



Innovative thinking for the nonprofit sector



*image courtesy of artist Heather Goodwind*

# 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

## [National Black Worker Center Project](#)

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](#)





**CHIFRESH  
KITCHEN**



**A worker cooperative owned and  
determined by formerly  
incarcerated individuals,  
delivering wholesome prepared  
meals to our community.**



[www.chifreshkitchen.com](http://www.chifreshkitchen.com)



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# DELIVERING

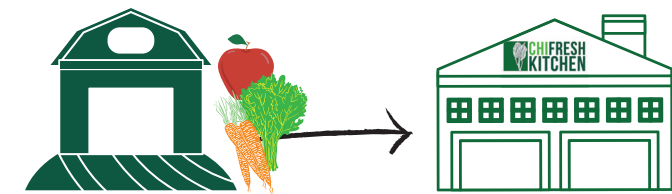
# HEALTH

# WEALTH &

# EQUITY

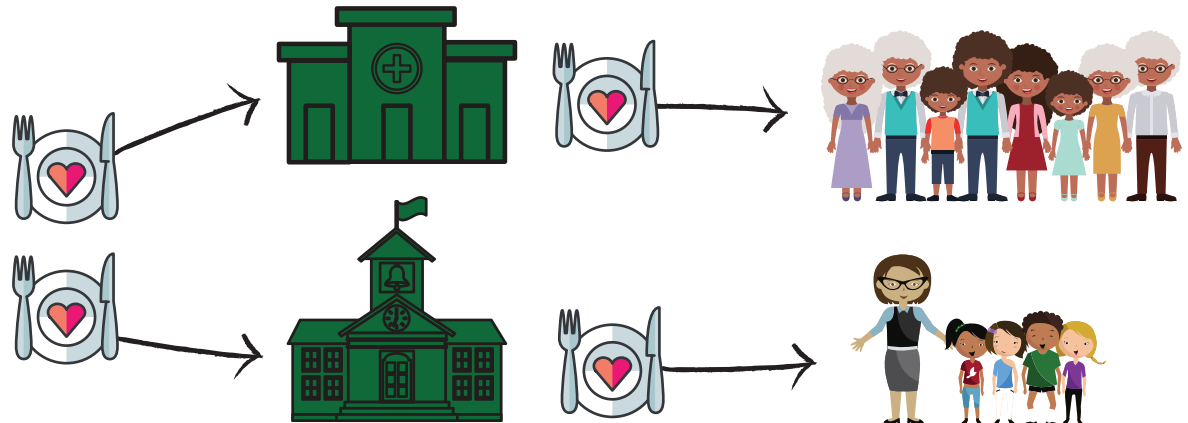
ChiFresh Kitchen prepares and delivers delicious, fresh, healthy, culturally appropriate food to Chicagoland institutions that serve daily meals and/or are addressing food insecurity in their communities during COVID19.

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.



Purchase from urban farms, prioritizing those owned by people of color.

Prepare fresh, wholesome, culturally appropriate meals.



Contract with institutions investing in good food purchasing.

Chicagians get meals that are made from the heart!



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.



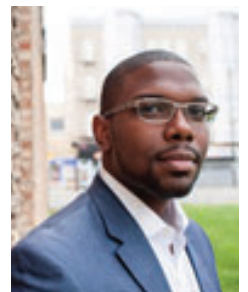
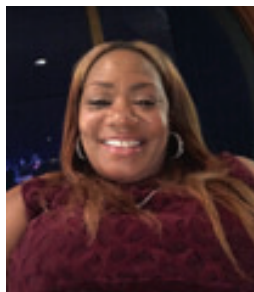


ChiFresh currently operates out of the Hatchery, a kitchen incubator on the West Side of Chicago. The Hatchery provides ChiFresh with marketing, financing, strategic planning, and other supports.



## 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 of 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](http://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.





**CHIFRESH  
KITCHEN**

## **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](mailto:camille@chifreshkitchen.com).



Dr. Elizabeth A. Castillo  
Assistant Professor  
Leadership & Integrative Studies

# Giving Voice to Values through Social Accounting

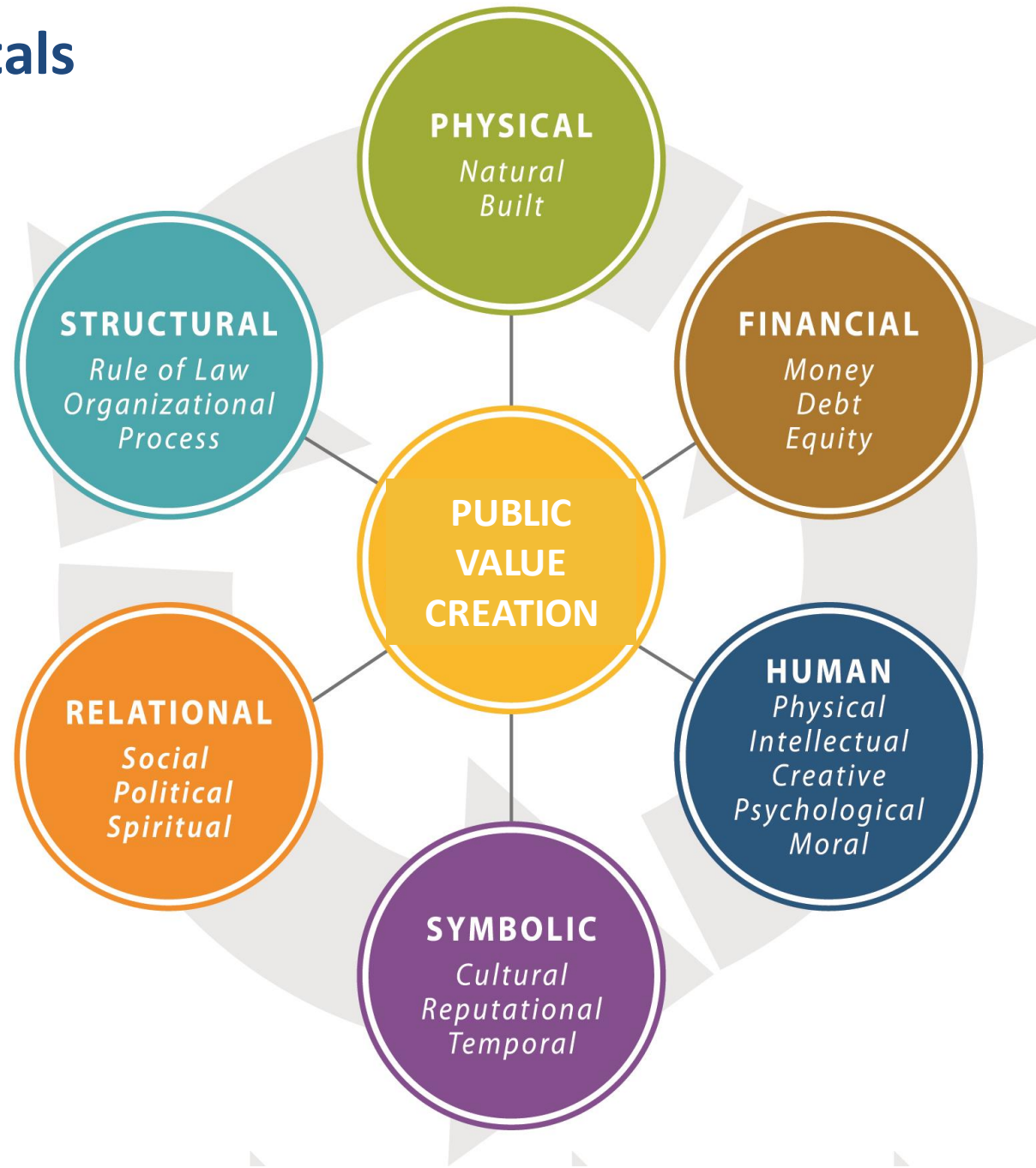
## Social Accounting

A way to account for:

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



# Thinking in Multiple Capitals



# Integrated Thinking: Aligns Aspirations with Actions & Metrics



Image source: <http://www.visionsforireland.com/strategy/>

# Example: Foundation Response to COVID-19

<http://vitalysthealth.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

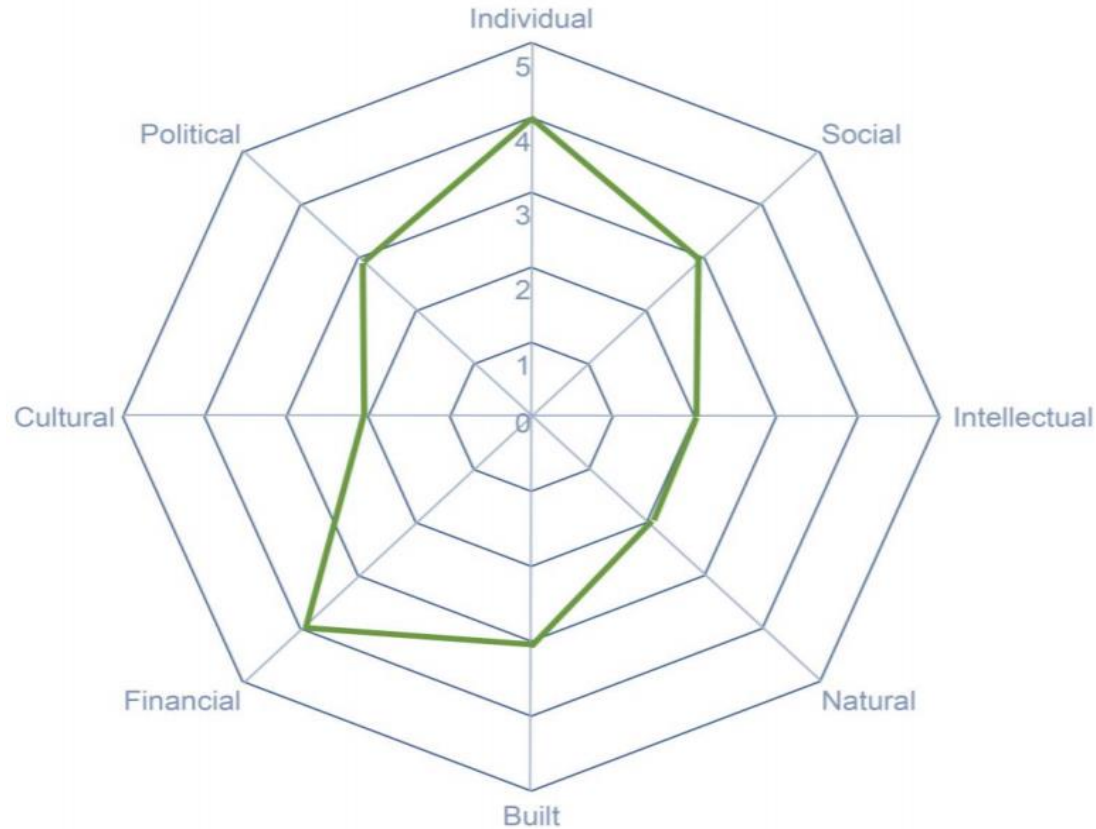




# Align Metrics across Sectors & Multiple Scales



**Spider Diagram: Assessing Wealth  
in a Sector**



**Social Accounting is a tool for:**

- Healing dis-integration
- Building power & capabilities
- Giving voice to values

**Flourishing**

**Sustainable  
Development  
Goals (SDGs)**

**National**

**State**

**Community**

**Network**

**Organization**

**Individual**



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**Please complete your brief evaluation  
Thank you!**



*Image courtesy of artist Heather Goodwind*