



# Insights on Diversity, Equity, and Inclusion:

## The Nature Conservancy's Regenerative Row Crop Strategy

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The Dow Fellows: Keoni Bailey, Rasha Mohamed, Samantha Teng, and Chantalle Vincent

Faculty Advisor: Lesli Hoey, PhD - Associate Professor of Urban and Regional Planning at the University of Michigan

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# Executive Summary

## Introduction

The Nature Conservancy (TNC) is a global organization with active conservation, agricultural, and sustainability work on six continents. This report was commissioned by TNC's Regenerative Row Crop strategy in the Midwest Division which covers the states of Illinois, Indiana, Michigan, Ohio, and Wisconsin. The report aims to provide guidance and actionable recommendations toward a more diverse, equitable, inclusive, and just sustainable agricultural strategy in the Midwest.

## Background

A historical perspective of agriculture and conservation in the United States reveals a deeply racist past; the lack of land ownership by minority farmers - specifically Black, Indigenous, and People of Color (BIPOC) - is but one pivotal consequence. Until now, TNC's Regenerative Row Crop Strategy (referred to as Ag strategy or Ag team) has operationalized its work by partnering predominantly with stakeholders viewed as having the greatest impact on national watersheds, resulting in their partnerships leaning more towards the largely white group of Midwestern row croppers.

TNC's Ag team, however, has begun to explore ways to transform its agricultural strategy into one that upholds and promotes TNC's values of diversity, equity, and inclusion (DEI). This report, produced and formulated by the Dow Sustainability Fellows at the University of Michigan (UM), with UM faculty guidance and TNC's collaborative input, seeks to build on efforts already started by TNC's Ag team. It presents successful DEI case examples, an organizational index, and summative recommendations.

## Results

Eleven case examples from parallel organizations, industry leaders, and TNC project teams who have successfully undergone DEI transformations shared common lessons and took actions that could offer TNC a direction for tangible steps forward. An organizational index which includes organizational summaries, project focuses and contact information for over 75 organizations in the Midwest region who engage with BIPOC communities involved in the agricultural system is also provided.

## Recommendations

TNC's Ag team must embrace and invest in a new community of conservation to ensure their agricultural strategy in the Midwest is effective and just. Authentic DEI efforts require long-term commitment, but tangible steps can start now. TNC's Ag team should:

- Reflect and articulate its "why" – its purpose for DEI engagement
- Look internally, create an effective DEI mission statement, and track its progress
- Reconcile its relationship with BIPOC communities



## Introduction & Background

The Nature Conservancy (TNC) is a global organization with active conservation, agricultural, and sustainability work on six continents. This report was commissioned by the TNC's Regenerative Row Crops strategy in the Midwest Division (Ag team or Ag strategy). The Midwest Division includes leaders from Indiana, Illinois, Michigan, Ohio, and Wisconsin (IN, IL, MI, OH, and WI) who primarily work towards improved freshwater quality in the Great Lakes' and Mississippi watersheds. The Ag team executes this mission through numerous projects at the intersection of conservation and agriculture (Figure 1, Figure 2). Given agricultural land accounts for over one-half of the U.S. land base, the promotion of better water quality necessitates healthy agriculture and conservation practices. This is particularly true for Midwest states, as intensive use of fertilizers in agriculture plays a dominant role in water pollution in the surrounding and downstream watersheds.

This agricultural land which dominates so much of the landscape does not necessarily represent the surrounding populations, however, in large part due to purposeful, strategic exclusion and discrimination. A historical perspective of agriculture and conservation in the United States reveals a deeply racist past; laws like the Homestead Act of 1862,<sup>1</sup> Morrill Act of 1862,<sup>2</sup> the heirs property law,

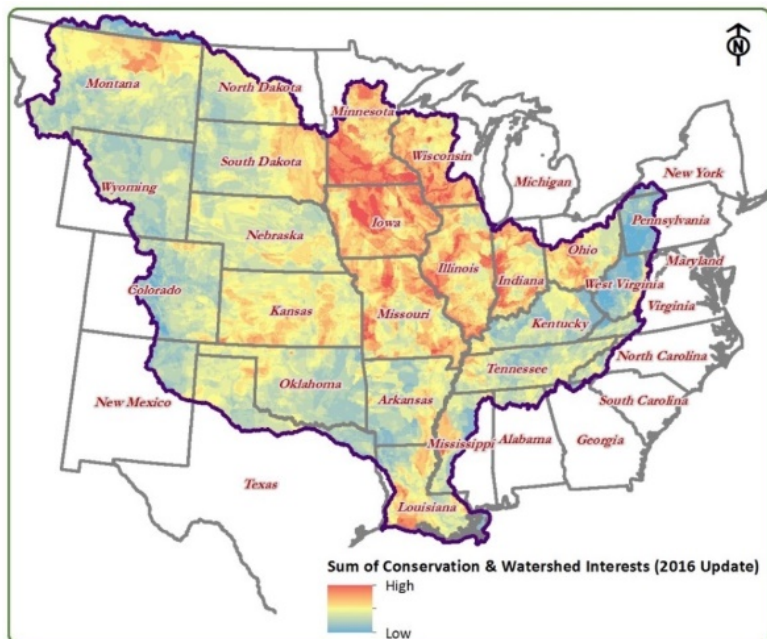


FIGURE 1: THE MISSISSIPPI WATERSHED. SOURCE: TNC

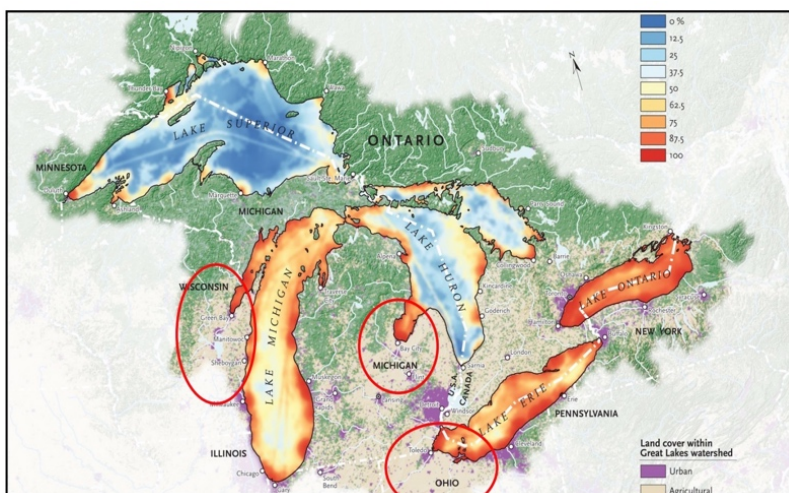


FIGURE 2: THE GREAT LAKES WATERSHED. SOURCE: TNC

<sup>1</sup> Trina Williams, "The Homestead Act: A Major Asset-Building Policy in American History." Paper Commissioned for "Inclusion in Asset Building: Research and Policy Symposium," Center for Social Development Washington University, St. Louis, Sept. 21-23, 2000 <http://community-wealth.org/content/homestead-act-major-asset-building-policy-american-history-working-paper-00-9>;

<sup>2</sup> Rosalie Z Fanshel, "The Morrill Act as Racial Contract: Settler Colonialism and U.S. Higher Education." *Joseph A. Myers Center for Research on Native American Issues Working Paper Series*, Institute for the Study of Societal Issues University of California Berkley, Dec. 2020

and the 1973 Farm Bill along with many other de facto modes of discrimination fostered decades of inequitable practices. These practices continue to influence the present state of inequity in agriculture, as historic exclusion from landownership leads to loss of the potential for generational wealth and property. TNC has heretofore operationalized its work by partnering predominantly with stakeholders viewed as having the greatest impact on national watersheds, resulting in their partnerships leaning more towards the largely white group of Midwestern row croppers. The Ag team's recent reflection on their commitment to centering equity in agricultural work reveals grave concern: At best, TNC's Ag strategy has failed to engage in consistently meaningful and co-beneficial relationships with minority communities; at worst, it has actively contributed to the agricultural inertia which bred and sustains the current landownership and agricultural power matrix in the Midwest. To bring clarity and respond to these concerns, the Ag team has engaged in multifaceted efforts around diversity, equity, and inclusion (DEI); this report serves the same mission.

## Purpose: To provide actionable guidance to The Nature Conservancy's Ag team on diversity, equity, and inclusion

### Deciding to engage in diversity, equity, and inclusion

The decision to engage in DEI is of pivotal importance to the current and future success of organizations for numerous reasons.<sup>34</sup> However, before individuals or organizations can begin systematically addressing these principles, a common understanding of diversity, equity, and inclusion must be established.

### What is diversity, equity, and inclusion?

For a large organization to engage meaningfully in DEI work, a common and precise understanding of DEI must be articulated publicly and distributed widely. The process of defining DEI principles as it relates to an organization's work provides a crucial foundation for further engagement. Importantly, though each organization's definition of DEI will likely share similar vocabulary, they must define and articulate how DEI specifically relates to their mission and purpose. Institutions with robust DEI foundations, foster a shared institutional understanding around each of its elements, which not only reflects the core mission of the organization but also guides and empowers its work.

### Why decide to pursue DEI?

Exactly how and why an organization like TNC decides to foster a greater commitment to DEI is paramount. Particularly for organizations such as TNC, which span multiple communities and continents, DEI work must proceed in a bidirectional manner: organizational leadership must promote system-wide commitment and orientation toward greater DEI at all levels; individual workers & teams must provide community and issue specific nuance in the application of DEI principles. TNC's executive leadership has begun greater efforts to align its mission with DEI principles across the globe through its first annual DEIJ (Diversity, Equity, Inclusion, and Justice) report;<sup>5</sup> however, this global effort is in its humble infancy. As the report illustrates, many

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<sup>3</sup> Byrd, Marilyn Y., and Claretha Hughes. "Re-Conceptualizing Diversity Management: Organization-Serving, Justice-Oriented, or Both?" In *Implementation Strategies for Improving Diversity in Organizations*. edited by Hughes, Claretha, 39-74. Hershey, PA: IGI Global, 2021. <https://doi-org.proxy.lib.umich.edu/10.4018/978-1-7998-4745-8.ch002>

<sup>4</sup> Anand, Rohini. *Leading Global Diversity, Equity, and Inclusion: A Guide to Systemic Change in Multinational Organizations*. First edition. Oakland, CA: Berrett-Koehler, 2021.

<sup>5</sup>The Nature Conservancy. 2022. "We Grow Together Stories and People of Nature." nature.org. [https://www.nature.org/content/dam/tnc/nature/en/documents/TNC\\_2022\\_Annual\\_Impact\\_Report.pdf](https://www.nature.org/content/dam/tnc/nature/en/documents/TNC_2022_Annual_Impact_Report.pdf).

subsectors and project teams within TNC are already engaged in DEI work, but efforts have largely remained isolated with minimally shared institutional DEI knowledge. Furthermore, the community-context in which TNC teams work are vastly different across the globe. In the Midwest, where the Ag Team focuses its own work, civil unrest due to systemic racism and acts of police brutality have been some of the greatest factors in shaping community sentiment and interest in expanding DEI efforts.

The murder of George Floyd and its punctuation within the Black Lives Matter Movement inspired a swell of US-based & Western organizations to begin to publicly reconcile how their current business practices actively perpetuated harmful historic prejudices against marginalized groups – particularly Black, Indigenous, and People of Color (BIPOC) communities. TNC's Ag team is one of such organizations. The Ag team has decided to pursue greater DEI in its internal hiring and external conservation strategies; what must be answered and articulated clearly is *why* to pursue these efforts. An explicit understanding which is written, distributed amongst staff, and clearly connected to the mission of the organization will help not only identify, but guide first areas of focus. Moreover, for new partnership with diverse communities to flourish or existing relationships to deepen, the Ag team must be able to transparently, authentically, and consistently share its motivations for working with diverse communities.<sup>6</sup>

### The role of racial justice in ecological work

Racial justice, even when focusing on the ideas of environmental justice, can at times seem out of place in scientific and management discussions of conservation. However, it must be acknowledged that racism and discrimination has played a role in shaping the outcomes of conservation projects for decades. Resulting integration of discussions on racial justice along with environmental issues has seen success in movements such as Via Campesina, an uprising of disenfranchised peasants in Brazil which has evolved into a global push for food sovereignty, sustainable agriculture, and racial equity<sup>7</sup>. Movements reflecting these values have arisen in the United States, stemming from a history of disenfranchisement and exploitation that has limited land ownership of modern BIPOC communities<sup>8</sup>.

While there is often fear that a dual focus on social and scientific issues will ultimately detract from both, there is clear evidence supporting that the opposite is in fact true. Instead, incorporating racial justice holds the potential to rally an even greater number of individuals to the transformation of the food system.<sup>9</sup> This swell of support from a newly engaged base may be the key to a project succeeding. Inversely, social and conservation efforts have failed when they fail to consider the true goals and priorities of the communities with which they engage<sup>10</sup>. Scientific literature demonstrates that sustainability efforts may hinge on the proper integration of the needs of humanity along with those of natural ecosystems. Context matters, particularly as it relates to DEI and conservation;<sup>11</sup> the “ecology of segregation” has emerged as a critical lens to consider these efforts.<sup>12</sup> The evolving literature and actions of scientists, activists, and nonprofit

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<sup>6</sup> Sean Charles Kenney, “Kaleidoscopic Inquiries: Queering Approaches to Organizational Diversity Work,” Master’s thesis, (University of Colorado, 2021).

<sup>7</sup> Annette Aurelie Desmarais, “The power of peasants: Reflections on the meaning of La Via Campesina,” *Journal of Rural Studies* 24, no. 2 (2008): 138-149.

<sup>8</sup> Zoe W. Brent, Christina M. Schiavoni, & Alberto Alonso-Fradejas, “Contextualising Food Sovereignty: The politics of convergence among movements in the USA,” *Third World Quarterly* 36, no. 3 (2015).

<sup>9</sup> Ibid.

<sup>10</sup> Rachel Slocum, “Anti-Racist practice and the work of community food organizations,” *Antipode* 38, no. 2 (2006): 327-349.

<sup>11</sup> Peter Kareiva & Michelle Marvier, “What is conservation science?,” *BioScience* 62 (2012): 962-969.

<sup>12</sup> Steward T.A. Pickett & J. Morgan Grove, “An ecology of segregation,” *Frontiers in Ecology and the Environment* 18, no. 10 (2020): 535.



organizations demonstrate the value in combining environmental conservation and racial justice to best uplift communities and bring about long-term protection for the natural world.

## Methodology

TNC's Ag team and the Dow Fellows engaged in a collaborative, interdisciplinary relationship to create this report and the tangible recommendations toward a more just, equitable, and inclusive agricultural strategy it includes. The scope of work was defined with two primary deliverables: 1) a case series review of companies and organizations that have diversified their organization's approach to fulfilling their mission and 2) an index of ecological, agricultural, sustainability, and conservation organizations that engage with BIPOC communities in their work in IL, IN, MI, OH, and WI.

### Case series

Initial research to compile a comprehensive and applicable review of organizations who have successfully undergone DEI transformations both internally (i.e. through diverse personnel and changing hierarchical structures) and the way in which they do their work (i.e. diversity of project partners, considerations of the positive or negative impact their work will have on historically marginalized communities) was performed in the spring of 2022. The Fellows worked with a library scientist and a University of Michigan faculty advisor to include relevant examples from peer-reviewed, industry publications, and grey literature. Without knowledge of what the search may yield, what constituted a pertinent example was broadly defined, as the focus was to provide content from which vicarious lessons and recommendations could be drawn. Articles were gathered by the Dow Fellows and synthesized over the course of the summer.

In July 2021, the global sector of TNC released its first annual DEIJ report, which highlighted different teams and projects across the globe. Team and project leaders across the report were contacted and invited to discuss their project in greater depth with the Dow Fellows. Interviews with TNC project leaders were conducted by Dow Fellows to understand a more comprehensive and clear narrative of the origins, success, failures, key relationships, and outlook for each project. Specific attention was given to DEI. Interview summaries are provided in the results section. A detailed outline of interview questions can be found in the Appendix A. After independent review by Dow Fellows, key takeaways and thematic recommendations were summarized and compiled.

### Organizational index

The organizational index is a comprehensive index of organizations that work within both the agricultural and food systems space and serve BIPOC communities. A copy of the organization index has been provided to the Ag team as a separate file. Information was collected with a mixed methodology suited to the nature of these organizations. Many of the smaller organizations lack an internet presence and spread news of their programs through word of mouth or by utilizing existing community networks. To accommodate the diverse manner by which these organizations advertise themselves, the creation of this index was required to be equally varied, owing the discoveries of new groups to internet searches, articles, interviews, and museum exhibits.

The bulk of the organizations displayed in this index were discovered through internet searches, as well as the perusal of web pages and articles turned up by these searches. Each organization's website discovered via internet search was also explored for mentions of partnerships or connections with other groups which may be relevant to the project. Additional appendixes were provided to TNC with contain the keywords of each search and a list of organization's partner relationships. Internet searches also curated a collection of web pages, specifically social media sites associated with many of these organizations. As many of the organizations composing the index lack a formal website and are present only on Facebook, Instagram, or

other forms of social media, much time was spent on these sites compiling information from their forums. These sites also provide suggestions of related pages of interest, often opening the door to a new organization previously unheard of.

While discoveries via internet searches compose most of the index, many of the organizations listed were also supplied by interviewees or other word of mouth sources. AJ Boyce from TNC supplied a map of agricultural organizations he found in his work in Ohio. Considering AJ's existing knowledge of these organizations' presence as BIPOC-led businesses, each was added to the index to formalize that knowledge and flesh out these organizations' missions, goals, and active programming. The index was further expanded following an introduction to and interview with Jen Read of the Graham Sustainability Institute, who is partnering with the Wild Rice Initiative in Michigan. This collective of Native American tribes in the state of Michigan was added to the index following this discussion of the project, along with every state and federally recognized tribe within the Midwest.

## Results

### Case studies: promising examples toward a more just future

The following case examples were compiled and organized into three sections: parallel organizations, pertinent examples from industry, and TNC project and team examples. They are offered to highlight creative and common examples of successful DEI engagement, approaches to common struggles, and practices to ensure continued reflection and improvement. The breadth and depth of each organizations' DEI efforts are not fully illustrated; rather, representative components of specific DEI initiatives by each organization are described.

| Themes                                                               | Organizations:         |                   |                   |                       |                   |           |                                   |                                  |                                 |                   |                                                  |
|----------------------------------------------------------------------|------------------------|-------------------|-------------------|-----------------------|-------------------|-----------|-----------------------------------|----------------------------------|---------------------------------|-------------------|--------------------------------------------------|
|                                                                      | Parallel Organizations |                   |                   |                       | Industry          |           | TNC Projects & Teams              |                                  |                                 |                   |                                                  |
|                                                                      | NPCA <sup>1</sup>      | NRFW <sup>2</sup> | STRL <sup>3</sup> | The Conservation Fund | GLCU <sup>4</sup> | Accenture | Nature United – SEAS <sup>5</sup> | TNC Michigan – GLSF <sup>6</sup> | TNC New York – HOC <sup>7</sup> | IPBN <sup>8</sup> | TNC Equitable Conservation – REPAIR <sup>9</sup> |
| Accountability & transparency                                        | X                      | X                 | X                 |                       |                   | X         |                                   |                                  |                                 |                   |                                                  |
| Formalized DEI committee                                             |                        |                   |                   |                       | X                 | X         |                                   |                                  | X                               |                   | X                                                |
| Intentional DEI metrics                                              | X                      |                   |                   |                       | X                 | X         | X                                 |                                  |                                 |                   |                                                  |
| Leverage skillset & resources to build partner organization Capacity |                        | X                 |                   | X                     |                   |           |                                   |                                  |                                 | X                 |                                                  |
| Pilot project utilization                                            |                        | X                 |                   |                       |                   |           |                                   |                                  | X                               |                   |                                                  |
| Relationship building & trust                                        | X                      | X                 | X                 | X                     |                   |           | X                                 | X                                | X                               | X                 |                                                  |

|                              |  |   |  |  |  |  |   |   |  |  |  |
|------------------------------|--|---|--|--|--|--|---|---|--|--|--|
| Utilized external consultant |  | X |  |  |  |  | X | X |  |  |  |
|------------------------------|--|---|--|--|--|--|---|---|--|--|--|

Below, the Fellows have outlined a table summarizing recurring key themes across the different case studies:

1) The National Parks Conservation Association. 2) The Natural Resources Foundation of Wisconsin. 3) Save the Redwoods League. 4) Great Lakes Credit Union. 5) Nature United – Supporting Emerging Aboriginal Stewardship. 6) The Nature Conservancy Michigan – Great Lakes Sustainable Fisheries. 7) The Nature Conservancy New York – Hunters of Color. 8) Indigenous Peoples Burning Network. 9). The Nature Conservancy Equitable Conservation – Racial Equity Partnerships and Intentional Repair.

## Organizational index

A copy of the organization index has been provided to the Ag team as a separate file.

TNC's Ag team, which primarily focuses on conservation and agriculture through freshwater quality control initiatives, works with farms to meet their target conservation goals. This engagement is predominantly with white farmers who tend to own and operate those farms seen as having the greatest negative impact on the environment, growing acres upon acres of row crops treated with chemical inputs. This focus, however, has reinforced the historic exclusion of BIPOC farmers, who often own smaller plots of land or work in or around urban areas. To bridge the gap of engagement we have created this organizational index to serve as a tool for TNC's Ag team to learn about initiatives and work being done with/for BIPOC farmers in the communities across their region.

This index is a compilation of BIPOC organizations in the Midwest region that work in agriculture and/or conservation work. The index intends to offer TNC's Ag team a greater insight into the landscape of Midwest organizations who represent or have existing relationships with BIPOC farmers, so TNC's Ag team can begin to identify how it may best partner and support BIPOC farmers. It is important that TNC's Ag team should utilize best practices for engagement with diverse communities alongside this document to ensure issues important to BIPOC farmers are prioritized and DEI is centered in the relationship. This index is meant to serve as a resource to understand what work is currently being undertaken, by whom, in what locations, on what scale, and where there might be room for partnership with organizations.

## Utilization of this Resource

The organizational index is a non-exhaustive list of organizations working with BIPOC farmers in the Midwest, which can be updated as new information is collected. Before engaging with organizations listed in this index, we ask that TNC's Ag team take measures to ensure a respectful approach with potential partner organizations. This index is meant to be used in concert with the case series, offering opportunities to apply some of the knowledge gained through the latter following the enactment of some of the internal recommendations.

The organizational index contains three main components: the index itself, listing potential partners, potential events and meetings at which the Ag Team can engage these organizations, and the methodological information on all key words and search terms used to discover the organizations. The bulk of the document displays varied information on each organization, including the location of its headquarters, the range of its influence, leadership structure including the names of key leadership, and their ongoing goals and projects. Any additional apparent strengths or weaknesses of the organization are listed as well, the former largely reflecting attributes that may be brought to a partnership, the latter any area where the organization may be lacking.



## Recommendations

### TNC's Ag team should reflect and articulate its “why”

Since mid 2020, numerous organizations have released statements to denounce racism and demonstrate public alignment with a diverse, equitable, and inclusive ethic. The rapidity with which statements were released created a conundrum for businesses: many companies who chose to release a statement in support of anti-racist practices publicly faced scrutiny over how the statement was, at best, a hollow attempt to virtue signal, and at worst blatantly incongruent with the companies' current practices.<sup>13</sup>

The *who*, *how*, and *why* of DEI are key components of a just transition. Each organization, the *who*, must take stock of its own history and practices, as these will weigh heavily on *how* it must move forward.<sup>14</sup> The specifics of *how* an organization decides to pursue DEI pertains to multiple layers: the articulation of the organizations' mission alignment with DEI (i.e. institutional definitions, as above) both internally and publicly; precise understanding of *why* DEI is important to the current and future work of the organization; clear processes to embed DEI principles in all internal and external organizational practices; and transparent reporting on progress and missteps to ensure accountability.<sup>15</sup> *Why* an organization pursues DEI efforts are complex and varying but must be authentic and explicitly stated to be successful.

Case examples from organizations who have defined their *why* are industry-specific. Importantly, organizations which define, articulate (both internally and publicly), and invest resources (i.e. financial, time, specific personnel) in DEI transitions provide the necessary foundation for their future work.<sup>16</sup> The most successful DEI transitions are not rooted in a reactionary response to the current socio-political movements, but an intentional and thoughtful understanding of how DEI is, and must be, integral to the fabric of the organization.

Though the specific *why* an organization creates should be highly specific and tailored to their own work and goals, there are two common lines of reasoning often incorporated. Firstly, organizations benefit from diversity and inclusion. A McKinsey study from 2019 indicates that more diverse companies tend to outperform their less diverse peers.<sup>17</sup> The more diverse companies within the study implemented systematic changes across all roles to approach diversity and inclusion. These companies used systematic, business-led approaches to increase representation through accountability and leadership goals, and they created fairness and transparency to ensure a level playing field for promotion.<sup>18</sup>

<sup>13</sup> Sherman, Natalie. 2020. “George Floyd: Why are companies speaking up this time?” BBC.

<https://www.bbc.com/news/business-52896265>

<sup>14</sup> Phillips, Kathrine. 2014. “Home.” YouTube. <https://www-scientificamerican-com.proxy.lib.umich.edu/article/how-diversity-makes-us-smarter/>.

<sup>15</sup> Johnson, Kathy. 2021. “A Profession Reflecting Life: Bringing Diversity, Equity & Inclusion to the Accounting World.” California CPA 89 (8): 15–17. <https://search-ebscohost-com.proxy.lib.umich.edu/login.aspx?direct=true&db=bth&AN=149063336&site=ehost-live&scope=site>.

<sup>16</sup> Hodgett, Martin. 2022. “A Commitment to Advancing Diversity, Equity, and Inclusion.” Los Angeles Business Journal. <https://labusinessjournal.com/business-journal-events/a-commitment-to-advancing-diversity-equity-and-inclusion/>.

<sup>17</sup> Dixon-Fyle, Sundiatu, Kevin Dolan, Dame Vivian Hunt, and Sara Prince. Diversity wins: How inclusion matters. McKinsey & Company, April 6, 2022. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>.

<sup>18</sup> Ibid.

The second argument and most commonly cited *why*, known as the “business case” for diversity, “is a rhetoric that justifies diversity in the workplace on the grounds that it benefits companies’ bottom line.”<sup>19</sup> It is included here because though its content may reflect a component of why TNC’s Ag team decides to engage in DEI efforts, there is growing evidence to suggest “the fairness case” for diversity, “a rhetoric that justifies diversity on moral grounds of fairness and equal opportunity” is effective, as well.<sup>20</sup>

## TNC’s Ag team should look internally, create an effective mission statement, and track its progress

Drafting a DEI statement is a starting point, and the process of drafting such a statement is as important as its contents. Critical to an effective DEI statement is first completing an assessment of internal and external organizational factors that help frame opportunities and challenges for the organization. TNC’s Ag team should understand the power structures that undergird and perpetuate systemic racism and how it may be culpable or supportive of systemic change. The larger TNC has already undergone this research step, and DEI is written into its Mission, Vision, and Values statement:<sup>21</sup>

### **Commitment to Diversity:**

*We recognize that conservation is best advanced by the leadership and contributions of people of widely diverse backgrounds, experiences and identities. We will recruit and develop staff to create a diverse, inclusive and equitable organization that reflects our global character and:*

- *Leverage our differences to be more effective in achieving our mission*
- *Respect and learn from our variety of experiences and ways of thinking*
- *Create a day to day workplace climate that welcomes and encourages each of us, valuing the contributions of all*
- *Strengthen the diversity of our workforce, trustees, and board.*

However, beyond crafting a DEI statement, TNC’s Ag Team must also work to define and operationalize its DEI strategy. Effective organizations imbue each aspect of their organization with the principles of DEI, and the strategy should be anchored by actionable plans.<sup>22</sup> Organizations must look both within company walls and outward with external engagement to incorporate DEI strategies.<sup>23</sup> TNC’s Ag team must define what the overall DEI strategy means in the context of their division. DEI strategy is most effective when its design

<sup>19</sup> Meyer, Don. 2022. “Diversity, Equity and Inclusion: Why the Profession Needs to ...” NJCPA.

<https://www.njcpa.org/about/article/2022/01/17/diversity-equity-and-inclusion-why-the-profession-needs-to-change-and-how-to-do-it>.

<sup>20</sup> Katherine W. Phillips, “How Diversity Makes Us Smarter: being around people who are different from us makes us more creative, more diligent and harder-working.” *Scientific American*. October 1, 2014.

<https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/>

<sup>21</sup> “Our Mission, Vision, and Values: Who We Are.” The Nature Conservancy. Accessed October 30, 2022.

<https://www.nature.org/en-us/about-us/who-we-are/our-mission-vision-and-values/>.

<sup>22</sup> Robbins, S. A. (2021). *Moving beyond inclusive excellence: Operationalizing diversity, equity, & inclusion through organizational alignment in higher education* (Order No. 28713948). Available from ProQuest Dissertations & Theses Global. (2586528883). Retrieved from

<https://proxy.lib.umich.edu/login?url=https://www.proquest.com/dissertations-theses/moving-beyond-inclusive-excellence/docview/2586528883/se-2>

<sup>23</sup> Coffman, Julie, Elyse Rosenblum, Andrea D’Arcy, and Alanna Rodgers. “Making DEI Work Inside and Out.” Bain, March 31, 2022. <https://www.bain.com/insights/making-dei-work-inside-and-out-brief/>.

supports both short and long-term implementation.<sup>24</sup> Implementation plans should be practical and adequately resourced to ensure successful implementation.<sup>25</sup>

TNC's Ag team should also undertake measures to assess its progress to track its performance in advancing conservancy with BIPOC communities.<sup>26</sup> Reporting externally on DEI efforts, goals, and outcomes demonstrates clear commitment and accountability to their goals.<sup>27</sup> Being able to track these measures also indicates that organizations have invested in the infrastructure and processes to ensure that they are holding themselves accountable to their goals.

Nonprofits such as JUST Capital are tracking and ranking America's largest corporations on their dedication towards the public's priorities: workers, communities, shareholders & governance, customers, and environment.<sup>28</sup> These metrics are externally trackable, and organizations like JUST Capital are working to hold companies accountable. While the process of selecting and tracking of metrics can be fraught, these metrics are continuously evolving, and organizations will need to be scrupulous in keeping up with current standards of DEI. Furthermore, Nature United's case study demonstrates that these metrics aren't necessarily all quantifiable or self-defined goals. Relationship building is paramount to working with BIPOC groups. The Ag Team be mindful to work with partner groups to define their DEI goals and to ensure that they are aware of the burden from feedback and evaluation placed on these partner groups.

## TNC's Ag team should reconcile its relationship with BIPOC communities

Reconciliation with historically marginalized communities is a process and not an endpoint. After centuries of systemic racism, the United States has long struggled to undertake reconciliation efforts.<sup>29</sup> Besides supporting policy reform, organizations that have historically harmed BIPOC communities must first openly acknowledge their role in institutional oppression and engage in work with those communities to prevent future harm.<sup>30</sup>

<sup>24</sup> Robbins, Sherard A. 2021. Moving beyond inclusive excellence: Operationalizing diversity, equity, & inclusion through organizational alignment in higher education. Ph.D. diss., The University of Arizona, <https://proxy.lib.umich.edu/login?url=https://www.proquest.com/dissertations-theses/moving-beyond-inclusive-excellence/docview/2586528883/se-2> (accessed October 10, 2022).

<sup>25</sup> Nelson, Julie, and Lisa Brooks. "Racial Equity Toolkit - Government Alliance on Race and Equity." Racial Equity Toolkit: An Opportunity to Operationalize Equity. Government Alliance on Race and Equity, December 2016. [https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial\\_Equity\\_Toolkit.pdf](https://www.racialequityalliance.org/wp-content/uploads/2015/10/GARE-Racial_Equity_Toolkit.pdf).

<sup>26</sup> Ibid.

<sup>27</sup> Coffman, Julie, Elyse Rosenblum, Andrea D'Arcy, and Alanna Rodgers. "Making DEI Work Inside and Out." Bain, March 31, 2022. <https://www.bain.com/insights/making-dei-work-inside-and-out-brief/>.

<sup>28</sup> "2022 Rankings." JUST Capital. Accessed October 31, 2022. <https://justcapital.com/rankings/>.

<sup>29</sup> Souli, Sarah. "Does America Need a Truth and Reconciliation Commission?" Does America Need a Truth and Reconciliation Commission? POLITICO. Accessed October 31, 2022. <https://www.politico.com/news/magazine/2020/08/16/does-america-need-a-truth-and-reconciliation-commission-395332>.

<sup>30</sup> Ananda, Kitana, Máxima Guerrero, Chinyere Tutashinda, Julia Reticker-Flynn, Weyam Ghadbian and Jovida Ross, Weyam Ghadbian, and Jovida Ross. "Media Reparations: Reconciling the Past to Better Imagine Our Future." Non Profit News | Nonprofit Quarterly. Nonprofit Quarterly, October 16, 2020. <https://nonprofitquarterly.org/media-reparations-reconciling-the-past-to-better-imagine-our-future/>.

However, healing trauma at a community level requires these organizations to go beyond recognition of past harms. These organizations must work to build trust with communities, understand and accept others' truths, work towards remedies, and provide appropriate compensation for their time.<sup>31</sup> Most importantly, building relationships and trust takes time, and the Ag Team should be mindful that it cannot rush this process. The Ag Team may have to reconcile not just with their own past projects, but with those of TNC as a whole, as well as the systemic issues interwoven in the US agricultural system. Though daunting, the Indigenous Peoples Burning Network and Fire Science and Nature United TNC case studies serve as possible examples. Both emphasized the need for slow relationship building, and TNC's Ag team should follow the lead of BIPOC groups as experts.

Few organizations have shared their successes towards reconciliation. However, TNC's Ag team can look towards projects like the Save the Redwoods case study. Success came from engaging directly with past practices and organizational identity that harmed BIPOC communities. Open acknowledgement and contextualization of history indicates to BIPOC stakeholders that TNC's Ag team is aware of TNC's past, and it is working towards a better future.

---

<sup>31</sup> Kaplan, Fran. "Racial Repair and Reconciliation: How Can We Achieve Them?" America's Black Holocaust Museum, January 6, 2021. <https://www.abhmuseum.org/racial-repair-and-reconciliation-how-can-we-achieve-them/>.

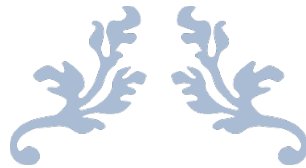
# Appendices

## Appendix A

### Interview Questions

- Please provide us an overview of your work.
- How do you interpret TNC's Structural Approach to DEI? What guidance/training from the "larger" TNC have you had in this area?
- What strengths or weaknesses do you notice in your approach/work?
- How did you start this work? (i.e. relationships? Funding opportunities? Adoption of other projects? etc.)
- How concentrated are the DEI skillsets and/or personnel; how is DEI practiced in your approach?
- What lessons have you learned? How might they guide your future directions or organizations attempting to do similar work?
- How do you measure your work? How do you measure what you consider successful DEI work?
- Any additional information?

## Appendix B



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# ORGANIZATIONAL INDEX

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Potential Partners to Advance DEI Initiatives for The Nature Conservancy's  
Regenerative Row Crop Strategy





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# Document Utilization

This organization index is a non-exhaustive list of potential partners for The Nature Conservancy's Regenerative Row Crop Strategy. From small farms to national and international non-profit organizations, each organization has a focus on, or is led by, BIPOC individuals and communities in the food system.

The initial section summarizes the methodology of compiling this index, providing the search terms or other methods used to discover each organization. These methods could be replicated in the future to add to the first section of the document or otherwise serve as inspiration for learning more about the efforts of BIPOC persons involved in the food system and agriculture.

The second section of this document is the index itself, containing the information on each organization. The organizations' entries are organized geographically based on its primary location, first by state and then by city, alphabetically. Each entry can be found by selecting its name in the Table of Contents, by navigating to it manually in the document, or by utilizing the search function (Ctrl+F) in Microsoft Office.

Each organization's entry includes the following information:

- The organization's name
- The location of the headquarters or primary location
- The extent of influence of each organization, should it extend locally, state-wide, regionally, nationally, or internationally
- Leadership structure, including the names of top leadership in each organization where available
- The communities the organization engages with and targets in their work
- The organization's goals in relation to agriculture and the food system
- The projects the organization engages in
- Any strengths the organization displays or would bring to a partnership with TNC, where applicable
- Any weaknesses the organization may display or areas where they may need assistance from TNC in order to achieve their goals, where applicable
- Any additional notes not covered in the above categories
- Contact information, either for staff directly relevant to creating a partnership with TNC or the general method of contact for the organization
- All sources used to gather the above information and which can be used for future reference

The final section of this document contains descriptions of events, meetings, or conferences hosted by some of the organizations detailed in the first section. These events could serve as potential launching points for partnerships or a way for TNC to learn more about the works and goals of BIPOC farmers, leaders, and activists. The name and host organization are provided for each event. If the date and location for 2023 has been announced, then that information is

included as well. Otherwise, the information from 2022 is provided to serve as an indication of an approximate date for the upcoming year.

The final section summarizes the methodology of compiling this index, providing the search terms or other methods used to discover each organization. These methods could be replicated in the future to add to the first section of the document or otherwise serve as inspiration for learning more about the efforts of BIPOC persons involved in the food system and agriculture.



# Methodology and Search Terms

| Organization                                           | Key Words/ How did we find this org?                                                                   |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Urban Growers Collective                               | <a href="#">23 Individuals and Organizations Building Stronger Black Communities and Food Systems\</a> |
| Rural Coalition                                        | "rural" "BIPOC" "coalition"                                                                            |
| Midwest Native American Tribes (broken down below)     | "midwest" "native" "american" "tribes" "federally" "recognized"                                        |
| HEAL Food Alliance                                     | "sustainable" "agriculture" "BIPOC" "organizations"                                                    |
| Chicago Food Policy Action Council                     | Member of HEAL Alliance                                                                                |
| National Black Food and Justice Alliance               | Member of HEAL Alliance                                                                                |
| Midwest Farmers of Color Collective                    | "midwest" "rural" "BIPOC" "coalition"                                                                  |
| National Young Farmers Coalition-West Michigan Chapter | "rural" "BIPOC" "coalition"                                                                            |
| National Young Farmers Coalition-IA, MN, WI            | "rural" "BIPOC" "coalition"                                                                            |
| Black Church Food Security Network                     | <a href="#">23 Individuals and Organizations Building Stronger Black Communities and Food Systems\</a> |
| Black Urban Growers Association                        | <a href="#">23 Individuals and Organizations Building Stronger Black Communities and Food Systems\</a> |
| Detroit Black Community Food Security Network          | <a href="#">23 Individuals and Organizations Building Stronger Black Communities and Food Systems\</a> |
| Family Agriculture Resource Management Services        | <a href="#">23 Individuals and Organizations Building Stronger Black Communities and Food Systems\</a> |
| Advocates for Urban Agriculture                        | "sustainable" "agriculture" "Illinois" "nonprofit"                                                     |
| Iroquois Valley Farmland REIT                          | "investment" "firms" "organic" "agriculture"                                                           |
| Farmers on the Move                                    | Listed on the Rural Coalition website as a member of the coalition                                     |
| Hempstead Project Heart                                | Listed on the Rural Coalition website as a member of the coalition                                     |
| National Sustainable Agriculture Coalition             | "sustainable" "agriculture" "organizations"                                                            |
| Illinois Stewardship Alliance                          | Member of National Sustainable Agriculture Coalition                                                   |
| Institute for Agriculture and Trade Policy             | Member of National Sustainable Agriculture Coalition                                                   |
| Michael Fields Agricultural Institute                  | Member of National Sustainable Agriculture Coalition                                                   |
| Michigan Food and Farming Systems (MIFFS)              | Member of National Sustainable Agriculture Coalition                                                   |
| Midwest Organic and Sustainable Education Service      | Member of National Sustainable Agriculture Coalition                                                   |
| Fair Food Network                                      | Member of National Sustainable Agriculture Coalition                                                   |
| Food Animal Concerns Trust                             | Member of National Sustainable Agriculture Coalition                                                   |
| Groundwork Center for Resilient Communities            | Member of National Sustainable Agriculture Coalition                                                   |
| SE Michigan Producers Association                      | Member of National Sustainable Agriculture Coalition                                                   |
| Michigan Urban Farming Initiative                      | "urban" "agriculture" "organizations"                                                                  |

|                                                   |                                                                                                                                                                 |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| City Fresh                                        | <a href="#">Models and Best Practices Urban Agriculture</a>                                                                                                     |
| Cleveland-Cuyahoga County Food Policy Coalition   | <a href="#">Models and Best Practices Urban Agriculture</a>                                                                                                     |
| Ohio City Farm                                    | <a href="#">Models and Best Practices Urban Agriculture</a>                                                                                                     |
| Native American Food Sovereignty Alliance (NAFSA) | "midwest" "native" "american" "agriculture" "organizations"                                                                                                     |
| Intertribal Agriculture Council                   | <a href="#">28 Organizations Promoting Indigenous Food Sovereignty</a>                                                                                          |
| Keep Growing Detroit                              | <a href="#">Eight Awesome Food Organizations in Michigan</a>                                                                                                    |
| Growing Places Indy                               | "sustainable" "agriculture" "nonprofits" "Indiana"                                                                                                              |
| Fangboner Farms                                   | From AJ Boyce's map                                                                                                                                             |
| L Marie LTD                                       | From AJ Boyce's map                                                                                                                                             |
| Marthas Farm                                      | From AJ Boyce's map                                                                                                                                             |
| The Food Lab                                      | From AJ Boyce's map                                                                                                                                             |
| Tiger Mushroom Farms                              | From AJ Boyce's map                                                                                                                                             |
| Oaks and Sprouts                                  | From AJ Boyce's map                                                                                                                                             |
| Akron Honey                                       | From AJ Boyce's map                                                                                                                                             |
| Son Rise Acres LLC                                | From AJ Boyce's map                                                                                                                                             |
| Sunday Creek Sanctuary                            | From AJ Boyce's map                                                                                                                                             |
| Two Acre Farm                                     | From AJ Boyce's map                                                                                                                                             |
| Davies Family Farm                                | From AJ Boyce's map                                                                                                                                             |
| Farms to Grow                                     | From AJ Boyce's map                                                                                                                                             |
| Ironhorse Homestead                               | From AJ Boyce's map                                                                                                                                             |
| Lady Buggs Farm                                   | From AJ Boyce's map                                                                                                                                             |
| Agraria-Community Solutions                       | From AJ Boyce's map                                                                                                                                             |
| The Narrowway Farm                                | From AJ Boyce's map                                                                                                                                             |
| Veggie Soul: Urban Farmers Market                 | From AJ Boyce's map                                                                                                                                             |
| Edgemont Solar Garden                             | From AJ Boyce's map                                                                                                                                             |
| Tarheel Hillbilly Farm                            | From AJ Boyce's map                                                                                                                                             |
| Chateau Hough LLC                                 | From AJ Boyce's map                                                                                                                                             |
| T.H.E. U.A.I. LLC                                 | From AJ Boyce's map                                                                                                                                             |
| Fruits of My Desires                              | From AJ Boyce's map                                                                                                                                             |
| Rid-All Green                                     | From AJ Boyce's map                                                                                                                                             |
| Hood Honey                                        | From AJ Boyce's map                                                                                                                                             |
| Black Oaks Center                                 | Member of National Black Food & Justice Alliance                                                                                                                |
| Pembroke Farmers Cooperative                      | Pipeline through Pembroke was discussed as an issue on National Black Food & Justice Alliance website, found this org through keywords "Pembroke, IL" "farmers" |
| Iyabo Farms                                       | Pipeline through Pembroke was discussed as an issue on National Black Food & Justice Alliance website, found this org through keywords "Pembroke, IL" "farmers" |

|                                                                                                        |                                                                                                                                                         |
|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| Northern Illinois Young Farmers Coalition                                                              | Listed on National Young Farmers Coalition Website                                                                                                      |
| Central Illinois Young Farmers Coalition                                                               | Listed on National Young Farmers Coalition Website                                                                                                      |
| Central Ohio Young Farmers Coalition                                                                   | Listed on National Young Farmers Coalition Website                                                                                                      |
| 40 Acres and a Mule Project                                                                            | Found from post on FB page of Driftless Young Farmers Coalition                                                                                         |
| Farm City Detroit/Detroit Blight Busters                                                               | Suggested page on Farmers on the Move Facebook page                                                                                                     |
| Detroit Black Farmer Land Fund                                                                         | SEAS lecturer Shakara Tyler is co-founder                                                                                                               |
| Michigan Wild Rice Initiative                                                                          | Jen Read from Graham Sustainability Institute partners with them and discussed their work in a meeting with Dow Fellows                                 |
| Oakland Avenue Urban Farm                                                                              | One of three organizations collaborating on Detroit Black Farmer Land Fund, with Keep Growing Detroit and Detroit Black Community Food Security Network |
| Bay Mills Indian Community                                                                             | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Grand Traverse Band of Ottawa and Chippewa Indians                                                     | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Hannahville Indian Community                                                                           | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Keweenaw Bay Indian Community                                                                          | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Little River Band of Ottawa Indians                                                                    | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Lac Vieux Desert Band of Lake Superior Chippewa Indians                                                | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Nottawaseppi Huron Band of Pottawatomi Indians                                                         | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Little Traverse Bay Bands of Odawa Indians                                                             | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Match-E-Be-Nash-She-Wish Band of Pottawatomi Indians                                                   | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Pokagon Band of Potawatomi Indians                                                                     | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Saginaw Chippewa Indian Tribe                                                                          | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Sault Ste. Marie Tribe of Chippewa Indians                                                             | Member of the Michigan Wild Rice Initiative                                                                                                             |
| Native American Agriculture Fund                                                                       | Collaborating on FARM Program Grants to tribal members in several Michigan tribes, mentioned on Keweenaw Bay Indian Community website                   |
| Bad River Band of the Lake Superior Tribe of Chippewa Indians of the Bad River Reservation             | On List of Federally recognized tribes in WI                                                                                                            |
| Forest County Potawatomi Community                                                                     | On List of Federally recognized tribes in WI                                                                                                            |
| Ho-Chunk Nation of Wisconsin                                                                           | On List of Federally recognized tribes in WI                                                                                                            |
| Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin                                | On List of Federally recognized tribes in WI                                                                                                            |
| Lac du Flambeau Band of Lake Superior Chippewa Indians of the Lac du Flambeau Reservation of Wisconsin | On List of Federally recognized tribes in WI                                                                                                            |
| Menominee Indian Tribe of Wisconsin                                                                    | On List of Federally recognized tribes in WI                                                                                                            |
| Oneida Tribe of Indians of Wisconsin                                                                   | On List of Federally recognized tribes in WI                                                                                                            |
| Red Cliff Band of Lake Superior Chippewa Indians of Wisconsin                                          | On List of Federally recognized tribes in WI                                                                                                            |

|                                         |                                                                                                                        |
|-----------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| St. Croix Chippewa Indians of Wisconsin | On List of Federally recognized tribes in WI                                                                           |
| Sokaogon Chippewa Community             | On List of Federally recognized tribes in WI                                                                           |
| Stockbridge Munsee Community            | On List of Federally recognized tribes in WI                                                                           |
| We the People Opportunity Farm          | Mission of the farm discussed in a temporary exhibit on Covid-19 at the UM Museum of Natural History (seen 8/8/2022)   |
| Richland Gro-op                         | Website featured short interview with founder of Son Rise Acres found through a web search, keywords: "son rise acres" |
| Village Family Farm                     | On NBFJA map                                                                                                           |

# Illinois

## Advocates for Urban Agriculture (AUA)

Chicago, IL  
Local

### Leadership Structure

- Coalition of urban farms, community and school gardens, individuals, and businesses led by leadership team and board of directors
  - Board president is Selma Sims from Gardeneers

### What communities do they engage with?

- Urban farmers

### Goals

- Empower urban growers and communities through sustainable and equitable agriculture

### Projects

- Farmer to Farmer Mentorship
  - Matches beginner farmers with more experienced farmers to exchange knowledge and foster relationships
  - Centers BIPOC farmers
  - Runs for around a year, with formal meetings and evaluations along with expectations of informal meetings
- Grown in Chicago Council
  - Brings together local growers and stewards to provide technical assistance to each other
- Good Practices for Growing in Chicago
  - Guide for urban growers to support the development of their businesses and good growing practices
- Funding Opportunities
  - Offer support for farmers through the Capacity Building Grant and Covid-19 Farmer Support Grant
- Chicago Urban Agriculture Mapping Program
  - Collaboration with AUA, DePaul University, NeighborSpace, and Chicago Food Policy Action Council to map all food system related organizations, including farms and gardens

### Contact Information

- Bea Fry, Development and Strategic Partnerships Steward
  - [Bea@auachicago.org](mailto:Bea@auachicago.org)

### Sources

- Website
  - <https://www.auachicago.org/>

# Black Oaks Center

Chicago, IL

Local

## Leadership Structure

- Board of directors
  - Board chair is Dr. Rachel Lindsey
  - Co-founder and executive director is Fred Carter
  - Co-founder and president is Dr. Jifunza Wright-Carter
- Advisory board
  - Composed of five members each focusing on either resilience, renewable energy, sustainable building, or sustainable agriculture

## What communities do they engage with?

- Residents of Pembroke Township, IL, a historically black farming community

## Goals

- Build community resilience to global change
- Support the creation of a sustainable, plant-based economy

## Projects

- Eco-campus
  - 40 acres of land including a 10 acre teaching farm, .5 acre teaching garden, and 10 acre teaching field
  - Food grown using organic methods and inputs, including non-GMO seeds
- Farmland Restoration Initiative
  - Sustainable farming on 40 acres of land historically owned by black farmers
  - Offer trainings for farmers through apprenticeships
- Healthy Food Hub
  - Provides healthy, sustainable, and culturally-relevant foods to residents of Chicago and Southland
- Educational programs
  - Focus on the key areas of sustainable agriculture, sustainable building, renewable energy, and resilience

## Contact Information

- General Organization Contact
  - 773-410-3446

## Sources

- Website
  - <https://www.blackoakscenter.org/home-1>



# Chicago Food Policy Action Council

Chicago, IL  
Local

## Leadership Structure

- Board of Directors
  - Board includes the Executive Director of the organization, Rodger Cooley

## What communities do they engage with?

- BIPOC communities in and around Chicago

## Goals

- Advancement of food justice and sovereignty

## Projects

- Annual Food Policy Summit
  - Combines policy and community action
  - Center around themes critical to food policy
- Good Food Purchasing Initiative (GFPI)
  - Work with services which provide food to the public to ensure healthy options are being offered
  - Work towards a racially equitable food system, including supporting pathways for BIPOC farmed food to be distributed
  - Normalize the ideas of “good” food in the food services and among food suppliers
- Midwest Consortium for Equity, Research, and Food Justice
  - University, government, and community-based researchers in collaboration with Chicago communities to understand food equity issues and support the transition to a more equitable food system
- Productive Landscapes
  - Connect large landowning institutions and Chicago residents to support urban agriculture, community gardens, and green space with stabilized land usage
  - Map vacant land to understand what lands remain available
  - Simplify the system by which residents can obtain land to create greater understanding of the process
- Water Access for Chicago Urban Growers
  - Permit program to grant farmers access to hydrants
  - In partnership with City of Chicago’s Department of Water Management, Advocates for Urban Agriculture, NeighborSpace, and others

## Weaknesses

- Piece meal funding for Good Food Procurement Initiative increases burden on organization to keep it running long-term

## Additional Notes

- Currently in the process of making a food mapping system in the Midwest to create a BIPOC-led and run regional food hub through the Midwest Consortium for Equity, Research, and Food Policy

## Contact Information

- General Organization Contact
  - [info@chicagofoodpolicy.com](mailto:info@chicagofoodpolicy.com)

## Sources

- Website
  - <https://www.chicagofoodpolicy.com/>
- Good Food Purchasing Initiative Brief

- [https://static1.squarespace.com/static/5a8c555751a5846fc4c22984/t/624ef752022cb46ac1651f47/1649342316695/GFPI+Issue+Brief\\_Dec+2021.pdf%20https://www.chicagofoodpolicy.com/services](https://static1.squarespace.com/static/5a8c555751a5846fc4c22984/t/624ef752022cb46ac1651f47/1649342316695/GFPI+Issue+Brief_Dec+2021.pdf%20https://www.chicagofoodpolicy.com/services)

# Food Animal Concerns Trust

Chicago, IL  
National

## Leadership Structure

- Staff leadership
  - Executive Director is Harry Rhodes
- Board of Directors
  - Chair is Darlene Oliver

## What communities do they engage with?

- Farmers raising food-producing animals

## Goals

- Increase access to safe, humanely raised foods
- Ensure all food-producing animals are raised in a humane manner

## Projects

- Humane Farming Program
  - Provide grants to family farms to support better animal welfare and increase capacity
  - Large percentages of the grants in 2021 have gone to first generation farmers, women, and BIPOC farmers
  - Provide educational opportunities and resources to farmers including connecting newer farmers with more experienced mentors
- Safe and Healthy Food Program
  - Advocacy for corporate and government policies relating to antibiotics and food borne pathogens

## Weaknesses

- Not founded with a DEI focus, but have been incorporating DEI into their org, by looking for more diverse leadership and prioritizing giving grants to BIPOC farmers

## Contact Information

- Harry Rhodes, Executive Director
  - [hrrhodes@foodanimalconcerns.org](mailto:hrrhodes@foodanimalconcerns.org)

## Sources

- Website
  - <https://www.foodanimalconcernstrust.org/>

# Urban Growers Collective

Chicago, IL  
Local

## Leadership Structure

- Staff Leadership
  - Chief Executive Officers and Co-Founders are Erika Allen and Laurel Sims
- Board of Directors
  - President is Erika Dudley from the Office of Civic Engagement at the University of Chicago

## What communities do they engage with?

- Focus is on residents of the southside of Chicago who are:
  - Beginning BIPOC Farmers
  - Men at risk of gun violence
  - Youths

## Goals

- Increase food access
- Drive economic development and community engagement and growth
- Achieve food justice
  - 3 year practical training program
  - Provides training in urban agriculture and cooperative business models
  - Yearly tuition of \$1700

## Programs

- Urban Farms
  - 8 urban farms on 11 acres of land
- Community Projects
  - Mobile food distribution
  - Christmas tree recycling
  - Youth and after school programs
  - Pop-up sales
  - CSA boxes
  - Community garden plots
- Grower Apprenticeship
  - 3 year training program
  - Trains new farmers on urban agriculture and cooperative business models
  - Annual Tuition of \$1700
- Herbalism Apprenticeship
  - 10 month training program
  - Trains participants in plant identification, observation, nurture, harvest, processing, preservation, and usage as medication
  - Tuition cost of \$500 to \$1500 with a \$100 equipment cost
- Green Era Urban Energy Campus
  - Currently in planning and fundraising phase, with goals to begin construction in 2023
  - Current plans for the campus to:
    - Produce large quantities of food for neighboring communities
    - Serve as a training ground for future farmers
    - Produce compost on a large scale

## Strengths

- Wide web of connections with community through youth and adult training programs, as well as partnerships with local sports teams, community gardeners, and other BIPOC-led Projects

Weaknesses (leave out if no clear weaknesses identified)

- In need of funds for the completion of Green Era Urban Campus

Contact Information

- General Organization Contact
  - 773-376-8882
  - [info@urbangrowerscollective.org](mailto:info@urbangrowerscollective.org)

Sources

- Website
  - <https://urbangrowerscollective.org/>
- Article: “Urban Growers Collective, Chicago Bears Team Up to Bring Fresh Food to Woodlawn Students in Need”
  - <https://blockclubchicago.org/2020/12/18/urban-growers-collective-chicago-bears-team-up-to-bring-fresh-food-to-woodlawn-students-in-need/>
- Facebook Page
  - <https://www.facebook.com/urbangrowerscollective>
- Article: “Mayor Emanuel Joins Urban Growers Collective to Announce Organization HAS Reached Major Milestone”
  - [https://www.chicago.gov/city/en/depts/mayor/press\\_room/press\\_releases/2018/august/UrbanGrowersCollective.html](https://www.chicago.gov/city/en/depts/mayor/press_room/press_releases/2018/august/UrbanGrowersCollective.html)
- Green Era Campus Website
  - <https://www.greenerachicago.org/>

# Iroquois Valley Farmland REIT

Evanston, IL  
National

## Leadership Structure

- C-suite leadership team
  - Chief Executive Officer is Bill Stoddart
- Board of directors
  - Board president is Andy Ambriole, a farmer and tenant of the company

## What communities do they engage with?

- Organic and regenerative farmers

## Goals

- Secure farmland for communities of interest through financial investments

## Projects

- Secure investments for farmers from individuals, partners, IRAs, trusts, corporations, foundations, and nonprofits
- Offer affordable leases and mortgages on arable land to farmers

## Weaknesses

- While there is a focus on equity in general, there are no programs or initiatives discussed to specifically support BIPOC farmers

## Contact Information

- General Organization Contact
  - [Info@iroquoisvalleyfarms.com](mailto:Info@iroquoisvalleyfarms.com)
  - 847-859-6645

## Sources

- Website
  - <https://iroquoisvalley.com/>



# Iyabo Farms

Pembroke Township, IL  
Local

## Leadership Structure

- Founded and run by Johari Cole

## What communities do they engage with?

- Pembroke Township residents

## Goals

- Produce organic vegetables and poultry
- Support research into organic farming

## Projects

- Member of Pembroke Farmers Cooperative
- Organic farm growing and selling produce, eggs, and chicken meat
  - Have received past recognition for advocating for urban agriculture, serving as an experimental station, and for acting as environmental stewards

## Contact Information

- Johari Cole, founder
  - 815-944-5891
- General Organization Contact
  - 312-515-7842

## Sources

- Website
  - <https://iyabo-farms.business.site/>
- Listing on FamilyFarmed.org
  - [http://www.sustainusa.org/familyfarmed/profile\\_iyabo.html](http://www.sustainusa.org/familyfarmed/profile_iyabo.html)

# Pembroke Farmers Cooperative

Pembroke Township, IL

Local

## Leadership Structure

- While limited information is available, an article indicated the cooperative's president is named Basu, but it was not indicated if this was a first or last name

## What communities do they engage with?

- Farmers in Pembroke areas, specifically black farmers, who produce specialty products

## Goals

- Support farmers and Pembroke community by combining resources

## Projects

- Sell products to restaurants, farmer's markets, and health food stores

## Contact Information

- General Organization Contact
  - 815-944-9947

## Sources

- Listing on FamilyFarmed.org
  - [http://www.sustainusa.org/familyfarmed/profile\\_pembrokefarmers.html](http://www.sustainusa.org/familyfarmed/profile_pembrokefarmers.html)
- Listing on Simple, Good, and Tasty
  - <http://simplegoodandtasty.com/directory/pembroke-farmers-cooperative>
- Listing on BizStanding.com
  - <https://bizstanding.com/directory/IL/PE/379/>

# Central Illinois Young Farmers Coalition

Peoria, IL

Local

## Leadership Structure

- National organization with local chapters led by farmers and ranchers

## What communities do they engage with?

- People at all points in the food system

## Goals

- Create a healthier and more hopeful food system

## Projects

- CIDER Fund
  - Relief fund for Illinois farmers experiencing acute and unexpected crises, either at home or on the farm

## Weaknesses

- Website does not mention any specific focus on BIPOC farmers or equity in the food system

## Contact Information

- Facebook
  - <https://www.facebook.com/groups/396398914163736/>

## Sources

- Website
  - <https://www.youngfarmers.org/chapter/il-central-illinois-young-farmers-coalition/>

# Northern Illinois Young Farmers Coalition

Richmond, IL

Local

## Leadership Structure

- National organization with local chapters led by farmers and ranchers

## What communities do they engage with?

- People at all points of the food system, with a focus on people of color or indigenous peoples

## Goals

- Debt relief
- Equitable land access
- Increase availability of educational resources

## Projects

- Educational discussions on subjects such as:
  - The Farm Bill
  - Land access
- Advocacy for farm policies which support their goals

## Contact Information

- General Organization Contact
  - [Northernillinoisfarmers@gmail.com](mailto:Northernillinoisfarmers@gmail.com)

## Sources

- Website
  - <https://www.youngfarmers.org/chapter/il-northern-illinois-young-farmers-coalition/>
- Facebook Page
  - <https://www.facebook.com/NorthernILYoungFarmers>

# Illinois Stewardship Alliance

Springfield, IL  
State

## Leadership Structure

- Staff Leadership
  - Executive Director is Liz Moran Stelk
- Board of directors
  - Board president is Shari O'Donnell, a part-time teacher

## What communities do they engage with?

- Illinois farmers and consumers

## Goals

- Create an alliance between farmers and consumers

## Projects

- Host community events for consumers and farmers
  - Harvest Celebration with food, speakers, and virtual fundraising auction
  - Dishing on the Farm Bill community discussion
  - Soil Health Week with speakers on economics, human health, and urban environments and their connections to soil health
  - Annual Food and Farm Day of Action
- Education and Consumer Guidance
  - Provide trainings, formal guides, and online resources to educate consumers and farmers to be informed actors in the political system

## Weaknesses

- No programs specifically focused on diversity, equity, and inclusion or supporting BIPOC farmers

## Contact Information

- General Organization Contact
  - [Isa@ilstewards.org](mailto:Isa@ilstewards.org)
  - 217-528-1563
- Liz Moran Stelk, Executive Director
  - [Liz@ilstewards.org](mailto:Liz@ilstewards.org)

## Sources

- Website
  - <https://www.ilstewards.org/>

# Indiana

## Growing Place Indy

Indianapolis, IN  
Local

### Leadership Structure

- Staff Leadership
  - Interim Executive Director is Laura Henderson
- Board of Directors
  - Board president is Melanie Priest

### What communities do they engage with?

- Residents of Indianapolis

### Goals

- Cultivate wellness in the community through urban agriculture, access to fresh foods, and mind-body education

### Projects

- Indy Summer Farmers Market
  - Weekly summer market for local growers and producers
  - Offers EBT program which triples EBT dollars
- Grow Getters
  - Year-long training program to prepare the next generation of farmers
  - Provides job training, land access, equipment, and mentorship
- Young Grow Getters
  - 6 week paid youth agriculture program offering training in sustainable agriculture, culinary skills, food production, and technology
- Plant It Forward
  - Offers individuals and families training, tools, and resources to start a home garden including tools, seed, and transplants and access to workshops on topics such as pest control and organic practices
- Run 5 urban farms across Indianapolis
  - Sell produce at markets, through CSA, and with their mobile market, the Vegetabus

### Weaknesses

- Attempting to raise funds to support the creation of the Vegetabus, their mobile market

### Contact Information

- General Organization Contact
  - [info@growingplacesindy.org](mailto:info@growingplacesindy.org)

### Sources

- Website
  - <https://www.growingplacesindy.org/>

# Michigan

## Fair Food Network

Ann Arbor, MI  
National

### Leadership Structure

- Staff leadership
  - CEO and founder is Oran B. Hesterman, PhD
- Board of Directors

### What communities do they engage with?

- Residents of communities with less access to healthy foods

### Goals

- Grow community health and wealth
- Build equity across communities through the food system

### Projects

- Investment in food businesses and organizations, with focus on those owned by people from marginalized groups
- Advocacy for policy solutions to connecting communities with needed resources
- Double Up Food Bucks
  - Matches SNAP benefits spent on fruits and vegetables in MI
  - Program has expanded nationally with support from other partners

### Strengths

- Have worked more directly with farms and farmers in the past, including helping growers launch an urban farm in Cleveland, OH in 2012 and 2013

### Weaknesses

- Though there is a focus on DEI throughout the organization, it was not founded by BIPOC individuals

### Contact Information

- Noah Fulmer, Director of Strategic Partnerships
  - [Nfulmer@fairfoodnetwork.org](mailto:Nfulmer@fairfoodnetwork.org)
  - 734-213-3999 ext. 210

### Sources

- Website
  - <https://fairfoodnetwork.org/>

# Keweenaw Bay Indian Community

Baraga, MI

Local

## Leadership Structure

- Tribal Council
  - President is Kim Klopstein
- Numerous departments which divide duties
  - Relevant departments include Forestry and Natural Resources

## What communities do they engage with?

- Tribal members

## Goals

- Agricultural goals are:
  - Provide access to fresh foods
  - Increase availability of native and culturally significant species
  - Use restoration projects and native plants to increase resilience to climate change
  - Promote food sovereignty

## Projects

- Collaborator on Michigan Wild Rice Initiative
- Community garden
- Community workshops on topics such as gardening, traditional knowledge, and cultural uses of plants

## Contact Information

- Robin Roe, Administrative Assistant to the Tribal Council President
  - 906-353-6623 ext. 4104
  - [Robin@kbic-nsn.gov](mailto:Robin@kbic-nsn.gov)
- Karena Schmidt, Ecologist at the community garden and involved in the Michigan Wild Rice Initiative
  - [Kschmidt@kbic-nsn.gov](mailto:Kschmidt@kbic-nsn.gov)
- Kathy Smith, contact for the community garden
  - [Ksmith@kbic-nsn.gov](mailto:Ksmith@kbic-nsn.gov)

## Sources

- Website
  - <https://www.kbic-nsn.gov/index.php>
- Natural Resources Department Website
  - <http://nrd.kbic-nsn.gov/>



# Farmers on the Move

Battle Creek, MI  
State

## Leadership Structure

- 14 participating members of the farming cooperative led by a Co-op board
  - Co-op board president is Filiberto Villa Gomez

## What communities do they engage with?

- Hispanic farmers

## Goals

- Protect family farms
- Provide local, sustainable produce
- Enhance the viability of small Michigan farms

## Projects

- Bring together Hispanic farmers in Michigan to sell food as a cooperative
- Train and educate Hispanic farmers
- Purchase equipment to be shared amongst the cooperative members

## Weaknesses

- Online presence is limited to a Facebook page which has not been updated consistently in several years, providing little information on current activities and events

## Contact Information

- General Organization Contact
  - 269-966-9839

## Sources

- Facebook page
  - <https://www.facebook.com/farmersonthemove/>
- Article: "Farmers on the Move: Michigan Hispanic Growers Co-op Helps Improve Viability of Small Farmers"
  - <https://www.thefreelibrary.com/Farmers+on+the+move%3A+Michigan+Hispanic+growers+co-op+helps+improve...-a0386745299>

# Bay Mills Indian Community

Brimley, MI

Local

## Leadership Structure

- Executive Council
  - Council President is Whitney Gravelle
- Numerous departments which divide duties
  - Relevant departments include Biological Services, Conservation, and Waishkey Bay Farm

## What communities do they engage with?

- Tribal members

## Goals

- Agricultural focus is on the Wild Rice Initiative

## Projects

- Collaborator on Michigan Wild Rice Initiative
- Waishkey Bay Farm
  - 40 acre farm run by Bay Mills Community College used for teaching and research

## Contact Information

- Tribal Administration
  - 906-248-3241
- Kat Jacques, Farm manager for Waishkey Bay Farm
  - [Kjacques@bmcc.edu](mailto:Kjacques@bmcc.edu)
  - 906-280-1786

## Sources

- Website
  - <https://www.baymills.org/>
- Waishkey Bay Farm Website
  - <https://bmcc.edu/about-bmcc/community-services/waishkey-bay-farm>

# Detroit Black Community Food Security Network

Detroit, MI  
Local

## Leadership Structure

- Board of Directors, with President Shakara Tyler

## What communities do they engage with?

- Black communities in Detroit

## Goals

- Address food security in black neighborhoods
- Organize members to encourage them to take a greater role in the food movement in Detroit

## Projects

- D-Town Farm
  - Seven acre urban farm utilizing regenerative, sustainable agricultural methods
  - Sponsors public events for families
  - Train new growers through internships and volunteer opportunities
- Food Policy Development
  - Developed a food security policy for the City of Detroit from 2006 to 2008
  - Work with Detroit City Council member JoAnn Watson to develop the Detroit Food Policy Council
- Food Warriors Youth Development Program
  - Teaches young people about all aspects of the food system
  - Encourages agency in decision making around food and community

## Additional Notes

- Currently in the process of opening the Detroit People's Co-op and Detroit Food Commons, with projected completion dates in 2023

## Contact Information

- General Organization Contact
  - [info@dbcfsn.org](mailto:info@dbcfsn.org)
  - 313-345-3663

## Sources

- Website
  - <https://www.dbcfsn.org/>

# Detroit Black Farmer Land Fund

Detroit, MI

Local

## Leadership Structure

- Collaboration by three community organizations:
  - Detroit Black Food Security Network
  - Keep Growing Detroit
  - Oakland Avenue Urban Farm

## What communities do they engage with?

- Black farmers in Detroit, largely those who do not own the land they farm

## Goals

- Rebuild intergenerational land ownership
- Extinguish the food apartheid in Detroit

## Projects

- Award funds to black farmers to purchase food and garden space or infrastructure for agricultural purposes
- Provide technical assistance on land purchases and farm development

## Weaknesses

- Fundraising limitations only allow for 30-40 awards annually
- Only recently founded in 2020

## Contact Information

- General Organization Contact
  - [Detroitblackfarmerlandfund@gmail.com](mailto:Detroitblackfarmerlandfund@gmail.com)

## Sources

- Website
  - <http://www.detroitblackfarmer.com/home>
- Facebook Page
  - <https://www.facebook.com/detroitblackfarmerlandfund/>

# Detroit Blight Busters

Detroit, MI  
Local

## Leadership Structure

- No information offered on website

## What communities do they engage with?

- Detroit residents

## Goals

- Revitalize Detroit infrastructure and communities

## Projects

- Repair and improve abandoned homes and buildings
- Organize neighborhood cleanups
- Artist Village Detroit
  - 6,000 square foot entertainment and shopping area
- Farm City Detroit
  - Formerly 10 blighted properties which were turned into urban farms
  - Produce food to either donate or sell

## Strengths

- Connections with other local organizations with whom they partner to fund and host events and projects, such as Farm City Detroit

## Weaknesses

- Rely predominantly on volunteer support

## Contact Information

- General Organization Contact
  - [Blightbusters@yahoo.com](mailto:Blightbusters@yahoo.com)
  - 313-255-4355
- Farm City Detroit Contact
  - [Maria.largacha@gmail.com](mailto:Maria.largacha@gmail.com)
  - 704-705-5510

## Sources

- Website
  - <https://detroitblightbusters.org/>
- Farm City Detroit Facebook Page
  - <https://www.facebook.com/farmcitydetroit/>
- Article: "Farm City Detroit Community Garden Program"
  - <https://cityparksalliance.org/resource/farm-city-detroit-community-garden-program/>

# Keep Growing Detroit

Detroit, MI

Local

## Leadership Structure

- Staff leadership
  - Co-Directors are Ashley Atkinson and Lindsay Pielack
- Board of Directors
  - Board co-chairs are Emily Ferstle and Bekah Galang

## What communities do they engage with?

- Residents of Detroit, MI

## Goals

- Increase food sovereignty in Detroit

## Projects

- Garden Resource Program
  - Provide resources to support urban farming and gardens, including seeds, transplants, assistance from garden staff
  - Provide connection to local network of gardeners, farmers, and advocates
- Host classes and workshops on topics such as beekeeping, garden and farm infrastructure, and leadership training
- Sell produce at a farm store, Eastern market, and through a CSA

## Contact Information

- Ashley Atkinson
  - [ashley@keepgrowingdetroit.org](mailto:ashley@keepgrowingdetroit.org)
- Lindsay Pielcak
  - [lindsay@keepgrowingddetroit.org](mailto:lindsay@keepgrowingddetroit.org)

## Sources

- Website
  - <https://www.detroitagriculture.net/>

# Michigan Urban Farming Initiative

Detroit, MI

Local

## Leadership Structure

- No information available online

## What communities do they engage with?

- Residents of Detroit's North End

## Goals

- Engage Detroit community in sustainable agriculture
- Promote education, sustainability, and community

## Projects

- Urban Ag Campus
  - 3 acres with farming, interactive agriculture, public market space, community resources center, and Farm to Table Café
  - Grow and distribute produce to residents within 2-mile radius of the campus as well as local markets, restaurants, vendors, and food banks

## Strengths

- Existing partnerships with large national corporations including Target and General Motors

## Contact Information

- General Organization Contact
  - [support@miufi.org](mailto:support@miufi.org)
  - 313-444-6834

## Sources

- Website
  - <https://www.miufi.org/home>

# Oakland Avenue Urban Farm

Detroit, MI

Local

## Leadership Structure

- Run by North End Christian Community Development Corporation
  - Executive Director is Jerry Ann Hebron

## What communities do they engage with?

- Residents of Detroit's North End

## Goals

- Provide healthy food and jobs in the North End
- Support community development

## Projects

- Sell produce at weekly farmers market
- Shop Detroit Farms
  - Online platform for BIPOC farmers in the Detroit area to provide local foods to Detroit residents
- Youth programming
  - Partner with 4-H, Michigan State Fair, and the MSU agricultural extension
  - Provide access to leadership opportunities and scholarships
- Detroit Cultivator Community Land Trust
  - 6 acres of land purchased to address gentrification and displacement
- Collaborate on Black Farmers Land Trust
- North End Co-op Academy
  - Created in partnership with Detroit Community Wealth Fund and Detroit Justice Center
  - 15 week training and development program including placement in the North End's commercial corridor
- Hot meal distribution to individuals throughout the Covid-19 pandemic
- Food Secure Detroit
  - In partnership with the Detroit Food Policy Council
  - Weekly CSA distribution to 100 families

## Contact Information

- General Organization Contact
  - [Info@oaklandurbanfarm.org](mailto:Info@oaklandurbanfarm.org)
  - 313-649-7756

## Sources

- Website
  - <https://www.oaklandurbanfarm.org/>
- Facebook Page
  - <https://www.facebook.com/OAFMDetroit/>



# Pokagon Band of Potawatomi Indians

Dowagiac, MI

Local

## Leadership Structure

- Tribal, Elder, and Youth Councils
  - Tribal Council chair is Rebecca Richards
- Various departments handling diverse duties
  - Includes Department of Natural Resources

## What communities do they engage with?

- Tribal members

## Goals

- Sustainable tribal use of natural resources
  - Not specifically related to agriculture

## Projects

- Collaborator on Michigan Wild Rice Initiative

## Weaknesses

- No ongoing internal projects that specifically focus on agriculture

## Contact Information

- Jessica Swisher, administrative assistant to the tribal council
  - [Jessica.swisher@pokagon-nsn.gov](mailto:Jessica.swisher@pokagon-nsn.gov)
- Department of Natural Resources
  - [PokagonDNR@pokagon-nsn.gov](mailto:PokagonDNR@pokagon-nsn.gov)

## Sources

- Website
  - <https://www.pokagonband-nsn.gov/>

# Nottawaseppi Huron Band of Pottawatomi Indians

Fulton, MI and Grand Rapids, MI

Local

## Leadership Structure

- Tribal Council
  - Chairperson is Jamie Stuck
- Numerous departments handle diverse duties
  - Relevant is the Environmental Department

## What communities do they engage with?

- Tribal members

## Goals

- Agricultural goal is to educate the community on the importance of cultural harvesting practice and foods

## Projects

- Collaborator on Michigan Wild Rice Initiative
- Maple syrup harvesting program
- Wild Rice Program
  - Restore and manage wild rice production on tribal land
  - Provide educational opportunities on wild rice such as Wild Rice Wednesday and annual Wild Rice camp

## Contact Information

- Robyn Burlingham, NHBP Tribal Council Coordinator
  - [Rburlingham@nhbp-nsn.gov](mailto:Rburlingham@nhbp-nsn.gov)
- John Rodwan, Environmental Department Director
  - [John.rodwan@nhbp-nsn.gov](mailto:John.rodwan@nhbp-nsn.gov)

## Sources

- Website
  - <https://nhbp-nsn.gov/>

# National Young Farmers Coalition-West Michigan Chapter

Grand Rapids, MI

Local

## Leadership Structure

- National organization with local chapters led by farmers and ranchers

## What communities do they engage with?

- Farmers in Grand Rapids area, with a focus on BIPOC farmers

## Goals

- Land access and acquisition for BIPOC farmers in the Grand Rapids area

## Projects

- Seeding Reclamation
  - Land acquisition and provision of startup costs for growers

## Weaknesses

- In need of funding, currently attempting to raise money through a GoFundMe

## Contact Information

- No contact information provided, but could contact through Instagram account
  - [https://www.instagram.com/west\\_mi\\_youngfarmers/](https://www.instagram.com/west_mi_youngfarmers/)

## Sources

- Website
  - <https://www.youngfarmers.org/chapter/mi-west-michigan-young-farmers-coalition/>
- GoFundMe Page
  - <https://www.gofundme.com/f/westmibipocland>

# Little Traverse Bay Bands of Odawa Indians

Harbor Springs, MI

Local

## Leadership Structure

- Executive, Legislative, and Judicial Branches
  - Tribal chairperson is Regina Gasco-Bentley
- Various departments handling diverse duties
  - Relevant department is Natural Resources

## What communities do they engage with?

- Tribal members

## Goals

- Manage land and natural resources in a manner which honors culture and history and preserves them for future use
- Ensure longevity of native plants and culturally important crops in the face of climate change

## Projects

- Collaborator on Michigan Wild Rice Initiative
- Wild Rice Projects hosted by Natural Resources Department
  - Wild rice restoration
  - Community inclusion in wild rice management and harvests
  - Wild rice cook-offs

## Contact Information

- Tribal Administration
  - 231-242-1400
  - [Info@ltbbodawa-nsn.gov](mailto:Info@ltbbodawa-nsn.gov)
- Debra Smithkey-Browne, office coordinator for Department of Natural Resources
  - 231-242-1670

## Sources

- Website
  - <https://ltbbodawa-nsn.gov/>
- Tribe Department Directory
  - <https://ltbbodawa-nsn.gov/wp-content/uploads/2020/12/PhoneDirectory.pdf>

# Little River Band of Ottawa Indians

Manistee, MI

Local

## Leadership Structure

- Executive, Legislative, and Judicial branches of government, with Natural Resources department falling under Executive branch
  - Tribal Ogema is Larry Romanelli

## What communities do they engage with?

- Tribal members

## Goals

- No stated agricultural goals

## Projects

- Collaborator on Michigan Wild Rice Initiative

## Weaknesses

- No independent agricultural projects or teams in place which would oversee such projects

## Contact Information

- Tribal Administration
  - 231-723-1594
- Frank Beaver, Natural Resources Department Director
  - 231-398-2191
  - [Williambeaver@lrboi-nsn.gov](mailto:Williambeaver@lrboi-nsn.gov)

## Sources

- Website
  - <https://lrboi-nsn.gov/>

# Saginaw Chippewa Indian Tribe

Mt. Pleasant, MI

Local

## Leadership Structure

- Tribal Council
  - Chief is Theresa Jackson
- Various departments manage diverse duties
  - No department is specifically relevant to this project, but there is an Environmental Team

## What communities do they engage with?

- Tribal members

## Goals

- Ensure tribal representation in environmental issues
- Sustainable development
- Protect natural resources

## Projects

- Collaborator on Michigan Wild Rice Initiative

## Weaknesses

- Environmental Team does not have any specific agriculture projects

## Contact Information

- Troy Techlin, environmental manager
  - [Ttechlin@sagchip.org](mailto:Ttechlin@sagchip.org)
  - 989-775-4080

## Sources

- Website
  - <http://www.sagchip.org/index.aspx>

# Grand Traverse Band of Ottawa and Chipewa Indians

Peshawbestwon, MI

Local

## Leadership Structure

- Tribal Council
  - Chairman is David M. Arroyo
- Numerous departments which divide duties
  - Relevant departments include Agricultural and Natural Resources

## What communities do they engage with?

- Tribal members

## Goals

- Agricultural focus is on food sovereignty

## Projects

- Collaborator on Michigan Wild Rice Initiative
- Agriculture and Food Sovereignty Department
  - Make management decisions for the roughly 1000 acres of land owned by the tribe
  - Manage the Kewadin Community Garden and Farm
  - Manage tribe's apple orchard
  - Host food preservation workshops

## Contact Information

- Tribal Administration
  - 866-534-7750

## Sources

- Website
  - <http://www.gtbindians.org/>

# SE Michigan Producers Association

Royal Oak, MI

Local

## Leadership Structure

- Founder and General Manager is Cary Junior

## What communities do they engage with?

- Residents of underserved communities in southeastern Michigan

## Goals

- Increase access to healthy foods in underserved communities

## Projects

- Cooperative of farmers from underserved communities working to increase their capacity through shared marketing, production, and distribution efforts
- Provide local produce to underserved areas in Detroit

## Additional Notes

- Organization has very limited online presence

## Contact Information

- General Organization Contact
  - 313-228-2240

## Sources

- Article: "SEMPA Founder Announced to USDA Minority Committee"
  - <https://www.michiganagtoday.com/sempa-founder-announced-to-usda-minority-committee/>
- Article: "Building Capacity through Collaboration and Eliminating Urban Food Deserts"
  - [https://projects.sare.org/sare\\_project/fnc14-951/](https://projects.sare.org/sare_project/fnc14-951/)
- Facebook Page
  - <https://www.facebook.com/SEMPAFARMERS/>



# Sault Ste. Marie Tribe of Chippewa Indians

Sault Ste. Marie, MI

Local

## Leadership Structure

- Board of Directors
  - Vice-Chairman is Austin Lowes
- Several departments handle various duties
  - Relevant departments include Environmental and Natural Resources

## What communities do they engage with?

- Tribal members

## Goals

- Maintain the environment for seven generations to come

## Projects

- Collaborator on Michigan Wild Rice Initiative

## Weaknesses

- Currently no internal agricultural projects

## Contact Information

- Kathie Brosemer, Environmental program manager
  - Kbrosemer@saulttribe.net
  - 906-632-5575
- Mary Menominee, administrative secretary for Natural Resources Department
  - [Mmenominee@saulttribe.net](mailto:Mmenominee@saulttribe.net)
  - 906-632-6132

## Sources

- Website
  - <https://www.saulttribe.com/>

# Match-E-Be-Nash-She-Wish Band of Pottawatomi Indians

Shelbyville, MI

Local

## Leadership Structure

- Tribal Council
  - Tribal Chairman is Bob Peters
- Various departments handling diverse duties
  - Includes an Environmental Department

## What communities do they engage with?

- Tribal members

## Goals

- Utilize conservation and management strategies to promote environmental and human health for the next seven generations

## Projects

- Collaborator on Michigan Wild Rice Initiative
- Conservation and management led by Environmental Department
  - Restore culturally significant plant and animal species including sugar maple and wild rice
  - Develop regulations regarding target species management

## Contact Information

- Environmental Department
  - 269-397-1780

## Sources

- Website
  - <https://gunlaketribe-nsn.gov/>

# Groundwork Center for Resilient Communities

Traverse City, MI  
State

## Leadership Structure

- Staff leadership
  - Executive Director is Hans Voss
- Board of Directors
  - Chair is Cheryl Hutchinson
- Advisory Council

## What communities do they engage with?

- Michigan residents

## Goals

- Support the environment, economy, and communities through local-based solutions

## Projects

- 10 Cents a Meal for Michigan's Kids and Farms
  - Provides up to 10 cents per meal through grants to Michigan schools to increase the presence of Michigan grown produce in school lunches
- Host the Farms, Food, and Health Conference
- Farm to School and FarmCorps
  - Advocate for schools to purchase food from local farms
  - Place AmeriCorps members in schools to educate kids on agriculture and healthy foods
- Facilitate partnerships between foodbanks and local farmers
- Taste the Local Difference
  - Educate consumers on the value of local food
  - Support business owners in the food system

## Weaknesses

- The organization is not BIPOC-led

## Contact Information

- Jennifer Schaap, Food and Farming Program Director
  - [jen@groundworkcenter.org](mailto:jen@groundworkcenter.org)
  - 231-941-6584 ext. 708

## Sources

- Website
  - <https://www.groundworkcenter.org/>

# Lac Vieux Desert Band of Lake Superior Chippewa Indians

Watersmeet, MI

Local

## Leadership Structure

- Tribal Council
  - Chairman is James Williams, Jr.
- Specialized departments, boards and commissions to handle diverse duties
  - No relevant departments, boards, or commissions

## What communities do they engage with?

- Tribal members

## Goals

- No stated agricultural goals

## Projects

- Collaborator on Michigan Wild Rice Initiative

## Weaknesses

- No independent agricultural projects or established infrastructure to enact such projects

## Contact Information

- Tribal Administration
  - 906-358-4577

## Sources

- Website
  - <https://lvd-nsn.gov/index.cfm>

# Hannahville Indian Community

Wilson, MI

Local

## Leadership Structure

- Tribal Council
  - Chairperson is Kenneth Meshigaud
- Multiple boards and committees that cover different duties
  - No board or committee directly relevant

## What communities do they engage with?

- Tribal members

## Goals

- No stated goals regarding agriculture

## Projects

- Collaborator on Michigan Wild Rice Initiative

## Weaknesses

- Outside of the Michigan Wild Rice Initiative, no current projects, or structure in place to support future projects, regarding conservation or agriculture

## Contact Information

- Tribal Administration
  - 906-466-2932

## Sources

- Website
  - <http://hannahville.net/>
- Facebook Page
  - <https://www.facebook.com/Hannahville.Potawatomi/>

# We the People Opportunity Farm

Ypsilanti, MI

Local

## Leadership Structure

- Founded and run by Melvin Parson

## What communities do they engage with?

- Formerly incarcerated individuals

## Goals

- Reduce recidivism by providing opportunities for formerly incarcerated individuals in farming and community engagement

## Projects

- Nine month paid internship for recently incarcerated individuals, including support in continuing education or employment following completion of the internship
- Food distribution to local community in Washtenaw County

## Contact Information

- General Organization Contact
  - [info@wtpof.org](mailto:info@wtpof.org)
  - 734-757-5067

## Sources

- Website
  - <https://www.wtpof.org/>

# Ohio

## Akron Honey

Akron, OH

National (through online sales)

### Leadership Structure

- Founded by Wesley Bright

### What communities do they engage with?

- Customer base

### Goals

- Empower and uplift community
- Protect bees and other pollinators

### Projects

- Educate children on honeybees to encourage protection of pollinators
- Produce and sell honey online and through retailers in Akron, OH

### Contact Information

- General Company Contact
  - 330-552-8858

### Sources

- Website
  - <https://akronhoney.com/>
- Article: "Why One Entrepreneur Turned Down \$100,000 Investment in his Side Business"
  - <https://www.cnbc.com/2016/09/01/why-one-entrepreneur-turned-down-a-100000-investment-in-his-side-business.html>

# Martha's Farm

Ashland, OH

Local

## Leadership Structure

- Founded and run by Martha (last name not provided online)

## What communities do they engage with?

- Customer base

## Goals

- Restore soil health
- Support and develop community

## Projects

- Farm using ethnic traditional farming practices based on those used in Ecuador and organic, sustainable methods
- Sell products at farmers market and through a CSA

## Contact Information

- Martha
  - 419-281-3048
  - [Martha@marthasfarm.com](mailto:Martha@marthasfarm.com)

## Sources

- Website
  - <https://www.marthasfarm.com/>
- Facebook Page
  - <https://www.facebook.com/profile.php?id=100080678707249>
- Listing on Local Harvest
  - <https://www.localharvest.org/marthas-farm-M58189>



# Sunday Creek Sanctuary

Athens, OH

Local

## Leadership Structure

- No information provided online

## What communities do they engage with?

- QTBIPOC community

## Goals

- Support land access, education, and safe creative spaces for QTBIPOC individuals

## Projects

- Run 6 acre microfarm

## Additional Notes

- Very limited online presence, with only an Instagram account in place of a website

## Contact Information

- Instagram
  - <https://www.instagram.com/sundaycreeksanctuary/>

## Sources

- Instagram
  - <https://www.instagram.com/sundaycreeksanctuary/>

# Son Rise Acres LLC

Bellville, OH

Local

## Leadership Structure

- Founded by Jennifer Johnson

## What communities do they engage with?

- Customer base
- Residents of Bellville, OH

## Goals

- Provide healthy and affordable food to the local community

## Projects

- Microfarm growing and selling produce to local community at farmers markets

## Contact Information

- Jennifer Johnson
  - [Sonriseacres2019@gmail.com](mailto:Sonriseacres2019@gmail.com)

## Sources

- Facebook Page
  - <https://www.facebook.com/Son-Rise-Acres-LLC-102058624629080>
- Interview with Jennifer Johnson by Richland Gro-Op
  - <https://richlandgro-op.com/son-rise-acres>

# Ironhorse Homestead

Blanchester, OH

National (through online sales)

## Leadership Structure

- Founded by Alaura and Kyle (no last names provided online)

## What communities do they engage with?

- Customer base

## Goals

- No goals available online

## Projects

- Farm herbs, vegetables, chickens, ducks, bees, and alpacas (for fiber) on 19 acres

## Contact Information

- Alaura
  - [alaura@ironhorsehomestead.com](mailto:alaura@ironhorsehomestead.com)

## Sources

- Website
  - <https://www.ironhorsehomestead.com/>
- Facebook Page
  - <https://www.facebook.com/Ironhorse-Homestead-210730096203965>

# Two Acre Farm

Bloomington, OH

Local

## Leadership Structure

- Run by Donna Lapasky

## What communities do they engage with?

- Customer base

## Goals

- No goals available online

## Projects

- Farm fruits and vegetables

## Additional Notes

- Limited online presence, with only a Facebook page in place of a website

## Contact Information

- Facebook
  - <https://www.facebook.com/OhioTwoAcreFarm>

## Sources

- Facebook Page
  - <https://www.facebook.com/OhioTwoAcreFarm>

# The Narrow Way Farm

Brookeville, OH

Local

## Leadership Structure

- Run by David and Tia (no last names provided online)

## What communities do they engage with?

- Customer base

## Goals

- Provide healthy, sustainable foods

## Projects

- Produce fruit, vegetables, and herbs on 5 acre farm

## Additional Notes

- The farm owners value the influence of religion on their lives and work

## Contact Information

- David and Tia
  - [narrowwayfarm@yahoo.com](mailto:narrowwayfarm@yahoo.com)

## Sources

- Website
  - <https://thenarrowwayfarm.com/>
- Instagram
  - <https://www.instagram.com/thenarrowwayfarm/>

# Chateau Hough LLC

Cleveland, OH

Local

## Leadership Structure

- Founded and run by Mansfield Frazier

## What communities do they engage with?

- At-risk youth
- Veterans
- Formerly incarcerated individuals

## Goals

- Vineyard and winery support the non-profit, Neighborhood Solutions, Inc. which aims to support at-risk use, veterans, and community members who have returned from incarceration in creating greener, healthier, and wealthier communities

## Projects

- Grow several varieties of wine grapes on formerly vacant land and sell in Cleveland

## Contact Information

- General Organization Contact
  - [winery@chateauhough.com](mailto:winery@chateauhough.com)
  - 216-438-0964

## Sources

- Website
  - <https://www.chateauhough.com/>
- Facebook Page
  - <https://www.facebook.com/ChateauHough/>
- Interview with Mansfield Frazier from the Cleveland Growing Strong Project
  - <https://www.clevelandgrowingstrong.com/copy-of-refugee-response-farm>

# City Fresh

Cleveland, OH

Local

## Leadership Structure

- Staff leadership
  - Executive Director is Anna Kiss Mauser-Martinez
- Board of Directors

## What communities do they engage with?

- Residents of northeastern Ohio

## Goals

- Create a more just, healthy, and sustainable food system

## Projects

- George Jones Memorial Farm
  - 70-acre educational farm containing forest and farmland open to students and the community at large
  - Produce perennials, fruits, nuts, maple syrup and row crops
  - Sell products through a CSA

## Strengths

- Relationship with Oberlin College and host environmental studies courses on their farm

## Contact Information

- Anna Kiss Mauser-Martinez
  - [annakiss@cityfresh.org](mailto:annakiss@cityfresh.org)
  - 440-707-6606

## Sources

- Website
  - <https://cityfresh.org/>

# Cleveland-Cuyahoga County Food Policy Coalition

Cleveland, OH

Local

## Leadership Structure

- Steering committee of stakeholders
  - Co-Chairs are Dr. Nicole Burt and Colleen Walsh

## What communities do they engage with

- Residents of northeastern Ohio

## Goals

- Promote a just, healthy, and sustainable food system in their local community, extending through NE Ohio
- Increase affordable food access
- Decrease food waste

## Projects

- Support local policy changes related to the food system, including protection for community gardens and urban farms

## Weaknesses

- The organization is not BIPOC-led, though equity and DEI are inherent in their mission

## Contact Information

- General Organization Contact
  - [ccfoodpolicycoalition@gmail.com](mailto:ccfoodpolicycoalition@gmail.com)

## Sources

- Website
  - <https://www.cleveland-cuyahogacountyfoodpolicycoalition.org/>



# Fruits of my Desires

Cleveland, OH

National (through online sales)

## Leadership Structure

- Founded and run by Desiree Hall

## What communities do they engage with?

- Customer base

## Goals

- Grow hers without chemical inputs

## Projects

- Produce and sell live and dried herbs

## Contact Information

- Online Contact Form
  - <https://www.fruitsofmydesires.com/pages/contact-us>

## Sources

- <https://www.fruitsofmydesires.com/>

# Hood Honey

Cleveland, OH

Local

## Leadership Structure

- Information not available online

## What communities do they engage with?

- Black Cleveland residents, primarily children

## Goals

- Create and support black economic growth

## Projects

- Youth programs such as Junior Bee Keepers Camp
- Work with other farmers to petition legislators in support of agriculture
- Raise bees and sell honey

## Contact Information

- General Organization Contact
  - [Hoodhoney216@gmail.com](mailto:Hoodhoney216@gmail.com)

## Sources

- Instagram
  - <https://www.instagram.com/hoodhoney216/?hl=en>
- Facebook Page
  - <https://www.facebook.com/profile.php?id=100067906544247>

# Ohio City Farm

Cleveland, OH

Local

## Leadership Structure

- Jointly controlled by Cuyahoga Metropolitan Housing Authority and The Refugee Response
- On-site management by the Senior Farm Manager, Michael Bartunek

## What communities do they engage with?

- Underserved communities in Cleveland, OH

## Goals

- Provide fresh, local, and healthy food, boost the local economy
- Educate the community on food systems

## Projects

- 6-acre urban farm
  - Distributes food through CSA and farm stand
  - Employs refugees through connection with The Refugee Response

## Contact Information

- Michael Bartunek
  - [michael@ohiocityfarm.com](mailto:michael@ohiocityfarm.com)
  - 440-969-0290

## Sources

- Website
  - <https://www.ohiocityfarm.com/>

# Rid-All Green

Cleveland, OH

Local

## Leadership Structure

- Founded and run by Damien Forshe, G. Keymah Durden III, and Randy McShepard

## What communities do they engage with?

- Residents of Cleveland, OH

## Goals

- Educate Cleveland residents on growing food and developing their own businesses

## Projects

- Education programs on running a farming business and offering hands-on experience
- Produce and sell vermicompost
- Raise tilapia fish in hydroponic and aquaponic systems
- Farmer Jones Market
  - Indoor farmer's market, restaurant, and culinary kitchen
- Programs focused on veteran education
- Partnership with and support of Urban Drawdown Initiative to reduce carbon emissions, including youth leadership training and engagement

## Contact Information

- G. Keymah Durden III
  - [Keymah777@aol.com](mailto:Keymah777@aol.com)
- General Organization Contact
  - [info@ridall.org](mailto:info@ridall.org)
  - 216-307-4069

## Sources

- Website
  - <https://ridall.org/>

# Teaching Humanity Excellence Urban Agriculture Initiative (T.H.E. U.A.I. LLC)

Cleveland, OH  
Local

## Leadership Structure

- Founded and run by Aharon Ben Keymah

## What communities do they engage with?

- Youth
- Community leaders
- Residents of Cleveland, OH

## Goals

- Develop youth leadership and Cleveland real estate
- Provide young adults and community leaders with a vision of a sustainable and self-sufficient community through agriculture

## Projects

- Education activities for students on agriculture, soil science, health and nutrition, and holism
- Assist individuals and communities in establishing a garden or hoop house
- Assist with green landscape design
- Sell health and wellness products

## Contact Information

- General Organization Contact
  - [grow@theuai.net](mailto:grow@theuai.net)
  - 216-816-4038

## Sources

- Website
  - <https://www.theuai.net/about-us>

# Village Family Farm

Cleveland, OH

Local

## Leadership Structure

- Founded and run by Jamel Rahkeera

## What communities do they engage with?

- Residents of Cleveland, OH

## Goals

- Engage with Cleveland community

## Projects

- Urban farm with land set aside for community gardens and recreation

## Additional Notes

- Facebook page has a link to a website, but this does not currently work

## Contact Information

- General Organization Contact
  - 216-926-4156

## Sources

- Interview with Jamel Rahkeera with the Cleveland Growing Strong Project
  - <https://www.clevelandgrowingstrong.com/copy-3-of-vel-s-purple-oasis>
- Facebook Page
  - <https://www.facebook.com/villagefamilyfarms>

# Central Ohio Young Farmers Coalition

Columbus, OH

Local

## Leadership Structure

- National organization with local chapters led by farmers and ranchers

## What communities do they engage with?

- People at all points of the food system, with a focus on young farmers

## Goals

- Educate on and provide resources regarding small-scale sustainability

## Projects

- Education on government policy, advocacy opportunities, or political causes benefitting young farmers

## Weaknesses

- No projects or stated focus on BIPOC farmers or increases equity in the farm system
- An Announcement was posted on Facebook on August 25 that the chapter is currently on hiatus

## Contact Information

- Facebook
  - <https://www.facebook.com/ohioyoungfarmerscoalition/>

## Sources

- Website
  - <https://www.youngfarmers.org/chapter/central-ohio-young-farmers-coalition/>

# Tiger Mushroom Farms

Columbus, OH

Local

## Leadership Structure

- Family-run farm
  - Founded by Te'Lario Watkins

## What communities do they engage with?

- Customer base

## Goals

- Produce year-round mushroom crops

## Projects

- Grow mushrooms and sell at farmers markets and grocery stores and to restaurants and a hospital, along with soup mixes online

## Contact Information

- Online Contact Form
  - <https://www.tigermushroomfarms.com/contact-us.html>

## Sources

- Website
  - <https://www.tigermushroomfarms.com/>
- Article: "Tiger Mushroom Farms: From Cub Scout to Ohio Mushroom Farmer"
  - <https://farmflavor.com/ohio/ohio-crops-livestock/tiger-mushroom-farms-cub-scout-ohio-mushroom-grower/>



# Edgemont Solar Garden

Dayton, OH

Local

## Leadership Structure

- Project managed by Greater Edgemont Community Coalition

## What communities do they engage with?

- Residents of the Edgemont neighborhood in Dayton, OH

## Goals

- No goals available online

## Projects

- Neighborhood garden

## Weaknesses

- Entire structure housing garden burned down in 2016 after a lightning strike and was only recently repaired

## Contact Information

- Online Contact Form
  - <https://www.greateredgemont.com/copy-of-home-2>

## Sources

- Website
  - <https://www.greateredgemont.com/>

# Michael Fields Agricultural Institute

East Troy, WI

Local

## Leadership Structure

- Staff Leadership
  - Executive Director is Perry Brown
- Board of Directors

## What communities do they engage with?

- Residents of southwest Wisconsin

## Goals

- To nurture ecological, social, and economic resiliency of food and farming systems through education, research, policy, marketing development

## Projects

- Wisconsin Women in Conservation
  - Connects women through peer and professional networks to expand conservation opportunities
- Midwest Grains Resource and Immersive Training (GRIT)
  - Year-long paid training for food-grade grain farmers based in peer-to-peer knowledge
  - Provide special support for women beginning farming and farmers interested in learning about organic and sustainable production strategies
- Support research into kernza, corn, hemp, and cover crops
- Engage in campaigns to support federal and state policy related to sustainable agriculture

## Weaknesses

- Not specifically a BIPOC-led organization and, while they have programs focusing on supporting women in agriculture, they do not have anything focused on supporting minority communities or individuals

## Contact Information

- Perry Brown, Executive Director
  - [pbrown@michaelfields.org](mailto:pbrown@michaelfields.org)
- Nicole Tautges, Agroecology Program Director and farm manager
  - [ntautges@michaelfields.org](mailto:ntautges@michaelfields.org)

## Sources

- Website
  - <https://www.michaelfields.org/>

# Davies Family Farm

Georgetown, OH

Local

## Leadership Structure

- Family-run farm
  - Founded by Tish and Chris Davies

## What communities do they engage with?

- Customer base

## Goals

- Promote and perform socially responsible, regenerative agriculture

## Projects

- Sustainably farm fruits, vegetables, chickens, pigs, and cows

## Contact Information

- Tish and Chris Davies
  - [contact@daviesfamilyfarm.com](mailto:contact@daviesfamilyfarm.com)
  - 513-394-6827

## Sources

- Website
  - <https://daviesfamilyfarm.com/>

# L Marie LTD

Greenwich, OH

Local

## Leadership Structure

- Run by Pam Mack

## What communities do they engage with?

- Customer base

## Goals

- Engage in sustainable agriculture that preserve the land for future generations

## Projects

- Grow large variety of fruits and vegetables, utilizing drip irrigation, crop rotation, and black plastic

## Contact Information

- Pam Mack
  - [Lmarieltd@gmail.com](mailto:Lmarieltd@gmail.com)

## Sources

- Listing on Ohio Ecological Food and Farm Association Website
  - <https://www.oeffa.org/userprofile.php?geg=1504>
- Facebook Page
  - <https://www.facebook.com/profile.php?id=100070448499402>

# Fangboner Farms

Holland, OH

National (through online sales)

## Leadership Structure

- Family-run farm
  - Founded and run by Roland Richardson

## What communities do they engage with?

- Customer base

## Goals

- Engage in sustainable organic farming

## Projects

- Grow, dry, and sell herbs and tea blends

## Strengths

- Diversified income from landscaping, herbs, teas, candles, lotions, and other accessories

## Contact Information

- Elizabeth Richardson
  - [Elizabeth@fangbonerfarms.com](mailto:Elizabeth@fangbonerfarms.com)

## Sources

- Website
  - <https://fangbonerfarms.com/>
- Facebook Page
  - <https://www.facebook.com/FangbonerFarms/>

# The Food Lab

Mansfield, OH

Local

## Leadership Structure

- Founded and run by Walt Bonham

## What communities do they engage with?

- Residents of Mansfield, OH

## Goals

- Create a local food network and movement through building farming systems and resources, growing food and awareness of what people eat, and feeding families and communities

## Projects

- Design and build community gardens, garden structures, and high tunnels
- Assist with development of gardens
- Education and outreach on agriculture
- Catering and meal prep using local foods

## Contact Information

- Walt Bonham
  - [waltbonham@gmail.com](mailto:waltbonham@gmail.com)
  - 419-295-3253

## Sources

- Website
  - <http://eatthefoodlab.com/>

# Richland Gro-Op

Mansfield, OH

Local

## Leadership Structure

- Staff leadership
  - Founder and Executive Director is Deanna West-Torrence
- Board of Directors
- Collective members

## What communities do they engage with?

- Urban and rural farmers

## Goals

- Improve economic viability of urban agriculture

## Projects

- Collective of rural and urban farmers
- Grow and sell produce to local restaurants, institutions, and consumers
- Collective crop-planning and marketing

## Weaknesses

- This is a relatively small collective composed of only 8 farmers

## Contact Information

- General Organization Contact
  - 419-522-1611

## Sources

- Website
  - <https://richlandgro-op.com/>
- Facebook Page
  - <https://www.facebook.com/profile.php?id=100057356833480>

# Michigan Food and Farming Systems (MIFFS)

Okemos, MI  
State

## Leadership Structure

- Staff leadership
  - Co-Executive Directors are Jen Silveri and Lauren Marquardt
- Board of Directors
  - President is Christine Quane

## What communities do they engage with?

- Entrepreneurial farm businesses

## Goals

- Serve as a bridge for USDA services providers and the diverse farming communities in Michigan to make small scale farming accessible and livable

## Projects

- Farm Development Center
  - Collaborative farming land leased by farmers without the means to make a significant personal investment
  - Provides opportunities for farmers to develop their businesses and build equity
  - One of the development centers specifically focuses on supporting women entering the agricultural space
- Vets-in-Ag Network
  - Connects veterans in agriculture to support peer learning and provide educational workshops
- Red Productores Hispanos Network
  - Connects Hispanic farmers to support peer learning and provide educational workshops
- Women-in-Ag Network
  - Connects women in agriculture to share experiences and provide educational workshops
  - Put on demonstrations at the Women-in-Ag Farm Development Center
- Host annual Michigan Family Farms Conference

## Contact Information

- Hagan Capnerhurst, Field Organizer
  - [hagan@miffs.org](mailto:hagan@miffs.org)
- General Organization Contact
  - [info@miffs.org](mailto:info@miffs.org)
  - 517-709-8271

## Sources

- Website
  - <https://www.miffs.org/whatwedo>



# Springfield Ohio Urban Plantfolk (SOUP)

Springfield, OH

Local

## Leadership Structure

- No information available online

## What communities do they engage with?

- Residents of the south side of Springfield

## Goals

- Increase food security for residents of the south side of Springfield, OH

## Projects

- Garden and food education programs
- School gardens and after school garden clubs
- Neighborhood farm stands
- Cooking classes
- Melrose Acres
  - Urban agriculture center in Springfield including orchards, garden, chicken coop, hoop houses, and classes
- Porch Garden Project
  - Free garden containers for community members

## Contact Information

- Sherry Chen, Coordinator
  - [Sherrychen1199@gmail.com](mailto:Sherrychen1199@gmail.com)
- General Organization Contact
  - 937-408-7171

# Oaks and Sprouts

Urbana, OH

Local

## Leadership Structure

- Founded by Tonni and Graham Oberly

## What communities do they engage with?

- Customer base

## Goals

- Restore soil health
- Empower community through healthy, nutrient dense food

## Projects

- Raise animals and grow fruits and vegetables for sale to local restaurants and at farmers markets

## Contact Information

- Tonni and Graham Oberly
  - [info@oaksandsprouts.com](mailto:info@oaksandsprouts.com)
  - 937-986-1678

## Sources

- Website
  - <https://www.oaksandsprouts.com/>
- Facebook Page
  - <https://www.facebook.com/OaksAndSprouts>

# Veggie Soul: Urban Farmers Market

West Dayton and Trotwood, OH

Local

## Leadership Structure

- Founded by Caressa Brown
- Advisory Board

## What communities do they engage with?

- Residents of West Dayton and Trotwood, OH

## Goals

- Increase access to local foods in a food desert
- Empower community members through education on self-sustainment and growing food

## Projects

- Farmers market for local gardeners and farmers to sell produce
- Garden Club
  - Assist community members in starting their own gardens
- Host classes on self-sustainability

## Additional Notes

- Information was initially gathered in part from a website that is currently down, but the domain may be repurchased by the organization
  - <https://veggie-soul.com/>

## Contact Information

- General Organization Contact
  - [info@veggie-soul.com](mailto:info@veggie-soul.com)

## Sources

- Facebook Page
  - <https://www.facebook.com/VeggieSoulUrbanFarmersMarket/>
- Listing on Dayton Convention and Visitors' Bureau website
  - <https://www.daytoncvb.com/listings/veggie-soul%3A-the-urban-farmers-market/2418/>

# Tarheel Hillbilly Farm

Willow Wood, OH

Local

## Leadership Structure

- Family-run farm
  - Founded by Charis and Ben Walker

## What communities do they engage with?

- Customer base

## Goals

- Provide healthy, affordable, nutrient-dense foods to local community

## Projects

- Raise Old Style American Tunis sheep using traditional rotating pasture grazing, bees, and Galloway cows
- Produce maple syrup

## Contact Information

- Charis and Benn Walker
  - [tarheelbillyfarmohio@gmail.com](mailto:tarheelbillyfarmohio@gmail.com)

## Sources

- Website
  - <https://tarheelbillyfarm.com/>
- Facebook Page
  - <https://www.facebook.com/profile.php?id=100057567455104>

# Agraria-Community Solutions

Yellow Springs, OH

Local

## Leadership Structure

- Board of Directors
  - President is Jessica D'Ambrosio, TNC's Ohio Agriculture Director

## What communities do they engage with?

- Residents of Yellow Spring and greater Miami River watershed bioregion

## Goals

- Restore soil and ecosystem health
- Increase community resilience

## Projects

- 138 acre educational and research farm hosting outside research groups exploring the impacts of regenerative agriculture
- stream and wetland restoration in partnership with TNC
- Produce Perks program
  - Match funds of low-income shoppers at Yellow Spring Farmers Market to increase access to healthy, local foods
  - Work with Springfield Ohio Urban Plantfolk (SOUP) to supplement culturally relevant foods to the program, which offers food security to residents of a food desert through urban agriculture

## Contact Information

- Amanda Hernandez, Farm Manager
  - [ahernandez@agrariacenter.org](mailto:ahernandez@agrariacenter.org)
- Susan Jennings, Executive Director
  - [sjennings@agrariacenter.org](mailto:sjennings@agrariacenter.org)

## Sources

- Website
  - <https://www.agrariacenter.org/>

# Lady Buggs Farm

Youngstown, OH

Local

## Leadership Structure

- Founded by Sophia Briggs

## What communities do they engage with?

- Residents of Youngstown, OH

## Goals

- Restore and revitalize communities through sustainable urban farming

## Projects

- Farm fruits and vegetables on 1.3 acres and sell produce at farmers markets
- Offer community services such as a seed bank and free yoga sessions

## Contact Information

- Sophia Briggs
  - [ladybuggsfarm@gmail.com](mailto:ladybuggsfarm@gmail.com)

## Sources

- Website
  - <https://ladybuggsfarm.blogspot.com/2012/09/reclaiming-sacred-roots-of-farming.html?fbclid=IwAR3ei3cJ1zUrtucgEmteiiM8cp3xhc8To5KM7YISDqgmmQkeg63iV27q4ZU>
- Facebook Page
  - <https://www.facebook.com/LadyBuggsFarm/>

# Wisconsin

## Bad River Band of the Lake Superior Tribe of Chippewa Indians of the Bad River Reservation

Ashland, WI  
Local

### Leadership Structure

- Tribal council
  - Tribal chairman is Mike Wiggins Jr.
- Several boards and committees handles various duties
  - Relevant are the Wild Rice committee and Food Sovereignty Department

### What communities do they engage with?

- Tribal members

### Goals

- Promote food sovereignty

### Projects

- Wild rice production and harvest

### Strengths

- History of working with conservation and environmental agencies, such as Wisconsin Nature Conservancy, and government agencies, such as the EPA

### Contact Information

- Dan Powless Sr., contact for Wild Rice committee
  - 715-682-7111 ext. 1618
- Loretta Livingston, Food Sovereignty Department director
  - [Foodsov@badriver-nsn.gov](mailto:Foodsov@badriver-nsn.gov)

### Sources

- Website
  - <https://www.badriver-nsn.gov/>

# Red Cliff Band of Lake Superior Chippewa Indians of Wisconsin

Bayfield, WI

Local

## Leadership Structure

- Tribal Council
  - Chairman is Christopher Boyd
- Several Departments handling diverse duties
  - Department of Treaty Natural Resources

## What communities do they engage with?

- Tribal members

## Goals

- Support the tribal community
- Advance food sovereignty

## Projects

- Mino Bimaadiziwin Gitigaanin (Good Life Farm)
  - Greenhouse, hoop house, apple orchards, and plots growing perennial plants, native species, pollinator supporters, and traditional and medicinal plants for community use
- Have seeded wild rice along Raspberry River and Frog Creek in the past

## Contact Information

- Good Life Farm
  - 715-779-3782

## Sources

- Website
  - <https://www.redcliff-nsn.gov/>



# Ho-Chunk Nation of Wisconsin

Black River Falls, WI

Local

## Leadership Structure

- Executive, Judicial, and Legislative Branches
  - Natural Resources Department falls under the Executive Branch
- General Council

## What communities do they engage with?

- Tribal members

## Goals

- Manage agricultural land
- Educate tribal members on agricultural topics

## Projects

- plan, plant, maintain, harvest, and process all agriculture on Ho-Chunk land through the Department of Natural Resources

## Contact Information

- Department of Natural Resources
  - 715-284-2852

## Sources

- Website
  - <https://ho-chunknation.com/>

# Stockbridge Munsee Community

Bowler, WI

Local

## Leadership Structure

- Tribal Council
  - President is Shannon Holsey
- Executive Team
  - Executive Director is Allen Quinney

## What communities do they engage with?

- Tribal members

## Goals

- Improve community nutrition and education on gardening, harvesting, storage, and cooking of food items

## Projects

- .5 acre garden which distributes produce to community through a farmers market, “share the bounty” tables, and the elderly center

## Contact Information

- Kellie Zahn, Agricultural Agent
  - 715-793-3031

## Sources

- Website
  - <https://www.mohican.com/>
- Mohican Nation Agriculture Website
  - <https://rainerscott.wixsite.com/mohicanagriculture>

# Forest County Potawatomi Community

Crandon, WI

Local

## Leadership Structure

- Executive council
  - No information provided on current membership
- Several departments manage duties
  - Relevant departments include Natural Resources and Forestry

## What communities do they engage with?

- Tribal members

## Goals

- Provision of sustainable produce for tribal community and general public

## Projects

- Farm consisting of orchards, aquaponics, livestock, honeybees, and high tunnels

## Contact Information

- Natural Resources Department
  - 715-478-7222
- Dave Cronauer, farm manager
  - 715-889-0017

## Sources

- Website
  - <https://www.fcpotawatomi.com/>

# Sokaogon Chippewa Community

Crandon, WI

Local

## Leadership Structure

- Multiple departments dividing duties
  - Relevant are the Forestry and Food Distribution Departments

## What communities do they engage with?

- Tribal members

## Goals

- Protect natural resources for future generations

## Projects

- Wild rice management

## Contact Information

- Tina Van Zile, Environmental Director
  - 715-478-7605

## Sources

- Website
  - <https://sokaogonchippewa.com/>

# Oneida Tribe of Indians of Wisconsin

Green Bay, WI

Local

## Leadership Structure

- General Tribal Council
- Standing committees divide management duties

## What communities do they engage with?

- Tribal members

## Goals

- Food sovereignty
- Enhance community wellness through a sustainable, resilient food system and serve as a model for other tribes

## Projects

- Oneida Community Integrated Food Systems
  - Create community food system including traditional crops to enhance local economy
  - Educate community on traditional foods
- Oneida Nation Farm
  - Over 6000 acres of land rented from the tribe, with:
    - 4000 acres used for conservation and environmental programs
    - 2000 acres used for cash crops and raise livestock
- Food Distribution Center
  - Provide food, nutritional advice, and other services for the community
- Oneida Apple Orchard
  - 40 acres containing roughly 4000 apple trees
  - Scattered vegetable beds and a few other types of fruit trees
- Oneida Farmers Market
  - Weekly market for local growers and crafters
- 4H Club

## Contact Information

- Oneida Nation Farm
  - 920-833-7952
- General Line for Agricultural Programs
  - 920-869-1600

## Sources

- Website
  - <https://oneida-nsn.gov/>
- Oneida Nation Food Sovereignty Strategic Plan
  - <https://oneida-nsn.gov/wp-content/uploads/2022/02/Food-Sovereignty-Strategic-Plan-Goals-and-Objectives.pdf>

# Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin

Hayward, WI  
Local

## Leadership Structure

- Tribal Governing Board
  - Chairman is Louis Taylor

## What communities do they engage with?

- Tribal members

## Goals

- Protection of natural resources
  - No goals specific to agriculture

## Projects

- No specific agricultural projects

## Weaknesses

- No ongoing projects related to agriculture or food systems described on the website

## Contact Information

- Conservation Department
  - 715-634-0102

## Sources

- Website
  - <https://www.lcotribe.com/>
- Facebook Page
  - <https://www.facebook.com/LCOCD/>

# Hempstead Project Heart

Keshena, WI  
National

## Leadership Structure

- Staff leadership team
  - Executive Director is Marcus Grignon

## What communities do they engage with?

- Hemp farmers, specifically with plots on tribal land

## Goals

- Increase awareness of the benefits of growing industrial hemp

## Projects

- Research the history of hemp farming in America
- Campaign for the hemp industry in California, where the organization was founded, and Wisconsin
- Work with Menominee Nation in their efforts to grow hemp

## Contact Information

- General Organization Contact
  - [Info@hempsteadprojectheart.org](mailto:Info@hempsteadprojectheart.org)
  - 920-562-9518

## Sources

- Website
  - <https://www.hempsteadprojectheart.org/>

# Menominee Indian Tribe of Wisconsin

Keshena, WI

Local

## Leadership Structure

- Menominee Tribal Legislature
  - Vice Chair is Ron Corn, Sr.
- Numerous departments overseen by the legislature
  - Agriculture and Food Systems Department and committee

## What communities do they engage with?

- Tribal members

## Goals

- Develop and sustain resilient food systems
- Improve tribal health, wellbeing, and economic development

## Projects

- Regulate, assist with, and develop agricultural and food systems initiatives carried out by tribal members and institutions

## Contact Information

- Gary Besaw, Director of the Department of Agriculture and Food Systems
  - 715-994-1375

## Sources

- Website
  - <https://www.menominee-nsn.gov/Default.aspx>



# Lac du Flambeau Band of Lake Superior Chippewa Indians of the Lac du Flambeau Reservation of Wisconsin

Lac de Flambeau, WI  
Local

## Leadership Structure

- Management duties divided between a number of departments and offices

## What communities do they engage with?

- Tribal members

## Goals

- Development a management plan of manoomin (Wild Rice) based in traditional ecological knowledge and tribal guidance

## Projects

- Wild Rice Cultural Enhancement Program
  - Collect data on soil, water, and plant species in partnership with the University of Minnesota
  - Host community wild rice feasts
  - Work with elders to incorporate traditional ecological knowledge into management
  - Develop management plan for manoomin

## Contact Information

- Joe Graveen, wild rice technician
  - [Wgraveen@ldftribe.com](mailto:Wgraveen@ldftribe.com)

## Sources

- Website
  - <https://www.ldftribe.com/>

# 40 Acres and a Mule

La Crosse, WI

Local

## Leadership Structure

- Founded by Adrian Lipscombe

## Goals

- Preserve black agricultural practices and food culture
- Increase education on agriculture

## Projects

- Purchase agricultural land and tools to give to black farmers
- Support black-owned organizations in the food system

## Weaknesses

- Largely rely on crowd funding for fundraising

## Contact Information

- General Organization Contact Form
  - <https://40acresproject.com/contact/>

## Sources

- Website
  - <https://40acresproject.com/>
- Article: "La Crosse Chef Hopes to Support Black Farmers with '40 Acres and a Mule'"
  - <https://www.wpr.org/la-crosse-chef-hopes-support-black-farmers-40-acres-and-mule?fbclid=IwAR14cobd8V6N2oR2jflaoQB15l4E1bUq1DBUz2mpaP5WnnFmrClijpvJcLmw%20https://40acresproject.com/>

# National Young Farmers Coalition-IA, MN, WI Chapter

La Crosse, WI  
Local

## Leadership Structure

- National organization with local chapters led by farmers and ranchers

## What communities do they engage with?

- Farmers in the states of Iowa, Minnesota, and Wisconsin, with a focus on regenerative farmers

## Goals

- Land access for regenerative farmers in Midwest regions

## Projects

- No information available on any ongoing projects

## Weaknesses

- Do not appear to have any ongoing projects through which they are attempting to reach their goals

## Contact Information

- General Chapter Contact
  - [driftlessyoungfarmers@gmail.com](mailto:driftlessyoungfarmers@gmail.com)

## Sources

- Website
  - <https://www.youngfarmers.org/chapter/wi-ia-mn-driftless-young-farmers-coalition/>
- Facebook Page
  - <https://www.facebook.com/DriftlessFarmers/>

# Marbleseed

Spring Valley, WI  
Regional

## Leadership Structure

- Staff leadership
  - Executive Director is Lori Stern
- Board of Directors
  - President is Dela Ends, an owner of a family farm

## What communities do they engage with?

- Farmers transitioning to organic, sustainable methods

## Goals

- Support farmers' transitions to more sustainable agriculture

## Projects

- Host annual Organic Farming Conference
- Farmer-to Farmer Mentorship
  - Provide one on one mentorship to farmers transitioning to regenerative, organic, and/or sustainable agriculture from experienced farmers
- Farmer Advancement
  - Provides training and support for beginner farmers at all levels, including professional development and managing employees
  - Team of Farmer Advancement Advocates who support farmers impacted by systemic issues overcome barriers to funding, certifications, and land access
- Mental Health Peer Support
  - Trains farmers in peer support methods to help connect other farmers and their family members to mental health resources and services in Wisconsin
- Wisconsin Women in Conservation
  - Connects women landowners to resources and funding opportunities
- In Her Boots
  - A series of events and resources for women farmers which encourage leadership and learning
- Grower Groups
  - Farmer-led groups used to share resources and challenges and solutions

## Weaknesses

- Not a BIPOC-led organization, nor is that their specific aim, but they do have statements and programs aimed at DEI, and acknowledge DEI's value in agriculture and sustainability

## Contact Information

- General Organization Contact
  - [info@marbleseed.org](mailto:info@marbleseed.org)
  - 888-906-6737
- Jenica Caudill, Director of Development and Strategic Partnerships
  - [Jenica.caudill@marbleseed.org](mailto:Jenica.caudill@marbleseed.org)

## Sources

- Website
  - <https://marbleseed.org/>

# St. Croix Chippewa Indians of Wisconsin

Webster, WI

Local

## Leadership Structure

- Tribal Council
  - Chairman is William Reynolds

## What communities do they engage with?

- Tribal members

## Goals

- Protect land, water, and natural resources for traditional uses

## Projects

- Harvest management for wild rice, hunting, fishing, maple tree tapping, berries, and other traditional food and medicines

## Contact Information

- Sarah Slayton, Environmental/Natural Resources Director
  - [Sarabs@stcroixjibwe-nsn.gov](mailto:Sarabs@stcroixjibwe-nsn.gov)
  - 715-349-2195 ext. 5240

## Sources

- Website
  - <https://stcroixjibwe-nsn.gov/>

# Outside the Midwest Region

## Native American Food Sovereignty Alliance (NAFSA)

Flagstaff, AZ  
National

### Leadership Structure

- Board of Directors
- Leadership Council
- Staff leadership
  - Executive Director is Lillian Hill
- Executive Committee
  - Committee president is Julie Garreau

### What communities do they engage with?

- Native Americans

### Goals

- Restore food systems which support indigenous communities and efforts towards self-determination, wellness, economic empowerment
- Rebuild a relationship with the land and environment as a whole

### Projects

- Indigenous Seedkeepers Network
  - Collect, grow, and share seed for native plants
  - Provide educational resources, mentorship training, and outreach for seed policy issues
  - Assist the Seed Sovereignty Movement across North America
- Food and Culinary Program
  - Reconnect people and communities with traditional diets through training and education
  - Provide entrepreneurial training, mentorship, and development support
  - Provide ethical economic development and job skills for Native people

### Contact Information

- General Organization Contact
  - [info@nativefoodalliance.org](mailto:info@nativefoodalliance.org)
  - 651-905-5582

### Sources

- Website
  - <https://nativefoodalliance.org/>

# Native American Agriculture Fund

Fayetteville, AR

National

## Leadership Structure

- Board of Trustees
  - Board Chair is Joe Hiller, PhD, professor at University of Arizona and member of the Oglala Lakota tribe
- Staff leadership team
  - CEO is Toni Stanger-McLaughlin, JD

## What communities do they engage with?

- Native American farmers and ranchers

## Goals

- Fund the continued engagement of Native American farmers with agriculture

## Projects

- Provide grants to Native American farmers and ranchers for business assistance, agricultural education, technical support, and advocacy services

## Contact Information

- General Organization Contact
  - 479-445-6226
- Cindy Farlee, program officer
  - [Cfarlee@nativeamericanagriculturefund.org](mailto:Cfarlee@nativeamericanagriculturefund.org)

## Sources

- Website
  - <https://nativeamericanagriculturefund.org/>



# Black Church Food Security Network

Baltimore, MD  
National

## Leadership Structure

- Board of Directors chaired by Jamye Wooten

## What communities do they engage with?

- Black churches

## Goals

- Advance the health, wealth, and power of black communities

## Projects

- Operation Higher Ground
  - Establish or expand gardens or agricultural projects on church-owned lands
- Soil to Sanctuary Markets
  - Establish small farmers markets at churches on days of worship or other events when church members gather
- Assembling our Resources for Community Sustainability (A.R.C)
  - Creation of a supply chain up the eastern seaboard from Jacksonville, FL to Philadelphia, PA
  - Turn black churches into food hubs
- Black Farm Tours
  - Create relationships with black farmers through organized tours

## Contact Information

- General Organization Contact
  - [info@blackchurchfoodsecurity.net](mailto:info@blackchurchfoodsecurity.net)

## Sources

- Website
  - <https://blackchurchfoodsecurity.net/>
- Article: "The Black Church Food Security Network Aims to Heal the Land and Heal the Soul"
  - <https://www.christiancentury.org/article/interview/black-church-food-security-network-aims-heal-land-and-heal-soul>

# Institute for Agriculture and Trade Policy

Minneapolis, MN  
International

## Leadership Structure

- Staff leadership
  - Executive Director is Sophia Murphy
- Board of Directors
  - Chair is Pamela Saunders,

## What communities do they engage with?

- Researchers
- Policy makers
- Members of rural communities

## Goals

- Facilitate research at the intersection of agriculture, trade, and climate
- Impact policy on topics of interest, including agriculture, rural development, and trade

## Projects

- Support, engage in, and promote research on an array of topics relating to the food system, trade, and climate change
- Host educational workshops and lectures

## Weaknesses

- Not a BIPOC-led organization, and though they do work globally with diverse communities, they do not have a specific focus on DEI or supporting BIPOC communities

## Contact Information

- Erin McKee VanSlooten, Community Food Systems Program Director
  - 612-870-0453 ext. 3402
- Melissa Prenevost, Operations Manager
  - 612-870-0453 ext. 3002

## Sources

- Website
  - <https://www.iatp.org/>

# Intertribal Agriculture Council

Billing, MT  
National

## Leadership Structure

- Staff Leadership
  - Executive Director is Kari Jo Lawrence
- Board of Directors
  - Board president and representative of the Midwest Region is Harlan Beaulieu

## What communities do they engage with?

- Native Americans

## Goals

- Promote change in Native American agriculture for the benefit of Native peoples

## Projects

- Host annual conference
- Technical Assistance Network
  - Directly assist with access to USDA programs including applications and contract implementation
- American Indian Foods
  - Provide platform for Native American businesses in the food system to showcase their products and share their culture
  - Assist in exporting Native grown or created foods
  - Create trademarks for Native products to denote them as officially produced by native businesses
- Natural Resources
  - Partner with NRCS to provide access to conservation assistance and other resources to improve stewardship of Native lands
- Advocacy on issues impacting Native communities and producers

## Contact Information

- Kari Jo Lawrence
  - [kari@indianag.org](mailto:kari@indianag.org)
- Latashia Redhouse, American Indian Foods Directors
  - [latashia@indianag.org](mailto:latashia@indianag.org)

## Sources

- Website
  - <https://www.indianag.org/>

# Black Urban Growers Association

New York, NY  
National

## Leadership Structure

- No information available on leadership structure or team

## What communities do they engage with?

- Black farmers and gardeners

## Goals

- Build networks and support for black urban and rural growers
- Reimagine black futures

## Projects

- Annual Black Farmers and Urban Gardeners National Conference
  - Brings together urban and rural farmers, students, chefs, product marketers, herbalists, nutritionists, consumers, policymakers, educators, activists, and organizations

## Contact Information

- Contact Form on Website
  - <https://blackurbangrowers.org/>

## Sources

- Website
  - <https://blackurbangrowers.org/>
- Facebook Page
  - <https://www.facebook.com/blackfarmerconf>

# Rural Coalition

Washington, DC  
International

## Leadership Structure

- Board of Directors
  - Chair is John Zippert from Federation of Southern Cooperatives Land assistance Fund

## What communities do they engage with?

- United States
  - BIPOC communities
  - Immigrant communities
- Mexico
  - Indigenous groups
  - Campesina groups

## Goals

- Improve the lives of disenfranchised rural residents, including farmers and farmworkers
- Create equitable, sustainable farm systems

## Projects

- Grassroots public policy campaigns to protect:
  - Farm workers
  - Immigrants
  - Rural health
  - Equity
- Conduct research and capacity building grassroots efforts
- Compose reports and briefs, such as:
  - Equity Advances in the 2018 Farm Bill: Special Report in January 2019
  - Small Farm Digest: Critical Needs of Small Farmers and Ranchers, Vol. 17 in 2015
  - Campaign for a Just Food and Farm Policy: Policy Briefing with Federation of Southern Cooperatives and Missouri Rural Crisis Center in 2001

## Strengths

- Member organizations span the country, including having a presence in the Midwest division states

## Contact Information

- Lorette Picciano, Executive Director
  - lpicciano@ruralco.org

## Sources

- Website
  - <https://www.ruralco.org/>

# No Physical Headquarters

## Family Agriculture Resource Management Services (F.A.R.M.S.)

No Physical Headquarters  
International

### Leadership Structure

- Run by founder and director Jillian Hishaw, Esq.

### What communities do they engage with?

- Black farmers

### Goals

- Retention of lands across generations

### Projects

- F.A.R.M.S. to Food Bank
  - Distribute food in high poverty neighborhoods through partner organizations
  - Produce purchased directly from farmers
- Aging Small Farmer Services
  - Legal, educational, and supportive services such as Medicaid/Medicare workshops, estate planning, and grant writing services
- Farmers Emergency Fund
  - Financial assistance to cover emergency expenses related to farm operations and daily necessities
  - Funds only provided to small farmers in the United States, as defined by those who farm less than 500 acres of land and have limited resources

### Contact Information

- General Organization Contact
  - [info@30000acres.org](mailto:info@30000acres.org)

### Sources

- Website
  - <https://30000acres.org/about-us/>

# HEAL Food Alliance

No Physical Headquarters  
National

## Leadership Structure

- Coalitions of non-profit organizations with governing steering council

## What communities do they engage with?

- Farmers
- Scientists
- Advocates
- Environmentalists
- Indigenous Groups

## Goals

- Create healthy, accessible, equitable, and affordable food and farm system

## Projects

- School of Political Leadership
  - 6 month long political leadership training
  - Aims to train leaders who prioritize community, sustainability, dignified work, and real food
- Good Food Communities
  - Campaign working towards increasing wages for frontline workers to a living wage, creating infrastructure for BIPOC producers, and environmental protection
  - Partnered with Food Chain Workers Alliance (FCWA) to develop campaign's framework
- Real Meals Campaign
  - Grassroots campaign to move money away from corporate food producers and towards communities and smaller producers

## Strengths

- Membership and partnerships across multiple sectors

## Additional Notes

- There is an established process for organizations to join the alliance, which is laid out here: <https://drive.google.com/file/d/1711f82CbRYsjVs7uf6dIImHodD8ryzlv/view>

## Contact Information

- General Organization Contact
  - [info@healfoodalliance.org](mailto:info@healfoodalliance.org)

## Sources

- Website
  - <https://healfoodalliance.org/>
- Good Food Communities Website
  - <https://www.goodfoodcommunities.org/>

# Michigan Wild Rice Initiative

No physical headquarters  
State

## Leadership Structure

- Collaboration between the 12 tribes, 4 state organizations, and two federal agencies

## What communities do they engage with?

- Michigan Native tribes

## Goals

- Protect and restore manoomen (wild rice) in Michigan and the culture around it

## Projects

- Education and outreach regarding manoomen
- Development of best management practices and stewardship strategies
- Support appropriate agricultural and harvest practices

## Strengths

- State and federal government organizations back the project

## Contact Information

- No contact information listed on the website officially for the project
- Karena Schmidt, ecologist connected to the project according to the Keweenaw Bay Indian Community website
  - [Kschmidt@kbic-nsn.gov](mailto:Kschmidt@kbic-nsn.gov)

## Sources

- Website
  - <http://www.michiganwildriceinitiative.com/>
- Listing on Michigan Sea Grant Webpage
  - <https://www.michiganseagrant.org/topics/ecosystems-and-habitats/native-species-and-biodiversity/manoomin-wild-rice/>



# Midwest Farmers of Color Collective

No Physical Headquarters  
Regional

## Leadership Structure

- Coordinating team made up of volunteers
  - Sammie Ardito Rivera
  - Sophia Benrud
  - Michael Cheney
  - Zoe Hollomon

## What communities do they engage with?

- BIPOC farmers

## Goals

- Racial justice
- Equitable food and farming systems

## Projects

- Advancing US
  - virtual learning series by and for farmers of color around food, justice, and race
- Grow Connect
  - Seed saving library and collective
- Growing Liberation Podcast
  - Podcast by a farmer to reclaim narratives and reconnect with land, food, culture, economic autonomy, and political power
- Cultivators' Fund
  - Annual mini-grants for farmers of color
- Mapping
  - In the process of creating a map of farmers of colors across the Midwest, beginning in Minnesota

## Weaknesses

- Lack funding and capacity for all projects they have envisioned

## Additional Notes

- Leadership is all in Minnesota, but their work expands beyond that state into the rest of Midwest

## Contact Information

- Contact Form
  - <https://midwestfarmersofcolor.us7.list-manage.com/subscribe?u=563d9bb7dc835c9071e550831&id=c948c42f49>

## Sources

- Website
  - <https://midwestfarmersofcolor.org/>

# National Black Food and Justice Alliance

No Physical Headquarters  
National

## Leadership Structure

- Coalition of black-led organizations with two Executive Directors, Dr. Jasmine R. Jackson and Cicely Garrett

## What communities do they engage with?

- Black urban and rural farmers
- Black-run community organizations

## Goals

- Develop and support black leadership, communities, and organizations
- Support black food and community sovereignty
- Self-determination for food, economies, and land

## Projects

- Lola Hampton-Frank Pinder Center for Agroecology at Florida A&M
  - Need for an agroecology hub noted by the Research branch of the National Black Food and Justice Alliance
  - Develop innovative land stewardship methods
  - Interdisciplinary think tank of black farmers and other small farmers to promote relevant change and policy
- Political Campaigns
  - Campaign regarding issues that will impact black farmers and landowners, such as the development of a pipeline through the historically black community of Pembroke, IL and the Justice for Black Farmers Act
- Food Map and Directory
  - Identify and map black food producers across the United States
- Institution Building
  - Create a framework for action regarding food and land issues
  - Create and improve infrastructure on local, regional and, national levels of distribution

## Strengths

- National support from and network of community organizations

## Weaknesses

- Need more support to fight institutional and systemic issues facing black communities, such as the pipeline in Pembroke, IL, which is the largest black farming community in the state

## Contact Information

- General Organization Contact
  - [info@blackfoodjustice.org](mailto:info@blackfoodjustice.org)

## Sources

- Website
  - <https://www.blackfoodjustice.org/>
- Article: "Black Farmers in Rural Pembroke Township Protest Nicor Plan to Build Gas Pipeline Through Their Community"
  - <https://www.chicagotribune.com/news/breaking/ct-black-farmers-protest-nicor-pembroke-pipeline-proposal-20211208-feyk6jbjubhndgigsanzqvir5y-story.html>
- Article: "Protect Black Land and Preserve Pembroke"
  - <https://www.blackfoodjustice.org/stop-the-pipeline-resources>

# National Sustainable Agriculture Coalition

No physical headquarters

National

## Leadership Structure

- Governed by three councils and a committee
  - Organizational Council
  - Grassroots Council
  - Racial Justice Committee within Grassroots Council
  - Policy Council

## What communities do they engage with?

- Grassroots organizations in the agricultural field

## Goals

- Sustainability in agriculture, food systems, natural resources, and rural communities

## Projects

- Organize campaigns on issues affecting agriculture, including agricultural conservation, food safety, and GMOs
- Write and publish briefs and papers to discuss policy and offer guidance to farmers and consumers

## Strengths

- Diversity in agriculture is core value of the coalition

## Contact Information

- General Organization Contact
  - [Info@sustainableagriculture.net](mailto:Info@sustainableagriculture.net)
  - 202-547-5754

## Sources

- Website
  - <https://sustainableagriculture.net/>

# Meetings, Events, and Conferences

| Event                                                    | Date                               | Host Organization                          | Location      | Notes                                                                                                                                                                                                                                               |
|----------------------------------------------------------|------------------------------------|--------------------------------------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Urban Livestock Expo</b>                              | Not hosted in 2022 due to Covid-19 | Advocates for Urban Agriculture            | Chicago, IL   |                                                                                                                                                                                                                                                     |
| <b>Urban Stewards Action Network</b>                     | Monthly                            | Chicago Food Policy Action Council         | Chicago, IL   | Meetings are reserved for BIPOC individuals; must join this Google group for access to more meeting information:<br><a href="https://groups.google.com/a/chicagofoodpolicy.com/g/USAN">https://groups.google.com/a/chicagofoodpolicy.com/g/USAN</a> |
| <b>Black Farmers and Urban Gardeners Conference</b>      | October 14-16, 2022                | Black Urban Growers                        | Atlanta, GA   |                                                                                                                                                                                                                                                     |
| <b>Intertribal Agriculture Council Annual Conference</b> | December 6-8, 2022                 | Intertribal Agriculture Council            | Las Vegas, NV |                                                                                                                                                                                                                                                     |
| <b>Latino Farmer Conference</b>                          | November 17-18, 2022               | National Center for Appropriate Technology | Escondido, CA |                                                                                                                                                                                                                                                     |
| <b>Chicago Food Justice Summit</b>                       | February 8-10, 2023                | Chicago Food Policy Action Council         | Chicago, IL   |                                                                                                                                                                                                                                                     |
| <b>Michigan Family Farms Conference</b>                  | February 25, 2023                  | Michigan Food and Farming Systems          | Kalamazoo, MI |                                                                                                                                                                                                                                                     |
| <b>Organic Farming Conference</b>                        | February 23-25, 2023               | Marbleseed                                 | La Crosse, WI |                                                                                                                                                                                                                                                     |
| <b>Annual Fundraising Campaign Kick-Off</b>              | Hosted annually around Juneteenth  | Detroit Black Farmer Land Fund             | Detroit, MI   | First fundraising event for the organization, took the form of a Juneteenth Black Farmers Market in 2022                                                                                                                                            |

