

THE ARC OF TRANSFORMATION

COMMUNITY
CHANGE

2022
ANNUAL
REPORT



Letter From The Co-Presidents



“What y’all are doing is working... it’s taken time, but it’s working and it is just gonna have returns beyond your wildest imagination.”

— Clarissa Doutherd, Executive Director of Parent Voices Oakland

Friends,

As we reflect on the past year, we’re holding both the highs and the lows.

We have seen how government actions, like the Child Tax Credit, can quickly transform people’s lives — and how heartbreaking the government’s refusal to act can be. We’ve fought back, even as we watched families pushed back into poverty with the end of cash programs amid soaring prices. We’ve felt the devastating loss as our elected officials slammed the door on attempt after attempt to win citizenship for 11 million undocumented people. We’ve stood with women, the LGBTQ community, and communities of color as the U.S. Supreme Court rolled back the right to an abortion and would-be authoritarians declared war on trans youth and true history.

We continue to fight because we know that the arc of transformation will bend with our persistence.

In 2022, we saw proof that the long, behind-the-scenes work of organizing can open political possibilities and — over time — create the space for transformation. We saw the returns on our work in New Mexico, where a decade of organizing with child care providers and parents brought about a constitutional amendment that guarantees funding for child care as a right. We saw it in Michigan, where three election cycles and countless issue campaigns delivered the political power to protect voting rights, to prevent the exploitation of Black and brown Michiganders, and to advance the people’s legislative agenda.

The arc is long and the stakes are high. But the tenacity of everyday people — organized from the ground up — will deliver returns beyond our wildest imagination.

In the following pages, we share the arc of our work in 2022. We hope these stories and data points help you see the change you have helped to create — and the path to transformation ahead of us.

En la lucha.

Lorella Praeli
Co-President

Dorian Warren
Co-President



“The arc is long and the stakes are high. But the tenacity of everyday people — organized from the ground up — will deliver returns beyond our wildest imagination.”

**Lorella Praeli and Dorian Warren,
Co-Presidents of Community Change
and Community Change Action**



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**WE ARE
COMMUNITY
CHANGE**

Community Change fights alongside Black, brown, and immigrant communities to win policies that advance our vision of a democracy and economy where everyone can thrive.

Transforming these systems requires a different balance of power in the United States. That's why we build power from the ground up: the people power of organizing, the political power of civic engagement, and the narrative power that changes the common sense of what's possible.

Community organizing drives social change, so we strengthen the field, building the capacity of grassroots organizations, connecting groups across states, and projecting their power at the national level. Rooted in the lived experience of economic and racial injustice, we bridge outside power and inside influence to deliver tangible changes to laws and policies.

We create space for innovation and peer-to-peer learning with our partners through convenings and coaching, and we support organizers to hone their craft through unique leadership development programs and fellowships that enable executive directors to step into their calling.

We walk with our partners as co-conspirators, figuring out new approaches to meet emerging challenges — from digital organizing practices to electoral data analytics to new narratives that build our coalitions. We provide direct assistance on state-level campaigns, deploy our staff to fill capacity gaps, and channel funds from major philanthropies to grassroots organizations.

The transformation we envision is far greater than any one organization can achieve. We work with national coalitions to wield inside influence and exert outside pressure to achieve change on issues related to economic, racial, and immigrant justice.



Photo Credit: Ilhana Brown



Photo Credit: Jemal Countess. Getty Images.





THE ARC OF 2022

Stories of Transformation

New Mexico



Photo Credit: Stephen St John

On Election Day in New Mexico, we saw the *payoff of a decade of organizing* when 70% of voters resoundingly approved an amendment to their state’s constitution to fund quality child care and early childhood education as a universal right — and good jobs for providers. For the first time, a state has provided resources that guarantee access to child care.

Since 2014, when Community Change first began working with our local partner, Organizers in the Land of Enchantment or OLÉ, we have partnered to build the people power and political power to deliver meaningful change for New Mexico’s child care providers, parents, and kids.

To build the base of support they needed, we helped OLÉ take a traditional organizing pillar, “go where your people are,” and adapt it to online spaces. They recognized that the best



Photo Credit: Stephen St John



Photo Credit: Stephen St John

place to engage their community members, teachers, and parents was not in the school drop-off line but in Facebook comment sections at times that are most convenient to parents. We helped them build out their online-to-offline work, connecting them to a learning community of other child-care-focused organizations and experts on digital organizing. When the COVID pandemic hit, OLÉ was ready to pivot to digital organizing, adapting the traditional practice of organizing to the “digital living room” on social media platforms.

Through our partnership, OLÉ has become a strategic powerhouse and political player in New Mexico. Community Change Action helped OLÉ build the political apparatus for both the legislative fight to get the constitutional amendment on the ballot and the voter engagement to win it. OLÉ and its campaign allies knocked on half a million doors and identified more than 100,000 amendment supporters. Their voter outreach built on their long-term organizing to deliver the win with 70% of the vote statewide and majorities in some of the most conservative counties in the state.

This hard-fought victory shows the resilience, determination, and power built in the face of setbacks and rooted in the deep work of relationship building, of organizing people directly impacted by injustice, and of creating a political home that keeps folks engaged all year long. The campaign delivered a model for states across the country and a reminder of what investments in organizing can yield.

By the Numbers

Child Care Justice

1

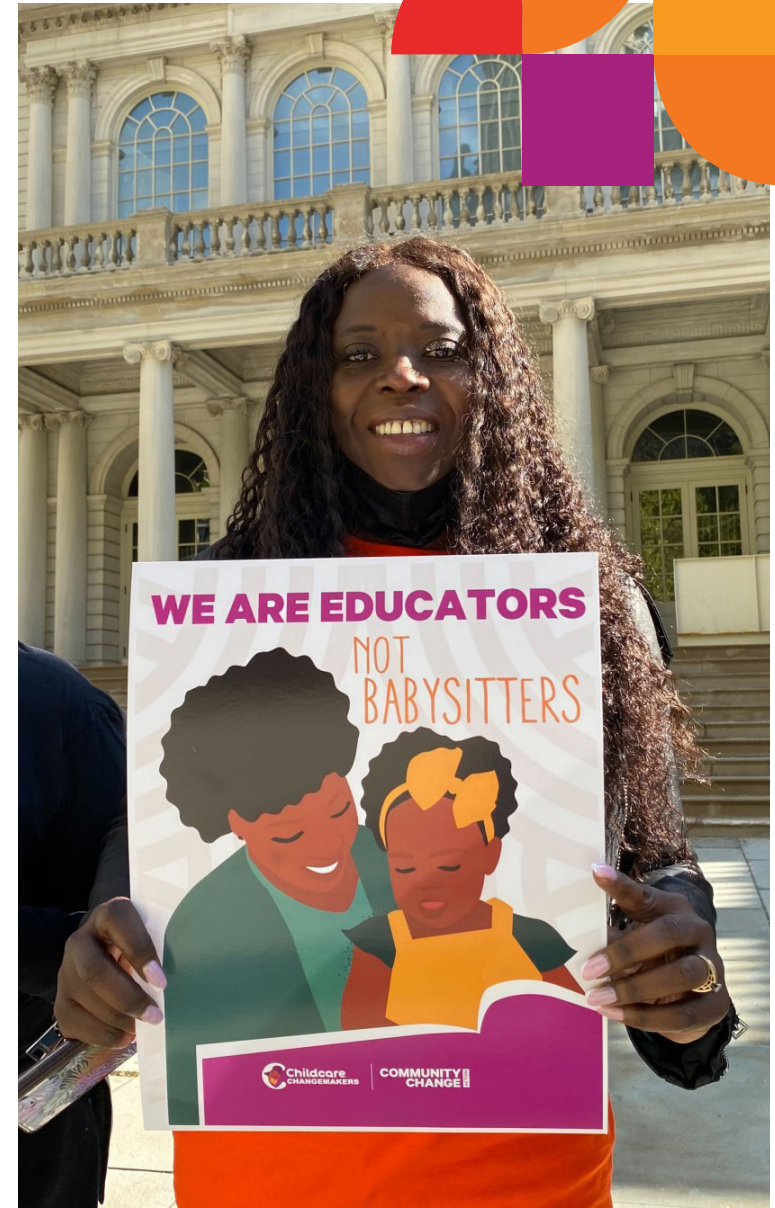
constitutional amendment in New Mexico that guarantees funding for child care, making it a de facto right

400

child care providers who closed their doors on May 9 for the first Day Without Child Care

20K

parents and providers who are building the movement for child care justice as Childcare Changemakers with Community Change



In politically-rigged Ohio, the people of Cincinnati flexed their power. They directed federal dollars to deliver for the city's children, demanded police accountability, and sent a child care champion to Congress whose election helped stop the red wave in the November 2022 midterms. Their power is a testament to the deep and long-term investment Community Change has made in Ohio and the child care sector for over 15 years.



Photo Credit: Christopher Jason Studios

Since 2007, Community Change has worked with Ohio Organizing Collaborative (OOC) to build statewide political power. OOC unites groups working for racial, economic, and social justice, and they are changing the electorate using issues like child care to build their base. In 2016, while President Trump carried the state, Community Change and OOC won a \$15 million-per-year, first-of-its-kind fund to provide high-quality child care to low-income families in Cincinnati. Building on that campaign, OOC organized a base of people impacted by the child care crisis, especially women of color, who are ready to fight for quality care — and quality care jobs — in their communities. One of the campaign's champions, Greg Landsman, was so motivated by the issue that he sought a seat on the city council.



Fast forward to the pandemic and the federal relief funding that began to flow to the states. With OOC and its 501(c)(4) sister organization, Stand Up for Ohio, we began organizing their members and working with policymakers like their new City Council Member Greg Landsman to ensure allocations lined up with the priorities of low-income communities, including early childhood care and education. Their base won \$24.5 million in relief funds obligated for child care in Hamilton and Franklin Counties and, through this campaign, brought even more people into the fight.

When the midterms came around, Community Change Action worked alongside Stand Up for Ohio to mobilize its expanded and activated base and level up new methods like relational voter contact. We supported Stand Up for Ohio to train and equip people in southwest Ohio and throughout the state to turn out their friends and family to vote on the issues that matter to them. In Cincinnati, one family of six used relational organizing to reach more than 20,000 connections. Running on his credentials as education, City Council Member Greg Landsman won the state's CD-1 House seat. His victory flipped the seat blue — in just one of the races where overlooked communities slowed the red wave to a trickle.

From 2007 to 2022, because of Community Change's deep partnership with Ohio Organizing Collaborative, we found opportunity after opportunity to build power and deliver for people in Ohio — and fight for a care agenda for the whole country.



On Election Day, the DeLoach family's organizing helped Stand Up for Ohio drive incredible turnout that helped child care advocate Greg Landsman flip Congressional District 1 and win a seat in Congress by 16,000 votes.

By the Numbers

Electoral Power

2M+

conversations with voters

5K+

relational organizing leaders reaching friends and family

12.7M

attempts to reach voters including:

- 5.7M calls
- 3M doors knocked
- 4M texts

169K

messages sent to friends and family



Stories of Transformation Arizona



Community Change Action and our partners in Arizona helped bring a long arc of political transformation to fruition. We dug deep with LUCHA and Our Voice, Our Vote to prove that Arizona is no longer Barry Goldwater's red state.

Twelve years ago, Arizona was known for SB-1070 — the infamous “Show Me Your Papers” law that pioneered a new politics of hate. The law’s cruelty also sowed the seeds for the state’s transformation. People started talking, questioning, and looking for something to do. They took responsibility to engage with their friends and family. Children grew up within a political context that demanded their active participation. Community members formed organizations like LUCHA to build collective power, and Community Change Action helped them develop the strategy and sophistication to change the state’s electorate. After 10 years of organizing, they shocked the political establishment by sending two Democrats to the U.S. Senate in 2020.

Community Change Action (and our political committee Community Change Voters) kept walking alongside our partners, strategizing with them and devoting our staff capacity to implement the plan for Arizona. In 2022, as election deniers threatened physical violence in their fight for the governorship and the office of the secretary of state, we helped our partners reach the scale needed to contribute to the margin of victory. Our national infrastructure covered gaps while building long-term expertise, particularly in narrative tools and communications best practices, data fluency and support, universe targeting, and new models of organizing and power-building.

As LUCHA's Executive Director, Alex Gomez, said: "With the amazing support from our Community Change family, what we were able to accomplish was the biggest year we have ever had as an organization."



The arc of transformation continues — as does the work to bend it toward justice. In Arizona, because of the power we demonstrated, the grassroots has a seat at the table, shaping the legislative agenda for the governor they elected.

By the Numbers

Movement Leaders



16

women of color organizers who participated in the 4th Power 50 cohort

45

lead organizers from 36 organizations who participated in our leadership development programs

12

women of color impacted by the carceral system who participated in the 3rd cohort of the women's fellowship

84

creators — over 90% of whom are young people of color — on TikTok disrupting the narrative from the ground up



Stories of Transformation Michigan



Constitutional amendments protecting abortion and voting rights. A blue trifecta with the power to enact a progressive agenda. Keeping \$356 million in the hands of Detroiters rather than utility companies. Michiganders won big in 2022, but these victories weren't luck. They were the result of organizing.

For over a decade, Community Change has worked with community-based organizations in Michigan to advance issues like immigration reform and child care justice. In 2018, as part of Community Change Action's bolder approach to electoral organizing, we worked with our partners to contact unlikely voters of color, especially Black, Latino, and

AAPI voters. That investment helped elect Lt. Gov. Garlin Gilchrist II, a former Community Change staffer and board member.

We kept building on this foundation in 2020, and in 2022, Community Change Action and Community Change Voters helped bring about the state's political sea change. That transformation came out of a deep and multifaceted investment in building solidarity across five Black-led Michigan groups too often pitted in competition for resources, members, and influence.

The mobilizing force for this strategic collaboration was an attempt by right-wing legislators to disenfranchise Black voters. After 2020's racial reckoning, when corporations made grand commitments to racial justice, we kept the receipts, and we noticed that some of these same corporations were backing Michigan legislators who were trying to make it harder to vote.



We helped launch the Defend Black Voters campaign to shine a spotlight on corporate hypocrites, including Ford, GM, and DTE, which is the state's largest utility provider. One strategy of our corporate accountability campaign was to create financial consequences for the companies that supported voter suppression. We delivered a \$356 million blow to DTE by engaging with the state utility commission to deny 92% of the company's proposed rate increase. Through coordinated actions and public engagement on pocketbook issues like utility prices, the campaign blocked the anti-voter legislation and drove the higher voter turnout that handed Democrats control of the state's house, senate, and governorship for the first time in 40 years.

The campaign also brought Community Change Action and our grassroots partners into a process of trust building, strategic planning, and coordination that has left Michigan's progressive infrastructure stronger than the sum of its parts.

Against expectations, ordinary people in Detroit and across the state showed just how much power they can wield. With a Democratic trifecta, our work now is to ensure that elected officials govern in a way that transforms lives in our communities and builds momentum toward 2024.



Above: Mamavists with Mothering Justice Action Fund fought for inclusive democracy as part of the Defend Black Voters Coalition alongside Detroit Action, Emergent Justice, Michigan People's Campaign, and MOSES Action.

Left: Gospel singer Corzetta Renee, affiliated with our partner MOSES Action, speaks at a public utility hearing to condemn the proposed rate increase.

By the Numbers

Impact from the Ground Up

40%

of Illinois residents who will have a permanent tax cut, including undocumented immigrants, due to the expanded state earned income tax credit

92%

of the \$388 million requested by Detroit's DTE Energy to increase utility rates denied by the Michigan Public Service Commission

\$100M

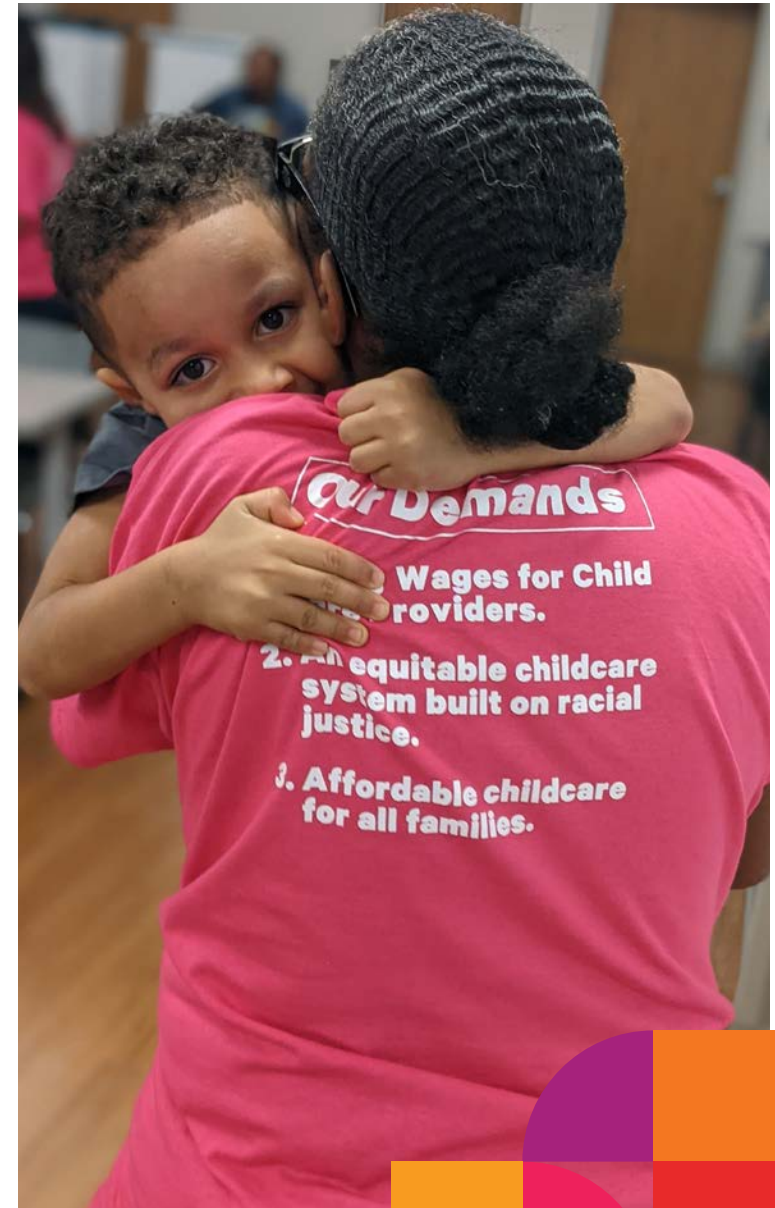
in new commitments won for child care in Oregon

1

state - Colorado - where undocumented workers won expanded unemployment benefits

\$845M

million in new allocations won for housing trust funds



Stories of Transformation Illinois



A cross-movement coalition in Chicago is delivering a just recovery and a more inclusive economy. As federal resources and a state budget surplus created the opportunity to realize progressive values, Community Change's partners refused to let their communities be pitted against one another. Building on years of hard-won solidarity, Illinois Coalition for Immigrant and Refugee Rights (ICIRR), the Center for Gender and Racial Equity (CGRE), and Equity and Transformation (EAT) delivered a state earned income tax credit that will benefit 1.2 million Illinois residents — including undocumented immigrants.

Alliances that cross lines of difference are essential to rebalance power in this country and realize the disruptive and transformational potential of a multiracial movement. Yet these alliances face challenges because of racialized attacks from without and the legacy of racialized disinvestment in organizing infrastructure from within. In Illinois, we are seeing the power we can wield when organizers commit to the hard work to build common purpose and solidarity across race, gender, and immigration status.

Our partners are building on victories in the state legislature to wield the political power that forces a seat at the table for Black, brown, and immigrant communities working toward a collective vision of liberation.

01

January

The We Are Home campaign and the Fair Immigration Reform Movement (FIRM) co-host the **Immigrants for Liberation Summit**, a virtual convening of impacted community members, organizers, and community leaders on the issue of the U.S. detention and deportation machine.

Over 300 people came together to strategize on building our collective power to dismantle the system and end its disproportionate impact on Black immigrants, Latinx, Indigenous and other communities of color, as well as transgender, gender non-conforming, intersex and queer immigrants.



02

February

Community Change and the Black Freedom Collective (BFC) host **“Protect Black Folks and Protect Black Votes,”** an evening of deep learning, music, culture, and digital action.

03

March

50 grassroots leaders, primarily women of color, meet with **Secretary of Housing and Urban Development Marcia Fudge** and call for landlord accountability, the decriminalization of people experiencing homelessness, and changes that advance race and gender equity in housing, including to prioritize housing for those at the lowest incomes. This begins a regular engagement of housing justice leaders with HUD officials.



FIRM groups and their partners in New York City **shut down the Brooklyn and Manhattan Bridges** to demand a \$3 billion state fund for essential workers in New York State who were excluded from pandemic relief because of their immigration status.

Community Change Action launches its **2022 political program** in six states: Arizona, Georgia, Michigan, Nevada, New Mexico, and Wisconsin.



04

April

Community Change releases “**It Just Makes Us Stronger: A Participatory Evaluation of the Housing Justice Narrative Fellowship**,” which features the reflections of grassroots leaders working to shape the narrative around housing justice.

1,420+ people join Nehemiah Action in South Carolina and Florida to secure public commitments to address a lack of affordable housing.

Community Change and FIRM partners gather for the first “**Where We Go From Here Summit**” to strategize our next steps in the movement for immigrant justice.

05

May



FIRM groups across 22 states join We Are Home campaign partners to take action on **May Day**, calling on the president to use his executive authority to bring relief to millions of immigrant workers.

06

June

The Defend Black Voters campaign **disrupts the shareholder meetings of Blue Cross Blue Shield of MI and General Motors**, demanding they stop supporting voter suppression.

Community Change joins the Poor People’s Campaign and its **Mass Poor People’s and Low-Wage Workers’ Assembly and Moral March on Washington and to the Polls**.



Community Change holds our first **Day without Child Care** on May 9, mobilizing parents and providers through 60 events across 27 states and DC. More than 400 providers closed their doors, joined by thousands of parents, early educators, and community members taking action in solidarity.

07

July

Community Change co-hosts “**A Community Forum: How the American Rescue Plan is Helping Advance Equity**” on July 12 in Washington, DC, with the Urban Institute. We explore how communities worked together to deliver the most equitable recovery of any federal stimulus package in U.S. history with representatives of our partners Ohio Organizing Collaborative, Parent Voices Oakland, Maine People’s



Alliance, MOSES and MORE Justice in conversation with representatives from the Biden-Harris Administration, members of Congress, and representatives from local and state governments.

50 organizers representing groups from across the Black Freedom Collective come together for the **2022 Family Reunion** to reconnect, push for transformational change, and celebrate our shared wins.



08

August

President Joe Biden signs the **Inflation Reduction Act** into law on August 16, bringing his administration’s federal investments in communities to \$4 trillion over the next 10 years.

Demonstrators organized by Community Change Action and our Defend Black Voters campaign partners **occupy a public hearing** to demand state regulators stop an exorbitant rate increase planned by Detroit’s largest utility service provider.

Freedom BLOC hosts 9 other Black Freedom Collective partners in Akron, Ohio, for a week of action following the gruesome murder of Jaylan Walker. They **mobilize 100 volunteers** to collect 7k+ names and place a police accountability measure on the November ballot.

09

September

The **2022 Community Change Champions Awards** celebrate Crystal Hayling, Osyrus Bolley, Aisha Nyandoro, and Make the Road New York.



Community Change and FIRM partners gather for the second “**Where We Go From Here Summit.**”

The **Guaranteed Income Community of Practice**, including Community Change and our national allies and grassroots partners, gathers in Atlanta.

Community Change and our national allies launch “**Lead Together**” to connect local communities with resources available through the American Rescue Plan Act (ARPA).

10

October

Community Change Action and Childcare Changemakers hold the **Child Care Voters Week of Action**, mobilizing 23 actions in 14 states.

Alumni from Community Change’s women of color leadership development programs — **Power 50** and **women’s fellowship** — hold their first retreat.



Community Change Action kicks off the “**Democracy on the Line: National Voter Engagement Tour**” with Congressman Jamaal Bowman in Georgia with stops in Wisconsin, Arizona, Ohio, and Michigan.

11

November

Midterm Election Day is November 3.

Amendment 1, which amends the state constitution to guarantee funding for universal child care, passes in New Mexico following 8 years of organizing with child care providers and parents.



In our target states of Arizona and Nevada, Democrats hold their Senate seats, securing **Democratic control of the U.S. Senate**.

In Michigan and Minnesota, Community Change Action’s partners win a **trifecta of Democratic control**, setting the stage for progressive legislative priorities in the 2023 session.

12

December

Community Change hosts the **Cross-Movement Convening** in Washington, D.C., with over 160 organizers participating in 15 workshops, 7 caucuses, 4 plenary sessions, and 2 direct actions.



In our target state of Georgia, Senator Reverend Raphael Warnock wins a runoff election, holding his seat and **expanding Democrats’ Senate majority**.



Community Change Action’s advocacy in the lame duck legislative session fails to secure the renewal of an expanded Child Tax Credit but helps to **block corporate tax cuts** without a tax break for families.



OUR FINANCES & SUPPORTERS

We thank all the organizations, foundations, and individuals who support our work.

These lists recognize by name those who contributed financially to Community Change, and we deeply appreciate the generosity of our anonymous donors and those who contribute to Community Change Action. You enable us to build the movement for justice.



Individual Donors

Aaron Dorfman and Geneen Massey
Amy Peck Abraham
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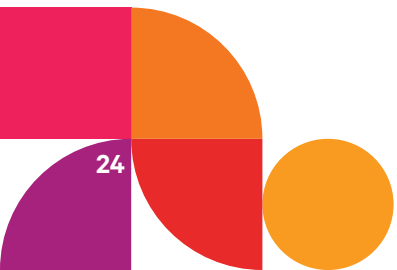
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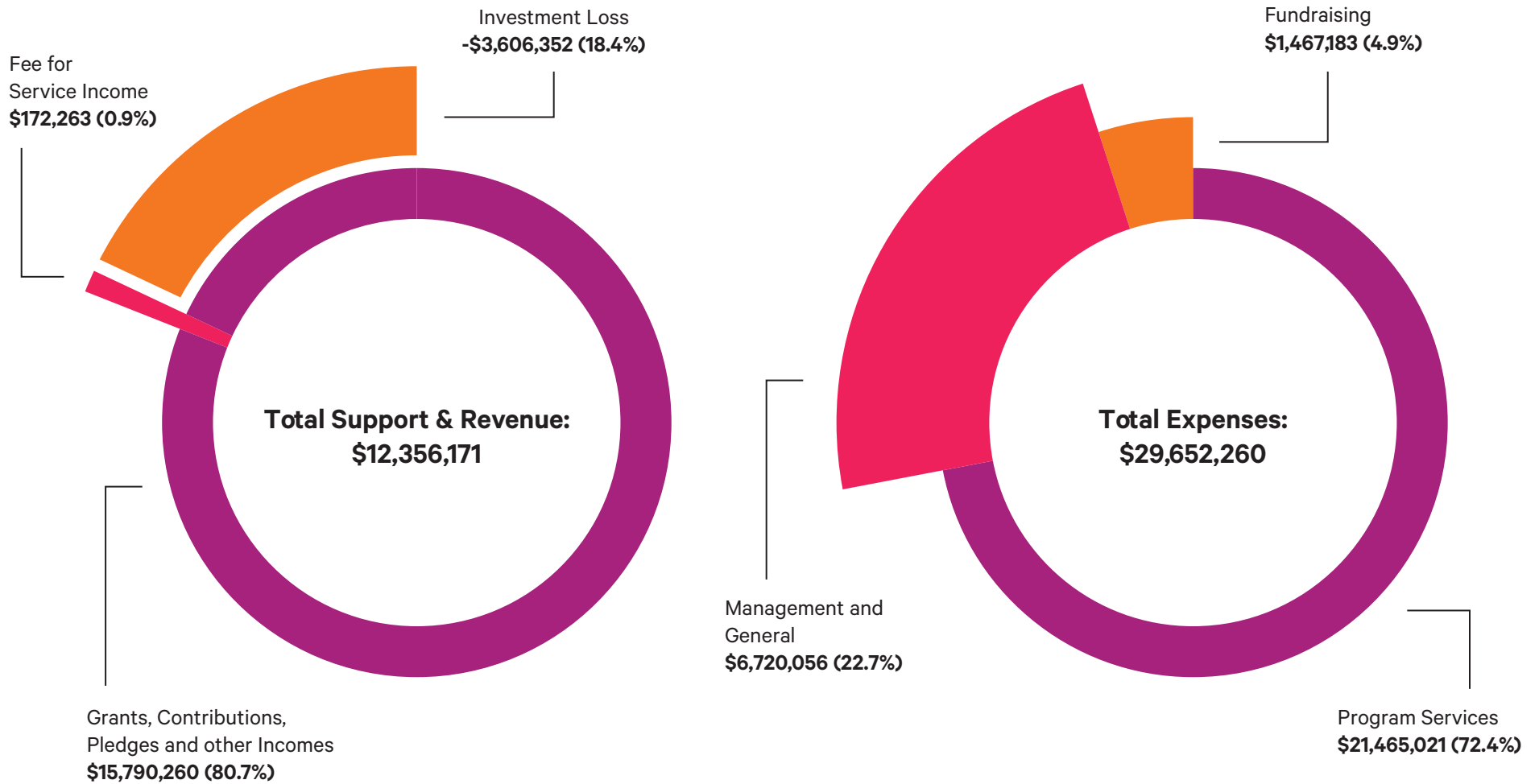
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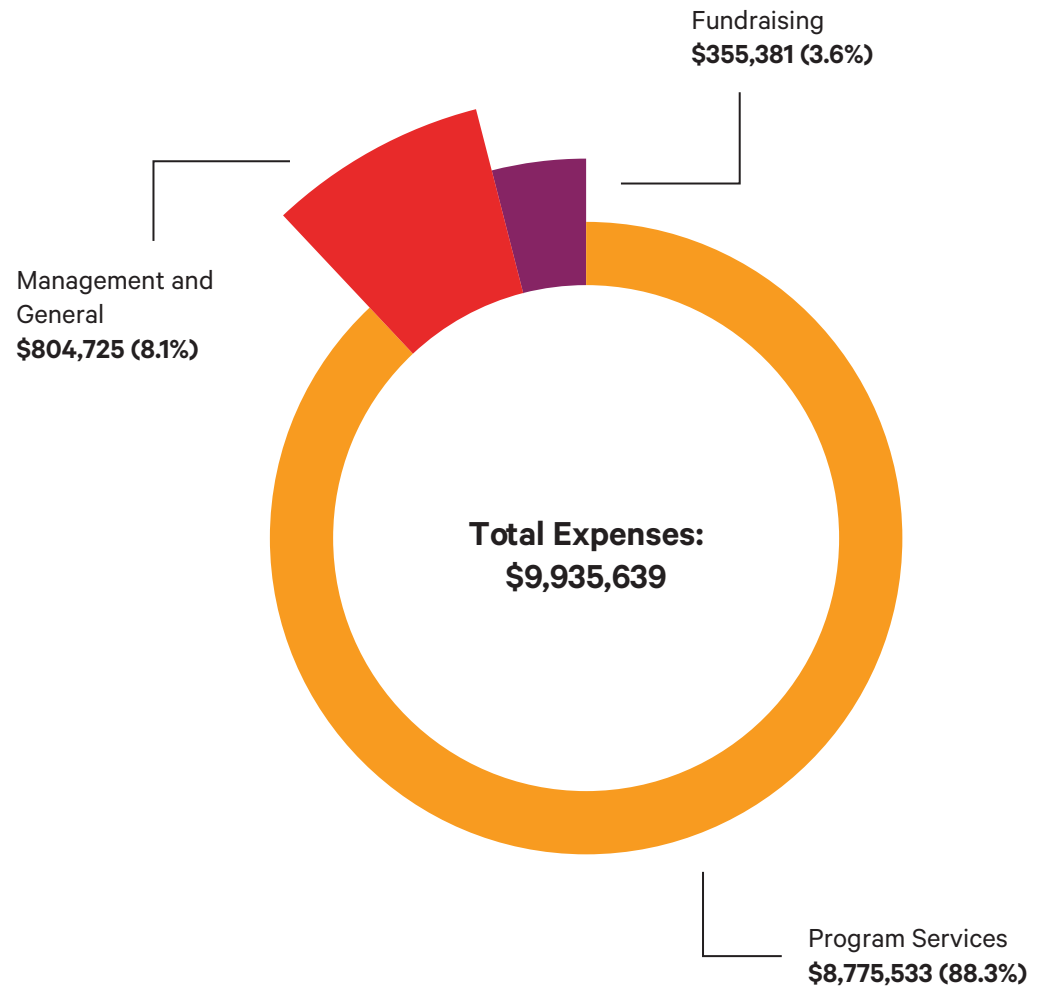
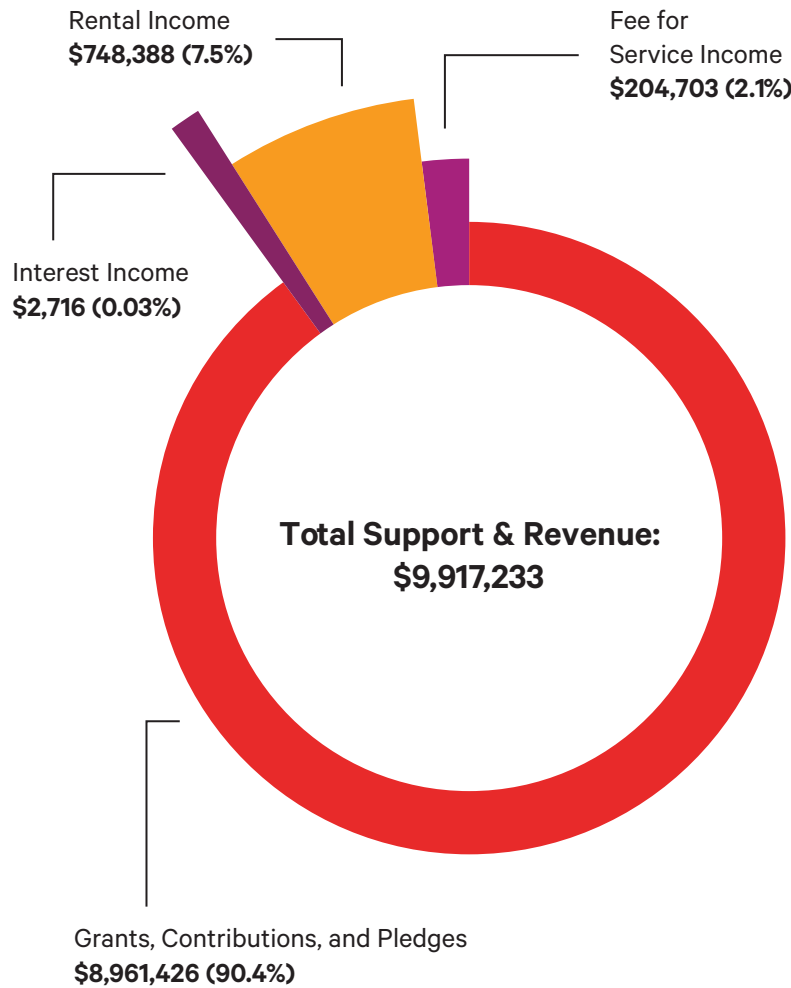


Community Change



This chart represents Community Change's finances in fiscal year 2022 (October 1, 2021, to September 30, 2022).

Community Change Action



OUR PEOPLE MAKE COMMUNITY CHANGE



Our People Make Community Change

In a country in which 79% of nonprofit board chairs and executive directors are white, Community Change is different. Our two co-presidents bring a diversity of racial, gender, and regional experiences to their leadership, as well as complementary issue expertise, and women of color lead both Community Change and Community Change Action as board chairs.



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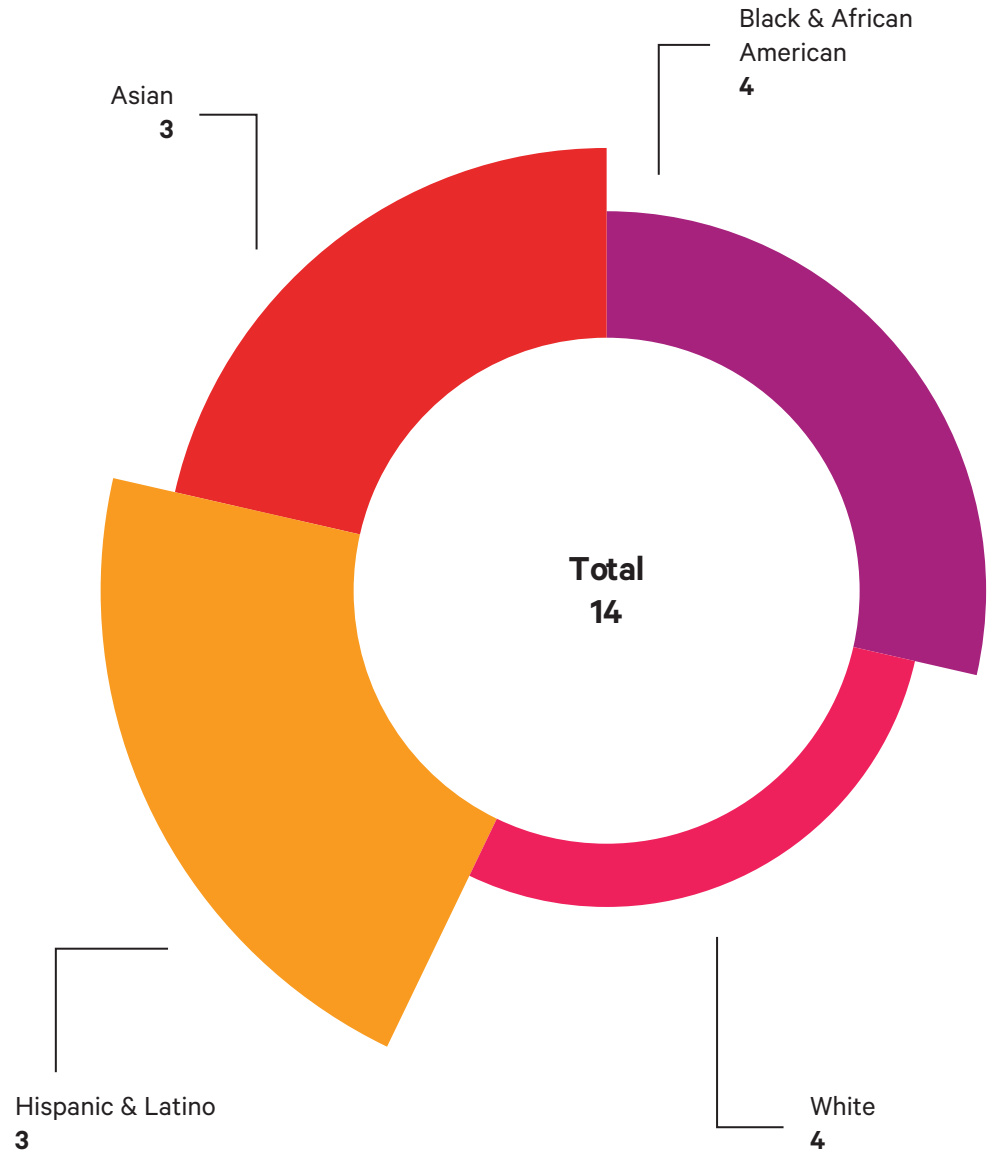
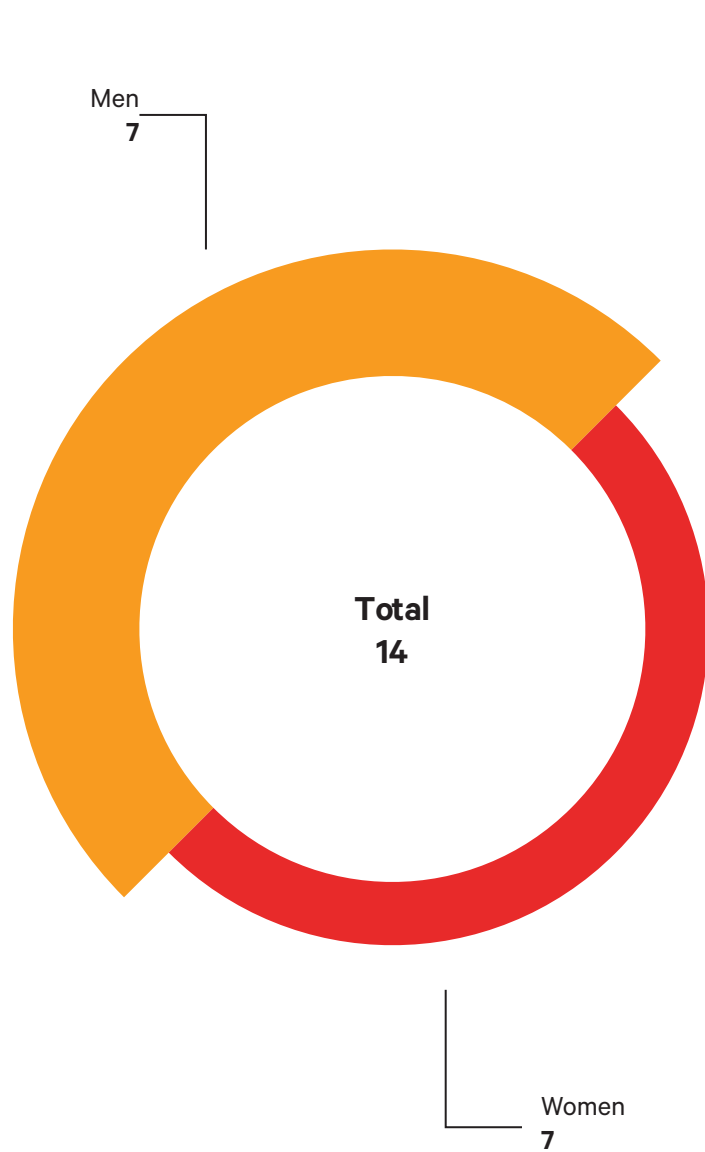
Dorian Warren

Co-President, Community Change Action



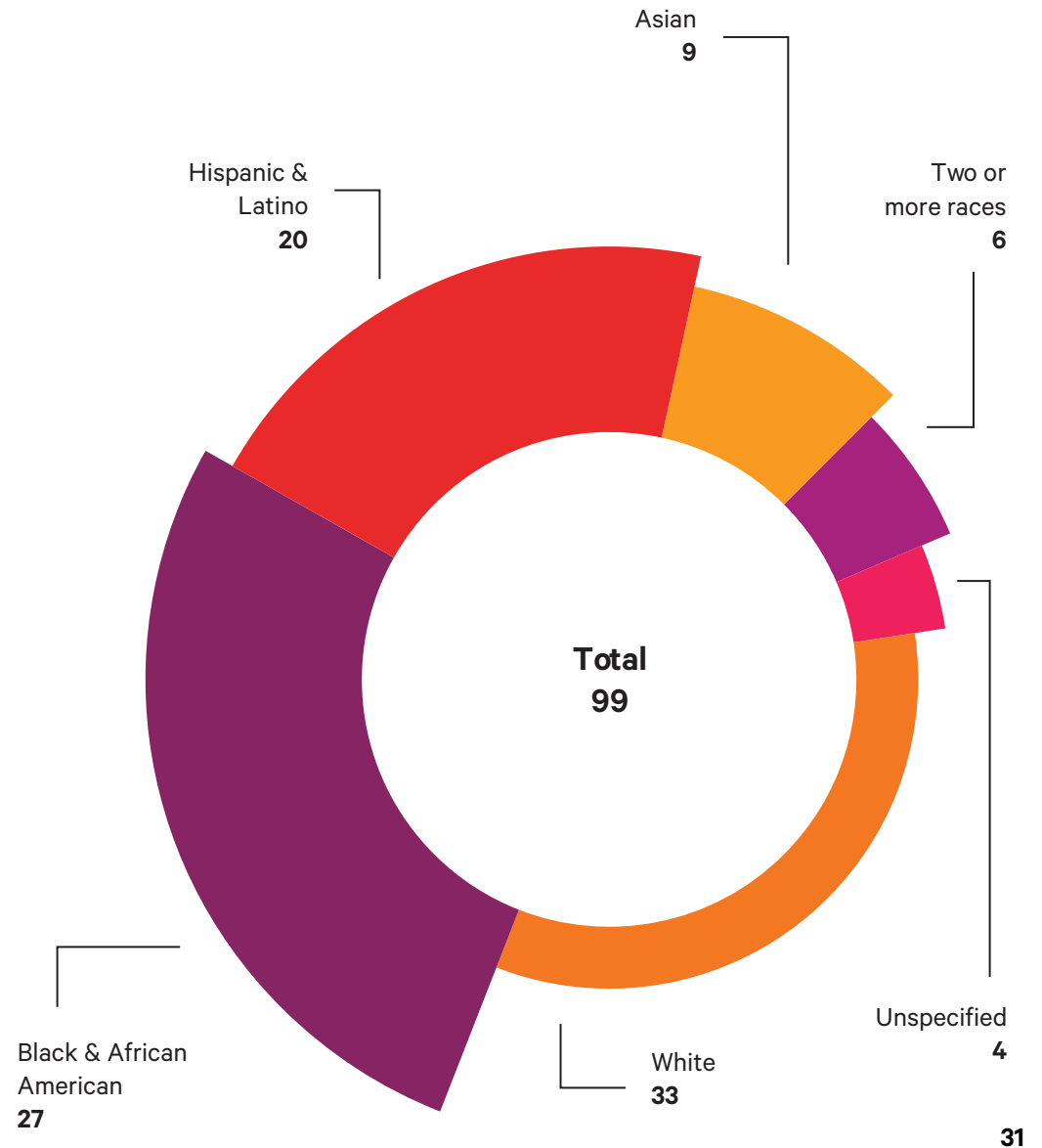
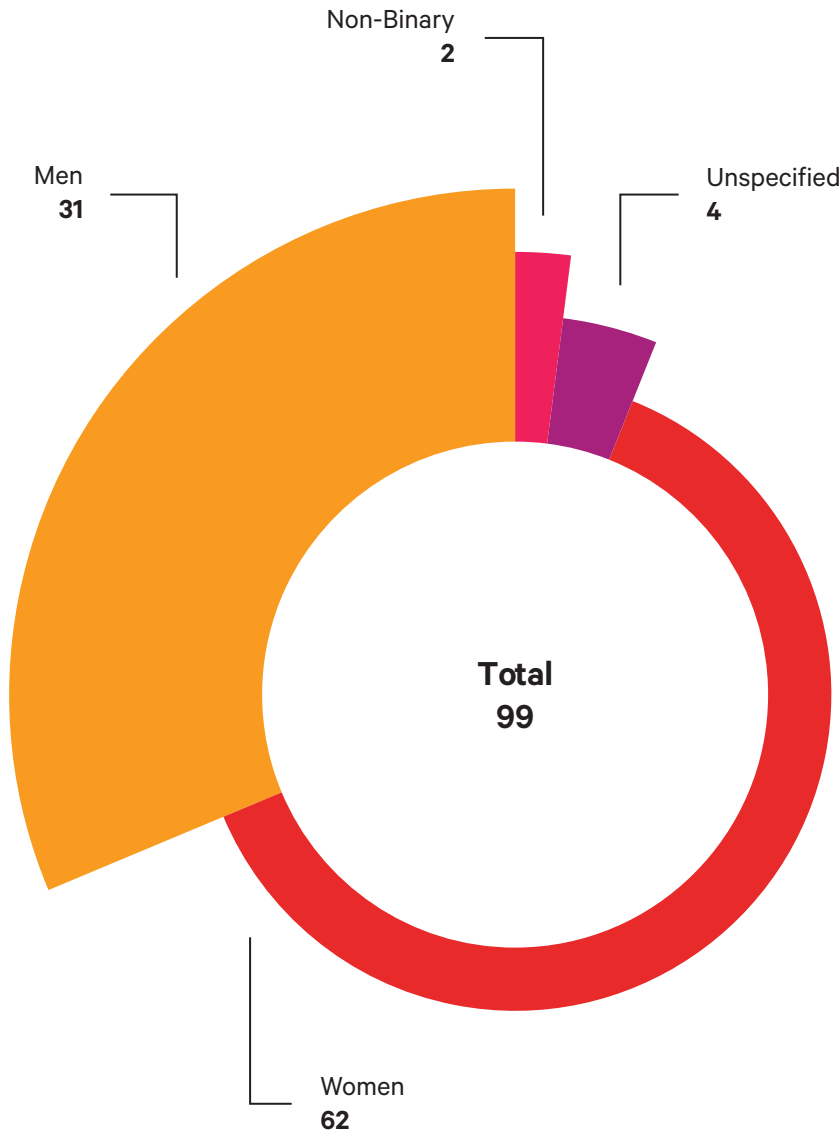
Executive Staff

At Community Change, people of color make up the majority of our staff at all levels.



Professional & Support Staff

We are proud to say that members of our staff are represented by the Nonprofit Professional Employees Union (NPEU) under the International Federation of Professional and Technical Engineers, Local 70 (IFPTE-Local 70).





OUR MISSION & VISION

Power from the ground up

Our Mission

To build the power and capacity of low-income people, especially low-income people of color, to change the policies and institutions that impact their lives.

Our Vision

All people and communities thrive as low-income people of color, immigrants, and women wield power to reshape our democracy and our economy to be just, equitable, and inclusive.

Photo Credit: *Ilhana Brown*



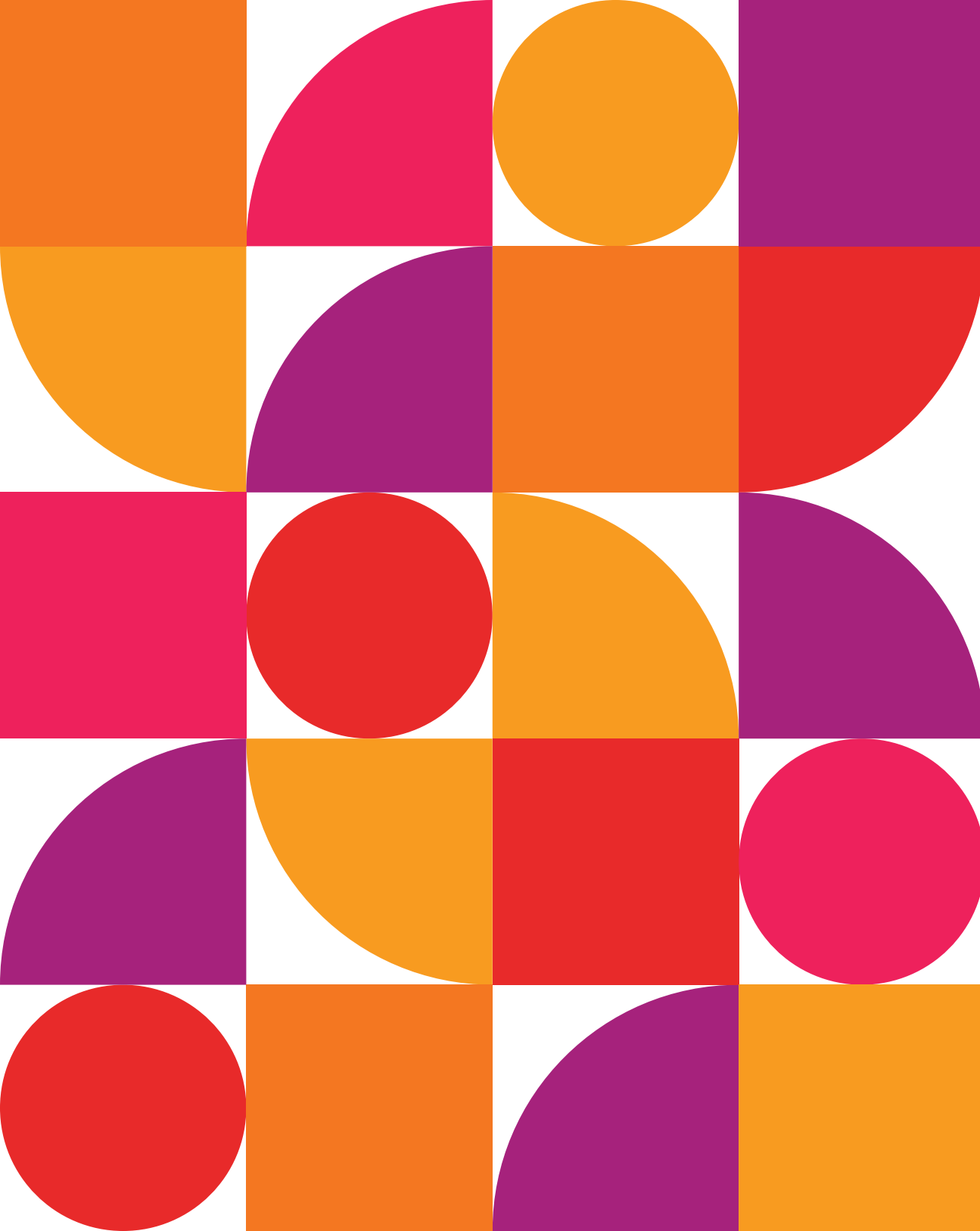


Photo Credit

Front Cover

The Deloach family gets out the vote with Stand Up for Ohio.

We Are Community Change

Ilhana Brown

The Arc of 2022

Stephen St John

Our Finances & Supporters

Stephen St John

Our Mission & Vision

Ilhana Brown



COMMUNITY CHANGE

communitychange.org
communitychangeaction.org