The Liberation Fund, a joint project of Groundswell Fund (a 501c3) and Groundswell Action Fund (a 501c4), is proud to announce $1,350,000 in grants for thirty organizations in its inaugural round of grantmaking. The following set of grantees were curated by Groundswell staff, drawing from a list of organizations recommended for funding by Liberation Fund Advisors - fifteen prominent women of color leaders from various social justice movements. Liberation Fund grantees represent some of the most effective and powerful grassroots organizing efforts in the U.S. today. All grantees are led by women of color and/or transgender people of color.
Black Mesa Water Coalition | $75,000
Black Mesa Region, AZ | https://www.facebook.com/blackmesawc/

Founded in 2001, Black Mesa Water Coalition (BMWC) is led by young, inter-tribal, inter-ethnic people dedicated to addressing issues of water depletion, natural resource exploitation, and public and community health within Navajo and Hopi communities in northern Arizona. For 15 years, BMWC has worked to create a just transition for the Navajo Nation, particularly in the coal-impacted region of Black Mesa. BMWC has held Peabody Western Coal Company, the U.S. federal government and the Navajo tribal government accountable to remediate and clean up the coal mines, associated power plants and the surrounding land and waters; advocated for the development of renewable energy projects and the transmission capacity that can connect them to Western energy markets; and proven the potential of diversifying local economies beyond energy development through projects like the Navajo Wool Market Improvement Project and Food Sovereignty & Land Restoration Project. Recently, the owners of the Navajo Generating Station (NGS) coal-fired power announced plans to shut down the power plant in 2019, impacting the livelihoods of nearly 800 local people employed there. In response, BMWC is expanding its Just Transition Campaign in order to develop the vast wind and solar potential of the region for renewable energy that can provide a strong economic foundation for the Navajo and Hopi far into the future. In 2018 BMWC will expand its community education via radio forums and storytelling, political education workshops, and its Youth Organizing Fellowship which builds the political education and organizing skills of Navajo youth. It will also align and strengthen a Navajo Nation-wide movement to halt and transition away from fossil fuel projects such as the Kayenta Mine Complex and fracking in Chaco Canyon. Additionally, BMWC will play leadership roles in movement-building efforts with Climate Justice Alliance (CJA), Grassroots Global Justice (GGJ), Indigenous Environmental Network (IEN), and others, as well as coordinate and institutionalize wool market improvements and food sovereignty projects across the Navajo Nation.

BreakOUT! | $75,000
New Orleans, LA | www.youthbreakout.org

Launched in 2011, BreakOUT! is a youth-led, membership-based organization working to end the criminalization of LGBTQ youth to build a safer and more just New Orleans. New Orleans is the incarceration capital of the world, locking up a higher percentage of its population than any other state or country on the planet. BreakOUT! draws on the South's deep culture of resistance and works at the intersection of youth organizing, leadership development, and healing justice to build the power of LGBTQ youth ages 13 to 25 who are directly affected by the criminal justice system. The current political climate has fueled an upsurge in attacks on trans people of color: two Black trans women...
were murdered within a 72-hour period in February and a brick was thrown through the window of the church where BreakOUT! and other community members gather to discuss how to stop gender-based violence. BreakOUT! has mounted a strong response, successfully moving the New Orleans Police Department to adopt a new LGBTQ policy that includes nearly all of the provisions recommended by BreakOUT! youth. Drawing on lessons from six years of collaboration with the local immigrant rights organization, Congress of Day Laborers, BreakOUT! released a Vice to ICE Toolkit to support Black-Brown organizing. BreakOUT! also launched the Trans Defense Fund, which secured criminal defense assistance and immigration legal support for many trans people, including those in ICE detention facilities, and acquired name and gender marker changes and identification documents for 30 transgender youth. In 2018, BreakOUT!'s We Deserve Better campaign to end discriminatory policing practices will focus on opposing the New Orleans' mayor’s proposal for a $40 million “safety plan” that would result in increased policing and surveillance in areas frequented by LGBTQ youth of color. BreakOUT! will also conduct its first Building Our Power Institute, a 12-week, paid LGBTQ youth organizing and political educational cohort, in both English and Spanish, running two tracks simultaneously and then bringing cohorts together each month for conversations about Black-Brown unity, differences in experience, and shared fate in struggle.

**CAAAV Organizing Asian Communities | $75,000**
**New York City, NY | www.caaav.org**

For three decades, CAAAV (Committee Against Anti-Asian Violence) Organizing Asian Communities, an intergenerational, grassroots organizing powerhouse in New York City, has addressed issues of poverty, gentrification, and displacement by engaging thousands of Asian residents in three primary programs. The Chinatown Tenants Union (CTU) preserves affordable housing and curbs displacement by developing the leadership of immigrant residents to fight unjust evictions against predatory landlords and wage policy campaigns to defend and uplift tenant rights. The CTU recently secured a commitment from the Department of City Planning to negotiate with Chinatown residents on a rezoning proposal toward community-led preservation and development. The New York City Housing Authority (NYCHA) Organizing Project builds the power of Bangladeshi, Chinese, and Korean public housing residents living in Queensbridge, the largest public housing development in the country, to advocate for stronger language access, services, and repairs, as well as better treatment from NYCHA management. Wins from this project will affect 20,000 Asian residents citywide. Recent victories include expansion of NYCHA office hours available to 7,000 Queensbridge residents and the incorporation of Mandarin and Cantonese into NYCHA’s citywide Customer Contact Center, enabling thousands of Chinese tenants to get repairs done. Expansion to additional languages is pending. The Asian Youth in Action program develops the leadership of bilingual Asian youth through political education on feminism,
housing rights, racial and economic justice, and organizing skills training. CAAAV also works to strengthen relationships between Asian, Black, and Latino tenants to make their collective voices heard at decision-making tables. CAAAV’s year-round integrated voter engagement work empowers tenants to use their electoral power to move candidates and elected officials to block the Department of City Planning and the Mayoral administration to follow the leadership of residents in community-led re-zonings and neighborhood preservation.

Desis Rising Up & Moving (DRUM) | $75,000
New York City, NY | www.drumnyc.org

Desis Rising Up & Moving (DRUM) is a multi-generational, membership-led organization of over 3,000 low-wage South Asian immigrant workers, youth, and families organizing for social and economic justice in New York City (NYC). South Asians make up the fastest growing immigrant community in New York City, numbering well over 300,000. In NYC and in DRUM’s constituency, the majority of South Asians are low-wage workers in taxi driving, domestic, retail, restaurant, and day laborer work. DRUM organizes its members to win educational equity, economic justice, legalization, and workplace rights, as well as an end to racial profiling and anti-immigrant enforcement. DRUM builds the leadership of the most marginalized members of its communities, particularly undocumented women and girls, through membership-led direct action campaigns, base building, leadership development, and membership services. In 2017, DRUM co-led protests at JFK airport in response to the Muslim and refugee bans; built Hate Free Zones, an inclusive community defense system in four major NYC neighborhoods (a model that has since been replicated by other organizations in the Hudson Valley, NY, and in Alexandria, VA); and helped win new guidelines from the NYC Department of Education to keep ICE out of schools. In 2018, DRUM will strengthen Hate Free Zones; expand its base in Brooklyn, Eastern Queens, and the Bronx; and build community leadership through a summer youth organizing program for 25 youth, through hosting Eckshate Liberation Dhaba, a series of neighborhood-based workshops to engage the larger community in transforming public spaces for women and girls, and through campaigns on racial profiling, DACA defense, workers’ rights, and dignity in public schools.

The Marsha P. Johnson Institute | $75,000
National, U.S. | www.marshap.org

The Marsha P. Johnson Institute (MPJI) was created in 2015 in response to the increasing number of trans women being murdered and trans people committing suicide, with trans people of color disproportionately represented in both categories. MPJI builds the leadership of transgender and gender expansive (TGE) people to heal, develop transformative leadership, and build power through media advocacy, civic engagement, public policy, and arts and culture. MPJI centers and prioritizes Black and Brown women, girls, and femmes, who account for 72 percent of all trans people murdered, who have an average life expectancy of 35 years, and who earn an abysmal $10,000 mean annual salary. MPJI envisions a world where trans women and femmes are economically empowered to “lead their own lives, free from the violence rooted in systems of oppression informed by white supremacy.” MPJI will launch three programs in 2018 and 2019: the Marsha P. Johnson Fellowship, which will build the organizing capacity of five to ten TGE people through a year-long, paid training and organizing program culminating in a local campaign; a Transgender Workforce & Training Center to support two to five non-profits to undergo an internal audit and course correction to better hire, engage, and retain TGE staff; and the Freedom Beyond Imagination Coalition, which will engage five to ten trans-focused base-building, policy, and advocacy organizations to generate a list of policy change priorities for TGE communities and possibly take on a joint campaign. MPJI will also use healing modalities and culture making to reduce stress and promote health among its participants.
Mujeres Unidas y Activas (MUA) | $75,000
San Francisco and East Bay, CA | www.mujeresunidas.net

A nationally recognized leader in the fields of immigrant and domestic worker rights, Mujeres Unidas y Activas (MUA) is a 28-year-old grassroots organization of 600+ Latina immigrant women with a dual mission of promoting personal transformation and building community power for social and economic justice. MUA empowers and educates its members to provide mutual support; offers trainings to build economic security and leadership; and leads organizing campaigns to win immigrant, workers’, and women’s rights. Most MUA members have lived in the U.S. for ten years or fewer, 90 percent have at least one child, 80 percent have experienced domestic violence, 40 percent have an annual household income of less than $10,000, and 42 percent have fewer than seven years of formal education. Together, they are powerful, and through MUA, have been central to many important victories over the years, including the passage of language access ordinances, sanctuary city policies, and most recently the CA state Domestic Workers Bill of Rights. MUA has three priorities in 2018: organizing a strong base with systematized recruitment, education, and retention strategies to reach 500 new contacts, add 200 new members, and have 25 to 30 women complete an intensive community organizing leadership development program; acting as a sanctuary for members to find refuge, solidarity, and necessary information to protect themselves and their families from the crackdown on immigrant communities; and engaging leaders in advocacy campaigns, in alliance with other communities and movements to protect and defend hard-won rights such as local sanctuary laws, the CA Values Act (limits local police’s involvement in deportations), the TRUST Act (enables immigrant crime victims and witnesses to be able to come forward and cooperate with police without fear of deportation), and the Domestic Worker Bill of Rights. MUA provides fiscal sponsorship and ongoing leadership for the CA Domestic Worker Coalition, serves on the steering committee of the CA Immigrant Policy Center and the board of directors of the National Domestic Worker Alliance, and co-anchors Alameda County United in Defense of Immigrant Rights (ACUDIR).

Racial Justice Action Center | $75,000
Atlanta, GA | www.youthbreakout.org

The Racial Justice Action Center (RJAC) builds the grassroots leadership and power of marginalized communities to transform Atlanta and Georgia state policies that lead to joblessness, homelessness, and poverty for women and trans people of color. Rooted in Black trans feminist frameworks, RJAC’s grassroots organizing projects include: Solutions Not Punishment Collaborative (SNaP Co) and Women on the Rise (WoR). SNaP Co is a Black trans and queer-led collaborative that builds the power of its base to win systematic divestment from the prison industrial complex and investment in the services and supports, including restorative justice, that help communities thrive. WoR, a membership-based project of women targeted or affected by the criminal justice system, works to reduce the number of women behind bars and halt the criminalization of communities through efforts such as campaigns to “ban the box” on employment applications at the city, county, and state levels. RJAC’s key achievements include moving the Atlanta city council to repeal a 2013 ordinance that targeted trans women of color by barring convicted sex workers from certain areas of the city; releasing a groundbreaking report documenting the abuse of trans people, especially trans women of color at the hands of law enforcement; and coordinating a nine-month-long, 60-plus-person design team process with law enforcement, prosecutors, defense attorneys,
formerly incarcerated people, trans leaders, social service providers, to develop a pre-arrest diversion pilot program. In 2018, RJAC will work to ensure implementation of this program, which will connect trans people with services instead of channeling them into jails and prisons.

**Southerners On New Ground (SONG) | $100,000**  
U.S. South | [www.southernersonnewground.org](http://www.southernersonnewground.org)

SONG is a political home for LGBTQ liberation across all lines of race, class, abilities, age, culture, gender, and sexuality in the U.S. South. SONG builds, sustains, and connects a base of LGBTQ people across the South to transform the region through strategic projects and campaigns developed in response to current conditions. Founded in 1993 on the principles of Black feminist thought, SONG has built a base of 4,000-plus members to engage in national, regional, and statewide movement-building efforts that are pro-Black, pro-queer and -trans, pro-worker, and pro-immigrant. In collaboration with the Movement for Black Lives, SONG is currently advancing a region-wide, multi-faceted campaign called Free From Fear, designed to end state, interpersonal, and institutional violence. The campaign creates an intersectional movement hub in which traditionally oppressed communities — Black, immigrant, Latinx, LGBTQ, and others — can build unity and local organizing power. It focuses on two primary issues facing Black and Brown queer and trans people and their families: police and ICE collaborations at the municipal level, and the unconstitutional practice of cash bail, which enables people with financial means to return to their jobs, children, and lives, while leaving thousands, mostly people of color, who cannot afford bail, languishing in prison, sometimes for years, while they await trial. In 2017, SONG led the way to organize the Black Mama’s Bail Out, a national effort to bail out as many Black mothers from jail as possible. This action sparked the imagination of thousands around the country, raising $200,000 from 3,000 donors to bail out 64 Black mothers, shining a national spotlight on the injustice of cash bail. Additionally, the pilot Free From Fear Campaign launched in Durham, North Carolina, secured a major victory by transforming citywide police standard operation procedures for queer and trans people of color. In 2018, SONG will continue to build on this momentum to strengthen regional Free From Fear campaigns to expand the number of local campaigns; to build 175 leaders, including leaders within the Black Lives Matter network; to increase multi-lingual capacity in the region; and to win.

**Transgender, Gender Variant, and Intersex Justice Project | $75,000**  
California | [www.tgijp.org](http://www.tgijp.org)

Grounded in the leadership and legacy of Miss Major Griffin-Gracy, a major figure in the LGBT and trans rights movement, who served as the executive director of Transgender, Gender Variant, and Intersex Justice Project (TGIJP) for many years, TGIJP is one of the first and only legal advocacy and support organizations led by formerly incarcerated trans women of color, especially Black trans women. TGIJP works to end the human rights abuses committed against TGI people in California prisons, jails, detention centers, and beyond by decreasing the number of TGI people in prison, reducing recidivism, easing re-entry through access to housing, through increasing leadership in social justice movements, and through ending criminalization of TGI people. TGIJP’s hybrid service and organizing model has proven effective; for example, for TGI people TGIJP has worked with, the recidivism rate is 15 percent at three months after release, compared with an overall national rate of 68 percent. TGIJP was instrumental in coalition fights to stop construction of a new jail in San
Francisco in 2015 and in a winning groundbreaking law, signed by Governor Brown in October 2017, enabling incarcerated transgender people to update their documents to match their gender identity and chosen name, a critical step towards addressing severe discrimination trans people face in prison and upon release, previously allowed only with permission from prison officials. In 2018, TGIJP will deepen its leadership development work with key members through trainings and retreats; participate in a #LetWomenIntoWomensHousing campaign to expand housing access to trans women; and contribute to collective organizing efforts for policy and systems change with Black Lives Matter, All of Us or None, Showing Up for Racial Justice, the Combahee Alliance, the National Lawyers Guild, and other key allies.

TransLatin@ Coalition | $75,000
National, U.S. | www.translatinacoalition.org

Founded in 2009 by trans immigrant women based in cities across the country, the TransLatin@ Coalition (TLC) uses a hybrid model of direct service delivery, grassroots organizing, and policy advocacy to improve quality of life for TransLatin@ immigrants. Headquartered in Los Angeles, under the leadership of the nationally recognized trans activist Bamby Salcedo, TLC now includes members in Arizona, California, Florida, Georgia, District of Columbia, Maryland, Minnesota, Illinois, Texas, New York, Washington, and Virginia. The service arm of its work, funded in part by government grants to foster more trans-friendly employers, includes support for TransLatin@ people re-entering society from prison (food, housing, employment); financial management training; HIV/AIDS education; and job training and referrals. Liberation Fund support will assist the new T.R.A.N.S. Project, which will develop a new wave of trans leaders in CA to drive the policy, structural, and institutional changes needed to improve conditions for trans and gender non-conforming people across the state. The Project builds on TLC’s first Transgender Policy Institute launched in October 2017 to train trans leaders in the mechanics of organizing and policy advocacy. Funding will enable TLC to hire a part-time statewide coordinator to guide a cohort of leaders, facilitating a process of identifying policy and geographic priorities, developing curricula, leading organizing and policy advocacy trainings, and maintaining momentum, all with input and direction from the cohort members. In 2018, its first full year, the T.R.A.N.S. Project aims to achieve at least one policy victory.

TLC works closely with the Transgender Law Center; Equality California; the Los Angeles County, Orange County, and Long Beach LGBT Centers; the Immigrant Youth Coalition; El/La para Trans Latinas; and CA Latinas for Reproductive Justice.
501C4 GRANTEES:

Asian Pacific Environmental Network (APEN) Action | $50,000
Oakland, CA

Built on a foundation of nearly 25 years of deep organizing in California’s Asian and Pacific Islander (API) communities, APEN Action is one of only a few organizations in the nation engaging low-income API immigrants and refugees and API voters in their languages through an integrated voter engagement (IVE) strategy. The number of API voters in California has doubled since 2008, and by 2025, one in five Californians will identify as API. Despite the growing size and power of the API electorate, APEN Action discovered that 75 percent of the voters it talked with hadn’t been contacted by mainstream political parties. For APEN Action, this offered an incredible opportunity to build power by employing culturally and linguistically appropriate IVE and leadership development. As a result, APEN Action has been instrumental to the passage and implementation of dozens of environmental justice policies at the state and local levels. In 2018, Groundswell Action Fund support will enable APEN Action to:

- Broaden the API environmental justice electoral base through 40,000 direct voter contacts, through outreach, and through education focused on an API voter guide and equitable climate and clean energy solutions that promote clean air and create jobs and economic opportunity; and

- Influence legislative advocacy for environmental policies that benefit disadvantaged communities across California, including: regulation of the biggest industrial polluters to reduce local emissions; local emissions reductions; limiting offsets and free allowances in the state’s cap and trade program that create pollution “hotspots” in frontline communities; equitable resolution of issues connected to the Western Grid proposed by the Governor and legislature; and implementation of AB 693, which authorizes $1 billion in investments for solar panels on low-income multi-family housing to reduce energy costs to renters and to maximize the benefits to low-income communities.

Black Progressive Action Coalition (BPAC) | $50,000
National, U.S.

BPAC is an independent, progressive coalition of individuals and organizations committed to empowering Black communities through civic engagement, community mobilization, and campaigns that turn issues into policies that change people’s lives. Anchored by a base of 80,000 online supporters and activists across 21 states, BPAC serves as a hub for C4 organizational partners around the country that rely on BPAC for qualitative and quantitative research, coordination, and strategic communications assistance. BPAC elevates critical issues that cut across state boundaries and that should be at the center of public debates in the 2018 election cycle. As BPAC points out, despite the current political crisis, there is no guarantee that Black communities will turn out in the unprecedented numbers necessary to alter the current political reality, a fact confirmed during the 2016 election cycle when the inability of progressives to inspire and mobilize Black voters led to devastating defeats up and down the ballot. Groundswell Action Fund support will allow BPAC to engage its existing base of voters in targeted states to resist national- and state-level attacks on Black communities and begin 2018 electoral and issue early engagement to address chronic mid-term drop-off. BPAC plans to engage 34,000 voters at their doors and 600,000 through digital campaigning; conduct voter turnout in Virginia; increase BPAC’s base of supporters by 50,000 people; and reach new low-propensity voters in Florida and Virginia.
BYP100 (Black Youth Project Not for Profit)  
| $50,000  
National, U.S.

BYP100 is a national, activist member-based organization of Black 18- to 35-year-olds with chapters in the San Francisco Bay Area; Chicago, Illinois; Washington DC; Jackson, Mississippi; New Orleans, Louisiana; Detroit, Michigan; Durham, North Carolina; and New York City, New York. Dedicated to creating freedom and justice for all Black people, BYP100 advances its mission through grassroots direct action organizing, political education, civic engagement, and public policy development and advocacy, all through a Black queer feminist lens. BYP100’s issue priorities include ending the criminalization of Black people, dismantling the prison industrial complex and police state, and centering the lived experiences of the most marginalized. Workers earning poverty-level wages are disproportionately Black women between the ages of 18 and 25. Young Black adults are asked for voter identification at higher rates than are young whites and Latinos. Sixty-six percent of Black young adults report that they or someone they know have been the victims of police harassment or violence, compared with 30 percent of white, 29 percent of Asian American, and 40 percent of Latinx young adults. Black immigrants face disproportionately higher rates of detention and deportation, while earning a lower median income than any other racial category of immigrants. BYP100 asserts that politicians, political parties, and organizations continue to miss an open opportunity to mobilize and activate young Black people through political education and voter engagement that could then lead to more robust involvement in long-term movement building. BYP100 believes that engaging community power in local elections to shift the terms of the debate around issues affecting Black people is key to shifting the political terrain and creating the world in which we want to live. Groundswell Action Fund support will enable BYP100 to step up where mainstream voter engagement efforts have fallen short to engage young Black voters; forge accountable relationships with key public officials at the local, state, and federal levels; provide leadership development and grassroots lobbying training for BYP100 members; produce report cards on ballot initiatives; and engage and educate young Black people on issues reflected in the BYP100 public policy agenda.
Californians for Human and Immigrant Rights Leadership Action Fund (CHIRLA Action Fund) | $50,000
Los Angeles, CA

Founded in 2009, CHIRLA Action Fund is a leading force engaging Latinx voters in California. In 2016, CHIRLA Action Fund contacted 127,355 low-propensity New American Majority voters, who turned out to the polls at a 6.7 percent higher rate (82 percent) than the electorate overall (75.3 percent). In 2017, the organization hosted its first non-election year candidate forum with 17 candidates running in the California Congressional District 34 special election. 2018 is an important year for California, with all House seats, one U.S. Senate seat, and the governorship in play, along with ballot initiatives with direct impact on the Latino community in the primary and general elections. CHIRLA Action Fund plans to make 256,000 voter contacts and nearly 180,000 voter identifications, with three to five touches per voter, via door knocking and phone calls before Election Day, as well as additional touches by earned media and text. CHIRLA Action Fund will also host and mobilize 400 people to attend a gubernatorial candidates forum. Leadership development of community members will be a key component of CHIRLA’s work. The majority of CHIRLA Action Fund’s volunteers and leaders are undocumented, but understand the power they have to reach voters in their communities and to influence the outcomes of elections. Latinos and Asians make up a majority of Californians but account for only 25 to 30 percent of Californians who actually vote. Voting-aged youth who are the children of immigrants have the lowest civic participation of all California youth. CHIRLA Action Funds’ programs offer on-the-ground proof that these statistics do not have to remain political reality.

Domestic Worker Legacy Fund | $75,000
National, U.S.

The DWLF is the C4 arm of the National Domestic Workers Association, a powerhouse 501C3 with over 60 local chapters and affiliates. The DWLF works for the rights and improved working conditions of domestic workers, among the fastest growing sectors
of workers in the country, as well as for other low-income women workers, immigrant women, and women of color, its core constituency. Positioned at the intersection of worker rights, immigrant rights, racial justice and women’s rights, DWLF facilitates dynamic and large-scale movement building that has produced major wins, including the country’s most progressive Domestic Workers Bill of Rights in Massachusetts; inclusion of domestic workers in minimum wage, overtime pay, paid leave, and other benefits in a number of states; and implementation of a historic rule extending coverage of the Fair Labor Standards Act to over one million homecare workers. With support from Groundswell Action Fund, DWLF will build on the electoral program it launched in 2016 to bolster on-the-ground voter education and mobilization of women of color in key battleground states, engaging 3,000 volunteer organizers and 350,000 newly activated individuals, and bolstering women’s turn out, particularly in Georgia and Florida. DWLF will continue legislative advocacy to advance state and municipal level domestic worker rights in key cities and states, including Connecticut, New Mexico, Washington, and New York. Rthrough re-branding, technology upgrades, and expansion of its board of directors, DWLF will also strengthen its own infrastructure.

**Jobs With Justice | $50,000**

**National, U.S.**

JWJ is a national network organization with 30-plus coalitions in 25 states. JWJ believes that all workers should have collective bargaining rights, employment security, and a decent standard of living within an economy that works for everyone. JWJ brings together labor, community, student, and faith voices at the local, state, and national levels to win improvements in people’s lives and shape the public discourse on workers’ rights and the economy. Notable wins include making San Francisco the first city in the country to adopt a retail workers bill of rights, thereby improving conditions for some 40,000 workers; winning a $15 per hour minimum wage for city workers in Atlanta, Georgia; and passage of a fair scheduling bill for fast food and retail employees in New York City, New York. In 2018, JWJ’s work will center on gathering signatures to advance critical ballot measures around minimum wage and just hours in targeted cities and states (in Tennessee, Alabama, Missouri, New York, Rhode Island, Indiana, Kentucky, Michigan, and Texas), and lobbying legislators around important community benefits agreements with big corporations. In Missouri, JWJ launched Raise Up Missouri and is gathering 60,000 signatures to put a state minimum wage initiative on the 2018 ballot, while collecting an equal number of signatures to qualify a Clean Missouri measure to get big money out of state politics and open the way for candidates that represent working people. In Missouri, JWJ is gathering signatures in both white working class communities (Warren) and in predominantly Black working class Detroit to place the One Fair Wage initiative that would raise the minimum wage and eliminate the lower minimum wage for tipped workers on the November 2018 ballot. In Rhode Island, JWJ is advancing the Universal Family Care agenda and will coordinate town halls and other outreach activities to engage voters directly, in addition to lobbying activities, in order to win passage of legislation that will make quality care affordable and flexible for families at every stage of life. Finally, in Dallas, Texas, and New York City, New York, JWJ will lobby legislators and identify political champions to win community benefits agreements that reduce the adverse impacts of gentrification, while boosting employment opportunities for low-income communities, especially communities of color.

**Montana Native Vote | $50,000**

**Billings, MT**

Montana’s Native American population consists of approximately 70,000 Native Americans (seven percent of the state’s population), approximately half of which are of voting age. These 35,000 Native voters are powerful enough to decide an election. MNV is a Native-led, statewide advocacy group that develops and advocates for legislation, regulations, government programs, and policies to protect the voting rights of Native Americans, increase Native American civic engagement, and support Native Peoples’ rights to political, economic, and cultural self-determination. MNV has 8,000 members statewide, 98 percent of whom are Native, and added 2,500 new voters to the rolls in 2016. In 2018, Montana citizens will
have the opportunity to vote for a more progressive agenda, which has never been more important than in the current political climate. MNV will use its culturally competent organizing model, rooted in deep canvassing, to educate and turn out Native voters in key districts in 2018 through early engagement. Additionally, MNV will employ a C4 communications strategy that includes radio, to reach more Native voters throughout the state. MNV also plans to develop and distribute 20,000 voting guides specific to each Native-dense precinct before Election Day, and MNV will continue to work with election offices to help educate voters on where, when, and how to cast a ballot at newly formed satellite voting stations. Satellite voting on reservations came about through legislation introduced by Senator Tester in 2016 to make it easier for Native Americans to vote, especially as many do not have driver's licenses.

**Mpower Change Action (a fiscally sponsored project of Neo Philanthropy Action Fund) | $50,000**
National, U.S.

MPower Change Action (MCA) is a national social justice project by and for Muslims in the United States, including Black, Arab, and Asian communities, immigrants, and refugees. Led by Linda Sarsour, co-chair of the Women’s March, along with Mohammad Khan, Ishraq Ali, and Kifah Shah, the two-year-old organization works with more than 200,000 individual members, and hundreds of Muslim and allied groups and leaders to respond to attacks on communities and stand up for justice for all. With rapid-response campaigns, protests, and public education projects, MCA activates hundreds of thousands of people to demonstrate in the streets,
call and visit representatives, and lobby decision-makers on issues such as the pro-immigrant Dream Act, protecting health care, and opposing any Muslim travel ban. State campaigns and trainings mobilize on issues such as restoration of voting rights and against fear-mongering legislation such as anti-Sharia laws, mosque zoning restrictions, anti-refugee settlement, and funding cuts for community organizations. Online and in-person trainings and tools help local organizers mobilize their communities on Congressional advocacy and voter turnout. MCA is building political power where progressive Muslim leaders and communities are emerging, in states both expected (Michigan) and unexpected (Alabama), and strengthening movements to support women's rights, immigrants, Black lives, climate solutions, and economic equity.

**ROC (Restaurant Opportunities Centers) Action | $50,000**

**National, U.S.**

Since 2013, ROC has led a national campaign for One Fair Wage, a call to raise the federal minimum wage for all workers and eliminate the lower federal minimum wage for tipped workers, currently $2.13 an hour. A legacy of slavery, the sub-minimum wage for tipped workers today is a gender equity issue; 70 percent of tipped workers are women who suffer from the worst sexual harassment of any industry because they are forced to tolerate inappropriate customer behavior in order to earn tips to feed their families. It is important to note that ballot measures must be funded almost entirely by C4 dollars. In Michigan, ROC launched the One Fair Wage ballot measure as a C4 effort and then created a larger civic engagement process that is using the ballot measure as a vehicle to shift state politics and as a model for replication in several other states. The choice to focus on Michigan is strategic, as it went from being a strongly progressive state for decades to a victory for Trump in 2016. Michigan is home to the most segregated metropolitan area in the country, and communities residing there have experienced multigenerational economic devastation. In Michigan, ROC helped organize a coalition of Michigan state and national organizations called We the People Michigan, which is using the One Fair Wage ballot measure process to reengage working people in the democratic process and to build a progressive state platform and infrastructure. A recent poll confirmed for ROC what they knew anecdotally — using issues that working people care about will motivate and bring them back to the polls. One Fair Wage is currently gathering 350,000 signatures to put a measure on the November 2018 Michigan ballot that would raise the minimum wage to $12 per hour by 2022, with tipped workers reaching the same level by 2024.
Southwest Workers Union | $50,000  
San Antonio, TX

SWU is a thirty-year-old organization that recently underwent a change in leadership to reflect its growing base of members and supporters: women and workers of color, youth, and immigrants. Diana Lopez, a long-time volunteer and worker in the organization for over a decade, assumed the executive director position three years ago. Initially a labor organization, her tenure as executive director coincided with the organization’s evolution into a multi-generational, multi-issue, membership-based community organization. SWU is committed to bottom-up social justice organizing, the development of local leadership, and improving conditions for working families in south Texas. SWU focuses its organizing on San Antonio, the seventh largest city in the U.S. As a result of targeted union-busting attacks on SWU’s 501C3 sister organization, Centro Por La Justicia (in both cases SWU won lawsuits filed wrongfully against them for breaching their tax status), all voter engagement work is now done through the C4. Under its broader objective called Accountable Governance, SWU has a campaign called Nuestra Voz that encompasses their member-driven civic engagement work. Through this program, members run for local office, contact over 25,000 voters in neighborhoods throughout San Antonio, and win on issues, including redistricting, Census, and climate justice. These wins have elevated SWU's position among local elected officials and agencies, which has facilitated deeper relationship building to ensure accountability of elected officials to community members. Using a multi-pronged C3/C4 strategy, SWU is making gains to proactively craft and pass policy for a more environmentally sustainable San Antonio, as well as fighting regressive immigration laws and policy in Texas. In 2018, SWU plans to increase voter turnout by one percent in the midterm election, continue working with key allies to pass a fair redistricting plan for Bexar County (San Antonio), and to pass a Climate Action Plan at the city council level that includes a planning process for zero waste jobs and small business development.

Texas Organizing Project | $50,000  
San Antonio, TX

TOP is the largest woman of color–led, grassroots, progressive, membership-based organization in Texas, composed of low- to moderate-income residents and majority people of color. Since its founding in 2009, the organization has grown its base to over 180,000 supporters. TOP’s long-term vision is to transform Texas into a state where working people of color have the power and representation they deserve. TOP consistently targets 200,000 low-propensity voters in the counties of Harris, Dallas, and Bexar. Recent victories for TOP’s trained community leaders include blocking a $92 million tax rebate for oil giant Valero Energy; enactment of an alternative disciplinary program to tackle the “school-to-prison pipeline” in the Dallas Independent School District; securing a $1 million allocation toward street lights for San Antonio’s low-income, predominantly Latino westside neighborhoods; moving Harris County’s new district attorney to implement a cite and release policy for low-level marijuana possession; and compelling Harris County to end its participation in the Immigration and Customs Enforcement (ICE) 287g program. TOP’s theory of change is rooted in a “cities out” strategy, since nearly 60 percent of Texans (16.3 million people) live in Houston, Dallas/Fort Worth, San Antonio, or Austin; this includes 52 percent of low-propensity voters and 60 percent of unregistered voters. TOP is building a counter-balance to conservative statewide leadership toward 2022 to establish long-term governing power. In 2018, a heated race for Dallas County district attorney will take place, already garnering national attention. TOP will implement a C4 organizing drive that centers a community-driven criminal justice reform platform, which is critical to ensure that whomever is elected in this race will be accountable to the reforms demanded by the community.

To learn more about Groundswell’s Liberation Fund, please contact Senior Program Director Alexandra DelValle at adelvalle@groundswellfund.org or Program Manager Quanita Toffie at qtoffie@groundswellfund.org.

*All photos courtesy of Groundswell grantee partners.
Groundswell supports a stronger, more effective U.S. movement for reproductive justice by mobilizing new funding and capacity building resources to grassroots organizing and policy change efforts led by low income women, women of color and transgender people.

www.groundswellfund.org

www.groundswellactionfund.org