



**TOGETHER  
WE  
THRIVE**



**HEAL Food Alliance**  
**2023 End Of Year Report**

2023

# A NOTE FROM HEAL'S DIRECTOR

**Everywhere I look, I see beautiful acts of resistance.** Hundreds and thousands of people upending their own lives. Saying no genocide, yes to land back.

I see poetry and prayer. Protests and possibility. People making meals for each other, giving each other car rides, creating art - patches, posters, banners, murals, and more. Journalists risking arrest - or their lives - to tell the truth. Community members offering family care, pet care, and after care to those who are on the frontlines.

**This is solidarity.** Understanding that our humanity, our individual liberation absolutely depends on collective liberation.

At HEAL, we often say that it takes all of us - the diverse skills, resources, relationships, and expertise that each of us brings - to change everything. Five hundred years after the fact, we are transforming a food system that was founded on genocide, displacement and land theft - the very things folks are fighting against today. And we're doing it in solidarity with each other, across race and place, sector and skillset.

This year, HEAL members came together to turn our values into policy priorities and got to work on the Farm Bill. Our 43 member organizations agreed that workers' rights, BIPOC producers, climate change, families being fed, and community control all needed to be central to this omnibus legislation that for its almost 100 year existence, has excluded working people, enabled discrimination, and prioritized profit over people and our planet.

HEAL members painted signs and marched, burned sage on Capitol Hill, created t-shirts and postcards, and paid visits to our Congress members and staff on agricultural committees. We made phone calls, wrote letters, and published Op-Eds. We hosted the first congressional briefing on making labor part of the Farm Bill, where working people from three states and sectors testified. 150 organizations from all over signed on in support of our priorities.

**This work isn't over** - we know it will go well into 2024. I'm so proud of our team and our members. Six years into our collective journey, HEAL is building momentum for real change even within systems that were never designed to work for us. We are deep in solidarity with each other, and those calling for change around the world.

Thank you for being part of our journey.

With hope,



**Navina Khanna**  
Executive Director  
HEAL Food Alliance



# ABOUT HEAL

## **Our Mission**

HEAL is building collective power for food and farm systems that are nourishing for all families, accessible and affordable for all communities, and fair to the working people who grow, distribute, prepare, and serve our food – while protecting the air, water, and land we all depend on.

## **Our Vision**

For all people and all communities to have the right and the means to produce, procure, prepare, share, and eat food that is nourishing, free from exploitation of themselves and any other people, and to be in their full power in harmony with the rest of the natural world.

## **Our Alliance**

HEAL is a national member-led, multi-racial, multi-sectoral alliance of 43 diverse organizations that represent over two million rural and urban farmers, fishers, farm and food chain workers, Indigenous groups, scientists, advocates, and activists. We believe that true transformation requires the diverse skills, roles, and resources of each of us working together. We organize to move from an extractive and exploitative economic model towards community controlled systems rooted in care for the land, meaningful labor, and healthful communities, while supporting the sovereignty of all living beings.

# HOW WE WORK

Since our inception in 2017, HEAL has organized relentlessly for justice and transformation. We uplift our members' solutions; train community-based leaders through our School of Political Leadership; advocate for protections for working people and resources for BIPOC farmers; confront corporate control; win local and federal policy change; and redirect resources to BIPOC-led efforts in frontline communities.

## HEAL organizes through five core methods:



**HEAL connects and unites groups across race, sector, and geography.**

We strengthen relationships between organizations and sectors by facilitating collaboration, growing alignment, and organizing to support each others' campaigns.



**We organize resources for a BIPOC-led grassroots movement for change.**

HEAL partners with the philanthropic community to democratize decision-making and redistribute resources, while organizing for policy change.



**We connect and nurture existing and emerging campaigns.**

By organizing in solidarity with each other, HEAL members are able to achieve more together than any one of our organizations can achieve alone.



**We're advancing a shared narrative.**

Our narrative work values life, labor, and the land, uplifting our members and our movement while advancing the solutions outlined in our Platform for Real Food.



**Political education and analysis are key components of our work.**

We know that the transformation we seek is not yet politically possible—it is up to us to make it so. We build political alignment across groups, cultivate shared understanding of policy and the political landscape, and take powerful action as opportunities emerge.



# OUR MILESTONES

Our incredible staff, supporters, and Alliance members helped to make 2023 a powerful year, moving us closer to achieving our shared mission and vision.

## CONNECTING & UNITING GROUPS

**Growing Our Alliance:** We welcomed nine Core Members and one Connecting Member in 2023, growing our Alliance to 43 organizations.

**Growing Our Team:** We welcomed 2 new staff: Kade Diakite as Operations Administrator and Nichelle Harriott as Policy Director. Our team is now 13 strong!

**Gathering In Person:** For the first time since COVID, we gathered members in person. In March, we organized a Farm Bill Fly-In on Capitol Hill, bringing 24 members to DC in conjunction with a Climate Rally, where several members spoke. In June, we convened our School of Political Leadership in-person for their graduation session and a Farm Bill lobby day.

Throughout the summer, we hosted informal regional member meet-ups in the Bay Area, Chicago, and New York.

## ORGANIZING RESOURCES FOR A BIPOC-LED GRASSROOTS MOVEMENT FOR CHANGE

**Regranting:** Thanks to our community's incredible generosity, HEAL redirected over \$225,000 to 11 organizations in 2023, including \$30,000 via our crowdsourced Rapid Response Fund.

**Influencing Giving:** Staff served on advisory and other decision-making committees to move over \$750,000 to HEAL members and BIPOC-led efforts, including the Transformative Farm Bill Campaign, the Regenerative Agriculture Fund, and other pooled participatory funds.

**Growing Infrastructure:** LIFE (Liberating Investment for the Food and Farm Ecosystem) hired a coordinator and strategic consultant to advance its mission of transforming philanthropy and redistributing resources towards BIPOC-led groups. To date, LIFE has moved over \$1.5 million to BIPOC-led food and farm systems organizing efforts.





## CONNECTING AND NURTURING EXISTING & EMERGING CAMPAIGNS

**Redirecting Purchasing Power:** With the Food Chain Workers Alliance, we released Procuring Food Justice: Grassroots Solutions for Reclaiming Our Public Supply Chains, distilling lessons from a decade of organizing and offering a new blueprint for leveraging a values-based purchasing. We continued to support local and statewide coalitions organizing for Good Food Communities policies, and with them, passed a policy in Gainesville, FL; hired an IL campaign director and convened a coalition of more than 30 organizations; and introduced legislation in NY. HEAL also served as a co-convenor and on the steering committee of the Federal Good Food Purchasing Coalition to move similar legislation on a national level.

**Breaking Up Corporate Consolidation:** Our FACE (Fighting Against Corporate Evil) workgroup of 13 member and ally organizations continued to uplift community-controlled food systems through our Farm Bill advocacy and by targeting decision-making bodies like the Federal Trade Commission and Department of Justice. We endorsed the Poultry Grower Fairness Act to provide USDA with strengthened enforcement on poultry dealers who carry out unfair, unjust, or discriminatory practices.

## ADVANCING A SHARED NARRATIVE

**Growing Narrative Power:** Our collective work received over 40 media mentions in major and local news outlets and coverage in radio, podcasts, and magazines; more than 300 people attended our public-facing webinar celebrating the release of the Good Food Communities 10-year report and 200 joined our Seeding Regenerative Futures Webinar released as part of our Platform for Real Food toolkit series. Our investments in growing our social media base were also successful. For example, our viral reel on the effects of capitalism on our communities and environment has to date had 233,000 views and nearly 1,000 comments.

**Illuminating Narratives:** With our members at the Food Culture Collective, we released Radical Nourishment, a new podcast rooted in foodshed communities around the U.S. that are reclaiming sovereignty and self-determination in big and small ways.

## POLITICAL EDUCATION & ANALYSIS

**Developing Political Power:** In June, we graduated 12 leaders from the School of Political Leadership, bringing the total number of graduates to 58. We also released an Alumni Report about the program's first few years (2018-2021).

**Developed Toolkits:** We created a Farm Bill 101 toolkit and hosted over 20 trainings for members to educate their policy makers. We also released a toolkit for Plank 9 of our Platform for Real Food: Sustainable Farming, Fishing, and Ranching. The toolkit includes a webinar, member stories, explainers, and a resource hub.

**Engaging in Federal Policy Advocacy:** We used the might of our collective to find and create opportunities to advance our Platform for Real Food. Together, we:

- Published our member-created Farm Bill priorities which are endorsed by 150 organizations.
- Brought a 24-person delegation to DC in March and a 12 person delegation in June.
- Helped organize the Farmers for Climate Action: Rally for Resilience.
- Organized a distributed Week of Action for in-district meetings in June and another Day of Action in September.
- Co-hosted a briefing on labor and the Farm Bill – the first ever of its kind – attended by more than 100 Congressional staff.
- Co-wrote a letter championing ways to include worker protections in the Farm Bill, endorsed by over 110 organizations.
- We signed on to more than three dozen federal policy letters and continued support for the Protecting America's Meatpacking Workers Act (PAMWA).
- Along with others, we successfully defeated the Farm Worker Modernization Act, which would have given employers exorbitant amounts of power over workers.
- Co-hosted a congressional briefing in December that featured our member Axel Fuentes from Rural Community Workers Alliance to a standing-room only audience on the need for Federal Food Procurement Guidelines that include labor standards and overall better working conditions for all food system workers.

**Championing Fair Lending:** We continued to defend transparency, fairness, and equity in commercial lending via the Consumer Financial Protection Bureau (CFPB). HEAL contributed to a major victory to ensure all producers – including BIPOC producers – have better access to capital credit, and loans. We have continued to organize in response to attacks to this progress, including signing on to a Supreme Court amicus brief to defend the constitutionality of the funding structure.

**Dismantling White Supremacy:** Our AWARE (Alliance of White Accomplices for Racial Equity) working group convened 15 participants monthly in a co-learning practice to identify opportunities for white-led organizations and white staff to support racial justice and build accountability within HEAL.

# OUR PEOPLE

## HEAL CORE MEMBERS\*\*

Agri-Cultura Network  
American Society for the Prevention of Cruelty to Animals  
Brandworkers\*  
Chicago Food Policy Action Council  
Cooperative Food Empowerment Directive  
Cultivate Charlottesville  
Equitable Food Oriented Development  
FarmSTAND  
Farmworker Association of Florida  
Feed Black Futures  
Food Chain Workers Alliance\*  
Good Food Buffalo  
Health Care Without Harm  
HOPE Collaborative  
I-Collective  
Idaho Organization of Resource Councils  
Kitchen Table Advisors  
Land Stewardship Project  
La Semilla Food Center\*  
Manzanita Capital Collective  
Minnow  
National Black Food and Justice Alliance\*  
National Farm to School Network  
Nihikeya  
North American Marine Alliance  
Northeast Farmers of Color Land Trust  
Operation Spring Plant\*  
Pesticide Action Network North America  
Real Food Media\*  
Restaurant Opportunities Center United  
Rural Advancement Foundation International-USA  
Rural Community Workers Alliance  
San Diego Food System Alliance  
Soul Fire Farm  
Union of Concerned Scientists\*  
Urban Tilth  
Virgin Island Good Food Coalition  
Warehouse Workers for Justice

## HEAL CONNECTING MEMBERS

Earthjustice  
Food Animals Concern Trust  
Food Culture Collective  
Natural Resources Defense Council  
Northeast Organic Farming Association

\* Organization serves on HEAL's Steering Council  
\*\*Voting Members



# OUR PEOPLE



## HEAL STAFF

Our team is powerful and committed, grounded in real life experience and leading with an intersectional lens towards a shared vision of food systems that truly nourish people and the planet.

Two new staff members joined HEAL in 2023. Our incredible team is now 13 strong:

**Celize Christy**, Organizer  
**Kade Diakite**, Operations Administrator  
**Ashley Fent**, Campaigns Researcher  
**Rosie Fitz**, Operations and Events Manager  
**Nichelle Harriott**, Policy Director  
**Neshani Jani**, Communications Director  
**Navina Khanna**, Executive Director  
**Marla Karina Larrave**, Political Education Director  
**Maleeka Manurasada**, National Organizer  
**Marlene Manzo**, Political Leadership Manager  
**Jose Oliva**, Campaigns Director  
**Eloni Porcher**, Communications Manager  
**En Strader**, Communications Designer

# WITH GRATITUDE

HEAL extends a huge thank you to our individual supporters and foundation partners for your generosity. We are deeply grateful to everyone who makes our mission possible.

## FOUNDATION PARTNERS

11th Hour Project  
Castanea Fellowship  
Center for Science in the Public Interest  
Ceres Trust  
Chicago Region Food System Fund  
Claneil Foundation  
Food and Farm Communications Fund  
Fund for Liberation  
GRACE Communications Foundation  
Hidden Leaf Foundation  
Honeybee Fund of Common Counsel Foundation  
Leading Edge Fellowship Program  
Lumpkin Family Foundation  
Margot and Thomas Pritzker Family Foundation  
Mosaic  
Orange Door Fund  
Panta Rhea Foundation  
Patagonia Works  
Rural Democracy Initiative  
Stupski Foundation  
Stray Dog Institute  
Surdna Foundation  
Waverley Street Foundation



# WITH GRATITUDE

## INDIVIDUAL DONORS

Alison Alkon	Joann Lo	Michael Sgier
Alison Cohen	Jonah Fertig-Burd	Maury Callahan
Amy Walsh	Jose Oliva	Muhjah Shakir
Angela Letizia	Julian and Phoebe Feeley	Nancy Dawn Van Beest
Ariana Taylor-Stanley	Julie Hughes	Nancy Wiens
Aubrey Streit Krug	Kari Hamerschlag	Natalia Sucre
Carrie Harvilla	Kate Bittman	Nemo Curiel
Christina Spach	Keith Penniman	Paige Spindler-Richardson
Cristina Dominguez	Kristen Meinzer	Paul Mattiola
Danielle Fodor	Laurie Marden	Phillip and Dorathy Barker
Danielle Gould	Leo Bancroft	Rachel Zatterstrom
David Eisenmann	Leslie Hatfield	Richard Collins
Deborah Zahn	Linda Hill	Rose Works
Diego Arana	Lingamurthy Ravi	Sara Eckhouse
Elizabeth Davis	Lisa Holmes	Shayna Cohen
Elizabeth Gibb	Lisa Kellman	Spencer Gondorf
Elyn Zimmerman	Loren Shure	Sudha Nandagopal
Emily Ambrose	Lorin Fries	Susan Sarratt
Emily Beinecke	Louisa Miller	Thea Carlson
Emily Gallivan	Lyla Lawless	Theresa Marquez
Emily Moran	Madeline Moritsch	Todd Keating
Fabrienne Mazurek	Maggie Potapchuk	Toni Liquori
Gabriela Bucini	Margaret Ris	Valerie Rosenfield
Gail Myers	Marissa Wheeler	Xavier Coughlin
Heather Blackie	Mark Van Horn	Zeenab Aneez
Hilde Steffey	Matthew Armbrust	ZuVuYah DianaCristina
Jennifer Pihlak	Maury Callahan	



# OUR STORY CONTINUES

In an era of increasing climate chaos, economic disparity, and global conflict, an organized, solution-oriented effort led by those on the frontlines is essential. New and exacerbated crises continue to disproportionately harm frontline communities - and also affirm the importance of HEAL, uniquely poised to connect, grow, and mobilize our movement for meaningful change.

We know that those on the frontlines of injustice are also those at the forefront of solutions. Our members continue to meet each moment with grace and fortitude, in solidarity with each other.

While we recognize there is still much to be done to achieve our vision - and that more challenges will come - we are more confident now than ever in our approach to the work. As we move forward into 2024, let us remember that *together we thrive*.

# ACKNOWLEDGEMENTS

## PHOTO CAPTIONS & CREDIT

**Page 2:** HEAL members and partners in DC at the Rally for Climate Resilience, March 2023. Photo by Jam Rose & Rion Moon, banner artwork by Frida Larios

**Page 5:** SoPL cohort gathers in June 2023 to share their campaigns and build with each other. Photo by Jam Rose & Rion Moon, Mural by Frida Larios and B. Musah Swallah

**Page 8:** HEAL staff at Catalyst Collaborative Farm in Millerton, NY during a staff retreat in October 2023. Photo by Neshani Jani

**Page 12:** HEAL members and partners in DC at the Rally for Climate Resilience, March 2023. Photo by Jam Rose & Rion Moon

**Watercolor Paintings** by  
Marissa Katarina Bergmann  
(aimari.com)

**Cover Illustration** by  
En Strader



**LET'S CONNECT!**

[HEALFOODALLIANCE.ORG](https://HEALFOODALLIANCE.ORG)