Report design, including cover, maps, infographics, grantee illustration, Co-Directors illustration, ‘Disability Justice’ illustration, and ‘We Sustain Us’ illustration by Grae Rosa.

Grow Power Fund, Own Our Power Fund and Mobilize Power Fund illustrations by Frances Mead.

Sex Worker Giving Circle illustration by J.B. Brager.

Accountable Futures Fund illustration by Cristy C. Road.

Staff illustrations by Monica Trinidad.

The web version of this report is available at thirdwavefund.org

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A Letter from the Co-Directors

Dear friends,

When we became Co-Directors in 2019, we understood philanthropy’s turbulent track record with movements because we came from movement work. And knowing Third Wave’s fierce, feminist legacy of disrupting philanthropy since 1996, we knew that what we did in Third Wave Fund’s next chapter mattered, and how we would do it mattered even more.

But carrying that baton right into a global pandemic was something we never could’ve predicted. We find ourselves entering year three under a system that has consistently chosen capitalism over peoples’ lives.

Crises have been compounded for reproductive justice organizers working to provide COVID support while challenging bans on abortion, Black trans organizers building uprisings and bereavement funds, and disability justice organizers fighting an ableist response to the pandemic and demanding that no body is left behind. And still, we’re reckoning with the question, “What will it take for Big Philanthropy to fully meet our intersectional, grassroots gender justice movements with the responsiveness and trust that they need and deserve?”

As we reflect on not just the past year, but over 25 years of investing in the leadership of communities that philanthropy has consistently left behind, we’re proud of breaking $2 million in grantmaking while growing our own operations with the intention and care we believe everyone should have.

Whatever your relationship is to philanthropy, we know that you’re on this journey with us because you want safety and justice for all people who are suffering under capitalism, racism, ableism, homophobia, transphobia, and anti-sex worker violence. But you’re also with us because you trust us to resource that work with everything we’ve got. Thank you.

When directly-impacted communities have the resources that they need to come together and dream up our shared liberation, they have the capacity to build stronger organizations and movements for social change. That is why we are so deeply invested in movement building not only through rapid response and multi-year funding, but also through funding for community accountability, sex worker-led organizing, LGBTQ liberation, healing work, and disability justice.
It’s through our intersectional grantmaking and community of donor activists that we sustain us, and we will continue to work diligently to support our movement partners while also being committed to cultivating a healthy, by-and-for, and leader-full organization.

We’re so grateful to our Grantees, Advisors, Fellows, Grantmaking Panelists, and Advisory Council members for keeping us accountable to our commitment and responsibility as a funder, to our staff who make this work possible, and to our donors, funders, supporters, and amplifiers for believing in our work.

As we enter our 25th anniversary year of resourcing movements, we hope many more of you will join us in practicing hope and trust, and in sending abundance to young queer, trans, intersex and sex working BIPOC organizers fighting for our collective liberation.

In solidarity,

Ana Conner and Kiyomi Fujikawa
Grantmaking Highlights

$2,014,000
Total Grantmaking Amount

88 Total Grantees

101 Total Grants Made
100% to BIPOC-led orgs

48% to Black-led orgs

24% to Trans-led orgs

72% to organizing work
2021 Grantees

National

BIPOC Adult Industry Collective
Sex Worker Giving Circle: $25,000

Black and Pink National
(Sex Worker Liberation Project)
Sex Worker Giving Circle: $25,000

Black Sex Workers Collective
Sex Worker Giving Circle: $25,000
Own Our Power Fund: $25,000

Fireweed Collective
Mobilize Power Fund: $10,000

HEART Women & Girls
Grow Power Fund: $45,000

In Our Names Network
Mobilize Power Fund: $10,000

QTPOC Birthwerq Project
Own Our Power Fund: $25,000

Safer Movements Collective
Accountable Futures Fund: $20,000

Survived and Punished
Accountable Futures Fund: $15,000

Sovereign Bodies Institute
Own Our Power Fund: $25,000
South/Southeast

400+1
Austin, TX
Accountable Futures Fund: $20,000

A Better Chance, A Better Community
Enfield, NC
Mobilize Power Fund: $10,000

Black Inmate Commissary Fund
Atlanta, GA
Mobilize Power Fund: $10,000

Carolina Youth Action Project
Hanahan, SC
Accountable Futures Fund: $20,000

Casa de Colores + Partners
El Paso, TX
Mobilize Power Fund: $9,000

Collective Action for Safe Space
Washington, D.C.
Sex Worker Giving Circle: $25,000
Accountable Futures Fund: $21,000
Mobilize Power Fund: $10,000

Community Estr(el/la)
Atlanta, GA
Sex Worker Giving Circle: $25,000

Empowering Transgender Service, Inc.
Hampton, VA
Mobilize Power Fund: $10,000

Fanm Saj
Miami, FL
Own Our Power Fund: $25,000
Mobilize Power Fund: $10,000

Fannie Lou Hamer Center for Change
Europa, MS
Mobilize Power Fund: $8,500

Frontera Fund
McAllen, TX
Mobilize Power Fund: $9,000

I Am Human Foundation
Ellenwood, GA
Mobilize Power Fund: $8,000

InTRANSitive
Little Rock, AR
Own Our Power: $25,000

LIPS Tampa
Apopka, FL
Sex Worker Giving Circle: $25,000

Love Me Unlimited 4 Life
Jackson, MS
Sex Worker Giving Circle: $15,000
Mobilize Power Fund: $10,000

The McKenzie Project Inc.
Miami, FL
Mobilize Power Fund: $8,500

Organización Latina de Trans en Texas (OLTT)
Dallas & Houston, TX
Sex Worker Giving Circle: $15,000

Orleans Parish Prison Reform Coalition
New Orleans, LA
Mobilize Power Fund: $8,000

QTIPCO Survival Fund
Chapel Hill, NC
Mobilize Power Fund: $8,000
Reproductive Justice Action Collective
New Orleans, LA
Grow Power Fund: $45,000

RVA26 Mutual Aid
Richmond, VA
Mobilize Power Fund: $10,000

S.O.U.L Sister Leadership Collective
Miami, FL
Mobilize Power Fund: $10,000

Solutions Not Punishment Collaborative (SNaP Co)
Atlanta, GA
Sex Worker Giving Circle: $15,000

TAKE Resource Center
Birmingham, AL
Grow Power Fund: $45,000
Mobilize Power Fund: $10,000

Texas Jail Support
Cypress, TX
Mobilize Power Fund: $9,000

Unspoken Treasure Society
Gainesville, FL
Mobilize Power Fund: $10,000

Urban Survivors Union
(Sex Workers Organizing Group)
Greensboro, NC
Sex Worker Giving Circle: $25,000

We Are Family
South Charleston, SC
Own Our Power Fund: $25,000

We Care TN
Memphis, TN
Sex Worker Giving Circle: $25,000

West Fund
El Paso, TX
Grow Power Fund: $45,000

Women With a Vision
New Orleans, LA
Sex Worker Giving Circle: $25,000

Youth Organizing Institute
Durham, NC
Grow Power Fund: $45,000

Midwest

Alternatives to Calling the Police
Chicago, IL
Mobilize Power Fund: $8,000

Asian American Organizing Project
Minneapolis, MN
Grow Power Fund: $45,000

Assata’s Daughters
Chicago, IL
Grow Power Fund: $45,000

Camp Migizi
St.Paul, MN
Mobilize Power Fund: $10,000

Dissenters
Chicago, IL
Grow Power Fund: $45,000
Mobilize Power Fund: $9,000

Mo Ho Justice
St.Louis, MO
Sex Worker Giving Circle: $25,000
West Coast/Pacific

Bay Area Transformative Justice Collective
Oakland, CA
Accountable Futures Fund: $21,000

Centro del Pueblo
Humboldt County, CA
Own Our Power Fund: $25,000

People Matter
Chicago, IL
Mobilize Power Fund: $10,000

Coalition for Rights & Safety of People in the Sex Trade
Seattle, WA
Grow Power Fund: $45,000
Sex Worker Giving Circle: $25,000

Street Youth Rise Up
Chicago, IL
Grow Power Fund: $25,000
Sex Worker Giving Circle: $25,000
Accountable Futures Fund: $21,000

Coalition for Rights & Safety of People in the Sex Trade + Massage Parlor Outreach Project
Federal Way, WA
Mobilize Power Fund: $10,000

SWOP Minneapolis
Minneapolis, MN
Own Our Power Fund: $25,000

Cosmic Pollinators Wellness Collective
Los Angeles, CA
Mobilize Power Fund: $10,000

Trans Sistas of Color Project
Detroit, MI
Grow Power Fund: $45,000
Sex Worker Giving Circle: $25,000

Hawaii Health & Harm Reduction Center
Honolulu, Hawaii
Sex Worker Giving Circle: $25,000

Just Practice Collaborative
Seattle, WA
Accountable Futures Fund: $21,000

Liberation Medicine School
Seattle, WA
Mobilize Power Fund: $10,000

LOUD for Tomorrow + Delano LGBTQ+ Alliance
Delano, CA
Mobilize Power Fund: $10,000

Majdal Center
San Diego, CA
Own Our Power Fund: $25,000

Together in Service (aka SWOP-LA)
Los Angeles, CA
Sex Worker Giving Circle: $15,000

Own Up AHS
Minneapolis, MN
Mobilize Power Fund: $5,925

People Matter
Chicago, IL
Mobilize Power Fund: $10,000

Street Youth Rise Up
Chicago, IL
Grow Power Fund: $25,000
Sex Worker Giving Circle: $25,000
Accountable Futures Fund: $21,000

Coalition for Rights & Safety of People in the Sex Trade
Seattle, WA
Grow Power Fund: $45,000
Sex Worker Giving Circle: $25,000

SWOP Minneapolis
Minneapolis, MN
Own Our Power Fund: $25,000

Cosmic Pollinators Wellness Collective
Los Angeles, CA
Mobilize Power Fund: $10,000

Trans Sistas of Color Project
Detroit, MI
Grow Power Fund: $45,000
Sex Worker Giving Circle: $25,000

Hawaii Health & Harm Reduction Center
Honolulu, Hawaii
Sex Worker Giving Circle: $25,000

Just Practice Collaborative
Seattle, WA
Accountable Futures Fund: $21,000

Liberation Medicine School
Seattle, WA
Mobilize Power Fund: $10,000

LOUD for Tomorrow + Delano LGBTQ+ Alliance
Delano, CA
Mobilize Power Fund: $10,000

Majdal Center
San Diego, CA
Own Our Power Fund: $25,000

Together in Service (aka SWOP-LA)
Los Angeles, CA
Sex Worker Giving Circle: $15,000
North/Northeast

Choose Yourself
Portland, ME
Mobilize Power Fund: $9,000

Collectivo Intercultural
TRANSgrediendo
Queens, NY
Sex Worker Giving Circle: $25,000

Dignity in Schools Campaign NY
New York, NY
Mobilize Power Fund: $10,000

Free Ashley Now
Brooklyn, NY
Mobilize Power Fund: $7,500

UTOPIA Seattle
Seattle, WA
Sex Worker Giving Circle: $25,000

Heaux History Project
Philadelphia, PA
Sex Worker Giving Circle: $15,000

Vigilant Love
Los Angeles, CA
Own Our Power Fund: $25,000
Mobilize Power Fund: $10,000

Hoe is (Our) Life: Support and Beyond Surviving
Beacon, NY
Sex Worker Giving Circle: $25,000
Mobilize Power Fund: $7,500

Jahajee Sisters
Queens, NY
Own Our Power Fund: $25,000

NYC Jails Hotline Network
New York, NY
Mobilize Power Fund: $5,000

On Muvas Mutual Aid
Temple Hill, MD
Mobilize Power Fund: $10,000

Out in the Open
Battlebro, VT
Mobilize Power Fund: $9,000

Queer Detainee Empowerment Project
Brooklyn, NY
Mobilize Power Fund: $9,000

Support Ho(s)e
New York, NY
Sex Worker Giving Circle: $25,000

Wilkinsburg Strong
Pittsburgh, PA
Mobilize Power Fund: $10,000

Young People for Progress
Maryland
Mobilize Power Fund: $5,000
Mountain West

- **Black Lives Matter Phoenix Metro**
  Phoenix, AZ
  Mobilize Power Fund: $9,000

- **Fortaleza Familiar**
  Commerce City, CO
  Own Our Power Fund: $25,000

- **The Outlaw Project**
  Phoenix, AZ
  Sex Worker Giving Circle: $25,000

- **Semillas**
  AZ Phoenix, AZ
  Mobilize Power Fund: $7,500

- **Trans Queer Pueblo**
  Phoenix, AZ
  Grow Power Fund: $45,000

U.S. Territories

- **Alimentación Segura Ifantil (ASI) PR**
  Dorado, Puerto Rico
  Mobilize Power Fund: $10,000

- **Semillas Healing Project + Partners**
  San Juan, Puerto Rico
  Mobilize Power Fund: $7,500
Meaningful Moments in 2021

New Funding Area: We announced the Accountable Futures Fund, a new grantmaking area which supports communities, organizations, and movements in navigating conflict and harm in ways that decrease the power of carceral and state systems. The fund distributed $180,000 to ten abolitionist-focused QTBIPOC-led groups.

Recognition: We were awarded the Shattering Silos Award for Intersectional Grantmaking from the National Committee for Responsive Philanthropy, and ARTNews listed Third Wave as one of the “Deciders” of 2022 in their latest edition, curated by artist and activist Hank Willis Thomas.

Reflections: The Sex Worker Giving Circle launched its first-ever SWGC report, Creating Community Is a Threat to Power: Three Years of Resourcing Revolution and Liberation at the Sex Worker Giving Circle. The report, written by Christian Giraldo and Maryse Mitchell-Brody, shares some of the brilliance of movement leaders and documents the SWGC's model of participatory sex worker grantmaking to inform other funders in their work.

Transitions and Growth: We welcomed five new staff members to the team in 2021, while others made some exciting transitions! Christian Giraldo has been promoted to leading the SWGC as Program Officer, and SWGC co-founder Maryse Mitchell-Brody has transitioned to a Development Officer role at Third Wave Fund. Joy Messinger transitioned from their role as Program Officer of four years to begin a new journey at Funders For Justice as their new Director of Training and Leadership Development, and Solange Azor transitioned from their role as Donor Organizing Associate to join the Abortion Liberation Fund of Pennsylvania. Priya Dadlani joined the team as our first Communications Associate, and Simone Sobers and Nico Fonseca are conducting interviews with disability justice activists, organizers, artists, and cultural workers as they begin to flesh out how to best resource disability justice work led by queer, trans, BIPOC, and working class organizers.
Grantmaking Areas

Rapid Response Funding

Through the Mobilize Power Fund (MPF) in 2021, we awarded $399,805 to 44 groups.

We launched the Mobilize Power Fund in 2015 to resource gender justice organizations to adapt or pivot their work when met with unanticipated, time-sensitive opportunities or threats to their movement building work and organizing conditions. We believe powerful movements need the ability to respond to and heal from immediate threats with flexible and responsive funding opportunities.

Since its founding, the Mobilize Power Fund’s grantmaking panel has served as an experiment in participatory grantmaking, engaging board members, former grantees, and funding partners in our monthly review and decision-making. After 6 years of experimentation and witnessing the tension between the slow pace needed to meaningfully engage community members in our decision making and the fast-paced nature of rapid response funding, we have decided to sunset the grantmaking panel in 2022. We are grateful for all of our current and former grantmaking panel members for all their support across the years. And as our program staff continues to lead our rapid response decision making, we look forward to creating more sustainable community engagement with grantees and partners along the way.
GRANTEE SPOTLIGHT

Fireweed Collective, Mobilize Power Fund Grantee, 2021

Fireweed Collective offers mental health, education, and mutual aid through a Healing Justice lens. They offer support for emotional wellness for all people and center the needs of folks most marginalized — reflected both in their programming and in their organizational structure.

“We were able to use all the funds for our support groups’ captioning and ASL. We were able to have folks in job training for captioning, and those people were able to make connections with each other. We also now have long-term relationships with people who were able to meet our needs for ASL interpretation and captioning. We were able to buy the access services and also build a network of people who were for/by the communities of our members and support group. They also understood the language we used and vocabulary with healing justice, disability justice. We’re proud of so much, especially meeting the need of people hungry for spaces like ours. There are not a lot of free spaces digitally for people to connect, and we’re really proud that people can access this. It’s interesting how safe people feel in these spaces and that says a lot about how rare that is.”
Capacity Building Funding

Through the Own Our Power Fund in 2021, we awarded $308,125 to 12 groups, a 60% increase from 2020.

The 2021-2023 docket supports the leadership of young women of color and trans, and gender non-conforming people of color working in many movements, such as trans and queer liberation, rural organizing, police abolition, sex worker rights, restorative and transformative justice, indigenous organizing against the murder and disappearance of Native people, the fight to eradicate Islamophobia, and im/migrant rights organizing.

Since its inaugural grantmaking cycle in 2017, the Own Our Power Fund (OOPF) has awarded a total of $943,125 in two year grants to 28 organizations working across gender justice movements at the intersections of age, race, class, sexuality, disability, and geography.

Recent OOPF grantees used the funding to support those most impacted by gender oppression to lead the work, develop sustainable revenue models and fundraising strategies, and harness the power of self-representation through community-led research, storytelling, or communications.
Long-Term Funding

Through the Grow Power Fund in 2021, we awarded $560,700 to 14 groups, a 72% increase from 2020.

The Grow Power Fund (GPF) is a long-term investment in emerging organizations led by young women of color, trans, gender non-conforming, queer, and intersex youth, and low-income communities.

The fund offers each grantee holistic support by providing a multi-year (six year) grant inclusive of general operating funds, capacity-building funds, and funds for organizational development coaching.
Sex Worker-led Funding

Through the **Sex Worker Giving Circle** in 2021, Fellows awarded **$565,750 to 24 groups**, a 70% increase from 2020, with new representation from Florida, Hawai‘i, Nebraska, and Michigan.

Additionally, 12 Fellows participated in the Sex Worker Giving Circle’s (SWGC) first national, virtual Fellowship program, with their work highlighted through this blog post on Giving Compass from Philanthropy Together. Fellows also made a big impact in funder spaces in 2021, including workshops and panels at Funding Forward and the Unity Summit.

The SWGC is a cross-class, multi-racial, intergenerational giving circle made up of a group of Fellows with current or past experience with sex work or the sex trade. The Fellows make all high-level funding decisions and grantmaking recommendations, and lead many of our fundraising activities.
UTOPIA Washington, Sex Worker Giving Circle Returning Grantee, 2021

United Territories of Pacific Islanders Alliance (UTOPIA) is a queer and trans people of color-led, grassroots organization born out of the struggles, challenges, strength, and resilience of the Queer and Trans Pacific Islander (QTPI – “Q-T-pie”) community in South King County.

“Since the grant period began, our sex worker empowerment program has grown and we have been able to engage the sex worker community not only through wraparound services but also in advocacy work safely in spite of the COVID 19 pandemic restrictions. We have been able to host our monthly TransAction support group where Trans and Gender Diverse sex workers have been able to meet and build community safely with each other, build a Trans Leadership Cohort consisting of 35 sex workers, and we launched our campaign called “SWEI with UTOPIA” online where we continue to provide education to the public aimed at destigmatizing and decriminalizing sex work.”
Love Me Unlimited 4 Life, Sex Worker Giving Circle Returning Grantee, 2021

Based in Jackson, Love Me Unlimited 4 Life is the only trans-led organization in the state of Mississippi. The organization emerged out of a pursuit to inspire and support the community, especially the transgender and non-binary community, while having a desire for actions to speak louder than words.

“One of our successes over the past year is securing a spot for a shelter for Black trans sex workers in Mississippi, called Forever Caring Evonné, which is currently under renovations. We are very proud of that, since it’s one of my dreams and my babies that I have been trying to give birth to for ten years. Black trans women owning property, right downtown, and the property value is high!”

Disability Justice Funding

In 2021, we deepened our research into a new area of grantmaking: disability justice. Two of our new staff members, Simone Sobers and Nico Fonseca, conducted interviews with disability justice activists, organizers, artists, and cultural workers as they begin to flesh out how to best resource disability justice work led by queer, trans, BIPOC, working class organizers. We’re working to bring on a new group of grantees by early summer, and we’re excited to share the practices we learned with you in the fall of 2022!
Funding for Transformative Justice and Community Accountability

Through the newly named Accountable Futures Fund, we awarded $180,000 to 9 groups in 2021, a 55% increase from 2020.

The Accountable Futures Fund (formerly referred to as the Conflict Resolution Fund) supports communities, organizations, and movements led by young Black, Indigenous, People of Color (BIPOC), cis and trans women, and queer, trans, and gender non-conforming people to navigate conflict and harm in ways that decrease the power of carceral and state systems. This fund specifically aims to resource Black people, trans people, sex workers, and youth who are at the forefront of both visioning and practicing transformative justice, restorative justice, and community accountability.

In 2021, we entered our third year of grantmaking with the lessons of our first two pilot years, a stronger foundation, and a deepened commitment to not only resourcing this work but advocating for changing if and how this work is resourced. We are excited to share the Accountable Futures Fund with you and look forward to deepening our understanding of how to better resource this work so that philanthropy can be more responsive and accountable to building a world where community safety and liberation is possible for all. And thank you to the one and only Cristy C. Road for our new logo!
Insights from our Donors

At Third Wave, we are so lucky to be supported by, to resource, and to follow the lead of queer, trans, sex working, and BIPOC organizers, who are always the first to throw down for social justice movements, but rarely acknowledged as such in the world of philanthropy.

That’s why we’re envisioning a future where our largest funder isn’t just one institution, but actually a mighty community of monthly donors. What could be more community-led than being community-backed?

Hear from some of our long-term and recurring donors on why they give monthly to Third Wave Fund:

“Giving to Third Wave Fund is part of my practice of self care and community care. I enjoy playing a small part in resourcing youth-led queer and trans movements for personal and collective sovereignty, economic justice, and healing justice.”

—Liz Fujii

“It feels amazing to give to Third Wave Fund! I love Third Wave’s commitment to community-led grantmaking, which is why I especially love supporting the Sex Worker Giving Circle, which honors the leadership and brilliance of sex workers! This is the energy the philanthropy sector needs.”

—Cade B. Steinmetz-Silber

“Third Wave Fund creates beautiful opportunities to resource youth-led organizing, moving in a way that centers BIPOC and trusts the leadership of ‘unapologetic queer, trans, intersex and sex workers.’ We’re grateful to be here with you as this work engages in the present while honoring the past and dreaming of the future. Thank you Third Wave Fund!”

—Mia and Emma Rybeck
Financials Breakdown

Our budget ended at $5.89m, and we made $2.014m in grants, sponsorships, and capacity building. In addition to the money we raised this year, we wanted to share more about the overall financial health of the organization.

Savings, Endowments, and Reserve

6-month reserve: Proteus Fund’s best practice is for all fiscally sponsored projects to maintain a reserve of 6-months expenses (not including grantmaking). For Third Wave, we presently have $884,167 as a dedicated 6-month reserve.

Endowments and Investments

DataCenter Endowment: The DataCenter—an incredible movement-building research organization that coined the term Participatory Action Research – closed in 2017 and donated their assets (about $458,000 at time of closure) to Third Wave with the agreement we would use 5% of the restricted endowment to make grants towards Participatory Action Research projects. These are usually made through our Own Our Power Fund or Mobilize Power Fund.

Lela Breitbart Memorial: At time of the closure of Third Wave Foundation in 2014, we had an endowed fund called the Lela Breitbart Memorial fund, a fund which a donor generously set up when her daughter, an ardent young feminist activist who worked at Planned Parenthood, unexpectedly and tragically passed away.

Total Investments: With the Lela Breitbart Memorial Fund, DataCenter, and other funds, we have approximately $1.32m invested in a LGBTQ-owned social responsible fund.

Liabilities: We value multi-year funding across many of our funds. As a result, we currently are liable for $1.6m in multi-year grant commitments. We include this amount in our savings.

Net Assets

We have total net assets of $8.15m with $2.2m of that in Restricted Net Assets (these restricted assets are mostly multi-year grant commitments awarded to us, but will not be released until 2022 or 2023).
Values-based Budgeting Process for 2021

With a staff and advisory council made up of mostly young queer and trans people of color with mixed class backgrounds, we know that many of us are not trusted or taught to navigate money matters. In the interest of building stronger financial skills across our team, we took inspiration from our friends at A Bookkeeping Cooperative (ABC) and AORTA to continue the participatory, values-based budgeting process we began in 2019. After members of staff and advisors attended a workshop with ABC and AORTA, we collaboratively set “success statements” for our budget – knowing that budgets reflect values as much as they do how much is in the bank. From these success statements, we developed a budget that has input and buy-in from everyone on our team.
Our Staff

Kiyomi Fujikawa  
(she/her)  
Co-Director

Ana Conner  
(all pronouns)  
Co-Director

Nicole Myles  
(she/her)  
Donor Organizing Officer

Maryse Mitchell-Brody  
(they/them)  
Development Officer

Christian Giraldo  
(all pronouns)  
Program Officer

mai c. doan  
(they/them)  
Program Officer

Simone Sobers  
(she/they)  
Program Officer

Hạ Trần  
(their name or they)  
Program Associate

Nico Fonseca  
(they/them)  
Program Associate

Monica Trinidad  
(she/they)  
Communications Officer

Priya Dadlani  
(all pronouns)  
Communications Associate

Agustina Vidal  
(she/they)  
Executive Assistant
Our Advisory Council

Adjoa Sankofia Tetteh (she/her), Co-Chair
Annie Sullivan-Chin (she/her)
Bré Rivera (she/her)
Carlton “CJ” V Bell (they/them)
Eugenia Lee (she/her)
Loan Tran (they/them), Co-Chair
Maliyah Worthy (they/dem)
Nina Kossoff (they/she)
Sam Romero (she/her), Co-Chair
Yecelica “YJV” Valdivia (they/them)
Thank You to our Donors

Institutional Donors

Anonymous (3)
Arcus Foundation
Change.org Racial Justice Fund
Foundation for a Just Society
Freeman Foundation
General Service Foundation
Groundswell Fund
Irving Harris Foundation
Libra Foundation
Open Society Foundations
Overbrook Foundation
Solidera Network
Sprocket Foundation
Summit Foundation
Tara Health Foundation
Tikkun Olam Foundation
Wellspring Philanthropic Fund

One-Time Donors

Anonymous (76)
A. Sparks
A.M. Wild
Aashish John
Abbey Marr
Abbigail M
Abigail Dow
Adam Roberts
Adrian Croke
Adrienne Wong
Agnes Gund
AHS Foundation
Alexander Wilson
Alfredo L Sosa
Alice Murken
Alice Swan
Alicia Franck
Alicia Gill
Alison Fraser
Alison Novelli
Alison Silveira
Aliza Lopes-Baker
Allison Simon
Allyson Goose
Alyssa Kalata
Alyssa Slayton
Alyssa Wood
Amanda C Goad
Amanda Peiffer
Amber Schulfier

Amelie Zurn
Amy Fauling
Amy Rosenthal
Ana Hedenstrom
Anastasia Svetlichnaya
Andrea Pien
Andrea Sidorow
Andrew Binet
Andrew Gordon
Andrew Slawson
Angelina Fryer
Anna Griggs
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