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COMMITTEE NAME: Food Safety Culture at Retail (FSC@R)

DATE OF REPORT: Initial fall progress report Spring progress report Second fall progress report
Date submitted: 2/28/2024 **Date amended (if applicable):** [Click here to enter a date.](#) **Date accepted by Executive Board:** [Click here to enter a date.](#)

COMMITTEE ASSIGNMENT: Council I Council II Council III Executive Board

REPORT SUBMITTED BY: Deanna Copeland; Brandon Morrill

COMMITTEE CHARGE(S):

Issue # 2023-II-013

1. Work collaboratively with regulatory, industry, academia, and consumer groups to drive Food Safety Culture at retail to:
 - a. Define Food Safety Culture at Retail
 - b. Create a visual Food Safety Culture at Retail infographic to aide oral learners
 - c. Assess the global application of Food Safety Culture at retail including regulatory influence and industry operational practices
 - d. Research the public health significance of Food Safety Culture at Retail to document the relationships between Active Managerial Control, a Food Safety Management System, and Regulatory Influence (Multiplier Effect) with Food safety Culture at Retail
 - e. Develop a Food Safety culture at Retail curriculum for use by retail food safety stakeholders
2. Report findings at the next biennial meeting, including a request that as part of Standard 2, in the “Description of Requirement” section under Step 1: Pre-Inspection Curriculum, add item 5. Retail Food Safety Culture Awareness to the curriculum in Appendix B-1.

COMMITTEE WORK PLAN AND TIMELINE:

The assigned charges for Issue 2023-II-013 were divided into 5 subcommittees. Each sub committee has developed their own timeline and goals. Goals are monitored by Co-Chairs and discussed during full committee meeting.

Subcommittees	CFP FSC@Retail Charges	Work Completed On / By
Subcommittee 1	Define FSC@Retail	3/17/24
Subcommittee 2	Create Infographic of FSC@Retail	5/1/24
Subcommittee 3	Assess application of FSC@Retail (Regulatory Influence & Operational Practices)	6/1/24
Subcommittee 4	Public Health Significance of FSC@Retail (Active Managerial Control, Food Safety Management System, Regulatory Influence)	7/1/24
Subcommittee 5	Develop FSC@Retail Curriculum	12/1/24

COMMITTEE ACTIVITIES:

1. Dates of committee meetings or conference calls:

- Full Committee Meeting dates: 11/30/23; 1/18/24; 2/15/24
- Subcommittee 1 – 1/29/24, 2/5/24, 2/12/24
- Subcommittee 2 – 2/12/24
- Subcommittee 3 – None currently
- Subcommittee 4 – 2/7/24, 2/8/24
- Subcommittee 5 – None currently

2. Overview of committee activities:

The committee has been actively engaged in its various activities, including the establishment of sub-committees to address specific aspects of its charges. These sub-committees have played a crucial role in fostering focused discussions and efficient task handling within the larger committee framework. However, a recent development has seen the temporary resignation of the committee chair, introducing a need for reorganization and leadership restructuring. This unexpected change in leadership adds a layer of complexity to the ongoing committee efforts, necessitating a thoughtful and collaborative approach to ensure continuity and effectiveness in achieving the committee's objectives.

3. Charges **COMPLETED** and the rationale for each specific recommendation:

a. N/A

4. Status of charges still **PENDING** and activities yet to be completed:

- a. *Subcommittee 1:* Committee vote on FSC@Retail final definition pending.
- b. *Subcommittee 2:* Subcommittee has met and started to ascertain ideas and identify resources to create infographics.
- c. *Subcommittee 3:* Subcommittee has not met with recent leadership change. Co-chairs are actively working on ensuring leadership is in place to move the subcommittee forward.
- d. *Subcommittee 4:* Sub-committee has met and started to ascertain ideas and identify resources to determine the public health significance of FSC@Retail.
- e. *Subcommittee 5:* Sub-committee has met and started to ascertain ideas and identify resources for the development of the FSC@Retail Curriculum.

COMMITTEE REQUESTED ACTION FOR EXECUTIVE BOARD:

Board Action is **NOT** required and therefore the report can be placed on the consent calendar for Board review and acceptance.

Board Action is required for some provision(s) of this report and therefore a verbal report needs to be presented at the Board Meeting.

- 1. Approve committee changes; modifications of voting members.
 - a. Dan Fone was replaced by Tara Cammarata – Industry Support
 - b. Oscar Hernandez was replaced by Patrick Brown – Industry Retail. Oscar will remain a non-voting member due to constituency change.

ATTACHMENTS:

1. **Content Documents:**

- a. **Committee Member Roster:** See changes noted above under “requested action” No changes to previously approved roster
“Committee Members Template” (Excel) available at: www.foodprotect.org/work/ Committee roster to be submitted as a PDF attachment to this report.
- b. **Committee Generated Content Documents (OPTIONAL):** No draft content documents submitted at this time

2. **Supporting Attachments (OPTIONAL):** Not applicable

- a. **Sub-committee notes**
- b. **Attendance report**
- c. **Committee Roster**

Sub-committee Reports

Sub-committee #1: Defining Food Safety Culture at Retail

We have met 3 times (Jan 29, Feb 5, and Feb 12) and have drafted a definition.

1. Jan. 29 - We pooled existing definitions and talked about what we thought was important to include in the definition.
2. Feb. 5 - Drafted a first definition

Food safety culture is a collective mindset centered around learned, shared attitudes, values and beliefs that empower empathy and care in individuals to consistently demonstrate food safety principles that reduce the risk of food contamination and foodborne illness. It is exemplified through consistent behaviors across all levels of the organization to **drive/strengthen/ provide the highest standard of protection and consumer confidence.**

3. Feb. 12 - Drafted the definition again.

Food safety culture consists of a mindset that focuses on values and beliefs that prioritizes best practices that reduce the risk of food contamination and foodborne illness.

Sub-committee #2: Create Infographic of FSC@R

Food Safety @ Retail – Creating an Infographic Sub Committee

Meeting – 02.12.2024

- Attendees:
 - Erica Van Ess
 - Lester Schonberger
 - Magalli Bustillos
 - Patrick Brown
 - JoAnn Xiong-Mercado
 - Lara Wildey Kearse
 - Linda Zasiski
 - Tara Paster Cammarata
 - Michelle Murphy
- We will be creating a poster style infographic for FS@R.
 - Tara Cammarata has a team of graphic artists that work with her, and they will create the infographic per our direction.
- Definition of Food Safety @Retail - as created and approved by the definition sub-committee:
 - “Food safety culture consists of a mindset that focusses on values and the belief that prioritizes best practices that reduce the risk of food contamination and foodborne illness. It empowers empathy and care in individuals that consistently demonstrate food safety principles as exemplified through consistent behaviors across all levels of an organization. “

- The following are sub-bullets that support the definition:
 - Food Safety Culture happens naturally as a way of life.
 - Positive attitude that promotes passion.
 - Actions and accordance with food safety standards.
 - Inclusivity and equity.
- Request for pics related to Food Safety Culture –
 - Please do a google search for “Food Safety Culture” -
 - It is important that you include snips/pics that you like and that you DON’T like.
 - Doing so, will help us to prune out pics, as it relates to our infographic.
 - As mentioned on the call, what we don’t like is just as important as what we do like when it comes to our task at hand.
 - Dustin Hampton will send out a “Pics” email.
 - Please reply all to that email string as you happen to come across pics that you like and don’t like.
 - Having one email string will ensure that our thoughts are not lost in the shuffle.
- What is the symbol of Food Safety?
 - We will be creating a logo that will be associated with FS@R, as this will be our identifying symbol that will be used across-the-country.
 - 10 words –
 - Give some thought to FS@R, and what it means to you.
 - These words/thoughts will help us to lay the foundation of our vision for FS@R will look like:
 - Examples:
 - High five
 - Fist bump
 - Collaboration
 - Community
- Our next scheduled meeting will be on 02/26/2024 from 2:00 – 3:00pm CST.
 - Michelle will be sending me logon information so that I may host the Zoom meeting using CFP credentials.
- For those in attendance, please let me know if I have left anything out that needs to be added.

Sub-committee #3: Address application of FSC@R(regulatory and operational)

At the time of this report, the committee has not met yet and the chair has stepped down due to new job opportunity. We are working on assigning a new champion.

Sub-committee #4: Research the Public Health Significance of FSC@R (relationships between AMC, FSMS, and regulatory influence)

Our subcommittee has met via Teams on 2/7 and 2/8. Both meetings were identical. In an attempt to allow all members to participate we scheduled meetings on different dates to accommodate schedules. Both meetings were recorded and shared with entire group. Attendance reports are attached.

Members were emailed 2 questions before the meeting as topics of discussion

1. What does our charge mean to you and your segment of our industry?
2. What resources can we identify for our research.

Our groups identified several resources (list of links attached).

We asked the group to spend this week looking for more resources.

Next week our plan is to schedule next meeting and divide up resources to research.

Sub-committee #5: Develop FSC@R Curriculum

Nothing to report at this time.

Committee Name: Food Safety (Wendy	Kenessa	Wendy & Kenessa
Voting Members					
Last Name	First Name	Email	11.30.23	1.18.24	2.15.24
Nicholson - Kramer	Gina	missginallc@gmail.com	P	X	
Copeland	Deanna	dcopeland@afdo.org	P	P	X
Morrill	Brandon	morrillb@washtenaw.org	P	P	P
Inman	Adam	adam.inman@ks.gov	X	P	P
Van Ess	Erica	erica.vaness@oha.oregon.gov	P	X	P
Vauls	Patricia	patricia.vauls@maryland.gov	P	P	P
Woodus	Sheri	sherri.woodus@arkansas.gov	P	P	
Alexander	Craig	craig.alexander@clark.wa.gov	P	P	P
Dinauer	Lauren	lauren.dinauer@pima.gov	P	P	
Lewis	Christopher	christopher.lewis@phs.hctx.net	P-NA	P	P
Xiong-Mecado	Joanne	jxiong@marionhealth.org	P	P	P
Fone	Dan	dfone@walmart.com	P	P	LEFT
Hernandez	Oscar	oscar.hernandeziii@meijer.com	P	P	P
Cosby	Catherine	catherine.cosby@kroger.com	P	X	
Davis	Kenyatta	knyatd@amazon.com	X	X	
Boss	Njeri	njeriboss@wafflehouse.com	P	P	P
Halbrook	Courtney	courtney.halbrook@topgolf.com	P	P	
Hernandez	Jorge	jorge.hernandez@wendys.com	P	X	P
Monk	David	david.monk@cfacorp.com	P	P	
DeFrancesco	Joetta	jdefrancesco@neha.org	X	P	P
Vinson	Scott	vinsons@nrf.com	P	X	P
Welch	Austin	austin@sage.media	P	X	P
Read	David	davidread2861@gmail.com	P	P	P
Non-Voting Members					
Last Name	First Name	Email			
Otto	Jessica	Jessica.otto@fda.hhs.gov	P	P	P
Engelskirchen	David	david.engelskirchen@fda.hhs.gov	P	P	P
Merrill	Bryce	Bryce.Merrill@usda.gov	P	P	P
Wittry	Beth	xks5@cdc.gov	P	X	P
Kramer	Adam	ank5@cdc.gov	P	P	P
Hill	Michelle	michelle@allergenfreecook.com	P	P	
Pickle	Debbie	DPICKLE@AFDO.ORG	P	P	
Good	Sara	sarah.good@vdh.virginia.gov	X	P	
Smith	Colleen	colleen.smith@dhhs.nh.gov	P	P	P
Wiedmeyer	Lindy		removed		
Barajas	Alexis	barajas@snhd.org	P	X	P
Bustillos	Magali	magali.bustillos@maricopa.gov	P	P	P
Skaggs	Jacklyn	jacklyn.skaggs@kcmo.org	X	X	P
Straughn	Ki Ran	kstraughn@kingcounty.gov	P	X	P
Brown	Patrick	patrick.j.brown@riteaid.com	P	P-L	P

Last Name	First Name	Email	11.30.23	1.18.24	2.15.24
Waldroop	Hilary	hillary.waldroop@publix.com	X	P	P
M Lux	Gregory	glux@retailbusinessservices.com	X	X	P
Murphy	Michelle	mumichl@amazon.com	X	P	
Wilcoxson	Melissa	lissy.wilcoxson@kroger.com	P	X	
Kariri	Oren	oren.kariri@newseasonsmarket.com	P	P	P
Stephens	Rachel	rstephens@innout.com	P	P	
Zaziski	Linda	linda.zaziski@lcecorp.com	P	P	P
Norton	Kaitlyn	norton-kaitlyn@aramark.com	P	P	P
ONeal	James	joneal@dennys.com	P	X	
Osborn	Randall	randall.osborn@sodexo.com	P	X	P
Hampton	Dustin	dhampton@unitedtexas.com	P	P	P
Schonberger	H. Lester	hlschon@vt.edu	P	P	P
Shelley	Lisa	lisa_shelley@ncsu.edu	X	X	X
Konters	Victor	vkonters@fria.org	P	P	P
Wildey	Laura	lwildey@neha.org	P	X	P
Tara	Paster Car	tara@cenasmart.com	P	P	P
<i>Chair; 1-State; 1-Local; 2-Industry; 1-Academia; 1-Consumer; 3-Any constituency</i>					
<i>State; 4-Local; 8-Industry; 1-Academia; 1-Consumer; 3-Any constituency with</i>					
<i>committees, the committee chair, co-chair(s), and vice chair(s) all count towards</i>					

Committee Name: Food Safety Culture at Retail (Council II)								
Voting Members								
Last Name	First Name	Position on Committee	Constituency	Employer	City	State	Phone	
Nicholson - Kramer	Gina	Chair	Academia	The Ohio State University	Columbus	OH	614-507-5105	missginalc@gmail.com
Copeland	Deanna	Co-Vice-Chair	Industry Support	AFDO	York	PA		dcopeland@afdo.org
Morrill	Brandon	Co-Vice-Chair	Regulatory - Local	Washtenaw County HD	Washtenaw	MI		morrillb@washtenaw.org
Inman	Adam	Member	Regulatory - State	Kansas Dept. of Agriculture	Manhattan	KS		adam.inman@ks.gov
Van Ess	Erica	Member	Regulatory - State	Oregon Dept. of Health	Portland	OR		erica.vaness@oha.oregon.gov
Vauls	Patricia	Member	Regulatory - State	Maryland Dept. of Health	Baltimore	MD		patricia.vauls@maryland.gov
Woodus	Sheri	Member	Regulatory - State	Arkansas Dept. of Health	Little Rock	AK		sherri.woodus@arkansas.gov
Alexander	Craig	Member	Regulatory - Local	Clark Co. HD	Vancouver	WA		craig.alexander@clark.wa.gov
Dinauer	Lauren	Member	Regulatory - Local	Pima Co. Health Dept.	Tucson	AZ		lauren.dinauer@pima.gov
Lewis	Christopher	Member	Regulatory - Local	Harris Co. Health Dept.	Houston	TX		christopher.lewis@phs.hctx.net
Xiong-Mecado	Joanne	Member	Regulatory - Local	Marion Co. Health Dept.	Marion	IN		jxiong@marionhealth.org
Fone	Dan	Member	Industry - Retail Grocery	Walmart	Bentonville	AK		dfone@walmart.com
Waldroop	Hilary	Alternate	Industry - Retail Grocery	Publix Super Markets	Lakeland	FL		hillary.waldroop@publix.com
Hernandez	Oscar	Member	Industry - Retail Grocery	Meijer	Wauseon	OH	45676866827	oscar.hernandeziii@meijer.com
Cosby	Catherine	Member	Industry - Retail Grocery	Kroger	Cincinnati	OH	18477727736	catherine.cosby@kroger.com
Davis	Kenyatta	Member	Industry - Retail Grocery	Amazon	Chicago	IL		knyatd@amazon.com
Boss	Njeri	Member	Industry - Food Service	Waffle House	Atlanta	GA	770-729-5842	njeriboss@wafflehouse.com
Halbrook	Courtney	Member	Industry - Food Service	Top Golf	Dallas	TX	214-202-8230	courtney.halbrook@topgolf.com
Hernandez	Jorge	Member	Industry - Food Service	Wendy's	Columbus	OH	3124205394	jorge.hernandez@wendys.com
Monk	David	Member	Industry - Food Service	Chick Fil A	Atlanta	GA		david.monk@cfacorp.com
DeFrancesco	Joetta	Member	Industry Support	National Environmental Health Association	Tallahassee	FL		jdefrancesco@neha.org
Vinson	Scott	Member	Industry Support	National Retail Federation	Washington DC	DC		vinsons@nrf.com
Welch	Austin	Member	Industry Support	Sage Media	Denver	CO		austin@sage.media
Paster Cammarata	Tara	Guest	Industry - Support	Cenza, Inc.	Pottstown	PA		tara@cenzasmart.com
Read	David	Member	Academia	IFPTI	North St. Paul	MN	651-485-8905	davidread2861@gmail.com
Non-Voting Members								
Last Name	First Name	Position on Committee	Constituency	Employer	City	State	Phone	
Otto	Jessica	FDA Consultant	Regulatory - Federal	FDA				jessica.otto@fda.hhs.gov
Engelskirchen	David	FDA Consultant back up	Regulatory - Federal	FDA				david.engelskirchen@fda.hhs.gov
Merrill	Bryce	USDA Consultant	Regulatory - Federal	USDA				Bryce.Merrill@usda.gov
Wittry	Beth	CDC Consultant	Regulatory - Federal	CDC			770-488-7333	xks5@cdc.gov
Kramer	Adam	CDC Consultant Backup	Regulatory - Federal	CDC			404-498-1228	ank5@cdc.gov
Hill	Michelle	Alternate	Consumer	Allergen Free Cook		MN	(612) 701-4004	michelle@allergenfreecook.com
Pickle	Debbie	Alternate	Industry Support	AFDO	Nashville	TN		dpickle@afdo.org

Leaving Role - Removed

Moved from non-voting to replace Oscar

Constituency change - non-voting

Constituency change

Last Name	First Name	Position on Committee	Constituency	Employer	City	State	Phone		
Good	Sara	Alternate	Regulatory - State	Virginia Dept. of Health	Richmond	VA		sarah.good@vdh.virginia.gov	
Smith	Colleen	Alternate	Regulatory - State	New Hampshire Dept. of Health & Human Services/ Food Protection	Concord	NH		colleen.smith@dhs.nh.gov	
Wiedmeyer	Lindy	Alternate	Industry		Racine	WI		Job change - Removed	
Barajas	Alexis	Alternate	Regulatory - Local	Southern Nevada Health District	Las Vegas	NV		barajas@snhd.org	
Bustillos	Magali	Alternate	Regulatory - Local	Maricopa County Environmental Services	Scottsdale	AZ		magali.bustillos@maricopa.gov	
Skaggs	Jacklyn	Alternate	Regulatory - Local	KCMO Health Dept	Kansas City	MO		jacklyn.skaggs@kcmo.org	
Straughn	Ki Ran	Alternate	Regulatory - Local	Seattle & King Co. Health Dept.	Seattle	WA		kstraughn@kingcounty.gov	
Gzebb	Mia	Alternate	Regulatory - Local	Washoe County Health District	Reno	NV		mgzebb@washoecounty.gov	stepping down from committee
Brown	Patrick	Alternate	Industry - Retail Grocery	Rite Aid Corp	Philadelphia	PA		patrick.j.brown@riteaid.com	
Waldroop	Hilary	Alternate	Industry - Retail Grocery	Publix Super Markets	Lakeland	FL		hilary.waldroop@publix.com	moved to voting
M Lux	Gregory	Alternate	Industry - Retail Food	Company	Carlisle	PA		glux@retailbusinessservices.com	
Murphy	Michelle	Alternate	Industry - Retail Food	Amazon	Hudsonville	MI		mumichl@amazon.com	
Wilcoxson	Meissa	Alternate	Industry - Retail Food	Kroger	Cincinnati	OH		lissy.wilcoxson@kroger.com	
Karri	Oren	Alternate	Industry - Retail Food	New SeasonsMarket	Portland	OR		oren.karri@newseasonsmarket.com	
Stephens	Rachel	Alternate	Industry - Retail Food	In-N-Out Burger	Lancaster	TX		rstephens@innout.com	
Zaziski	Linda	Alternate	Industry - Food Service	Little Caesar Enterprises	Detroit	MI		linda.zaziski@lcecorp.com	
Norton	Kaitlyn	Alternate	Industry - Food Service	Aramark	Philadelphia	PA		norton-kaitlyn@aramark.com	
ONeal	James	Alternate	Industry - Food Service	Denny's	Spartanburg	SC		joneal@dennys.com	
Osbron	Randall	Alternate	Industry - Food Service	Sodexo Live!	Brownsburg	IN		randall.osborn@sodexo.com	
Hampton	Dustin	Alternate	Industry - Support	United Supermarkets, LLC	Abilene	TX		dhampton@unitedtexas.com	
Schonberger	H. Lester	Alternate	Academia	Virginia Tech	Blacksburg	VA		hlschon@vt.edu	
Shelley	Lisa	Alternate	Academia	NC State	Raleigh	NC		lisa_shelley@ncsu.edu	
Konters	Victor	Alternate	Industry - Support	FRLA	Edgewater	FL		vkonters@frla.org	
Wildey	Laura	Alternate	Industry - Retail Food	National Environmental Health Association	Denver	CO		lwildey@neha.org	
Paster Cammarata	Tara	Guest	Industry - Support	Genza, Inc.	Pottstown	PA		tara@genzasmart.com	moved to voting
<p>Note: Minimum council committee size is 11 (as noted above): 1-Chair; 1-Vice Chair; 1-State; 1-Local; 2-Industry; 1-Academia; 1-Consumer; 3-Any constituency with emphasis on expertise;</p> <p>Maximum council committee size is 23 voting members: 1-Chair; 1-Vice Chair; 4-State; 4-Local; 8-Industry; 1-Academia; 1-Consumer; 3-Any constituency with emphasis on expertise; 36-Non-voting alternates.</p> <p>Membership on standing committees is defined by the Executive Board. On all CFP committees, the committee chair, co-chair(s), and vice chair(s) all count towards constituency balance.</p>									