GROUNDSWELL FUND

Pushing Back, Pushing Forward

Groundswell Fund

2022 Impact Report

Cover image courtesy of BYP100

We don't have the option of being shocked into inaction by the cruelty of [the *Dobbs*] decision. This moment is about abortion, and it's about so much more—the systems of white supremacy and economic oppression are working exactly as they are meant to, using our laws and institutions to control our bodies, families, and futures.

— National Network of Abortion Funds

Image courtesy of National Network of Abortion Funds

(quote source: https://abortionfunds.org/supreme-court-overturns-roe/)

We Were Built for This

History teaches us that whenever social justice movements make progress, there is an equal and opposite level of backlash. And the backlash we're currently facing cannot be overstated. Nowhere was this more apparent than with the repeal of *Roe v. Wade* last year.

With escalating attacks on bodily autonomy and voting rights alongside a global trend toward fascism and white supremacy, our democracy hangs in the balance. And the urgency with which we do this work is at an all-time high.

At this moment, we all need to be bolder. **Think bolder. Act bolder. Fund bolder.**

We need to match the investments made by the opponents of bodily autonomy during the last fifty years.

We need to fund our movements like we want to win.

Groundswell and our grantee partners have been building the community power and infrastructure to fight back for years. We've been pushing funders to prioritize grassroots organizing and civic engagement. Using an intersectional lens, we've been modeling how to work across issues and identities.

In short, we were built for this moment.

Our liberation is bound to one another's, and the surest way to freedom is to follow and fund those who know the way.

That's why so many of our grantees have been able to advance reproductive health and protect the right to bodily autonomy despite the *Dobbs* decision...despite the increased marginalization of people of color, immigrants, and LGBTQ+ people... and despite increased polarization and hostility. And they've done this all while addressing the basic needs of communities long in crisis and now under even greater economic pressures.

We must bolster these movements for change. We must ensure the groups on the ground fighting for us amidst ever-worsening conditions have the resources to succeed and sustain themselves in this fight for the future. We must fund grassroots organizing at scale because building community power is the only way to win.

And when we win, we win liberation not only for our people, but for all people.

Image courtesy of Lavender Phoenix

Fueling Today's Most Revolutionary Movements for Justice

Intersectional grassroots organizing led by women, transgender, and gender-expansive people of color plays a critical role in all major social change movements in the United States today. Groundswell Fund aims to strengthen our movements for reproductive and social justice by resourcing organizations that center the leadership of women of color–particularly those who are Black, Indigenous, and transgender.

Since 2003, Groundswell Fund and our sibling 501(c)(4) organization, Groundswell Action Fund, have inspired over a thousand individual donors and foundations to increase their support for intersectional organizing and reproductive justice.

The immense generosity of our community of supporters has enabled us to move over $180 million to the field. This makes Groundswell one of the largest funders of both the Reproductive Justice Movement and women of color-led organizing in the United States.

This Is How We Win

Groundswell's work is grounded in three core principles essential for building sustainable grassroots power in our communities, strengthening our justice movements, and creating social change.

1. People living at the intersections of race, class, and gender oppression often have the clearest insights into the problem and the best thoughts on solutions.
2. Grassroots organizing that builds community power is the only way to close the gap between the progressive values held by the majority of people in the United States and the regressive policies that govern our lives.
3. A framework using a race, class, gender, and decolonization lens is critical to building movements that leave no one behind and to creating a participatory democracy that endures.

Image courtesy of New Georgia Project

GROUNDSWELL'S 2022 GIVING

825 individuals & foundations contributed

252 organizations supported

$15* million distributed

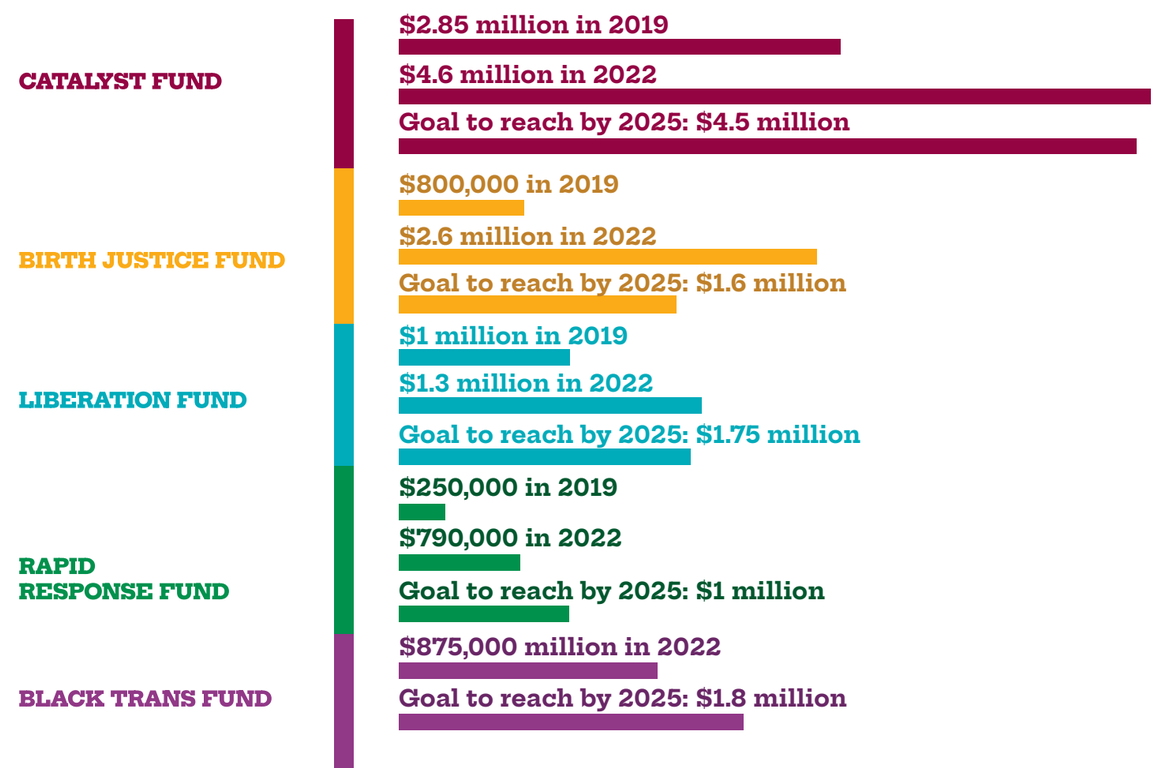
49 states & territories represented

*Includes $10.3 million in grants and $4.7 million in capacity-building support

Progress to Goals on Groundswell's 5-Year Blueprint

In 2022, we passed the midway point in our journey to deliver on the ambitious goals outlined in Groundswell's Blueprint. This five-year strategic plan is a bold commitment to move another **$100 million to the field between 2020-2025.**

We are proud to report on the following benchmarks:



Revolutionizing Philanthropy

Giving Looks Different at Groundswell

Our model of philanthropy looks different because of who we are. As women of color and transgender and gender-expansive people of color who come from community, labor, and electoral organizing, we know where to invest for transformative change.

Our Investments Are Transformational

Giving to Groundswell bolsters movements for reproductive justice and social change in three critical ways. Each strategy strengthens and reinforces the others.

1. **Grantmaking:** We provide **financial resources** to reproductive justice and social movement organizations that build grassroots power across race, class, and gender and are also led by women of color, transgender people of color, and low-income women. Groundswell believes in unrestricted general support funding that's renewed over many years.

2. **Capacity Building:** For groups that want to increase their grassroots organizing or nonpartisan voter engagement work, we offer **support to help build internal capacity** for that expansion. This support includes trainings, convenings, and coaching to enable policy and systems change, as well as sustain organizations and the people on the ground for the long haul.

3. **Funder Organizing**: We're committed to driving more resources to intersectional organizing led by women of color, low-income women, and transgender people, whether or not those funds come through our doors. Through connections with philanthropic advisors and funder affinity groups, Groundswell speaks with hundreds of people each year to **raise the visibility of our partner organizations and secure additional resources for their work.**

We are living proof that when a foundation is run by women of color and transgender people of color who come out of grassroots organizing, the giving looks different.

Our highest purpose is to unlock resources for organizations doing the most liberatory work, moving money quickly and flexibly to the field.

Image courtesy of Free Hearts

Image courtesy of Advanced Native Political Leadership

FUNDING GRASSROOTS POWER & SYSTEMS CHANGE

Image courtesy of CHOICES

Groundswell is home to **five funds** focused on fortifying and scaling organizations that are building the robust grassroots base needed to win policy and systemic change.

Catalyst Fund for Reproductive Justice

Established in 2013

The Catalyst Fund supports the nation's strongest reproductive justice organizing led by women of color, low-income women, and transgender people. We prioritize efforts that use grassroots organizing to advance policy and systems change. While centering efforts led by women of color, the Catalyst Fund also supports work led by low-income white women and transgender people. Together, these constituencies experience the greatest reproductive health disparities and the largest barriers to reproductive freedom in the United States. Particular attention is paid to organizations building cross-movement alliances between reproductive justice efforts and other social justice organizations, such as labor unions, environmental groups, and more.

Birth Justice Fund

Established in 2011

The Birth Justice Fund resources organizations challenging disparities in pregnancy and birth outcomes experienced by women of color, low-income women, young women, queer, and transgender people. We aim to increase access to empowering and culturally-relevant birthing options; uplift the leadership of midwives, doulas, and other birth workers of color; and support lasting changes in policy and practice.

Liberation Fund

Established in 2016

The Liberation Fund supports the most effective and powerful grassroots organizing efforts in the United States today. Recommended by a diverse board of advisors from the field, grantees are nonprofits led by people of color and transgender people of color across a range of social change movements.

Rapid Response Fund

Established in 2016

The Rapid Response Fund provides timely, flexible grants responding to critical, unexpected fights to protect or advance reproductive and social justice. This multi-issue fund supports frontline, grassroots organizations led by women of color, transgender people of color, low-income women, and low-income transgender people.

Black Trans Fund

Established in 2020

Incubated by Groundswell, **the Black Trans Fund is dedicated to uplifting, resourcing, and building the capacity of social justice leaders who are Black and transgender.** This effort is rooted in the legacy of Black transgender freedom fighters and guided by liberation and joy. As the first national fund in the United States led by and for Black transgender people, this is a groundbreaking endeavor.

Image courtesy of Southern Birth Justice

Image courtesy of If/When/How

CATALYST FUND

Grants Provided in 2022:
$4.6 million to 63 organizations

Image courtesy of Afiya Center

Providing resources for grassroots organizing for reproductive justice led by women of color, low-income women, and transgender people of color

GRANTEES IN ACTION

Black Women for Wellness

Campaign against product linked to cancer highlights intersections of environmental, racial, and reproductive justice

Black Women for Wellness declared victory after a **multi-year effort to stop Johnson and Johnson (J&J) from selling talc-based baby powder laced with asbestos.** For decades, internal documents show J&J knew about the links to ovarian cancer and other illnesses. But not only did they continue to sell the product, they focused their marketing on Black and Brown communities.

In response, Black Women for Wellness organized a coalition of more than 300 grassroots groups and stakeholders to put pressure on J&J. And in 2020, when the company released a statement in support of the Black Lives Matter movement, Black Women for Wellness called out their hypocrisy in a letter to the CEO and a press release with more than 170 supporting organizations. This hard-won fight is a major victory for environmental health, racial justice, and reproductive justice.

"Young people today are constantly depicted as disengaged and irresponsible. In fact, we are anything but... We are powerful, engaged, and ready to lead."

– URGE

URGE (Unite for Reproductive and Gender Equity)

Kansas' critical win on abortion rights underscores the importance of building grassroots power in all states

URGE accomplished what many believed was impossible: a win for abortion rights in a red state after the fall of *Roe*. **As part of a broad coalition in Kansas, URGE successfully defeated an amendment to the state constitution that would have banned abortion.** They made over 25,000 phone calls to Kansas voters, collected hundreds of pledges to vote 'NO,' and sent mailers to nearly 20,000 young voters of color across the state. On election day, more than 500,000 people voted against the amendment, securing almost 60% of the vote.

With abortion now a state-by-state fight, URGE is ready to hold the line across the South and Midwest. They are committed to defending the self-determination and bodily autonomy of young people. And they will keep fighting until we regain the right to abortion and fully realize our shared vision of reproductive justice for all.

Image courtesy of Black Women for Wellness

Image courtesy of URGE

(quote source: https://urge.org/about/)

BIRTH JUSTICE FUND

Grants Provided in 2022:
$2.6 million to 33 organizations

Providing resources for innovative strategies led by midwives, doulas, and birth workers of color to eliminate disparities in pregnancy, birth, and postpartum outcomes

GRANTEES IN ACTION

Birthmark Doula Collective

From responding to the formula shortage to building BIPOC lactation support in rural Louisiana

When the United States faced an infant formula shortage last spring, Birthmark Doula Collective in New Orleans knew the upcoming hurricane season could make a difficult situation even more dire. Alongside the New Orleans Breastfeeding Coalition, they created "Infant Ready" kits, educated healthcare professionals on infant feeding during an emergency, and prepared to deliver mutual aid to clients who could not evacuate.

Birthmark is also establishing BIPOC-centered, community-based lactation support circles in rural areas in partnership with the Louisiana Department of Health. And they're advocating for policy change to allow for insurance reimbursement for donor milk. Believing **doulas are instrumental to ending health disparities in labor and postpartum care,** Birthmark is committed to making their services accessible to all.

Image courtesy of Breath of My Heart Birthplace

"The rights of women and children have never been at the forefront of the American people. It has continuously been grassroots organizations, activists, and community members who have galvanized to come to our aid."

— Birthmark Doulas Collective

CHOICES

Committed to providing the full range of reproductive care for residents of Tennessee despite the criminalization of abortion

When the fall of *Roe* looked imminent, CHOICES devised a plan to continue offering as many reproductive health services as possible in Tennessee. Though the organization will no longer be able to provide abortions at its Memphis facility, it will continue to offer all other sexual and reproductive health care. This includes birth control, HIV testing and prevention, gender-affirming hormone therapy, STI testing, sexual wellness check-ups, perinatal and birth services, and more.

At the end of 2022, **CHOICES opened a new clinic three hours from Memphis in Carbondale, Illinois, where abortion is protected by state law.** This facility will offer the full spectrum of reproductive care for those who want to be pregnant and those who do not. Despite the devastating loss of abortion access in Tennessee after the *Dobbs* decision, CHOICES is here to stay.

(quote source: https://www.instagram.com/p/CdhleyFtmO_/)

Image courtesy of Birthmark Doula Collective

Image courtesy of CHOICES

LIBERATION FUND

Grants Provided in 2022:
$1.3 million to 15 organizations

Image courtesy of Breath of BYP100

Providing resources for the most vital grassroots organizing led by people of color and transgender people of color across all social change movements in the United States

GRANTEES IN ACTION

CAAAV: Organizing Asian Communities

Advocating for the place they call home in the face of luxury real estate developers

Based in New York City, CAAAV works to build grassroots community power across diverse poor and working-class Asian immigrant communities in Chinatown and Astoria. Their priority campaign is getting the Chinatown Two Bridges Community Plan certified by the Department of City Planning. This rezoning plan aims to halt luxury development and expand affordable housing, preventing further gentrification of their neighborhood. It's also the **only rezoning plan to engage the community, asking local businesses, longtime residents, and neighborhood organizations what they need to thrive.**

When 300+ developer and city-led rezoning plans were pushed through in the first nine months of 2022, CAAAV's plan had yet to be approved. In response to this inaction, more than **50 tenants, workers, and students rallied outside the office of the City Planning Director and hand-delivered a demand letter** last September. If passed, the Two Bridges Community Plan will curtail speculative development, slow rental inflation, and place more control in the hands of the people.

> **This fight is so much bigger than just Chinatown or the Lowest East Side, it's for all us in this city, for the working class who just want the dignity of having a place to call home.**
>
> – CAAAV

BYP100 (Black Youth Project 100)

Fighting to stop gender-based violence at the hand of individuals, communities, and the state

BYP100 envisions a society where Black people have the freedom and self-determination to **rely on each other, not outside institutions, in the face of violence and harm.** Their current national campaign—the "She Safe, We Safe" initiative—is designed to prevent, interrupt, and ultimately end the many forms of violence Black women, girls, femmes, and gender non-conforming people face daily. The campaign uses storytelling and education as core strategies in the fight against gender-based violence.

Last year, BYP100 **released the "She Safe, We Safe" report, a collection of data, stories, and alternative options for keeping each other safe within our communities.** The report is being used to both strengthen their existing campaigns against gender-based violence and guide future work. BYP100 strives to shift the culture by establishing new ways of keeping each other safe within our communities and fighting back against state violence, particularly the police.

(quote source: https://www.instagram.com/p/CjB1W17uR6L/?utm_source=ig_web_copy_link)

Image courtesy of CAAAV

Image courtesy of BYP100

RAPID RESPONSE FUND

Grants Provided in 2022:
$790,000 to 97 organizations

Providing resources quickly to grassroots organizations waging critical but unexpected fights to protect and advance reproductive and social justice

GRANTEES IN ACTION

Avow Texas

Storytellers share truths on unequal impact of abortion restrictions

Dedicated to unapologetic abortion advocacy, Avow Texas joined with the Repro Power Dallas Coalition to organize an abortion liberation rally in Dallas after the fall of *Roe*. Part advocacy and part community healing, the event brought together a diverse range of voices to share their stories of abortion.

Representing intersecting identities across immigration status, race, gender, and age, these powerful storytellers emphasized that abortion restrictions do not impact all Texans equally. Since the *Dobbs* decision, Avow also created a legal support network and a national resource directory to help Texans facing civil or criminal liability due to abortion bans.

Image courtesy of If/When/How

> **We need solidarity from other movements – if past decisions have shown us anything, it is that abortion is a testing ground for the kind of rogue and cruel legislation [conservative legislators] intend to pass on other issues.**
>
> – Avow Texas

If/When/How

Legal defense funds are in higher demand after fall of Roe

If/When/How's Repro Legal Defense Fund is all too aware of how many people have been living in a post-*Roe* reality even before last year's *Dobbs* decision. And after the ruling, they knew there would be increased demand for assistance. Their fund **provides financial support to those criminalized for ending their pregnancy** and to anyone who directly helps them. This includes helping with the cost of bail, attorney's fees, expert witnesses, and more.

Like all of us, If/When/How believes the **right to abortion is vital to exercising bodily autonomy** and seeks to stop the criminalization of people's bodies. Until that vision is realized, their legal defense fund will support anyone the legal system targets for ending a pregnancy.

(quote source: https://avowtexas.org/2022/06/24/press-release-supreme-court-rules-to-overturn-roe-v-wade/)

Image courtesy of Avow Texas

Image courtesy of If/When/How

BLACK TRANS FUND

Grants Provided in 2022:
$875,000 million to 43 organizations

Image courtesy of Brown Boi Project

Providing resources to grassroots organizations led by Black trans and gender-expanisve (TGE) people and focused on liberation, resilience, and joy

> **The Brown Boi Project changed my life. It was the first time I felt like I could define myself for myself.**
>
> — Member of the Brown Boi Project

GRANTEES IN ACTION

Brown Boi Project

Changing the way communities of color think and talk about gender identities

The Brown Boi Project works across race and gender to eradicate sexism, homophobia, and transphobia in communities of color and to create healthy frameworks of masculinity. In 2022, they gathered a group of masculine-of-center queer and transgender folks to grow their networks and broaden their perspectives around queer masculinities. This retreat led to the creation of The Trans Trust Fund, a **pilot program for transgender and gender-expansive youth that provides direct aid to young people experiencing financial struggles.** Through another retreat for Black masculine-of-center people, the Brown Boi Project helped develop a capacity-building program for Black trans masculine and gender-expansive community builders in the South. Together, they are working to change the power dynamics in their relationships, families, and communities.

I Am Human Foundation

Ensuring transgender and gender-expansive Georgians can exercise their right to vote

Elections in Georgia made national news several times in 2022. Understanding the importance of every vote, I Am Human organized and supported transgender and gender-expansive folks to cast their votes. Created to empower LGBTQIA people, the organization focused on **helping people get identification that matched their identities.** This work empowered many **new voters to register, some casting a ballot for the very first time.** I Am Human is determined to continue elevating the narratives of transgender and gender-expansive communities and combatting barriers to bodily autonomy in this post-*Roe* era.

(quote source: https://www.brownboiproject.org/mission-and-values.html)

Image courtesy of Brown Boi Project

Image courtesy of I Am Human Foundation

CAPACITY BUILDING

Support Provided in 2022:
$4.7 million to 45 organizations

Image courtesy of TAKE Resource Center

Making deep financial investments in reproductive justice organizations to integrate nonpartisan voter engagement into their work and to engage historically disenfranchised groups in the democratic process

INTEGRATED VOTER ENGAGEMENT GRANTEE IN ACTION

Transgender Advocates Knowledgeable Empowering

Organizing against the onslaught of anti-trans legislation

Transgender Advocates Knowledgeable Empowering (TAKE) Resource Center is the only group of its kind led by transgender women of color in Alabama and Pennsylvania. They offer various services, from peer support groups, retreats, and life coaching, to a transitional housing program, a drop-in center, and a crisis fund. In recent years, **as anti-trans bills surged in state legislatures, TAKE mobilized trans people and allies to fight for better policies and engaged in nonpartisan voter registration and voter engagement.** Their goal is to build political power among transgender and non-binary people by transforming community members into voters and voters into local leaders. In 2022, TAKE gathered hundreds of supporter pledges in Alabama and Pennsylvania, keeping these new members engaged through the midterm elections. Using a grassroots organizing approach, **they mobilize people by offering education on how legislatures are attacking transgender youth, by helping folks process their anger, and by inspiring them to take action and fight back.**

Providing financial resources, training, and coaching for grassroots organizations to build power, make systemic change, and sustain their work for the long haul

GRASSROOTS ORGANIZING INSTITUTE GRANTEE IN ACTION

Black Phoenix Organizing Collective

From alternatives to community policing to resisting Arizona's 15-week abortion ban

Founded in 2019, the Black Phoenix Organizing Collective (BPOC) builds grassroots community power through education and leadership development. They received capacity-building support to strengthen their organizing for disability justice, reproductive justice, and mutual aid. One of their 2022 campaigns was a **response to Arizona's 15-week abortion ban.** BPOC coordinated with other local organizations to provide abortion care packages and to support people seeking abortion care in other states. Another ongoing effort—**the Why I Didn't Call (#WIDC) campaign**—aims to create a shared understanding of why community members feel unsafe calling law enforcement and to **build solidarity around a collective vision of safety and abolition.** Last summer, BPOC led an organizing drive and teach-in on alternatives to community policing. Through short surveys, storytelling sessions, and longer in-depth interviews, the #WIDC campaign strives to empower people to recognize and stand up to police violence.

Image courtesy of TAKE Resource Center

Image courtesy of Black Phoenix Organizing Collective

FUNDER ORGANIZING

Image courtesy of Texas Organizing Project

We drive dollars to where they are needed most, and we are not here for incremental change.

Beyond Groundswell's grantmaking, we are committed to boosting donations to intersectional organizing led by women of color, low-income women, transgender, and gender-expansive people of color.

Our staff participates in a range of affinity groups with funders and financial advisors. Through this work, we speak to hundreds of people each year, deepening our relationships with key leaders and raising the visibility of reproductive, racial, and gender justice groups.

As a result of our philanthropic advocacy, Groundswell is viewed as a trusted connector, offering insight and information to individual and foundation funders alike. By modeling how giving can unite people across race, gender, and class, Groundswell drives more funds to the grassroots.

"If there's one funder we can count on to continue to fund us even as our community speaks its most courageous truth to power, it's Groundswell."

– MichelleTremillo, Texas Organizing Project

Image courtesy of Dream Defenders

Key Achievements in 2022

1 In response to the legislative attacks on transgender communities in the Southeast and Midwest, Groundswell's Black Trans Fund joined similar groups to launch the **Trans Futures Funding Campaign** last year. They **aim to raise $10 million to build the capacity of transgender organizations** in these regions with the long-term goal of securing additional investments from other funders.

2 We released an Open Letter **after the *Dobbs* decision,** in partnership with Funders for Reproductive Equity, Funders for Justice, the Ms. Foundation for Women, and the Women's Funding Network. The letter, which was featured in Inside Philanthropy, **outlines where and how philanthropy should invest in protecting abortion access and bodily autonomy.**

3 **The Rapid Response Funders Coordination Table** was launched in partnership with Groundswell's Rapid Response Fund. This group of 14 social justice funders across the United States has rapid response funds for movement-building organizations. We aim **to align grantmaking,** develop funder partnerships, and create a shared learning space. A subgroup of funders supporting reproductive justice issues has already mobilized to provide community and digital security training to shared grantees.

4 As a member of the State Infrastructure Fund, Groundswell partnered with Four Freedoms Fund, The Partnerships Fund, Trusted Elections Fund, and the Rural Democracy Initiative to provide safety training for election workers. **Vision Change Win's Electoral Safety Training series was delivered to 100 grantee partners in response to increased threats around elections.** This training is designed for civic engagement organizers looking to keep themselves and their communities safe as well as know how best to prevent and respond to violence.

HEALING & POWER:
SIBLINGS IN OUR MOVEMENTS FOR JUSTICE

Healing Justice Grants Provided in 2022:
$212,000 to 24 organizations

Image courtesy of Alaska Native Birthworkers Community

In our five-year Blueprint released in 2020, Groundswell pledged to focus more on healing justice across all our funds. Healing justice is an organizing strategy deeply rooted in Black feminist traditions, particularly in the South. In learning how best to support Groundswell's grantee organizations doing this work, we were grateful to learn from many healing justice practitioners, including Cara Page and Shira Hassan.

With their guidance and your generosity in 2022, Groundswell deepened our commitment to healing as integral to building power in communities.

> **When we can heal ourselves, we heal our ancestors, our grandmothers, grandfathers, and our children. When we heal ourselves, we heal Mother Earth.**
>
> — Rita Pitka Blumentstien, Tribal Doctor and Traditional Midwife

GRANTEES IN ACTION

Dream Defenders Education Fund
Building stronger, safer, healthier, more connected communities through healing and justice

A returning Healing Justice grantee from 2021, Dream Defenders Education Fund is a membership organization of Black and Brown youth fighting for a better future across Florida. Founded after the killing of Trayvon Martin in 2012, the Dream Defenders are building community-based alternatives to addressing harm and violence. One strategy is the **Healing and Justice Center,** created in partnership with three other local organizations. This community-based public safety program aims to **reduce violence, improve mental health, and keep young people out of the criminal legal system.** Some of their specific initiatives include a mental health mobile crisis unit, a peacemakers violence intervention team, a trauma recovery center, an urgent care clinic, and youth programming. Their comprehensive approach is a national model for healing justice.

Alaska Native Birthworkers Community
Healing ourselves by reclaiming Indigenous birth practices

Most Alaska Native pregnant people in rural areas are required to leave their home community at or before the 36-week mark to give birth at a regional hospital. Displaced from home, they are often forced to labor alone without their support systems. That's why the Alaska Native Birthworkers Community is **building a network of Indigenous midwives and doulas to support birthing families on their ancestral lands.** Intending to create better outcomes for parents and babies, the organization offers free services to Native birthing families, provides free access to capacity building and training for Indigenous birth helpers, and advocates for systemic change to decolonize the body and the birth process itself. By reclaiming traditions and increasing options for community-centered care, the Alaska Native Birthworkers Community seeks to heal their ancestors, themselves, and future generations.

Image courtesy of Dream Defenders

Image courtesy of Alaskan Native Birthworkers Community

(quote source: https://www.nativebirthworkers.org/whywedowhatwe do)

Thank you for being part of Groundswell...

I know I speak for everyone when I say how incredibly grateful we are for your support and partnership. Because of your generosity, we've increased grantmaking, and we are on track to exceed our Blueprint goal of moving $100 million to grassroots organizations by 2025 ($80 million via Groundswell Fund and $20 million via Groundswell Action Fund). We are proud of maintaining our strategy to support the field whilst navigating organizational and societal change, including the COVID-19 pandemic, palpable threats to democracy, leadership transition, and strengthening worker justice through unionization. Our heads, hearts, and hands have been busy!

Photo credit: Carly Romeo 2019

When our founder, Vanessa Daniel, stepped down after 17 years of visionary leadership, two senior staff, Sheena Johnson and Meenakshi Menon, made a year-long commitment to serve as interim co-executive directors. I am honored to shepherd this next phase of the transition, bolstering internal operations and meeting another key Blueprint goal: investing in our infrastructure. By investing in our infrastructure, we are ensuring the organization's health for the long haul and serving as a model of sustainability to our grantee partners.

Our investment in grassroots organizing and integrated voter engagement for trans-liberation, abortion access, and birth justice is **unwavering**. After a wave of turnover across the field over the last year, we are carefully preparing the ground for our new leadership to be the compelling catalyst we need in our next stages.

We are thankful for your ongoing support and will keep you updated as we move forward.

In solidarity,

Yamani Yansá Hernandez
Interim Executive Director

THE PEOPLE MAKING IT HAPPEN

BOARD OF DIRECTORS

Kimberly Inez McGuire, *Chair*
Executive Director,
Unite for Reproductive & Gender Equity

Brook Kelly-Green, *Vice Chair*
Senior Director, Gender and Reproductive Equity Grantmaking, Charles and Lynn Schusterman Family Philanthropies

Nicolle L. Gonzales, *Treasurer*
Midwifery Director/Founder,
Changing Woman Initiative

Karen Grove, *Secretary*
Chair, Grove Foundation and President,
Grove Action Fund

Bamby Salcedo
President and CEO, TransLatin@ Coalition

Holly Bartling
Director, Worker Justice and Dignity Fund

Laura Nixon
Program Director, Reproductive Health and Justice at The Educational Foundation of America

Nsé Ufot
Former Chief Executive Officer,
New Georgia Project

LEADERSHIP

Yamani Yansá Hernandez
Interim Executive Director

Chanda Jones
Chief Financial Officer

Quanita Toffie
Senior Director, Groundswell Action Fund

Naa Amissah-Hammond
Senior Director of Grantmaking

Julieta Garibay
Senior Capacity Building Co-Director

Lanita Morris
Senior Capacity Building Co-Director

Angella Bellota
Director of Funder Organizing

Bré Rivera
Black Trans Fund Director

Robin Bundy
Information Technology Director

Wen Brovold
Director of Communications and Donor Organizing

GRANTMAKING & CAPACITY BUILDING

Amy Chou
Rapid Response Fund Program Officer

Barbie Hurtado
Capacity Building Trainer

Cecilia Sáenz Becerra
Liberation Fund and Special Projects Lead Program Officer

Charity Howard
Grantmaking Executive Assistant

Evelyn Quintana
Grantmaking Program Associate

HunterDae Goodridge
Black Trans Fund Program Manager

Janet Favela Sonneman
Grassroots Organizing Institute Program Manager

Jessica Gonzalez-Wagner
Senior Grants Manager

K. Mitchell
Operations Manager, Groundswell Action Fund

Karen Diaz
Integrated Voter Engagement Program Co-Manager

Krystal Kwong
Capacity Building Operations Manager

Mariposa Tejada
Program Associate, Grantmaking and Rapid Response Fund

Rainier Miles
Black Trans Fund Program Associate

Victoria Cepeida-Mojarro
Program Manager, Groundswell Action Fund

DONOR RELATIONS & COMMUNICATIONS

Cassandra Hamdan
Senior Foundation Relations Manager

Gabriela Varas
Donor Relations Assistant

Jessica Amascual
Lead Donor Relations Manager

Omaria Sanchez Pratt
Lead Communications Manager

FINANCE, OPERATIONS & IT

Jazmin Edwards
Senior Human Resources and Operations Manager

Lorena Gamboa-Martin
Executive Administration Manager

Sherie Salter-Reid
Controller

BLACK TRANS FUND ADVISORS

Aaryn Lang
Aaryn Lang Consulting

eli dru
Black Trans Media, Black Trans Travel Fund, Transgender Gender-variant Intersex Justice Project

J Mase III
Black Trans Prayer Book

Jai' Shavers
BreakOUT!

Monica Jones
Founder and CEO, Outlaw Project

Xavier MaatRa
DAB of Consulting

LIBERATION FUND ADVISORS

Ai-jen Poo
National Domestic Workers Alliance

Alicia Garza
National Domestic Workers Alliance, Black Futures Lab

Angelica Salas
Coalition for Humane Immigrant Rights

Bamby Salcedo
President and CEO, TransLatin@ Coalition

Chrissie Castro
Native Voice Network

Cindy Wiesner
Grassroots Global Justice

Denise Perry
Black Organizing for Leadership and Dignity

Elle Hearns
The Marsha P. Johnson Institute

Isa Noyola
Mijente

Linda Sarsour
MPower Change

Mary Hooks
M4BL Leadership

Miya Yoshitani
Asian Pacific Environmental Network

Sarita Gupta
Ford Foundation

Saru Jayaraman
One Fair Wage and the Food Labor Research Center at University of California, Berkeley

“we are the ones we’ve been waiting for”

– June Jordan, poet

GROUNDSWELL FUND

groundswellfund.org
info@groundswellfund.org
510.444.5900

Image courtesy of Birth Mark Doula Collective