

Annual Report 2020/21

Land Acknowledgement

Our website states, “All the activities of the Loaded Ladle take place on unceded and unsurrendered Mi’kmaq territory. We endeavour in our activities to respect the treaties of this land, and to align our practices with those of the current protectors of Mi’kmaki.”

This land is claimed by two different nations - Canada, and the Mi’kmaq. But Canada has not been peacefully sharing the land as they agreed when they signed the treaty. In fact, Canada has been getting wealthy off the land - through oil and mining, lumber and agriculture - while committing acts of genocide against indigenous peoples.

Why does this matter today? Because settler Canadians - whether they are descendants of early settlers or recent immigrants - are still reaping the benefits of this wealth that came from the exploitation of indigenous nations. (Those privileges and benefits have not been distributed equally amongst all Canadians, but most of us have benefited in some way). Globally, Canada has high incomes, a good education system and healthcare system, and strong public services - and those all come from being a wealthy country, which comes from using the land, which comes from not respecting indigenous nations’ rights to the land.

What should it mean, to the Loaded Ladle, in 2021, to “endeavour in our activities to respect the treaties of this land”?

One thing we have done well is to support grassroots activists, by sending donations to the Sipekne’katik lobster fishery as they resisted settler racism in 2020, or by fundraising for the water protectors at the Treaty Truckhouse beside the Shubenacadie river in 2019. We occasionally collaborate with the Indigenous Student Centre, like the food boxes we helped put together this winter.

However, we could be working harder to develop an ongoing practice and relationship of support. And, we could be centring supporting the Mi’kmaq in more of our practices.

There are several ways that the Loaded Ladle recognizes Canada as a sovereign nation - by following Canadian law and paying Canadian taxes, or by referring to the land as ‘Canada’ or ‘Nova Scotia’ - that we don’t do for Mi’kmaqi or Sipekne’katik. And, we could also be holding the student union, the university, and the government accountable for meeting their treaty responsibilities.

Individ

Goals of the Annual Report

Typically, an annual report is used by a company as PR for its shareholders, to state its financial performance, and to meet regulatory requirements.

Our annual report serves different functions:

- To highlight our mission and accomplishments
- To preserve a record for the future
- To increase transparency around our operations, governance, and finance

This report will include accountability questions and goal-setting around anti-oppression, anti-racism, care and solidarity, and open non-hierarchical decision-making, as these are foundational values of the Loaded Ladle.

Mission, Vision, Values of the Loaded Ladle

Vision:

The Loaded Ladle imagines a food system based on care and solidarity, which opposes injustice.

Mission:

- Direct action to provide student-run food services at Dalhousie and the larger community as an alternative to exploitative capitalist food services.
- Education, action and solidarity about food security, food justice and food sovereignty

Values:

- Anti-capitalist
- Anti-oppression
- Anti-racism
- Meaningful participation by diverse groups of people
- Care, solidarity and community
- Open non-hierarchical decision-making

Highlights of the year

- Being able to continue to serve and to accept volunteers despite Covid, keeping serving numbers up!
- Ladle TV Show (cooking together on Instagram Live)! Approximately 730 delicious meals served (365ish boxes/2 meals or so per box). Also, added these videos to our website!
- Christmas food boxes - delivered 50 Christmas dinner food boxes with all the ingredients for 3 dishes, recipes included
- 2020 Fall - LL with Halifax Brewery Farmers' Market and financial support of Farmers Markets NS helped 44 students with food bucks discount codes for each month, September to December, to use at Neighbourhood Goods store with the goal of support and increase the consumption of vegetables.
- Hiring Oyku Su, Abe, and Nico!
- Celebrating 10 years of Loaded Ladle - connecting with Ladle founders and learning about the history and how we've changed
- Hired an HI professional, Gwen Bartleman, to keep on retainer for any questions!
- Published Ladle at Home Zine, and uploaded several of our zines to our website.
- Participating in Meal Exchange's Food Security in Higher Education Conference
- Ran a community engagement campaign on Sexton campus in order to build support for further services there

Changes to Governance Documents from the past year

Constitution updates, Policy revisions, etc

Reports

Kitchen Coordinator Report

Major equipment repairs, additions, breakdowns

- Dishwasher had a key electrical part replaced (part of normal wear-and-tear)
- Steam kettle part replaced - it was producing a lot of condensate and not heating up properly. Additionally, added a hose to the condensate drain to add to safety
- Sink faucets are still an issue - sometimes they don't run. A plumber came last year, but was puzzled by the set-up. Has not returned.

Kitchen Systems Improvements - Ways of doing things that could use re-thinking

I have recently considered rotating the long table so that the open side faces the dishwasher, in case we have a volunteer with a wheelchair. As it currently stands, a wheelchair would block access to many of the equipment we frequently use. We also need to come up with a more efficient system of storing, as spices are overrunning their shelf, and there were issues especially with other storage when we had OOTC and LadleTV happening on top of regular servings. I currently do not have a vision about how an improved storage system would look.

The 5 Most Delightful Things You Cooked

- Pasta with coconut alfredo sauce
- Beet Brownie
- Roasted veg with chili-infused oil
- Different sauces for burritos
- Lemon poppyseed cake

Food Sourcing - Where did we source our food from and why?

For our fresh produce, we alternated between DSU Market and Hutten Farm, as our serving sizes reduced drastically due to Covid pandemic and it did not seem feasible to do market pickups for only a couple or so boxes of produce. I switched back to Hutten farm mainly over the winter term however, as DSU Market did not prove very reliable with their selections and our serving sizes increased to over 100.

Anti-O and Accountability Questions

Was our built environment physically accessible for people with mobility issues? How could it be better?

I think the kitchen was partially designed with accessibility in mind, but due to how small the kitchen is, it can be challenging to navigate for people with mobility issues. In my 3 years of working there I never had the opportunity of accommodating such a person, so I do not think I can provide a detailed informed opinion in this regard. *

*From Sage - I think it's important that we note that we're probably not going to have people with mobility issues until after we fix the problem - volunteers can see when a space isn't welcoming to them.

How did the food that we served reflect the needs of the students, including students with religious dietary needs or food sensitivities? How could we do it better?

Since we always cook plant-based food for our regular servings, we never had issues around it being halal or kosher. Especially over the winter I have tried to modify how I prepare the food, e.g. include more warming spices and starchy, filling vegetables, so that it helps with people's energy needs. We have received a lot of positive feedback about how our food has been helpful for students through stressful times, even about how it helped with a community member's diabetes in a specific case. I have not received any feedback over what our food lack, so I am not sure how it can be improved more.

Was the timing of our servings appropriate for the community that we serve?

I would like to think so. We have increased the window of our serving to 2 hours in the fall and eventually decided to keep it at one and half hours, but even with the latter change we still had blocks of time with no line-up.

Do we need to make any changes to our food sourcing/procurement?

With better planning, we could source our ingredients for the Ladle TV better in my opinion, instead of sourcing them from Wholesale club. Hutten or Acadiana Farm for produce for example.

Have we considered not just environmental responsibility, but the rights and conditions of migrant workers?

Yes, my awareness of issues surrounding migrant workers have been increasing over the past year, but we already source most of our produce from Hutten farm, which does not employ any migrant workers.

How much waste are we producing? Are there ways we can reduce it?

Our compost waste has reduced significantly this year due to reduced servings and better use of leftovers. However, our plastic waste has seen an increase due to our use of containers and purchases for Ladle TV. I believe more careful sourcing can help reduce our waste in both cases.

Are we working as individuals, or supporting each other's projects and ideas?

I believe we are doing both. There is enough space to work healthily as individuals where it is needed, as well as a good support system to work cohesively as a group.

How did we cultivate care and appreciation in the kitchen for all volunteers?

I have taken care to be more hands-off and laxer with my directions for volunteers and give them space to take their time and come up with their own solutions where they did not need my intervention. Also offering tea or food to share and providing spaces and opportunities for breaks.

Did we prioritize helping everyone feel welcome and included over efficiency, getting meal out on time?

Yes, I have foregone desired modifications or results for food on many occasions to make it easier for volunteers, for example.

Goals/intentions for your role for the 2021/2022 year

I would like to incorporate more ahead-of-time meal planning and work on a better multi-purpose storage system.

Volunteer Coordinator Report

Please include:

- Served 4 days a week both semesters, including 3 during reading week and winter exams
- Avg 40 meals/serving in the fall, and 87 meals/serving in the winter
- Estimated 5819 meals served!
- Started serving an hour earlier to try and decrease the line-ups, then decreased the window due to lack of demand.
- 51 volunteers! Notable contribution from Alyanna Cortez, Ella Thomson, Fran Sivilotti, Maya Willms, Emma Chapman-Lin

Anti-O and Accountability Questions

Did our orientation process reduce barriers for volunteers, or increase them?

Did we attract volunteers from a wide range of communities?

What type of outreach work did we do to welcome volunteers? Anything you would change for next year?

How did we support volunteers with language barriers? Was it enough?

How did we support volunteers with social or developmental barriers? Was it enough?

The volunteer orientation presentation includes some accessibility needs and accommodations for volunteers.

Did we meet these needs? Are there any new things to be aware of that we could add to the list?

How did we cultivate care and appreciation in the kitchen for all volunteers?

When we mentioned joining the board, did we discuss it with volunteers from different backgrounds and experiences? Did we bring it up with quieter folks as well as openly enthusiastic folks? Was information about joining the board available for all volunteers to discover?

Did we train our staff thoroughly on how to deal with conflict in the kitchen to uphold it as a “safer” space?

Did we prioritize helping everyone feel welcome and included over efficiency, getting meals out on time?

In order to ensure COVID-19 guidelines were followed we had to limit the number of volunteers to two people per shift this year. For the first time, we also required that volunteers do a virtual orientation over Zoom before coming to the kitchen.

The orientation was short, and included a quick introduction to the Ladle, COVID and food safety guidelines, and a quick reminder about our anti-oppression policy. Arranging times for it was a challenge but the majority of volunteers interested made time and about half of them became regular volunteers. The orientation made it easier to familiarize the volunteers with the flow of the kitchen and our expectations of them, although a 30-minute slideshow going over food safety guidelines might have alienated some volunteers.

The orientation also briefly goes over our Anti-O policy. Although it is difficult to keep the orientation short and still go in-depth to expectations of anti-oppressive behavior during the presentation, we can improve on providing more resources to our volunteers to foster anti-oppressive behavior in Ladle.

The volunteer orientation presentation includes some accessibility needs and accommodations for volunteers. We do try to accommodate accessibility needs as they come up but I think we can take more time to think about how to improve accessibility in the kitchen without asking our volunteers to point out where we might have blind spots. Accessibility in the kitchen should be revisited at least once each semester.

Our volunteers were mostly students although there were a few members of the general community who found us through our posting on Volunteer Halifax. Some of them were newcomers to K'ijipuktuk, and wanted to come to the kitchen to have a social setting to practice their language. We had three regular volunteers sign up for this purpose, it has been very encouraging to see them sign up for shifts twice a week at a time. We also currently have one semi-regular volunteer through John Howard society. There is still a lot of room for growth in terms of reaching out to potential communities from a wide range of communities.

Ensuring that the kitchen is not a stressful environment has been one of the challenges during my first year in the Ladle. On days when both kitchen staff were tired, it became more difficult to ensure that the space is welcoming. Our volunteers have been great and very understanding when we are tired but it would be better for the kitchen staff to properly reflect on how to take proper breaks, enjoy the work that we all collectively do.

I also helped out our admin coordinator, Sage, with virtual volunteering this year. Volunteers have historically helped with creative projects for the Ladle over the years but having set tasks in the website and meeting up over Zoom biweekly allowed us to have a (loosely knit) virtual volunteer community! I think this is a great program that we can improve on over the summer!

We were not able to throw our usual Ladle Prom where we show appreciation to our volunteers this year due to COVID-19 restrictions but we delivered treat bags, handwritten cards and Ladle patches to show our appreciation.

I was hired as the volunteer coordinator in January 2021. Being a part-time student, having part-time hours, and starting in the middle of the year I sort of jumped into coming into the kitchen everyday and ensuring volunteers were assisted in the kitchen. My work did not involve as much as conflict training and big-picture visioning as I would like this year and this is somewhere I want to improve on the coming year.

Goals for 2021/2022:

- Ensure that the kitchen is a more fun, creative environment where everyone's well being is priority over servings

Last updated March 2021

- Be engaged in anti-oppressive framework more actively
- Set time for outreach, creating new volunteer tasks, plan days in kitchen ahead some days
- Take more time do trainings and visioning to keep the kitchen a place where a lot of unofficial learning occurs

Workshops and Solidarity Report

This year was a challenge for programming, as covid-19 restrictions meant most of the workshops, solidarity servings and gatherings we would normally host were off-limits.

Getting used to the new restrictions and figuring out ways to keep each other safe meant a steep learning curve and adapting to ever changing ways of doing things.

However, despite this unprecedented situation, the Ladle was able to listen and respond to students needs as best we could. We wanted to find a way to help us all feel connected during these isolating times, and also address the ever growing food insecurity among students as sources of income shut down and everything became more of a challenge.

We decided to host a cooking show: Ladle TV. For each of 12 sessions, one or two student chefs came up with a favourite recipe they wanted to share with other students. We shared the recipes online ahead of time so that everyone could follow along. We also provided free boxes of ingredients for 30 or so students each time. There was also the option for these boxes to be delivered free to students houses for those who couldnt leave their house.

We then did a cooking session in the ladle kitchen which was aired live on our instagram, so that those following along at home could cook together in real time and make comments and ask questions of the chefs. Afterwards, these videos were shared to our website and social media, along with the recipe, so that it provided a handy archive of easy and inexpensive recipes for students to make at home. It was also fun to see everyone posting their finished meals to social media for us to share.

Events that took place this year

We also were able to host a few ongoing solidarity servings during the winter semester, one being an ongoing monthly serving for YouthNet, a group which provides school lunches to youth in Halifax North End. The other being Out of the Cold, the local low-barrier shelter. Not being one-offs, meant we were able to focus more on building a relationship with each of these groups. As well, both of these collaborations were spearheaded by Board members! We also were able to host a few ongoing solidarity servings during the winter semester, one being an ongoing monthly serving for YouthNet, a group which provides school lunches to youth in Halifax North End.

As we head into the summer semester, we are waiting to see what the guidelines will be for gathering. Currently we are not able to have events, but we are hoping that this may change later in the summer. We are

brainstorming a back-yard gardens project, which would see regular Ladle volunteers coming together in small, socially distanced work parties to help other students create vegetable gardens in their backyards. We are also hoping to offer small (3 or 4 people) cooking lessons in the Loaded Ladle kitchen, as well as some outdoor lunch and learns and plant walks.

Were some of our events student-led?

All of the cooking shows were student-led, save for one which was a community member who was not a student. They planned the recipes and the format of the shows.

Were our events accessible to those without computers or mobile phones?

Were they accessible to those who use screen readers?

To those who can't attend in-person?

Were they accessible to people with mobility issues?

Were any of our events provided with language support or translation, or in another language?

Did our events have a cost-barrier to participation?

Normally our events are more accessible to those who do not have a computer or phone, but because we had to do most things in a distanced format, unfortunately the cooking shows were only accessible to those who had access to one of these devices.

However, they were definitely accessible to those who could not attend in person and to those with mobility issues. One of the accessibility pieces that I would like to hold onto is finding a way to archive our programming so that people can access it at a distance. An interesting disability justice piece of covid-19 is that accommodations that disabled people have been fighting for for years are now being offered to everyone. All of our events are always offered free, so cost should not be a barrier to people. We did not offer our events in any languages other than English. Translation is something we have used in the past and would be happy to do so again.

When we facilitate events or meetings, are we including breaks, pronoun introductions, check-ins and 'vibe checks' as appropriate, and making space for unheard voices?

Are we working on relationship building through our events? Have we thought about ways to preserve those relationships even after personnel changes?

Are we connecting to the community outside of Dal, as well as within Dal?

Did we prioritize sol servings for folks from historically under-represented communities?

Working on relationship building through our programming is a piece that is very important to me. This year it was a bit harder to connect to communities outside of Dal, but we did manage to start up a new collaboration with Food Against Fascism. This local group provides free food to anyone who needs it, and in the past has hosted conversations about anti-fascism (currently they are mostly focusing on the food distribution piece). This feels like a relationship that will endure, regardless of any personnel changes. We also were able to connect with community members who were not students through our cooking show, but who were finding

their independence challenged through covid and were happy to have a community group to connect with. We heard many times that the programming we did helped support people's mental health as well as support their access to food.

This year we were unable to offer sol servings the way we normally do, so it is harder to answer the question about prioritizing under-represented groups. However, I think the few sol servings we did do were focused on people in direct need of food support, connected to systemic reasons such as capitalism, racism and austerity.

Goals/intentions for your role for the 2021/2022 year

It is hard to be too specific not knowing what the future will bring, but I hope to keep finding ways to make our programming more accessible for those who aren't able to access our space for whatever reason. Also a way to bring different generations together for cross-age group sharing.

International students made up a large percentage of those accessing Ladle TV, as well as those accessing our services in general. I would love to continue finding ways to make our food and our programming more culturally relevant to a wide range of students. More sharing of favourite recipes and foods that feel like home for students. International students have also faced ongoing hikes to their student fees: would like to support any campaigns around this.

More work around finding tangible ways to support Indigenous people at Dalhousie and in Mi'kma'ki at large. More work to support initiatives that are already happening, and find ways to amplify them.

Making Anti-o more a part of our everyday conversations and meetings, and having it be a shared responsibility so that we can support each other and take turns guiding and learning from each other. Anti-o training early in the year! Taking the summer to put some thought and concrete work towards a structure that can hold this.

Finance Coordinator Report

Did we provide our staff with a living wage? Did we update this wage to keep up with inflation?

Did all of our staff receive the same wage?

Are our vacation days and paid days off policies meeting our employees' needs in a just way?

If we had a surplus, did we make plans for the use of that money in service of the students who paid the levy (alternatively, did we make plans for the use of that money in line with our mission/vision/values)?

If we invested our funds, did we invest in accordance with sustainable environmental and socially responsible principles? Did we invest in privately owned companies, or worker- co-ops? Did we invest in companies that concentrate wealth and profit amongst a small segment of society (its shareholders) rather than its workers?

COVID AND THE LEVY

We all had an interesting year juggling the COVID curveballs. The first curveball on the financial side of things was not being able to predict what our income would be for the 2020-2021 year. Since our income is tied to our levy from students (we receive \$4.50 per student per semester) we were unsure how the covid restrictions and a

move to online learning would affect enrollment, and therefore our levy income. We budgeted for a 30% decrease for the Summer 2020 semester and a 5% decrease for the Fall 2020 and Winter 2021 semesters. It turned out that there was not as much of a decrease in enrollment as we had estimated, as our total levy amount received from the DSU was \$176,646 which is actually an increase of \$11,142 from what we received in 2019-2020.

DONATIONS

At the very beginning of the pandemic in March 2020 we provided a \$1500 donation to NSPIRG for their Community COVID19 Emergency Fund (with funds from our 2019-2020 budget). Our donations budget for 2020-2021 was \$4000. In May 2020, we donated \$250 each to Black Lives Matter NS Solidarity Fund, The Elizabeth Fry Society to support women being released from prison, and the Souls Harbour Food Program, who provided free meals to people living on the street or experiencing food insecurity. In October 2020, we provided a \$1000 donation to the Mi'kmaq Fishers who were on the frontlines at the wharf in Saulnierville fighting for their right to a moderate livelihood fishery, as guaranteed in the 1752 treaty. At the end of February 2021, the Loaded Ladle Board voted to spend the remaining donations budget by donating \$750 each to the DSU Food Bank, No-One Is Illegal Migrant Solidarity Fund, and to YouthNet (an after-school program for youth in Halifax's North End).

FOOD BOXES

We introduced new programming this year and received funding from several different organizations to help fund these programs. We partnered with Meal Exchange Canada to provide free food boxes to students during the Summer of 2020 and they provided us with \$7000 to help cover the costs of the food, all of which was purchased at the Halifax Brewery Market, also supporting local farmers. We also received \$3000USD from the Alpha Gamma Delta Foundation's Fighting Hunger program towards the cost of the food boxes. The total cost of the program was just under \$13,000. The Loaded Ladle covered the remainder of the expenses, plus all staffing costs to coordinate the program.

LADLE TV

We also began a new Ladle TV cooking show program in January 2021. We received a grant from the Red Cross COVID-19 Emergency Support to Community Organizations Granting Program for a total of \$18,000. This covered the cost of food boxes with ingredients for all participants, deliveries, video equipment, tech support, honorariums for guest chefs, and a portion of Loaded Ladle staff wages to coordinate the program. We have been able to run over 12 sessions so far and will continue the program with these funds until May!

STAFF WAGES

The largest expense for the Loaded Ladle is staff wages. We have 6 staff (2 full-time and 4 part-time) who keep the wheels turning at the ladle (in addition to our AMAZING volunteers). The Board voted at the end of 2019 to provide all staff with a "living wage" as defined by the Canada Council for Policy Alternatives (CCPA). Starting Jan 1, 2020 all staff received \$20.10 per hour, as that was the figure for a living wage in Halifax from the most recent CCPA report at the time. A new report was released in September 2020 increasing the rate to \$21.80 per hour, and all staff received a wage increase to that amount starting October 1, 2020. All staff wages will increase by 1% each year, unless a new report is released increasing the living wage rate above the current

Loaded Ladle wage. The Loaded Ladle also has a generous policy for paid vacation and sick days (which include mental health or personal days). All staff are entitled to two weeks paid vacation (in addition to when the University is closed for winter break) as well 3 paid sick/personal days per semester. In cases where staff need more time off due to illness or a major life event, the Board is usually very understanding to extend these benefits further if needed. Staff are also provided with a professional development budget so that they can improve their skills through attending courses, conferences, and trainings that relate to their job.

The Loaded Ladle is also committed to wage parity between all staff. All staff are valued equally for their contributions regardless of their position, how long they have worked at the Loaded Ladle, education level, age, etc. Everyone has their own unique skills they bring to the job and the staff functions as a non-hierarchical collective where everyone is expected to contribute equally in their own ways.

LOADED LADLE SAVINGS

The Loaded Ladle has considerable savings, approximately \$100,000, accumulated from many years of coming in under budget on our annual expenses. There are times when we need to dip into these savings when we come across unexpected expenses or when there are years where our operating budget exceeds the amount we receive from the levy and other sources of funding. After many discussions with our Board, we have earmarked most of these savings to go towards the hopeful construction of a new kitchen on Sexton campus although an amount has not been specified. We also want to have a healthy reserve fund in case of unexpected expenses, especially as our Studley kitchen is getting older and the equipment is in need of more regular repair. That said, there is still room for discussion about the Loaded Ladle savings. Several people have suggested investing the savings until we need it, which requires careful research into ethical investing options, something we are open to and welcome anyone with this type of knowledge and experience to get involved to help inform this process.

GOALS and INTENTIONS for 2021/2022

I would like for there to be more discussions between the Loaded Ladle Board, staff, and any other interested Loaded Ladle members around long term financial planning, including some of the questions around how to earmark our savings and potential investing. We do not need to hoard resources when there is such dire need from so many people and groups, but we do want to make sure we can help fund a Sexton kitchen without burdening Sexton students as well as make sure we have a cushion so that the Loaded Ladle can be sustainable even in times of uncertainty. Participatory budgeting is also something that is a fun activity for the Board (it will be “fun” says the finance coordinator who makes spreadsheets for fun). There are some budget items that don't have a whole lot of flexibility (like how much money we need for ingredients or kitchen equipment) but then there are lots of other things that are moving pieces, like donations, programming, supporting other initiatives or starting new ones of our own! Having financial resources to fund food security and food justice initiatives is very exciting and feels like such a rare opportunity, so the more people who can put our heads together to figure out how to make these resources have the most impact, the better!

Sexton Coordinator Report

The academic year of 2020/2021 was a challenge in offering programming and food on the Sexton campus due to COVID-19. Sexton campus was closed to students for classes and labs, and the only access was

the sexton library with some studies spaces, around 10 tables, and only some days of the week. However, this library space on Sexton was not continuing, closing for months several times during the year. This situation invisibilized any in-person food service on Sexton.

We used this period to start a conversation about increasing our presence on Sexton by analyzing the possibility of building a kitchen on Sexton to serve meals to students. The first step was a conversation with DSU and Dalhousie administration, followed by a list of possible types of equipment necessary at this kitchen. We offered a list with equipment for a downsize and a regular kitchen. We also discussed some other concerns in the project, such as food contract concerns with Aramark and the kitchen location on Sexton. To enhance the conversation, the Loaded Ladle created a committee with some student board members. A list of kitchen requirements was also developed according to NS food service guidelines.

In December 2021, the LL Sexton committee defined some goals for the winter term: to get more info, town hall, contact other representatives, and social media outreach. In January, we started a media outreach at our social media and using society's email, presenting the Loaded Ladle to the sexton community, giving some history and background information. We collect student feedback through a Survey that was advertised using social media, emails, societies, communication, and engineering emails list. During this process, the Town hall meeting tentative failed due to some problems as lack of communication and student engagement. But we were able to present the LL project to all [25 Sexton](#) societies at a general monthly meeting, where was present Engineering` undergraduate, graduate, and architecture/planning students representatives.

The survey had a good reach out for the Loaded Ladle, considering our limited reach range. We collected 164 responses and offered three prizes to students. 88.9% of sexton students think that they do not have enough food options/resources on the Sexton campus, and 91.5% want a Loaded Ladle kitchen on Sexton campus. The kind of meal they prefer the feedback was neutral 41.5% lunch, 10.4% breakfast, and 47.6% both. About the location of the kitchen, the result was dispersed, as presented in the figure below. Other results are also offered below.

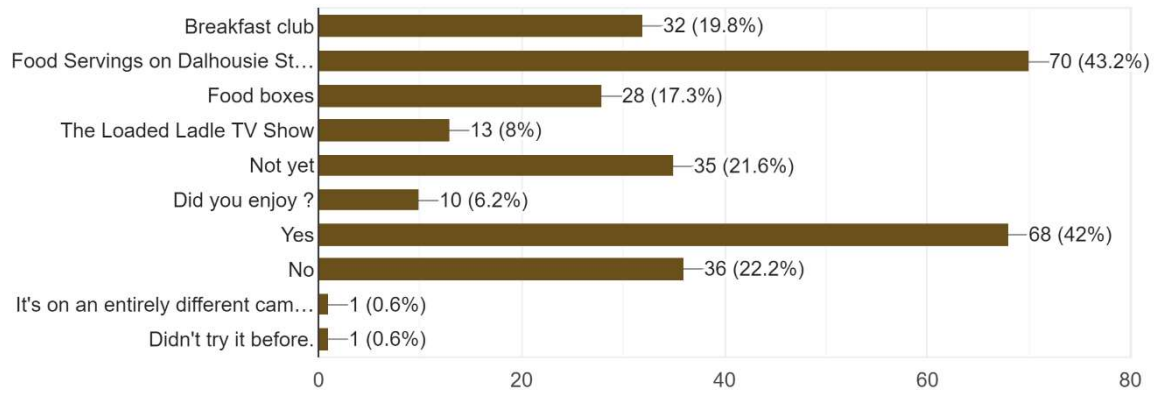
Where do you think a kitchen or serving counter should be?

160 responses



Did you use the Loaded ladle services before?

162 responses



Would you be interested in food workshops or LL tv show on Sexton?

159 responses



During this first phase of the project, we had some setbacks due to a lack of communication, erroneous information between all parts, and some absence of integration. However, these cons were communicated and managed through emails and meetings. We hope that with the survey on our hands, we can move forward with the project. To sum up, this was a good start in the project that have different pieces and players. The most important take out was to get the student's support and visibility.

Was our built environment physically accessible for people with mobility issues? How could it be better?

The Loaded Ladle has four kinds of environments, in my opinion, office, kitchen, social media, and website, but no one of these settings is physically accessible to some people. The office entrance area and main space should be emptier to allow people with physical disabilities to access it. We could ask for student consultation at the architecture and planning department about the possibility of turning our kitchen more accessible. Our

website and social media also need more accessibility details, including video captions, audio explaining our information, and other features.

How did the food that we served reflect the needs of the students, including students with religious dietary needs or food sensitivities? How could we do it better?

The food that we served reflects the food sensitivity cause we are concerned about gluten and dairy-free options and some common food allergies; we always try to inform and ask the public about their food limitations. We could improve the communication, include a big whiteboard with a menu of the day. We also could research main holidays with religious dietary and include them in our kitchen calendar to support our community.

Was the timing of our servings appropriate for the community that we serve?

We have an excellent service time between noon and 1:30, which fits most students' times at campus. However, with the expected return of classes for Fall, we could look at students' break time between classes to analyze if we should make small changes in our timing. We also should analyze the possibility of offer breakfast or some snack to students that are earlier or around the afternoon on campus.

Do we need to make any changes to our food sourcing/procurement? Have we considered not just environmental responsibility, but the rights and conditions of migrant workers?

We are always trying to buy products from local companies, and this is part of our values. Usually, we buy looking at only one characteristic. Is this a local company? But we should investigate more about their environmental responsibility as well as their rights and conditions of migrant workers. Using another point of view, sometimes we have only one type of ingredient, roots. This situation happens because we are trying to buy local, and they have this limitation. However, this opens a gap because we are not serving other nutrition sources, for example, green vegetables. So, in my opinion, there is an equilibrium for food sourcing features between local, price, company values, and food source variability.

How much waste are we producing? Are there ways we can reduce it?

In my opinion, this last year, we produced more waste at LL TV show boxes because we used lots of small plastic containers and zip log bags to split in tiny portions all ingredients. Sometimes we had more than 5 plastics materials in one box. Suppose we plan to continue with the project, we should look out for more paper container types, such as Plant-based compostable ziplock bags and Sugarcane Portion Cups and Lids. We could get a reasonable price by buying in big amounts, but this requires planning in reason of delivery times. Eco-Products® - Food Service Supplier - Compostable and recycled supplies (ecoproducts.com)

Are we working as individuals or supporting each others' projects and ideas?

During the Covid pandemic, our energy to support each others' projects and ideas fluctuate slightly according to each person's energy level. In the beginning, some staff members were more up to help others projects while others were a little closed, but and at "the end" January – April 2021, this situation inverted between members, so this turn to an overall balance between the staff. The support comes when staff members share information about the projects, ask for help and feedback at open meetings. When they do not share is difficult to support their projects. Improving communications about projects and community thinking at staff meetings could be good.

How did we cultivate care and appreciation in the kitchen for all volunteers?

I think that care and appreciation in the kitchen start when we ask how they are, how they are feeling at the beginning of each shift. Having continuous communication with volunteers by email after each shift is important, asking how was the experience or if they are struggling with something that we could support, and include this support at exams period. Communication and care is the best appreciation tool.

Did we prioritize helping everyone feel welcome and included over efficiency, getting meal out on time? Getting the meal out on time is crucial at LL daily operations; the balance between feel welcome and efficient depends on the person leading the volunteers because when the instructions for tasks are well transmitted, assignments defined, the time to talk and feel welcome happens during tasks. Nevertheless, when the person leading the volunteers is lost about the menu or tasks, they feel welcome stays in second place. A well-defined menu at the beginning of the day is the start point for a good volunteer environment because it builds trust.

Goals/intentions for 2021/2022 year

- Return with Sexton breakfast club;
- Move with Sexton kitchen project;
- Increase integration between the LL and Sexton leading players;
- Define a location to the kitchen on Sexton.

Communications Coordinator Report

Please include:

- Discussion of any special projects not covered under Workshops and Solidarity, including internal projects like policy revision
- Collect a report from any summer or temporary staff members on their project

Anti-oppressive practices: how did we do at providing communications through various platforms? Did we provide information in different languages? Was it accessible to people without computers or mobile phones? Was it accessible to people who use screen readers? Please include both successes and failures. Did we include images of people with different identities, or stick to one image of what a Ladle volunteer looks like?

One of our values is open decision-making. Did we do a good job of letting people who aren't on the board or staff understand our decision making, by providing opportunities to attend our meetings, view our policy, or our minutes?

When we facilitate meetings, are we including breaks, quality check-ins and 'vibe checks', and making space for unheard voices?

Are we trying to share the facilitation role broadly to prevent centralization of leadership?

After answering the reflection questions, please set a few goals/intentions for your role for the 2021/2022 year (and share them here). Finally, add any relationships you cultivated to the Relationships Directory at the end of the report.

Standing Committee Reports

Hiring Committee report

The following section completed by Patsy Ginou!

Did we follow the hiring policy?

Yes. The hiring policy was closely examined by all members of the hiring committee prior to the beginning of the hiring process, and discussions of upholding the policy were ongoing through all stages of hiring. The hiring policy was later re-examined and evaluated, and confirmed to be continually useful for subsequent hirings.

Did we focus only on the experience necessary to do the role effectively? Did we recognize that people facing barriers may not have as much experience, and we would like to be a place that provides a foot-in-the-door?

Yes. Professional experience was not the most relevant factor in hiring, we looked at employment equity, volunteer experience, and other factors that are in line with Ladle principles apart from simply professional experience.

Did we prioritize hiring candidates specifically from marginalized groups that are not currently represented in the Ladle staff, over and above job experience?

Both relevant experience and representation were heavily considered in the hiring, as we had a huge applicant pool to choose from. When choosing between applicants, we considered employment equity and representation on Ladle staff in our decision.

The following questions were answered by Sohun Pinto.

Did we include time flexibility in the role, if possible?

Yes I believe time flexibility and the supports that would be in place were well conveyed to all the candidates. If candidates asked questions about how much they would be working we would usually explain to them what a typical day would look like.

Goals/intentions for your committee for the 2021/2022 year.

Continue to revise and uphold our hiring policy in line with anti-o guidelines. Also, having the training earlier in the year (obvious one).

As the summer approaches and numerous positions are becoming available at the Loaded Ladle intentions and goals the hiring committee are keeping in mind are as follows: we intend to continue focusing on hiring individuals from marginalized groups who are not as well represented. We will ensure the questions we ask are concise and properly conveyed as some questions confused candidates. The hiring committee will acknowledge all biases they may have when choosing a candidate as this became relevant (however not an issue) during this year's hiring duties.

HI report

Please be sure not to violate confidentiality in this report.

Thank you Esha Sawant for completing the HI report!

Collective culture

Did we take time to appreciate everyone for the work that they are doing, or did the same people get appreciation over others - how and why did we make that decision?

How did we deal with mistakes? Were they positive learning experiences, or punitive?

Conflicts

Did we follow our conflict resolution policy?

Did you feel you had adequate training to handle any conflicts that came up? If not, what training or other resources would have been helpful?

Do you feel that the conflict resolution process was just and clear? Do you feel that it minimized creating further harm?

Please include any recommendations you may have.

How did we make sure that knowledge gained through HI processes (for example, ways to better engage the board, causes of employee burnout, etc) are understood by the broader organization and preserved for the future? How do we preserve the lessons we may have learned?

We decided to focus more on check-ins to ensure that every voice is heard and that needs are met, without requiring staff and board members to reach out every time, in order to be proactive and in tune and to help resolve conflicts before they reach a breaking point.

We asked questions specifically to gauge how appreciated staff feel and to make sure any resources are given to those who feel overwhelmed, under supported or underappreciated.

We tried to follow a restorative justice based approach to resolve any conflicts and mistakes.

Conflicts

We feel that the conflict resolution policy was not conducive to the issues we needed to resolve this year. We aimed for a justice-based approach instead since our resolution policy can lean punitive at times. We recommend, and are working on, creating a new conflict and consequence policy that follows principles of restorative justice.

We also felt this year that having staff involved in conflict resolution processes was uncomfortable, and restructured to place board members at the forefront and to have staff as administrative or general support. We felt like this was a positive change, but board members are not equipped to perform mediations or direct conflict resolution. Training in conflict resolution and interpersonal relations/communications would be helpful, but having a 3rd person to perform mediations may be more appropriate and beneficial to all involved in any future conflicts.

Future

We should create a goal to preserve HI knowledge in a form and saved to the Central Drive in order to facilitate future HI Committees.

Goals/intentions for your committee for the 2021/2022 year

Create a new conflict/consequence policy. Ensure that check-ins for staff happen promptly each semester and check-in forms for the board are sent out monthly.

Fun Committee Report

Did we make time for fun and joy?

Did we take breaks?

What did we do that brought us closer?

Did we celebrate our successes (collectively as well as individually)

After answering the reflection questions, please set a few goals/intentions for your committee for the 2021/2022 year (and share them here).

*Fun planning was a whole-board task this year. I only asked one person to contribute to this report - but unfortunately they were in the middle of a big academic project and weren't able to at this time!

Anti-O Committee

Did we follow our Anti-O policy?

How did our Anti-O training go? Did it happen promptly? Did it miss any important topics? How engaged were we?

Did we make time for thoughtfulness, or were we always working at a hectic productice pace?

Was there a separate option provided for those who have broad lived experience of oppression, and are ready for a more in-depth engagement, or was the training tailored to the most privileged in the group?

What barriers or obstacles exist to students joining the board? How might we mitigate these obstacles?

How can we support other committees and projects in centring anti-o?

After answering the reflection questions, please set a few goals/intentions for your committee for the 2021/2022 year (and share them here).

*Our Anti-O Committee was unable to fill out the report before the Special General Meeting.

Further questions for reflection -

Did our staff and board include multiple people holding multiple marginalized identities?

How did we support indigenous rights, resistance movements, and indigenous sovereignty?

Did defensiveness show up for us in meetings or discussions? Did we accept criticism with gratitude, or did we try to push it aside as “rude” or “inappropriate”?

Did we believe there is ‘one right way’ to do something, or were we open to noticing how others do something differently and seeing how that could improve our approach?

Did we include people who are affected by decisions in our decision-making?

Did we fear conflict, have an emphasis on being polite, focus on the people who raise issues as the problem rather than the problem that they raise?

Did we build in time for reflection on our work? Did we centre doing things in an anti-oppressive way?

Relationships Directory

A list of folks we have active ties with, have collaborated with, etc.!

Eg.

Brewery farmers market food coordinator

food@halifaxbrewerymarket.com

Spoke mostly with Lauryne

Dal After Dark: Dal student event programming

Beatrice Chiang.

BChiang@dal.ca

Collaboration on Ladle Cooking show, wanted to do something for student mental health week
Worked mostly with Su

Dal Indigenous Student Centre
Michele Graveline
MGraveline@dal.ca
Indigenous food boxes, garden plans for the summer
Worked mostly with Su

DSU Food Bank:
Micha Davies-Cole
--supported with the Indigenous food boxes, everyday back and forth ideas and collaborations.
--attended our 10 yr anniversary party and
--has deep knowledge of Dal, Dal systems and personnel, and valuable + strong opinions!
*Our relationship with the food bank has occasionally had some contention/conflict! I have been working to repair this relationship by taking lots of time to listen, to show up reliably, etc.
Worked mostly with Su and Sage

DSU Market
Danielle Stewart, Manager
dsumarketadmin@dal.ca
*we planned events a couple times but had to cancel due to covid concerns
Spoke mostly with Su, also with Brennus

DSU Vice President (Internal)
dsuvpi@dal.ca
This role is important support for the Sexton Coordinator!

Food Against Fascism
Joel Hughes, Hannah Wood
jhughesm@gmail.com and hannahwood252014@gmail.com
We offer them space every Thursday night and cook together to prepare the FAF servings
Worked mostly with Su

Gwen Bartlemann
Our HI Consultant

Organic Connections
cservice@orgcon.ca
for spice orders
Spoke mostly with Brennus

Pat Martin, DSU Building Manager
Kitchen repairs and maintenance
Spoke mostly with Brennus

Speerville (Dean Cummings, Angele Greer, Beth Kitchen...)
speerville@xplornet.com
for dry goods ordering
Spoke mostly with Brennus

Ted Hutten
ted@hutten.org
For fresh produce ordering
Spoke mostly with Brennus

Vice Provost, Student Affairs
Verity Turpin

Verity.Turpin@Dal.Ca

Dalhousie administration representative related with to Sexton Kitchen Project

Your Environmental Sustainability Society (YESS)
Francesca Sivolotti-- f.s.sivilotti@gmail.com
We did a Ladle TV show with them
Worked closely with Su, Fran also knows Sage and Oyku Su well from volunteering

YouthNet
Hannah Griffin
--we did monthly hot meal for their free student lunches for students in the North End
Spoke with Sage, then with Su (and volunteers Fran and Adam)

People for s
NSPIRG, Clark and Lama, e-mail at blablabla.com
NOII
Out of the Cold
DSU People - Kavita, Holly,
Virtual Volunteers

Go over relationships...

Last updated March 2021

front desk
custodial
Micha
Robyn
King's + TWAK
(check outreach plan)
OOTC - Campbell, Chloe
Aaron, Deedee's
Hutten
Speerville
Organic Earth market
South House
Old staff members, old ladle members

Exit Reports

Credits

Thoughts on land acknowledgement largely from:

<https://nativegov.org/a-guide-to-indigenous-land-acknowledgment/>

Many of the questions in this report were inspired by:

http://www.cwsworkshop.org/PARC_site_B/dr-culture.html

Some questions also suggested by Su and Sage!