



# GROUNDSWELL FUND

## **Rapid Response Fund Docket January – June 2020**

Groundswell’s Rapid Response Fund (RRF) provides fast funding to grassroots organizations led by women of color, trans people of color, and low-income women and trans people in critical, unexpected, fights to protect and advance reproductive and social justice. A multi-issue fund, the Rapid Response Fund supports organizations on the frontlines, defending the most vulnerable communities with timely, flexible grants and an emphasis on funding in states and communities where women of color, transgender people of color, and low-income women and trans people-led organizing is under-resourced.

In 2020, the Rapid Response Fund moved \$1,325,000 to 145 organizations. This is a huge record for Groundswell Fund, and milestone for RRF within the first five years of its existence. At the start of the COVID-19 pandemic, RRF expanded its criteria to support organizations to pivot to online organizing; to combat hate against the AAPI community; online voter and member engagement, and Census work; providing critical non-COVID-19 healthcare including access/funding to reproductive health care and support of frontline birth workers of color; mutual aid societies that are organizing and supporting people most impacted such as people who are immunocompromised, elderly, low-income, trans people of color, undocumented, and/or women of color; and for existing Groundswell grantees to support tech needs to adapt to remote working/online organizing. Even more so, RRF supported movement with resources to fight for housing justice, worker organizing, birth justice, reproductive justice, fights against the prison industrial complex, safety and security, healing justice, and Black liberation uprisings. Grant awards ranged from \$3,000 to \$20,000, with a median average of \$10,000. Specifically, RRF dedicated \$125,000 to in support of the uprisings for Black liberation; almost \$200,000 in civic engagement grants, including \$80,000 non-partisan GOTV efforts for the Georgia runoff election. RRF supported 30 local and state-based efforts including Alaska, Arizona, Colorado, Florida, Illinois, Georgia, Hawaii, Kansas, Kentucky, Louisiana, Maine, Mississippi, Missouri, New Mexico, New York, Rhode Island, Texas, Puerto Rico, D.C., to name a few, as well as to several national efforts.

Groundswell's existing Birth Justice Fund grantees received \$150,000 in rapid response funding to adapt and serve birthing families of color and birth workers of color during the first wave of the pandemic.

The Black Trans Fund (BTF), a newly incubated project of the Groundswell Fund, is committed to providing long-term support to Black trans communities. Due to COVID-19 and increase requests from the field, BTF pivoted grantmaking strategies to include rapid response funding by collaborating with Groundswell's Rapid Response Fund. BTF RRF moved \$200,000 to Black trans communities via 30 organizations. BTF/RRF grantees are identified by the use of an asterisk (\*) throughout this docket.

### **Sueños Sin Fronteras de TX | Local: San Antonio TX + U.S.-Mexico Border | \$10,000**

Prior to the early 2019 implementation of the federal Migrant Protection Protocols (MPP) or "remain in Mexico policy," people seeking asylum in the U.S. were allowed to stay in U.S. custody while their cases were reviewed here. Now, more than 60,000 adults, children, and infants are experiencing expedited removal, and being forced to return to Mexico while they await tent-court hearings in Laredo and Brownsville, Texas--despite the real, credible dangers facing them in their home countries. Sueños Sin Fronteras de Tejas (SSFTX) is a woman of color-led organization focused on the health and healing of asylum-seeking women and families through direct support, resources, and advocacy that encourage autonomy, empowerment, and self-determination. Collaborating with partner immigration and reproductive justice organizations, SSFTX is training health advocates to witness asylum seekers' conditions and experiences and collect data on reproductive injustices occurring because of MPP implementation. Data pertaining to child and maternal health, including sexual violence, miscarriage, and forced abortion, and mental health status and needs will be gathered during MPP tent-court hearings at the San Antonio immigration courts, and during health intakes with womxn and families at the Texas-Mexico border. From this data, SSFTX will prepare a report to present to elected officials, the media, and the broader progressive organizing community that counters Administration assertions that few asylum seekers face grave danger in their home countries. The goal is to overturn these policies as quickly as possible. SSFTX is using Rapid Response Fund support to gather data and prepare a report to inform organizing and advocacy efforts.

### **The Translatin@ Coalition | Los Angeles, CA + National | \$20,000**

The Translatin@ Coalition, Liberation Fund grantee, has been working for the past two years to support and free trans Latin@s being held in federal ICE detention centers where they face violence and serious health issues. Translatin@ Coalition organizes trans women inside, and makes sure that their basic needs are met. Last year, thanks to Translatin@ Coalition organizing, Alejandra, who had been held in the Cibola, NM center where at least 50 trans women were incarcerated, was freed. Since then, two of these trans women -- Roxana and

Jauna-- died in detention there. ICE is now moving trans women out of Cibola into other centers, including Aurora, CO and Tacoma, WA. disrupting Translatin@ Coalition 's organizing and support of these women. In April, to put a human face to the conditions trans women face, Translatin@ Coalition held a press conference in Aurora featuring Kelly Gonzalez Aguilar (speaking via cell phone), a transgender asylum seeker who has been in ICE custody for more than two years despite her eligibility for release on parole. Kelly has experienced relentless violence and abuse since she was a child in Honduras, and her experience in ICE custody continues the abuse she attempted to escape when she sought refuge in the U.S. Her physical health and mental wellbeing are deteriorating. She has been diagnosed as pre-diabetic; and she has had to face prolonged solitary confinement and the impact of three transfers. To make matters worse, ICE detention centers are reporting outbreaks of COVID-19, which pose yet another threat to all those incarcerated, but especially to trans women. With Rapid Response Fund support, Translatin@ Coalition is building coalition infrastructure in Aurora and Tacoma to support trans women being transferred there and to work for their release.

### **The Trans Sistas of Color Project | Local: Detroit, MI | \$5,000**

The Trans Sistas of Color Project (TSOCP) was founded in 2015 to assist transgender women of color in the Detroit region through trans-centric programs, projects, and events, and connecting individuals to community resources and services. As the COVID-19 crisis hit Detroit, TSOCP launched a program to distribute care packages containing essential items like hand sanitizer, masks, and gloves to transgender women of color in need. Priority is being given to sex workers, those experiencing unstable housing, and the elderly. Detroit is especially hard-hit by the disease, and TSOCP is one of the only organizations in the area focused on trans women of color. In addition to care packages and support, TSOCP is working to encourage social distancing within its community, which is difficult given high levels of HIV and other immunosuppressant conditions that require frequent medical attention, the nature of sex work, and a high level of distrust for government. With Rapid Response Fund support, TSOCP is continuing to make and distribute care packages, check in with its community members to get them the help they need, and conducting media outreach aimed at both sex workers and the elderly in the community.

### **Red Canary Song | National | Grant Amount: \$4,000**

The Coast-to-Coast Chinatown Solidarity Network (C2C), a coalition of grassroots community organizers from Chinatowns across North America to challenge gentrification and displacement and build community power. Coalition member Red Canary Song is a collective of Asian and migrant sex workers centered on organizing massage parlor workers in Flushing, Queens, New York City. In early March, Red Canary hosted C2C member groups from across the nation in a public speak out and several days of action to protest New York City-based national developer Atlas Capital's plan to build 725 units of housing, none of them affordable, in Los Angeles Chinatown amid a city-wide affordable housing and homelessness crisis. The goal was to

demonstrate solidarity among Chinatown organizers and communities across the country and to shine a light on the real impacts of gentrification from coast to coast. A Rapid Response Fund grant supported the planning and implementation of the New York City action, which was led by queer, youth, low-income, and migrant leaders.

**Ancient Song Doula Services | Local: New York City | Grant Amount: \$20,000**

Birth Justice Fund grantee Ancient Song Doula Services works with women of color and low-income families who otherwise would not be able to afford doula care, and trains full spectrum doulas to address health inequities within the communities they serve. Based in New York City, the epicenter of the COVID-19 outbreak in the U.S., Ancient Song rapidly pivoted and adapted its training and program offerings to support birth workers and expectant parents under extremely difficult conditions. This Rapid Response Fund grant will support the development of a toolkit on remote support for birth workers, and provide virtual mental health support for doulas and families as they navigate pregnancy and birthing during a pandemic.

**Black LGBTQIA Migrant Project | National | Grant Amount: \$10,000**

The mission of the Black LGBTQIA Migrant Project (BLMP) is to build and center the power of Black LGBTQIA+ migrants to ensure the liberation of all Black people through community-building, political education, access to direct services, and organizing across borders. The pandemic has worsened already challenging situations faced by Black LGBTQ+ migrants (BLMs) around the U.S., especially those who are poor, trans or non-binary, undocumented or under documented, in detention, or living with an illness, disability, compromised immune systems, or HIV+. Individuals in these already-marginalized communities are not receiving COVID-related federal support; many have lost their jobs, and now face the loss of housing and other survival needs. Others have had no choice but to continue working in dangerous jobs, often facing exposure to the virus. Social distancing further compounds the community's isolation and marginalization. To meet the challenges of this moment, BLMP has transformed its approach to organizing by boosting its digital capacity in order to engage its community online. While it replaces scheduled in-person meetings and trainings, including the Black Trans Migrant Organizing School, with virtual ones, and increases their frequency to provide more support and opportunities to strategize and build power, BLMP is also providing more direct services (food, personal care supplies, PPE, etc.) to its community. With Rapid Response Fund support, BLMP is acquiring new digital technologies and equipment to share with its community, training community members in their use, and providing stipends to ensure access to the Internet and technology.

**Uzazi Village | Local: Kansas City, MO | Grant Amount: \$4,000**

Uzazi Village, a Birth Justice Fund grantee, addresses disparities in infant and maternal health in communities of color in Kansas City MO, providing services to 100+ low-income women

annually, the majority of them African American. Services include lactation and childbirth education classes, one-on-one doula support via its Sister Doula program, and two birthing centers. The pandemic has made it difficult for the organization to provide care to its community. With Rapid Response Fund support, Uzazi will partner with the local Home Birth Midwife Association to support the increased demand for home births during the pandemic. Specifically, Uzazi will use RRF support to upgrade its capacity to use video technology to replace in-home visits, and to give pregnant people more information about home births and how to provide for them.

**National Perinatal Taskforce | Local: Winter Garden, FL + National | Grant Amount: \$5,000**

Birth Justice Fund grantee the National Perinatal Taskforce (NPT) provides support to what it calls Perinatal Safe Spots, more than 40 communities that have experienced the worse maternal/perinatal health outcomes in the U.S. NPT uses community organizing, training, and advocacy to support birth workers in these communities. In the face of the COVID pandemic, midwives and doulas in these communities do not have access to personal protective equipment (PPE). With Rapid Response Fund support, the National Perinatal Taskforce will provide home kits containing the high-level PPE and other supports needed for safe home births to 60-80 midwives and doulas around the U.S.

**Alaska Communities Against Toxics | Statewide: Alaska | Grant Amount: \$5,000**

Long-time Catalyst Fund grantee and Integrated Voter Engagement (IVE) Program participant Alaska Communities Against Toxics (ACAT) works at the intersection of environmental justice, reproductive justice, and human rights. A statewide organization, ACAT works with indigenous communities, women, and women of color to address reproductive justice issues, recognizing that women and children are more vulnerable to toxic chemical exposure, a major problem in AK, especially for Native Alaskans. Using a combination of public health research, organizing, advocacy, and outreach, ACAT has helped change state, federal, and even international law around toxic chemicals. In the face of the pandemic, ACAT is shifting its grassroots organizing, which takes place across the state's most remote areas, from face-to-face to virtual. With Rapid Response Fund support, ACAT will support its staff and community leaders with technology, equipment (including pre-paid cell phones and laptops), hotspots, and new digital apps and databases.

**California Coalition for Women Prisoners | Statewide: California | Grant Amount: \$3,000**

Founded in 1995, California Coalition for Women Prisoners (CCWP) is a grassroots social justice organization, with members inside and outside prison, that challenges the institutional violence imposed on women, transgender people, and communities of color by the prison industrial complex. Centering the struggle for racial and gender justice and the leadership of the most affected people, families, and communities, CCWP is building a movement to transform the

current system and to improve conditions for women on the inside, particularly around health care. With Rapid Response Fund support, CCWP is providing information to women on the inside and their families as well as stamps, financial support, and care packages that include cleaning supplies. In addition, CCWP is working with allies to advocate for the release of as many people as safely possible, prioritizing those who are especially vulnerable because of age and underlying medical issues. Hundreds of CCWP's incarcerated members fit this category, and the organization is pressing the Governor and the state Department of Corrections and Rehabilitation to do everything possible to mitigate this public health crisis. CCWP has implemented a social media campaign to support its advocacy and build public awareness.

### **National Queer Asian Pacific Island Alliance | National | Grant Amount: \$3,000**

Founded in 2007, the National Queer Asian Pacific Islander Alliance (NQAPIA) is a federation of 60 Asian American, South Asian, Southeast Asian, and Pacific Islander LGBTQ organizations from across the U.S. that builds the capacity of local LGBT AAPI organizations; supports grassroots organizing; develops leadership; and challenges homophobia, racism, and anti-immigrant bias nationally and locally. Its leadership is primarily women, immigrants, and trans individuals. Much of NQAPIA's work involves in-person trainings and conferences to its grassroots members, so the organization has had to pivot to provide on-line programs and support. COVID-19 has hit the API community hard, since so many immigrants are working in low wage, gig economy jobs and live in crowded communities; in addition, because of Trump's Administration rhetoric, hate crimes against Asians are on the rise and the community is living with high levels of fear. As the crisis emerged, NQAPIA raised money to provide cash support to people facing layoffs in the hospitality and hotel industry. With Rapid Response Fund support, NQAPIA will continue and expand its virtual support and skills building programs, and support member organizations and their communities as they respond to xenophobia and racism.

### **California Healthy Nail Salon Collaborative | Statewide: California | Grant Amount: \$5,000**

Long-time Catalyst Fund grantee and IVE Program participant California Healthy Nail Salon Collaborative (CHNSC) organizes CA's 100,000+ nail salon workers. For more than 20 years, it has improved the working conditions of nail salon workers who are exposed to an array of toxic chemicals every day. As COVID 19 hit California, nail salons were affected almost immediately-- first as people stopped coming in, and then as the state closed salons. It appears now that salons will be among the last businesses to be allowed to reopen. Workers were laid off, and because many are day laborers, not employees, they were not eligible for unemployment. CHNSC, while continuing its regular programs, has been raising money to provide direct cash support to workers; providing support, including translation, to workers and shop owners; most of whom are Vietnamese immigrants, as they apply for local, state, and federal financial aid. The organization is also helping salon workers understand their rights regarding housing and health care, and advocating for them at the local and state level. With Rapid Response Fund

support, CHNSC is determining the best way to reach its communities, including elders, via digital organizing, and continuing to provide direct financial and other support to workers.

**Mijente Support Committee | National | Grant Amount: \$7,000**

Mijente is a digital and grassroots hub for Latinx and Chicanx movement building and organizing. Launched in 2015, Mijente raises the profile of policy issues that matter to Latinx communities and increases the participation of Latinx and Chicanx people in broader movements for racial, economic, climate, and gender justice. Rapid Response Fund will support Mijente to scale up its online response to the pandemic, and develop demands for the federal COVID-19 relief package, amplify and push local and state demands through multiracial, multi-sector coalitional efforts to ensure direct relief for all. Much of Mijente's Latinx community is disproportionately impacted by the COVID-19 crisis, including women, LGBQ and trans people, workers, incarcerated people, students, undocumented people, non-English speakers, and people living in Puerto Rico.

**Yellowhammer Fund | Regional: AL, MS, + FL Panhandle | Grant Amount: \$5,000**

Yellowhammer Fund is a reproductive justice organization that provides support, including funding, to pregnant people, most of them low income, seeking abortions in Alabama; it also provides emergency contraception, and advocates for comprehensive sexuality education, and birth justice, including expansion of Medicaid and access to prenatal care, and for the right of all people to control their own bodies. In response to COVID-19, the Fund launched a partnership with Catalyst Fund grantee The Knights and Orchids (TKO), an organization that builds power of the TLGB community for African Americans throughout rural AL and across the South. With Rapid Response Fund support, Yellowhammer and TKO have been able to provide direct support to their communities -- gift cards, food, cleaning and health supplies, and contraception. The partnership is also providing educational support to families whose children are now home because of school closures.

**Agri-Cultura Cooperative Network | Local: Albuquerque, NM | Grant Amount: \$3,000**

Serving the Albuquerque/Bernalillo County region, Agri-Cultura Cooperative Network comprises 40 small-scale organic farmers and a four-employee production and distribution crew. Agri-Cultura provides access to local produce, and promotes nutrition and economic development through traditional and innovative agricultural practices, furthering environmental and community stewardship to strengthen the region's agrarian and cultural heritage. Through a wholesale business program that serves institutional buyers, Agri-Cultura aggregates, processes, delivers, collects customer payments, and distributes farm payments. It also operates a community supported agriculture (CSA) program that provides fresh farm products to individual families. As the pandemic struck, institutional buyers like restaurants and schools, etc., no longer needed produce because they were closed and Agri-Cultura was faced with

produce ready to be harvested and no markets. With Rapid Response Fund support, Agri-Cultura has pivoted to distributing the fruits of its peak harvest time to the most vulnerable members of its community --undocumented families, low-income families, people who have lost their jobs, and low-income seniors – while ensuring the economic health of its farmer members.

**ACT for Women and Girls | Local: Visalia, CA | Grant Amount: \$3,000**

ACT for Women and Girls, a Catalyst Fund grantee and IVE program participant, develops the leadership of young women, primarily low income and of color, to eradicate the injustice that lies deep in the roots of its community, Tulare County in California’s San Joaquin Valley. Through multiple leadership development programs, ACT engages young women in campaigns to advance reproductive justice locally and at the state level. ACT is using Rapid Response Fund support to pivot its operations in light of the pandemic; provide mutual aid (food and other necessities) to its members and community; provide legal assistance to community members facing housing challenges, and advocate for rent forgiveness with the Tulare County Board of Supervisors.

**Health Justice Commons | National | Grant Amount: \$4,000**

Health Justice Commons (HJC) works at the intersections of racial, economic, gender, disability, and environmental justice to support marginalized communities to re-imagine and re-design healthcare and healing. HJC provides health justice training and consultation, builds a healing justice movement, and incubates community-driven solutions aimed at alleviating the devastating health burden of social injustice and environmental racism. HJC provides on-line popular education trainings on a range of inter-connected issues, from health justice advocacy training to movement building, and runs a national Medical Abuse Hotline, inspired by disability rights leader Carrie Ann Lucas, who died because her insurance company refused to pay for a medication she needed to clear up a serious lung infection. HJC was created to inform people of their rights, to hold health insurers and others in the medical industrial complex responsible, and to change laws and policies. In response to the pandemic, HJC is creating a Radical TeleHealth Clinic to provide medical, legal, and other information to its communities, who are among the hardest hit by COVID-19. Rapid Response Fund support will help HJC mobilize a medical practitioner collective to staff the teleclinic, develop a curriculum, and launch.

**The Audre Lorde Project | Local: New York City| Grant Amount: \$5,000**

Grassroots Organizing Initiative participant the Audre Lorde Project (ALP) is a lesbian, gay, bisexual, two-spirit, trans, and gender nonconforming people of color center for community organizing focused on the New York City area. Through mobilization, education, and capacity building, ALP works for community wellness and progressive social and economic justice. Its programs include leadership development, community organizing, advocacy, and



wellness/mutual aid. Rapid Response Fund support will help ALP transition effectively to digital organizing, outreach, and community support, and carry out its work remotely.

### **The New York Transgender Advocacy Group | Statewide: New York | Grant Amount: \$5,000**

The New York Transgender Advocacy Group (NYTAG) is a trans-led organization that advocates for more inclusive gender-based policies that benefit Transgender and Gender Non-Conforming/Non-Binary (TGNCNB) individuals through building TGNCNB community leaders, educating providers and the nonprofit community about TGNCNB issues, and influencing policy makers. Founded by Black trans women tired of being marginalized, the organization addresses HIV, homelessness, and discrimination. One of its core constituencies is sex workers who have been disproportionately harmed by the pandemic. Many are not working, so face incredible financial and survival challenges; some are working, even though they don't want to, and are at risk of infection and death. Sex workers are reaching out to NYTAG for help, and in response, with Rapid Response Fund support, the organization will host a virtual policy day on April 21 that includes a webinar with sex workers talking to policy makers, the media, and the broader progressive community about their needs and challenges. The goal is to ensure that sex workers are able to obtain emergency funds and the healthcare they need. RRF support will also help the organization pivot to remote operations and digital organizing.

### **The Hana Center | Local: Chicago, IL | Grant Amount: \$5,000**

The Hana Center organizes and builds the power of Korean American immigrants and provides direct services to Korean Americans and other immigrant communities in the Chicago area. HANA is the main source of timely information for Chicago's Korean community, much of which is monolingual. As the pandemic hit the region, HANA has filled a huge void, ensuring that its community was informed about shelter in place orders, business shut downs, and services, by translating official information and helping individuals, families, and small businesses navigate the crisis. With Rapid Response Fund support, HANA is expanding its translation and communications work in order to reach its community in real time.

### **Casa Ruby | Local: Washington, DC | Grant Amount: \$3,000**

Casa Ruby is the only bilingual and multicultural organization serving the LGBTQ community in the Washington D.C. area. Operating a range of organizing, advocacy, leadership development, and service programs, Casa Ruby also provides safe space for its community through the 24-hour drop in Casa Ruby Center, which provides services, meals, healthcare, support, and shelter, including transitional housing for LGBTQ youth. Its community is primarily African American and Latinx. In response to the COVID-19 crisis, Casa Ruby has not shut its doors, given how vital its services are to the community, and is instead providing direct assistance to those

hardest hit and least likely to receive any kind of support: sex workers and undocumented people. With Rapid Response Fund support, Casa Ruby will provide food, PPE, shelter, and other support to its community.

**Trans Queer Pueblo | Statewide: Arizona | Grant Amount: \$5,000**

Trans Queer Pueblo (TQP), a long-time Catalyst Fund grantee and Grassroots Organizing Institute participant, is a collectively-governed, base-building racial and gender justice organization with a growing membership of 400+ trans and queer undocumented and documented migrants and people of color in Arizona that builds power, advocates for its community, and provides direct services. Some 50 of its members are in detention at any given time. TQP is rooted in radical wellbeing practices, integrating direct services, including political education, into a pathway to organizing. Through weekly clinics, TQP provides free culturally competent primary healthcare and transition-related care to undocumented LGBTQ immigrants. As the pandemic hit Arizona, TQP developed a comprehensive program to support its community members, many of whom lost their jobs or are still working as “essential workers,” underpaid and unprotected and at high risk of exposure to COVID-19. With support from the Rapid Response Fund, TQP is providing food, services, PPE, and financial support to its community, while it advocates for local, state, and federal support. TQP has also moved all its programs, outreach, education, and political actions on-line, including the national Free Them All Campaign to release queer and trans people from detention.

**Black and Pink | National | Grant Amount: \$3,000**

Dedicated to abolishing the prison industrial complex and to liberating those who are affected by that system through organizing, advocacy, and personal support, Black and Pink is a national grassroots network of 13 volunteer-led chapters and more than 20,000 members, all LGBTQIAS2+ and people living with AIDS. Earlier this year, Black and Pink opened the Lydon House in Omaha, where it’s based, as a home for re-entering people that provides shelter, support, and services. Rapid Response Fund support will help Black and Pink provide additional financial aid to TGGNC people and people living with AIDS in prison to enable them to purchase PPE and other supplies, and increase support to formerly incarcerated people to help them pay bills, buy groceries, and remained housed.

**Laal NYC | Local: The Bronx/New York City | Grant Amount: \$5,000**

Inspired by the legacy of the community-focused Citizenship Schools of the Civil Rights Movement, Laal provides resources for Bangladeshi women in the Bronx so that they can live healthy, engaged, joyful lives. Through programming and direct resources, Laal aims to create a community of women who can empower themselves and one another through direct action and deliberative dialogue. Historically, immigrant Bangladeshi women in New York City have been unable to learn English, obtain a job, or vote because they have been treated as second-

class citizens-- culturally, systematically, and institutionally. Laal has 100+ active participants, and as the COVID pandemic struck, organizers called them all and found that the disease has had a disproportionate and devastating effect on this community, where so many are employed in the gig/service economy. Many have lost jobs and income, and many must continue to work in “essential jobs” that put them at high risk. Laal came to the Rapid Response Fund for support to train its members and community advocates in digital organizing and to respond to pressing needs that include everything from groceries to dealing with increased domestic violence. Since the pandemic Laal increased its base to reach 2,500 community members.

**El Pueblo | Statewide: North Carolina | Grant Amount: \$3,000**

Based in Raleigh NC, El Pueblo, a Catalyst Fund grantee and IVE Program participant, builds the power of Wake County’s growing Latinx community through organizing, advocacy, and leadership development. El Pueblo advocates for the rights of immigrants locally and statewide, and has a robust integrated voter engagement project aimed at giving Latinx people a voice in decision-making and policy. In response to the pandemic, El Pueblo launched a set of programs to support community members who will not be eligible for government assistance through unemployment or cash assistance due to their or their family members’ immigration status. It is also providing information on its website in Spanish, and has moved to virtual organizing. Rapid Response Fund will support the organization to provide cash support to community members facing financial hardship, and advocate for state, local, and private resources for its community which has been hard hit by the virus through job loss, or being forced to work in “essential industries” without adequate protection or healthcare.

**Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) | Statewide: Colorado | Grant Amount: \$4,000**

Long-time Catalyst Fund grantee and IVE Program participant COLOR is a community-rooted organization that enables Latinx individuals and their families to lead safe, healthy, and self-determined lives. In response to the pandemic, COLOR has partnered with Birth Justice Fund grantee Elephant Circle, a Denver-based community organization that advances birth justice for women of color and LGBTQ people, to launch a program to expand access to health care during pregnancy by providing direct support to pregnant people in Colorado throughout the duration of social distancing and stay-at-home imperatives. Through a new “warm line” staffed by people trained to offer resources and help people think through their options, people can get individualized help in English and Spanish. This collaboration, partially supported with a Rapid Response Fund grant, will serve pregnant people who have concerns about hospital births or may not have access to health care. The program will also create a regional network of people, including midwives and doulas, willing to make deliveries of critical supplies or provide support services.

**Arise Chicago | State: Illinois | Grant Amount: \$5,000**

For nearly 30 years, Arise Chicago (AC) has built partnerships between faith communities and workers to fight workplace injustice through education, organizing, and advocating for public policy changes. A membership-based community resource for workers, both immigrant and native-born, to learn about their rights and organize with fellow workers to improve workplace conditions, AC has collaborated with nearly 50,000 workers to recover over \$8.3 million in owed wages and compensation. AC's workplace justice campaigns train workers to know their rights, file complaints with government agencies, organize direct actions, and access legal representation. It also boasts the most comprehensive workers' rights publication in the state of Illinois (free, and available in English, Spanish, and Polish) regularly distributed throughout the Chicago metro area and provides popular education-style workshops to hundreds of workers each year. AC has 400+ low-wage Polish and Latino immigrant worker members, the majority of whom are women. Given its stellar reputation and long-standing in the community, AC has been flooded with calls from low-wage immigrant workers, both members and nonmembers, the vast majority of whom are undocumented. It has developed a strategy for responding that includes direct financial support; access to information; public outreach in a variety of languages; work place organizing including strike support; media outreach; and referrals to lawyers, city officials, etc. AC is also pushing the city of Chicago to enact new laws (including mandatory paid sick days) to protect low wage and immigrant workers, who are at the greatest risk financially and in terms of health. A Rapid Response Fund grant helps support this work.

**InTune Mother Society | Statewide: Oklahoma | Grant Amount: \$5,000**

Based in Oklahoma City, The InTune Mother Society (TIM), a Birth Justice Fund grantee, provides perinatal support to low-income Black communities with a focus on healing justice and human development. As a member of the National Perinatal Task Force, a Birth Justice Fund grantee, The InTune Mother Society launched the Beehive Birth Consulting, the first Perinatal Safe Spot in Oklahoma. TIM's goal is to scale its small practice by facilitating interactive workshops and forums in an online and offline environment in order to sustain the Beehive Birth Consulting and Perinatal Wellness Center. With Rapid Response Fund support, InTune will pivot to virtual operations and train doulas to support pregnant people during the COVID crisis.

**Trans Housing ATL Program Inc. | Local: Atlanta, GA | Grant Amount: \$5,000\***

Trans Housing ATL Program Inc. provides safe housing and affirming supportive services to transgender and gender-nonconforming individuals who are homeless and seek intermediate or long-term housing. In 2019, Atlanta saw a spike of people living with HIV evicted from their homes or unable to get housing assistance due to mismanagement of Housing Opportunities

for Persons with AIDS (HOPWA) Funds. A leaked government memo released in May 2019, written by the U.S. Department of Housing and Urban Development (HUD), revealed that the federally funded \$23 million Housing Opportunities for Persons with AIDS (HOPWA) program was unable to perform essential functions. Hundreds of lower-income residents with HIV/AIDS, who face health challenges and often discrimination, depend on HOPWA for rent subsidies to have access to safe, affordable housing. HUD found that the city used federal dollars to pay for substandard housing for its low-income clients and had overcharged them for rent over four years. Years of dysfunction have damaged the program so profoundly that advocates see signs that clients have left the program in frustration contributing to the increased rates of homelessness among people living with HIV. Support from Groundswell’s Rapid Response Fund will support Trans Housing ATL Program Inc. to fill the gap by providing housing and utility assistance; mutual aid; and case management to Black transgender, gender non-conforming, and non-binary people in Atlanta during COVID-19.

**Movement for Justice in El Barrio | Local: East Harlem, NYC | Grant Amount: \$4,000**

Movement for Justice in El Barrio (Movimiento) was founded in 2004 by immigrant women of color in East Harlem New York City to fight against displacement, and is now a 1,300-member-strong grassroots movement that fights for housing, gender justice, and immigrant rights. COVID-19 has hit its community disproportionately hard, with many people infected and ill, without adequate care and support, out of work and facing financial hardship, or forced to work in high risk “essential industries” without adequate protection. In response, the organization has launched a COVID-19 Committee to ensure that mutual aid and emergency resources reach COVID-19 positive community members, their immediate families and others impacted by this pandemic. Movimiento’s COVID-19 response strategies, partially funded by the Rapid Response Fund will include: care boxes, free meal delivery, an emergency hotline, community outreach and monitoring, information and other resources, and a continuing campaign demanding that ICE free all immigrants held in detention centers locally and across the country.

**Queer Detainee Empowerment Project | National + Local: New York City | Grant Amount: \$5,000**

Since 2014, the Queer Detainee Empowerment Project (QDEP) has helped LGBTQIA+ and HIV+ immigrant detainees access health and wellness, education, legal services, and emotional support; and organize and advocate for an end to incarceration and other state violence that community members face because of immigration status, race, sexual orientation, and gender identity and expression. QDEP continues to serve and organize amid the COVID-19 pandemic. Many of its members – including trans women who have recently won release from immigration detention – are now unable to work, have compromised immune systems, or live in shelters or shared living spaces, increasing health risks. Rapid Response Fund will support, QDEP’s new Mutual Aid Support network to make sure that QDEP members living in New York City, where it’s based, have access to basic needs and can stay connected virtually with peer

support and community allies; it is also working with national allies to push ICE to release LGBTQIA+ and HIV+ detainees, whose lives are at risk as COVID spreads in detention centers, and providing those who are released with financial and other kinds of support.

**Miami Workers Center | Local: Miami, FL | Grant Amount: \$3,000**

Miami Workers Center (MWC) is a 20-year-old strategy and action center created to build the power of south Florida's most oppressed and vulnerable communities. MWC, a Grassroots Organizing Institute participant and Catalyst Fund grantee, is committed to an ambitious vision of organizing and empowering women in order to end the feminization of poverty. Its programs include organizing, popular education, leadership development, advocacy, culture, and integrated voter engagement, focusing on domestic workers, healthcare, housing, comprehensive sexuality education, and just disaster relief. The state of Florida has failed to step up to provide material support to MWC's base community, which is hard hit by pandemic. With Rapid Response Fund support, MWC will host virtual town halls to provide health and legal information in multiple languages and identify community needs; pivot to online organizing including work on the 2020 Census; advocate for rent moratoria and rent control; continue its voter registration, outreach, and mobilization work; and advance a Miami domestic worker bill of rights.

**Voices for Racial Justice | Statewide: Minnesota | Grant Amount: \$5,000**

Voices for Racial Justice (VRJ) was founded in 1993 to strengthen organizing in Minnesota. Committed to building power through collective cultural and healing strategies for racial justice in the state, VRJ uses organizing, leadership training, community policy, and research to advance its mission. Core programs include BRIDGE, which challenges the criminal justice system and mass incarceration and whose leaders have been directly affected by those systems, the 2020 Census, and education equity. Its community has been hit disproportionately by COVID-19, and VRJ has pivoted to online and digital organizing. With Rapid Response Fund support, VRJ will work with low wage workers, primarily immigrants and people of color and women, in a meatpacking plant in Worthington, MN where workers are experiencing high rates of disease but are being forced to work. VRJ will raise up their experiences in the media and with public officials whose job it is to protect health and safety.

**Chicago Torture Justice Center | Local: Chicago | Grant Amount: \$4,000**

The Chicago Torture Justice Center (CTJC) is a community center for Chicago police torture survivors. CTJC was established as a result of the city's historic Reparations Ordinance, the first of its kind in the nation, passed by the City Council in May 2015 that provides redress for racially-motivated police torture orchestrated by Chicago Police Department Commander Jon Burge between 1972-1991. Over 120 predominantly African-American men were tortured into

giving false confessions by Burge and officers under his command. These men spent decades wrongfully imprisoned and were denied their freedom, even after evidence proved that they were tortured. CTJC is the first community center in the United States that provides specialized trauma services to those tortured by law enforcement officers and is part of the national movement to end all forms of police violence. When the pandemic and shelter in place hit its community, CTJC tried to pivot to on-line communications and organizing, but found that this approach didn't work, and has instead set up phone trees to keep connected with survivors and their families. It has also set up an emergency fund to provide community members with direct financial support and mutual support. Finally, CTJC, in partnership with Justice for Families (JFF), an organization comprised of family members of those killed by police or survived police violence, will work with a JFF organizer to do peer 1:1 counseling and support and organizing work needed as traumas are being relived because of police check points and curfews related to shelter in place. Rapid Response Fund support will fund coordination and mutual aid with JFF.

### **SW Organizing Project | Statewide: New Mexico | Grant Amount: \$5,000**

South West Organizing Project (SWOP) was founded in 1980 by young activists of color in New Mexico to organize in low-income communities of color and develop leaders and solutions. Its core issue areas are environmental health and justice in low-income communities of color; youth rights with a focus on leadership development; gender justice with a focus on feminism; and food justice, security, and systems. A well-established and respected organization, SWOP now serves as a fiscal sponsor for several projects, and also rents office space to several organizations. In response to the pandemic, SWOP is using its leadership role in the New Mexico progressive community to support a variety of mutual aid programs and to provide direct support to its larger community. SWOP has cancelled rent payments for its tenants, and is helping its fiscally sponsored groups and others raise funds to provide money, services, support, and food to community members, most of whom are low-income people of color, immigrants, and undocumented people hard hit by the virus and economic dislocation. It has pivoted all of its work related to the 2020 Census to digital outreach. Finally, it launched a mask-making operation that will employ 13 community sewers, all women, and provide PPE to those who need them. This Rapid Response Fund grant will support SWOP's community mask-making enterprise.

### **Unique Women's Coalition | Local: Los Angeles, CA | Grant Amount: \$3,000\***

Established in 1997, Unique Women's Coalition is the first grassroots Los Angeles-based supportive organization for and by transgender people of color, dedicated to being a collective voice centering the narratives and needs of the Black trans culture. Los Angeles is one of the most densely populated areas in the United States, making it difficult for Black trans people to access affirming resources and COVID-related mutual aid support. Unique Women's Coalition provides direct services to support low income, homeless, and people in recovery. Support

from Groundswell's Rapid Response Fund will support Unique Women's Coalition mutual aid program, Coronavirus antibody testing, and care coordination to Black transgender, non-binary, and gender non-conforming people in Los Angeles.

**SisTers PGH | Local: Pittsburg, PA | Grant Amount: \$8,000\***

SisTers PGH is a Black trans-led community center that provides person first supportive services, emergency shelter, and housing for the trans and non-binary communities for Pittsburgh seeking respite from homelessness and needing supportive services. Founded in 2013 as a resource provider, SisTers PGH has evolved into a political education hub for Black trans communities, teaching members to read and draft policy and legislation, leading actions demanding better conditions for transgender and non-binary inmates in Allegheny County Jail, and protesting fracking in communities of color. With support from Groundswell's Rapid Response Fund, SisTers PGH created a mutual aid fund to provide mental health and essential recovery service to Black transgender and non-binary people in Pittsburgh during COVID-19.

**LaGender Inc. | Local: Atlanta, GA | Grant Amount: \$8,000\***

La Gender Inc. is a Black trans-led organization dedicated to empowering the transgender community on the unique issues of HIV/AIDS, homelessness, wrongful incarceration, mental health, and the fight against discrimination of any sort. LaGender has led many integral fights for Black trans people's rights in Atlanta, helping to create a sex worker diversion program that links transwomen arrested for sex work with trans-led non-profits in the city instead of locking them up. LaGender Inc. has also been a lead organization that successfully passed a marijuana decriminalization bill that reduced charges for possession to a \$75 fine. During the pandemic, Black trans people are still disproportionately affected by the loss of income due to being laid off, furloughed, or have lost work due to the collapse of gig economies. Members experience extreme difficulty getting to appointments due to lack of reliable transportation and urban sprawl and safely with the uptick of COVID-19 cases in the Atlanta area as Georgia begins to reopen businesses. In 2019 the U.S. Department of Housing and Urban Development froze funding for Atlanta's Housing Opportunities for Persons with AIDS (HOPWA) due to mismanagement. The freezing of these funds has impacted housing security for people living with HIV. LaGender Inc. believes that intergenerational organizing with black trans women will lead the way to liberation and safety. Support from Groundswell's Rapid Response Fund will provide housing and hotel mutual aid for Black trans women impacted by COVID-19. Funds will also support the maintenance of a medical transportation van, cleaning supplies, masks, and gloves for all riders.

**9to5 National Association of Working Women | National | Grant Amount: \$15,000**

Created in the early 1970s and dedicated to putting working women's issues on the public agenda, 9 to 5 is now one of the largest membership organizations of working women in the



U.S. With chapters in California, Colorado, Georgia, and Wisconsin plus a national membership base, 9 to 5's mission is to build a movement for economic justice, grounded in racial and gender justice. It works at the local, state, and national levels to advance workplace and economic equity for all workers, especially those who are temporary or gig workers: equal pay, accessible and affordable childcare, housing justice, and family and paid sick leave. In addition to organizing, leadership development, and policy advocacy, 9 to 5 runs robust Integrated Voter Engagement campaigns. 9 to 5's members, the majority of whom are women of color, have been hard hit by the pandemic, because of job loss or being required to work in "essential jobs" that put their health at risk. In response, 9 to 5 has created a *Care Fund* to provide direct support to members in need, and has also amped up its advocacy work to win paid leave, eviction, and rent moratoria, etc. It has also launched a know your rights (KYR) program to keep members informed of services, support, and protections to which they are entitled, and created a legal fund to support members facing eviction and other challenges. At the same time, 9 to 5 has pivoted to digital organizing strategies and is ramping up its electoral work. This Rapid Response Fund grant will support the organization's COVID response, including its pivot to digital organizing, and organizing in Wisconsin, Colorado, and Georgia.

**One Fair Wage Inc. | National | Grant Amount: \$15,000**

One Fair Wage (OFW) has been organizing low-wage workers in the restaurant industry for 20 years to fight for full minimum wage for all tipped workers. The federal minimum wage for tipped workers is just \$2.13/hour, as compared to \$7.25 for all other workers, and is the hourly wage rate for some two million workers in the country. OFW has been working nationally and in states like Michigan to raise the minimum wage for all workers, and to eliminate the distinction between tipped and other workers. Since March 13, the beginning of shelter in place, over 10 million restaurant and service workers have lost their jobs, and 60 percent of them report not being able to get unemployment, often because of immigration status or because their wages were too low to qualify. OFW has set up a relief fund to provide direct support to workers, and is using this moment to ramp up its organizing and voter engagement work. Rapid Response Fund support will help OFW pivot to digital organizing and hire new organizers in order to expand its voter engagement program work with tipped and other low wage workers at this critical political moment.

**Community Ready Corps + Disability Justice Culture Club | Local: Oakland CA | Grant Amount: \$8,000**

Community Ready Corps (CRC) is a Black-led organization rooted in the Black community of Oakland, CA that supports self-determination and equity. It helps its community prepare for emergencies of all kinds, recognizing that Black communities never get the support they need to recover from natural and human made disasters. It provides emergency supplies and other information, and has been at the frontlines of the pandemic, witnessing early and first-hand the disproportionate financial and health impacts of the crisis on Black bodies and communities. In

partnership with **Disability Justice Culture Club (DJCC)**, an East Oakland-based collective of disabled and neurodivergent queer and trans people of color, CRC has launched a program to support immune-compromised, elderly, and low-income Black people in our community. With Rapid Response Fund support, CRC and DJCC are providing direct mutual aid, distributing coronavirus kits and immune-boosting care packages, and disseminating vital, culturally accessible information via their websites, direct communications, and digital outreach to immunocompromised, elderly, and low-income Black people in Oakland.

### **Jobs With Justice Education Fund | National | Grant Amount: \$20,000**

Jobs with Justice (JWJ), a national network comprising more than 35 coalitions in 25 states, was founded on the belief that all workers should have collective bargaining rights, employment security, and a decent standard of living within an economy that works for everyone; it 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 narrative on workers' rights and the economy. JWJ builds the civic engagement of working people through strategic policy campaigns including national collaborations like Caring Across Generations, and state and local ballot initiatives. In response to the pandemic, which hit its members and communities hard, JWJ launched a nationwide Rent Cancellation campaign to demand that big banks suspend rent and mortgage payments and to organize potential mass rent strikes if those demands are not met; began coordinating workers' rights organizations nationally around federal bailouts and stimulus programs; launched corporate campaigns against Amazon and Walmart to demand safe and fair working conditions for their workers; and setup a \$500,000 Worker Solidarity Fund to quickly move cash relief to undocumented families and other people most impacted by job loss and the virus itself. This Rapid Response Fund grant will support JWJ's overall pandemic response, including coordination with other workers' rights organizations, unions and worker centers around local and federal COVID-19 responses, including the Rent Cancellation campaign.

### **Masjid al-Rabia + Queer Crescent | Local: Chicago, IL | Grant Amount: \$3,000**

Chicago-based Masjid al-Rabia is an inclusive, affirming Muslim community center that fosters an Islam that leaves no one behind. As the pandemic hit the Chicago area, already-marginalized, under-served Muslim communities faced higher rates of job loss and exposure to COVID-19. To fill the many gaps created by the pandemic and the inequality that existed before the disease struck, Masjid al-Rabia partnered withGBTQI+ Muslim healing justice organization **Queer Crescent** to create the Radical Muslim Mutual Aid Project to provide relief to Muslims during this time. Each organization made a contribution to launch this emergency response and are together raising additional funds in order to provide cash support and mutual aid to community members in need. This Rapid Response Fund grant will support the Radical Muslim Mutual Aid Project.

**Women on the Rise | Local: Atlanta, GA | Grant Amount: Grant Amount: \$5,000**

Women on the Rise (WOR) is a grassroots organization led by women targeted or impacted by the criminal legal system. WOR educates, heals, and empowers communities to demand justice, dignity, and liberation for all. Using organizing, education, and advocacy, WOR is transforming lives, laws and social institutions. It co-leads *Communities Over Cages: Close the Jail ATL Campaign*, a local campaign dedicated to divesting from Atlanta's unjust criminal legal system and investing in communities by closing one of the city's jails, which has received Liberation Fund support. As COVID-19 hit the Atlanta region, WOR lead an effort to get at least 800 women released from local jails and prisons that are virus hotspots. Some 600 have been released, and WOR is helping them make bail, and find employment and shelter and medical care. This Rapid Response Fund grant will support WOR to provide bail, housing support, and mutual aid stipends.

**Tenants and Workers United - Inquilinos y Trabajadores Unidos | Local: Northern VA | Grant Amount: \$8,000**

Tenants and Workers United (TWU) organizes low-income immigrant communities of color, low-wage workers, women, and youth to build power in northern VA. With an active base of 1,200 people, TWU's base and leaders are primarily women and youth of color, and many are undocumented or from mixed-status families. It advances social, economic, education, and immigrant justice through grassroots organizing and pressure campaigns. As is true across the country, people of color and immigrants are hardest hit by COVID-19-related job loss and by the virus itself. In response to the pandemic, TWU has shifted its organizing and campaigns to digital, creating a learning curve for staff and members and the need for new technology. In this time when it's more challenging to organize, TWU believes its never been more critical as most of its members are out of work with no social safety net--no unemployment benefits, no federal stimulus check. TWU is organizing its members to fight for an agenda that includes no net loss in funding for preserving and expanding affordable housing; widespread access to affordable healthcare, regardless of immigration status, for testing and treatment related to COVID-19; direct support for families who most need it, including undocumented people; and a Cancel the Rent Campaign that advances rent moratoriums, eviction freezes, and other actions to prevent mass displacement during and after the pandemic. Rapid Response Fund support will help TWU pivot to digital organizing and grow its member base at this critical moment; specifically, it will help support training organizers to use new tech tools effectively to advance the Cancel the Rent Campaign.

**United for Respect Education Fund (UREF) | National | Grant Amount: \$17,000**

UREF, a long-time Catalyst Fund grantee formerly known as Our Walmart, elevates the voices of workers employed in the retail sector to organize towards an economically secure life. UR leverages technology — social media and a digital platform, WorkIt — to support retail workers and bring them into community with one another, and to put pressure on companies and government at all levels to improve wages, benefits, and working conditions. Through online peer networks and on-the-ground base building strategies, the organization builds the leadership of working people and advocate with allied organizations for real solutions to the pressing needs of this country’s huge and growing low-wage retail workforce. In 2018, United for Respect scored two major victories through the Walmart Women initiative: winning paid parental leave for 500,000 full-time Walmart employees that quickly spread to Dollar General and other retailers, and winning better protections for workers who are pregnant, breastfeeding, or recovering from childbirth. UREF also co-anchors the national Fair Workweek Initiative (FWI) with the Center for Popular Democracy. COVID-19 has been devastating to UR’s base—massive layoffs in retail outlets coupled with unsafe, high-risk working conditions for those deemed “essential workers.” United for Respect’s Rapid Response Fund grant supports its efforts to document the impacts of the pandemic on its base using its WorkIt platform. WalMart covered up employee illnesses and even deaths, but thanks to WorkIt, workers were able to report incidents of being forced to work while sick or while co-workers were sick, in violation of Center for Disease Control guidelines. This information is being collected and made public through media campaigns, and used to press for change by filing complaints with local, state, and federal agencies. With Rapid Response Fund support, UR is training and paying unemployed leaders to provide support to workers; expanding and improving its technical and digital support and tools for retail and other essential workers, including providing information about COVID-19 and how to stay safe.

**African Career and Education Resources (ACER) | Local: Minneapolis/St. Paul MN | Grant Amount: \$15,000**

Located in the Twin Cities, ACER organizes to advance equity and close the racial disparities that exist in the community, with housing justice one of its core issues. Over the past three years, ACER has organized tenants, primarily Black women-led and African immigrant households, in the Northwestern suburbs to move policies that preserve affordable housing and advance tenants' rights. Even prior to the COVID-19 crisis, its communities faced great housing insecurity, but during the pandemic and stay at home orders, they were among the first to be laid off, have hours reduced, or close businesses, making it difficult for them to make rent and mortgage payments. In response, ACER is co-leading a Cancel the Rent and Cancel the Mortgage campaign in MN, working with its base to ensure that the voices of those most affected are heard, and that low wealth people don’t lose their homes or become burdened with debt as a result of the pandemic. With Rapid Response Fund support, ACER will engage its tenant base to ensure that rent moratorium protections are followed, and to win long-term debt relief.

**Massachusetts Coalition of Domestic Workers (MCDW) | Statewide: Massachusetts | Grant Amount: \$5,000**

MCDW is the only organization in the state dedicated solely to organizing domestic workers (nannies, house cleaners, home care aids) that work in private homes. Most of them are women of color and immigrants, and many are undocumented. MCDW was founded in 2010, and was the driving force behind the 2014 passage of the MA Domestic Workers' Bill of Rights, which established important labor standards and granted basic protections to workers who had had none. Job loss has hit MCDW's community hard, and many of its members are ineligible for federal aid because they are undocumented. To meet the needs of its community, MCDW is providing basic support (money, food, gift cards, PPE) to its members and has trained four domestic workers to do community outreach via social media in order to reach members and ascertain their needs; conduct Know Your Rights trainings in English, Spanish, and Portuguese and make information available online; and connect members with resources and support. This Rapid Response Fund grant will cover stipends for domestic worker organizers providing peer support to domestic workers during the pandemic.

**Workers Dignity Project | Local: Nashville, TN | Grant Amount: \$10,000**

Founded in 2010, Worker's Dignity Project (WDP) is a worker center based in Nashville, TN. For the past four years, WDP has led an organizing campaign among the city's hotel workers, demonstrating what workers can do even in the absence of a union. Organizing efforts has led to wages increasing by \$3/hour and workload reductions for room cleaners. It has also organized construction workers, who are overwhelmingly Latinx, with 30 percent identifying as women and 10 percent African American. Just before COVID-19 hit Nashville, the area was devastated by a powerful tornado, which caused millions of dollars worth of damage and halted construction projects. Even as it pivoted operations to address the pandemic, WDP was still dealing with the effects of the tornado. As WDP's base faced massive job loss with the closure of hotels, its construction worker members continued to work in high risk "essential jobs," often without adequate PPE. With Rapid Response Fund support, WDP will train 300 tornado rebuilding and coronavirus-affected workers on how to protect themselves from labor violations through Know Your Rights workshops held online until it's possible to return to on-the-ground organizing; and campaigns for recovery workers and workers impacted by COVID-19 to recover wages, improve workplace safety, and protect their rights.

**We Care TN | Local: Memphis, TN | Grant Amount: \$8,000\***

Based in Memphis, TN, We Care is a three-year-old grassroots organization that supports trans women of color through education, and empowerment. Its programs include leadership development, harm reduction (including HIV testing and care), healing justice, job skills and readiness, sex worker diversion, and a street smarts/safety program. We Care also

does political education to encourage and support voter engagement. In response to community needs created by the COVID-19 crisis, We Care has shifted its programming and expanded its mutual aid programs, and pivoted many of its offerings to online and virtual. Rapid Response Fund support will help We Care continue its leadership development and voter engagement programs for Black trans women via webinars and other online technologies.

**Stop LAPD Spying Coalition | Local: Los Angeles, CA | Grant Amount: \$3,000\***

Stop LAPD Spying Coalition is a coalition of different organizations and individuals that collaborate and take collective action towards a common goal: rejecting all forms of police oppression and any policy that makes us all suspects in the eyes of the State. Stop LAPD Spying Coalition's vision is dismantling government-sanctioned spying and intelligence gathering, in all its multiple forms. Black trans women organizing with Stop LAPD Spying Coalition are still facing discrimination in LA during the COVID-19 crisis. Black trans women have been denied mutual aid offerings and are struggling to survive in the Skid Row neighborhood, located in Downtown Los Angeles. Skid Row has the largest population of homeless people in the United States. The area has a long history of police raids, targeted city initiatives, and aggressive enforcement of old anti-camping ordinances exacerbated in the wake of the current Coronavirus pandemic. Stop LAPD Spying Coalition hosted virtual know your rights and provide mutual aid support for Black Trans women living in and around Skid Row who have lost income due to the Coronavirus. Support from Groundswell's Rapid Response Fund will allow Black trans women within Stop LAPD Spying Coalition to organize by providing stipends to Black trans facilitators.

**Community Kinship Life | Local: Bronx, NY | Grant Amount: \$3,000\***

Community Kinship Life provides the trans community with the tools needed to achieve their personal goals while having a sense of community and Kinship by providing useful information that will help people who are looking to lead the most productive life during and after transition with regards to health, employment and day to day social interactions. As the leading Black trans-led medical provider in the Bronx, Community Kinship has had to pivot from direct medical services to providing mutual aid support to Black transgender people in New York City. Their main offices located within a health and wellness center closed due to their trans health program being considered non-essential care. Support from Groundswell Fund's Rapid Response Fund allowed Community Kinship Life to support the organization in hosting virtual leadership development, support groups, transition related telemedicine and provided mutual aid to Black trans people and to transgender New Yorkers.

**Black Transmen Inc. | National | Grant Amount: \$7,000\***

Black Transmen, launched in 2011 and based in Dallas, TX, is the first national nonprofit social advocacy organization with a specific focus on empowering African American transgender men by addressing multi-layered issues of injustice faced at the intersections of racial, sexual orientation, and gender identities. Its mission is to ensure that all transgender men and TLGB individuals are acknowledged and provided equal access and protection under the law. Black

Trans Men Inc.'s programs include mentoring, leadership development, health and wellness (including referrals to trans friendly medical practitioners), housing security, and job training and referrals. Black Transmen Inc. has a national membership and chapters in TX, KS, GA, DC, and CA. In the face of the pandemic, Black transmen are experiencing disproportionate economic and health challenges, both physical and mental, in addition to increased police violence directed against them. Since most Black Transmen Inc.'s programs and services are delivered face to face, the organization has had to pivot rapidly to digital and online technologies to meet its community's needs. With Rapid Response Fund support, Black Trans Men Inc. will transition to virtual movement building offering space to talk about the impact of police violence and hold safe space for Black transmen to build mutual support and brotherhood during the pandemic.

**Black Trans Advocacy Coalition (BTAC) | Regional: TX, KS, GA, DC, CA | Grant Amount: \$5,000\***

Founded in 2011, BTAC is the only social justice organization led by Black trans people to collectively address the inequities they face. Through its national advocacy center and state chapter affiliates, BTAC advocates improving the lives of trans gender people. Its goal is to end the poverty and discrimination that results in inequities in health, employment, housing and education, all of which are rooted in systemic racism. Its work includes peace building, community education, public policy initiatives, empowerment programs, and direct services. Every year, BTAC holds a major national conference (cancelled this year due to the pandemic) that began with 75 people in 2012, and now attracts more than 400 Black trans people from around the country. With the pandemic, BTAC has pivoted all its programs online, which has hurt its ability to provide its community with needed services and support at a time when they need it most. BTAC has seen a spike in requests for mutual aid support, and, in response, created a mutual aid fund specifically for Black trans people. The fund provides financial support and care packages that include PPE, hygiene and safer sex products for members who request support. BTAC is working with local partner organizations to make this support available. Rapid Response Fund support will help provide care packages to Black trans people affected by COVID in TX, KS, GA, CA and the DC metro area.

**Transgender District (TD) | Local: San Francisco | Grant Amount: \$5,000\***

San Francisco's Tenderloin neighborhood has long been the heart of the Bay Area's LGBTQ+ community; the 1966 uprising at the Compton Cafeteria, located in the heart of the Tenderloin, is the first documented uprising of transgender and queen people in the U.S. In 2017, three Black trans women lead the effort to rename the area Compton's Transgender Cultural District and created this organization as a way to cultivate an urban environment that fosters the rich history, culture, legacy, and empowerment of transgender people and its deep roots in the neighborhood. The Transgender District aims to stabilize and economically empower the transgender community through ownership of homes and businesses, and the creation of historic and cultural sites and safe community spaces. TD's programs include tenant protection,

economic justice and workforce development (including employment training and counseling programs), arts and culture, cultural heritage protection, and land use, zoning and beautification. As is true around the nation, San Francisco's Black trans community has been disproportionately hit by the COVID-19 pandemic, as its members experience job loss, housing insecurity, health risks, and increased violence. With this Rapid Response Fund grant, TD will increase mutual aid and housing assistance to Black trans people living in the Tenderloin.

**Black Women's Blueprint (BWB) | Local: New York City & New Jersey | Grant Amount: \$8,000**

Founded in 2008 and based in New York City, BWB is a national human rights and civil rights membership organization of women and men created to bring Black women into full and equal social, economic and political participation in the mainstream of American society. Developing a culture where women of the African diaspora are fully empowered and gender and race disparities are erased, it engages in progressive research, documentation, and transnational organizing for social justice based on the historical contributions and the ongoing struggles of Black women. Its programs include women's health and reproductive health, trauma and crisis counseling for survivors of violence, and action for economic and social justice; it both organizes and builds power, and provides direct services and support, including the Sistas Van, a trauma-informed, survivor-centered Mobile Healing Unit in a wheelchair-accessible van that centers the experiences and needs of Black women and femmes to provide sexual and reproductive health support services. With Rapid Response Fund support, BWB will organize and protect survivors of gender violence quarantined at home and those whose health is at risk due to jobs that require they leave home daily-- the health care workers, food workers, and sex workers who are part of its membership. Additionally, BWB is mobilizing reproductive health, sexual health, and maternal care to Black communities by mobilizing doulas, midwives, and birth workers on the Sistas Van along with reproductive and sexual healthcare products including emergency contraception, condoms, pregnancy tests, Plan B, uterine and reproductive health supplies – all of which are critical and unmet needs for women all over the New York City metro region.

**Southwest Suburban Immigrant Project (SSIP) | Local: Chicago suburbs | Grant Amount: \$5,000**

SSIP is a ten-year old social impact organization committed to community organizing for the rights of immigrants in Chicago's southwest suburbs through education, civic engagement, and advocacy. Formed to advocate for comprehensive immigration reform at the federal level, SSIP has also helped win significant state and local victories including passage of the IL Dream Act in 2011, winning drivers' licenses for undocumented people, and halting the construction of three private detention centers. SSIP also runs programs to educate and empower immigrant residents around public education, immigration and DACA know your rights, and voting. As is true around the country, the COVID-19 pandemic has hit Latinx communities hard; in IL, Latinx people comprise 70 percent of COVID cases, and resources for SSIP's communities



have been scarce because they are suburban “collar” counties outside the city of Chicago. Rapid Response Funding will support the mutual aid program SSIP has developed to provide cash and other forms of support to its people; it is also translating official state and local information into Spanish and providing support to community members facing eviction.

**Chinese Progressive Association (CPA) | Local: San Francisco, CA | Grant Amount: \$10,000**

Founded in the 1970s and inspired by the Black Panther Party, CPA organizes for justice in San Francisco’s Chinese American community, focusing on immigration reform and immigrant rights, education, health, youth, police violence, workers’ and tenants’ rights, and racial justice. CPA advocates for progressive local, state, and federal policies and programs, and carries out a robust integrated voter engagement program to build the long-term power of its community. In the wake of the pandemic, CPA has seen an increase in anti-Asian racism, including violence, threatening the security of community members, even as they face economic hardship due to shelter in place orders and the virus itself. In response and with Rapid Response Fund support, CPA has created a direct relief fund and expanded its community safety and anti-racist work, its workers’ rights programs and direct services, and its youth programs, including education and mental health.

**Khmer Girls in Action (KGA) | Local: Long Beach, CA | Grant Amount: \$10,000**

Founded in 1997, KGA, a Catalyst Fund grantee, is a Southeast Asian young woman-led community-based organization whose mission is to create a progressive and sustainable Long Beach community that works for gender, racial, reproductive, and economic justice. Through organizing, leadership development, cultural work, policy advocacy, action research, individual support and mentorship, and integrated voter engagement, KGA fights for justice, with a focus on increasing the resources and programs to support youth, particularly youth of color, in Long Beach, which is located in Los Angeles County, but is a separate city of nearly 500,000 people. Prior to the pandemic, KGA was focused on the campaign for the Schools and Communities Initiative on the November CA ballot, the U.S. Census, and its Invest in Youth campaign to increase spending on positive youth programs and decrease spending on youth policing, arrests, and incarceration. In response to COVID-19, KGA has pivoted to digital organizing and is supporting its community with in-language information about access to food, direct support, housing rights, and health care. Rapid Response Fund support will help KGA obtain the tech support it needs to make the pivot to online organizing, including continuing work on the Census, and identify pandemic-related community needs and help fill them.

**Alaska Public Interest Research Group (AK PIRG) | Statewide: AK | Grant Amount: \$7,000**

This Rapid Response Fund grant will help support a joint project to compile a community resources toolkit for COVID-19 response in AK, support mutual aid networks, and develop a consumer finance policy platform—including payday lending interest rate caps, utility shut-off moratoriums, halts to evictions, halting debt collections, and others. The need for the project

arose with the pandemic and requires the hiring on an economic justice organizer who will be paid in part via this grant. Project partners includes AK PIRG and Native Movement, a Liberation Fund grantee, along with progressive organizations like the Fairbanks Climate Action Coalition, Native Movement, Native People's Action, the Alaska Center, and others. AKPIRG leads AK's nonprofit people-centered outreach on government and corporate accountability and transparency, with a focus on consumer finance policies and practices, including predatory lending practices, as well as government and corporate accountability campaigns; Native Movement builds a grassroots social and environmental justice movement focused on ensuring Indigenous Peoples' rights, the rights of Mother Earth, dismantling patriarchy, in order to create healthy and sustainable communities for all. The pandemic offers an unexpected opportunity to advance the Just Transition framework, which is rooted in economic, worker, and environmental justice, as the basis for the state's COVID-19 response; it also creates a new opportunity for collaborative work that centers the needs and experience of Native Alaskans, particularly Native women.

**Feminist Women's Health Center (FWHC) | Local: Atlanta, GA | Grant Amount: \$8,000**

Founded in 1976, the FWHC provides safe, supportive, and non-judgmental abortion and gynecological care services, consciousness raising meetings, and self-help workshops. Influenced by the reproductive justice movement, FWHC adopted an intersectional approach, which led to the development of programs and services that address systemic inequities in healthcare and society that affect women, people of color, immigrant families, low-income and rural communities, and people from the trans and LGBTQIA+ communities. In addition to its services, FWHC organizes and advocates via an ongoing legislative program with a fulltime advocate at the state capitol and an integrated voter engagement program; the Lifting Latinx Voices Initiative to insure in-language and culturally appropriate services and advances policies and programs that support the growing Latinx community in GA; and a fellowship program aimed at expanding RJ leadership.

**Detroit Heals Detroit (DHD) | Local: Detroit, MI | Grant Amount: \$5,000**

DHD, created by Detroit youth for youth ages 12-21, fosters healing justice and combats trauma, using healing-centered engagement while simultaneously working to dismantle oppressive systems for marginalized Detroit youth. Exposure to trauma has a profound impact on cognitive development and academic outcomes and all of DHD's community experience trauma of all kinds, regularly. DHD sponsors healing circles in local schools, as well as a youth-led healing hub, a safe space for culturally-rooted, peer to peer, trauma informed care, wraparound services, and restorative practices designed to help students experiencing recurrent trauma in order to reduce disciplinary incidents, decrease suspensions and improve social emotional skills/academic engagement. The organization also sponsors cultural projects like the Black Power, Resistance, and Freedom Film Festival and a Black Lives Matter mural created in response to the murder of George Floyd, Breonna Taylor and so many

others. As the pandemic hit, DHD launched a COVID-19 Detroit Youth Taskforce to provide care, including mental health care, to its community. Rapid Response Fund support will help fund COVID care kits for youth to combat the mental health affects of the virus; the creation of a new youth-led taskforce to register adults to vote; and the completion of the mural.

**Brave Space Alliance (BSA) | Local: Chicago | Grant Amount: \$4,000**

Launched in 2016, BSA, a current Catalyst Fund grantee, is the first Black-led, trans-led LGBTQ Center, providing affirming, culturally competent, peer-created resources, programming, and services for LGBTQ individuals in south and west Chicago. Its priorities include increasing community health and wellness, including ensuring that individuals have access to housing, food, healthcare, and economic justice, and increasing the visibility and power of Black and Brown queer and trans people so they can access everything they need for safe and healthy lives. As soon as the virus appeared, the BSA knew that its community would need direct support – food, money, and access to health care – to get through the crisis. As it pivoted from in person to virtual organizing and services, it also created a community food pantry and a relief fund to provide direct financial aid. The pantry, which delivers food to disabled, immunocompromised, and elderly trans people, serves hundreds of people weekly, while the relief fund supports able-bodied trans people who can buy their own groceries. This Rapid Response Fund grant will help support BSA’s pandemic-related mutual aid.

**Women for Political Change Education and Advocacy Fund (WFPC) | Statewide: Minnesota | Grant Amount: \$5,000**

Founded in 2018, WFPC is a multi-racial, youth-led organization that invests in the leadership and political power of young women and trans and non-binary individuals throughout Minnesota. Its membership includes anyone under the age of 30 who identifies with an historically marginalized gender identity. WFPC fills the gap of training and leadership development opportunities that exists for young women and trans and non-binary people in Minnesota. Cultivating alternative spaces for community education, healing, and mass mobilization in order to transform the face of power within public leadership, WFPC is growing a statewide network of young gender-marginalized people who lead with passion in their communities. WFPC’s community has been hit hard by the pandemic, both in terms of health and economic status, so it launched a mutual aid fund to provide financial and other support to young women, and trans and nonbinary BIPOC youth under 30 in Minnesota. Even as it transitions to adjust to the pandemic, WFPC is continuing its voter engagement work aimed at turning out its community in November. Rapid Response Fund helps support WFPC’s mutual aid program.

**Asian American Pacific Islander (AAPI) Civic Engagement Fund | National | Grant Amount: \$20,000**

The AAPI Civic Engagement Fund was created in 2013 to foster a culture of civic participation within AAPI communities, whose voter registration and turnout rates have historically been low. This is done by supporting the growth of AAPI groups as organizational, movement, and power building leaders to achieve specific policy, systems, and transformational change. COVID-19 has exacerbated and exposed longstanding inequalities; in particular, the Trump Administration's repeated framing of the virus as a "Chinese" foreign enemy has fueled anti-AAPI xenophobia and racism across the country, including racial slurs and acts of violence. The Fund's grantees and partners are responding in real-time to these attacks, and a coordinated response led by AAPI communities to expose and address anti-Asian attacks is necessary in both the short- and long-term. The immediate need is to document attacks, support affected individuals, and develop a network of organizers, advocates, and service providers. Longer term, the need is for a collective response that centers racial and intersectional justice and builds solidarity with other communities of color. To meet both sets of needs, the Fund launched an anti-racism response network that will increase support to local and state-based AAPI community organizations to serve as hubs for a collective advocacy and service response. It will strengthen the capacity to monitor and track anti-AAPI attacks, develop in-language and culturally competent resources, develop narrative and media content, connect affected individuals to resources, and provide emergency services such as temporary food banks and unemployment application assistance; create a digital hub that coordinates reporting and develops a shared database and other information hubs to support communities; coordinate campaigns and support coalition building; develop policy responses; and develop a unified communications and narrative strategy. With Rapid Response Fund support, the Fund will support a coordinated strategy that threads together local and national efforts to track and respond to anti-AAPI violence; and ensures that vital information and resources are available to support follow up action in AAPI communities across the country.

**Mississippi Black Women's Roundtable (MS-BWR) | Statewide: Mississippi | Grant Amount: \$2,500**

MS-BWR, a current Catalyst Fund grantee, is a statewide, intergenerational civic engagement network, and the women and girls empowerment arm of the National Coalition on Black Civic Participation, an organization that champions equitable public policy for Black women and girls nationally and across the South in eight states and metro areas. Led by Black women, MS-BWR expands inter-generational leadership and challenges the economic insecurity and education and health disparities that perpetuate systemic, multi-generational poverty for too many Black women, families, and communities. Its goals include strengthening its network in MS and nationally; educating policy makers about issues facing Black women; creating a pipeline for leadership inside BWR and in the public sphere; and creating public and private forums for Black women to be heard, valued and affirmed. MS-BWR is a co-convener of the state Progressive Policy Agenda, and has been working to win equal pay for equal work, paid sick leave (including pregnancy leave), health care/Medicaid expansion, and access to childcare. Many of the women in its base are childcare workers or run childcare programs, so as is true across the nation, they have been among the hardest hit by the pandemic and its economic

impacts. With Rapid Response Fund support, MS-BWR is providing mutual aid to its base, and collecting stories and data about the impact of the pandemic and the shutdown on Black women and their families and using this information to advance policies and programs to address them.

**Native Justice Coalition (NJC) | Regional: Upper Midwest | Grant Amount: \$3,000**

The NJC was formed in 2016 as a platform for the healing, social, and racial justice of all Native American people. Collaborating with tribal governments, Native American non-profits, and other Native American-led community organizations, NJC brings transformative resources, initiatives, and programming into tribal communities. A grassroots, community-based, and progressive Anishinaabe Native-led coalition centered around healing, racial, restorative, and gender justice, it is building pressure on local, state, and tribal governments to address the growing number of murdered and missing Native women via a billboard and public education campaign. It also encompasses a harm reduction/sobriety program and a program for two-spirit people. In response to the pandemic and with Rapid Response Fund support, NJC launched a mutual aid program aimed at elders in three tribal communities.

**I Am Human | Local: Atlanta, GA | \$6,000\***

I Am Human is an organization created by a Black trans man to empower the lives of LGBTQIA individuals with the goal of creating a safe space for individuals who are homeless, living with HIV and trans youth, with a focus on those who experience discrimination due to their lifestyle or gender identity. 1 in 9 people are struggling with food insecurity in the United States. I Am Human centers their work with the belief that food as a human right by providing meals, hygiene kits, and contraceptives to Atlanta's growing population through their street team ministry. Prior to the COVID-19 outbreak, I Am Human implemented a mutual aid program that was supporting Black trans men navigate resources. Program staff was unable to handle the influx of request for aid. With support from Groundswell's Rapid Response Fund, I Am Human provided mutual aid support and hormone replacement therapy for Black trans masculine people in Atlanta, navigating resources during COVID-19.

**United Tribes of Bristol Bay (UTBB) | Local: Bristol Bay, AK | Grant Amount: \$10,000**

Founded in 2013, UTBB is a consortium of 15 tribal governments and 26 communities in area the size of the state of Ohio around AK's Bristol Bay that have been fighting for more than 20 years to stop large-scale mineral development in the area. The proposed Pebble Mine would be the largest open pit mine in North America, and located at the headwaters of the tribes' watershed, which is the heart of their ancestral lands and their ability to hunt and fish. UTBB's mission is to preserve tribal life ways by protecting natural resources and advancing sustainable development. Because the state of AK designated fishing an essential industry during the pandemic, the region has seen a huge influx of outsiders seeking to fish in its rich waters. This influx of people has put Native Alaskans at risk from COVID-19. With only one 12-bed hospital to serve this vast region in which many people do not have running water and face public

health challenges, UTBB is advocating for the state and the fishing industry to require protective measures (testing, PPE, etc.) before allowing outsiders to come into the region and is providing mutual aid to the most vulnerable members of its community. At the same time, it is continuing its long-term fight to stop the Pebble Mine, whose development has been fast-tracked by the Trump Administration, and has had to transition to digital and virtual organizing and advocacy strategies. Rapid Response Fund support has helped UTBB advocate for strong protective regulations and continue its fight to stop the Pebble Mine.