San Francisco Department of Public Health



Food Security Task Force

Special Meeting: Biennial Food Security & Equity Report (BFSER)

Data review with the DPH BFSER team

November 6, 2023

25 Van Ness, Room 610

Project website: https://sf.gov/information/biennialfood-security-and-equity-report

Land Acknowledgment

The San Francisco Health Commission/San Francisco Department of Public Health staff acknowledges that we are on the unceded ancestral homeland of the Ramaytush Ohlone who are the original inhabitants of the San Francisco Peninsula. As the Indigenous stewards of this land, and in accordance with their traditions, the Ramaytush Ohlone have never ceded, lost, nor forgotten their responsibilities as the caretakers of this place, as well as for all peoples who reside in their traditional territory. As guests, we recognize that we benefit from living and working on their traditional homeland. We wish to pay our respects by acknowledging the Ancestors, Elders, and Relatives of the Ramaytush Ohlone community and by affirming their sovereign rights as First Peoples.

Meeting Logistics

Sign-In Sheet

- Bathroom: down hallway to the right
 - Women: code for access 12345# (also, on wall by front door)
 - Men: no code for access- use badge or open
- Snacks, hot water in kitchen
- Breaks

Biennial Food Security and Equity Report Project Team

- Population Health/Office of Anti-Racism and Equity: DeJanelle Bovell, Eric Chan, Paula Jones, Veronica Shepard, Rebeca Flores, La Rhonda Reddic
- Population Health/Center for Data Science: Christopher Lee, Seth Pardo, Kaela Plank, Cathleen Xing
- Office of Health Equity: Reese Aaron Isbell

Goal of the meeting

- Orientation to the project & current status
- Review and discuss remaining data received
- Add information about infrastructure needs
- Review, discuss & generate recommendations
- Next steps

5

Outline of discussion

- 6
- Overview/update on Biennial Food Security & Equity Report (15 minutes)
- Review data: (45 minutes)
 - Data table updates
 - Funding summary
 - Infrastructure categories
 - Feedback form 10/25/23 Special Meeting
 - Reporting Agencies' recommendations
- Break 10 minutes (move tables)
- Break into small groups (75 minutes)
 - Add to Infrastructure analysis "gaps" "what's needed"
 - Review, discuss and prioritize recommendations
 - Small group review, discussion and report back
- Next steps and feedback (25 minutes)



SFDPH Biennial Food Security and Equity Report November 6, 2023

Purpose of the report

- 8
- Ordinance 103-21 June 30 2021 (handout)
- Codify a method for the Department of Public Health to collect and aggregate data related to food security and health equity from other City departments and then publish a biennial report based on that data.
- Intent of report:
- identify the populations in the City that are food insecure;
 - that are receiving City food-related services;
 - whether those services address health, racial, geographic, age, or other inequities;
 - what barriers to food security exist.
- If the City establishes a program of grant-supported food empowerment markets, the report is also intended to inform the Human Services Agency in its implementation and awarding of grants under such a program.

Biennial Report contents

9

(d) **Biennial Report Contents**. DPH shall incorporate into the Biennial Report each Reporting Department's Food Security Data Set and the Biennial Report shall address, to the extent feasible, at least the following:

(1) Information describing the current state of food insecurity in the City with demographics and analysis of household need, including, at a minimum,

- (A) household income and self-sufficiency,
- (B) population-level food insecurity estimates,
- (C) results of standardized food security screenings in public agencies and community programs,
- (D) analysis of health disparities for which nutrition is critical, and
- (E) data from residents experiencing food insecurity on their needs and their experience with city-funded programs.

(2) Information describing food-related programs or services delivered to City residents by federal, state, and local governments and private entities. Examples of such information include **financial resources** (such as CalFresh, WIC, food vouchers, and income support); **food access services** (such as free dining rooms, food pantries, school meals, and congregate and home-delivered meals); and **related services** (such as nutrition education).

(3) Analysis of **system infrastructure** to support food security, including information and referral systems, community food infrastructure (including, for example, kitchens in housing units, food storage, transportation, and workforce), and urban agriculture.

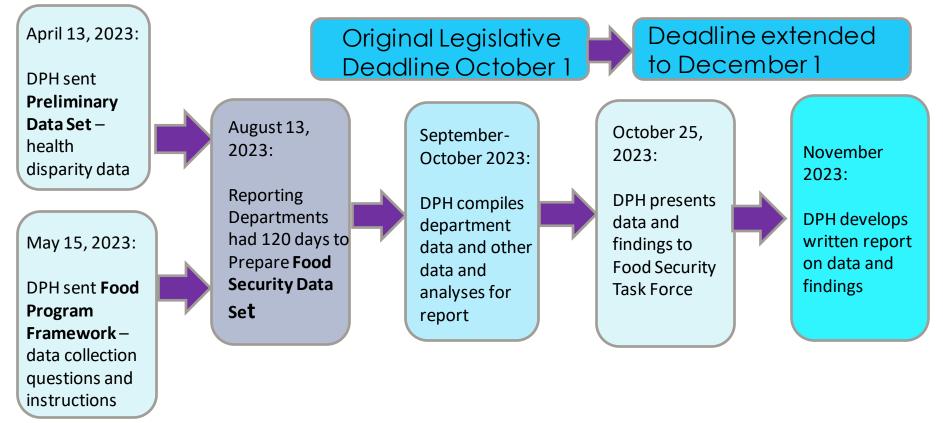
(4) Analysis of health and other inequities as applied to food security programs.

(5) **Recommendations** for policies, programs, and budget from DPH, the Reporting Departments, and the Food Security Task Force (established in Article X, Chapter 5 of the Administrative Code) to address food insecurity, gaps in resources, and system infrastructure, to address health, racial, geographic, age, and other inequities.

DATA COLLECTION – PROCESS AND TIMELINE

10

Challenging deadline



Food Security Task Force Role

- □ The Food Security Task Force *shall* consult with DPH to
 - review the Food Security Data Sets received from Reporting Departments
 - develop recommendations for inclusion in the Biennial Report
 - assist DPH in preparation and presentation of the Biennial Report to the Board of Supervisors and the Mayor
- □ The Food Security Task Force may
 - assist DPH in collecting data from non-City entities for inclusion in the Biennial Report.

DATA COLLECTION: REPORTING AGENCY STATUS

12				
	CITY AGENCY	Received	CITY AGENCY	Received
	Office of Contract Administration	N/A	Office of Economic & Workforce Development	I
	Office of the Controller	N/A	Office of Racial Equity *not required	
	Treasurer & Tax Collector		Dept of Children Youth & Their Families	S
	Department of the Environment	I	Department of Public Health	
	Planning Department		Human Services Agency	Ø
	Municipal Transportation Agency	No response	Human Rights Commission	No response
	Department of Early Childhood		Homelessness & Supportive Housing	Ø
	Recreation & Parks	S	San Francisco Unified School District	
	Real Estate Division	S	Housing Authority	

SFDPH Biennial Food Security and Equity Report November 6, 2023

Status of Review of Data with FSTF

13

- 10/4/23 Poverty/income, self-sufficiency, diet related health disparities
 - Video available on the FSTF website
- □ 10/25/23 Food Program data from Reporting Agencies
 - Exception SFUSD
 - Review of data 3 small groups (health disparities, poverty/income, special populations)
 - Data
 - Barriers
 - Insights
 - Recommendations

Progress since 10/25/23 meeting (1)

- Updated relevant data tables:
 - Market Match from Ecology Center
 - Food Access Services
 - SFUSD
 - CACFP Family Daycare Homes Children's Council of SF and Wu Yee Children's Services
 - SFMFB data (not already reported by Reporting Agencies)
 - Free meal data (Jade Quizon collected)
 - Food Producing Gardens (Mei Ling Hui and team collected)
 - Added Infrastructure when available

Progress since 10/25/23 meeting (2)

New tables

15

- Review and compiled Reporting Agencies' Departmental level responses:
 - Infrastructure
 - Health Equity questions
 - Limited information from food insecure residents
 - Recommendations
- Documented small group discussions from 10/25/23, and pulled out themes (barriers, data analysis requests, recommendations)

Insights from the DPH BFSER team

Data collection process

- Challenges: timeline, collection tool, new team, no fulltime dedicated staff
 - Required more time to collect data and didn't allow time to consult with Reporting Agencies
 - Timeline for data submission became rolling
- Report team also had to submit DPH Food Security Data Set (challenging and time consuming)
- More analysis is needed
- Report will follow outline in ordinance

Review of selected data from Reporting Agencies

Data tables – updates and new

17

- Infrastructure for food security (need help)
- 10/25/23 Special Meeting Barriers, Data Analysis requested and recommendations
- City department recommendations

Data tables – Updated Tables

18

- **Table 1: Added infrastructure data to data inventory**
- Table 2 Basic Information (added infrastructure)
- Table 3 Program Qualifications (added infrastructure)
- Table 4 Race/Ethnicity (added SFUSD)
- Table 5 Zip code data (added SFUSD, Free Meals, Ecology Center, SFMFB, CACFP, & food productive garden data)
- □ Table 6 Funding (added infrastructure and SFUSD)
- Table 13E Program responses to framework questions on racial health disparities (added infrastructure, previously Table 7)

NOTE: Numbering of tables may have changed since 10/25/23

Data tables – new tables

19

- □ Table 2a: Waitlist Information
- Table 7 Sexual Orientation (Financial Resources and Food Access only)
- □ Table 8 Gender Identity (Financial Resources and Food Access only)
- □ Table 9 Age (Financial Resources and Food Access only)
- Table 10 Language (Financial Resources and Food Access only)
- Table 11: Funding summaries from Agencies
- □ Table 12: Funding overview, by Agency
- Table 13A Department level responses to framework questions on infrastructure
- Table 13B Department Level Responses to framework questions about health disparities
- Table 13C Department Level responses to framework questions about food security
- Table 13D Department level responses to framework questions on overall recommendations

Funding summary

20

- Not all programs provided budget
- Overall reduction in local funding
 - 13% reduction from FY 22-23 to FY 23-24
 - Another 25% reduction FY 23-24 FY 24-25
 - Cumulative 35% cut (total of over \$32M over 2 years)
 - Biggest cuts to HSA CFAT-Grocery access, CalFresh program, CFAT-Meal support
- Some programs increasing funding
 - DAS (HDM, Congregate meals, pantries), Food Empowerment Market
- NOTE: some programs have significant changes to cost per unit of service, but not currently included in funding summary table – see table 6

²¹ Infrastructure for food security

- What is the current state?
- What are gaps?
- What's needed?

Infrastructure Categories

22

- Transportation/Delivery Services
- Equipment
- Information and Referral
- Health Care & Food
- Food Recovery
- Urban Agriculture
- Data Systems
- Coordination (policy and programmatic)
 - Interagency
 - Public/Private
- Workforce
- Training and Technical Assistance
- Food Supply

Infrastructure Categories Funded by City Agencies

- 23
 - □ Transportation/Home Delivery Services** (DEC, HSH)
 - □ Equipment***** (DEC, HSH, HSA, SFUSD, OEWD)
 - Information and Referral
 - □ Health Care & Food* (DPH)
 - □ Food Recovery* (SFE)
 - □ Urban agriculture**** (DPH, SFE, HSA, Park& Rec)
 - Data systems
 - □ Coordination*****(DEC, DPH, HSA, SFE, RPD) (policy and programmatic)
 - Interagency
 - Public/Private
 - □ Workforce*** (DPH, HSA, SFUSD)
 - □ Food supply** (Real Estate, OEWD)

*city agency funding

Review of infrastructure

- Current State
- What are gaps?
- What is needed
 - Integrated Reporting Agency responses including recommendations when possible

Public Transportation/Delivery Services

25

Current state

 Transportation to get food is challenge especially for pregnant people and families with children, seniors, people with disabilities

<u>Gaps</u>

- SFMTA did not submit any data has Shop-a-Round Program
 - Alert: Facing budget shortfall over \$100 million gap for FY 24-25 and potential cut to dozens of bus lines without extra funding
- Delivery Services:
 - Alert: Upcoming reduction of San Francisco Marin Food Bank home delivered grocery program by 40%. Current service level 13K.
- What's needed?
 - Need to make sure that access to food is prioritized in transportation

Equipment

Current state

5 departments reported funding equipment (for CBOs and corner stores)

<u>Gap</u>

- HSH feedback from clients
 - Need to increase housing options where residents can buy and prepare their own food (units include kitchens and pantry space)
 - Need better support for food for people in the Homeless Response System
- ~18,300 housing units in SF without complete kitchens
 - Zip codes: 94102, 94103, 94104, 94108, 94109, 94133, 94111

What are gaps?

What's needed?

Equipment grants to Food Recovery Organizations

Health Care and Food

Current state

- Opportunities through CalAIM, but
 - Takes time to scale
 - Patients on programs for 12 weeks only.
- Leadership
 - Project Open Hand and CalFIMC
 - Food as Medicine Collaborative and SPUR coordinating learning community
- Programs medically tailored meals; food pharmacies; produce prescriptions
- What are gaps?
- What's needed?

Information and Referral

Current state & Gaps

- □ SF Marin Food Bank call center, 211
- Unite Us expanding
- Several websites have links to resources

<u>Gaps</u>

No fully integrated information and referral

What's needed?

Food Recovery

Current state

- SB 1383 requires edible food recovery and redistribution
- SFE convening SF Edible Food Recovery Committee

What's needed

- Staff for coordination (SFE)
- Equipment grants for Food Recovery Organizations
- Expand partnerships with Food Recovery Services
- Increase donors' data tracking
- Inventory potential refrigerator/freezer space, refrigerated vehicles to leverage
- Electronic platform for data tracking and storage of food recovery contracts
- Develop local SB 1383 implementation ordinance

Urban Agriculture/food production

30

Current state

- ~110 community gardens and farms in SF
- □ SFRPD small staff of 3
 - Supports 41 community gardens & 2500 gardeners
 - Growing amount of food produced, but underutilization exists
 - Holds Garden Resource Day pop-up event for all households in SF (20K)
 - Program demand increased 600% in past 5 years
 - Initial stages for developing SF GROW Center in SE sector (equity zone)
 - RPD funding UCANR for Master Gardener & Master Food Preserver (.5 FTE), 4-H (.2FTE) for 2 years
- Independent gardens don't have support for water
- What's needed?
 - Support creation of SF GROW Center
 - Additional RPD staff to support expanded food production
 - Ongoing funding for UCANR
 - Expand water access for urban food production SFDPH Biennial Food Security and Equity Report

Data Systems

Current state & Gaps

- No central database for tracking food programs
- Disjointed, duplicative or non-existent tracking efforts makes it difficult to aggregate data and see larger landscape of food security in the City
- Burden on community organizations to use multiple data systems
- No electronic platform for food recovery

What's needed?

Food Coordination

32

Current state & Gaps

- ~10 city agencies/SFUSD with food programs, many CBOs/FBO and neighborhood groups working on food
- □ No city inter-agency coordination around programs and budgets
- Some neighborhood, district and other coalitions working on food
- Calls for restructuring how SF organizes around food centered on communities and residents with experience of utilizing food programs
- FSTF launched subcommittee "Reimagining Food Coordination" target late spring/summer 2024 for recommendations (more info in appendices)

<u>What's needed</u>

Support for convening city agencies (Mayor's Office)

Other categories

- Workforce
- Training & Technical Assistance
- Food Supply
 - Healthy Retail
 - Alemany Farmers Market
 - New model in D10 Food Empowerment Market

What's needed? Gaps

³⁴ Other Recommendations

- 10/25/23 Special Meeting small groups
- Reporting Departments' recommendations



SFDPH Biennial Food Security and Equity Report November 6, 2023

Themes from 10/25/23 groups

35

Barriers to food security

- Major cuts to SFMFB and other programs
- Federal programs don't meet the need in SF
- Lack of consistent funding for food
 - Significant cuts to programs happening now
- Food programs don't provide enough requires more than 1 program
 - Quality, cultural appropriateness
- Many residents lack cooking and storage ability
- Location of programs / travel / safety / language access
- Some Reporting Departments didn't respond

Themes from 10/25/23 groups

36

Data analysis needed

- Current data already out of date with cuts to programs
- Need more in-depth understanding of zip code, neighborhood and demographic makeup/cluster zip codes
- Identify programs based on 1. full service, 2. moderate, 3. supplemental
- Need data on low-income families, seniors living alone, immigrants
- Use other identifiers of low income (SSi, CalFresh, Medi-Cal)
- Impact of loss of CalFresh emergency allotments
- Use counts and combine zip codes to guide funding
- Need to set targets
- How do budget cuts impact priority populations, especially those with diet related health disparities?
- Need data summarized (funding, programs by zip and eligibility)
- Look at change over time in program services
- Create ARC GIS layers
- Classify programs by effectiveness of the program at reducing food insecurity

Recommendations from Reporting Agencies - themes (see table 13D for all responses)

37

- **Federal & State advocacy** (CalFresh, WIC, Older Americans Act, California Food Assistance Program)
- Infrastructure (already discussed)
- Address root causes of food insecurity
- Continue local funding to address gaps
 - Increase food for groups with highest rates chronic diseases
 - Community designed and operated models
- Leverage BFSER (report) to address equity and food justice
 - Engage community
 - Expand framework to increase collective impact, food sovereignty
- Program expansion needed
 - CalFresh Restaurant Meals; food & supportive housing
 - CalFresh enrollment, supplements to CalFresh

Themes from 10/25/23 groups

<u>Recommendations</u>

- Need programs focused on groups with diet related health conditions designed and operated by community
 - Black/African Americans, Native Islanders and other Pacific Islanders, American Indians/Alaska Native
- City departments need to work collaboratively to address food insecurity (include DKI) - Mayor's office could support
- Additional data and analyses needed
- Comprehensively address root causes of food insecurity
- Additional notes from small groups in Appendix. Full notes available



Move tables Break into 3 small group

SFDPH Biennial Food Security and Equity Report November 6, 2023



SFDPH Biennial Food Security and Equity Report November 6, 2023

Directions for small groups

- Add to "gaps" & "what's needed" in Infrastructure Categories (slides 21-33)
- Recommendations
 - Review recommendations
 - Department level recommendations
 - Table 13D
 - Summary slide (Department recommendations slide 37)
 - Feedback on 10/25/23 small groups (slides 35-37) Appendix slides (50-61)
 - Resource health/poverty/income data from 10/4/23 FSTF

Do you agree? What would you change?

Recommendations

- **4**2
- Recommendations for policies, programs, and budget from DPH, the Reporting Departments, and the Food Security Task Force (established in Article X, Chapter 5 of the Administrative Code) to address food insecurity, gaps in resources, and system infrastructure, to address health, racial, geographic, age, and other inequities

Context for recommendations

- **43**
- Growing rates of food insecurity locally and nationally
- High rates of diet related health disparities
- High costs of living (housing, food, gas)
- Major loss in SFMFB food programs happening now
 - All Pop-Up Pantries by June 30, 2025 (18K households impacted. Current wait list 7,000)
 - 40% reduction of Home Delivered Grocery program
- City budget mid-year cuts
- Cuts to local funding for food 35% in next 2 years

10/4/23 cheat sheet

44

- □ Health Data to use: 10/4/23 FSTF data presentation
 - Slides 28-31 show hospitalizations due to diabetes, hypertension and heart failure
 - Highest rates: Native Hawaiian or Pacific Islander, Black/African American, Native Americans
- Poverty/Income Data to use: 10/4/23 FSTF data presentation
 - Slides 9-16 show poverty and income levels by race/age/zip code
 - Populations with highest rates of poverty (<100%FPL): Black/African, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander
 - Zip codes with highest rates of poverty (slide 9 last bullet)
 - Median income by race (slide 13) lowest Black/African American, American Indian or Alaska Native
- Data to use: Table 5 Zip code & Table 7 Racial Health Disparities
 - Which programs are serving areas with highest need (color coded zip)

Recommendation framework – address inequities

45				
		Policies	Programs	Budget
	Food insecurity			
	Gaps in resources			
	System infrastructure			

Report out

Group 1
Group 2
Group 3

Next steps and feedback

Take input from today

- Integrate and include in final report
- Report due December 1
- Additional analysis will bring back to FSTF

Feedback

Thank you!!

□ We appreciate your assistance!

49 Appendix

- Recommendation framework
- Additional notes from small break out groups on 10/25/23
- FSTF subcommittee on Reimagining Food Coordination

Data

- Groups with highest health disparities are receiving least amount food access. Not adequate amounts of food resources for groups with the highest needs.
- The groups with the highest health disparities need services in different ways than other groups may need.
- 94130 has highest poverty rate 42% and health disparities
 but not a lot of programs are reaching this zip code
- 94124 There are a lot of programs but they're not meeting the need

Barriers

- Diet specific needs, culture and religious needs.
- Time is a barrier
- People must go to many programs.
- Locations of programs can be a barrier. Just because there's a program doesn't mean that people can access it. Resources need to come to people.
- May not have kitchen, refrigerator.
- Not enough food with the programs. Not enough food resources to sustain these populations, the dehumanization of this is having to go for food to many places.
- Lots of waste in programs quality matters.

Insights

- Programs need to be intentional about people accessing food, especially people with health disparities.
- We are creating situations that increase the health disparities because of the way programs are funded. They're not intentionally addressing health disparities.
- Programs in silos Not interrupting but perpetuating and exacerbating health disparities. The barriers and programmatic silos are not interrupting the food disparities.
- Need to look comprehensive around households.
- Consult with key leaders from highest need communities. Use existing community groups that are trusted
- Providers need to come together
- There are waitlists but organizations may not have city \$ so their wait lists aren't visible
- Information needed to make decision need to know what programs are running out?
- What shapes program structures or resident's ability to access?
 - How are people getting food involved in shaping programs?
 - What does the community need? Prepared food or groceries?
- What is the plan to get people out of relying on food programs?

Recommendations

- Data:
 - Would like more analysis.
 - Want to know what direction the public facing report going to take so we can provide comment on that.
 - Need to add CBO Data.
 - Data points are established now need to ensure programs are planning to collect that data.
- We need to address root causes of food insecurity including work force development, economic opportunity, education, child care.
- Need to focus on on populations with highest diet related health disparities
 - We need stories from the community, what is it that people need?
 - Community should be involved in designing and running their own programs
- Departments need to work more collaboratively to plan for food allocation Mayors Office can help.

Key Themes from 10/25/23 meeting (Group 2 – Poverty/Income)

Data

- Funding and Programs
 - All 19 serve Black/African American population
 - 15 serve Native Hawaiian/Pacific Islander
 - 14 serve American Indian/Alaska Native
 - Calculations for funding to complete outside of meeting
- Understand more in depth of each zip code, neighborhood, and demographic make up
 - Clustering zip codes by neighborhood
 - Have actual counts of populations to guide funding
- Looking at other identifiers of low-income populations
 - SSI recipients
 - MediCal recipients
 - Immigrants
 - Data/analysis on people that are in between program eligibility requirements

Key Themes from 10/25/23 meeting (Group 2 – Poverty/Income)

Barriers

- Non-guaranteed funding
- Federal programs not meeting San Francisco's needs, benefits eligibility vs. true cost of living
- Biases in perception of need
- Accessing transportation, safety
- Limited choice in food options with food programs
- Language

Key Themes from 10/25/23 meeting (Group 2 – Roverty/Income)

- Insights
 - MediCal is well enrolled, effective avenue for reaching people
 - Setting targets for what success looks like
 - Importance of DKI funding
 - Budget not getting cut
 - Need them at the table and what populations are being served
 - CBO data needs to be considered to get better sense of services and gaps

Key Themes from 10/25/23 meeting (Group 2 – Poverty/Income)

Recommendations

- Identify programs based on tiers (full service, moderate, supplemental)
- Have a local supplement to WIC/SNAP and CACFP
- Have programs and interventions that specifically target populations based on behaviors, lifestyle, culture, highest needs
- Have more medically supportive interventions
- Link food funding and support to housing costs if housing costs increase, food funding needs to
- Do not cut or restrict access to cash benefits
- Want to see analytical tables for data, and get a sense of what direction the report is going to take
- Want BFSER recommendations to not be restrictive of funding and requirements to allow departments flexibility to set targets and create programs

Key Themes from 10/25/23 meeting (Group 3 – priority populations)

- Landscape has drastically shifted since FY22-23.
 FY22-23 data doesn't reflect the current state.
 - There were huge cuts in funding when COVID-19 funding was scaled back
 - This decreased funding leaves priority populations even more vulnerable than what is reflected in the FY22-23 data
- Effectiveness of programs can help inform impact on communities
 - If more effective programs experience cut, that is most concerning
 - List of priority populations on page 6 of break out group notes

Key Themes from 10/25/23 meeting (Group 3 – priority populations)

- Community support programs can help address needs of those with diet-sensitive diseases however;
 - These programs are time-limited (not on-going)
 - Scaling of these programs will be slow
 - Until these programs are fully scaled, these populations will experience loss of service due to current funding cuts to existing programs
- Lack of continued funding is a barrier to reducing food insecurity

Key Themes from 10/25/23 meeting (Group 3 – priority populations)

Recommendations

60

- Raise peoples' incomes. Providing economic opportunity is best way to reduce food insecurity
- We need more stories from those experiencing food insecurity

Key Themes from 10/25/23 meeting (Group 3 – priority populations)

Recommendations: Future analyses needed

- Clarify if funding data is "contracted" or "actual" monies spent
- 2. Create ArcGIS map with layers for priority populations so we can better geolocate most high need areas
- 3. Collect funding data by zip code
- 4. Collect demographic data by zip code
- Classify programs by effectiveness of the program at reducing food insecurity
- 6. Look at change over time in program services

Reimagining Food Coordination

- Food Security Task Force Subcommittee on Reimagining Food Coordination – launched September 2023
 - The goal is to develop detailed recommendations for a new food policy body in San Francisco that will be presented to the Board of Supervisors, Mayor, and Department Heads in late spring/early summer 2024
 - The subcommittee will be reviewing different food policy councils/bodies throughout the U.S. and using criteria that is ranked and prioritized to meet San Francisco's needs
 - All resources and information can be found here:
 - https://sf.gov/information/reimagining-food-coordination-subcommittee