

Free

CO-OP NEWS

A PUBLICATION OF NORTH COAST CO-OP

Making Local
Meaningful
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CO-OP

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LETTERS TO THE EDITOR

Letters must include your name, address, member #, and telephone #. Letters should be kept to a maximum of 250 words and may be edited. We regret that we may not be able to publish all letters due to limited space. Email your letters to co-opnews@northcoast.coop or send them to: Co-op News, 811 I Street, Arcata, CA 95521.

Letter from the Editor

By Cassie Blom, Marketing & Membership Director

WELCOME TO YOUR NEW Co-op News! As you can already tell, our beloved publication has received quite the makeover. Not only have we made some significant changes to the Co-op News, but we are excited to be making our changes with our 100th issue. That's a lot of news from your co-op over the years!

The Co-op News has traditionally served many purposes. Its main function is to be a resource to the Co-op community, providing everything from important board news to recipes and goings on in the area. The Co-op is all about connection, and this publication has allowed us to stay connected to our members and shoppers; it has also served to connect the Co-op community

to important events and issues. The goals of the Co-op News remain the same. With our new, longer format, you will find even more ways to connect with your co-op and its larger community in each issue. You will also find more interesting tidbits, brighter photos, and more recipes. (Bonus: look for special member-only savings or giveaway information in each issue!)

Over the years, it has taken many forms, varying in length, publication schedule, distribution method, and content. We hope that this new quarterly iteration will inspire you to be more engaged with the Co-op News, whether you choose the online or print version. Happy reading!

INSIDE

- | | | | |
|----|--|----|--------------------------------------|
| 3 | Discrimination Has No Place at the Co-op | 14 | Round Up for the Community |
| 4 | Local Produce Guide | 15 | Financial Statements |
| 5 | Finding Common Ground | 16 | March Board Meeting Recap |
| 6 | Humboldt Senior Resource Center | 17 | Kids Corner |
| 6 | Dream Quest's Garden to Teen Program | 17 | Member Survey |
| 7 | Meet Your Fellow Members: Elaine Hogan | 18 | Sunshine Rice Cakes Recipe |
| 8 | Beet and Watercress Salad Recipe | 19 | WRRAP's Zero Waste Coffee Cart |
| 9 | New Member Benefit Launching April 15 | 20 | May is Bike Month in Humboldt County |
| 10 | Making Local Meaningful | 21 | Win this Bike! |
| 12 | Simple, Smart Savings | 22 | North Coast Co-op Management |
| 13 | Access Regardless of Income | 22 | North Coast Co-op Board of Directors |
| 14 | Reviving the Demo Program | 23 | Calendar of Events |

Discrimination Has No Place at the Co-op

Maintaining a work—and shopping—environment free of harassment is paramount

By Melanie Bettenhausen, General Manager

I WAS RECENTLY CONTACTED by a concerned member of the Co-op who overheard a conversation about an employee that had received unwanted commentary related to their ethnicity. I was surprised to hear of this and immediately conducted an investigation. While my findings show that there was no direct harassment or discrimination in this particular instance, I learned that some of our employees regularly endure questions about their heritage or accent. The intention of most customers is to be friendly and conversational, but on occasion we have asked customers to leave because their words were hateful and hurtful.

As an employer, we are very clear about our workplace culture in our Employee Handbook: "It is the intent of the Co-op to provide a work environment free of verbal,

physical and visual forms of sexual or other harassment (race, religion, color, gender identity, genetic characteristic, national origin, creed, ancestry, age, physical, mental, or psychological disability, mental condition, gender, sex, pregnancy, childbirth or related conditions, marital, family, or military status, being a victim of domestic violence, stalking or sexual assault, sexual orientation nor any other status protected by federal, state, or local law, regulation, or ordinance). All employees are asked to be sensitive to the individual rights of their co-workers. In addition, it is an employee's right to be protected from harassment by persons providing services to the Co-op and Co-op members and customers.

This last bit is tricky. It is one thing to be able to hold employees accountable for the policies agreed to upon employment, it is

another to hold customers accountable for policies they did not agree to when entering our stores. It's even trickier to identify, hear about and resolve issues that affect our shoppers while in our stores. Nevertheless, it is our responsibility as an employer to ensure that our employees have a harassment-free work environment and this extends to the shopping experience as well. Whenever harassment or discrimination has come to our attention, we have addressed it immediately. The problem is that not everything comes to the attention of supervisors/managers. To ensure that we are truly creating a harassment-free workplace and shopping experience, I invite you all, our members, to help bring these issues to light. If you overhear, see or experience harassment or discrimination, we want to hear about it. You can talk to Customer Service, a Store Manager or call me directly at (707) 822-5947 ext. 220.

Living in Humboldt and working at the Co-op, and especially being Caucasian, discrimination is not something that regularly affects me personally; it is easy for me to be blind to the ways that it can play itself out in hurtful, harassing ways on a daily basis. However, as stated in our Employee Handbook, "a major part of our success is a result of many hard-working and dedicated employees. Without the teamwork, loyalty, and dedication of our employees, we could never have achieved the reputation we enjoy today. We are a cooperative, and that should be ever present in the workplace." The leadership team at the Co-op takes this very seriously and asks you to join us in helping to ensure we are doing our part to provide a friendly and welcoming environment for all.

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How to help foster a community free of discrimination and harassment

It can be difficult to know how to deal with discrimination and harassment, whether you're on the receiving end or an observer. Here are some simple ways to help create an inclusive, accepting community.

Talk about it

If you see, or experience, discrimination or harassment, don't keep quiet. Often these things are swept under the rug; exposing the situations can inspire others to stand up, and help you find resources, social support, and—hopefully—solutions.



Take a stand

If you are being harassed, the first step is to tell the harasser to stop. If you observe harassment, address the target directly. Simply asking if they are okay can make them feel supported while diffusing the situation. Ensure they know who to report the situation to, or assist them in doing so. No matter what, make sure the situation gets addressed.

Are you ok?

Do you need help?

Everything alright?

Practice inclusion & empathy

Celebrate common ground and differences, ensuring all are heard and invited. Identify what biases you may hold, and challenge yourself to put yourself in others' shoes, leaving room for histories that you may not know nor understand.



Local Produce Guide April | May | June

Greens

	April	May	June	Farm
Chard Varieties		●	●	Wild Rose Farm
Collard Greens		●	●	Wild Rose Farm
Dandelion Greens		●	●	Wild Rose Farm
Kale Varieties		●	●	Wild Rose Farm
Radicchio			●	Flora Organica
Salad Mixes		●	●	Little River Farm
Spinach	●	●	●	Wild Rose Farm



Root Veggies

	April	May	June	Farm
Fennel	●	●	●	Flora Organica
Fresh Onion			●	Neukom Family Farm
Beet Varieties		●	●	Wild Rose Farm
Kohlrabi Varieties			●	Rain Fog Farm
Mini White Turnips		●	●	Luna Farm

Squash

	April	May	June	Farm
Asst. Summer Squash			●	Willow Creek Farms
Crookneck			●	Pierce Family Farm
Green Zucchini			●	Pierce Family Farm
Sunburst Squash			●	Willow Creek Farms

Fruit

	April	May	June	Farm
Plums			●	Swallowdale Farm

... and more!

	April	May	June	Farm
Artichokes	●	●	●	Earthly Edibles
Asparagus	●	●	●	Henry Rose
Broccoli			●	Earthly Edibles
French Filet Beans			●	Willow Creek Farms
Green Beans			●	Willow Creek Farms
Peashoots		●	●	Feral Family Farm
Romanesco			●	Organic Matters Ranch
Wheatgrass	●	●	●	Feral Family Farm

Herbs

	April	May	June	Farm
Cilantro	●	●	●	Wild Rose Farm
Dill		●	●	Rain Frog Farm
Italian Parsley			●	Pierce Family Farm

Mushrooms

	April	May	June	Farm
Lions Mane	●	●	●	Mycality Mushrooms
Oyster	●	●	●	Mycality Mushrooms
Shiitake	●	●	●	Mycality Mushrooms

Weather may affect produce availability

Where's your farmer?

Swallowdale Farm <i>in Arcata</i>	Rain Frog Farm <i>in Blue Lake</i>	Organic Matters Ranch <i>in Freshwater</i>	Pierce Family Farm <i>in Orleans</i>	Neukom Family Farm <i>in Willow Creek</i>
Feral Family Farm <i>in Arcata</i>	Wild Rose Farm <i>in Blue Lake</i>	Earthly Edibles <i>in Korbel</i>	Flora Organica <i>in McKinleyville</i>	Willow Creek Farms <i>in Willow Creek</i>
Little River Farm <i>in Bayside</i>	Mycality Mushrooms <i>in Fairhaven</i>	Henry Rose <i>in Orleans</i>	Luna Farm <i>in Willow Creek</i>	Try something new? Ask for a sample!

Finding Common Ground

Annual local farmer meetings are a Co-op tradition



By Alisha Hammer, Merchandising & Product Promotions Manager

EVERY WINTER, the Produce Department Heads (Joey Beasley in Eureka and Paul Wright in Arcata) and I sit down with our local farmers to help determine what crops we can expect to see on our shelves throughout the year. Our goal at the Co-op is to provide our community as much local produce as possible; in fact, as much as 80% of our produce is local in the summer! Of course, there are some items that can't be grown in our climate, but if it can be, we want to have it on our shelves.

At these yearly meetings, we check in with each farm individually and hear the wonderful things that are 'growing' on. There are over 300 different locally grown products that we strive to have available, and we coordinate that availability with the various farms. Each product is called an "account"; for example, a large variety of peppers can be grown here, and each variety would be an account. We have a red bell pepper account, a green bell pepper account, an Anaheim pepper account, etc. One of the beauties of living here is that we have many microclimates, which means that a specific product may be available at different times from different farms. As we strive to be equitable to all our farmers, and ensure they know what to expect, we assign a primary farmer to each account. That is, we only buy a product from the primary farmer, unless their supply cannot meet our demand, in which case we source from the secondary farmer assigned to that account.

During our annual meetings, we share our entire year's purchasing plan with each farmer, allowing them to plan for the coming year. They

get an idea of how much space they need to dedicate, and plan for successive plantings; they are also able to see gaps in other farmers' expected production, and add to their annual plan. There are also some items that we are not currently receiving locally, and we show the farmers our wish list. The result is that farmers often walk away with plans to better maximize their land, knowing they have a buyer before they plant.

After the meetings, I compile the information into a spreadsheet (a projected calendar) that shows when we expect to see the produce available. Of course, this would be in an ideal scenario—germination goes well, we receive the right amount of rain and sun at the right time, and there are no problems with pests or predators.

Each week, Joey and Paul let me know what we have received, and another spreadsheet is created (the actual calendar). At the annual meetings, we can compare the two calendars, and talk with the farmers to get a better understanding of what occurred. I love getting a glimpse at what has happened over the past year, and to connect with our neighbors who are providing so much wonderful produce for us. This annual review helps determine what we can expect in the coming year.

When you see our local logo in our Produce Department, you know that you are helping to support our community and eating some of the most delicious food around! Our annual farmer meetings are just another way we have been making local meaningful for decades. When you can't make it to the farmer's market, the Co-op is the next best thing.

Win this bike set!

Electra's Loft Bike, Helmet and Light Set

Enter to win at either Co-op location during the month of May. Perfect for commuting to work, a weekend ride with friends, or picking up groceries at North Coast Co-op!



Look for a member-owner bike themed giveaway in-stores during the month of May!

May 1 - May 31

Bike Month Calendar

Saturday, April 29:

Rhody Parade Synchronized Bike Riding, for info contact music2here@gmail.com

May: Humboldt Bike Challenge

Wednesdays in May:

Wheel-in Wednesdays. Group commuter rides from Arcata to Eureka every Wednesday in May. Meet at the Arcata North Coast Co-op, group leaves at 7am, 441-5574

May: Community Bike Kitchen, Open Tuesdays and Wednesdays 6-8pm, 1000 B Street Eureka, 269-2061

Sunday, May 5: Scavenger Hunt Ride, Arcata Plaza, 5:30pm

Saturday, May 6: Newton B. Drury Parkway through Prairie Creek State Park closed to cars—come cycle!

Saturday, May 6: Rio Dell Kids' Bike Rodeo: Fireman's Hall, Rio Dell, 11am-1pm, 707-764-5239

Saturday, May 6: City of Arcata Family Bike Rodeo, Arcata Creamery District, 10am-12pm

Saturday, May 6: Arts Alive Fun Ride: Eureka Old Town Gazebo, 6pm, 269-2061

Sunday, May 7: Pancake Ride to Freshwater Grange, 9am from Eureka Old Town Gazebo, 269-2061

Tuesday, May 9: Eureka Transportation Safety Commission, Eureka City Hall Council Chambers, 3:30pm

Wednesday, May 10: Bike to School Day! Walk & Roll events at many schools across the county, 707-362-1131

Thursday, May 11: Arcata Bike to Work Day, 7-9am energizer station at Arcata North Coast Co-op
Bike to Work Day rally at noon on the Plaza

Saturday, May 13: Bike Craft Workshop, Scrap Humboldt, 101 H Street, Arcata, 12-2pm

Sunday, May 14: Pancake Ride, Friendly Ride from Arcata to Blue Lake for the Pancake Breakfast at the Mad River Grange, 9am from the Arcata Plaza, 444-8208

Tuesday, May 16: Arcata Transportation Safety Committee, Arcata City Hall Council Chambers, 4:30pm

Thursday, May 18: Eureka Bike to Work Day, 7-9am energizer station at Eureka North Coast Co-op
Bike to Work Day rally at noon at Old Town Gazebo with 'minimal mass' ride through Old Town following rally

Saturday, May 20: Tour of the Unknown Coast, Ferndale, including Family Fun Ride, www.tuccyde.org

Saturday, May 20: Willow Creek Kid's Bike Rodeo: Veterans Park in Willow Creek, 10am-1pm, (530) 629-3141

Saturday, May 20: Pancake Ride, Friendly Ride to the Pancake Breakfast at Dows Prairie Grange, meet at 8am on the Arcata Plaza or at 9am at Hiller Park on the Hammond Trail

Saturday, May 20: Bike-In Movie in the Park, Sequoia Park, 3414 W Street, Eureka, all ages

Saturday, May 27-29: Kinetic Grand Championship, www.kineticgrandchampionship.com

Saturday, June 3: Regional Trails Summit, Wharfinger Building, 1 Marina Way, Eureka, 10am-12pm

Saturday, June 3: Blue Lake Kids' Bike Rodeo: 11am-1pm, Blue Lake Community Resource Center, 668-5239

Saturday, June 3: Loleta Kid's Bike Rodeo: 10am-1pm, Loleta Community Resource Center, 733-5239