GROUNDSWELL
FUND



The Path to Liberation: Investing in Grassroots Power Building

2023 IMPACT REPORT



Image courtesy of
FLORIDA RISING

"In our world,
divide and conquer
must become
define and **empower**."

– Audre Lorde
Sister Outsider: Essays and Speeches

From the Desk of the CEO



DEAR COMMUNITY,

I am incredibly grateful for your unwavering partnership this year and beyond. **Your support has amplified our intersectional grassroots organizing efforts.** Our collective commitment has propelled us toward surpassing our ambitious Blueprint goal of channeling $100 million ($80 million via Groundswell Fund and $20 million via Groundswell Action Fund) to grassroots organizations by the close of 2025.

At Groundswell, we firmly believe that transformative power begins at the grassroots – at the local, regional, and state levels. **Communities that have been marginalized and oppressed are mobilizing around civic engagement, translating their vision into policies that serve the people.** It's not just about casting votes and holding elected officials accountable; it's about forging a multiracial feminist democracy where freedom reigns for all. Through your steadfast investment, our grantee partners are harnessing the power to turn this vision into reality.

As we stand on the brink of the 2024 elections, confront rising fascism, navigate the ongoing challenges of COVID-19, and fiercely defend bodily autonomy in a post-*Roe v. Wade* landscape with rising legislative attacks on our trans and gender-expansive siblings, our grantee partners remain a beacon of inspiration. **They urge us to think bigger, act boldly, and fund with greater conviction than ever before.**

Groundswell has been unwavering in its support of movements for reproductive, racial, gender, and social justice, providing crucial funding and capacity-building support amidst the myriad challenges facing our communities. I'm thrilled to unveil our 2023 impact report, which showcases the remarkable strides made in advancing our collective vision.

Thank you for leading with your values and investing in our shared liberation.

IN SOLIDARITY,

Yamani Hernandez

YAMANI YANSÁ HERNANDEZ
CHIEF EXECUTIVE OFFICER

TRANSFORMATIONAL FUNDING FOR GRASSROOTS POWER

In 2023, Groundswell Fund **supported 258 grantees in 49 states and territories and hundreds of thousands of people in diverse communities** to advance intersectional reproductive and social justice causes and systems change.

We are home to **five funds** that allow us to move money to communities with the clearest vision for what we need to win.

OUR GRANTMAKING PROGRAMS

CATALYST FUND
ESTABLISHED IN 2013

The Catalyst Fund supports the nation's strongest reproductive justice organizing led by women of color, low-income women, and transgender people. We prioritize efforts that use grassroots organizing to advance policy and systems change.

While centering efforts led by women of color, the Catalyst Fund also supports work led by low-income white women and transgender people. Together, these constituencies experience the most significant reproductive health disparities and the most considerable barriers to reproductive freedom in the United States.

BIRTH JUSTICE FUND
ESTABLISHED IN 2011

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



Image courtesy of BLACK MAMAS MATTER ALLIANCE



Image courtesy of
Mujeres Unidas Y Activas

LIBERATION FUND

ESTABLISHED IN 2016

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

RAPID RESPONSE FUND

ESTABLISHED IN 2016

The Rapid Response Fund provides timely, flexible grants responding to critical, unexpected fights to protect or advance reproductive and social justice.

BLACK TRANS FUND

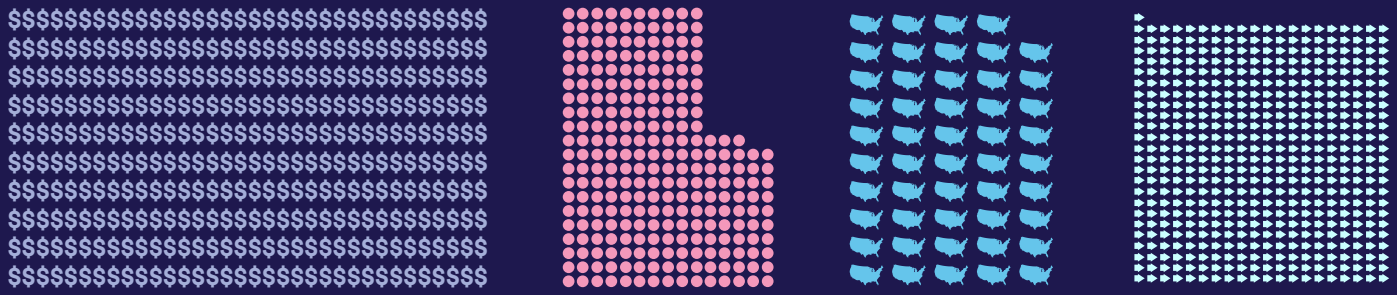
ESTABLISHED IN 2020

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



Image courtesy of BROWN BOI PROJECT

Groundswell's 2023 Giving



$17.2M* Distributed
1 $ = $100,000

258 Organizations Supported

49 States & Territories Represented

481 Individuals & Foundations Contributed

**includes $10.7 million in grants and $6.5 million in capacity-building support*

Supporting Movements in Their Most Pressing Moments

Our grantees face a different world today than they did ten years ago, with more significant needs, more urgent timelines, fiercer opposition, and the same often-strapped budgets.

After the repeal of *Roe v. Wade*, states introduced 563 bills restricting access to abortion. With escalating attacks on bodily autonomy and voting rights alongside a global trend toward fascism and white supremacy, **investment in intersectional grassroots organizing is critical**.

Supporting long-term infrastructure building has been a deep focus for Groundswell since our inception—**we see that strategy pay off time after time**. When grantees can sustain permanent infrastructure, they can proactively gain ground and respond when challenges emerge.

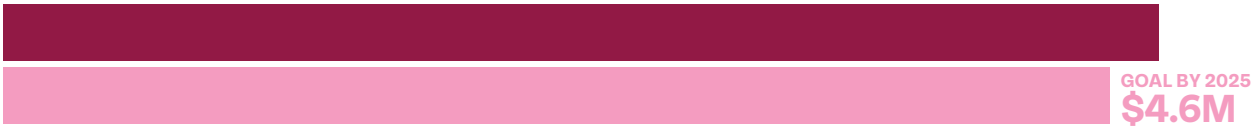
Throughout 2023, **Groundswell continued to support our grantees' sustainability and long-term impact** to retain the durable infrastructure they need to proactively respond to challenges and take swift action to fight for our future and the liberation of all people.

Progress on 2023 Goals and Groundswell's 5-Year Blueprint

Groundswell has moved over **$80 million** to critical efforts under our Blueprint plan, a bold **commitment to move $100 million** to the field between 2020-2025 ($80M via Groundswell Fund and $20M via Groundswell Action Fund). We are on track to exceed our original goal by the end of 2025.

CATALYST FUND IN 2023

$4.7M TO **63** GRANTEES



BIRTH JUSTICE FUND IN 2023

$2.0M TO **40** GRANTEES



LIBERATION FUND IN 2023

$1.5M TO **17** GRANTEES



RAPID RESPONSE FUND IN 2023

$820K TO **96** GRANTEES



BLACK TRANS FUND IN 2023

$1.7M TO **59** GRANTEES



$28M RAISED IN 2023

Groundswell raised approximately **$28 million** from our generous funders and donors, moving closer to our goal of increasing annual investment in organizations led by Black women, Indigenous women, and trans and gender-expansive people of color.

CATALYST FUND FOR REPRODUCTIVE JUSTICE

IN 2023 $4.7M TO 63 GRANTEES

The Catalyst Fund for Reproductive Justice grantees organized their communities to make decisive victories in Ohio, Kansas, and other states while defending reproductive health and abortion access locally and nationally.

With a particular focus on frontline regions in the South, Southwest, and Midwest, **grantee partners took bold measures to defend and advance reproductive justice** in a hostile climate of increased restrictions and governmental policing of the bodies of Black and Brown women, transgender, and gender-expansive people.

GRANTEE PARTNERS IN ACTION

Unite for Reproductive & Gender Equity (URGE)

Building power and sustaining a young people's movement for reproductive justice

In 2023, Groundswell's Catalyst Fund grantee **URGE** supported youth of color and LGBTQ youth organizing around the Ohio ballot initiative to restore and preserve abortion access. URGE collected signatures and co-led the campaign to get abortion on the ballot last November.



Image courtesy of URGE

URGE, in partnership with the Ohioans for Reproductive Freedom, filed over 700,000 signatures and succeeded in placing *The Right to Reproductive Freedom with Protections for Health and Safety Amendment* on the 2023 General Election ballot.

Ohio was the only state to include abortion on the ballot for November 2023. Ohio voters approved the measure by a margin of 56.6% to 43.4%, marking the first time a Republican-controlled state has affirmed the right to abortion in its state constitution.



Image courtesy of URGE

> ***Young people will be a crucial voting bloc heading into 2024, with tens of millions of new eligible voters since the 2016 election holding power that can shape the outcome of federal, state and local races.***
>
> **– URGE**
>
> SOURCE: gswell.info/URGEquote



Image courtesy of COLOR

Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR)

Working to enable Latinx individuals and their families to lead safe, healthy, self-determined lives

In 2023, Catalyst Fund grantee COLOR, in partnership with New Era Colorado, organized heavily around SB23-190, making Colorado the first state to regulate abortion pill reversal, an unproven and experimental practice offered by anti-abortion centers that target youth and communities of color across Colorado.

The passage of SB23-190 helps ensure that abortion is legal and that all reproductive care offered in Colorado is safe and transparent. In coalition with other reproductive health and justice organizations, COLOR also filed language for a groundbreaking 2024 ballot measure that will enshrine the right to abortion care into the state constitution and ensure every Colorado person can exercise that right regardless of the source of their insurance coverage.

BIRTH JUSTICE FUND



Image courtesy of BLACK MAMAS MATTER ALLIANCE

IN 2023 **$2.0M** TO **40** GRANTEES

Last year was incredibly exciting as we launched three fresh initiatives around birth justice: a partnership between the Black Trans Fund and the Birth Justice Fund, a grantee partner pipeline for our Grassroots Organizing Institute, and the launch of our Financial Resilience Capacity Building offering.

Groundswell's Birth Justice Fund and the Black Trans Fund partnered to grant $300,000 to two national projects focused on identifying and amplifying Black trans movement priorities within reproductive and birth justice.

Our Birth Justice Fund also partnered with our Grassroots Organizing Institute to create a pipeline for up to three grantee partners to join the institute in 2024 and assess the challenges that Birth Justice grantees face in implementing organizing strategies.

We continued to partner with BDO FMA to complete the first year of an inaugural Financial Resilience Capacity Building program, which offered free, tailored financial management training for Birth Justice grantees grounded in equity, justice, and liberation values.

GRANTEE PARTNERS IN ACTION

Ancient Song

Eliminating maternal and infant mortality and morbidity among low-income Black and Latinx people



Image courtesy of ANCIENT SONG

Ancient Song, a national birth justice organization, continued to advance key policy and advocacy work in 2023 focusing birth equity and community-led solutions at the local, state, and federal levels.

After years of advocacy and organizing doulas, birthworkers, and other grassroots leaders in New York State, Ancient Song celebrated the passage and signing of a bill that will create a directory of doulas and enforce a new policy allowing doula services to be eligible for Medicaid reimbursement as of January 1, 2024.

Ancient Song advocated for these changes in a way that centers community-based birth workers serving Black and Brown birthing people across the state. They were present at the bill signing alongside other New York birth justice advocates. They plan to continue engaging with the bill over the next year to ensure its implementation is accountable to the community and doulas.



Image courtesy of ANCIENT SONG

“Doula care is a proven method of improving birth outcomes, and community-based models are especially effective at supporting better health outcomes, more positive birth experiences, and cost-effective care in communities of color and other marginalized communities.”

— Chanel L. Porchia-Albert, Founder and CEO of Ancient Song Doula
SOURCE: New York State Senate Standing Committee on Health



Image courtesy of BMMA

Black Mamas Matter Alliance (BMMA)

Advancing Black maternal health, rights, and justice

In April 2023, BMMA held their annual Black Maternal Health Week, which calls attention to Black maternal health advocacy, policy changes, research, advancing care, and shifting culture.

During that time, BMMA launched its comprehensive policy agenda, which reflects the learning and recommendations needed to address the Black maternal health crisis.

Many of BMMA’s policy recommendations are now included in pending federal legislation, including Medicaid expansion for postpartum and low-income adults, which is associated with reductions in maternal and infant mortality. The policy agenda also expands ways for Medicaid to support more diverse perinatal workforces, including more doulas and midwives, and prioritize perinatal mental health care.

LIBERATION FUND

Image courtesy of BYP100



IN 2023 $1.5M TO 17 GRANTEES

Throughout the year, our Liberation Fund grantees fought against gentrification and unfair housing evictions, organized for Black liberation, fought for the dignity, worker's rights, and safety of transgender and gender-expansive people, and organized for climate and environmental justice.

In 2023, the Liberation Fund made its first specific grants for Climate Justice work through a $100,000 grantmaking partnership with Astraea Lesbian Foundation.

Our Liberation Fund grantee partners are building a vibrant grassroots base with the scale, sustainability, and integrity necessary to win large-scale social change and dramatically improve the material conditions of those at the intersection of race, class, and gender oppression.

GRANTEE PARTNERS IN ACTION

Mujeres Unidas y Activas (MUA)

Promoting personal transformation and building community power for social and economic justice

MUA trains member-leaders in California to lead organizing campaigns for immigrants, workers, and women's rights. Through their statewide campaigning, MUA led efforts in finalizing the Domestic Worker Health and Safety Act, approved in California state legislature in November 2023, making domestic worker health and safety guidelines enforceable.

MUA also served on the California Domestic Workers Coalition, helping to solidify a permanent new state budget for the Domestic Worker and Employer Outreach Program, which will distribute funding to community-run domestic worker and employer outreach programs statewide.



Image courtesy of Mujeres Unidas y Activas



Image courtesy of
Mujeres Unidas y Activas

> ***These [domestic] workers deserve the same protections working in a home as workers in other workplaces.***

— Kim Alvarenga, Executive Director of the California Domestic Workers Coalition
SOURCE: gswell.info/MAUquote



Image courtesy
of BYP100

Black Youth Project 100 (BYP100)

Creating justice and freedom for all Black people

In 2023, BYP100 celebrated a vote by Chicago's Community Commission on Public Safety and Accountability to erase the city's racist and ineffective gang database. This vote came after years of BYP100 working with other community organizations in the Erase the Gang Database coalition to get rid of a system that unfairly targets and criminalizes Black and Brown people.

Community groups held rallies, protests, and press conferences, as well as drove petitions and filed lawsuits to end the database, which was deemed ineffective by the city's Inspector General in an April 2019 audit. Though the coalition knows this is just the first step in ending the city's harmful surveillance practices, BYP100 is committed to ensuring no other databases are created and that those harmed by this system are made whole again.

RAPID RESPONSE FUND

IN 2023 **$820K** TO **96** GRANTEES

The central themes of our 2023 Rapid Response Fund grantmaking included abortion access, reproductive justice, Palestine solidarity efforts, transgender rights, police accountability, and civic engagement in preparation for a crucial 2024 election year.

RRF collaborated with Groundswell's Birth Justice Fund to disperse $40,000 in grants to organizations responding to the Maui fires with relief and recovery aid for birthing people and postpartum families.

We also launched the Rapid Response Funder Coordination Table, which includes 15 social justice funders nationwide to address urgent and timely requests from movement-building organizations and move additional dollars to their efforts.

GRANTEE PARTNERS IN ACTION

I Be Black Girl

Helping Black women, femmes, and girls actualize their full potential through autonomy, abundance, and liberation

Last year, I Be Black Girl, a Nebraska-based reproductive justice organization, organized around the LB626 abortion ban, which bans abortions after six weeks of pregnancy, resulting in a modified 12-week amendment to the current abortion ban.

Informed by a mix of medical experts and community members, I Be Black Girl campaigned for language changes to the current amendment that would push abortion past 20 weeks, similar to other ballot initiatives across the country.

They have continued to push for petition language in Nebraska, similar to other states like Ohio and Kansas, that would spearhead ballot initiative work for the 2024 elections.



Image courtesy of I BE BLACK GIRL



Image courtesy of
FLORIDA RISING

> ***"It's about diluting Black representation, Black power and change that needs to happen in the Black community. Others may tell a different story as to why it is, but we see it in the lack of resources that go into those communities."***

— Moné Holder, Senior Director of Advocacy and Programs, Florida Rising, speaking about Jacksonville City, FL gerrymandering
SOURCE: gswell.info/FloridaRisingquote



Image courtesy of
FLORIDA RISING

Florida Rising

Building independent civic power in Florida that centers historically marginalized communities to advance racial and economic justice

In May 2023, the Jacksonville City Council agreed to settle a federal lawsuit charging that the city has long deployed an unconstitutional, racially gerrymandered voting district map that denied Black voters fair representation in city council and school board elections.

Florida Rising was one of the ten plaintiffs in the settlement, which resulted in using a new redistricting map that will include insight from experts, activists, and citizens, marking a critical step toward ensuring fair representation for the city's Black residents.

BLACK TRANS FUND

Image courtesy of BROWN BOI PROJECT



IN 2023 $1.7 M TO 59 GRANTEES

Black Trans Fund's 2023 focus was strategizing around liberation and visibility, prioritizing the health and well-being of grassroots organizing leaders, and launching our Arts and Culture Fellowship.

Black Trans Fund's grantee partners were at the forefront of strategizing around Black trans liberation and visibility, focusing on joy and thriving instead of centering pain and trauma. Last year, the Black Trans Fund collaborated with Groundswell's Birth Justice Fund to allocate $300,000 toward two national projects. These projects aim to identify and elevate the priorities of the Black trans movement within the realms of reproductive and birth justice.

BTF also tended to the health and well-being of organizational leaders and community care for members amidst increased attacks on trans rights and bodily autonomy. We closed the year by launching the inaugural Arts and Culture Fellowship, which offered project support, education, and capacity-building for Black trans artists and arts organizations nationwide.

The Black Trans Fund is incubated by Groundswell Fund.

GRANTEE PARTNERS IN ACTION

Chosen Kin

Building community through storytelling and art-making for Black queer and trans parents



Image courtesy of CHOSEN KIN

Based in Philadelphia and New York, Chosen Kin supports a national network that honors Black queer and trans parenthood, connecting the community with healing spaces for Black liberation and centering joy, rest, care, and ancestral healing.

Led by Black trans and nonbinary Black parents, Chosen Kin organizers hold playdates, family retreats, and a bi-weekly virtual parent support space to create an advocacy and support network for Black trans, gender-expansive youth, and parents.

The organization supports parents and caregivers who have experienced increased attacks and challenges navigating transition-related healthcare and supportive services. This is a result of state-based anti-trans legislation aimed at instilling fear and confusion in families supporting trans youth.



Image courtesy of BROWN BOI PROJECT

> ***In many ways the first step is to realize that the gender you have always thought of as innate or natural because of the body you were born into—is actually constructed. It has been learned over time, handed to us by our family, friends, and even pop culture. For many of us, this understanding rocks us to our core because we realize that something we have relied on so deeply as a fixed part of ourselves is quite malleable.***
>
> **— Brown Boi Project**
>
> SOURCE: brownboiproject.org/about-us.html



Image courtesy of BROWN BOI PROJECT

Brown Boi Project (BBP)

Building leadership, economic self-sufficiency, and health

BBP is a grassroots community organization of Black and gender-expansive people of color who predominantly identify as masculine of center, transmasculine, two-spirit people, and allies committed to changing how communities of color talk about gender.

Founded in Oakland, BBP develops leaders who intend to bring a strong racial and gender justice lens to their work. Through leadership development, network resilience cultivation, healing justice, financial education, and exposure to community organizing, BBP has worked to cultivate safe spaces to explore and develop liberatory frameworks around gender.

With support from the Black Trans Fund, BBP hosted the Freeing Ourselves Florida-based youth leadership pilot initiative in partnership with S.O.U.L. Sisters leadership. Through this pilot project, BBP engaged in virtual training sessions to gather Black trans masculine and gender-expansive youth from Southern States to develop a "liberatory masculinities" toolkit to support participants in facilitating their own gender justice/masculinity groups in their local communities.

CAPACITY BUILDING



Image courtesy of AFIYA CENTER

IN 2023 $6.5M TO 33 GRANTEES

Groundswell exceeded our 2023 goal of moving $5 million in total capacity-building support to the field. This funding contributed to building the intersectional organizing and civic engagement infrastructure needed to power women, transgender, and gender-expansive people color-led organizations.

Outside of grantmaking, we provided other critical opportunities such as the nonpartisan Integrated Voter Engagement program, the Grassroots Organizing Institute, our first Digital Security 101 training in partnership with Equality Labs, and co-sponsored a legal workshop with the Robert Wood Johnson Foundation and other social justice funders to provide additional security trainings amidst increased criminalization and digital attacks against activists and movement groups.

INTEGRATED VOTER ENGAGEMENT GRANTEE PARTNER IN ACTION

Groundswell's Integrated Voter Engagement (IVE) provides grants, training, convening, coaching, and legal and technical support for grassroots organizations to integrate nonpartisan voter engagement strategies into their work and to boost their scale and ability to achieve systems change.

$2.5M TO 23 GRANTEES

$1.2M IN PROFESSIONAL TRAINING + SUPPORT

80 HOURS OF VIRTUAL + ON-SITE COACHING PER TRAINEE

62,000 UNIQUE VOTERS ENGAGED

Freedom, Inc.

Achieving social justice through coupling direct services with leadership development and community organizing



Image courtesy of FREEDOM, INC.

In Dane County, Wisconsin, Freedom, Inc., fiercely advocates for the bodily autonomy of Black queer, trans individuals, and Black youth facing domestic violence and sexual assault.

Throughout 2023, Freedom Inc.'s community members and organizers passionately fought, mobilized, and bolstered electoral influence. Their active participation in the election resulted in the election of more State Supreme Court justices aligned with their values.

Furthermore, their relentless efforts yielded victories in the Dane County Circuit Court rulings on July 7 and August 14, 2023. These rulings solidified Wisconsin Stat. 940.04, allowing for consensual medical abortions. Undeterred, Freedom Inc. remains steadfast in their organizing efforts, striving to enshrine bodily autonomy in Wisconsin's legislation throughout 2024.

GRASSROOTS ORGANIZING INSTITUTE GRANTEE PARTNER IN ACTION

Groundswell's Grassroots Organizing Institute (GOI) provides grants, training, convenings, and coaching in a year-long training program to support grassroots organizations to deepen their understanding and practice of the fundamentals of grassroots organizing and advocacy for systems change.

$1.7M INVESTED IN THE FIELD

$1.0M IN DIRECT GRANTS TO 10 ORGANIZATIONS

$879K IN COACHING + SKILLS-BUILDING SUPPORT

200 OUTREACH ACTIVITIES → **5,000** NEW CONTACTS

Afiya Center

Transforming the lives, health, and overall well-being of Black womxn and girls



Image courtesy of AFIYA CENTER

As a Black women-led organization, The Afiya Center is dedicated to providing refuge, education, and resources around abortion access, voting rights, and birth justice to achieve reproductive freedom.

In April 2023, Afiya Center represented the Jackson family, whose four-day-old newborn was taken by Dallas authorities following their home birth and decision to keep their newborn under their midwife's care. The center launched a three-week national campaign, using hashtags #BringMilaHome and #JusticeForMilaJackson, to place pressure on elected officials and child welfare agencies to return baby Mila Jackson to her family.

On April 20, the Dallas County's district attorney's office released Mila to her family after weeks of public rallies fighting against the criminalization and violation of rights for Black parents, children, and midwives. This is just one of many ways The Afiya Center serves as a leading advocate for full reproductive spectrum care, challenging the inequities in healthcare for Black communities in Texas.

PUSHING PHILANTHROPY FORWARD

A crucial part of Groundswell's larger strategy is to catalyze greater commitment to reproductive and social justice movements within philanthropy.

We expand our impact and that of our grantee partners by drawing new resources to powerful work, deepening existing partnerships with other funders, and positioning thought leadership in influential spaces.

Our funder organizing consists of two components:

1

FUNDER AND DONOR EDUCATION

Groundswell conducts **annual funder briefings** to connect funders and donors to grassroots leaders, lift success stories, challenges, and lessons learned, and provide educational opportunities for philanthropic colleagues seeking to optimize the impact of their giving.

2

PHILANTHROPIC ADVOCACY

Groundswell staff amplify the needs and strategic value of grassroots organizing led by women of color in funder affinity groups and donor networks to increase dollars moving to the field. We do this whether or not the funds come through our doors. Currently, **we are active in 10 funder and donor affinity groups and networks**, most recently organizing within Funders for Reproductive Equity, Funders for Birth Justice and Equity, Change Philanthropy, and Funders for LGBTQ Issues to move more resources to the field.



Image courtesy of
MIAMI WORKERS CENTER

KEY ACHIEVEMENTS IN 2023

$$$

BUILDING ROBUST INFRASTRUCTURE TO CHAMPION MOVEMENTS

Since our inception over 20 years ago, Groundswell has moved over $183 million to grassroots movements (c3 and c4 combined), built the capacity of thousands of organizations, and organized thousands of donors and funders to fund reproductive and racial justice.

Groundswell Fund has become a critical contributor to the larger philanthropic ecosystem, growing to a $30 million budget and attracting brilliant and talented staff directly from community, labor, and electoral organizing.

We experienced exciting changes throughout 2023 as we searched for permanent executive leadership following the organization's first executive leadership transition. From December 2022 through August 2023, interim executive director **Yamani Yansá Hernandez** led Groundswell with grace, thoughtfulness, and strategic



> *"We look forward to Yamani's fresh perspective on philanthropy and building on the legacy of Groundswell's work to resourcing grassroots organizing and centering women, transgender, and gender-expansive people of color."*
>
> **— Kimberly Inez McGuire,**
> **Chair of Groundswell Fund's Board of Directors**



Groundswell's C-suite
PICTURED L TO R:
angélique, Yamani, Quanita, Naa, Chanda, and Lorena

vision. In August 2023, Groundswell welcomed Yamani as our permanent Chief Executive Officer. Yamani's expertise in navigating organizational strategy and growth has provided critical leadership to Groundswell and our movements.

Along with the Chief Executive Officer role, Groundswell also formalized the structure of its senior leadership team. This C-suite is comprised of **Chief Financial Officer Chanda Jones**; **Chief Strategy Officer Naa Amissah-Hammond**; **Chief Development Officer angélique nguyễn green**; **Groundswell Action Fund's Executive Director, Quanita Toffie**; and **Chief of Staff Lorena Gamboa-Martin**. This solid leadership, along with the strong groundwork laid by Groundswell Fund and Groundswell Action Fund's collective bargaining activities with our staff union this past year, will help to strengthen and unify the organization as it confronts the challenges and opportunities of 2024.

As we enter a new season, we continue to implement better systems and infrastructure, foster greater sustainability within the organization, and build deeper alignment and trust between our Board, leadership, and staff.



Image courtesy of
ANCIENT SONG

Following the North Star

Reproductive and social justice movements had a steep uphill climb in 2023, and 2024 promises to be even harder. Grantees are contending with numerous challenges, including an increasingly polarized and hostile environment for advancing progress at any level, addressing the pressing needs of communities long in crisis and under new economic pressures, and rising fascism taking root in communities nationwide.

When grantees operate with barely enough funding to respond to the cascade of attacks, this not only slows progress and cedes ground at every level to better-funded opponents, it precludes the proactive, visionary work we need to build the world our communities deserve.

As we witness multiple intersecting crises in this country, Groundswell, and our philanthropic peers have deepened investments in people of color-led work, particularly in Black-led movement organizing, and in critical issue movements, including the climate justice, labor, birth justice, reproductive justice, and criminal justice movements. However, these movements remain deeply and chronically underfunded.

Through grantmaking and capacity-building offerings, Groundswell is committed to amplifying and responding to our grantee partners' needs to assist them in taking on critical, sensitive work with confidence and diligence. Your support of Groundswell Fund makes that possible.

We are grateful for your partnership in advancing reproductive, racial, and gender justice in the United States and look forward to continuing to build in 2024 and beyond.

Thank you.



Image courtesy of
MUJERES UNIDAS Y ACTIVAS

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groundswellfund.org

info@groundswellfund.org | 510.444.5900

Cover image courtesy of
BLACK MAMAS
MATTER ALLIANCE