



JOBS WITH JUSTICE

2021 IMPACT REPORT

**BUILDING A
MORE DEMOCRATIC
ECONOMY**





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A Year in Review by Jobs With Justice Executive Director Erica Smiley

Another year in the books. And what a year it was. We experienced the inauguration of a new president, COVID-19 vaccines became available—allowing many of us to carve out some semblance of normalcy—and Derek Chauvin was found guilty on all charges related to the death of George Floyd. The likelihood of these events felt especially bleak just a year ago. For Jobs With Justice, the year was largely about reflection on the turmoil and promise of 2020 and we found 2021 rejuvenating and affirming in many ways. This report demonstrates that.

In this report, you are going to read the accounts of workers like Donna and Dominique who took to the streets and engaged in historic mass labor strikes. You will discover important work taking place in Harris County, Texas, where our Always Essential campaign won one of our biggest victories of the year, creating a worker-controlled taskforce with real decision-making power. You will come across accounts of our network leaders putting workers first through groundbreaking legislative and organizing campaigns that advance the rights of working people. You will find out about the successful unionization drive at a Starbucks in Buffalo—the first at any of Starbucks’ 9,000 locations. You will come to know about our national initiatives like the Advancing Black Strategists Initiative (ABSI) and the awesome young people who are going to make up the inaugural Movement Fellowship cohort. You will read about the vital and transformative work taking place in the San Francisco, empowering folks to take matters into their own hands through the creation of alternative models of economic solidarity. Most of all, these pages will demonstrate that Jobs With Justice is committed to the long-term project of building a democratic economy and fighting for working people.

In solidarity,
Erica Smiley, Executive Director



Fighting for Worker Power Through Our National Campaigns



Winning Big and Transforming the Future for Essential Workers Everywhere

If 2020 brought the term “essential workers” into the national lexicon, 2021 revitalized the term into more than a political cliché. After launching early in the pandemic, Jobs With Justice’s Always Essential campaign continued to win big in 2021 under the guiding premise that essential workers must have a permanent voice in the decisions over their workplaces’ health and safety policies. Nobody knows what workers need more than the workers themselves, which is why Jobs With Justice and our local partners continued to mobilize essential workers in more than 20 different locations.

Since its inception, the campaign has recruited 60 different member organizations, regranted more than \$4 million to more than 20 different local campaigns, and increased capacity for at least 50 different organizations.

One of the campaign’s signature efforts took place in Harris County, Texas, home to Houston, where in late

November, after more than a year of pushing local leaders and organizing the community, we won a monumental victory with the establishment of the first essential worker taskforce composed entirely of frontline workers. The new Harris County Essential Workers Board gives workers a voice in determining workplace health and safety policies and sets a strong standard for similar initiatives around the country.

Speaking on this major victory, Jobs With Justice Executive Director Erica Smiley said: *“For the past 20 months, we’ve watched workers put themselves in harm’s way to allow us to survive this pandemic. To this day, many still lack basic workplace protections they need to be safe and protected on the job. It’s no wonder we see record numbers of workers rise up, take action, and demand change across the country. May this historic victory for workplace governance in Harris County serve as an inspiring and empowering example of what happens when essential workers collectively advocate for their rights and determine workplace health and safety policies. It most certainly sets a new standard for similar legislation around the country.”*

THE CAMPAIGN HAS

RECRUITED
60

**DIFFERENT
MEMBER
ORGANIZATIONS**

REGRANTED
\$4M

**TO MORE THAN
20 DIFFERENT
LOCAL
CAMPAIGNS**

INCREASED
CAPACITY FOR
50

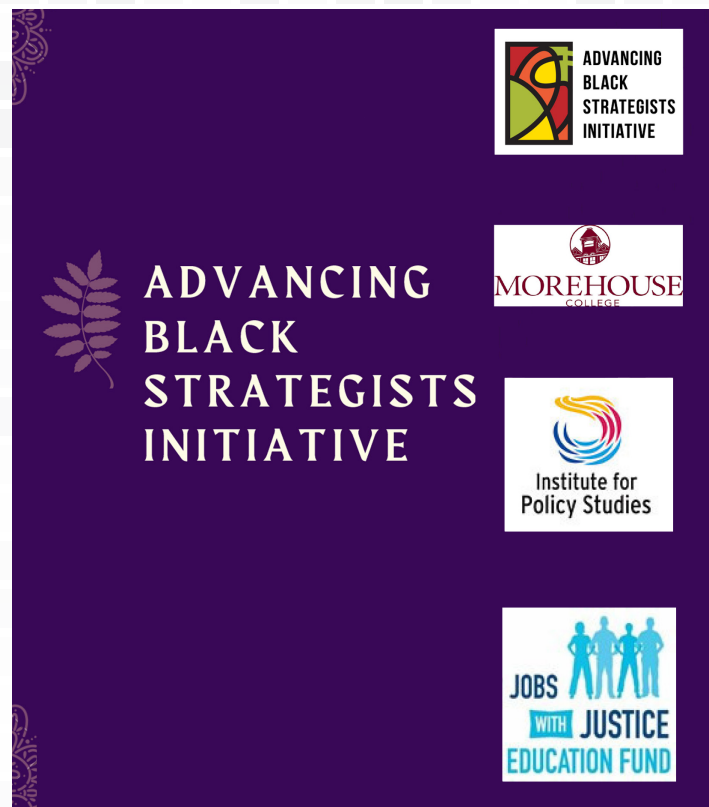
**DIFFERENT
ORGANIZATIONS**

In another major victory for essential workers, the New York HERO Act became law in spring 2021, requiring all businesses to adopt enforceable health and safety standards and allowing workers to take a direct role in reporting violations through authorized workplace health and safety task forces. Jobs With Justice local coalition ALIGN (Alliance for a Greater New York) formed the New York Essential Workers Coalition (NYEWC) with partner organizations, pushing for passage of this vital piece of legislation. Along with this major win, at the same time New York State set aside a \$2.1 billion pandemic relief fund—the largest of its kind in the nation—for undocumented workers excluded from other relief packages.

These triumphs are just a few examples of how the Always Essential campaign is transforming what's possible for essential workers across the country. Elsewhere, the campaign won passage of essential worker bills of rights in a number of Ohio cities, and in Colorado, where essential farmworkers won wage increases, overtime pay protections, the right to form a union, and freedom from other employer retaliations (more on that below). In Sonoma County, California, farmworkers are successfully organizing for better working conditions, language justice, and climate justice in a state ravaged by wildfires. These successes are the result of the amazing coalition work of our local Jobs With Justice affiliates and movement partners, a testament to the fact that when workers join together, we win! If 2021 is any indication, more major essential worker victories are on the horizon in 2022 and beyond.

Supporting and Training the Next Generation of Black Leaders

Throughout 2021, Jobs With Justice, the Black Worker Initiative, and Morehouse College have been hard at work to launch our inaugural class of Movement Fellows in 2022. After the official launch of the Advancing Black Strategists Initiative (ABSI) last fall, we immediately went into action to build up Morehouse College as the initiative's academic hub through its International Comparative Labor Studies (ICLS) program. We hired a new program manager and expanded the team managing the academic fellowship and other key aspects of the ABSI program.



In 2022, we will officially launch our first cohort of ABSI Movement Fellows! The inaugural cohort of the Movement Fellows program will provide five to seven Black strategists with a rigorous training program that includes hands-on experience on active worker-led fights in the South with local unions like the United Auto Workers, the United Steelworkers, and the United Electrical, Radio, and Machine Workers of America. In addition to this direct campaign experience, Fellows will also participate in coursework at ICLS and engage in a series of mentorship and strategy sessions with labor leaders and experienced organizers. Ultimately, the Fellows will gain access to certifications that will position them for future employment and leadership opportunities in the labor movement.

Moving forward, Jobs With Justice and our core ABSI partners will continue to build this program with the potential to create lasting change for how economic democracy is shaped in this country. ABSI will give birth to a visionary framework that centers race, gender, and class and that honors the critical need for Black people to reclaim leadership in the economic justice movement.



Photo by courtesy of RDWSU

Holding Amazon Accountable

It's no secret that many corporations continue to place profits over people, and there's no bigger face of corporate greed than Jeff Bezos' Amazon. In an economy where over 200,000 businesses closed during the pandemic, the corporate behemoth raked in record-breaking profits while continuing to squeeze every ounce of value from its workers.

Yet in 2021, we saw workers fight back against workplace exploitation, including nontraditional spaces for union organizing. In partnership with the Athena coalition, Jobs With Justice continued to support workers at Amazon and to lay the foundation for a nationwide campaign to bring the corporation's harm to the forefront of national media and public discourse.

Ground zero for this fight in 2021 undoubtedly took place in Bessemer, Alabama, where a historic union drive led primarily by Black Amazon warehouse workers went up against a highly repressive, fear-based anti-union campaign from the company. "All we want is to make Amazon a better place to work. Yet Amazon is acting like they are under attack," Jennifer Bates, a warehouse worker, said during testimony before Congress. "Maybe if they spent

less time and money trying to stop the union, they would hear what we are saying."

While the campaign to unionize lost its first vote in Bessemer, the National Labor Relations Board (NLRB) recognized Amazon's interference and intimidation tactics by ordering another election to take place in 2022. And towards the end of December, the workers won another victory when the NLRB ordered strong measures to prevent Amazon interference with future elections. These brave workers started a movement and simultaneously, we are seeing courageous laborers at Amazon locations in Staten Island and even Canada, where worker leaders are organizing and educating fellow employees about the benefits of joining together in a union.

Moving forward into 2022, Jobs With Justice plans to leverage growing mistrust of Amazon by launching a multi-faceted campaign to build worker power in strategic sections of Amazon's global logistics network and in targeted distribution markets. By engaging workers on the real issues they face day to day, such as wages, health and safety, or a voice on the job, we will continue to build trust in the community and lay the groundwork for long-term mutual community organizing.

Organizing and Supporting Historic Strikes Around the Country

Faces of the Movement

2021 will be remembered for many things, and without a doubt the phenomenon of Striketober will go down in history for the wave after wave of workers who took action to better their workplaces and lives. In all, over 100,000 brave working people, from painters and bakers to nurses and Hollywood workers, went on strike to demand increased pay, health and safety protections, fair scheduling, and many other rights. As workers hit the streets and walked the picket lines, Jobs With Justice stood with them every step of the way.

In Buffalo, our local affiliate the Coalition for Economic Justice mobilized the community in support of nurses who

courageously went on strike to fight for increased staffing and better patient care. Worcester, Massachusetts was home to the longest nurses' strike in the state's history, and Massachusetts Jobs With Justice was on the frontlines, organizing the community around the strike. The strike came to a close when the nurses reached an agreement that guarantees them the right to return to their original positions and provides the improvements in staffing they need to re-enter the hospital and provide care to their community in the face of an emerging new wave of the COVID pandemic. And Portland Jobs With Justice stood on the frontlines of the recently ended Nabisco strike, holding weekly gatherings for workers, and building relationships with worker leaders in the Rose City. Below are some stories of brave workers who took action in 2021.



Photo by courtesy of Brooke Anderson

Mercy Hospital Strike Buffalo, New York Carrie Dilbert

"I was born and raised in south Buffalo, which is a very strong union community, and I've been a registered nurse at Mercy Hospital for about 13 years and ended up being elected vice president of Local 1133 this past January. I believe a lot of corporate businesses and entities are taking advantage of the common person. I just think that these companies make every excuse under the sun, but our job is to make sure those statements are true, but we are finding they aren't. They are a multimillion-dollar company, they're very educated people and there's no reason why they can't hire more people. We were often short-staffed, and it was hard to sit there and watch patients suffering. I'm a very prideful person in whatever I do, I want to deliver the best care possible, and you want to be proud of where you work. The majority of us felt the same way, and we said, 'Enough is enough, we are going to stand up for what's right and we aren't going to let corporate America take over the health care system.' It's a nationwide problem as you see. We can't let that happen; we need to stand up for each other."



Photo by courtesy of WKBW

Nabisco Strike Portland, Oregon Donna Jo Marks

"Well, just being a BCTGM [Bakery, Confectionery, Tobacco Workers and Grain Millers] Local 364 member going on strike, I didn't mean to be the face of the strike. I wanted people to understand that we aren't acting like greedy children—they are trying to take away everything the union stood for. The corporate greed had gotten so crazy that it was important to stand my ground and support my coworkers in standing their ground and understanding that we couldn't cross that line. I've been in this particular union for over 30 years, and I had started with Wonder Bread, so having that time in and understanding how important fighting for what people got for us is important for us but also for the people that come after us. We were the smallest of the plants that went on strike, but I'd say we were the most militant. The strike has brought all of us together, we are more than coworkers. The strike gave us the opportunity to know each other in different ways. I've worked with people for over 17 years and all I knew was their name. The strike definitely made us more of a family than just coworkers."



Photo by courtesy of Portland Jobs With Justice

St. Vincent's Hospital Strike Worcester, Massachusetts Dominique Muldoon

I decided to go back to school and become a nurse when my kids got older. We were living in Pittsburgh at the time, and I was working as a PCA [patient care aide] at St. Vincent's Hospital at the old hospital. We were like a work family. I eventually became a nurse and decided to stay at St. Vincent's. I got involved in unionized activity shortly after, around the time St. Vincent's became unionized, which necessitated a strike to get. I saw up front how the MNA (Massachusetts Nurses Association) began to form at our hospital, and how it gave us a voice, the power behind our practice and how we practiced at a time when health care was trying to force us into something different. St. Vincent's always had a mission for being the best place to come for care and to work but we saw that eroding over the last several years. Once Tenet [Healthcare Corporation] purchased St. Vincent's, we started to see work become increasingly corporatized, they were bringing in people that weren't from Worcester and we saw people with decades of experience leaving suddenly. Policies would come down and the explanation would be 'well, Tenet does it this way.' They would always staff us to the bare bones, leaving us understaffed and struggling to provide care. Once COVID hit, those issues multiplied, chaos, and the for-profit hospitals like Tenet maximized their cash position by receiving federal subsidies that didn't increase staffing or update broken equipment. Our requests were constantly denied. We were tired and stressed and it came to a breaking point."



Photo by courtesy of MassNurses

Expanding Rights for Immigrants in the Workplace

After Eight Years, a Decisive and Triumphant Win for Immigrant Workers

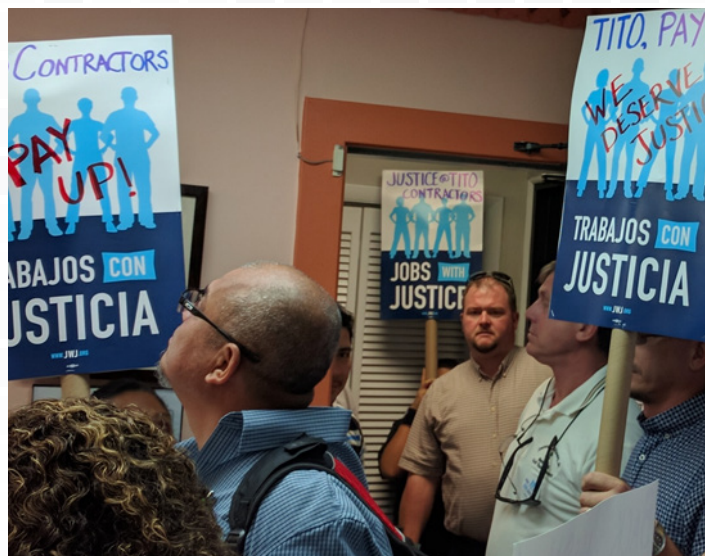
After an eight-year fight for justice, a group of primarily immigrant workers won a significant victory in a recent National Labor Relations Board (NLRB) ruling over unfair labor practices at Tito Contractors Inc., a Washington, D.C.-based firm operating in the District of Columbia, Maryland, and Virginia.

This story began in 2013 when Tito's workers started organizing with the International Union of Painters and Allied Trades (IUPAT) District Council 51 and Tito Contractors responded with fierce retaliation. The company fired employees, denied overtime, and threatened to call immigration authorities on workers and their families. Even after workers won their union election and multiple NLRB rulings found Tito Contractors in the wrong, workers were still denied the protections of a union contract and received no restitution for the company's heinous actions.

But the workers persevered and now finally have victory in hand. Jobs With Justice started working with the impacted Tito's employees not long after the initial organizing efforts were met with resistance and retaliation. And in supporting these inspiring individuals, we ultimately launched our Protect Our Workers from Exploitation & Retaliation (POWER) campaign to help bring attention to immigrant workers everywhere faced with similar exploitation on the job.

The NLRB ruling makes it clear that Tito Contractors was in the wrong and ordered the company to pay nine former employees \$250,000 in backpay and expunge records of unlawful discipline.

After nearly a decade of work, we are finally seeing significant policy shifts that ensure workers—at Tito's or elsewhere—never again have to face threats, retaliation,



and punishment stemming from efforts to organize for a fair and decent return on their work. We are so excited to celebrate what the Tito's workers accomplished.

Major Win Protecting Immigrant Workers From Exploitation

In September, the Department of Homeland Security (DHS) announced new guidelines for enforcement that included provisions of the Jobs With Justice POWER Campaign. Specifically, the guidelines indicate that any noncitizen may exercise their right to report workplace violations without fear of deportation. This win comes after years of Jobs With Justice and partners pushing for the POWER Act to expand protections for immigrant workers who are organizing against exploitative working conditions. Jobs With Justice will continue to strive to expand these protections and make them permanent through the POWER Act and other legislation. We are also working to make sure DHS appropriately implements these new guidelines through public meetings and written policy recommendations.

Pushing for Long-Overdue Changes to Federal Labor Law

The Protecting the Right to Organize Act—or PRO Act—is a piece of federal legislation that passed the House of Representatives in March but has yet to clear the Senate. The act includes important provisions to advance workers' rights in ways that haven't been possible in a generation. They include overriding state so-called right-to-work laws and allowing unions to collect dues from workers who opt out, banning employer interference and influence in union elections, protecting undocumented workers, and creating monetary penalties for companies and executives who violate workers' rights.

Jobs With Justice is leading a coalition of partners in a multi-faceted campaign to educate the public around the importance of the PRO Act and why unions matter in the lives of working people. On a late October morning, Jobs With Justice, alongside partners in the labor movement and elected officials, gathered on the steps of the International Brotherhood of Teamsters overlooking the U.S. Capitol. We were there to call on Congress to pass the PRO Act and bring much-needed updates to our woefully outdated federal labor laws.

The day's events culminated a 15-week-long campaign to urge the U.S. Senate to pass the PRO Act. Each week, Jobs With Justice shared moving and sometimes disturbing worker stories with Senate offices. In video testimonials, workers revealed how the lack of strong labor laws hampered them when they sought to address workplace abuse, violence, and wage theft, or attempted to organize their coworkers. The PRO Act would remedy the situation for the workers in the videos and millions of others who continue to work under dire conditions and weak laws favoring bosses and corporations. We now enter a new phase of our campaign. Workers need the entirety of the PRO Act, and they need it now. Let's get to work and finish the job—let's pass the PRO Act.



In addition to our work educating the public around the importance of the PRO Act, Jobs With Justice's newly launched Policy Department also worked closely with movement partners on our Better For All campaign, which fought to ensure that any infrastructure investment would create jobs for those who need them most: Black and Brown communities that have been historically neglected, then ravaged by the current pandemic. Moving forward, we will continue to insist that we will only build back by including protections for undocumented workers and ensuring equitable access to job training and placement for Black and Brown workers.

Advancing Alternative Economic Models That Place People Over Profit

In 2021, Jobs With Justice successfully moved our six-month operating reserves out of Wall Street investments and into six community-controlled investments. We believe that by organizing financial assets held by workers and community members and placing them under the community's control—not Wall Street's—workers can build power and have a direct say in what happens to their families and their communities. Moving our money was just one example of modelling our larger recognition we must band together and find alternative ways of building capital and empowering working communities to reduce Wall Street's control of their lives.

Two of Jobs With Justice's investments, in Self-Help Credit Union and Self-Help Federal Credit Union, are profiled below:

Self-Help Credit Union was started in the early 1980s in rural North Carolina by a country lawyer named Martin Eakes who realized that many in his community had virtually no access to financial institutions. Forty years later, that banking institution has expanded into states like South Carolina and Ohio and launched a second branch named Self-Help Federal Credit Union, in Modesto, California. Because Self-Help's model of community-controlled credit aligns seamlessly with our call for economic democracy, we at Jobs With Justice are proud to do business with this justice-oriented financial institution.

Roberto Hernandez, a Bay Area native and community organizer, first heard of Self-Help in his younger years from the legendary organizer and labor leader Dolores Huerta, who knew of it through her work with the United Farm Workers. He remembers taking a call from a woman early in the pandemic, emotionally distraught because she had no money, with her daughter and granddaughters to care for. Hernandez quickly mobilized dozens of people to provide groceries for families, creating his group, Mission Food Hub. By the end of May 2020, Mission Food Hub



was serving 3,000 families, and by the end of the year, that number had reached 9,000. "We do all our banking with Self-Help, and we were able to get a \$20,000 bump in our extended line of credit." Hernandez envisions an important role for Mission Food Hub and other worker-powered projects beyond the pandemic. "I'm saying—let's protect our communities and buy the land, start some co-ops where people can be owners of businesses and no longer work for minimum wage and find themselves in the same situation they were in prior to the pandemic."

What's Happening Around the Jobs With Justice Network

ALIGN Launches New Yorkers for a Fair Economy

In recent years, New Yorkers have witnessed major corporations and real estate developers aggressively expand throughout the city and its outer boroughs. Corporations like Google, Amazon, and Apple have demonstrated no concern for their communities, creating dynamics like pollution, depressed wages, and a predatory climate for small businesses. These conditions led ALIGN (Alliance for a Greater New York) to formally launch New Yorkers for a Fair Economy (NYFE), a new statewide coalition made up of workers, small businesses, and community organizations uniting to safeguard New York from the abusive practices of big corporations and to achieve an economy that works for all of us.

At the campaign's launch and press conference, members rallied outside of Amazon's Manhattan bookstore and offices to let the corporate behemoth know that our communities

are here to hold them accountable. Speaking to AM New York Metro after the event, ALIGN Executive Director Maritza Silva-Farrell said, "It is no secret that one of the main sources of racial injustice and economic injustice is the power that corporations have in our country and in our state. Corporations across the state, whether it's Amazon, Google, Apple, anybody in tech or e-commerce, have made billions out of the suffering of our communities."

Coalition members are seeking to pass the 21st Century Antitrust Act, which would make it illegal for corporations to abuse their market power to harm their competitors, customers, and workers. The 21st Century Antitrust Act would be the first major update to New York's antitrust laws in over a century and would establish the strongest antitrust law in the nation, providing a national model for the ongoing discussions happening at the federal level.



Photo by courtesy of Align-NY



Photo by courtesy of Colorado Jobs With Justice

Inside Colorado Jobs With Justice's Major Win for Farmworkers

Colorado Jobs With Justice Executive Director Pamela Reséndiz Trujano remembers how daunting the fight appeared to be when early discussions on expanding protections for migrant workers first started in Colorado: "We knew it was definitely going to be a challenge. There was this component that we were going up against federally racist laws, specific industries that benefit from exploiting workers, all that money and lobbying."

When the governor signed Senate Bill 87 into law earlier this year, farmworkers in Colorado finally won the right to join labor unions, protection from retaliation for reporting abuse, and an increase in state minimum wage as well as overtime pay. Trujano attributes the bill's passage to the power that activists and organizers were able to tap into. "We were able to not only come together but push other folks to join by signing or sharing social media content to help these efforts. We also educated folks on the fights taking place in the 1960s and the systemic racial exclusion and oppression that took place then and why this is an extension of that fight. We also got farmworkers to give testimonies outlining the horrible conditions they were forced to work under, and people were surprised to hear that was still a thing."

Yet while the bill's passage is cause for celebration, Trujano cautions that there is still work left to do. "We're now in the rulemaking process where we are fighting to ensure that the things that we want are as strong as possible on issues like overtime. We are still in need of support from community partners and pressure from our activists because we are still going up against the same actors," Trujano points out.

Jobs With Justice's Coalition for Economic Justice Mobilizes in Support of First Starbucks Union

In a fitting way to cap this historic year, a Starbucks in Buffalo voted to unionize, becoming the first to do so among the company's approximately 9,000 United States locations. Understanding that their power was stronger collectively, these workers pushed to unionize to address long-standing issues like unequal pay, poor scheduling, and unsafe working conditions. As in many other fights over the course of the year, our network partners showed up in a big way, with the Coalition for Economic Justice (CEJ) playing a key strategic role throughout the campaign.

"CEJ was involved where Starbucks United needed us, speaking to press, providing our office for vote counting

ballots, lending our infrastructure,” says Holly Novak, Executive Director of CEJ. That infrastructure also included people power, as CEJ was able to help distribute signs, opened their fundraiser to provide space for workers looking to organize, and coordinated community support events to educate community members and keep them engaged throughout the process. That blend of worker and community power was able to withstand heavy pressure from company managers as well as former CEO Howard Schultz, who made a visit to Buffalo to convince employees to reconsider unionization.

As for what’s next, that will likely be contingent upon how Starbucks reacts to the vote. “Part of the fight is going to be whether Starbucks decides to come to the table and negotiate a contract, so a lot of the fight will be making sure that happens and keeping up the pressure on Starbucks to work with the union and the workers, so we will likely be doing more of that work,” Novak acknowledges.

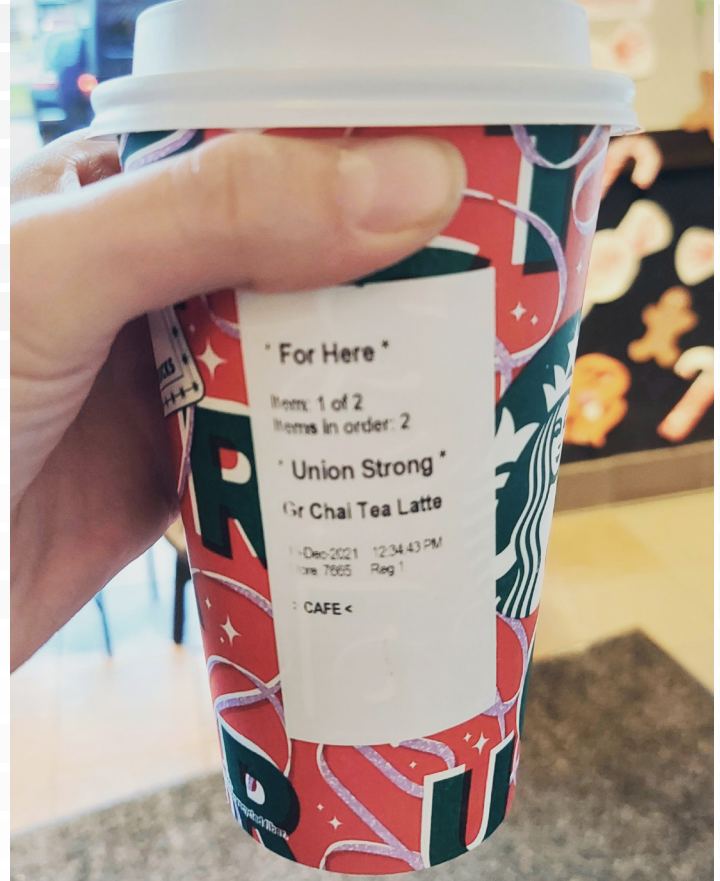


Photo by courtesy of Coalition for Economic Justice

Reaching New Audiences in 2021

Retail Workers Are Pissed Off About the End of Masks in Stores

OPINION

John Lewis Would March from Selma to Bessemer's Amazon Fulfillment Center | Opinion

Domestic Workers Are Using the Gig Economy Against Itself

Will the Biden administration be able to stop evictions of tenants hurt by Covid?

As the calendar changed this year, the momentum our communications team was able to build in 2020 spilled into 2021. Jobs With Justice continued to expand its digital footprint, engaging a variety of activists and supporters through existing and new platforms like TikTok. Now, more than ever, we rely on digital tools to communicate our theory of change, grow our movement, and engage those who've been with us for years.

Jobs With Justice added more than 15,000 new activists to our Action Network in 2021, as we connected with hundreds of thousands of activists on a wide variety of issues, like strikes, solidarity efforts, and campaigns to pass legislation like the Protecting the Right to Organize (PRO)

Act. We connected with top-level activists, inviting them to trainings, webinars, and special events. By early December 2021, Jobs With Justice had nearly 355,400 total activists on its Action Network list, and activists took action nearly 46,000 separate times.

Over the course of the year, Jobs With Justice leaders published several opinion pieces in prominent outlets like [Newsweek](#), [The Nation](#), and the [Sacramento Bee](#). Our work was also featured in outlets like [Bloomberg](#), [Business Insider](#), [The Guardian](#), [Mother Jones](#), [NBC News](#), [Talking Points Memo](#), and [AP News](#). Our total audience reach in traditional media for 2021 (ending on December 6, 2021) was an estimated **646,555,381**.

IN 2021 JOBS WITH JUSTICE

ADDED
15,000+

**NEW ACTIVISTS
TO THE ACTION
NETWORK**

**BY DECEMBER 2021,
HAD NEARLY**

355,400
**TOTAL ACTIVISTS IN THE
ACTION NETWORK**

46,000

**ACTIVISTS TOOK
ACTION AT
SEPARATE TIMES**

**TOTAL AUDIENCE
REACH IN
TRADITIONAL MEDIA**

646,555,381



Thank You to Our Supporters!

Foundations

- Aspen Institute
- Ford Foundation
- General Service Foundation
- Groundswell Action Fund
- Hopewell Fund
- James Irvine Foundation
- The JPB Foundation
- Loud Hound Foundation
- Marguerite Casey Foundation
- Nathan Cummings Foundation
- NoVo Foundation
- Oak Foundation
- Omidyar Network
- Open Society Foundations
- Progressive Multiplier Fund
- Public Welfare Foundation
- Rockefeller Brothers Fund
- Rockefeller Foundation
- Surdna Foundation
- Tara Health Foundation
- Tides Foundation
- Unitarian Universalist Veatch Program at Shelter Rock
- WhyNot Initiative
- W.K. Kellogg Foundation

Board Unions & Institutions

- American Federation of Labor – Congress of Industrial Organizations
- American Federation of State, County & Municipal Employees
- American Income Life
- International Union of Ironworkers
- International Union of Painters & Allied Trades
- Segal
- Service Employees International Union
- Ullico Inc.
- United Food & Commercial Workers International Union

Finally, a special thank you to our individual donors across the country, including our Solidarity Sustainers, who have demonstrated their commitment to our work through their continued generous contributions. We are truly honored to count our donors as partners in the fight for equality and better lives for all working people. We stand in solidarity with you and look forward to the fights ahead.



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DEMOCRATIC ECONOMY**

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