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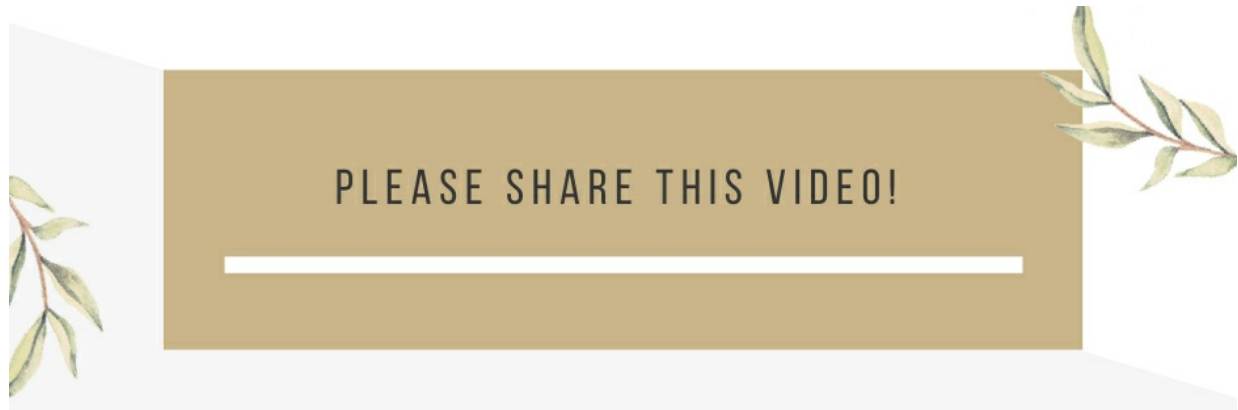
Click on any image below to learn more about our work.

Nailah Hepburn reflects on the impact of our program and what Planting Justice means to her after recently returning home from Maple Street Correctional Facility.



For the past year, Planting Justice Educators Anthony Forrest, Bilal Coleman, Haleh Zandi and Lisbeth Sanchez have been leading an Environmental Justice program for men and

women incarcerated at Maple St Correctional Facility in San Mateo County. In August 2019, our team led program participants in planting a food forest within a perimeter section of the jail, including an over story of figs, avocados, lemons, apples, pears, cherries, pineapple guavas, quince, and an under story of borage, aloe, lavender, rosemary, fava beans, kale, tree collards, strawberries, blueberries, and comfrey, while passionfruit grows along the fence lines. As we planted, we put prayers down that this garden will provide shade and sustenance long after we collectively work to abolish prisons.



As we complete our 10th year of organizing in Oakland, Julio Madrigal and 20 other staff members share why we are committed to this work at Planting Justice.



Video by AYŞE GÜRSÖZ

ROOTING INTO OUR GOVERNANCE STRUCTURE AT PLANTING JUSTICE

We hope that by sharing more about how we govern ourselves, we can shift power within non-profit spaces to create more equity for people impacted by mass incarceration and other social inequalities

OUR LEADERSHIP COUNCIL

is a body of 10 staff members (half elected and half un-elected) plus one representative from Sogorea Te Land Trust, who decentralize and democratize strategic decision-making, organizational development, and accountability practices.

OUR TRANSPARENT DECISION MAKING CHART

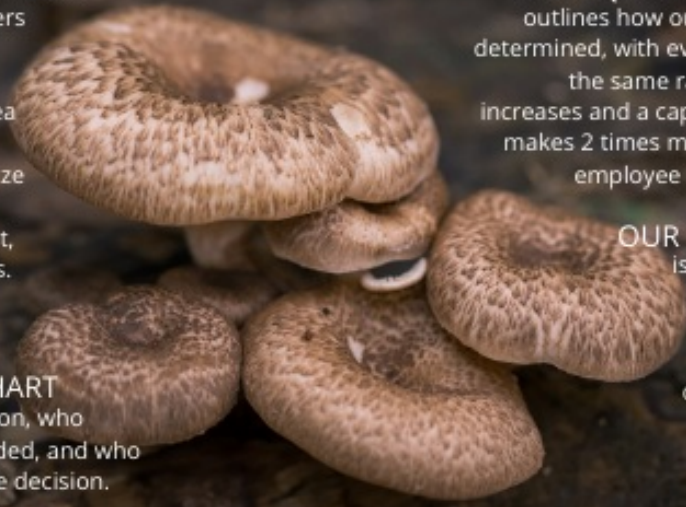
outlines each type of decision, who makes it, what input is needed, and who needs to be informed of the decision.

OUR EQUITABLE PAY CHART

outlines how our staff salaries are determined, with everyone entering at the same rate with 3% annual increases and a cap that no employee makes 2 times more than any other employee in the organization

OUR PEACE COUNCIL

is a resource for staff members to turn to when addressing conflict, including ceremony, our plant allies, and a restorative justice approach



Left: Current sign at the corner of Appian and Valley View Rd in El Sobrante.

Center: Ruby Adachi Hiramoto and Joni Hiramoto (of the Adachi family) visit with Gavin Raders during a community event on site in 2019.

Right: Avocados and other plants in the current inventory at the Planting Justice Nursery greenhouse in Sobrante Park, East Oakland.

Support Planting Justice to expand our nursery & build:

- * a pay-what-you-can cafe**
- * a spiritual community center & gathering space**
- * an organic, local retail nursery & farm store**

support & learn more at plantingjustice.org!



We are so grateful to over 250 donors who have supported our GoFundMe campaign. You can donate to this project by clicking [here](#).



Planting Justice & The Good Table! Support Us To Save The Historic Adachi Nursery in El Sobrante!

Pastor Melinda McLain of Mira Vista UCC and Jeff Adachi

PLANT SPECIAL

PLANTING JUSTICE WINTER DEAL

**10% OFF
ORDERS OVER
\$60**

Use coupon code
"WINTER2020"

Visit us at
**319 105th Ave
in Oakland**

Order online at
www.plantingjustice.org

We ship
plants to
48 states!

PLANT SPOTLIGHT

Don't miss our seasonal discounted pomegranate specials, including a collection of 4 varieties with sweet soft seeds, 4 of the Wolfskill tasting collection, or 3 Wonderfals!





WELCOME TO OUR NEW TEAM MEMBERS



Ashley Yates
Educator and
Media Director



Maya Salsedo
Education
Program Director



Nailah Hepburn
Grassroots Fundraiser



Rogelio Rizo
Nursery Technician



Skye Blomdal
Grassroots Fundraiser



DONATE HERE

[PLANTINGJUSTICE.ORG](https://plantingjustice.org)





DID YOU KNOW...
you can donate stock to
Planting Justice?



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Stay connected with us!



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Please click on any image to be directed to our website to learn more about our work.

1. Nailah's video (add content here)

2. [Please share this video](#)

As we complete our 10th year of organizing in Oakland, Julio Madrigal and 20 other staff members reflect on why we are committed to this work at Planting Justice.

[YouTube video by Ayse Gursoz](#)

[Click to watch and share](#)

3. Learn more about [our democratic governance](#).

We hope that by sharing more about how we govern ourselves, we can shift power within non-profit spaces to create more equity for people impacted by mass incarceration and other social inequalities. Our Leadership Council is a body of 10 staff members (half elected and half un-elected) plus one representative from Sogorea Te Land Trust, who decentralize and democratize strategic decision-making, organizational development, and accountability practices. Our transparent decision making chart outlines each type of decision, who makes it, what input is needed, and who needs to be informed of the decision. Our equitable pay chart outlines how our staff salaries are determined, with everyone entering at the same rate with 3% annual increases and a cap that no employee makes 2 times more than any other employee in the organization. Our Peace Council is a resource for staff members to turn to when addressing conflict, including ceremony, our plant allies, and a restorative justice approach.

4. [Fundraising update: Historic Adachi Nursery in El Sobrante](#)

A series of 3 pictures: on the left, a sign outside Adachi Florist Nursery that says "the Good table cafe opens 2020 Planting Justice Nursery. The picture in the center features Ruby Adachi Hiramoto and Joni Hiramoto (of the Adachi family) with Gavin Raders during a community event on site at the former Adachi Nursery in 2019. The picture on the right is of avocados and other plants in the current inventory at the Planting Justice Nursery greenhouse in Sobrante Park, East Oakland.

5. Winter Nursery coupon code

[Planting Justice nursery](#) sale:

10% off orders over \$60 with this coupon code
"WINTER2020"

6. [Plant Spotlight: Pomegranate](#)

Don't miss our seasonal pomegranate specials including a collection of four different trees with sweet soft seeds, four of the wolfskill tasting collection, or three wonderfals!

7. Welcome [5 new staff to our team](#):

Ashley Yates, Educator and Media Director

Maya Salsedo, Education Program Director

Nailah Hepburn, Grassroots Organizer
Rogelio Rizo, Nursery Technician
Skye Blomdal, Grassroots Organizer

8. Donate Here:

www.plantingjustice.org

Did you know, you can donate stock to Planting Justice?

Ameritrade DTC#: 0188

Account #: 488498580

Account Name: Planting Justice

Mulch love,
from the Planting Justice staff

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