ABOUT THIS REPORT

Founded in 2011, the Diverse City Fund (DC Fund) is an organization dedicated to supporting racial and social justice through community-based grantmaking, capacity support and philanthropic participation. It funds and supports efforts in Washington, DC, led by and rooted in communities of color to realize liberation, spark solutions, organize against oppression of all kinds, and create systemic change.

In 2021 the DC Fund reached a milestone, celebrating a decade of work stemming from a grassroots approach to philanthropy where activists, organizers, volunteers, donors and funders share power and leadership. The DC Fund strives to become a model in the philanthropic sector by adopting equitable internal and programmatic practices to better support and partner with often overlooked and underfunded efforts led by people of color.

To mark this momentous occasion the DC Fund is asking itself and its members a number of challenging questions, including: How do we assess our work? What is our impact? How can we share and learn from our findings?

This Assessment and Impact Report is a compilation of information and stories collected from 2020 participating grantees, Grantmaking Team members, Board of Instigator members, and staff. The goals of this project are to:

● Create a process for assessing the Fund’s growth in the coming years;
● Capture the DC Fund’s impact on its grantees, team and the broader community; and
● Learn from the findings to building a more-informed path forward.

In the process of creating this report 65 individuals were surveyed, 11 were interviewed and 18 were photographed between November 2020 and March 2021. Confidentiality was provided and in places where individuals are identified, permission was received to share their images and words. This report was compiled by Rebecca Lemos-Otero. All photographs credited to Farrah Skeiky. Finally, thank you to everyone who shared their thoughts and reflections.

We didn’t know what this would look like when we started the Diverse City Fund ten years ago. Who were we going to ask about best practices? There are things we can do now that I don’t think we would have imagined early on, but we keep trying to get better. We are still a work in progress.

Cathy Meals,
Board of Instigators Member
2020 AT A GLANCE

2020 was a year like no other for our world, our country and our city. The DC Fund worked harder than ever to access resources and support Washington DC’s community-level responses to the COVID-19 pandemic, Black Lives Matter-led protests, and the related challenges that emerged, all while also conducting its ongoing funding commitments. This resulted in the unexpected addition of three grant opportunities that increased the year’s planned distribution by $616,000. This boost in activity and real time response was made possible by the work and dedication of the recently expanded Board of Instigators, DC Fund’s staff of two, the Grantmaking Teams, and the individual donors and philanthropic organizations that provided the additional grantmaking funds throughout the year.

The practice of participatory grantmaking, DC Fund being an example, is finally changing how other philanthropic organizations are sharing their resources. This is a model of redistribution of wealth we need as we move towards a more just system. DC Fund is demonstrating how grantmaking can be more democratic, reach more people, and how decision-making can happen in communities.

Chris Bradshaw, Dreaming Out Loud

We were in the right place at the right time for our unplanned growth and response in 2020. This was because of the tremendous amount of work done over the last decade.

Sujata Bhat, Board of Instigators Member

**$916K** Amount distributed through 6 grant cycles, a 450% increase from 2019, when $200K was distributed through 2 grant cycles.

Number of grantees that received funding, a 207% increase from 2019, when 44 grantees were funded. **94**

**$1.47M** DC Fund’s organizational revenue, a 300% growth from 2019.

Number of grants received from foundations, more than doubling the 5 in 2019. **12**

Number of philanthropic-focused initiatives the DC Fund participated in throughout the year, including co-founding Resourcing Radical Justice with other local grantmakers. **5**
REPORT SUMMARY

After reviewing 65 survey responses and conducting 11 interviews of individuals who make up the various roles of the Diverse City Fund community, the first DC Fund Impact and Assessment report was completed in May 2021. The report evaluates the group’s work in 2020. In addition to reflecting on the past year, this report may also be considered a baseline for future assessments.

REPORT CONTENT

I. Diverse City Fund Voices - Summaries of the findings organized by type of participation within the DC Fund.
   A. Grantees
   B. Grantmaking Team
   C. Board of Instigators

II. Grantee Story: Who Speaks for Me - A profile highlighting one of the first-time grantees from 2020.

III. Room for Growth - A summary or recurring themes that emerged amongst all the groups surveyed.

IV. The 2020 DC Fund Community - The individuals and groups that participated in the DC Fund this past year.

SUMMARY OF FINDINGS

Overall the findings show that the majority of those surveyed and interviewed, who participate in the DC Fund either as grantees, staff, member of the Board of Instigators or Grantmaking Teams expressed:

• A strong connection and appreciation for the DC Fund’s mission and its dedication to the redistribution of

The way the DC Fund works as a collective of people, we will benefit from building in opportunities to check in, name, face and work to resolve tensions that come up. This has been part of the DC Fund’s process but organically. As the group and its communities grow, more people are invited to participate, and there is more work to do, we will want to consider how the BOI helps the DC Fund center that feeling of collective health, wellbeing internally and within ALL aspects that make up the fund and its grantees.

Brigette Rouson, Board of Instigators Member
wealth and power towards community-led social and racial justice work in Washington DC;

- A sense of trust in the DC Fund and its work as a result of the transparency and accessibility the organization offers in its grantmaking process, its consistency and its commitment to using more equitable practices in distributing its internal decision-making authority;

- A belief that the DC Fund is playing a vital and important role in both the activist and philanthropic communities of DC;

- A sense of gratitude because participating in or partnering with the DC Fund helps them pursue their personal goals of creating a more equitable city.

RECURRING THEMES FOR CONSIDERATION

Throughout the process of developing this report certain themes surfaced across the groups that make up the Diverse City Fund community. These themes highlight areas and opportunities for organizational growth as the DC Fund continues to create a path forward.

- **Strengthening Communication Loops** - Building more defined processes and occasions for networking, guidance and feedback between the Board of Instigators, Grantmaking Teams, grantees, staff, and donors. Additionally, for the purposes of engaging more people and organizations, finding opportunities to publicly provide more information and transparency around how the DC Fund is structured and functions, based on principles of participatory philanthropy.

- **Defining Organizational Decision Making** - Finalizing a framework that clarifies how various forms of decisions are made and determines who is authorized and responsible to bring them into fruition. This includes the further development of committees, staff structures and work plans to assure a balanced division of labor.

- **Diversifying Funding & Grantee Support** - Revisiting and possibly expanding the current funding structure to include additional grantmaking opportunities along with other forms of non-financial support. The changes would be designed to better respond to grantee short-term and long-term needs and help build continuity amongst funded groups. Also mentioned is the creation of a gift-acceptance policy that reflects the organization’s values and guides the pursuit and acceptance of individual and institutional funds.

RECOMMENDATIONS

To best understand the short and long-term effects of the DC Fund’s work and be able to plan its future approaches accordingly, it is recommended that the DC Fund consider conducting an evaluation similar to this once every two years. Even though 2020 was an unusual year for multiple reasons, the report still offers a baseline for future comparison and the framework and tools created can be used to guide future processes.

*Being a DC Fund grantee feels like being a part of a community. Like when you go to school together, it’s that level of community or family that is created and as we get larger we know folks because they were grantees of DC Fund. There is a comfort that comes with that.*

Samantha Davis,
Black Swan Academy
VOICES OF THE DIVERSE CITY FUND

The DC Fund set out to survey and interview the members of its community including grantees, Grantmaking Team members, Board of Instigators and staff. It sought to better understand each group’s perspective on how funds are distributed and used, how organizational and grantmaking decisions are made and how internal and external communication flows with the purpose of strengthening its model of community-led grantmaking.

GRANTEES

The DC Fund awarded grants to 94 individuals, groups, organizations and coalitions in 2020. All of these organizations predominantly work within Washington DC and all have stated that the leadership of their work identifies as a race or ethnicity different from American/European White or as multi-racial or multi-ethnic. 35% of grantees completed a survey, of which 26% shared this was their first grant experience ever.
GRANTEE SURVEY HIGHLIGHTS

All responses have been compiled, reviewed and organized into the three main themes that emerged from the data provided. This is a summary of these themes.

THE GRANT PROCESS

68% of Grantees reported that the DC Fund grant application process was less or significantly less work than the average grant application.

Application Process: The feedback received was very positive with several comments of appreciation for the simplicity and straightforwardness of the application. Included were requests that no major changes be made to the process in the future. There was a sense that the process reflected the DC Fund’s understanding and respect of applicants’ time and resources. There was an expressed desire to see other funders consider similar approaches.

Grant Structure: Many see the current grant sizes of $5,000 for individual organizations and $15,000 for coalitions as a very important and appropriately sized seed-fund for small organizations just learning how to manage grants or for specific campaigns or activities organized by returning groups. However, if the DC Fund is interested in providing continued support to returning grantees for the purposes of building sustainable groups and organizations it should consider expanding its support to include higher amounts, multi-year giving, or other forms of support designed to help increase not just programming but administrative and capacity building functions.

A SENSE OF TRUST IN THE DIVERSE CITY FUND

94% Grantees reported feeling very satisfied or more than satisfied in their relationship with the DC Fund.

Many of the grantees surveyed expressed having a complicated relationship with traditional philanthropy with concerns including:

- Transparency behind where foundation dollars originated;
- Motives and level of understanding that drive philanthropic leadership;
- The difficulty and more radical people of color-led groups face when trying to engage traditional funders for first-time investments.

Many grantees shared their excitement over the DC Fund and other similar funders who they see working towards shifting how philanthropy is practiced. They see a strong need for groups like the DC Fund to decentralize and establish a more equitable and just philanthropic community, interested in establishing practices that better take organizations’ needs under consideration. Specific feedback directed to the Diverse City Fund highlighted the roles of staff in providing helpful support during the application process, grant management, coaching and capacity support. Also expressed was an interest in having more opportunities to connect with the rest of the DC Fund community.

PERSPECTIVE ON THE DIVERSE CITY FUND’S IMPACT

As mentioned above, grantees view the DC Fund’s most important impact as three-fold:

- Combining an organizational culture comfortable with racial justice and an application process with low barriers, to engage with BIPOC-led grantees that would not normally be able to secure funding or other forms of support due to their newness, size, or approach.
- Creating a community, networking and learning space for social justice organizations, leadership, partners, and other funders.
- Acting as a model for other philanthropic entities on how to create a more equitable and just grantmaking and distribution model.

There appears to be a strong desire amongst grantees that the DC Fund stay on course and continue to focus and deepen its impact in these three main areas.
GRANTMAKING TEAM

The Grantmaking Team (GT) is 100% composed of BIPOC, multi-racial and multi-ethnic individuals recruited primarily by the BOI and includes organizers, activists, residents and past grantees. A maximum of two current BOI members can participate on each GT. In 2020 the fifteen GT members gathered virtually for the spring and fall cycles to review applications, select grantees and approve award amounts. A subset of the GT was recruited to select grantees and approve award amounts for the COVID-19 Rapid Response rounds. A separate GT with nine members, including six returning citizens, was convened for the special summer round of grantmaking that focused on work being done with and by returning citizens. 70% of the GT members completed a survey.

GRANTMAKING TEAM DEMOGRAPHICS

RESIDENCE
33% Ward 4
20% Ward 8
13% Ward 1
13% Ward 6
7% Ward 3
7% Ward 7
7% PG COUNTY

GENDER
40% Female
27% Male
26% No Response
7% Transmasculine, Non-Binary

SEXUAL ORIENTATION
60% LGBTQIA+
27% No Response
13% Heterosexual

RACIAL + ETHNIC IDENTITY
100% Identify as individuals of color*

* Race and ethnicities expressed by members included: 72% African American and/or Black. Other identities shared included Latino/a/x, Indian, Indo-Carribean, Black person born in the Diaspora, Salvadorean, and mixed-heritage.

GRANTMAKING TEAM SURVEY HIGHLIGHTS

All responses have been compiled, reviewed and organized into three identified main themes that emerged from the data provided. This is a summary of these themes, and corresponding qualitative data.

THE COLLABORATIVE GRANTMAKING PROCESS

74% of Grantmaking Team Members reported being very or more than satisfied with DC Fund’s level of success assembling diverse groups of activists of color rooted in DC as the application reviewers.

93% reported being satisfied or very satisfied with the Grantmaking session(s) they participated in, including the guidelines provided by the DC Fund Board of Instigators and the Facilitator.

DC Fund is always the nice little push for people to be able to start something, do incredible work, get more complex and branch out.

Brenda Perez,
Grantmaking Team Member
93% reported being satisfied or very satisfied with the collaborative experience of making funding decisions. Overall the members of the Grantmaking Team enjoy and speak highly about the process and facilitation of their participatory grantmaking sessions. Those who have participated multiple years recognize the intentional evolution of the consensus-based process that centers and trusts team members’ expertise and lived experiences, resulting in a departure from traditional “nonprofit grantmaking spaces.” Also recognized is how diverse the GT has become in the past few years in terms of identity and experience, however there is a desire for even more. Specifically cited are requests for increased geographic (in DC), racial and ethnic diversity. Additionally, there were questions posed as to how people are recruited for the Grantmaking Team and whether more explanation or transparency should be considered.

PERSONAL EXPERIENCE

100% GT members would recommend the Diverse City Fund as a possible funding source to friends or colleagues.

60% of respondents had participated in three or more grant rounds, with 20% participating in 5 or more rounds. 40% reported participating in 1-2 grantmaking sessions.

Many surveyed GT members expressed a sense of pride in participating in grantmaking sessions. Members particularly reported:

- Feeling that they had something valuable to contribute to the group and the process and that their views were well received and added to the collaborative decision-making;
- Appreciating an opportunity to participate in an activity that they felt supports positive change in their communities, nurtured grassroots leadership and gave them a chance to feel that they were giving back to their community;
- Enthusiasm in learning about movement work, initiatives and groups doing work throughout the whole city.

There were also anecdotes shared about complex conversations that have occured in the sessions in regards to unexpected power dynamics, biases and differences in opinions. These have not necessarily hindered the GT’s progress but illustrated the challenges that can arise and the intricacies of this highly collaborative activity. Appreciation was shared for a recent occasion when the Board of Instigators offered further facilitation, post-grantmaking sessions, and conversations and decisions for a particular topic to be resolved that then led to shape future grantmaking sessions.

PERSPECTIVE ON THE DIVERSE CITY FUND’S IMPACT

When asked to reflect on the DC Fund’s overall impact, some GT members shared a desire for guidance on what type of impact the organization was hoping to see. Many firmly believed that the Fund’s efforts were influencing social justice work in Washington DC in the following ways:

- Combining an organizational culture comfortable with racial justice and an application process with low barriers, to provide grants to groups that would not normally be able to secure funding because of their newness, size, or approach;
- Acting as a model for other philanthropic entities on how to create a more equitable and just grantmaking and fund distribution model.

I am constantly trying to help DC people decide how they can take ownership over their own organizing. The DC Fund allows me to show the potential for receiving funding to do this work. It also has forced me to think about how much of my work is toward social justice.

Kristi Mathews,
Grantmaking Team Member
BOARD OF INSTIGATORS
The Board of Instigators (BOI) is a group of 14 DC-based volunteer community activists, donors and residents. The group is responsible for leading organizational strategy, decision-making, fundraising, external communications and recruitment and management of the grantmaking teams. 93% of the BOI completed an Impact Report survey.

BOARD OF INSTIGATORS DEMOGRAPHICS

RESIDENCE
- 50% Ward 1
- 17% Ward 4
- 8% Ward 2
- 8% Ward 5
- 8% Ward 7
- 8% MOCO

GENDER
- 62% Female
- 23% No Response
- 8% Male
- 8% Transmasculine

SEXUAL ORIENTATION
- 46% Heterosexual
- 31% LGBTQIA+
- 23% No Response

RACIAL + ETHNIC IDENTITY
- 75% People of color*
- 25% White

* Race and ethnicities expressed by members included: 43% African American and/or Black. Other identities shared included Latino/a/x, Indian, Central American Indigenous, Ashkenazi Jewish, Irish, German, and mixed-heritage.

BOARD OF INSTIGATORS SURVEY HIGHLIGHTS
All responses have been compiled, reviewed and organized into three identified main themes that emerged from the data provided. This is a summary of these themes, and corresponding qualitative data.

ROLE OF COMMUNITY & REPRESENTATION
50% of BOI Members reported being very or more than satisfied with the BOI’s practice of community-based decision making and governance.

Several BOI members expressed a desire to create more ways and opportunities to diversify the voices that influence the DC Fund’s decision making. The areas for diversification mentioned included geography, lived experience, and direct work experience in the areas the DC Fund supports. Also mentioned was building a more robust cycle of communication and participation with grantees and other partners with the purpose.

DC Fund seems to be a place where all the different people in a movement can come and coalesce. Not just organizers, but traditional philanthropic sector folks who are social justice minded, lawyers, volunteers can come together as movement-minded people and combine their time and talents in a practical way to give a million dollars out.

Nicole Newman,
Board of Instigators Member
of deepening relationships and creating a system of checks-and-balances that enables the DC Fund to make community-informed decisions.

BOARD ROLE AND SELF-MANAGEMENT

67% reported being very or more than satisfied with their experience of the board.

67% reported being very or more than satisfied with the ways the BOI reflected the values of the DC Fund.

67% reported being satisfied, partially satisfied or unsatisfied with the BOI’s structure, distribution of labor and overall ability to complete tasks.

58% reported being satisfied, partially satisfied or unsatisfied with the BOI’s committee structure and participation.

One of the most recurring themes was a desire for clarity on the BOI’s role, duties and tasks. After the growth experienced by the organization in 2019-2020 including hiring the first staff members, increasing the size of the board, and continuing to transfer more towards a committee-run model, several members feel unsure about their place and roles in the group. Specifically mentioned were a need to define responsibilities and decision-making authority between staff, committees and the full BOI, and a desire for a more transparent culture and system of operation, helping individual members feel that there is a clearer definition and distribution of labor. That said, many also felt the group was on the right track and felt empowered and grateful to have an opportunity to live their values and participate in something so unique.

PROGRAMMING: GRANTMAKING, GRANTEE SUPPORT + PHILANTHROPIC PARTICIPATION

66% BOI members reported being very or more than satisfied at the DC Fund’s current grantmaking process and amount awarded in 2020. (The remaining 33% reported being satisfied).

75% reported being satisfied or very satisfied with the non-financial support provided to grantees in 2020.

83% reported being very or more than satisfied with the DC Fund’s current role and impact on local philanthropy.

Overall the group expressed a significant amount of excitement and satisfaction in regard to the amount of funding that was secured and distributed to grantees. In an unprecedented year, many BOI members personally felt this was their way to support their communities. There is a sense that management of the general Grant-Making Team has greatly improved with funds being distributed more rapidly than in the past. The unexpected circumstances, however, did bring to light for some the need to adopt a process to guide rapid-response and other forms of funding currently outside of DC Fund’s most established form of grantmaking. Additionally, there continues to be an overall desire to grow DC Fund’s capacity to provide grantees with other forms of support.

The DC Fund is at its 10-year mark which it seems is often a time when the organization needs to take a hard look at its systems. The organization needs to experience an upgrade to catch up with the scaling up that occurred with funding and programming.

Richael Faithful,  
Board of Instigators Member
A GRANTEE STORY - WHO SPEAKS FOR ME?

Who Speaks for Me? is a DC–based organization that works with individuals who identify as women, LGBTQ+, or persons of color and are currently or have previously been incarcerated. Who Speaks for Me? is driven by a need to dismantle what the group has coined the Trauma to Prison Pipeline. The group facilitates programming, offers support and spaces of healing and acts as an advocate by collection and sharing the stories of often overlooked female, LGBTQ and non-binary returning citizens. 2020 was the first year this group received a Diverse City grant.

The Genesis of an Idea...Who Speaks for Me’s Founder, Taylar Nuevelle, a woman who describes herself as Queer, Black, and disabled who was also previously incarcerated. In her words, “everyone had a hustle to help get by in prison.” Her roommate knitted, others cooked. By virtue of her professional background, Ms. Nuevelle provided legal support to other inmates. During this time, she realized there was a recurring theme of trauma, but few of the women were listened to, supported or given the opportunity to heal. She felt there wasn’t anyone who spoke up for the women around her and in those moments of reflection, the idea of Who Speaks For Me? began to emerge.

In 2015, Ms. Nuevelle left prison and found the transition challenging with struggles to find sufficient employment, guidance, and secure housing. Similarly, she witnessed a friend who had been incarcerated for 33 years, suddenly have to figure out how to survive in a new and isolating world. Taylar felt that tug again to find a way to support herself and those who found themselves in similar situations.

Transforming an Idea into a Movement...With a sense of determination, Ms. Nuevelle used her own funds to start Who Speaks for Me? as a volunteer-based group, focused on helping female returning citizens connect to resources to relieve the repercussions of trauma, and alleviate the stresses of setting up a post-incarceration life. This past year, the group also became a lifeline for navigating Covid-19 and all its implications. In the past, attempts to apply to foundations had not been fruitful, but more funds were desperately needed to do this work. Encouraged to seek out support from the Diverse City Fund and Open Society Foundation, Who Speaks for Me received its first major funding, enabling the group to transition Taylar into a paid staff position, and build the capacity needed to better support their community.

In reflecting on the new relationship with the Diverse City Fund, Taylar shared:
• Her appreciation for the DC Fund’s grant-making practice. Ms. Nuevelle felt unusually supported and unintimidated by the transparent, thoughtfully crafted process.
• The group’s excitement over now having the means to receive 501(c)3 status and reach a pivotal moment of growth.
• How Who Speaks for Me? was able to leverage DC Fund’s support and increase their budget to $80,000.

Ultimately, the biggest effect the relationship with DC Fund provided Ms. Nuevelle, and her organization, was the support and confidence felt in receiving an unconditional investment in her work. Where only a few years ago she was struggling to find employment and to have her voice heard, today, Taylar Nuevelle is a social entrepreneur, creating a platform for other women who have experienced trauma and incarceration to support one another, share their stories, and unite their voices.
RECURRING THEMES

Through the process of collecting data with the surveys and interviews certain themes appeared across the groups that make up the Diverse City Fund community. These themes highlighted areas of the organization where there is room for growth to be considered as the DC Fund continues to create a path forward.

STRENGTHEN THE COMMUNICATIONS LOOPS

• Build a more defined process for the Board of Instigators to receive guidance and feedback from grantees and the Grantmaking Team;
• Create more consistent opportunities for board members, grantees, staff, grantmaking teams, donors and other community members to interact, network and partner;
• Design ways for grantees to share their own impact and outcomes with the DC Fund;
• Highlight the DC Fund’s grantees’ work to a broader audience including the philanthropic sector;
• Better define and communicate how the DC Fund works including sharing policies and processes for recruiting Board and Grantmaking Team members.

FURTHER DEFINE ORGANIZATIONAL DECISION-MAKING

• Finalize and share the organization’s institutional values that will be the framework and guide for organizational decision-making;
• Clarify how decisions are made throughout the organization, including developing systems that determine who (staff, committees, Board Members and grantmaking teams) is authorized to make certain determinations;
• Support the further development of committee and staff structures, goals and work plans to assure a balanced division of labor that aligns with decision making.

DIVERSIFY FUNDING & GRANTEE SUPPORT

• Revisit grant program strategies and amounts to determine additional grantmaking strategies and cycles that align with DC Fund’s commitment to participatory philanthropy, and community short-term and long-term needs;
• Diversify the type of grants to include options with increased amounts and multi-year funding;
• Create a plan and timeline illustrating the non-financial support DC Fund will make available to grantees;
• Compose an organizational gift-receiving policy and strategy that directly reflect the organization’s institutional values and guides the pursuit and acceptance of funds.
SPRING CYCLE (ONGOING): Advocates for Justice and Education • The Kind Mother In Spite of Herself • Black Youth Project 100 • DC Chapter • Cuentos de Covid • Current Movements • DC Abolition Coalition • East River Dog Park Group • Health Alliance Network • Trans Migrants of Color Housing Initiative • Justice for Muslims Collective • LMSvoice • Makers Lab • Many Languages One Voice • Metropolitan DC Health Consortium • Mothers Outreach Network • Mumbo Sauce Series • Mutual Aid Movement DC • No Justice No Pride • ONE DC • Serve Your City • Plantilla Power • Resiliency Farms Project • Restaurant Opportunities Center of DC • Service 2 Justice • Sincere Seven • The Community Health Worker Professional Association of DC • The Healers for Liberation Network • Voices Unbarred • Women Advancing Nutrition Dietetics and Agriculture • WPFW.

SUMMER CYCLE (2020 ONLY - IN PARTNERSHIP WITH THE OPEN SOCIETY FOUNDATION): Alliance of Concerned Men • Cease Fire Don’t Smoke the Brothers, Inc. • Connection COREE • DC National Association of the Advancement of Returning Citizens • Life After Release • People for Fairness Coalition • The Butterfly Village • Voices Unbarred • Who Speaks for Me? • The W.I.R.E (Women Involved In Reentry Efforts) • Yaay Me Inc. • You-Nique Services.

FALL CYCLE (ONGOING): Amy Jacques Garvey Institute • Cancel Rent Coalition • Collective Action for Safe Spaces • Congregation Action Network/Red de Congregaciones en Acción • Connection COREE • DC Cultural Organizing Collective • DC Justice Lab • Fair Budget Coalition • Fierceness Served! The ENIKAlley Coffeehouse Documentary • Fihankra Akoma Ntoaso • Legacy Collaborative Senior Village • LULAC Institute • Metropolis Club • MinT Project • National Queer Asian Pacific Islander Alliance • On the Ground News Productions • People for Fairness Coalition • Rhythm for Recovery • Serve Your City • Silence Kills • Social Art and Culture • Son Cosita Seria • Sovereign EarthWorks • SOY • Starting With Today • The Butterfly Village, LLC • The Future Foundation • The National Reentry Network for Returning Citizens • The W.I.R.E (Women Involved In Reentry Efforts) • Trabajadores Unidos de Washington DC • Who Speaks for Me?

COVID-19 RAPID RESPONSE FUNDING (2020 ONLY): Angel Rose Artist Collective • Angels of Hope Ministries • America’s Islamic Heritage Museum • Black & Indigenous Transgender Safehaus • Black Lives Matter DC • Black Swan Academy • Black Youth Project 100 – DC Chapter • Brave Soul Collective • BTCC – Grandfamilies United Project • Collective Action for Safe Spaces • Connection COREE • Crafting for Consciousness • CryptoParty DC • Darfur Women Action Group • DC National Association for the Advancement of Returning Citizens • DC Unity and Justice Fellowship • Deaf Abused Women’s Network • Dreaming Out Loud • Fair Budget Coalition • Family & Friends of Incarcerated People • Georgia Avenue Business Improvement District and Development Corporation • Healthy Babies Project • Justice for Muslims Collective • Latino Youth Leadership Council • Long Live GoGo • Many Languages One Voice • Mutual Aid Movement DC • No Justice No Pride • ONE DC, One Love = True Change • Outlines Unnoticed in Life Organization • POSTB1NARY • Peace House • People for Fairness Coalition • Positive Productions Inc. • Restaurant Opportunities Center of DC • The Butterfly Village • The Future Foundation • The National Reentry Network for Returning Citizens • Three Part Harmony Farm • Trabajadores Unidos de Washington DC • Trans-Latinx DMV • Who Speaks for Me?

DEFUND MPD CAMPAIGN FUNDING (2020 ONLY): Black Lives Matter DC • Black Swan Academy • Black Youth Project 100 – DC Chapter • Fair Budget Coalition • Long Live GoGo • No Justice No Pride • ONE DC • Stop Police Terror Project.

MEMBERS OF THE 2020 GRANTMAKING TEAMS: Anj Chaudhry • Alana Brown • Brenda Perez • Jabari Zakiya • Kristi Matthews • L. Miller • Michele Crymes • Nia Nyamweya • Roberto Tijerina • Tamira Benitez • Thomas Blanton • Travis Ballie • Winnie Huston. Facilitator: Ericka Taylor

BOARD OF INSTIGATORS: Diana E. Alonzo Watkins • Sujata Bhat • Sheri Brady • Jordan Curry Carter • Rebecca Ennen • Richard Faithful • Nkechi Feaster • Farah Fosse • Cathy Meals • Nicole Newman • Sapna Pandya • Mark Robinson • Brigitte Rouson • Jane Thompson. Committee Members: Alana Brown • Jay Forth • Chandra Robinson • Beth Sadler.

STAFF: Rubie Coles • Tia Watkins