Rebuilding the Economy
System Change, COVID, Nonprofits & the Economy
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#RebuildTheEconomy
Key Themes

1. Black worker centers and organizing on the front lines

2. Building the infrastructure of a community food economy in Chicago

3. Changing our economic metrics to “count what counts”
Key Questions

- How should we think of this moment in time? What vision must we build?
- What is the impact of the pandemic on workers in the economy?
- How do we build the infrastructure of a post-pandemic economy that meets our needs?
- What are some action steps nonprofits and movement activists can take?
COVID, Race & Work: Impact on Black Workers

Across the country…

Most essential workers are Black & Brown women, providing for their families.

Most Black workers are essential workers
Impact on Black Workers

In Chicago

• 70% of COVID-19 of positive cases are Black, while only making up 20% of the city’s population
• Frontline workers hit the hardest (custodial, delivery, groceries, restaurants, etc.)
• 7.5 million unemployed in the state of Illinois

In Los Angeles

• Mutual aid support (including food & grocery delivery)
• Partnership to provide mobile testing for workers
• CA exec order: workers’ comp for virus if contracted on the job.
A Black Workers & Economic Justice Agenda

In Illinois, the Workers Center for Racial Justice has developed a COVID-19 Racial Justice Agenda. Workers & economic justice demands include:

1. Ensure adequate protections to all essential workers on the frontlines of the pandemic

2. Invest in emergency and long-term financial assistance for low- and middle-income households

3. Restore the basic needs safety net for Illinois’ most vulnerable households
A Black Workers & Economic Justice Agenda

The Workers Center for Racial Justice’s COVID-19 Racial Justice Agenda (continued):

4. Expand eligibility and funding to the Child Care Assistance Program

5. Direct small business relief to Black owned enterprises

6. Increase state revenue through progressive taxation
Other Recommendations:

- A monthly stimulus check
- Increase in earned income tax credit
- Efforts to stabilize housing
- Cancel rents and mortgages during crisis
- Legal representation provided in Eviction Courts
- Property tax relief
Resources to support Black workers

1. Baltimore Black Worker Center
2. Bay Area Black Worker Center
3. Black Workers for Justice
4. DC Black Worker Center
5. Los Angeles Black Worker Center
6. Mississippi Workers' Center for Human Rights
7. STAND Black Worker Center New Orleans
8. Worker Center for Racial Justice
A worker cooperative owned and determined by formerly incarcerated individuals, delivering wholesome prepared meals to our community.

www.chifreshkitchen.com              @chifreshkitchen            /ChiFreshKitchen
ChiFresh Kitchen prepares and delivers delicious, fresh, healthy, culturally appropriate food to Chicagoland institutions that serve daily meals and/or are addressing food insecurity in their communities during COVID19.

Food is connected to our identity, our relationships, our culture, and our health. ChiFresh Kitchen offers Chicagoland area institutions the option to serve meals that respect the importance that food plays in our lives, while also offering competitive pricing. Our workers own the business; they receive a living wage as well as profit sharing. We also partner with local urban farms owned by people of color to support food sovereignty, racial equity, and a more sustainable local food system.
ChiFresh Kitchen is part of a collaboration of urban farms, food operators, worker centers, and other community organizations led by people of color on the South and West Sides of Chicago who are coming together to address the food insecurity that our communities are facing during this pandemic.

We are meeting our own food needs.

#COVID19
ChiFresh currently operates out of the Hatchery, a kitchen incubator on the West Side of Chicago. The Hatchery provides ChiFresh with marketing, financing, strategic planning, and other supports.
ADVISORS
We are entrepreneurs, activists, cooperative developers, and food industry leaders. Many of us have first-hand experience with the traumatic effects of the US system of mass incarceration.

Collette Payne, Director, Visible Voices
Camille Kerr, Worker cooperative developer and consultant
Michael Strode, Co-Founder, Cooperation for Liberation and Kola Nut Collective
Glynn Lloyd, Founder and board member, City Fresh Foods
Chef Nyah Griffin, Food and beverage manager, Eating to Live Airports
Chef Anthony Ladson, Executive chef, Caterer’s International
Jancie Peters, Community organizer, Action Now
Deon Lucas, Founder and manager, EG Woode
Joan Fadayiro, Co-founder of Cooperation for Liberation
Our business partner...

We are building off the success of City Fresh Foods, a Boston-based social enterprise that has been providing wholesome meals in Boston for more than 25 years. We will be partnering to develop ChifFresh Kitchen’s recipes, sourcing policies, operational practices, compliance practices, and more.

www.cityfresh.com

25+ Years in Business
serving primarily after school programs, charter schools, and Meals on Wheels.

>120 Employees
with 30+ employees who have been with the company for 5 years or more.

>$10M Revenue
with consistent profitability. The company will implement a new employee ownership plan in 2020 to share profits with employees.
SUPPORT OUR WORK
to build a good food ecosystem

- Creating safe, living wage food jobs and ownership opportunities for returning citizens
- Meeting emergency food needs of our most vulnerable communities during the COVID19 pandemic
- Offering "food as medicine" recipes that increase the health of our communities
- Supporting local BIPOC-owned farms

For more information, contact Camille Kerr at camille@chifreshkitchen.com.
Social Accounting

A way to account for:

• Values
• Quality of life
• Capacity
• Social cohesion
• Nature & natural resources
• Power dynamics

When all you have is a hammer, everything looks like a nail.

Image source: Chad Renando (2013)
http://www.sidewaysthoughts.com/blog/2013/04/autocratic-versus-democratic-leadership-are-you-the-right-tool-for-the-right-job/
Thinking in Multiple Capitals

- **PHYSICAL**
  - Natural
  - Built

- **STRUCTURAL**
  - Rule of Law
  - Organizational Process

- **FINANCIAL**
  - Money
  - Debt
  - Equity

- **HUMAN**
  - Physical
  - Intellectual
  - Creative
  - Psychological
  - Moral

- **RELATIONAL**
  - Social
  - Political
  - Spiritual

- **SYMBOLIC**
  - Cultural
  - Reputational
  - Temporal
Integrated Thinking: Aligns Aspirations with Actions & Metrics

- Values
  - What do we stand for?
    - Ethics, Principles, Beliefs
  - Where are we going?
    - What do we aspire to achieve?
      - Hope, Ambition
  - What do we do?
    - Who do we do it for?
      - Motivation, Purpose
- Mission
- Strategic Objectives
  - How are we going to progress?
    - Plan, Goals, Sequencing
  - What do we have to do?
    - How do we know?
      - Actions, Owners, Timeframes, Resources, Outcomes
- Actions & KPI's

Image source: http://www.visionsforireland.com/strategy/
Example: Foundation Response to COVID-19

http://vitalythead.org/covid-19-how-were-responding-and-a-request-for-your-input/

Social Capital

Political Capital

Built Capital

Financial Capital

Human Capital

LIVE WELL ARIZONA

Elements of a Healthy Community

- Transportation Options
- Access to Care
- Affordable Quality Housing
- Community Safety
- Economic Opportunity
- Educational Opportunity
- Environmental Quality
- Quality Affordable Food
- Community Design
- Parks and Recreation
- Social Justice
- Cultural Cohesion

Health Equity Resiliency

Social Capital
Political Capital
Built Capital
Financial Capital
Human Capital

Vitaly Health Foundation
Social Accounting is a tool for:
- Healing dis-integration
- Building power & capabilities
- Giving voice to values
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Please complete your brief evaluation
Thank you!