



CENTER FOR POPULAR DEMOCRACY



ANNUAL REPORT



NEW YORK
COMMUNITIES
CHANGE

NEW YORK
COMMUNITIES
CHANGE

Alicia
Mitchell

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INTRODUCTION

During 2016, CPD and CPD Action grew significantly, in size, scale, and most importantly, impact. CPD now has a staff of more than 70 with offices in New York City and Washington, DC, and additional staff in Minnesota, California, Pennsylvania, Texas, North Carolina, Massachusetts, Michigan, Puerto Rico and Illinois. CPD and together with our 501c4 sister organization CPD Action, had, at the end of 2016, a combined budget of over \$20 million.

At the same time, CPD's network of allied organizations has also continued to grow significantly since our founding. We now have close to 50 partner organizations, spread across 35 states, representing a combined membership of more than 500,000 people. Our partners have a combined budget of more than \$80 million, and a combined staff of more than 780. Notably, more than half of our partner organizations are led by people of color, and more than half are led by women.

In 2016, our communities faced incredible challenges: the economy continued to fail working families; hate and anti-immigrant vitriol surfaced throughout the presidential campaign; low-income families faced a crisis of access to affordable, quality housing; and our public education system continued to be stripped of resources. All of these challenges, as ever, were painfully more acute for communities of color and for Black and Latino communities, in particular.

On November 9th we woke up to an entirely new reality. The Trump campaign had been characterized by unprecedented levels of hate, disdain and threats of violence towards the very communities our organizations represent, protect and fight for.

As 2017 unfolds and the Trump administration attempts to build a policy and legislative program to match its rhetoric of hate, CPD continues to drive strategies to capture the upsurge in resistance energy and activity, to catalyze action to the streets, to protect prior victories and to win new progressive change, and to elevate our collective voice and vision for justice. We are doing so with a renewed commitment to building lasting institutions that engage constituencies over time on the range of issues that are priorities for them and to ensuring the safety of our people, our institutions and our communities. ■



PARTNER ORGANIZATIONS

Action NC **NC**

Action Now **IL**

Alliance of Californians for Community Empowerment, ACCE **CA**

Arkansas Community Organization **AR**

CASA **PA, MD, VA**

Center on Policy Initiatives, CPI **CA**

Community Labor United **MA**

CTUL **MN**

Delaware Alliance for Community Advancement, DACA **DE**

FACE **HI**

Good Jobs Now **MI**

Illinois Coalition for Immigrant and Refugee Rights, ICIRR **IL**

Living United for Change in Arizona, LUCHA **AZ**

Make the Road Connecticut **CT**

Make the Road New Jersey **NJ**

Make the Road New York **NY**

Make the Road Pennsylvania **PA**

Maryland Communities United **MD**

Missourians Organizing for Reform and Empowerment, MORE **MI**

Minnesota Neighborhoods Organizing for Change, NOC **MN**

New Florida Majority **FL**

New Virginia Majority **VA**

New York Communities for Change, NYCC **NY**

Ohio Organizing Collaborative **OH**

One Pennsylvania **PA**

Organize Florida **FL**

Organizers in the Land of

Enchantment, OLE **NM**

Pineros y Campesinos Unidos del Noroeste, PCUN **OR**

Rights & Democracy **NH, VT**

SPACEs **DC**

Sunflower Community Action **KS**

TakeAction Minnesota **MN**

Texas Organizing Project, TOP **TX**

United for a New Economy, UNE **CO**

Vermont Workers' Center **VT**

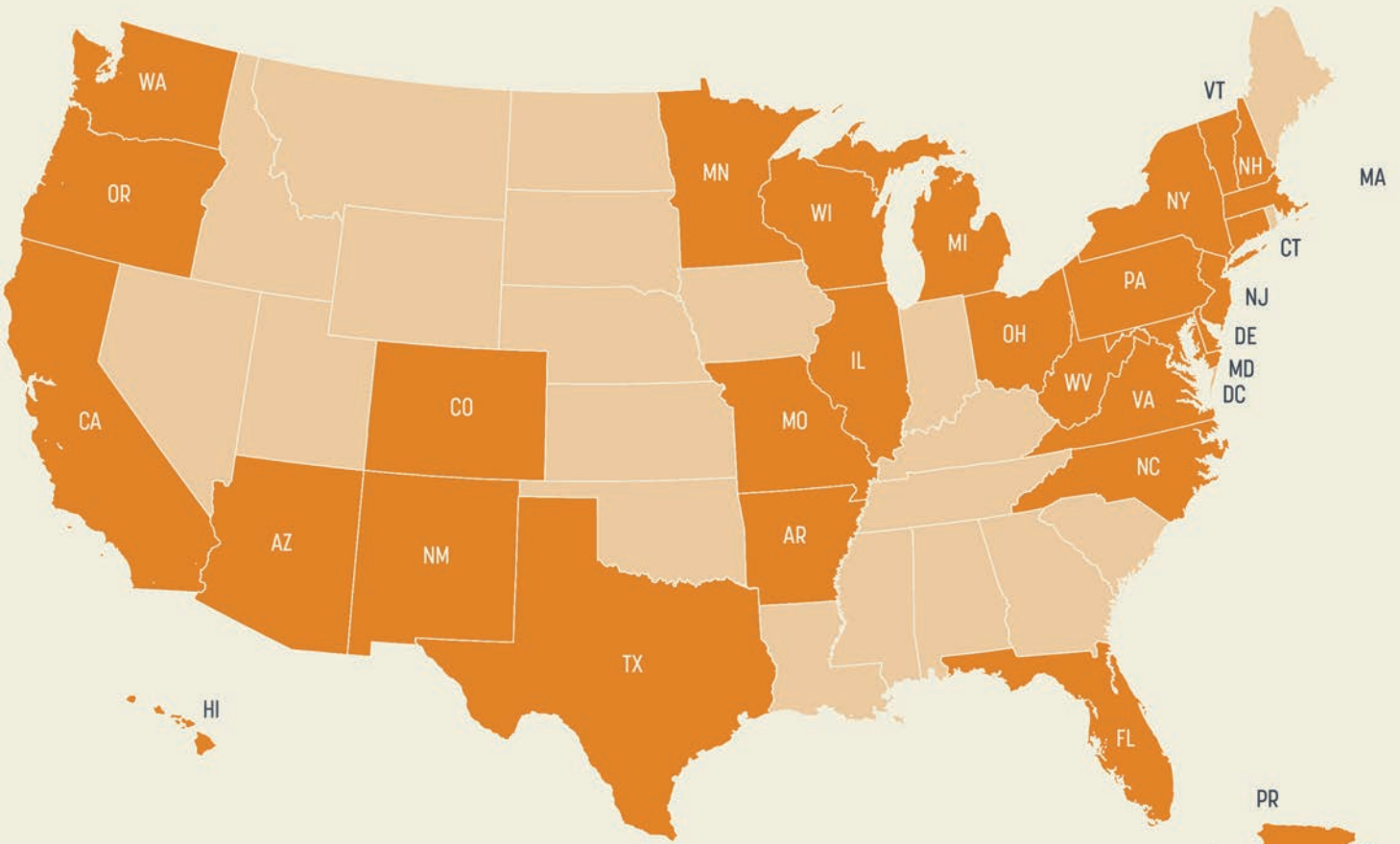
VOCAL- NY **NY**

West Virginia Healthy Kids and Families Coalition **WV**

Workers Defense Project, WDP **TX**

Working Partnerships USA **CA**

Working Washington **WA**



KEY VICTORIES IN 2016

WINTER

COMMUNITY

CPD partners with Neighborhoods Organizing for Change (NOC) to host **Black Townhall with Bernie Sanders in Minneapolis**

ACTION

CPD Action joins national allies to deliver 120,000 signatures **demanding ICE stop raids** on Central American refugees

VICTORY

CPD and Maryland Communities United lead a coalition to successfully **override veto of legislation re-enfranchising 40,000 ex-offenders in Maryland**

VICTORY

CPD's Fed Up Campaign succeeds in **limiting Federal Reserve interest rates** raises in 2016

VICTORY

CPD supports Make the Road NJ in passing a **municipal ID program** in Plainfield and Elizabeth, NJ

VICTORY

CPD, Action United and allies win **earned sick days in Philadelphia, impacting 200,000 workers**

VICTORY

Vermont becomes fifth state to win **earned sick days, impacting 60,000 workers across the state**

SPRING

VICTORY

CPD, partners, and allies secure **\$15 minimum wage increase** in California, lifting **five million workers** out of poverty

VICTORY

CPD partner ACCE, in coordination with LAANE, plays leading role in the Raise the Wage Coalition in Los Angeles, winning **raises for 800,000 workers in LA** and, expanding on this victory for workers in LA county, **raising wages for an additional 100,000**

ACTION

Following Fed Up campaign advocacy, **127 members of Congress** sign letter urging **greater diversity and public representation in key Fed leadership** posts

ACTION

CPD supports partners in Philadelphia to **shut down the entrance to the largest fossil fuel refinery** on the East Coast

SUMMER

COMMUNITY

CPD and partners hold **first-ever People's Convention in Pittsburgh, PA** bringing together **1,600 grassroots leaders, organizers, policy makers and artists** representing people's organizations from around the country

VICTORY

CPD, partners and coalition allies draft and pass legislation to provide **Community School funding guidance to school districts and win \$7.5 million to expand Community Schools in Maryland**

VICTORY

Washington, DC guarantees a **30 hour workweek for commercial building workers**, making history as the first minimum hours law in the country

FALL

ACTION

CPD launches **Sustainability Initiative** to provide path for partners organizations to build more stable revenue through large scale recruitment of new members

ACTION

CPD partners **register 550,000 voters** and work to ensure these new voters turned out on Election Day

VICTORY

Seattle becomes the second city in the country to pass a **comprehensive fair workweek policy for retail and food service workers**, thanks to the leadership of Working Washington, UFCW 21, SEIU 775, CPD's Fair Workweek Initiative and larger coalition

REPORT

Cities for Citizenship releases toolkit to support cities and counties in **launching and strengthening citizenship initiatives** by sharing lessons learned and best practices from across the country

VICTORY

CPD joins allies to pass **minimum wage, earned sick days, and fair scheduling reforms in Arizona, Colorado, San Jose, CA, Washington State and Maine**, delivering raises for close to 3 million workers





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-ESQUIVEL HERNANDEZ

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MARTIN E...



SECUESTRO
LLAME A U.S. ATT...
412-644-3500 Y A...
DIRECTOR DECKER...
EL DERE DE ESTAR C...
FAMILIA Y SU...
QUE LO AMA...

MISSING
MARTIN ESQUIVEL HERNANDEZ
KIDNAPPED BY ICE
NOT ONE MORE!

MISSING
MARTIN ESQUIVEL HERNANDEZ



KIDNAPPED
CALL U.S. ATTORNEY H...
412-644-3500 AND I.C.E.
DIRECTOR DECKER AT: 2...
HE SHOULD BE BACK WITH
HIS FAMILY AND COMMUNITY
THAT LOVES AND NEEDS
HIM THE MOST.

Still
we
rise

BLACK
LIVES
MATTER

CPD BY THE NUMBERS

30

DIFFERENT
TRAINING AND
SUPPORT
SESSIONS FOR
OVER 468 STAFF
OF OUR PARTNERS
IN 2016

601 21

MEDIA
ARTICLES
MENTIONING
CPD

OP-EDS PUBLISHED
BY CPD STAFF
DURING 2016

MONEY RAISED
FOR OUR STATE
PARTNERS*

\$12,547,358

60%

OF STATE
PARTNERS ARE
LED BY A PERSON
OF COLOR

52%

ARE LED BY
A WOMAN

GROWTH OF
CPD ACTION'S
DIGITAL
CAMPAIGN LIST
TO 205,000
NAMES

70%

57

STAFF IN 7
STATES WITH
A BUDGET OF
\$16 MILLION

22

POLICY AND RESEARCH
REPORTS PUBLISHED



TRUE EQUITY & OPPORTUNITY




 A woman with a red headscarf and a grey t-shirt is holding a white sign that says "KIDNAPPED BY" in a crowd. The background shows a city street with buildings and other people.

PROMOTING IMMIGRANT RIGHTS

In 2016, CPD's work to protect and empower immigrant communities became more urgent than ever. From the Supreme Court decision in *US v Texas* striking down President Obama's deferred action program, to the racist and xenophobic rhetoric that fueled the election of Donald Trump, this has been a year of extraordinary challenges in our fight for justice and equity. Yet even in the face of these challenges, CPD partners have continued to organize, to build power, and to win important victories to improve the lives of immigrants.

For the third year in a row, CPD—along with a coalition of local organizations including our partner Make the Road New York—successfully advocated for full funding for the New York Immigrant Family Unity Project (NYIFUP), the first publicly funded universal representation program for immigrants in detention. In addition, the coalition was able to nearly triple the funding that NYIFUP receives from the state legislature. With the funding increase we launched a second upstate satellite of the program to serve those fighting removal proceedings in Ulster County.

Access to counsel for immigrants also gained momentum in other cities around the country. In California, CPD is a founding member of the California Coalition for Universal Representation, which has been advocating for the allocation of state and municipal funds to provide immigrants with legal representation. In December, in response to our advocacy and in recognition of the new urgency to protect immigrant communities, the city of Los Angeles announced the creation of the LA Justice Fund to establish a NYIFUP-style program to serve LA area immigrants. The city has committed \$2 million, and the county Board of Supervisors voted in January to commit \$3 million to the fund. The city hopes to further add to this investment with philanthropic contributions. San Francisco has proposed a similar program to be run in collaboration with the local public defender's office. CPD is

also working with local partners to establish similar programs in Boston and the DC area.

CPD continued to support our partners' campaigns to create municipal ID programs in cities around the country. After months of organizing by Make the Road New Jersey (MRNJ), the city of Elizabeth, established their municipal ID card through an ordinance with some of the strongest privacy protection provisions of any program in the country. In the last twelve months, thanks in large part to the momentum generated by IDNYC, campaigns to launch new municipal ID card programs have been launched in more than a dozen cities.

In order to support our partners and allies in promoting policy that protects and includes immigrant communities, in the fall CPD published "Promoting Equality: City and State Policy to Ensure Immigrant Safety and Inclusion." The report offers an overview of a wide range of legislative and policy initiatives that state and local governments can, and have, taken up in response to the needs and demands of their immigrant constituents. The report covers everything from state driver's license laws to municipal policies limiting collaboration between police and immigration authorities.

In 2017, CPD will continue to support our partners to use local power to protect immigrants from attacks. In order to effectively respond to elevated threats to our communities, we will be focusing more of our time and resources on campaigns to stop mass detention and deportation. In the first months of 2017, we have already begun working with partners across the country to push for stronger resistance from local governments to the co-optation of local police by Immigration and Customs Enforcement (ICE), and to support local policy makers to stand strong against retaliation from the federal government for the protection they offer to their immigrant residents. ■

WINNING EDUCATION JUSTICE

CPD's Education Justice program works to ensure that all families have access to the high-quality education their children deserve. Our goal is to organize support for, and win, the adoption of proven education strategies aligned with their vision and values.

The work of the Education Justice program is twofold:

- Promoting the expansion of Community Schools, as a proven model for quality public education and broader community support; and
- Slowing the growth of charter schools while improving the programmatic quality and oversight of those that exist.

In 2016 the Education Justice team worked with our partners and allies to win over 100 new community schools in seven states (New York, Maryland, Pennsylvania, California, New Mexico, Minnesota, Wisconsin, and Texas). Together we succeeded in passing new Community School school board policies in four major school districts (Pomona, CA; Las Cruces, NM; Pittsburgh, PA; Baltimore, MD). On the state level in Maryland, we worked with partners and allies to win legislation that provides Community School funding guidance to school districts and \$7.5 million to expand Community Schools.

In addition, our Education Justice Program bolstered ongoing legislative campaigns by releasing several reports highlighting the pervasiveness of fraud and academic failure

within the poorly-regulated charter schools sector. Over 100 independent articles reported on our findings in 2016, adding wind to the sails of charter accountability campaigns across the country. CPD also released a report with the Coalition for Community Schools and the Southern Education Foundation that argues for the Community Schools strategy as a way to turn struggling schools into thriving schools.

Our Education Justice Program continues to play a leadership role in the largest progressive education coalition in United States, the Alliance to Reclaim Our Schools (AROS). Moving forward into 2017, we will engage across 20 geographies to help CPD partners, as well as other local organizations and coalitions, to support the growth and implementation of the Community Schools strategy. We will also work to limit the growth of charters, focusing particularly on Tennessee, Kentucky, Louisiana, Colorado, and California. As our Education Justice Team engages in these areas of the country, CPD will be leading a process with the National Education Association and the Partnership for the Future of Learning to identify the next geographies for investment and for field organizing. ■





PROMOTING CLIMATE JUSTICE

In 2016, CPD and state partner organizations campaigned to advance the national movement to address climate change. Rooted in the communities of color and low-income communities that are the most disproportionately impacted by the climate crisis, CPD's climate justice initiative is a fast-growing and increasingly crucial body of work focused on efforts to stop fossil fuel expansion, to invest in forms of clean renewable energy, and to ensure the health and safety of workers across the country.

A key element of the climate movement is organizing to stop new fossil fuel infrastructure projects and, on this front, CPD partners won important state-level victories across the country in 2016. For instance, the Florida Institute for Reform and Empowerment (FIRE) worked with local allies to win a resolution banning fracking in Orange County. This is an important first step in FIRE's campaign to block the development of the Sabal Trail Pipeline, a devastating new project proposed in central Florida. This year also saw CPD partners across the country begin to plan a coordinated multi-state campaign to link anti-pipeline organizing in Florida, New Hampshire, New York, Minnesota, Missouri, and more. In Philadelphia, CPD battled fossil fuel infrastructure with a coalition including One Pennsylvania. Together this coalition successfully blocked the expansion of the largest oil refinery on the East Coast, winning a green jobs shipping container facility as an alternative.

CPD and state partners also made major legislative climate gains in 2016. In Miami, New Florida Majority and their allies won significant victories for low-income communities including a waiver of permitting fees for rooftop solar projects, as well as a low-income community representative on the city's Sea Level Rise Committee. In New York, CPD partners Make the Road New York and New York Communities for Change, along with allies in the New York Renews coalition, helped pass the New York State Climate and Community Protection Act through the State Assembly, a major step in efforts to win legislation for 100% clean renewable energy in the state. These wins in the legislative branch were coupled with significant civic engagement work, with CPD partners in Florida, Ohio, Virginia, and Pennsylvania launching, for the first time, large-scale civic engagement work on climate change.

Situated on the frontlines of the climate crisis, CPD partners have led campaigns over the last year to battle oil and gas infrastructure projects, to advance bold legislative solutions, and to engage climate voters on these issues throughout the country. Looking forward, this work will continue to expand as CPD works with allies nationwide to win meaningful climate justice for all. ■

ADVOCATING FOR HOUSING JUSTICE



Access to affordable, safe housing—that provides access to quality jobs & public education—is core to the fight for equity and opportunity for all our communities. CPD’s affiliates have been at the forefront of housing justice campaigns—from protecting regulation of rents to protecting communities from gentrification to limiting the role of private equity in the rental market.

In 2016, CPD and our affiliates started a process to analyze the most promising avenues for the Network to tackle the ongoing housing crisis across the country. In light of the new HUD rule concerning fair housing, CPD and our affiliates worked to build closer relationships with the fair housing community and to explore the use of fair housing strategies to further community revitalization priorities in our communities. While the future of the new HUD rule was thrown into question with the election of Trump, the Fair Housing Act will continue to provide tools for future housing advocacy and, in particular, to influence the use of federal funds after natural disasters.

At the same time, CPD and our affiliates explored the ongoing role of private equity in the housing market and the disastrous impact on communities of color. Our research team, in collaboration with leaders like ACCE and NYCC, conducted research that shows the outsized role private equity firms now play in the rental market—having bought up foreclosed properties, rented them back to communities (while often failing to maintain the properties), “securitized” the rental streams to create new speculative investment instruments, and thus set up the next round of the housing crisis.

In 2017, CPD and our affiliates will work with other national allies and affiliated local organizations to envision a national housing strategy that elevates the harmful impact of Wall Street and private equity within our communities. At the same time, we will drive critical defensive efforts against the Trump Administration’s attempt to weaken HUD and core federal housing justice protections and federal funding streams. ■



A RESILIENT & JUST ECONOMY



RAISING THE MINIMUM WAGE & PASSING PAID SICK DAYS

We exceeded our objectives for raising minimum wages and increasing earned sick days in 2016. Along with our partners, CPD helped raise wages for 11.8 million workers and won earned sick days for nearly 3.9 million workers. These gains are emblematic of a new moment in the struggle for workers' rights that our movement has helped create.

Many of our partner organizations won victories through ballot initiatives. For instance LUCHA, in Arizona, led the AZ Healthy Families initiative in raising the state's minimum wage to \$12 per hour by 2020 and legally ensuring the right to paid sick days. Working families will no longer be forced to make the impossible choice between a paycheck and caring for a sick daughter or son. In Colorado, FRESC/UNE was a core leader of the CO Families for Fair Wages campaign, a dynamic coalition of community groups including COPA, Together Colorado, and many local unions. Together they secured a \$12 minimum wage, impacting half a million workers. In Washington State, Working Washington played a key role in the Raise Up Washington ballot initiative which increased the minimum wage to \$13.50 for 730,000 workers and has ensured earned sick days for a million workers across the state. Finally, the Center for Policy Initiatives led an ongoing effort to secure earned sick days as well as greater minimum wage increases for San Diego workers. The success of these ballot initiatives demonstrates the incredible power of low-income communities working together in vibrant coalitions to effect change at both local and state levels.

We also took this fight to state legislatures. The Vermont Workers Center played a critical role in legally securing paid sick days. Oregon passed a three-tiered minimum wage increase that sets different rates by location. Both PCUN and WFP worked hard to secure these raises for workers. In DC, WFP, ROC, and SPACES fought alongside labor unions to secure a \$15 minimum wage.

California's groundbreaking victory, which increased the minimum wage to \$15 per hour by 2022 is setting a new standard for wages across the country. More than five million low-paid Californians—about 38 percent of the workforce—

will see their wages increased by an average of \$4,000 annually. In early 2015, ACCE, PICO, CPI, and WPUSA formed a statewide table representing key leadership from most of the local minimum wage campaigns across the state. In close coordination with the State Federation of Labor and SEIU, CPD and our partners led the drumbeat for this precedent-setting victory.

Similarly, the momentum created by fast food organizing and robust organizing efforts led by NYCC, MRNY, and local labor unions secured a \$15 regional minimum wage in New York.

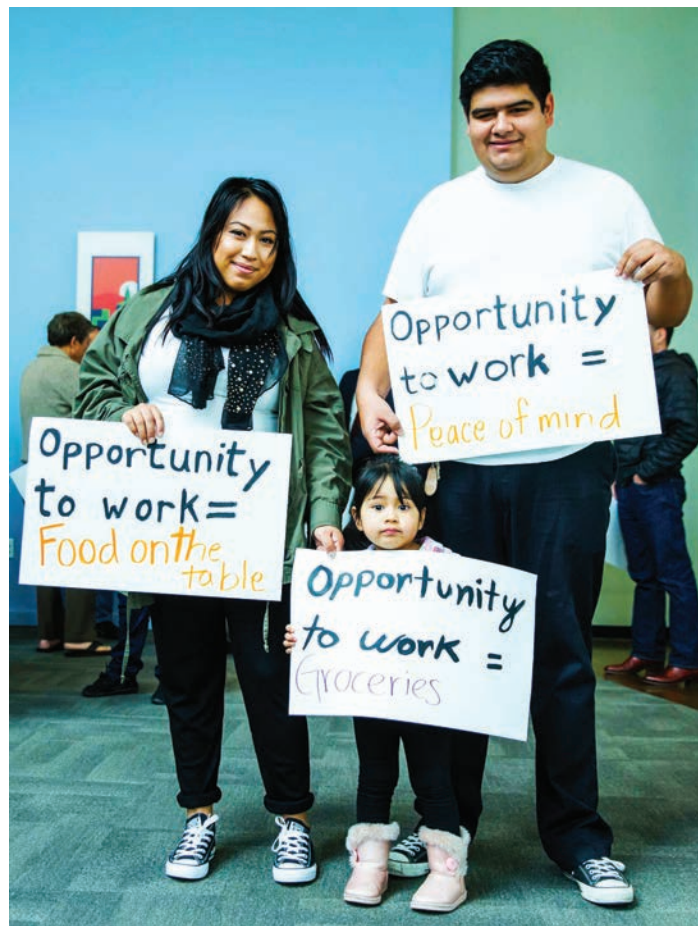
We will be building on these incredible victories by ensuring the strong enforcement of new legislation and by continuing to build powerful worker-based organizing efforts. ■



WINNING A FAIR WORKWEEK

CPD's Fair Workweek Initiative is driving national momentum to ensure that working people have a greater say in their workweek to ensure stable incomes and opportunities for advancement.

Across the country, working people in retail, fast food, and janitorial services are leading the fight for a fair workweek. From Seattle to New York City, the Bay Area to Washington, DC, workers are coming together to make sure that they are provided with the working hours they need in order to care for themselves and their families. Elected officials on the city, state, and federal levels are responding to this growing movement for reliable hours with a number of robust policy solutions.



Through the Fair Workweek Initiative, we have built a national policy, research, and campaign infrastructure as well as providing the funding, strategy, and technical support critical to winning policy and industry change campaigns across the country. We are providing ongoing support to the local coalitions that are driving these winning campaigns and collaborating with national organizing allies such as Jobs with Justice and Partnership for Working Families, as well as labor allies like the UFCW and SEIU.

Since Jobs with Justice and the UFCW led the San Francisco-based campaign that won the country's first scheduling law in 2014, the Fair Workweek Initiative has generated a wave of policy and regulatory action in response to working peoples' calls for a family-sustaining workweek:

- Fair Workweek policy wins in Seattle, WA and Emeryville, CA, have guaranteed tens of thousands of retail and food service workers predictable, balanced workweeks that allow them to plan ahead and lead healthy lives. For instance, new laws provide two weeks of advance notice for work schedules, fair compensation for last-minute shift changes, greater worker input in scheduling, more available hours, and the first-ever law ensuring 10 hours of rest between shifts (effectively ending mandatory "clopenings"). Working Washington, UFCW 21, SEIU 775, and broader community-labor coalitions led the winning Seattle campaign, while CPD partner ACCE and EBASE, of the Partnership for Working Families, drove the Emeryville campaign to victory.



- Voters in San Jose, CA passed the historic Opportunity to Work Initiative, ensuring more than 64,000 hourly workers receive paychecks that cover the bills and put food on the table. This initiative was led by Working Partnerships USA and the South Bay Labor Council through the Silicon Valley Rising campaign.
- Washington, DC guaranteed a 30-hour workweek for commercial building workers. Although this made history as the first minimum hours law in the country, it will certainly not be the last, as SEIU 32BJ calls for similar standards in cities and states throughout the Northeast.
- New York State Attorney General Eric Schneiderman spearheaded a new inquiry into abusive on-call scheduling practices at 13 retailers and inspired eight other Attorneys General from California, Connecticut, the District of Columbia, Illinois, Maryland, Massachusetts, Minnesota, and Rhode Island to join forces. Today more than 25 retailers have pledged to not use on-call scheduling, with more than 12 retailers newly ending the practice. Together these changes have impacted a quarter million workers.

These breakthrough wins ensure that hundreds of thousands of people have greater stability at work and consistent time for their families. We are now working hard with our partners to ensure the successful implementation of these new laws and to help both workers and business transition to these new scheduling practices. The Fair Workweek Initiative will be tapping into data on systematic occupational segregation, discovered through our Retail Jobs Today research, as well as developing new workforce management technologies that align business operations with worker needs.

In 2017, the Fair Workweek Initiative is working with more cities and states who have joined the movement for a sustainable workweek, including the following new activities:

- New York City's Mayor and City Council have pledged to pass comprehensive fair workweek policies for fast food workers along with the Fast Food Empowerment Act that allows workers to contribute to a non-profit organization through their paycheck. The fast food campaign is leading the way, supported by a coalition of SEIU 32BJ, NYCC, and Make the Road.
- The Oregon Fair Workweek campaign is gaining momentum through the leadership of UFCW 555 and Working Families OR, which could win Oregon the country's first statewide fair scheduling law. ■



BUILDING A FULL EMPLOYMENT ECONOMY

In 2014, leaders from low-income communities and communities of color across the country gathered to address the impact of the Federal Reserve's policy decisions on the lives of working people. Our message was clear: the economic well-being of millions of struggling people is too important to allow the Fed to continue making decisions without the input of those most affected. Since then, the Fed Up campaign has fought for the Fed to create a full-employment economy by keeping interest rates low; has highlighted the impact of monetary policy on racial and economic inequality; and has worked to transform the Fed into a fully public, transparent, and accountable institution.

Since emerging on the scene at the Federal Reserve's 2014 annual symposium in Jackson Hole, WY, the Fed Up coalition has brought the voices of struggling Black and Latinx communities to Federal Reserve officials. Fed Up has held unprecedented meetings with all 12 of the Federal Reserve's Regional Presidents; has met with five of the seven Federal Reserve Board of Governors; has hosted tours of low-income communities for three Fed Presidents; has gained the support of 116 Representatives and 11 Senators in demanding diversity and representation within the Fed; and has spoken truth to power at three consecutive Federal Reserve Economic Policy Symposia in Jackson Hole, WY. As a result of our efforts, the Fed Up coalition has changed the national monetary policy discussion to include issues of racial and economic inequality.

In 2016, Fed Up organized members of Congress to press the current Fed Chair, Janet Yellen, for greater consideration of racial disparities in unemployment and for increased transparency within the Fed's presidential appointment process. They also presented Yellen with a letter—signed by Sen. Elizabeth Warren, Rep. John Conyers, and over

100 other members of Congress—addressing the lack of racial and sectoral diversity at the Fed and calling on her to empower voices from communities of color as well as labor and consumer groups. Thanks to these and other efforts, Fed Up won the inclusion of a strong call for a full-employment economy in the Democratic National Party's platform (the first mention of full employment in a major party platform since 1988).

In 2017 the Fed Up coalition will continue to fight for full employment and a more transparent and representative Federal Reserve. Fed Up will defend the Fed's full employment mandate from congressional threats and will advocate for Board of Governor appointees who support a full-employment economy in order to ensure that low-income communities and communities of color have livable wages and decent working conditions. ■



ENSURING ACCESS TO CHILDCARE



CPD is working in close collaboration with the Center for Community Change, and community and union allies, to support state and local campaigns for major public investment in early childhood education. These campaigns are helping us achieve our broader goals of affordable, high-quality child care and dramatic improvements in job quality for child care workers.

Together, we've built a cohort of over 20 organizations in a dozen states that are committed to building an organized base of parents, child care providers, and care workers who will fight for child care justice both locally and nationally.

In 2016, CPD collaborated with core labor partners to launch the Child Care and Early Learning Action Hub, laying the groundwork for a multi-year national campaign to increase federal investment in early childhood education. The Hub's primary objectives are to raise the visibility of local child care campaigns; to build field capacity for coordinated action; and to develop a broadly shared communications strategy. The Hub spent the summer and fall of 2016 focused on building its organizational infrastructure, developing relationships with national partners, and raising the profile of the movement for better child care with the media and opinion-makers.

A major highlight of our work in 2016 was the ground-breaking preschool ballot initiative victories in Cincinnati and Dayton, Ohio. Further, in April, NOC and ISAIAH won \$25 million in new state funding for pre-K across Minnesota. Other campaigns also made significant progress, creating a solid foundation for more victories in 2017 and beyond. 2016 saw CPD affiliates in Pennsylvania, Minnesota, California, and Illinois launch substantive new campaigns to build organizations for Early Education and Childcare expansion. In each location we aim to use Early Childhood Education to help our affiliates build power by expanding their membership.

Building the base and targeting local policy makes more sense now than ever. We will continue to build in these locations, to identify and pursue opportunities for victories in the short and medium term, and to use this momentum to ensure that we are prepared for any future actions on child care at the federal level. ■



A ROBUST & RESPONSIVE DEMOCRACY



FIGHTING FOR RACIAL JUSTICE

CPD's Racial Justice Initiative works in collaboration with our partners and allies across the country for an end to discriminatory and oppressive policies that victimize and marginalize Black people and communities of color. CPD looks to strengthen the power of communities to ensure that investments in safety, education, health, and housing reflect local priorities and control.

CPD works to develop campaigns, research, and policy to assist our partners in eradicating structural oppression and to create a society in which all people can control their social, economic, and political destinies.

Our theory of political and social change focuses on building relationships across geographies and enacting meaningful change at the local and state level, which improves the everyday lives of Black and brown communities, while also laying the infrastructure and narrative groundwork for radical and transformational change. We believe deeply that meaningful and sustainable change comes from the ground up and must be created by those most impacted. We seek to build the capacity of local organizations to pursue a transformational vision of racial justice that includes divestment from violent state structures and unbridled privatization; the abolition of hyper-criminalization and mass incarceration; and large-scale social and economic investment in the health, safety and wellbeing of Black and brown communities.

There were significant victories and progress in 2016. CPD played a key role in supporting our partner, Communities United for Police Reform in New York City, in pushing back against proposed changes to the Governor's Special Prosecutor Executive Order. Additionally, CPD and Neighbors Organizing for Change (NOC) hosted a nationally-covered Black Town Hall with presidential candidate Bernie Sanders, who answered questions about racial inequality, economic disparities, small business growth, and environmental issues affecting Minneapolis. With the help of CPD, this event led to NOC's creation of a Racial Justice State Agenda, introduced in early April of 2016, which helped shift the narrative around racial justice in the state of Minnesota. In Florida, we supported Organize Florida! to help pass a decriminalization ordinance for marijuana possession.

As we move forward into 2017, our expanded Racial Justice is newly expanded and under the leadership of Jennifer Epps-Addison, who joined the CPD family as Network President and Co-Executive Director at the start of the year with the support of Kimberly Freeman Brown, CPD's Senior Advisor for Racial Equity, Inclusion, and Leadership. Our primary focus will be on developing multi-jurisdictional organizing and campaigns that advance Black freedom and power, to be led and designed by our partners of color on the ground. Our ongoing engagement at the national level includes collaborations with the Movement for Black Lives and other national consortiums working on invest/divest budgetary campaigns, reducing mass incarceration, and advancing police reform and accountability.

Jennifer Epps-Addison joined the CPD family as Network President and Co-Executive Director, bringing with her nearly 15 years of organizing experience and a history of playing an integral role in winning campaigns on a variety of economic and racial issues. As a sharp and strategic visionary committed to justice and the CPD network, Jen will work closely with our partners and affiliates across the country to elevate the voices, struggles, and aspirations of community leaders working on the front lines against inequality. Further, Jen will lead a wide range of programmatic work, including an ambitious expansion of our racial justice initiative.

Kim has served the progressive movement as an organizational development and executive coach focused on helping organizations create leadership opportunities for people of color as well as expanding capacity to do anti-racist and other anti-oppression work. Kim's expertise will be key to CPD's efforts to help the leadership of oppressed and marginalized communities shape our resistance and build a more just, equitable, democratic, and inclusive society. ■



DEFENDING VOTING RIGHTS & DEMOCRACY

CPD's Voting Rights & Democracy program is building a stronger, more inclusive, and more representative democracy by increasing the voice and power of communities of color, low- and moderate-income communities, immigrant communities, women, and young people.



In the face of growing threats to voting rights and democratic participation, this year CPD continued to build the momentum and capacity necessary to drive a powerful, proactive, and visionary democracy agenda. This agenda aims to increase access to the ballot, expand the electorate, and strengthen the voice of the New American Majority in the electoral process. We believe that a strong democracy requires universal voter registration, full enfranchisement, robust participation, and public financing of elections. To get there, we are advancing reforms like Automatic Voter Registration, Same Day Registration, and local registration expansion reforms that reduce voter registration disparities and add millions of eligible citizens to the democratic process. We are also working with state and national partners to restore the voting rights of formerly incarcerated returning citizens.

In 2016, CPD developed and supported proactive state, local and national policy campaigns in Arizona, Florida, Illinois, Maryland, Minnesota, New York, Texas, Vermont, and Virginia. Partnering with Communities United, we restored the right to vote for over 40,000 Maryland citizens previously barred from voting because they were on probation or parole. We then launched an ex-offender voter engagement program to identify,

educate, and engage the thousands of newly re-enfranchised voters after the law went into effect.

We further expanded access to the ballot in Maryland, Virginia and Vermont by removing barriers and expanded access to voter registration for hundreds of thousands of people. This effort included, for instance, automatically registering 49,000 eligible voters in Vermont and adding hundreds of thousands of registrants to the voting rolls in Virginia and Maryland through modernization reforms at the state and county level.

During the 2016 election we worked with state partners and national allies to protect the right to vote for communities of color, immigrant communities, low-income communities, and young people. As part of the national Election Protection coalition, CPD worked with state partners to engage in robust election protection efforts, helping to ensure that every voter could cast a ballot that would be counted.

In Arizona, where the thousands of voters of color were disenfranchised in the March primary, CPD worked with the Arizona Center for Empowerment and the Arizona Advocacy Network to build out and implement a statewide program to protect voters during early voting and on Election Day. In the months and weeks leading up to the national election, we engaged the Secretary of State and county officials to address critical election administration issues. On Election Day we placed hundreds of volunteer poll monitors and lawyers to address any issues that arose.

In 2017 we are facing new and extraordinary threats to our democracy. As we undertake the work of protecting our communities and organizations, we will chart a path forward at state, local, and federal levels that incorporates new efforts to defend democratic participation with our ongoing efforts to build progressive power and pursue democracy-expanding structural reforms. ■



BROADENING CIVIC ENGAGEMENT

CPD supports our partners to integrate voter participation into their year-round organizing and membership work. Integrated Civic Engagement is the practice of ongoing voter engagement in one's constituency, with the purpose of increasing overall civic participation as well as informed voter turnout during elections.

In 2016, CPD expanded our civic engagement operations to meet the challenge of the general election year while also maintaining our long-term commitment to expanding the electorate and increasing year-round civic engagement. Based on a set of sophisticated plans developed by our partners, CPD raised funds to support partner operations in more than 20 states allowing our partners to expand their supporter lists, their membership, develop new leaders, and expand their organizations into new communities—all while increasing voter turnout in New American Majority communities.

In 2016, CPD Partners:

- Knocked on three million doors in 28 states across the country
- Won ballot measures to increase the minimum wage and/or mandate earned sick time in four states
- Registered 600,000 voters, including new voters, and re-enfranchised voters

In several states, massive registration drives by groups like LUCHA, New Virginia Majority, Ohio Organizing Collaborative,

Organize Now, and Florida New Majority, led to hundreds of thousands of new voters joining the rolls. Our partners developed innovative programs in voter registration and mobilization to increase their memberships and volunteer bases as part of an integrated civic engagement approach for long-term power building in the states. We are excited to see the outcomes of this work over the next two–four years and are confident that they have laid the groundwork for progressive social change across the map.

Because of the high stakes on the 2016 election, CPD and CPD Action, our sister organization, decided to deploy the majority of our staff and partner organizations during the final week leading up to the election. In an exciting and powerful burst of energy, 35 CPD and CPD Action staff travelled to Arizona, Pennsylvania, North Carolina, Florida, and 10 other states to hit the streets and talk to voters. In California and Arizona, CPD staff worked to persuade the public to vote for ballot initiatives providing fair scheduling and fair wages. In Pennsylvania, we were able to create a poll watchers program to protect the integrity of the voting process in key areas.

Moving ahead, we are doubling down on our investment in civic engagement, engaging with our local partners to expand the access to the ballot box, defend against orchestrated voter suppression efforts, and create policy shifts at local and state levels to bring more people into the elections process. ■

FIELD INNOVATION





LIST

FIGHT BACK!

CPD's Fight Back and Field Innovations team has one overall goal: to engage a massive and diverse base of support from individuals in a coordinated series of smart, strategic, and powerful campaigns aimed at fighting back against the policies and proposals that are already coming from the Trump administration and Congress.

Between the November election and the close of 2016, CPD laid the foundation to build a massive new Fight Back Force – an engaged and activated base of poor and working class Americans who will help lead the opposition to proposals to destroy the social safety net. These campaigns target proposals to:

- repeal the ACA, and subsequent threats to cut and block-grant Medicaid, and privatize Medicare;
- eliminate and/or cut-back broad elements of the social

safety net, including SNAP, TANF, and affordable/public housing, public education;

- deregulate and empower Wall Street firms and the nation's largest financial firms;
- criminalize, jail, and deport immigrants;
- promote racist criminal justice practices and police behavior;
- threaten voting rights and other forms of democratic participation in our governance and
- sell off public infrastructure to wall street and developers



Building off the success of CPD's Sustainability Initiative, we identified new states and resources to expand CPD's Fight-Back Canvass, a scalable program of face-to-face organizing that will recruit and mobilize those who benefit from the programs now under attack: public school parents; ACA, Medicaid, and Medicare recipients; public and affordable housing residents; and the many other Americans who participate in the forms of social provision that progressive forces have won over the past century.

In 2017 Fightback and Field Innovations team will achieve four urgent and complementary goals. We will (1) organize and mobilize what has been a largely silent constituency, one which voted well below its potential in the recent elections; (2) push back against the attempts to repeal, defund, or diminish social programs, and where possible limit our losses; (3) build and strengthen permanent progressive infrastructure, which will be available for the next wave of fights, and (4) expand the electorate through increased access to voter registration and defending against the expected voter suppression efforts for the 2018/20 elections. ■

DIGITAL STRATEGIES

In 2016, CPDs digital campaign program played a critical role in several of our key campaign victories. Our online community supported campaigns to restore the rights of 40,000 formerly incarcerated Marylanders; to encourage HUD to work with homeowners with distressed mortgages instead of selling them to Wall Street; and to win minimum wage increases for nearly 11 million workers in Arizona, California, Colorado, New York, and Washington.

Throughout 2016 our digital campaign strategies impacted more than 40 campaigns across many issues, galvanizing our supporters to take more than 250,000 actions to support our campaigns. In 2017, our digital program is at the core of CPD's Fight Back work. We will support the capacity of our partners to run local digital campaigns, motivate our supporters to take meaningful actions to resist, and create an online-to-offline organizing program that captures our nation's post-election energy and funnels it into our partner organizations. ■



SUSTAINABILITY INITIATIVE

Central to the success of CPD and our partners is the size and engagement of our membership base. In 2016, CPD launched the Sustainability Initiative with substantial support from Membership Drive, a program that works closely with partners to develop innovative canvass operations that build their dues-paying membership and small donor operations. The vision of the program is to develop canvassing models that can become financially self-sustaining within two years and generate 50-75 percent of a partner's organizing budget within five years. The Director of Sustainability Initiatives, Greg Basta, was hired at the end of 2014 and spent most of 2015 researching best practices in building dues paying membership, conducting site visits with successful fundraising and membership recruitment field programs, and working with CPD affiliates on the ground to analyze and troubleshoot their existing membership recruitment programs.

Most of 2016 was spent developing the necessary infrastructure for building successful sustainability canvasses in the future. Central to this was the hiring of Tiffany Cruz, the National Field Lead for the Sustainability Initiative. Tiffany spent over 5 years supervising successful canvass programs for Planned Parenthood and Action United in Philadelphia, and will be developing the training program and toolkit for new canvass directors, while providing them continued coaching and supervision as they grow their field teams.

At the end of 2016, we launched a few initial pilot canvasses, with plans to dramatically scale the work to 10 cities in 2017. The canvasses will provide a significantly increased scale for reaching and engaging constituents to organize around the issues of deep importance to their communities. This newly-engaged power base will, in turn, generate greater momentum for an increased pace and scale of victories on our range of campaigns. ■

BUILDING THE CAPACITY OF THE FIELD



CPD's Organizing and Capacity Building team works to strengthen our partner organizations as well as the CPD network as a whole.

Our first-ever People's Convention was a key moment in the development of the CPD network. In July 2016, over 1600 grassroots leaders representing more than 40 community-based organizations came together in Pittsburgh, PA. The majority of participants were member-leaders from across the CPD network, who were joined by organizers, policy makers, and artists. Over two days, we strategized together, we mourned together, we marched together, and we danced together. At the end of the convention, we went home stronger, smarter, more connected, and better positioned to continue the struggle in our own communities and to transform this country together. We ratified the "Still We Rise" unity statement, which defines who we are and our shared values and vision, and will help guide our work moving forward. The convention also included close to 40 workshops and strategy sessions. The "Still We Rise" march through the streets of downtown Pittsburgh protested the continued killings of Black people at the hands of police, decried the policies that tear immigrant families apart, and elevated the fights for worker justice and climate justice.

In 2017 we will build on the People's Convention by launching the Leadership Council, a body composed of approximately 150 senior staff and member leaders representing the entire CPD network. The inaugural meeting of the Leadership Council will bring people together to share stories; to learn skills and strategies from each other; to ratify a shared platform for racial and economic justice; and to discuss the strategic direction of the CPD network. Having seen how powerful it is for people to join together in the streets, this gathering will also include a Day of Action.

In 2016, the Organizing and Capacity Building team also continued to facilitate cutting-edge leadership development and training programs. We launched two new leadership cohorts—one for new executive and deputy directors, and one for operations directors across the network. Both programs provide concrete skills trainings as well as a community of practice where participants can learn from and support each other. The Executive Director/Deputy Director Leadership Cohort has 23 participants, all of whom are women and/or people of color. The Operations Cohort has 24 participants, 90% of whom are women of color. We also offered the New Organizers Training—a three-day workshop focused on basic organizing skills—in Spanish for the first time.

In 2017, we will continue to build on and expand this work. The Executive Director/Deputy Director and Operations cohorts will continue to meet throughout the year, and we will continue to replicate our training programs for new organizers and for mid-level organizers with supervision responsibilities. We will also provide training and other resources to help our partners build and maintain healthy and resilient organizations, with a particular focus on sound governance, technology, and data tools.

Our capacity-building with individual organizations is another cornerstone of our work. Each member of the Organizing and Capacity Building team works with several partner organizations to assess their needs and then to provide tailored support throughout the year. This support can include anything from guidance through an executive transition to support in developing dues-paying membership structures. In 2017 we will continue to provide this tailored support to individual organizations, as well as to expand the CPD network into new geographies and new constituencies. ■



ST

A PLATFORM FOR OUR FREEDOM

We are people bending the arc of history towards justice. We are young and old. We are women. We are men. We are queer. We are trans. We are students. We are workers and the unemployed. And we are the people whose daily labor is not recognized as work.

And still, we rise!

We are parents and grandparents. We are Latinxs. We are Black. We are Asian. We are White. We are indigenous and we are immigrants. We are people of faith. We are DREAMers. We are disabled and non-disabled. We are the homeless and the formerly incarcerated. We are the millions of human beings in this country living behind bars and in detention centers.

And still, we rise!

We come from all corners of the world, and from all corners of this country. And we come together. Today and every day. We are fierce. We are strong. We are generous and we are bold. Together, we are powerful.
And together we will rise!

We believe in justice and equality for all. We believe in the transformative power of love. We believe in our dreams, and we believe in each other. Every generation is called to continue the struggle for freedom – we must answer this call, and turn back the ugly wave of hate that seeks to divide us based on race, class, gender, religion, sexual orientation, national origin and other differences. We will rise up as one people to stop the billionaires and hatemongers from undermining our democracy, trampling on our freedoms, and destroying our planet.

We vow to defend each other—because an attack on one of us is an attack on all of us.

We vow to fight for freedom, dignity and justice for all people.

Join us in resistance and solidarity.

Join us in the streets.

Join us in town halls, state capitols and community meetings.

Join us in your place of worship, your neighborhood association, your school or your workplace.

Join us to build power in our communities, and a multi-racial coalition strong enough to uproot white supremacy and end economic exploitation.

Join us to build an America worthy of our ancestors' sacrifice, our boldest aspirations, and our children's great promise.

Join us to fight for:

1. Full and Fair Employment. We deserve a fair economy that works for all of us, with good jobs for everyone who wants to work, where everyone has a decent income and can sustain a family, and where all workers can join a union or other worker-led organizations. We will only be free when our economy is no longer controlled by Wall Street and the richest 1%.

2. Respect and Dignity. We deserve a world where everyone is treated with respect and dignity. We will

WE

only be free when we uproot racism, patriarchy and all other forms of oppression, and no one lives in fear, trauma or violence.

- 3. Education.** We deserve the opportunity to thrive and pursue our dreams. We will only be free when all children have access to great public schools, from pre-K to post-secondary – regardless of where we live, the color of our skin, our immigration status, or our family’s income, and when every family has access to free, high quality childcare.
- 4. Healthcare and Reproductive Justice.** We deserve affordable, high quality healthcare and the freedom to control our own bodies. We will only be free when every woman can choose her own destiny, when our healthcare is no longer controlled by big pharmaceutical and insurance companies that profit off our pain and illness, and when the government takes on its fundamental responsibility to ensure access to health care.
- 5. Safe, Affordable Housing.** We deserve a safe, affordable place to call home. We will only be free when landlords can no longer subject us to high rents and slum conditions, when big banks and developers can no longer profit from displacing us from our homes, and when the government reinvests the resources necessary to make up for decades of cutbacks.
- 6. A Healthy Planet.** We deserve clean air, clean water, and green infrastructure in every community. We will only be free when corporations can no longer poison our environment and when we address the dire threat of climate change.

7. Restorative Justice. We deserve to be safe and protected in our homes and neighborhoods. We will only be free when we dismantle the criminal justice system that steals childhoods, murders black and brown people, and locks people up for being poor, and when we address the drug crisis with treatment instead of incarceration.

8. Immigrants’ Rights. We deserve the freedom to move and to migrate, and to participate fully in the country where we live. We will only be free when immigrants are no longer exploited, scapegoated, or living in fear of detention and deportation that tear our families and communities apart. We will only be free when we recognize that our diversity is one of our country’s oldest and greatest strengths.

9. Democracy. We deserve a democracy in which all our voices are heard. We will only be free when our political system is no longer dominated by big money, when we redraw gerrymandered districts to fairly represent our communities, when we restore the right to vote to all formerly incarcerated Americans, and when every voter is guaranteed the right to freely and fairly cast a ballot.

10. International Peace and Justice. We deserve to live in a nation that promotes peace and harmony around the world. We will only be free when the U.S. government ceases to instigate violence in other countries, and corporations no longer reap profits from poverty at home and abroad.

JOIN US!

**Together we will dream.
Together we will resist.
Together we will rise.
And together we will win.**





CONNECTING ELECTED OFFICIALS FOR 'LOCAL PROGRESS'

Local Progress is a policy network for progressive elected officials from cities and counties around the country. Hand-in-hand with community-based organizations and labor unions committed to advancing a social justice agenda, the members and staff of Local Progress are building the network to facilitate a genuine “inside/outside” strategy to reform municipal policy and politics.

The goals of Local Progress are threefold: to replicate the best policy and governance practices across cities by sharing innovative policy ideas; to engage in leadership development that helps members build the skill sets, strategic vision, and political coalitions to move a progressive municipal agenda; and to connect elected officials to one another and coordinate their work across cities to have national impact.

Over the past year, Local Progress has grown to over 500 members. We launched several exciting new bodies of work including the very first Local Progress national campaign, American Leaders United Against Hate and Anti-Muslim Bigotry. Working in partnership with the Young Elected Officials Network, this effort mobilized over 500 local elected officials from across the country in condemning hatred, xenophobia and anti-Muslim bigotry. Local elected officials advanced resolutions condemning bigotry in over 50 jurisdictions from Kansas City to New Orleans to San Francisco.

Local Progress also launched our first official state chapter, with over 80 elected officials gathering in Albany, NY alongside Working Families, New York Communities for Change, Citizen Action and Make the Road NY. We also developed a new curriculum on progressive governance and leadership development, working with Wellstone Action and Working Families Maryland to develop and implement a six-month in depth course on “Governing as a Progressive” for one-third of the incoming Baltimore Council. Finally, we held a powerful fifth annual national convening during which members shared

best practices in policy sessions, adopted Local Progress’s first ever national platform, and marched in the streets with attendees of CPD’s People’s Convention under the banner “Still We Rise”

This work is a powerful foundation for all of the areas in which local elected officials will need to work together in 2017. In the coming weeks and months, Local Progress members will be joining together in acts of resistance and in demonstrations to protect immigrant communities and other communities under threat. And we will continue our work to innovate policy progress at the local level on core issues ranging from economic justice to police reform to equitable economic development. ■





RUNNING SOPHISTICATED CAMPAIGNS

COMMUNICATIONS

CPD's communications team works with program staff across the range of campaigns to amplify our impact through national and local media.

Every month, we elevate the voices of our CPD staff and partners in our network by placing four–six op-eds in high profile national and local outlets. In addition, we generate news coverage of our campaigns and garner around 50 media mentions each month.

In 2016, coverage of Senator Elizabeth Warren's appearance at our annual spring gala went viral, leading to several hundred media hits in top outlets, including The New York Times and the The Washington Post.

One of CPD's most visible campaigns, Fed Up, seeks to bring the voices of low-income communities of color to the Federal Reserve. Many mainstream outlets have published articles on the Fed Up campaign in the past 12 months. In August, during the Federal Reserve's annual retreat in Jackson Hole, WY, The Washington Post, The Wall Street Journal, and The New York Times all wrote extensive profiles of the Fed Up campaign and its leaders. The strong media campaign has ensured that monetary policy-makers are listening to communities of color.

Our successful communications strategy is shifting the national conversation on race, immigrants' rights, and workplace protections, ultimately setting the stage for policy victories in cities, states, and at the federal level.

POLICY & STRATEGIC RESEARCH

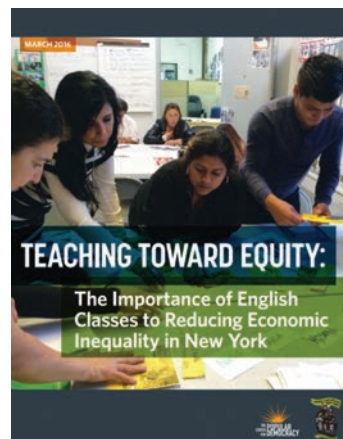
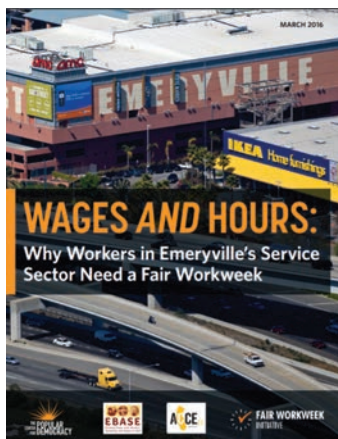
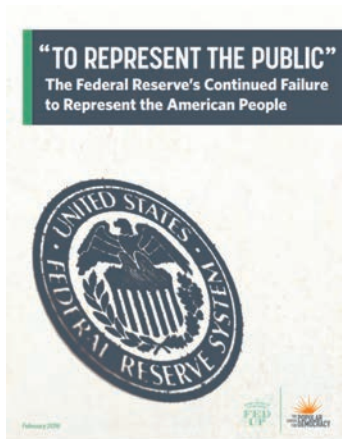
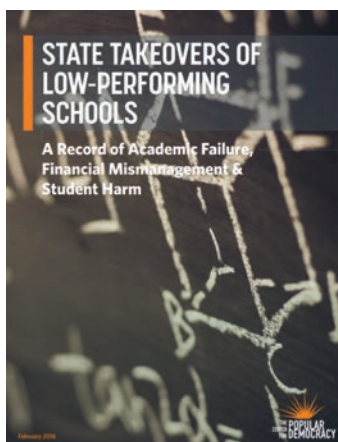
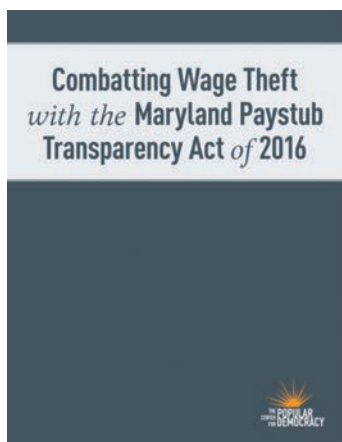
CPD provides critical technical expertise in support of our campaigns—both for CPD-driven work and to our partners for their campaigns.

In 2016, the Strategic Research team at CPD provides critical strategic support for our work – both for use by campaigns as they build, and to build the public case in support of our goals. In 2016, we authored more than 20 public-facing reports to support the national and local campaigns of our partners. These publications highlighted the experiences of our communities, identified policy solutions to address systemic inequalities, and facilitated the bold action needed to win tangible victories. For example, our high-impact reports on protecting immigrant communities will help policymakers strengthen sanctuary style laws and policies to fight back against mass deportation and criminalization, provide access to counsel for immigrants facing deportation, and launch and strengthen citizenship initiatives. The research we produced for our Fed Up campaign led to large-scale public outcry over the lack of diversity among the Federal Reserve's leadership and helped pave the way for the recent appointment of the first Black president of a federal regional bank. We have also produced tactically-important research for voting rights, wage theft, education, and worker organizing campaigns. This research raised the visibility and credibility of our campaigns while being featured in national outlets including The Wall Street Journal, The Washington Post, and US News & World Reports.

CPD’s staff attorneys play a similarly critical role on our work, undertaking technical legal research and analysis to identify opportunities for policy change, and supporting campaigns at every stage – drafting proposals, crafting advocacy materials that make the case, and remaining engaged as policies are implemented on the ground. For example, our policy team has crafted and helped win innovative, first-of-their-kind fair workweek policies that provide workers greater stability in their schedules and voice on the job. Our immigrants’ rights staff attorney has provided crucial expertise to jurisdictions and campaigns across the country, including to implement or expand sanctuary city policies and to provide counsel to immigrants facing deportation.

As CPD shifts to a federated network, we will continue to provide expert policy and research support to our affiliates, and identify and elevate opportunities to support trans-local, Network-wide collaborations. A major priority will be incorporating participatory research methods into our projects, working with partners to conceive, develop and implement research plans that generate research that supports campaign priorities while simultaneously supporting the leadership of those most impacted. Our first major participatory research project is a partnership with Make the Road Connecticut to explore the ways in which precarious work schedules affect the health and well-being of families, especially young children. Participatory research methods will not only ensure our findings are relevant to and guided by the lived experience of our community members, but serve as a vehicle for organizing and leadership development. ■

2016 CPD PUBLICATIONS



APRIL 2016

A CITY OF IMMIGRANT WORKERS:
Building a Workforce Strategy to Support All New Yorkers

Center for a New American Future
POPULAR DEMOCRACY

APRIL 2016

A HIDDEN CRISIS:
UNDEREMPLOYMENT IN SILICON VALLEY'S HOURLY WORKFORCE

POPULAR DEMOCRACY
WORKING PARTNERSHIPS USA
FAIR WORKWEEK INITIATIVE

MINIMUM HOURS FOR MAXIMUM IMPACT:
Creating Family-Sustaining Building Service Jobs in Today's Economy

POPULAR DEMOCRACY
UNION PROGRESS
FAIR WORKWEEK

MIXED ACADEMIC PERFORMANCE IN DENVER'S CHARTER SCHOOLS:
Flawed DPS Authorization Process Leaves Many Underperforming Charters in Need of Support

POPULAR DEMOCRACY

DSST CHARTER SCHOOL NETWORK'S FINANCIAL ARRANGEMENTS WITH A FOR-PROFIT COMPANY HIGHLIGHTS HOLES IN DENVER'S OVERSIGHT STRUCTURE AND RULES
DSST Paid \$20 to \$50 million to For-Profit Corporation Owned by Two Board Directors

POPULAR DEMOCRACY

Community Schools Toolkit
Resources for parents, community organizations and policymakers about making community schools a reality in your neighborhood, school district, or state.

May 2016

CHARTER SCHOOL VULNERABILITIES TO WASTE, FRAUD, AND ABUSE
Federal Charter School Spending, Insufficient Authorizer Oversight, and Poor State & Local Oversight Leads to Growing Fraud Problem in Charter Schools

POPULAR DEMOCRACY

THE FEDERAL RESERVE
Real and Perceived Conflicts of Interest and a Path Forward

POPULAR DEMOCRACY
FPP

REFLECTING THE DIVERSITY OF AMERICA
Board Candidates for 12 Federal Reserve Bank Regions

POPULAR DEMOCRACY

JULY 2016

SCHEDULING AWAY OUR HEALTH:
How Unpredictable Work Hours Affect Health and Well-being

H&P
POPULAR DEMOCRACY
WAGES WARRIORS
FAIR WORKWEEK INITIATIVE

Cities for Citizenship Toolkit
10 Strategies to Launch & Strengthen Citizenship Initiatives

Cities for Citizenship (C4C) is a major national initiative to encourage cities and counties across the country to build citizenship and naturalization programs for eligible permanent residents.

C4C is supported by New York City Mayor Bill de Blasio, Chicago Mayor Rahm Emanuel, and Los Angeles Mayor Eric Garcetti, with support from the Center for Popular Democracy and the National Partnership for New Americans. C4C currently encompasses 10 founding Corporate Partner cities from 20 cities and counties across the country from across.

CITIES FOR CITIZENSHIP
NYC
NPNA
Citi

OCTOBER 2016

PROMOTING EQUALITY:
City and State Policy to Ensure Immigrant Safety and Inclusion

POPULAR DEMOCRACY

All of our publications can be viewed at www.populardemocracy.org/news/publications

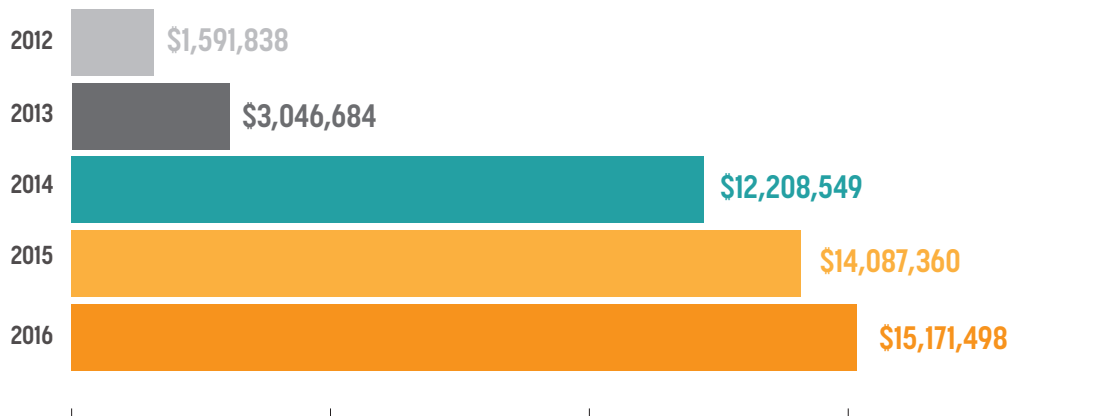
FINANCIAL STATEMENT

Year Ended December 31, 2016

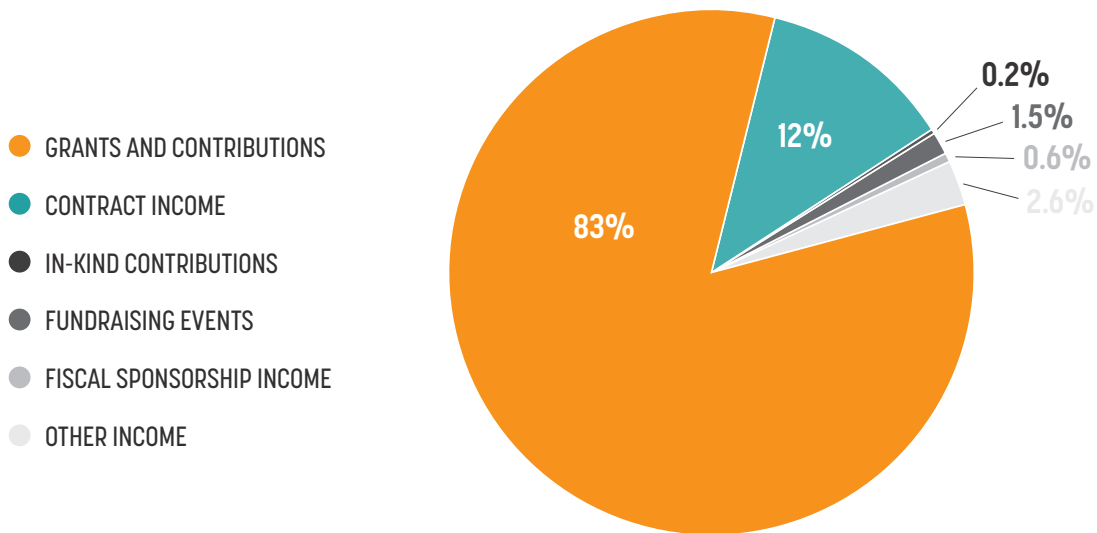
REVENUE AND SUPPORT	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Grants and contributions	\$ 1,220,450	\$ 11,326,174	\$ 12,546,624
Contract income	1,884,145	—	1,884,145
In-kind contributions	30,937	—	30,937
Fundraising events	225,801	—	225,801
Fiscal sponsorship income	91,194	—	91,194
Other income	392,797	—	392,797
Net assets released from restrictions:			
Satisfaction of purpose restrictions	10,778,825	(10,778,825)	—
Expiration of time restrictions	92,500	(92,500)	—
Total revenue and support	14,716,649	454,849	15,171,498

EXPENSES	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Program services	\$ 12,304,209	—	\$ 12,304,209
Supporting services:			
Management and general	2,175,012	—	2,175,012
Fundraising	669,759	—	669,759
Total supporting services	2,844,771	—	2,844,771
Total expenses	15,148,980	—	15,148,980
Change in Net Assets	(432,331)	454,849	22,518
Net Assets, beginning of year	749,414	6,174,239	6,923,653
Net Assets, end of year	317,083	6,629,088	6,946,171

CPD REVENUE GROWTH 2012-2016

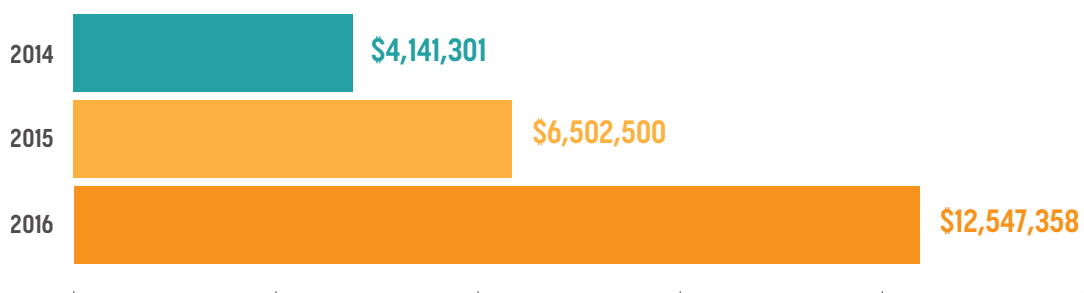


REVENUE BY SOURCE 2016



MONEY RAISED FOR OUR STATE PARTNERS

Includes money raised by Action for the Common Good / CPD Action



BOARD OF DIRECTORS

ANA MARIA ARCHILA

Co-Executive Director,
Center for Popular Democracy

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Make the Road New York

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Professor of Law, Benjamin Cordozo
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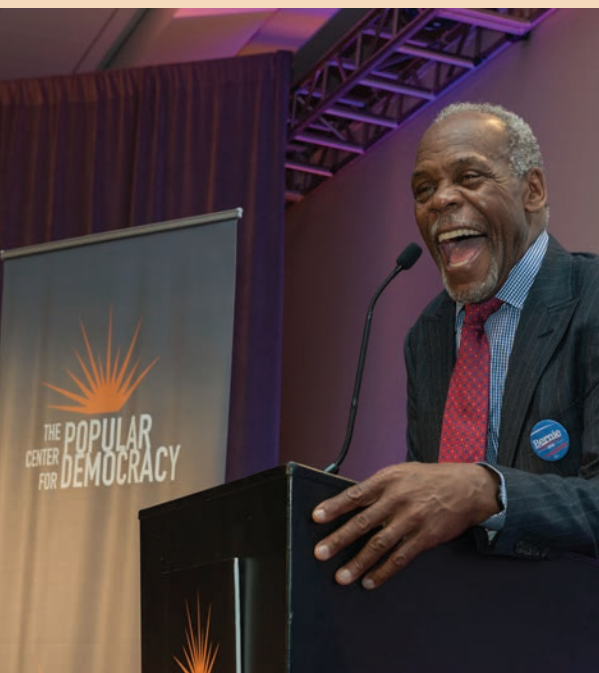
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Co-Executive Director,
Make the Road New York

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Senior Vice President for Social
Justice at the New School and the
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JULIAN ALDANA

Digital Content Manager

ANA MARIA ARCHILA

Co-Executive Director

PHIL ASTIN

Staff Accountant

ADY BARKAN

Co-Director of Local Progress,
Director of Fed Up

GREG BASTA

Director of Sustainability Initiatives

LEAH BOUDREAUX

Director of Operations Field Support

NICOLE CAIRNS

Digital Campaign Director

XIOMARA CARO

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