'll have it open and complete that for us. We value your your feedback, in terms of of continued helping us to take a look at this work and the importance of it and anything we can do to improve it probably taking about two minutes to do that. Again, you don't have to put your name on it, so that we can maintain your privacy and confidentiality. Anything you want to say in parting anything else you need from us before we depart today,

**Participant 199** 1:13:19

I will say it's always a party ladies, always a party. Yes. I love this process. I really do.

**Interviewer 2** 1:13:26

Thank you so much, our team and we really, really appreciate it, we know that you are doing all kinds of heavy lifting in the world. And we are always thinking about you when we're doing this work. And your voice is always really, really informing. So thanks a lot, we can tell you that next steps. We're talking to people in Flint. We're also talking because as you mentioned, they're just this a small population of people in Flint. But we're going to do this same set of interviews with folks in Detroit and with some folks nationally, experts who understand localized food systems, community based acting, so we're going to do that set. Yours is the first in a series of those interviews. That's what we're up to next.

**Participant 199** 1:14:13

Oh, well, I always enjoy it and thank you very much. Well, I did a great job as usual. I appreciate it and I miss miss my folks. Right. I miss my folks.

**Interviewer 2** 1:14:27

I think there's a question on there about would you like to continue to stay engaged? Would you like to get results so yes.

**Participant 199** 1:14:36

I would say yes, I was.

**Interviewer 2** 1:14:39

Erased that part. You know,

**Participant 199** 1:14:41

it's fine. I mean, I'm gonna say yes, anyway, because I miss my people. I mean, I miss it was funny. I reconnected with [Interviewer] and Stephen texted me Monday and said integrate to just talk about work again. I'm like it is I missed I miss all of you. I miss you so much. We just have so much fun. Such a great time.

**Interviewer 2** 1:15:00

Yeah, we thank you all we know you shared some names and folks that you would like to see in this particular conversation. If other names come up to you, please, Chris and I are really looking forward particularly voices in Flint. If there's anybody else, you've given us some names already, and we have Justin, you know, are

**Participant 199** 1:15:18

you do you all have Aaron Cadell? Right.

**Interviewer 2** 1:15:22

Absolutely. Okay. All right.

**Interviewer 2** 1:15:26

Alright, [Participant 199]. Have a beautiful day and day and we'll be in touch soon.

**Participant 199** 1:15:30

Alright. Thank you. Alright. Bye bye.