



**EFOD**  
EQUITABLE FOOD  
ORIENTED DEVELOPMENT

[efod.org](http://efod.org)

# **2024** UnConference

## Roxbury Realness

Building a Resilient and Just Food System  
Through Non-Extractive Practices

BOSTON, MA | SEPTEMBER 30-OCTOBER 2, 2024



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# Fueling Radical Change

## Dear Community, Friends, Growers, and Allies in Food Justice,

We begin by expressing our deep gratitude for your engagement with the EFOD Collaborative and the EFOD Fund. Whether you've been with us from the start or are joining us for the first time, your interest and participation are vital to this work.

Our work acknowledges and learns from the histories of food-based resistance movements, striving to repair past wrongs and establish a more equitable food future.

The EFOD Collaborative was founded in 2017 to resource, support, and connect equitable food-oriented development (EFOD) work across the U.S. In 2020, we launched the EFOD Fund – a landmark investment fund to catalyze justice-first, food-based community economic development. This is the story of the Fund and the impact it has had thus far.

As community practitioners, we initiated the EFOD Fund to provide a distinct approach within the ecosystem of community-controlled funds. Our fund offers a non-extractive alternative to traditional funding models, built on a foundation that values the lived experiences of community practitioners as essential expertise. We are dedicated to meeting community needs in culturally relevant and collaborative ways, acknowledging and addressing the deep legacies of wealth inequity in our approach to funding local food practitioners.

To date, the EFOD Fund has deployed over **6.4 million** to **40 organizations**. And we are proud of this work!

When we built the Fund, we knew we must center frontline leaders of color working in food and farming, community development, and wealth building, because we knew that the people rooted in community are the best equipped to design solutions to meet those needs.

We knew field practitioners must develop, steward, and be the decision-makers for how resources are distributed. We've seen too many times how traditional financing and grant funding in food systems fail to address the deep community and root-cause systems change work.

We knew that the EFOD Fund must be responsive to the needs of the full spectrum of EFOD organizations and projects – grants to support development, technical assistance dollars to build expertise, and loans to invest in wealth and asset building.

We know this work is atypical, radical, and necessary. We are actively attempting to rectify centuries of systemic injustice within the food system.

## The EFOD Fund: Empowering Community Leadership

As we gather to reflect on the work of the EFOD Fund, we are reminded that the efforts of community practitioners are not just valuable—they are essential. Your work is critical to the well-being and resilience of your communities, and you deserve to be funded and resourced in ways that nourish rather than deplete you. The EFOD Fund is committed to supporting your leadership, ensuring that you have the tools and resources needed to continue this vital work.

**To our funders and supporters**, your contributions are crucial in sustaining this movement. When you support the EFOD Fund, you are not just investing in a single project—you are backing a network of practitioners across the country who are transforming food systems and driving community-led change. We invite you to continue supporting this necessary work through flexible, unrestricted funding that empowers communities to thrive.

**Your friends at The EFOD Collaborative**



# Welcome!

**Welcome to this year's EFOD UnConference!** As we gather under the theme "**Roxbury Realness**," we come together to honor the resilience, culture, and history that inspire our work in building just and equitable communities. EFOD is grounded in the belief that our communities should be built by and for the people they serve, using food as the vehicle for this transformative work. Over the next few days, we will engage in conversations, share knowledge, and collaborate to create lasting change that reflects the needs and values of our communities. Your presence here strengthens our collective journey, and we are grateful to have you as part of this important work.

## **Our Focus: Roxbury Realness**

This year's theme, "**Roxbury Realness**," is a tribute to the authenticity, strength, and deep history of Roxbury, a neighborhood that has long been a hub for Black culture, activism, and community power. Roxbury's history is marked by its role in the civil rights movement, its contributions to arts and culture, and its enduring spirit of resistance and self-determination.

As we gather here, we are not just acknowledging Roxbury's past—we are embedding its lessons into our work. The principles that have shaped this community—resilience, solidarity, and a commitment to justice—are the same principles that guide our efforts to create a just and equitable food system.

## **Your Role**

We invite you to fully participate in this UnConference—bring your stories, your insights, and your questions. Your voice matters because, as practitioners, you bring invaluable expertise to this space. This is a chance to learn from one another, build relationships that will carry us forward, and connect with someone new who shares your commitment to this work. Your presence here strengthens our community and the collective effort to transform our food systems.

Thank you for being part of the UnConference and for being a vital part of our community of practice. Together, we can continue to create and nurture systems that reflect our values and our vision for the future.



## Land **Acknowledgement**

*We acknowledge that we are gathered on the unceded territory of the Massachusetts and Wampanoag peoples, who have stewarded this land for countless generations. We also honor the descendants of those who were forcibly brought to this land, whose labor and resilience have profoundly shaped the foundations of this country. As we embrace the spirit of Roxbury, we remember the intertwined histories of those whose presence and perseverance continue to define and enrich spaces like this.*

***We invite you to reflect on these questions throughout the Unconference:***

- **How can we support and build pathways for communities to reclaim and control their land?**
- **What does it look like to ensure that our communities have the power to shape their own futures?**
- **How can we honor the legacies of those who were here before us, ensuring that acknowledgment translates into tangible change?**

As we engage in conversations, workshops, and panels, let's keep these reflections at the forefront. Our goal is to move from acknowledgment to action, creating systems that truly reflect the needs and aspirations of the communities we serve and are part of.

# Roxbury Realness

In the 20th century, Roxbury became the heart of Boston's Black community, playing a pivotal role in the civil rights movement and beyond. The neighborhood has been home to notable figures such as Malcolm X and Melnea Cass, and it has served as a center for Black political and social activism.

## Roxbury: The Black Center of the Universe

Roxbury, one of Boston's oldest neighborhoods, has been a cornerstone of Black culture, activism, and community. Known for its rich history in the civil rights movement, Roxbury has long been a space where culture, activism, and community pride converge.

### Nubian Square

**Nubian Square**, formerly known as Dudley Square, is the commercial and cultural heart of Roxbury. The square was renamed in 2019 after a successful community-led campaign to honor the rich heritage of the area. Nubian Square has historically been a center for Black economic activity and social gatherings, with landmarks such as the **Ferdinand Building** and **Hibernian Hall** serving as key sites in the neighborhood's development.

Within Nubian Square are important community hubs like **Black Market Nubian**, a marketplace for Black-owned businesses and cultural events, and **Nubian Markets**, a grocery store and cafe that highlights African diaspora foods while supporting local Black and Brown farmers. These spaces embody the spirit of Nubian Square, reinforcing its role as an Afro-centered community hub within Boston and the greater New England region.

**Nubian Markets**, co-founded by EFOD Steering Committee member Ismail Samad and Yusuf Yassin, is a cornerstone of the Nubian Square community. As a grocery store, cafe, and community hub, Nubian Markets celebrates the foods and flavors of the African diaspora, while supporting local Black and Brown farmers and businesses. The market is more than just a place to shop—it's a space for community members to connect, learn, and engage with one another.

**Black Market Nubian**, co-founded by Kai and Chris Grant, is a dynamic marketplace and cultural space that has become a vital part of Nubian Square. It serves as a platform for Black-owned businesses, artists, and entrepreneurs to showcase their talents and products. Black Market Nubian is also the driving force behind the Nubian Square Public Art Initiative, which includes significant projects like Boston's first Black Lives Matter street mural.

Pictured:  
EFOD Steering Committee Member  
Ismail Samad &  
EFOD Community Network  
Manager Germaine Jenkins  
at last year's Unconference.





Photo Description: EFOD Steering Committee members strategizing in Los Angeles, pictured in front of SC member org Inclusive Action for the City

## OUR THEORY OF CHANGE

Over the past year, the EFOD Steering Committee has been deeply engaged in refining our Theory of Change, centering on a shared problem statement: **The prevailing food system, sustained by extractive economies and traditional philanthropy, continues to marginalize BIPOC communities. This system perpetuates harm, threatening not only food access but also cultural preservation, justice, and community autonomy.**

Our focus of change has been on how we can continue to direct resources and better serve our communities by supporting organizations deeply rooted in their local contexts. This involves prioritizing community wealth and resilience, and emphasizing transformative practices that challenge and move beyond harmful systems.

**The Unconference is an invitation for our community to engage in these essential conversations**—designed to listen, include, and better serve our communities. These sessions create a space where your voices and experiences shape our shared vision, allowing us to deepen connections and grow together toward an equitable food system that truly uplifts and empowers us all.



**A huge shoutout to Bernice Shaw (she/her/"B")** for bringing her magic to our facilitated sessions this past year. Bernice, a self-proclaimed "Free Radical," infuses creativity, play, and thoughtful planning into everything she does. With a background in story-based strategy and a love for radical imagination, Bernice has been an incredible partner in helping us navigate this journey.

# Schedule

Roxbury  
Realness

2024

## Unconference Opening Activities

### Monday, September 30th

10-4<sup>PM</sup>

#### Steering Committee (Closed Session)

Exploring EFOD's Theory of Change | LOC: Black Market Nubian

6:30<sup>PM</sup>

#### (OPTIONAL) Welcome Happy Hour

- Locations: Yotel (65 Seaport Blvd) | Residence Inn (2001 Washington Street)
- Limit one complimentary drink per person

### Tuesday, October 1st

7:30<sup>AM</sup>

#### Breakfast at Hotels

8:30  
-10:00<sup>AM</sup>

#### Welcome & Introductions

- LOC: Hibernian Hall (184 Dudley St #200, Boston, MA 02119) Hotel departures begin at 8:30 am.
- Introduction & acknowledgments
- Light refreshments and breakfast items available



# Steering Committee & Grantee

# Schedule

Roxbury  
Realness

2024

Tuesday, October 1st

**TBD** PM

## Center of the Black Universe

**History of Roxbury and its Legends** | LOC Black Market Nubian (2136 Washington St)  
*Led by Kai and Christopher Grant*

**11:30-  
3:45** PM

## Exploring Roxbury Realness

**Walking Mural Tour** | LOC: Milk Street Cafe (Near Black Market Nubian)

**3:45  
-5:51** PM

## Abolition Nutrition

**Re-entry programming** | LOC: Hibernian Hall  
*Led by Camryn Smith, Haleh Zandi, Ali Anderson, Jalal Sabur, Otis Smith, Covonne Page*

**5:30  
-7:30** PM

## Dinner On Your Own

Let the many flavors of Roxbury and nearby communities. Rest up, eat up, and Recharge for the party this evening!

**7:30  
-10:30** PM

## Deep House Party

**Network & Mingle** LOC: Hibernian Hall  
*Vibe Curators: DJ Dandara (Dara Cooper) + "Roxbury DJ Chris London"*

# Steering Committee & Grantee

# Schedule

## Wednesday, Oct 2nd

**8:00**  
**-9:00** AM

### Breakfast at Hotel

**9:30**  
**-10:50** AM

### Learning Circles Remix'd

**Harvesting shared knowledge for USDA grant success** | LOC: Residence Inn Hotel  
*Led by Ashley Brailsford*

## Learning Tracks

Explore the learning track that best aligns with your work and passions. Whether you're focused on hands-on agriculture, food processing and safety, or financial modeling for social enterprises, there's a session designed to deepen your understanding.

**11:15**  
**-3:15** PM

### Farmer Track

**Participants will learn how to properly plant and graft early, mid and late season cultivars on fruit trees.** | LOC: Future Chef 305 Blue Hill Avenue  
*Led by Otis Spikes, Covonne Page, Yennifer Flores*

**11:15**  
**-3:15** PM

### Kitchen Track

**Session will cover Preventive Controls Rule, Hazards in Food Processing, Basic Concepts in Food Preservation, Good Manufacturing** | LOC: Future Chef 305 Blue Hill Avenue  
*Led by Chad Carter and Keisha Rainey*

**11:15**  
**-3:15** PM

### Mixed-use Development Track

**Collaborate on financial modeling tools to balance profit and loss, startup opportunities, and grant funding for low-revenue social enterprises with measurable social benefits** | LOC: Black Market Nubian  
*Led by Erika Allen, Brandon Lou, Ana Sloan, and Dyane Pascall*

## Thursday, October 3rd

**9:00**  
**-10:00** AM

### Closing Ceremony

*Facilitated by EFOD team*

**10:00-1:00** PM

**Steering Committee  
(Closed Session)**

# EFOD Unconference 2024 **Speakers**



## Erika Allen

*CEO for Urban Growers Collective, President of Green ERA Educational NFP, and Co-Owner of Green Era Sustainability Partners*

Erika Allen is the CEO for Urban Growers Collective, President of Green ERA Educational NFP, and Co-Owner of Green Era Sustainability Partners. Erika has dedicated her professional career to public service, developing sustainable community food systems and addressing structural racism and its inherent barriers to justice. Previously, Allen founded and was the Director of Growing Power – Chicago for 15 years from 2002 to 2017, and was a Chicago Park District Commissioner from 2012 to 2018. She is the Co-Founder of the Chicago Food Policy Action Council, serves on the Board of Grow Greater Englewood and Leadership Council for Growing Home, and is an Advisor and Stewart for the Community Food Navigator project.



## Ali Anderson

*Founder and Co-Executive Director of Feed Black Futures*

Ali Anderson is rooted in over a decade of experience in public health, birthwork, and food justice. She is the founder and Co-Executive Director of Feed Black Futures, an organization that builds power through Black food economies and food sovereignty, facilitating healing and addressing historical harms due to incarceration and land dispossession. As a community organizer and membership co-chair with Black Youth Project 100 NYC, Ali led direct action organizing campaigns for communities facing carceral violence as well as reproductive and environmental injustice. Ali is from Southern California and is the granddaughter of Jamaican immigrants. She holds a Master of Public Health from Emory University. In 2021, she was awarded the Black Women Green Futures Award and in 2022 was the winner of the Echoing Green Social Innovation Challenge.



## Shantell Bingham

*MPH Co-Director, Liberating Investment in the Farm & Food Ecosystem*

Shantell has organized communities, organizations, philanthropy, and government partners to collaborate in community-led efforts towards a just transition for our environment and food system. Prior to LIFE, she worked with Cultivate Charlottesville's Food Justice Network (FJN), where she led efforts to catalyze historic municipal investment in community led food systems by passing the Food Equity Initiative. On the national level, Shantell served as the Organizing Director at the Climate Justice Alliance (CJA) and is a Castanea Fellow and previously served on the board of Foodshed Capital. A great granddaughter to NC tobacco sharecroppers, Shantell believes every human is endowed with the right to self-determination in our food system and beyond. Shantell is a Double Hoo, holding a BA in Global Development Studies and a Masters in Public Health from the University of Virginia.

# EFOD Unconference 2024 **Speakers**



## Chad Carter



*Food Systems and Safety Associate with Clemson University Cooperative Extension Service*

Chad Carter is a certified Produce Safety Alliance lead trainer for Produce Safety Rule Grower Trainings and leads this initiative for South Carolina in collaboration with the Carolina Farm Stewardship Association. Chad holds Food Safety Modernization Act Preventive Controls Qualified Individual Certifications for both Human and Animal Food Regulations. He also assists as a trainer for these certifications. He works across South Carolina with small to medium-sized growers and food processors on produce and manufactured food safety, post-harvest, value-added processing, Good Agricultural and Good Manufacturing Practices, and hygienic facility design.



## Dara Cooper



*Activist, organizer, writer, and movement vibe curator*

With roots in numerous cities including Chicago, Atlanta and Jackson, MS, Dara is an activist, organizer, writer, and movement vibe curator. She is the co-founder and former executive director of the National Black Food and Justice Alliance (NBFJA) where she currently serves as strategic advisor. A founding member of the HEAL Food Alliance, Cooper also served on the Movement for Black Lives policy table and leadership team helping to write and launch the Vision for Black Lives. Dara currently serves as a member of the Kataly Foundation's Environmental Justice Resource Collective, helping to distribute approximately \$50 million to BIPOC environmental justice organizations around the country. She also served as an advisor for Solidaire's \$14 million Black Liberation Pooled Fund.



## Yennifer Flores



*Nursery Assistant Manager at Planting Justice*

Yennifer started as a part-time employee at Planting Justice and later became full-time. She believes that gardening is in her roots, as her family has a history of growing plants that goes back to her grandfather. By working at Planting Justice, she has learned to grow and flourish as a person and wishes that others would have the same opportunity. In her free time, she enjoys dancing, going to the movies, and anything fun. The work that Planting Justice is doing is important to her because when she was younger, she used to volunteer in the community and they had always talked about growing affordable, organic foods in the community. When Planting Justice came around, it was a win for her.

# EFOD Unconference 2024 Speakers



## Cicely Garrett

*Co Executive Director, National Black Food and Justice Alliance*

Cicely is a Creative Strategist and Social Entrepreneur adept at providing thought leadership and consulting on strategy, design thinking, racial equity, environmental justice, food sovereignty, and community wealth building. She is a highly sought after facilitator, trainer, and strategic thought leader. Some of her previous and current consulting clients include: Atlanta Wealth Building Initiative, Common Market SE, EcoWomanist Institute, Georgia Tech, National Black Food and Justice Alliance, New GA Project's Black + Green Agenda, Southface Institute, Partnership for Southern Equity, and United Way of Greater Atlanta



## Pakou Hang

*Founding member & inaugural Executive Director of the Hmong American Farmers Association*

Pakou Hang is the daughter of Hmong American farmers and has spent the last 36 years growing and selling mixed vegetables with her family at the Saint Paul Farmers Market. She was a founding member and the inaugural Executive Director of the Hmong American Farmers Association (HAFA), a statewide nonprofit that builds the capacity and intergenerational wealth of Hmong farmers in Minnesota. Pakou also served on the Minnesota Good Food Access Advisory Committee, the Minnesota Pollution Control Agency Citizens' Board, and the Minneapolis Food Council. She received her master's degree in Political Science from the University of Minnesota and her bachelor's degree from Yale University where she concentrated her studies on revolutions in Latin America.



## Brandon Lov

*Director of Development and Relations, Urban Growers Collective*

Brandon Lov (he/him) is the Director of Development and Relations for Urban Growers Collective. He graduated from the University of Chicago in June 2019 with a degree in Public Policy and Environmental & Urban Studies. Brandon started at Urban Growers Collective in the summer of 2018 as a seasonal urban agriculture intern. During his internship, Brandon worked extensively at our farms, as well as helping with sales for the Fresh Moves Mobile Market and local farmers' markets. Since then, Brandon has led the fundraising team at Urban Growers Collective, from leading successful galas to stewarding the organization through the massive fundraising needs for emergency food relief in a global pandemic.



# EFOD Unconference 2024 **Speakers**

## Covonne Page

*Aquaponics Manager, Planting Justice*

Covonne Page has been with Planting Justice since February 2020. Covonne was introduced to Planting Justice by the community since he had lived there all his life. He remembers when PJ first moved there. Covonne is passionate about gardening because his family does a lot at home. He enjoys listening to music, hanging out with friends, and walking the dogs in his free time. He believes that Planting Justice works are important because they introduce fresh organic food to the community that otherwise would not have access to it.

## Dyane Pascall

*Owner, Conscious Capital Investment*

Dyane Pascall is a business owner and creative professional based in South Los Angeles. Dyane was born and raised in Asbury Park, NJ, eventually moving to South LA where he graduated from Cal State Los Angeles with a Bachelor of Science in Business Administration. In 2012, he founded Conscious Capital Investment Enterprises (CCI) which has amassed and currently manages over \$15 million in assets and 20 properties. One of CCI's main goals is to address the needs of local communities of color through affordable housing. CCI's latest project is a 20,000 sq. ft. mixed-use, 100-unit affordable housing development located in South LA on 65th and Vermont. Its planned namesake, Biddy Mason, was a formerly-enslaved midwife and nurse who became a prominent African-American real estate entrepreneur in Los Angeles.

## Keisha Rainey

*Food Systems Leader and owner of Roots & Rain, LLC. Roots & Rain*

Keisha Rainey is a Food Systems Leader and owner of Roots & Rain, LLC. Roots & Rain is dedicated to helping organizations, women, and historically impacted farmers enhance their agricultural footprint by providing resources, training, and effective collaboration. Over several years, Keisha has focused on the producers in our food systems and how to better support communities. She has trained over 1,000 producers on the USDA food safety standards and taken over 300 producers through successful Harmonized (GAP & GAP Plus) audits. While also developing food safety plans, and curriculum that has been centered value-added products. Alongside her day-to-day duties, Keisha also chairs the Land Access and Agribusiness Subcommittee for the Columbia SC Policy Committee, supports several BIPOC-led organizations, and helps review grant applications for food systems organizations.



# EFOD Unconference 2024 **Speakers**



## Jalal Sabur

### *Farmer and Organizer*

Jalal began farming with Wassaic Community Farm – growing produce for farmers markets while running a Community Supported Agriculture (CSA) program and gleaning project. While at Wassaic Community Farm Jalal co-founded the Freedom Food Alliance and the Victory Bus Project. The Freedom Food Alliance is a collective of small rural and urban farmers, activists, artists, community folks and political prisoners who use food as an organizing tool. The Alliance founded the Victory Bus Project to connect urban and rural communities and to support families of prisoners by providing transportation (along with a box of farm-fresh food) for folks visiting prisoners in the Hudson Valley. In 2013, Jalal started Sweet Freedom Farm to grow and aggregate vegetables, grains, herbs, and maple syrup, prioritizing the folks impacted by the prison system. Sweet Freedom is also a training site for young Black farmers, a gathering space for partnering projects in the alliance, and building a Grow Food, Not Prison movement.



## Ismail Samad

### *Social Entrepreneur & Co-Owner of Nubian Markets*

Ismail Samad is a native of East Cleveland, OH, a social entrepreneur, enterprise developer, and a closed-loop food systems expert. As the Director of Corbin Hill Food Project in New York City, he is leading the organization's transformative and national informing work that is making waves in the food as medicine space from the lens of health equity, food sovereignty and economic inclusion. Ismail is also Co-owner of Nubian Markets in Roxbury's Nubian Square, a gathering place of food and conviviality that celebrates the African diaspora. His venture Loiter is an ecosystem of enterprises centered on economic, environmental, and spatial justice that serve as linchpin community-owned entities that drive home Ismail's desire to scale up enterprise-based strategies for habitually excluded communities vs the pervasive charity model.



## Ana Sloan

### *Development Director, Mandela Partners*

With an eclectic educational background in food growth and production, leadership development, and over 10 years of restaurant industry experience, Ana offers an advantageous blend of business insight and a “community-based” savvy that enables success in the unique dynamic world of food businesses. As the Business Development Director at Mandela Partners, Ana is leading the strategic direction and operations of Ashland Market & Café—community food hall and business incubator in unincorporated Alameda County—with Mandela's Business Development Team, oversees individual advising and evaluation with community entrepreneurs and provides oversight and support to Mandela's incubated businesses.


# EFOD Unconference 2024 **Speakers**



## Camryn Smith



### *Founding Member, Communities in Partnership*




Camryn Smith is a proud resident of Old East Durham and a community activist & organizer. She has been serving in place-based development work for over 23 years both stateside and abroad. Camryn is one of the founding members of Communities In Partnership (CIP), a community-rooted organizing and education group based in Old East Durham and serves as the Founding Executive Director. CIP focuses on addressing policy and systemic inequity for BIPOC and materially poor people within Durham focusing on social determinants of health, economic development, gentrification, and housing. She also serves on the Executive and Steering Committees for EFOD.



## Otis Spikes



### *Nursery Manager at Planting Justice*



After hearing about the Planting Justice Nursery & Aquaponics Farm Incubation Center, he came to apply for a job, and was quickly hired for his experience and expertise in irrigation construction, a skill he honed working for the City of Oakland's Parks & Recreation Department. He's excited to be a part of something BIG that will benefit his local community.



## Haleh Zandi



### *Co-Founder, Planting Justice*



In 2009, Haleh Zandi co-founded a non-profit called Planting Justice, based in unceded Lisjan Ohlone territory, and led in the development of the organization that now operates 4 commercial properties on a total of 11 acres with 45 full-time staff members. Over the past 5 years, Haleh has been a part of forming EFOD, helping to co-design the EFOD Fund that supports and uplifts community-based food justice enterprises. Haleh is a part of a 13-acre land-based community with natural buildings that demonstrate low-carbon earthen home construction, community-scale sustainable food production, and healthy watershed management. In her current role, Haleh launched FAST Ports which works to empower communities living adjacent to ports by taking advantage of federal funding through BIL / IRA.



# MEET OUR TEAM

## Ashley Brailsford, PhD

EFOD Grant Fellow & Grants Doula

Ashley Brailsford, PhD is the EFOD Grants Fellow aka The Grant Doula. She launched Unearthing Joy to guide the development of culturally-centered, nature-based programming for families, community groups and organizations that center the stories and contributions of indigenous, Black and other people of the global majority



## Trisha Chakrabarti

National Organizer, EFOD  
As the National Organizer of the  
EFOD Collaborative

Trisha builds closely with EFOD's national Steering Committee of community-rooted organizations and guides the Collaborative's systems change strategy. She was previously Director of Programs and Policy at Mandela Partners, one of EFOD's founding members, where she led community-based programming and research in food access and healthy retailing. Trisha grew up and is based in the East Bay Area, CA (unceded Souyen Ohlone territory), and is the product of a tight-knit postcolonial Bangali American diaspora.



## Germaine Jenkins

EFOD Community Network Manager

Germaine (she/they) is the co-founder of Fresh Future Farm Inc. As Community Network Manager for EFOD (Equitable Food Oriented Development), they are excited about curating in-person and virtual content aligned with EFOD community based food system principles. Ms. Jenkins is a nationally-recognized, visionary leader in the urban agriculture space and passionate advocate for food justice.



**A huge shoutout and heartfelt thanks to the incredible EFOD team who sprinkled their magic and hard work to make this Unconference a reality! Their dedication and love for community and justice have woven together this vibrant space for us all to connect, learn, and grow.**

## Monica Cadena

EFOD Communications & Storytelling  
Manager

Monica Cadena is an Afro-Indigenous plant ally, journalist, strategist, and the Communications & Storytelling Manager of the EFOD Collaborative, focused on amplifying the work and voices within EFOD's ecosystem while centering community healing through wealth equity and food sovereignty.

## Anthony Chang

EFOD Allied Steering Committee Member &  
Partner at Manzanita Capital Collective

Anthony Chang is the son of Chinese immigrant small business owners and has spent 20+ years working in economic opportunity and environmental sustainability in communities of color. Prior to Manzanita Capital Collective, Anthony helped start and build Kitchen Table Advisors, and has spent 15+ years channeling capital to small business owners while in leadership roles at community development financial institutions (CDFIs) like Accion Opportunity Fund and California FarmLink. Anthony also is a Castanea Fellow.

## Ciara Segura

EFOD Research & Strategy Manager

As the EFOD Collaborative Research and Strategy Manager, Ciara leads the development of EFOD's research and learning agenda, drawing on a wealth of community-driven evaluation strategies among the EFOD network to communicate its national impact. Prior to this, she was the Co-Executive Director of the nonprofit Mandela Partners, where she led several food-based community development projects throughout Oakland and the greater East Bay.

# EFOD Network Directory

**The EFOD Network** is a collective of organizations working across various sectors of the food system, including farming, restaurants, community markets, and more. Each member is committed to building equitable food systems that uplift and empower our communities. This directory connects you with these organizations, offering insight into their work and the many ways they contribute to creating lasting change.

**This directory is a resource** to help you connect with fellow EFOD members, explore collaboration opportunities, and learn more about the innovative work being done across our network. Each listing includes a brief description of the organization's focus, key initiatives, and a link to their website for further information.



## **Agroecology Commons | El Sobrante, CA**

### **Ancestral lands of the Ohlone Chochenyo and Karkin**

Focused on building just and sustainable food systems, Agroecology Commons promotes agroecological education and land access for frontline BIPOC communities. They work to challenge the inequities in food production while preserving traditional ecological knowledge.

[www.agroecologycommons.org](http://www.agroecologycommons.org)



## **Black Food Sovereignty Coalition | Portland, OR**

### **Ancestral lands of the Multnomah, Clackamas, Cowlitz, Kathlamet, Tualatin Kalapuya, Molalla**

Based in the Pacific Northwest, the BFSC addresses racial inequities in food systems by empowering Black farmers and food entrepreneurs. They focus on land access, food justice, and fostering economic resilience in BIPOC communities.

[www.agroecologycommons.org](http://www.agroecologycommons.org)



## **Black Oaks Center | Pembroke, IL**

### **Ancestral lands of the Potawatomi, Odawa (Ottawa), Ojibwe (Chippewa), Miami, Ho-Chunk (Winnebago), Menominee, Sac and Fox, Kickapoo**

Black Oaks Center promotes ecological sustainability and health sovereignty through permaculture and climate resilience education. Their efforts aim to revitalize rural Black communities by addressing food apartheid and creating sustainable food systems.

[www.blackoakscenter.org](http://www.blackoakscenter.org)



## **Boston Farms Community Land Trust | Boston, MA**

### **Ancestral lands of the Massachusetts, Wampanoag, and Nipmuc**

This urban land trust in Boston secures farmland for Black, Indigenous, and other marginalized communities to increase food sovereignty and land ownership. They support urban farmers with affordable land access to foster community-led food production.

[www.bostonfarms.org](http://www.bostonfarms.org)

# EFOD Network Directory

## **Chilkoot Indian Association** | Haines, AL **Ancestral lands of the Chilkoot Tlingit**

The Chilkoot Indian Association works to restore traditional Tlingit agricultural practices and improve food security for their Alaskan community. By integrating ancestral knowledge with modern food sovereignty efforts, they aim to cultivate resilience and self-sufficiency.

[www.chilkoot-nsn.gov](http://www.chilkoot-nsn.gov)

## **Communities in Partnership** | Durham, NC **Ancestral lands of the Occaneechi, Eno, Shakori, and Lumbee**

Communities In Partnership (CIP) is a majority Black women-led organization based in East Durham, North Carolina. They focus on organizing and empowering long-term residents, especially those of color and low wealth, to work toward racial, economic, and social liberation. CIP is committed to building grassroots leadership and addressing racial injustice in the community through initiatives that enhance economic and political power, ensuring that residents can actively participate in decision-making processes that affect their lives and neighborhoods. **CIP is an EFOD Steering Committee Member Organization**

[www.communitiesinpartnership.org](http://www.communitiesinpartnership.org)

## **Community Services Unlimited** | Los Angeles, CA **Ancestral lands of the Tongva, Chumash, and Kizh**

Community Services Unlimited (CSU) is a nonprofit organization rooted in South Central Los Angeles, originally founded by members of the Southern California chapter of the Black Panther Party. CSU is dedicated to food justice and community empowerment, offering programs focused on urban farming, nutrition education, and sustainable living.

[www.csuinc.org](http://www.csuinc.org)

## **Community to Community** | Bellingham, WA

### **Ancestral lands of the Coast Salish, Lummi Nation, Nooksack**

C2C is a women-led organization advocating for farmworker and immigrant rights in the Pacific Northwest. By building collective power and championing food sovereignty, they work to dismantle systemic inequities in agriculture while supporting leadership within marginalized communities.

[www.foodjustice.org](http://www.foodjustice.org)

## **Detroit Black Community Food Security Network** | Detroit, MI

### **Ancestral lands of the Anishinaabe (Ojibwe, Odawa, Potawatomi), Wyandot, and other Great Lakes tribes**

A leader in Detroit's urban agriculture movement, this network advocates for food sovereignty by operating farms and organizing food policy initiatives. They focus on increasing Black self-reliance through food access and education in underserved neighborhoods.

[www.dbcfsn.org](http://www.dbcfsn.org)

# EFOD Network Directory

## **Dream of Wild Health** | Minneapolis, Minnesota **Ancestral lands of the Dakota, Anishinaabe (Ojibwe)**

Centered on revitalizing Indigenous food systems, Dream of Wild Health connects Native American youth to their cultural roots through farming and seed saving. The organization strives to promote intergenerational healing and health within Native communities through food sovereignty initiatives.

[www.dreamofwildhealth.org](http://www.dreamofwildhealth.org)

## **Dreaming Out Loud** | Washington DC **Ancestral lands of the Nacotchtank (Anacostan), Piscataway, and Pamunkey**

Dreaming Out Loud empowers marginalized communities by creating sustainable food systems that address food insecurity and economic inequity. They provide farm and food business development opportunities, with a focus on food justice for Black and Brown communities.

[www.dreamingoutloud.org](http://www.dreamingoutloud.org)

## **El Departamento de la Comida** | Caguas, Puerto Rico **Ancestral lands of the Taíno**

Based in Puerto Rico, this collective focuses on food sovereignty and agroecology to support local farmers and rebuild resilient food systems post-hurricane. They work to preserve cultural foodways and promote sustainable farming practices.

[www.eldepartamentodelacomida.org](http://www.eldepartamentodelacomida.org)

## **Fountain Heights Farm** | Birmingham, AL **Ancestral lands of the Muscogee (Creek), Cherokee**

Fountain Heights Farm uses regenerative agriculture to transform vacant urban spaces into hubs for fresh food and community engagement. Their work focuses on addressing food apartheid and fostering self-sufficiency within historically disinvested neighborhoods.

[www.fountain-heights-cooperative.myshopify.com](http://www.fountain-heights-cooperative.myshopify.com)

## **Fresh Future Farms** | North Charleston, SC

### **Ancestral lands of the Cusabo (Etiwan, Kiawah), and Sewee**

Fresh Future Farms is an urban farm addressing food apartheid by providing affordable, fresh produce to underserved communities. They prioritize economic empowerment by creating jobs and offering leadership opportunities in sustainable agriculture.

[www.freshfuturefarm.org](http://www.freshfuturefarm.org)

# EFOD Network Directory

## **Hmong American Farmers Association** | Minneapolis, MN **Ancestral lands of the Dakota, Anishinaabe (Ojibwe)**

HAFAs support Hmong farmers with land access, training, and economic development to build sustainable farming businesses. They focus on creating equitable opportunities for immigrant and refugee farmers in the region.

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

## **Inclusive Action for the City** | Los Angeles, CA **Ancestral lands of the Tongva, Chumash, Kizh**

Inclusive Action for the City is a non-profit, community development financial institution (CDFI) serving Los Angeles County and beyond. Our mission is to serve underinvested communities and build thriving local economies by improving access to transformative capital, and advancing policy through collaborative research and community-driven advocacy. We envision diverse communities that have equitable and sustained access to resources, and exercise agency over their futures.

**Inclusive Action is an EFOD Steering Committee Member Organization**

[www.inclusiveaction.org](http://www.inclusiveaction.org)

## **Kheprw Institute** | Indianapolis, IN **Ancestral lands of the Miami, Lenape (Delaware), Potawatomi, Shawnee**

Kheprw Institute focuses on community empowerment through food justice and social enterprise development. They work with youth and underserved communities to build self-sustaining food systems and create opportunities for economic growth.

[www.kheprw.org](http://www.kheprw.org)

## **La Mujer Obrera** | El Paso, TX

### **Ancestral lands of the Apache, Tigua, Piro, Suma, and Manso**

La Mujer Obrera's mission is to develop and use our creative capacity to express the dignity and diversity of our Mexican heritage, from indigenous Mesoamerican roots to contemporary expressions, and to develop and celebrate our community through economic development, community building, community health and civic engagement. **La Mujer Obrera is an EFOD Steering Committee Member Organization**

[www.mujerobrera.org/](http://www.mujerobrera.org/)

## **La Semilla Food Center** | Anthony, NM

### **Ancestral lands of the Mescalero Apache, Piro, Manso, Suma**

La Semilla Food Center is a 501(c)3 nonprofit organization based in Anthony, NM. Our mission is to foster a healthy, self-reliant, fair, and sustainable food system in the Paso del Norte region of southern New Mexico and El Paso, TX. We are committed to building strong relationships and creating empowering spaces for youth and families to grow and cook good food, create positive change, and foster connections among food, health, and local economies. **La Semilla is an EFOD Steering Committee Member Organization**

[www.lasemillafoodcenter.org](http://www.lasemillafoodcenter.org)

# EFOD Network Directory

## **Loiter** | East Cleveland, OH

**Ancestral lands of the Erie, Haudenosaunee (Iroquois), Lenape (Delaware)**

Loiter fosters creative placemaking and economic development through food and arts initiatives in historically marginalized communities. They work to build food sovereignty while creating spaces for social engagement and cultural expression. **Loiter is an EFOD Steering Committee Member Organization**

[www.loiter.us](http://www.loiter.us)

## **Mandela Partners** | Oakland, CA

**Ancestral lands of the Ohlone (Chochenyo), Bay Miwok, Muwekma Ohlone**

Founded in West Oakland, California, Mandela Partners was established to fill a gap that was created through deeply rooted inequities—a challenging local food environment, a legacy of redlining and economic disinvestment, and barriers to opportunities for entrepreneurs. In response, Mandela Partners supported the development of a community-directed plan that respected community members' ability to identify local needs, and uplift community assets. **Mandela Partners is an EFOD Steering Committee Member Organization**

[www.mandelapartners.org](http://www.mandelapartners.org)

## **Oakland Bloom** | Oakland, CA

**Ancestral lands of the Ohlone (Chochenyo), Bay Miwok, Muwekma Ohlone**

Oakland Bloom supports immigrant and refugee chefs in the Bay Area by providing cooperative business development and food entrepreneurship opportunities. Their work centers on creating culturally relevant food enterprises that promote economic independence and cultural preservation.

[www.oaklandbloom.org](http://www.oaklandbloom.org)

## **Paradise Natural Foods** | Detroit, MI

**Ancestral lands of the Anishinaabe (Ojibwe, Odawa, Potawatomi), Wyandot, and other Great Lakes tribes**

Paradise Natural Food's mission is to support Farm To Table and make eating well accessible to everyone. From delicious pre-prepared salads, sandwiches, soups, and coffee, to beautifully flavored rotisseries chickens and tantalizing vegetables for your whole family.

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

## **Planting Justice** | Oakland, CA

**Ancestral lands of the Ohlone (Chochenyo), Bay Miwok, Muwekma Ohlone**

Planting Justice provides sustainable living-wage jobs, food access, and holistic programming for communities impacted by mass incarceration. They are working toward economic and environmental justice by building a network of sustainable land-based social enterprises. We counter systemic oppression, violence, and inequity by creating good jobs with nature-based work, a healing environment with holistic community support, and real opportunities for personal growth. **Planting Justice is an EFOD Steering Committee Member Organization**

[www.plantingjustice.org](http://www.plantingjustice.org)

# EFOD Network Directory

## **Residents Association of Englewood (R.A.G.E.) | Chicago, IL**

**Ancestral lands of the Potawatomi, Odawa (Ottawa), Ojibwe (Chippewa), Miami, Ho-Chunk (Winnebago), Menominee, Sac and Fox, Kickapoo**

R.A.G.E. is a resident-driven association established to build relationships with fellow residents, Englewood's public officials, business owners and organizations. Their work focused on addressing community problems, creating tangible solutions (holistic and block by block) and actively seeking ways to keep fellow residents informed about the latest news in Englewood, Chicago.

[www.raginglewood.org](http://www.raginglewood.org)

## **Rocky Acres Community Farm | Freeville, NY**

**Ancestral lands of the Cayuga, Haudenosaunee (Iroquois Confederacy)**

This family-owned farm uses regenerative agricultural methods to provide fresh, nutrient-rich produce while preserving land and water resources. Located in a historically underserved rural area, Rocky Acres prioritizes local food access and education on climate-resilient farming.

[www.instagram.com/rockyacrescommunityfarm](http://www.instagram.com/rockyacrescommunityfarm)

## **Sankofa | New Orleans, LA**

**Ancestral lands of the Chitimacha, Houma, Choctaw, Biloxi**

The Sankofa Community Development Corporation (CDC) founded by Rashida Ferdinand in 2008, with the support of Lower Ninth Ward residents and stakeholders, is a 501 (c) 3 non – profit organization. Initially incorporated as the Historic Lower Ninth Ward Council for Arts and Sustainability our first project was the Sankofa Marketplace, a monthly community hub for local growers, musicians, chefs, merchants, and artists. **Sankofa is an EFOD Steering Committee Member Organization**

[www.sankofanola.org](http://www.sankofanola.org)

## **Southeast MI Producers Association | Royal Oak, MI**

**Ancestral lands of the Anishinaabe Anishinaabe (Ojibwe, Odawa, Potawatomi)**

This cooperative supports Black farmers and food entrepreneurs across Southeast Michigan with technical assistance, marketing, and land access. SEMPA focuses on building economic resilience and ensuring food security for BIPOC communities.

[facebook.com/SEMPAFARMERS](https://facebook.com/SEMPAFARMERS)

## **Sticky Rice Club | Oakland, CA**

**Ancestral lands of the Ohlone (Chochenyo), Bay Miwok, Muwekma Ohlone**

Sticky Rice Club is an economic and community development nonprofit that aims to strengthen neighborhood resilience in Oakland through the development of public + commercial spaces, workshops + healing retreats, and community programs that promote: compassion, mindfulness practices, healing, equity, collective ownership, community safety, neighborhood solidarity, and cultural food + arts.

[www.stickyriceclub.org](http://www.stickyriceclub.org)

# EFOD Network **Directory**



## **Tierras Milperas** | Watsonville, CA


### **Ancestral lands of the Amah Mutsun, Ohlone**

Tierras Milperas is a women-led cooperative fostering community-driven agricultural practices rooted in traditional farming knowledge. The organization works to ensure food sovereignty and self-determination for Latinx and immigrant communities through sustainable land stewardship.

[www.tierrasmilperas.org](http://www.tierrasmilperas.org)

## **Urban Growers Collective** | Chicago, IL

### **Ancestral lands of the Potawatomi, Odawa (Ottawa), Ojibwe (Chippewa), Miami, Ho-Chunk (Winnebago), Menominee, Sac and Fox, Kickapoo**



Urban Growers Collective operates urban farms that provide fresh, healthy food to underserved communities. They focus on food justice, education, and job creation, using agriculture as a tool for healing and empowerment in disinvested neighborhoods.

[www.urbangrowerscollective.org](http://www.urbangrowerscollective.org)



### **Allied Non-Voting Members of the EFOD Collaborative Steering Committee**

We want to acknowledge our allied non-voting members who offer unique insights and expertise to support the work of the EFOD Collaborative. Their contributions help strengthen our shared commitment to building equitable food systems.

**Anthony Chang & Mariela Cedeño of Manzanita Capital Collective; Dyane Pascall of Conscious Capital Investments, Olivia Rebanal of Ecotrust; Veronica Saldana of Self-Help**





# The EFOD Criteria

The EFOD Steering Committee defined key criteria to identify projects and organizations that embody “food oriented equitable development.” These criteria provide useful definitions to those beginning to explore this work and are a tool for learning and reflection. To learn out more about EFOD criteria, visit [www.efod.org](http://www.efod.org).

1

## Equity & Justice First:

We evaluate projects based on their capacity to dismantle historical inequities and their connection to local organizing. We assess whether organizations collaborate with systemic actors to transform the economic and social landscape.

2

## Place & People Based:

EFOD projects support organizations that are deeply rooted in their communities. We assess how well an organization understands, represents, and engages with local needs and strengths. We consider the organization’s longevity, respect for local culture, and efforts to amplify community voices—ensuring initiatives are driven by the community, not just for it.

3

## Market-Based Strategies:

We prioritize projects that use market strategies to economically empower communities, addressing the unique challenges faced by community businesses and disrupting systemic inequities rooted in capitalism. EFOD-aligned projects focus on strategic economic development, not only supporting but elevating the communities they serve.

4

## Community Leadership & Engagement:

We prioritize projects where community members are not just participants but leaders, ensuring decisions reflect the genuine needs and aspirations of those they impact, authentically embodying the community’s ambitions and values.

5

## Community Ownership:

We advocate for initiatives that secure real ownership of physical spaces and economic resources within communities, contributing to long-term wealth and resilience. We prioritize projects that effectively distribute capital, develop sustainable business models, and cultivate a liberatory consciousness among community members.



## Get in **Touch**

[www.efod.org](http://www.efod.org)

### **Funding Opportunities**

[trisha@daisaenterprises.com](mailto:trisha@daisaenterprises.com);  
[ciara@daisaenterprises.com](mailto:ciara@daisaenterprises.com)

Community Network Support

[\*\*germaine@daisaenterprises.com\*\*](mailto:germaine@daisaenterprises.com)

Grant Support

[\*\*ashley@daisaenterprises.com\*\*](mailto:ashley@daisaenterprises.com)

Media Inquiries

[\*\*monica@daisaenterprises.com\*\*](mailto:monica@daisaenterprises.com)



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