Results

Monthly National Webinar

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Ken: I'm going to wat 30 seconds or so. I'm going to mute everyone and then hit the record button.

Joanne: Hello, everyone, and welcome. It's great to see all your faces. I'm Joanne Carter, executive director of Results. First just a huge thank you and acknowledgement of your unrelenting efforts on capitol hill. You're pushing for many things. You have made an enormous difference.

In today's webinar, we're going to focus on the crucial work that grounds all of our efforts against poverty, which is our commitment to anti-oppression. Whether it's historic or ongoing racism in housing policy or the legacy in global health, or the impacts of sexism in access to education, we know that oppressive systems are at the root of impoverishment. They make it much more difficult to get out of impoverishment once you are there. Our work goes towards ending poverty and advocate to make that possible. It's about how we work on this together, recognizing where privilege and power exist, taking down barriers, confronting oppression directly. Advocacy that follows the leadership of communities that are most directly affected.

About five years ago, Results took on a new dedicated focus on anti-oppression. The values statement you are familiar with was written by a group of volunteers and staff, and this has guided the work you've done since then. This includes new policies and looking closely at updating our messaging and advocacy strategies. It's also led to new programs and groups.

This year we wanted to understand better what the impact of that combined work has been, being honest about what's working and what's not, what we need to adapt, start, or stop. So we launched a process to assess where we are. I want to say again to each of you who completed the survey and shared your insights and ideas, I am hugely grateful. You'll hear in a moment about the findings and can find the full report online.

This audit wasn't meant to be an ends to the process. The point was to shape where we go next. Based on what we've heard from you, we're focusing on five steps which are underway now or will be in the next months on weeks.

First we're rolling out a training program with a series of modules that we'll walk through in a few minutes. Second is putting in place more formalized response principles. So we're clear in how to prevent oppression and also how we respond to this. Where to turn, what tools are available for support for folks who have experienced oppression, and a process for accountability and learning.

Third, doing even more to focus on the interplay between oppression and poverty. These issues are intimately linked in this current world, and they have to be tackled together. This will be a key part of our rollout.

Formalizing our grassroots strategies so we can better work together in our communities and as a national community. We are setting aside additional focused staff time and funding to make these things possible. You'll hear more details on this from my colleague Karen and can find them written up in the audit summary.

The fifth piece is about our long-term vision. Right now we're developing a dedicated anti-oppression section in all of our goals. Then we'll use that plan to guide our investments and staffing on anti-oppression and all for our work over the next several years.

As results, we know that anti-oppression is not a side project. It is about who we are and how we relate to each other. It's about deeply understanding how oppressive policies have created and sustained poverty and how we can change that. It's a continual process for us as an organization and a lifelong process for all of us as individuals.

So much of our anti-oppression work has been initiated and led by grassroots on this call and some talented and committed staff. I am so grateful for how you have all pushed to move us forward and making us stronger together by making this the center of our work.

Speaking personally, in a world shaped by oppression, we are either actively pushing against it or allowing it to do further damage. While oppression exploits some groups to the benefit of others, in the end we are all diminished and made less when oppression is allowed to exist. I have work to do and always will, much to learn and unlearn. I am committed to making sure that as an organization, Results does the same.

I am so pleased to turn things over to my colleague, Karen, who has been such a leader in this work and will walk us through the audit findings. Karen, thank you for your leadership, and over to you.

Karen: Thanks so much, Joanne. Good morning, afternoon, or evening. I first joined Results in 2016 as a volunteer, and since then I've learned so many great advocacy skills, getting the courage to reach out to members of Congress and advocating on issues like the child tax credit and countering arguments against historically racist requirements. Housing has also been denied so many people in our community. Guaranteed safe housing continues to be denied to immigrant communities and so many others. We know that globally poverty and equality are related in longstanding systems of oppression. This has affected the ability of resources and opportunities to many people.

Through our anti-oppression work, I've personally grown a deeper understanding in knowing that poverty, or as Joanne expressed, impoverishment, is at the center of what we do. I want to thank the staff for continuing to focus on these values.

Now let's go to our audit summary. I'd like to give more context first to the audit process. Our recent AO Audit was commissioned by Results and conducted by Nicole Lee Consulting. They held several interviews and focus groups with Results staff and volunteers. Later people from all areas of the organization were invited to participate in an online survey, and thank you to so many of you who participated. The total number of survey respondents was 313. The survey audience was unsampled and included 275 grassroots respondents. Demographics were not taken into account.

It's important for us to note that the survey does not represent the view of all Results advocates. We do recognize the potential barriers to participation in the survey as it was conducted fully online. We will continue to reach out via various methods of communication.

I'm going to go on to key findings and share a few highlights of the report. However, please note that in the summary document, we've provided access to the full report, in case you'd like to review it. In terms of the need for clarity, while the majority are familiar with how Results defines its anti-oppression values, significantly fewer know how it's integrated into our everyday work.

Other resources for understanding and responding to a question were less familiar.

How are we doing when it comes to directly responding to oppression and oppressive behaviors? 76% of survey respondents reflected that Results addresses conversations about oppression frankly and honestly. However, this number drops to 66% when asked if oppression is being confronted directly. About 45% shared that at times there are issues with people speaking over each other, making assumptions about other people's availability, and not sharing the space.

The survey reflects that 55% of volunteers have not attended anti-oppression training by Results. Our organization is seeking anti-oppression training for everyone, clearer guidelines, policies, and procedures, and accountability for everyone. In addition, volunteers are seeking more context and history behind issues Results is seeking to change, information on issues related to different forms of oppression, and more information on historically oppressed groups.

90% of respondents say they have more work to do to better understand and put our anti-oppression values into practice. We all do.

Given the findings of the survey, I'd like to share a few more details about next steps.

First I'll start with more training. 2022 will be a year of learning for both staff and grassroots volunteers, so please stay tuned for our calendar of workshops in the coming year. Trauma and informed care to inform how we interact with each other. Understanding and stopping microaggressions by standard training and crucial conversations to help guide how we continue to make space for difficult conversations and talk about anti-oppression.

We are committed to this work beginning with ourselves as well, and we'll be launching a three-day workshop on trauma and care.

We will continue to make efforts to standardize protocols on oppression. This team will include members from all levels of the organization and will include a plan. We already have a draft framework for response protocol that we'll be sharing by the end of the year.

We'll continue to draw the links between historical context and oppressive policy. We will better highlight how we connect our anti-oppression values in response to poverty. This will be the center of the launch of our 2022 plans.

Aligned with the call for more clarity on Results' long-term anti-oppression goals, we are focusing a strategic plan and cross-cutting anti-oppression with our other goals.

And last, more group-level conversations and support by the grassroots impact team and others to have those conversations. Over the next few months, our expanded grassroots team and network of regional coordinators will be having conversations around goal-setting in the coming years on an individual, group, and organizational level. This will deepen the effectiveness of our advocacy and make us all stronger advocates. Each of us has a role to play in living up to anti-oppression values. We recognize that a large webinar is not always the best environment for this. We want to make sure each group has dedicated time to discuss this in the coming months. We'll also make it a key part of next month's group planning process.

So what can we expect now? 2021 was a year of assessing where we are as an organization in the area of anti-oppression. 2022 will be a year of learning, and we're all in it together. Thank you for your commitment in embarking on this journey with us. I'm going to pass it over to my college Yolanda Gordon to lead us in a moment of reflect.

Yolanda: Hello, everyone. I joined Results in 2012. It has been an important part of my advocacy and work on anti-oppression. As a woman of color raised in South Carolina, oppression has been just as much a part of my experience as poverty. We understand that this has been a lot of information, and that oppression work is deeply personal for many. So we want to take a moment to pause. As Karen mentioned, all of us will be invited into deeper group conversations over the coming weeks and months. But we want to start with some time for personal reflection.

We have a full webinar today, and we will not be able to go into Q&A at this time. However, I would like to allow for a few minutes of reflection. So we will pause for a moment, and during this time, please jot down any thoughts or questions you may have that you want to bring to a conversation or want to learn more about. If anything comes up that needs an urgent response, you can email Karen or me at our email addresses, and we will respond to you. You can find our email addresses at the end of the document that was provided for you to read over today.

As a staff, we are committed to advancing this work and supporting all of you. And we are so grateful for the leadership of so many across the network of anti-oppression. If Karen or I or anyone on the grassroots team can be supportive, please let us know. We see anti-oppression work not just as a side project but central to all of our work. So I want to invite Joanne back after our moment to remind us that all of this work is interrelated.

[Moment of reflection]

[♫ Music ♫.]

Joanne: As advocates in particular, we must confront oppression our interactions and fight to change the policies it's created. If we ignore their impact on poverty, we aren't getting to the core of the problem or the solutions that will have the biggest impact. You'll hear in a few minutes about a new campaign we're launching on global malnutrition. What we know those big statistics can mask is, who are those kids? If you look at the map, they are overwhelmingly from countries that have experienced decades of oppression. By ethnic group, caste, gender, because of discrimination. Whether it's who's being denied access to COVID vaccines or whose kids are likely to be denied education.

In the movement on capitol hill you have played such a huge part in, housing is just one area where kids have been denied various things. The tax code has long been used to enforce depression. It doesn't happen by accident, or even a benign, passive arm of history. Forces of economic and political power will pull in the direction of maintaining the status quo.

We're on the cusp of key investments that are part of undoing that history and changing that trajectory. In our role as advocates, we recognize that equitable policies can help change this.

As we go through the webinar today, I hope you'll keep your reflections from a few moments ago at the top of your mind. What we can do in our lives and our advocacy in the future. Meredith, over to you.

Meredith: Thank you, Joanne. Hi, everyone. My name is Meredith Dodson. I'm the director of US poverty policy on staff with Results. Great to be with all of you. Before we dive deeper on the policy pieces, I want to thank all of you for your participation in this process to move us to be a more anti-oppression organization. I thank you for your engagement in the conversation today. And in advance, I thank you for the work ahead going forward. It's been a long and challenging journey. I want to acknowledge the real trauma for those who have experienced oppression and the constant need to challenge ourselves about how we benefit from oppressive systems. I'm sorry personally for any way I have directly or indirectly caused harm to you or another member as we make mistakes, learn, and grow.

I've also had an opportunity to learn and engage with colleagues outside of Results. Almost two years ago, I took on a roll of forming and co-chairing a new racial equity group, made up primarily of colleagues in the faith community. And this was focused on developing or understanding what true racial equity is, meaning focusing on racial equity outcomes of how people live their lives and shaping policies to achieve racial equity. For me personally, it has pushed me to understand how closing racial gaps is very important. But it is just a step, one of the initial steps toward the goal of truly equitable outcomes.

We need to dismantle white supremacy internally, in our advocacy, and in the policies we're looking to shape.

So I want to say in particular, one of the takeaways for me with this anti-oppression audit and the work I've been part of is the importance of deepening my own understanding of intersectionality. I urge others to deepen your understanding of how that shows up in our advocacy work.

There's a lot more to say and reflect on. I look forward to our actions. This gives us an opportunity to change directory with how busy it's been in Congress. As folks know, we have been moving forward on a large-scale recovery package, also known as build back better. The legislative text of the package makes the CTC permanently fully refundable. It restores eligibility for immigrants. It extends larger CTC through 2022. It includes billions in rental assistance and pandemic preparedness.

The House last night took a procedural vote to move this package forward. There was resistance among some House moderates about voting on the package itself until they get a score from the congressional budget office, or CBO. But last night, policymakers agreed to take up the legislation as soon as that score is available. We could see a House vote in the next two week. Then we'd see Senate action, probably some changes. That would go back to the House and the President for signature.

With that, I want to dig in on the next slide a bit on the tax policy piece, including to highlight how important it is for closing racial poverty gaps. We know the CTC is making a huge difference already in reducing child poverty. We want to make the full package available this year so we keep getting those monthly payments. In the meantime, you've done crucial work educating policymakers. It's a huge victory getting the permanent structural changes locked in in this package.

Full refundability ensures income for low-income families. Millions of children were left out until this year. Black and Hispanic families are over-represented because of historical oppressive policies. Full refundability will cut poverty itself. For instance, the full refundability alone reduces child poverty for black households by 29%. If we reverted back to what was in law this year, it would only be a 9% increase. I invite folks to dig in more to this report. I always love visuals. We'll make sure we have a link to the family institute website in the followup materials.

We're going to dig in with the policy stuff by highlighting the amazing work you've been doing. Virginia has been front and center in a lot of these debates, and many of you did some really key work to isolate a senator from West Virginia who was pushing to take away the CTC from families with very low or no incomes. To undo this important policy that helps close racial policy gaps for children. So while the rest of you around the country were isolating the senator, the advocates in West Virginia had been getting it done, doing amazing work to advocate in the community and pressure their Congress members.

I'd like to ask Joanna to talk about this work.

Joanna: Thank you so much. When we had August off because staff said it would be a busy fall, you guys weren't kidding. As we know Senator Manchin has effectively determined the size and scope of this package. We knew we had a great opportunity to voice what we think should been in this bill. We had no idea the senator would hop around to key issues he found important. We were presented with a big challenge: accessibility. Staffers we felt we had a really good relationship with up to that point were suddenly not returning emails and calls. That caused us to reassess our position and forge ahead. As in life, adversity is sometimes a tool for transformational growth, and that's how we looked at this.

So we forged ahead in two key areas with the support of the grassroots team. That was with published media and social media. As Meredith noted, we had a lot of published media. From mid-September until now, we published nine pieces. The number alone is not as impressive to me. Six of those came from people who had never published an op-ed before. Many of these were brand-new volunteers. I am stunned and amazed by their level of commitment and how they stepped up in a big way.

We also had our first LTE published in a national outlet. That was our goal from the outset. We typically try to publish one piece of media a month, so this represented a huge step in our own growth. But it's given our advocates a new frame for what's possible and how they might grow beyond this experience into more publications down the road.

Each publication gave us a great, solid, fact-based rationale that we could present to the senator and his staffers and reengage them with another request for a meeting. He was flirting with work requirements for a while, so some of our media focused on that. And I don't know that our particular letter to the editor had influence, but it opened the door a bit. It also gave us an avenue to reinvigorate our social media presence and engage the senator in that sense. Each publication was a new opportunity to tag the senator. I'm going to specifically give a shout-out to Results Virginia to create a strategy to lift up our posts and coordinate their own posts to direct them towards Senator Warner, who we know coordinated often with Senator Manchin. They were doing the same things with Virginia, retweeting and tagging.

I'm very pleased with everything. I'm going to drop some links in the chat, and I hope you all will follow us on Twitter as well.

Meredith: Thanks, Joanna. And I'll just underscore that their senator was out on skinny branches, and then hearing from folks back home. Alec leading the charge in engaging with the senator in Colorado. Same with Senator Testor and Warner. For sure a lot of amazing work. Thanks. I know a lot of us have had West Virginia on our minds.

Next we're going to dive in on the housing piece. I'm going to invite my amazing, relatively new colleague Michael to walk us through what's on the table with housing. And our folks in Washington state will also help us.

Michael: Thanks, Meredith. I'm based in Washington DC with results staff. I'll breeze through the slides, but briefly I wanted to also reflect on anti-oppression work. I've recounted my first-hand experience in working with people who have experienced housing instability in the San Francisco Bay area. Housing is central to people's lives. Our advocacy has been focused on how housing justice is a form of many other kinds of justice. And you can't really view housing in a vacuum. It overlaps and intersects with all these different issues and also overlaps with the tax credit. We've heard that some families have used that money to pay for housing. But our work is a small piece of achieving anti-oppression. In education, for example, there has been no racial integration in the housing space. More work needs to be done to recognize the history of racial policies and ongoing discrimination. And I feel hopeful with our anti-oppression work. It's critical as we move forward on our policy advocacy. It affects all of us in different ways.

Real quick on the recap for what's been on Congress's mind for housing. All of you have done such a great job to make sure housing vouchers stay on the current package. As you can see in the slides, there's been $150 billion in total for housing investments. That's within the House financial services committee. Some is advocated towards new housing choice vouchers. This is the largest historic expansion of housing choice vouchers. Prior funding has focused on renewals. This new funding will create new vouchers that will benefit over 300,000 households and families. It's estimated that more than 70% of people doing this will be people of color. Additionally it includes funding for landlords, security deposits. Preemptively addressing the need for landlord participation, need for additional assistance, and outreach to landlords.

There's also flexibility in implementing and administering the vouchers. There's also funding for public housing. And just a a reminder, I know many of you have been focused on the Democrats. But the bill includes bipartisan permissions that were introduced earlier this year. All of this would not have been possible without your tireless advocacy. I'm heartened and extremely grateful for all the work you've done, especially during COVID times. I just wanted to actually highlight the work you've been doing. I'm going to transition to Diana from Washington to talk about their work over there on housing policy. Diana, the floor is yours?

Diana: Hi there. Can you see me?

Ken: We can see you, Diana.

Diana: I do see the representative’s letter up on the slide. A few weeks back, we wanted to get as many congressmen signing on to a dear colleagues letter as possible. It took a team to do this. Here we worked closely with the other two groups in Congressman Kilmer's district. And we support each other. I didn't remember who the representative's housing aide was, so I reached out to colleagues. I had sent the Results website letter that we all have access to, and I got a candid response back. Then my Results colleague Beth urged me to call him. I had to call him at 5:45 in the morning, and I left a voicemail and sounded a bit irritated. And I think that's why he called me back. Unfortunately I was preparing dinner, so I didn't get his call. But he sounded really sincere and left about two minutes explaining how he was really with us on the House Services Committee. And I think that's also because, as Results members, we've been the people he wants to talk to. We show up at his town halls and always thank him for something. We have regularly scheduled Zoom meetings, and when possible, in-person meetings. I've been fortunate enough to run into him at work. I made sure he knew I was there and thanked him for something. I've been fortunate enough to run into him at a Fourth of July parade and made sure that I was the person he wanted to talk to.

I've become the precinct committee person for our Democratic monthly meetings. I make sure I thank him for something at that meeting and ask him to do something else.

So he's a nice guy. And of course, he'll do these things. But for those of you who are just developing your relationship with your member of Congress, be that person that he or she wants to talk to. Be the smiling, sunny face. And when you get that relationship, they really will care. Thank you.

Michael: Thanks so much, Diana, for those words. I'm going to turn it back to Meredith for our next slide.

Meredith: Thanks, Michael. I think that's a perfect segue, Diana. I love the examples of how you build the relationship over time. I've gotten a chance to witness that kind of relationship-building first-hand. One of the folks who has been persistent is Rayna Castillo in Arizona. I know many of you are aware that Senator Sinema has played a key part in these negotiations. Can you talk about that?

Rayna: Yeah. I'm sure a lot of you are aware that Arizona has been key in the build back better plan and one of those wild card votes in getting it passed. My local Results group had been trying in recent months to secure communication with her office, and we weren't having a lot of luck. When Senator Sinema was at the heart of those negotiations, we decided to channel our frustration and do more in-depth outreach when it comes to mobilizing other constituents across the state and utilizing a variety of channels to get her attention. Whether there was through calls, letters, requests through social media, I think that multipronged approach made the difference. We finally secured a meeting with one of her tax aides. We included some letters to the editor in that meeting request we sent, and that seemed to make a big difference because we received a response right away and were able to meet with her aide. We used that meeting to hear about what was going on and learned some important information about the Senator's priorities and the actions she was taking at that moment. We also used the meeting to express our appreciation to the aide for making the attempt to meet with us.

Something else we did to try to solidify that communication was by looping in some higher level staff in our follow-up email and using that as an opportunity to complement the aide so it was viewed as something positive and hopefully motivated them to continue with that too.

Since that meeting, the negotiations for the new framework came about, and while we weren't able to get everything we wanted, I think the work we did was important. I think it was a good experience to see how her office responds to the different actions we were taking to establish that line of communication. Because it seemed like, for example, the letters to the editor themselves were a big pull. I think other lessons we had were, in addition to generating media, engaging other people and being persistent in our advocacy are all really important and have helped us generate success in Arizona. I think these are things we'll continue to do until we're able to get the final framework passed. It's been a good experience.

Meredith: I'm so glad I've seen you in action, Rayna. It's been inspiring and important work. The senator gets the media clips every morning. So you knew that media on the screen was getting to the senator herself as she was talking to the president on this.

To close out this section, I want to underscore the key action. We want them to pass this package in the next few weeks. We know it will make a difference and will put us on a path towards reducing poverty and increasing equity. In the slides, you have some resources. The key thing to highlight in the next slide is the link to our action center, easy to find at results.org. There are lots of resources there. Those are on the next slide, Jos. And we urge folks to take action. We're in the home stretch now, but we have to get this across the finish line.

I'm going to turn it over to John to talk through some important global policy work. John?

John: Hi. Yeah, hopefully you can hear me now? Thanks.

I lead our policy and advocacy team here at Results. It's great to see everyone. It is phenomenal and inspiring to hear the shares around the work on the recovery package we just heard. You heard from Meredith about what's included. It does include money for pandemic countermeasures, which includes specific language on expanding manufacturing capacity for vaccines. We had been asking for a higher dollar figure throughout, but it was really important that the specific language was included in there. I really want to acknowledge the advocates in North Carolina and Washington state. It was really important that they kept hearing from us and others about the need for this funding. Really effective to be in conversation with our staff throughout that process. Really excellent and strategic work going on across the country on this package.

I want to talk about some of the impacts of the lack of vaccines as the virus continues to spread unchecked in many countries, and including the impact that is having on worsening malnutrition. And some new legislation we're supporting and a campaign we're launching to address that.

First I want to express my thanks to each of you who provided feedback on the survey about the steps we're going to take going forward, and really staying committed to the work. As Meredith mentioned, we're committed to learning from the mistakes we make.

We've been talking a lot as a staff about how to draw clear connections between poverty issues and oppression, that they're not just connected but really are the same efforts. There's a powerful and relevant reminder of that on Thursday, day before yesterday, when the head of USAID gave a speech titled a new vision for global development. It was her big policy speech about the agency itself, her vision for USAID and its role in the world. This is what she said as a part of that speech. As Americans with a fraught history in living up to our own values, we've got to approach this work with intention and humility. But the entire community needs to interrogate the power dynamics and look at voices that have too often been left out of the conversation. She talked about things like diversifying the workforce in USAID, partnerships in inclusion and development, a new officer in inclusion that would report directly to the administrator, and a new target to direct at least a quarter of USAID assistance to local organizations, new foreign officer position in every mission dedicated to outreach to marginalized and oppressed communities. And at the end of this decade, at least half of these organizations will have people in the lead.

I want to now turn to . . . If we could get the slides back up. Start to like about malnutrition generally and in the context of the pandemic. This is an issue that we've worked on in various ways over the years and really see both a need in terms of the pandemic and an opportunity politically to make additional progress on the real crisis of malnutrition.

One of the ways we approach our thinking in this work is in the context of ending the deaths of young children. We know we've made enormous progress here. But still malnutrition is the underlying cause of nearly half of all child deaths. So that's really the challenge we're looking at.

Malnutrition comes in in various forms. A couple of the ones we've talked about are stunting and wasting. To give you a sense of how this issue shows up. There are almost 150 million kids. These are data estimates from the year 2020. There are 150 million kids that suffer from stunting. That means they're not getting the nutrition they need for their brains and bodies to grow and develop into their full potential. From an equity standpoint, that means they could be left out of other kinds of progress countries are trying to make economically, in education, health, etc. We have this acute problem of wasting. That is the most acute visible form of malnutrition, when kids are not getting the nutrition they need.

Fortunately, while this is a tremendous challenge, there are number of interventions and tools and demonstrated programs that can make a big difference.

And we really tried to zero in on four. We've talked about these being the power four. These were interventions that were identified in a medical journal talking about the most cost-effective ways to address under-nutrition, malnutrition, and also there's a more recent analysis from some research that identifies these four in particular as critical to addressing severe malnutrition.

Just very briefly, and we'll talk about each of these in the coming weeks and months and have additional learning opportunities. Things like prenatal vitamins for people who are pregnant, for their health and their children's health. Support for breast feeding, whether that's through the health system and making sure folks have what they need but also policy implications. Making sure there's not inappropriate or illegal marketing of formula as a substitute. Promotion of emergency therapeutic foods. Packets of highly nutritional, dense in nutrients and fats, really food as medicine that can bring kids back from the most severe forms of wasting. And vitamin A supplements is a critical issue.

We know also that in addition to this underlying problem, that the pandemic has made it worse.

You can see that there are more children wasted and suffering from stunting, more children succumbing to undernutrition. More cases of maternal anemia. In terms of how this is happening, there are a couple different effects. One is that because of the economic impact of the pandemic, the shutdowns, disruptions to the economy, etc., there's something like 100 million additional people living in extreme poverty by the end of this year. That's a World Bank estimate. So fewer resources to put nutritious food on the table for families. At the same time, you have these severe impacts on the health system, which is charged with delivering many of these services or monitoring the growth and nutrition status of kids at risk. We know that health systems have been disrupted very directly in terms of that impact in many areas. As well as families avoiding the healthcare system.

What this latest research does is try to combine some of those big global economic shocks with what's happening at the country level in terms of health systems.

I want to talk a bit more about the challenges with particularly how the US invests or doesn't invest in nutrition programs. Some areas we see for improvement. And a little bit of a case study about why we need legislation and how it addresses the problems. Don't worry about the statistics in here. We'll have this available, and there will be lots of other learning opportunities for you in the weeks and months ahead.

Briefly, why do we care about vitamin A? We've always had a goal of eliminating vitamin A deficiency. We're not there yet. The reason is that vitamin A is a very inexpensive supplement. Twice a year. This has enormous effects on children's health. It prevents corneal blindness. It also helps protect children from all other causes of mortality, particularly things like death from severe diarrhea. The best evidence is when kids have the vitamin A they need, it can reduce child mortality by something like 10-14%.

This is an incredibly effective intervention. It's not very expensive to deliver. It is well understood to be one of the key things we need to be doing. So are we making progress on it?

And Congress has recognized this. So over time, funding for the specific set of nutrition interventions that are funded out of our global health program include not just this overall funding level that we actually want to see doubled through the appropriation process. But the committee actually carved out funding specifically for vitamin A. There's certainly some investment here.

In addition, there's also reporting on this. This is a very recent report within the last couple of weeks from USAID to Congress about what this money is buying us. This report lays out the statistics around the results of those investments. It reports that in 2019, over 15 million children under 5 received vitamin A supplementation from USAID assistance. Is that a lot or a little? I'm not sure. We'll get to that.

There's money available. There's reporting on it. It's understood that it's a high priority intervention. So what's the story? There was about a decade of improvement. This is the number of countries in sub-Saharan Africa with high coverage. But then things have kind of fallen off. Then we start to see this decline. The number of countries with high coverage levels is dropping. There are a number of reasons for that that we could probably get into on a future webinar, but that's what's happening.

You'll see that this is getting worse in the context of COVID. And the way in which vitamin A supplementation has often been delivered is alongside maybe a health fair or immunization campaign, many of which has been suspended. That was happening even before COVID. So we have a serious problem.

Why? I want to talk about how the USA delivers and manages the system, and can we do better?

I don't want to overemphasize this too much because it was a snapshot of one program in one country at one point in time. But it gives you a sense of the challenge of how you translate a dollar in a process in Washington into a child getting vitamin A supplementation so their brains and bodies can grow.

They were looking at programs in Tanzania. This is part of how we take our eye off the ball. It looks like this program has found that it had reported that over a million children had received essential nutrition services, including vitamin A through this program. But the program only works with adults. So actually what they were doing was educating people broadly about the importance of vitamin A, and then they measured the amount of vitamin A tablets that were delivered to government clinics. But that's not the same thing as children getting the vitamin A.

If only there was a piece of legislation that would address this problem of tracking indicators and setting goals. You will see we got together with our friends and crafted language that looks like this. Instead of some estimate about the number of people who might have heard about vitamin A, we want to establish a baseline measurement and time-bound targets for increasing coverage. And for what interventions are we talking about? Not just nutrition services generally but the things we have the strongest evidence for.

This is language that comes directly from the global malnutrition and treatment act of 2021. We have bipartisan bills in both the House and Senate that have been introduced. It's been passed through the House already. Both of these bills need our support. It requires clear and timebound targets to increase coverage of these interventions. It establishes clear implementation and reporting requirements. And it elevates and increases coordination of nutrition within USAID.

If you can skip the next slide, Jos. We want to ask you to ask your members of Congress to cosponsor this bill. We have a number of resources here, with additional opportunities to learn more about this process. I think you can immediately understand the centrality of nutrition to development and in the broadest economic sense as well as individual levels. The impact that COVID is having that is undermining the progress we've been able to make. We see this as an important, critical opportunity for the USA to make sure it has the biggest impact on the kids who need it.

I know that was a bit of a whirlwind. I want to thank everyone for joining and hanging in there. Lots more to come on this. I'll turn it over to Ken.

Ken: Hi, everyone. I'm Ken Patterson, director of grassroots impact. I want to take a couple minutes to welcome new advocates, to celebrate all of you, and fill you all in on exciting opportunities to grow personally and as groups. I want to welcome all the new advocates on the line today. You're joining a great organization. We're really glad you've joined us.

I first want to celebrate all the work and thinking that's gone into making connections between historically oppressive policies and behaviors and the efforts we've taken in poverty. My own journey over the past couple yeas has made it clear to me that historical practices of oppression and poverty are completely intertwined with our work. Reading the book The Color of Law was a big eye-opener for me. One doesn't have to be a liberal to understand the history of oppression and prejudice in our country and globally. I'm really glad we're taking this on as an organization. Thank you for all for signing on to learn more and do more.

I also want to thank and acknowledge all of you for the amazing work you've done this year. The PUPO award is "persistence usually pays off." You've all demonstrated incredible persistence. It is paying off, as you heard earlier about some of the provisions we're seeing on vaccine access and housing, appropriations that are still in the mix, and relationships you're building with Congress. You all deserve the PUPO award.

I want to share numbers on media and congressional meetings. You've reported 579 meetings and 424 pieces of media this year. These are leading to strong outcomes. You can let us know if we've missed any of these by reporting them on the action center in the website. Let's carry your work over the finish line and realize the outcomes we're looking for.

I'm going to hand things over to grassroots impact manager Jos Linn.

Jos, are you there?

Jos: I'm here, sorry. Slides were out of order. Hi, folks. I want to briefly remind you that we're getting to the time of year when we start to think about the next year and the goals for your groups. So in December, as we did last year, we're going to focus on doing our 2022 group roadmaps so we can hit the ground running in January with our new campaigns and goals. There will be new roadmap documents coming in the next couple of weeks that will build on your 2021 roadmaps so you have the same length and new resources available to set your 2022 goals. We'll spend much more time talking about this on our December webinar. I urge you to please schedule your group meeting time in December so you can actually have these conversations and set your goals and do your roadmap planning for 2022.

If you have any suggestions on improving the roadmap documents for this year, I'm going to be working on those and finalizing them over the next week. Please feel free to contact me by November 15.

I'm looking forward to some great things in 2022 and helping you with the planning process in that. I'm now turning it over to my colleague Sarah in Indiana.

Sarah: Welcome to the new advocates on the call. I'm so glad Results has continued to show how we can truly be an anti-oppressive organization. From someone coming from a family that has experience poverty, it's an honor for me to do what I do.

Some of you may have heard that Results staff is ramping up the services and support we're providing for regional coordinators as they welcome new advocates. We've invited thousands of advocates to join the cause. Some only stick around for a few months. In order to remedy that, we have come together from the expansion team and the grassroots impact team to create a plan to leverage everyone's time. We plan to support new advocates through the first year.

We created and updated some research for you all. You all have hopefully used the group guide for welcoming and supporting new advocates. We have updated that to reflect the new support plan and the new volunteer conversation guide and individual planning form. Those are linked in the group guide. I've been joining a lot of group leader halls recently with the intention of teaching and supporting regional coordinators and group leaders on how this works. We've been working diligently to create these materials for you. Again, really appreciate all of your comments and support and guidance over the years. We've heard what you need. We'll be continuing to send out information and provide all the information you could need throughout this process. If you need support or help welcoming new advocates and in participating in fall recruitment, definitely let me know. I've been setting up meetings to support advocates.

For those that don't know, action networks are a group of local people not actively involved with Results groups because they don't have time to make a change. There's a group called the action network manager in your group. These are folks writing to members of Congress, writing LTEs, calling congress members. I think even better is that they help folks find their inner advocate. We all joined in the first place to help end poverty. So I wanted to give a quick update on where we're at with our action networks. We have 39 different action networks across 21 states. Our goal is to eventually have them in all 50 states. Let me know if you're interested in growing one.

I want to give a shoutout to our amazing action managers. In October, 18+ people took action on various action alerts we sent out to them. If you're an action manager, put it in the chat. We really appreciate all the hard work you're doing.

Errolyn: Thanks so much for sharing that, Sarah. I'm an associate on our expansion team. We want to celebrate a few of our free agent volunteers who have reached their one-year anniversary. They cover states where we didn't have any advocates. We are well past the first 100 days and they are still here with us and active in our movement. They have done things like securing lobbying meetings with congressional offices and working in the media. Jacoby has become a powerful advocate and has gotten an LTE published on rental assistance and affordable housing. Star brings her passion to the movement and has taken on the role of co-leader. Keryee has taken on the role of action manager. Ashton is a leader of his group.

Crystal has been a huge part of her group and the strides they've made. Chandra is a member of our Arkansas group with two LTEs published. Dr. McConnell has gotten an op-ed published.

We couldn't be more grateful for their support, and I want to send a huge congratulations for reaching the one-year mark. We celebrate you. Thanks for completing the first 100 days and so much more. We also want to acknowledge the new advocates who have joined us in our fall campaign since September. We are so glad that each of our new volunteers is here. You make our mission to end poverty so much stronger with your voices. Thank you in advance for all of your contributions. Help me to give a warm welcome in the chat.

We've already heard from nearly 400 people who are interested in learning more about Results. We are reaching people from all different backgrounds, which makes our anti-oppression work more effective. We will continue to see advocates joining our ranks through November, December, and into January. If you haven't yet received new advocates, hang tight. It takes most interested volunteers about a month to complete our onboarding process. We look forward to seeing those numbers grow. Lisa, I'll pass it over to you.

Lisa: Great. Thank you, everybody, for your welcome welcome of these fabulous advocates in the chat. We are stronger because you are here. Thank you for the richness you bring to the network.

I'm Lisa Marchal, a grassroots manager at Results, and I live in Indianapolis. It's my pleasure to remind you about something very special to you. The Bob Dickerson Leadership Award. We're extending nominations for this award for one more week. Bob was a light, committing his talents and passion to our work in the world. We are pleased to be able to honor someone who continues that advocacy forward in that spirit. You can nominate an outstanding volunteer at the link on your screen.

We want to lift up for you some things you don't want to miss. If you're a returned Peace Corps volunteer, there's an event for you on November 9, and there's more information for you in your weekly update.

Many of you in the chat have been talking about your excitement over motivational interviewing techniques to help in those conversation where you need to find common values. That series is continuing into next year. The next installment is on December 19.

Other things coming along in November. If you are a global or US poverty free agent, there's a meeting for you. If you are an action manager, there's a meeting for you. If you want to do a deep dive into the policies we are involved in, there's a meeting for you. Check your weekly update for how to join those meetings. You don't want to miss out.

Orientations for new advocates are ongoing. You can find that opportunity at link. All of our events are on the calendar on our website.

Results offices will be closed on November 11 in observance of Veterans Day and for the Thanksgiving holiday at the end of November.

If you'd like to be a regional manager, email me. And we have applications for our advocacy and organizational fellowship program. Applications have been extended and close on November 20. If you know someone in your group or new to Results who might want to learn about what advocacy is about, this is the meeting for them.

Finally a few more opportunities. We're helping to mentor new advocates through a webinar shown here that will happen in December. It's a repeat of one done this month.

If you're curious about the strengths you bring to Results formal or informal leadership, this workshop is a continuation of that conversation. If you're curious about your own leadership and how to apply it to Results, contact Karen.

Happy Thanksgiving, one and all. That brings us to the end of our webinar today. Thank you for all the rich conversation and the ways you make us stronger. I believe we are probably going to open the lines for people to say goodbye and wish each other well this month.

[End of meeting.]