



ANNUAL REPORT



2015

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The Center for Popular Democracy (CPD) works to create equity, opportunity and a dynamic democracy in partnership with high-impact base-building organizations, organizing alliances, and progressive unions. CPD strengthens our collective capacity to envision and win an innovative pro-worker, pro-immigrant, racial and economic justice agenda.



Introduction

Popular democracy is a powerful, participatory, and multi-voiced democracy. The Center for Popular Democracy (CPD) works to realize this vision of democracy in our mission, campaigns, and—increasingly—in the structure of our organization. In 2015, we grew in both size and impact. More than ever before, CPD became a unified network of community partners across the United States. Strong within each action, strike, canvass, and convening; stronger together as we recognize shared challenges and build shared strategies and momentum for change across regions.

In 2015, CPD, our sister organization CPD Action, and our state-based partner organizations harnessed the rising energy of this ‘movement moment’ and achieved high impact victories on a number of fronts. Our communities are facing incredible challenges: Our economy and its governing power structures continue to fail working families, hateful anti-immigrant rhetoric is on the rise, a housing crisis displaces and devalues working families—particularly families of color—and our public education system continues to be stripped of badly-needed resources.

And yet:

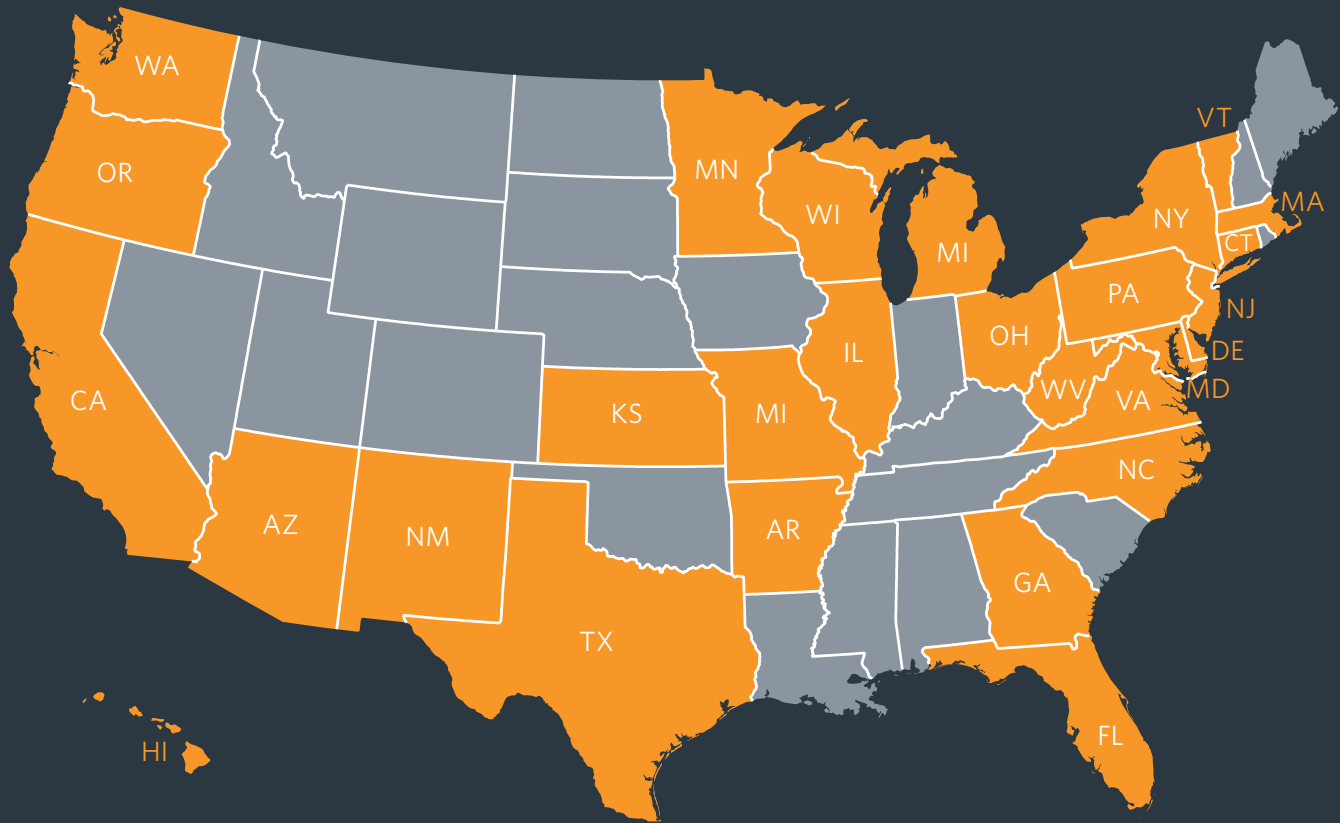
- Our Fed Up Campaign pressured the Federal Reserve to establish an advisory council on the concerns of low-income communities, and brought 100 coalition members and economists to protest the annual policy meeting in Jackson Hole, Wyoming.
- Workers, supported by CPD, our partners, and allies, organized to win minimum wage raises and guaranteed paid sick days in New York, Los Angeles, Chicago, and Philadelphia.
- Maryland restored voting rights to 40,000 formerly incarcerated people following coalition efforts organized by CPD partner Maryland Communities United.
- After a three-year campaign by a coalition including CPD partners New York Communities for Change and Make the Road NY, New York City passed the historic *Car Wash Accountability Act*, offering new licensing and protections for workers.
- Our Fair Workweek Initiative’s policy research exposed unfair on-call scheduling and helped lead to six major national retail brands ending the practice.
- Minnesota joined Ohio in passing community schools legislation drafted by CPD policy staff.

These are just some of the highlights of the impact that CPD and our network have made for millions of workers, immigrants, communities of color, and disenfranchised voters across the country. In this report we offer greater breadth of detail on the success of our campaigns and initiatives across all of our issue areas. In 2016 and beyond, we will continue to collectively fight to achieve a resilient and just economy, a robust and responsive democracy, and true equity and opportunity.

Our network—made up of 43 organizations across 30 states; over 60 staff in New York City, Washington, D.C., and 10 cities across the country; our board of directors, representing leaders from our core partnerships; and our supporters who have helped us raise over \$6.5 million in 2015 for our state partners—will continue to expand, launch new partnerships, and to be ever stronger, together.

PARTNER ORGANIZATIONS

43 PARTNERS
IN 30 STATES



STATE PARTNERS

Action NC **NC**

Action Now **IL**

Action United **PA**

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

Arkansas Community Organizations **AR**

CASA **MD, VA, PA, DE**

Center on Policy Initiatives **CA**

Common Good Ohio **OH**

Community Labor United **MA**

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

Faith Action for Community Equity **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**

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

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

Neighbor to Neighbor Massachusetts **MS**

New Florida Majority **FL**

New Virginia Majority **VA**

New York Communities for Change **NY**

Ohio Organizing Collaborative **OH**

One Pittsburgh **PA**

Organize Now **FL**

Organizers in the Land of

Enchantment, OLÉ **NM**

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

Rights and Democracy **VT**

Rise Up **GA**

SPACeS **DC**

Sunflower Community Action **KS**

Take Action Minnesota **MN**

Texas Organizing Project **TX**

Vermont Workers' Center **VT**

VOCAL-NY **NY**

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

Wisconsin Jobs Now **WN**

Workers Defense Project **TX**

Working Partnerships USA **CA**

Working Washington **WA**

KEY VICTORIES IN 2015

WINTER

- 229,000 Tipped Workers in NY Win **Minimum Wage Increase** from \$5.00 to **\$7.50!**
- After A Long Fight, **Philadelphia Passes Earned Sick Time**, Impacting 150,000 Workers.
- US Immigration and Customs Enforcement (**ICE**) is **told to leave Rikers Island** in NYC.
- After pressure from the Fed Up campaign, the **Federal Reserve establishes advisory council** to look at concerns of low-income populations.
- **New York City** officially launches its **Municipal ID Card program**.

SPRING

- CPD supports allies to pass restoration of rights legislation in **Maryland** state legislature giving **40,000 formerly incarcerated people the right to vote**.
- Following campaign by CPD partner ACCE and coalition allies, **Los Angeles City Council votes to raise the minimum wage** to \$15 an hour by 2020.
- Following pressure from CPD and allies, HUD announces changes to its mortgage sale program prioritizing **homeownership preservation and affordable housing**.
- **Minnesota** joins **Ohio** in passing **community schools legislation drafted by CPD** policy staff. CPD helps introduce legislation in **six additional states**.

SUMMER

- CPD and allies in New York help secure **minimum wage increase to \$15** for 200,000 fast food workers.
- CPD supports partners in **Vermont** as it becomes 14th state to pass **Same Day Registration**.
- St. Louis Mayor Francis Slay signs into law a measure establishing a **civilian oversight** board to review **complaints against police**.
- **Hartford, CT, and Newark, NJ, Pass Strong Municipal ID Laws**.
- CPD core partner Action Now helps **raise the minimum wage for 200,000** low-wage workers in Chicago.
- After a three year campaign by CPD partners NYCC, MRNY and RWDSU among others, **New York City passes historic Car Wash Accountability Act**, licensing car washes and **protecting workers**.

FALL

- In part due to the Fed Up campaign, **Federal Reserve holds off on raising interest rates**.
- **238,600 retail workers no longer subject to on-call scheduling** as six major brands end the practice. (*Urban Outfitters, Gap, Victoria's Secret, Abercrombie & Fitch and Bath & Body Works*)
- Make the Road New Jersey scores first victory with **passage of Municipal ID bill in Roselle, NJ**.
- Make the Road Pennsylvania scores victory for immigrant families, with **likely closure of immigrant detention center** in Berks County.

CPD BY THE NUMBERS

Through December 31, 2015

28

DIFFERENT **TRAINING AND SUPPORT SESSIONS** FOR OVER **274 STAFF OF OUR PARTNERS** IN 2015

2

MILLION PEOPLE

IMPACTED BY **MINIMUM WAGE RAISES** AND **EARNED SICK TIME LEGISLATION**

WON BY CPD, PARTNERS AND CLOSE LABOR AND COMMUNITY ALLIES IN 2015

58%

OF STATE PARTNERS ARE LED BY A **PERSON OF COLOR**

53%

ARE LED BY **WOMEN**

43

STATE PARTNERS IN **30 STATES**

WITH A COMBINED **STAFF OF 780**, A COMBINED **MEMBERSHIP OF 400,000** AND COMBINED **ANNUAL REVENUE OF \$80 MILLION**

4

NEW **PARTNER ORGANIZATIONS** FOUNDED,

IN **CONNECTICUT, NEW JERSEY, PENNSYLVANIA AND GEORGIA**

22

POLICY AND RESEARCH REPORTS

PUBLISHED IN 2015

\$6,502,500

RAISED FOR OUR **STATE PARTNERS***

51

STAFF IN **6 STATES** WITH A BUDGET OF **\$14 MILLION**

A RESILIENT & JUST ECONOMY



Raising the Minimum Wage and Passing Paid Sick Days



In the past eighteen months, CPD and our partners have played a major role in the national movement to raise the minimum wage and to expand access to paid sick days, jurisdiction by jurisdiction. In collaboration with our partner organizations, CPD has driven ambitious minimum wage and earned sick time campaigns in over a dozen geographies, resulting in raises and guaranteed paid sick days for close to 3 million workers.

In the summer of 2015, the Raise the Wage Coalition in Los Angeles, in which CPD partner ACCE played a critical role, won a \$15/hour minimum wage, the largest municipal victory to date. Nearly 800,000 workers—approximately 40 percent of the total workforce—received a raise. This historic victory created the momentum for an L.A. County vote a few months later—also an increase to \$15/hour, impacting 100,000 workers.

Earlier, in February 2015, New York City tipped workers won a 50 percent raise. The announcement came after two years of organizing by the #1FairWage Coalition, coordinated by CPD. This increase was long overdue and will dramatically improve the lives of 229,000 restaurant servers, hospitality workers, and other tipped workers, 70 percent of whom are women. CPD partners Make the Road New York, New York Communities for Change, and other

allies also campaigned for and won a \$15 minimum for fast food workers across the state: In July, the NY Wage Board recommended a \$15 minimum wage for the state's fast food workers—giving a nearly 70 percent raise to roughly 180,000 New Yorkers. On November 10, the same day fast-food workers and other low-wage workers around the country staged strikes and actions for \$15/hour and a union, Governor Cuomo announced that all state workers would receive a minimum of \$15 an hour through executive action.

In Philadelphia, Action United and other key allies have waged a multi-year battle to secure earned sick day policy for 200,000 workers. Pinos y Campesinos Unidos del Noroeste (PCUN) successfully safeguarded the inclusion of farm workers in the paid-sick-day legislation in Oregon, a policy impacting approximately 850,000 workers in the state.

As we move into 2016, we expect to see significant progress across the country, as campaigns for paid sick days and minimum wages increases in Vermont, Oregon, California, and New York ramp up. We will continue to work diligently with our partners across the country to harness the momentum of our successes in this area. We simply cannot afford to do less. ■

Winning a Fair Workweek

Too many American are either saddled with workweeks that never end or are working too few hours to make ends meet. Without enough say in our work hours, we juggle the demand for constant availability and work schedules that change unpredictably. Whether just scraping by hour-by-hour or hardly getting a good night's sleep, working Americans have reached a breaking point when it comes to their workweek. In communities across the country—hourly workers and their allies united around #OurTimeCounts in 2015.

With legislative campaigns sweeping across the country and retailers announcing a wave of scheduling improvements, CPD's Fair Workweek Initiative and our partners are driving the growing momentum to restore a workweek that enables working families to thrive.

In 2015, CPD and our partners launched policy campaigns for a fair workweek at the local, state and national level. These campaigns advance first-of-their-kind policies that tackle variable schedules, on-call scheduling abuses, involuntary and low-quality part-time employment, overwork issues, and employees' lack of control or input in their schedules. This ambitious, emergent policy agenda has already made its mark, gaining widespread public support, interest from policymakers, and widespread recognition in the national media—including a *New York Times* Editorial Board endorsement and coverage in every major national media outlet including the *Wall Street Journal*, *Washington Post*, the *Associated Press*, and the *L.A. Times*.

The momentum we generated helped prompt the New York Attorney General to investigate on-call scheduling in retail and, lead six major retail brands—the Gap Inc., L Brands (Victoria's Secret and Bath & Body Works), Abercrombie & Fitch, J Crew, Pier One Imports, and Urban Outfitters—to end on-call scheduling, benefiting a quarter of a million workers.



In 2015, CPD worked with our partners Working Washington, Rise Up Georgia, and Make the Road Connecticut and national ally CoWorker.org to launch a campaign by Starbucks baristas to hold the company to their public commitment to reform scheduling practices. Our report, *The Grind: Striving for Scheduling Fairness at Starbucks*, gained national media attention in the *New York Times* and *Time* for revealing that Starbucks baristas still struggle with erratic work schedules with too little notice, not enough rest and barriers to using earned sick time. A campaign for 11 hours of rest between shifts by a young Connecticut barista and Make the Road member attracted over 20,000 signatures, and baristas from Seattle to Atlanta called on Starbucks to work with them to find a solution. In response, Starbucks has adopted 2 weeks advance notice and a guarantee 8 hours of rest between shifts for their workforce of 130,000.

Building on this momentum, we launched our High Road Workweek Partnership at the O'Reilly Media Next Economy Summit in November to partner with employers and software vendors ready to transition to workforce management approach that invests in employees. For example, we advised Kronos, a leading workforce technologies vendor, on the development of a scheduling equity tool that has attracted interest from large global retailers and was covered in both Bloomberg and the *Wall Street Journal*.

In 2016, we will continue to drive campaigns for ground-breaking policy reform and the local and state level, while continuing corporate accountability work and collaboration with vendors to design workforce scheduling tools that "hardwire" in equity metrics. ■

Building a Full Employment Economy: Fed Up



The Federal Reserve is arguably the nation's most powerful economic actor: Its interest rate decisions impact the job prospects of millions and wages to rising or stagnating, especially for workers of color. Progressives have historically dedicated almost no institutional attention to impacting the Fed's choices, in large part because the Fed is insulated from public input and has been viewed as unresponsive to public pressure. Its power is entrusted to just 17 decision makers—mostly male, almost entirely white, with no Black or Latino representation, and with overwhelming ties to the big banks and Wall Street, and few avenues for public input.

For the past 18 months, CPD's Fed Up campaign, a partnership of community- and faith-based organizations and progressive labor unions, has elevated the voices of workers into previously-exclusive debates about monetary policy. We have held meetings with Fed Chair Janet Yellen and 16 of the Fed's 17 key Governors and Presidents, taken Fed Presidents on tours of low income neighborhoods in Chicago and Dallas, and organized mobilizations across the country, including at the Fed's annual gathering in Jackson Hole, Wyoming. Our work has garnered tremendous attention in the financial and economic press—over 150 news articles in the past year with headlines like "Group Blasts Fed for Lack of Diversity in Leadership" in the *Wall Street Journal*, "Face to Face with the Fed, Workers Ask for More Help" in the *NY Times*, and "The Federal Reserve's Complicated Relationship With Race" in the *Washington Post*. We have elevated the importance of wage growth and racial equity and enlisted members of Congress to demand the Fed address racial inequality in its governance and policy. In response, the Fed established an advisory council in 2015 that will have "a particular focus on the concerns of low- and moderate-income consumers and communities," and the Fed's top officials have repeatedly told us and members of the press that our efforts are in their minds as they make decisions.

In September 2015, our efforts were cited across the media as a key force in the debate, pushing the Fed to delay interest rate hikes and to pursue genuine full employment and wage growth. In February, Janet Yellen's Congressional testimony was dominated by questions of racial and economic equity because of our presence at the hearing and our work with members of Congress.

In 2016, we will continue to push to reform the Fed's governance and widen the range of tools the Fed can use to support the economy so that all communities can benefit from full employment, rising wages, and a federal government that serves the public interest. ■

Ensuring Access to Childcare



In 2015, CPD and our partners moved forward an ambitious campaign to advocate for large-scale investment in childcare and early education. This agenda has twin goals: providing access, affordability, and quality care to working parents, while ensuring stable, living-wage jobs for workers in child care.

Rooted in state and municipal campaigns, and linked together at the national level with the Center for Community Change, Service Employees International Union (SEIU), and the American Federation of Teachers (AFT), the campaigns seek to organize bases of parents, workers, and providers to push for greater investment in childcare and early education at the state and local level, while building demand for large-scale federal investment in the future.

Childcare has emerged as a core issue within the fight for economic justice, reflecting the urgency of the issue

for both working parents and childcare workers. As wages stagnate, low-wage sectors expand and workers' schedules shift unpredictably—making it ever more difficult to access quality, affordable childcare. Workers in the industry likewise feel the squeeze: unpredictable jobs, low wages, and no benefits. Of the approximately 1.3 million workers in the childcare workforce, 95 percent are women and 34 percent are people of color. Childcare workers, including those in informal settings, make poverty wages—approximately \$9.38 per hour, or \$19,510 per year.

One model for change was born from the work of CPD core partner Organizing in the Land of Enchantment who, together with AFT, have built a broad coalition of parents, workers, and providers under the banner "People for the Kids (P4K)" in New Mexico.

We spent 2015 exploring the geographies most ripe for effective organizing and state and local campaign victories, launching eight campaigns late in 2015 and a national alignment to move a broad childcare and early education agenda.

In 2016, we plan to continue supporting local campaigns, deepening their organizing and expanding their national presence with the twin goals of winning improved access and job quality in the short term while laying the groundwork for a national campaign for federal action and revenue in the coming years. ■



A ROBUST & RESPONSIVE DEMOCRACY

PROGRESS
MUNICIPAL POLICY NETWORK

YOU CAN'T HAVE
CAPITALISM
WITHOUT
RACISM
Malcolm X
FIGHT FOR JUSTICE

BLACK
LIVES
MATTER

Tenisha And

Strengthening Voting Rights and Democracy



American democracy is at a crossroads—and the stakes could not be higher. In the face of growing challenges to democratic participation—from threats to the Voting Rights Act in *Shelby County v. Holder* to restrictive state voter ID laws—CPD’s Voting Rights and Democracy Program is going on the offense by driving a proactive agenda to build a stronger, more inclusive and representative democracy.

CPD’s Voting Rights and Democracy Program is grounded in three core goals: 1) increase access to the ballot by reducing barriers to voter registration and voting; 2) expand the franchise by restoring the right to vote for returning citizens locked out of the democratic process; 3) strengthen the voice of voters and communities in the democratic process. To achieve these transformative goals, we engage

communities of color, immigrant communities, low-income communities, young people and progressive state and local coalitions to advance game-changing reforms that expand participation in our democracy.

Working towards the long-term goal of universal voter registration, we are advancing Automatic Voter Registration systems that make it the government’s responsibility to ensure that all citizens eligible to vote are included on the voter registration rolls. Implementing well-designed Automatic Voter Registration systems across the country, along with intermediate registration reforms like Same Day Registration, Online Voter Registration and local registration expansion reforms, will add millions more eligible citizens to the democratic process by eliminating barriers to voter registration. We are also working to expand the electorate by working with state and national partners to restore the voting rights of formerly incarcerated returning citizens.

In 2015, we drafted and released a report on Automatic Voter Registration that helped generate increased national interest in AVR reforms. We also created grassroots election modernization policy tools to support the launch of Automatic Voter Registration campaigns in multiple states and the passage of Same Day Registration in Vermont. We also provided campaign assistance, research, communication tools, and fundraising support to our partners and allies in more than a half-dozen geographies.

In 2016, we will continue to move Automatic Voter Registration and other election modernization reforms in key geographies including Maryland, Illinois and Vermont, launch municipal campaigns to expand voter registration in Phoenix, Arizona, Houston, Texas, Fairfax County, Virginia and other cities, and we will work to expand campaigns to restore the right to vote for returning citizens. ■

Broadening Civic Engagement

Despite the growing demographic shifts toward a new American majority, most approaches to elections have not changed. Every two and four years, tens of millions of dollars are spent to register voters and drive turnout, more recently with a slightly increased focus on communities of color, young people, and unmarried women. However, in many communities of color, this will be extent of their interaction with the electoral process until the next election cycle. This type of engagement makes democratic participation transactional and leaves little capacity and infrastructure for civic engagement and movement building beyond elections.

CPD believes that in order to build and exercise sustainable power, we must develop programs that both increase participation in the immediate election cycle and strengthen our infrastructure and power on the ground to drive impact year-round. Elections create opportunities to use voter engagement to begin developing not only habitual voters, but also stronger community leaders who will drive organizing campaigns and hold elected officials accountable after elections.

In June 2015, we convened more than 20 partner organizations as part of a year-long process to develop integrated political plans for c3-supported non-partisan voter registration and civic engagement in 2015 and 2016—with a goal of reaching nearly 3 million voters in 2016.

Our sister c4, CPD Action also supported our partners on c4-funded political activity. For example, in Pennsylvania we worked with our partners One Pittsburgh and ACTION United to run a coordinated field program in Allegheny County—targeting nearly 20,000 households. We also aided our partner Make the Road Pennsylvania’s members to lead voter education efforts around PA Supreme Court races in Lehigh Valley region of PA. And we flipped the Supreme Court of Pennsylvania to majority Democrats.

In 2016 our non-partisan (c3) voter engagement program will focus on three major priorities: protecting and expanding the new American majority vote; running and experimenting with integrated voter engagement (IVE) programs; and creating and expanding lasting state-based community infrastructure.

In 2016, CPD Action and our partners will run high-impact, data-driven political programs that lead with issues with a focus on driving turnout among the Black, Latino, Asian Pacific Islander, and working class voters. We will target nearly 940,000 voters in 12 states, with a focus on motivating the new American majority (NAM) to vote by aligning our civic engagement programs with our issue organizing, particularly on economic justice, criminal justice reform, climate justice, and immigration. ■



Connecting Elected Officials for 'Local Progress'



Local Progress is the policy network for progressive elected officials from cities and counties around the country that CPD helped found in 2012 and staffs. Hand-in-hand with community-based organizations and unions committed to advancing a social justice agenda, the elected officials and staff of Local Progress are building the network to facilitate a genuine “inside/outside” strategy to reforming 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. By winning progressive policy reforms in multiple cities at once, we can elevate key issues into the national dialogue.

In 2015 Local Progress recruited over 100 new members, bringing our membership to over 400. We also held our

largest annual convening, gathering over 100 local elected officials and dozens of policy experts and organizers in Los Angeles to discuss topics as diverse as the Fight for 15, police reform and the movement for black lives, creating affordable housing in our cities, and climate justice. We expanded our robust policy library by publishing five new policy briefs, produced reports on municipal revenue and equitable strategies for climate change, and held seven web-based trainings for members. We also took important steps forward by hosting our first Local Progress day of action on federal housing policy, launching a cohort for school-board leaders, and laying the foundation for the launch of a New York State chapter of Local Progress in early 2016.

In 2016 we plan to build on this work by launching two state chapters in Washington and New York State, continuing to grow and network our membership, and providing policy and capacity-building trainings to help Local Progress members build the skill and knowledge they need to advance progressive policy in their communities. ■



EQUITY & OPPORTUNITY

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 that are aligned with our vision and values. Our work is two-fold: (1) pushing for the expansion of Community Schools, as a proven model for quality public education and broader community support and (2) slowing the growth of charter schools and improving the programmatic quality and oversight of those that exist.

In 2015, we worked with our partners and allies to introduce Community School legislation, based on our model, in six states and won passage in Minnesota and Ohio. We also supported a Baltimore coalition to double funding for Community Schools. In our charter accountability campaign, we helped to win the first comprehensive charter accountability resolution in Nashville, Tennessee. In addition, we released several reports highlighting the pervasiveness of fraud within the poorly-regulated charter schools sector, to lay the foundation for legislative campaigns. Over 100 articles were written in 2015 reporting on our findings, which has helped put wind in the sails of charter accountability campaigns across the country. And we continue to play a leadership role in the largest progressive education coalition in United States, the Alliance to Reclaim Our Schools (AROS).

As we move forward into 2016, we will engage deeply in 15 geographies to help CPD partners and other local organizations and coalitions support the growth and implementation of Community Schools. We will also work to limit the growth of charters, focusing in particular on Georgia, Louisiana, Colorado, and California. Even as we deeply engage in these areas of the country, CPD will be

leading a process with the National Education Association for the Partnership for the Future of Learning (a funder collaborative) to locate the next geographies for foundation and union investment in field organizing for progressive education policies. ■



Promoting Climate Justice

Without a movement powerful enough to win bold solutions to the climate crisis, over the coming years, low-income communities and communities of color will bear the brunt of the greatest man-made disaster the world has ever known. Each day brings a devastating new story of climate change's disproportionate impact on low-income people of color and these impacts will only intensify as time goes on. If we are to develop adequate resiliency to this crisis and if we, as a society, are to change course to mitigate the most catastrophic impacts of a changing climate, the powerful, social change organizations deeply rooted in climate's frontline communities must play a central role in urgently building the power necessary to win.

After having just begun engagement in climate organizing with the People's Climate March in late 2014, 2015 saw the significant expansion of the climate justice work of CPD and partner organizations throughout the country. By year's end, CPD partners in nearly a dozen states had engaged in climate justice work. Highlights of this work included:

- The expansion of work led by CPD, New York partners, and allies to build NY Renew, a powerful coalition of

community, labor, faith, environmental justice, and environmental organizations in New York driving an aggressive campaign to win 100% clean and renewable energy in New York by 2050 with strong environmental justice provisions;

- The launch of work by CPD and Pennsylvania partners to counter the massive expansion of fossil fuel energy hub aiming to make Philadelphia "the Houston of the Northeast."
- The significant growth of climate organizing by CPD and partner organizations in Florida including municipal and county victories in south and central Florida and a climate march of over 2,000 people in Miami driven by CPD partners and allies.

Going into 2016, this work will continue its rapid expansion. Through work to build state-based campaigns, develop national campaign opportunities with core allies, and more, CPD and partners are driving aggressive work to address climate change, led by powerful on-the-ground organizing of the communities most impacted by the climate crisis. ■



Fighting for Racial Justice



In 2015, CPD continued our work to promote racial justice and end systemic oppression across the country, in close collaboration with our partners and other allies. Working with our partners across the country, CPD has provided policy and organizing support to ensure that Black and brown communities have the tools and the resources to address manifestations of racial oppression and also to remake the systems and structures that perpetuate racial inequity.

CPD has continued to share our report *Building Momentum from the Ground Up: A Toolkit for Promoting Justice in Policing* with dozens of organizations from across the country and has provided policy support around recommendations in the toolkit to dozens of others, including ongoing work with our partners in St. Louis, Minneapolis, Chicago, Orlando, and beyond.

After Jamar Clark, a 24-year-old Black man, was shot by police in Minneapolis, CPD worked with local communities, including our partner Neighborhoods Organizing for Change (NOC), to support their immediate occupation of the local police station and, longer term, develop a statewide policy platform for reform to move following the occupation.

In Orlando, CPD worked with partner Organize Now to develop legislation to curb the criminalization of Black and brown communities. Similarly, CPD worked with allies and partners in Chicago, including Action Now, to develop comprehensive state legislation that would reduce criminalization and incarceration and result in the

reinvestment of state funds to re-entry and community programs, which ultimately make our communities safer.

CPD has also provided strategic support at the national level, including NOC's presidential town hall focused on race and reparations, our work with the Center for Community Change to host a presidential forum in Iowa, our presentation of our Invest/Divest work at national convenings across the country, our continued policy support for the Movement for Black Lives Policy Table, and our involvement on the steering committee for the Law4BlackLives convening.

In addition to providing policy and strategic support to our partners, we launched our Get Free!: Justice and Opportunity Initiative. The initiative will attack the root causes of systemic poverty, violence, and racism by presenting an affirmative vision coupled with a concrete plan for reallocating city and state funds to invest in quality jobs, education, and community-based justice programs in communities that have systematically been stripped of resources and wealth. These initiatives will be paid for by both divesting from the current overreach of the criminal justice system and requiring corporations and wealthy individuals to contribute their fair share to the public coffers. In 2015 we began the conversation by convening over a dozen organizations from across the country, sharing analyses of city and state budgets, and creating a cohort of organizations committed to rethinking current investments and launching campaigns based around community priorities. ■

Promoting Immigrant Rights

Immigrant rights are an integral part of the fight for broader social and economic justice, particularly given the current political climate and rise of anti-immigrant sentiment. At CPD, we work with partner organizations across the country to address the inequities that immigrant communities face and to put forward an affirmative vision of immigrant inclusion in all aspects of our national life.

At the national level, CPD supports efforts to achieve comprehensive federal immigration reform and fights for the implementation of administrative relief. At the municipal and state levels, we work to make cities and states more inclusive and to challenge destructive federal immigration enforcement policies.

On the heels of the success of New York's municipal identification program, ID NYC— which CPD helped launch in 2014—CPD has continued to provide critical technical and organizing support to help partners across the country win municipal identification programs in several cities, including Hartford, CT; Bridgeport, CT; Rosell, NJ; Newark, NJ; and Milwaukee, WI. In total, we provided key support to

over 15 municipal identification campaigns in 2015. In response to demand for information about standing up muni-ID programs from advocates across the nation, we released a toolkit: *Building Identity: A Toolkit for Designing and Implementing a Successful Municipal ID Program*. The toolkit compiles lessons learned, model legislation, and best practices from municipal ID programs all across the country. *Building Identity* provides a step-by-step guide for advocates to create and implement municipal ID programs that are responsive and tailored to the needs of local communities.

Working with a coalition of allies, CPD also helped secure \$4.9 million in funding from the New York City Council for the New York Immigrant Family Unity Project, a first-in-the-nation program that provides lawyers to detained immigrants fighting deportation and continued to call for statewide expansion of the program. By providing policy and research support, CPD also helped lay the foundation for the future launch of access to counsel programs in other parts of the country.

Lastly, CPD continued to provide support for a large-scale naturalization program, Cities for Citizenship, in collaboration with the National Partnership for New Americas; the mayors of Chicago, Los Angeles, and New York; and with support from Citi Community Development, to help cities initiate and expand their citizenship. To date, 21 cities and one county representing over 34 municipalities participate in the program.

Looking ahead to 2016, we will continue to support the passage of muni-ID programs in cities across the country, statewide expansion of New York Immigrant Family Unity Project, and the launch of access-to-counsel programs in cities like Boston and Los Angeles, combat the uptick in devastating Immigration and Customs Enforcement raids in several regions in the country, and introduce legislation to extend voting rights to noncitizens. ■



Launching the Immigrant Justice Initiative



The first full year of the Immigrant Justice Initiative at CPD was a powerful example of the determination of CPD and partner organizations to grow, to rise to challenge and opportunity, and to work together. Despite the frustrating setback of President Obama’s 2014 Executive Action—Deferred Action for Parents of Americans (DAPA)—caught up in a court challenge, we were able to build service and organizing infrastructure and capacity among organizations, reach tens of thousands of families, and assist thousands more in finding out if they qualify for relief from deportation. And we did this work while demonstrating against the unjust lawsuit and fighting it at the local, state, and national level.

Seven partner organizations from California, Texas, Pennsylvania, and New Jersey dedicated a large part of 2015 to conducting outreach and education about DAPA and what it could mean for up to 5 million families in the United States. In addition, these organizations trained staff on immigration law, offered workshops, and began to offer

legal services, helping people to apply for other currently existing forms of relief from deportation.

Organizations from Delaware, North Carolina, New Mexico and Arizona also participated in the initiative, making efforts to prepare themselves to serve their local communities and learn about the opportunities provided by DAPA.

While supporting our partners, CPD was able to develop an innovative technology solution to assist community organizations with outreach and case navigation. ¡ALCANCE!—the Spanish word for outreach—was tested with our existing partners and is now in use by other organizations, including ActionNYC, a multi-million dollar program aiming to reach 400,000 immigrants in New York with information and assistance.

By conducting outreach, giving presentations in schools and churches, and gaining earned media through demonstrations and other means, CPD partners reached tens of thousands of families, holding face-to-face conversations and gathering information from 25,000 immigrants. Thousands of people attended workshops and were screened for eligibility, and many are now prepared for DAPA when it arrives. The Immigrant Justice Initiative is also committed to building powerful immigrant organizations, and is working with partners to recruit more of the people they help into their membership, to become leaders and activists for immigrant rights for the long haul.

In 2016, the Immigrant Justice Initiative will look to the Supreme Court to resolve the lawsuit challenging DAPA and open the door for millions of families to avoid separation from their families. Along with our partners, we are gearing up for a Court decision in June 2016. No matter what the ruling, we will pursue justice for immigrant families by broadening coalitions and empowering individuals to keep immigrant families together. ■



BUILDING THE CAPACITY OF THE FIELD

The Center for Popular Democracy's Organizing and Capacity Building team includes staff with extensive experience training and supervising organizers, building and leading organizations, implementing ambitious leadership development and recruitment programs, and winning campaigns across the range of racial and economic justice issues central to our work and the work of our partners.

Core to our work is a range of leadership development programming targeted toward organizers at all stages of their careers. Over the course of 2015, we developed and delivered training modules to support new organizers, mid-level organizers with supervision responsibilities, and organizational leaders at our smallest partner organizations, including executive directors and board members.

In 2016, we will replicate some of these trainings, and use what we learned last year to launch a new, intensive

program to support a cohort of 18-20 new executive directors, primarily women and people of color. We expect to continue to shape our trainings towards the goal of building a deep leadership bench at our partner organizations, including developing an ongoing pipeline program which will recruit, train, place and support deputy directors of color at our partners.

Foundational to all of CPD's Organizing & Capacity Building work is a framework that we refer to as our list of "organizational vital stats," or the Four Ms: Members, Model, Movement, and Money. Rather than being a top-down mandate from CPD to our partners, these benchmarks for organizational efficacy inform the content of our trainings, serve as a jumping off point for conversation with our partners in designing our support interventions, provide valuable goal posts for organizers who are seeking to strengthen their work, and allow our team to understand the impact our work is having.

Through an annual work-planning process with each of our partner organizations, we develop a sense of their organizational development priorities and define a set of supports that CPD can provide to help meet those priorities. These customized interventions typically include on-site training, meeting design and facilitation, working alongside partners on campaigns or other projects, coaching, and leveraging relationships with funders or allies. In delivering these supports, our staff members develop durable relationships with partners, which are vital to engaging those partners in joint campaigns and other collective endeavors. In 2016, we will design and implement customized work-plans with each of our 43 partners.

We will also continue to build relationships with new partners to bring them into our network, and occasionally build new organizations in strategically important geographies, to expand our collective capacity to win on issues important to low-income communities of color.

Finally, the Organizing and Capacity Building team identifies opportunities for our partners to network and expand their power by coming together. We engage our partner organizations in dynamic convenings, where members build relationships across organizations and develop a

shared vision for our work together. These convenings, which have brought together lead staff, front-line organizers and member leaders, allow us to take action together on issues central to our work, to learn together, and to lay the foundation for increasingly ambitious shared endeavors in the future. In 2016, we will hold our largest convening to date, the People's Convention, in Pittsburgh, PA, in early July, which will engage 1500-2000 core CPD stakeholders, primarily member leaders, from across our network.

Launching the Sustainability Initiative

Central to the success of CPD and our partners is the size and engagement of our membership base. Over the past three years, we have built out our *Sustainability Program*, which works closely with partners to develop canvasses that build their dues-paying membership, and we will significantly expand this program over the coming year. We also support our partners in building out their member leadership development programs, and co-develop political education and skills trainings for members with partner organization staff in order to deepen a culture of member ownership and leadership across our network. ■



Supporting Our Campaigns

Policy

CPD's in-house Policy Team provides legal and policy support to the full range of CPD's campaigns. We help at every stage: strategizing to map out potential new public policies, engaging in intensive legal research to understand the context and models from other cities or states, and advising our partners as they make choices about what policies to pursue. We draft legislation, provide advice during the campaign, and support groups as they work to implement and monitor the policies we win.

Our lawyers are issue experts, with an orientation to envision creative, boundary-pushing policy solutions to the challenges facing the communities in which we organize. Likewise, our policy staff is experienced at navigating the complicated questions of the relative legal authority at different levels of government. Can a city pass its own minimum wage or raise other labor standards? Can a state grant voting rights to non-citizens? What is an integrated state and local policy approach to complex issues, including affordable housing, criminal justice reform, and public education?

Our lawyers are not simply technical experts. They are also trained to think like campaigners—crafting public policy with the input of the communities most impacted, through campaigns that enhance communities' capacity to set strategy, monitor enforcement, and build power to score future wins.

Communications

CPD's three-person communications team strives to maximize the impact of our partners and our campaigns and publications by amplifying their message through the national and local media to generate greater momentum for change, shift national conversation, and change what is possible.

One of CPD's most visible campaigns, Fed Up, seeks to bring the voices of low-income communities of color to the Federal Reserve. At least 150 articles on the Fed Up campaign have been published in the past 12 months,

increasing its influence with top Fed officials. Every major publication—the New York Times, Washington Post, Wall Street Journal, Huffington Post, Politico, Bloomberg—has covered Fed Up's actions, including the visible presence of coalition members at Jackson Hole for the Fed's annual meeting. The Wall Street Journal ran an exclusive story covering a Fed Up report calling out the lack of diversity in the Fed's governing bodies. The strong media campaign has ensured that monetary policy makers are listening to communities of color.

In the past year, CPD's communications team has increased media coverage for all of our campaigns, averaging about 45-50 media hits per month. The number of op-eds placed in media outlets around CPD's core issues has also increased to an average of four a month.

Because the media landscape is always changing, we also provide guidance to our campaign staff on new platforms for getting the message out: One of this year's most innovative features was a 2,000-word feature with illustrations on community schools in Medium's pop-up education blog, Bright.

Digital Campaigning

Launched in 2014, CPD's digital campaign program is an essential element of CPD Action, the c4 sister organization to CPD. In 2015, we rebranded this work under the CPD Action name, launched a new website (www.cpdaction.org), and improved our track record of moving our supporters to action and growing our online community. We doubled our list in 2015, and are on track to double it again in 2016.

Throughout 2015, the digital campaigns team worked on 24 campaigns across all issues—galvanizing our supporters to take more than 100,000 actions on these campaigns. We built our capacity to gather petition signatures that support our campaign for Starbucks to end their abusive scheduling practices, and 119,000 signatures for a petition to the Federal Reserve.

Strategic Research

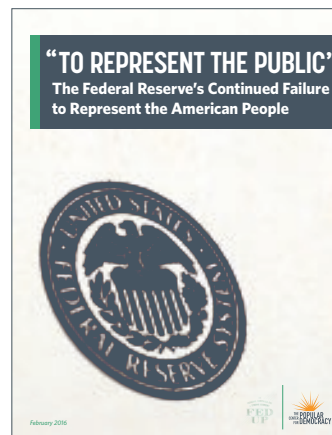
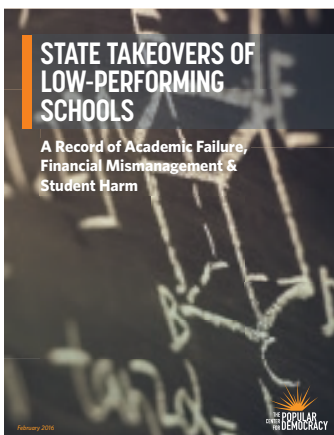
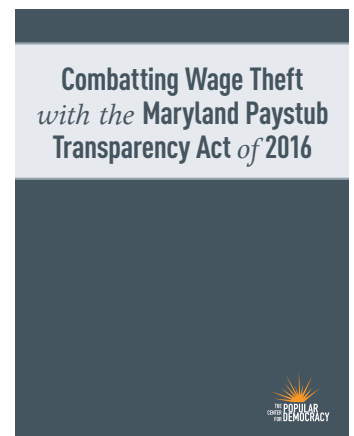
In 2015, the Strategic Research team at CPD produced 20 reports to support the national and local campaigns of our partners.

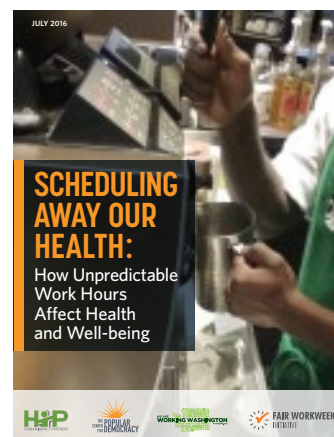
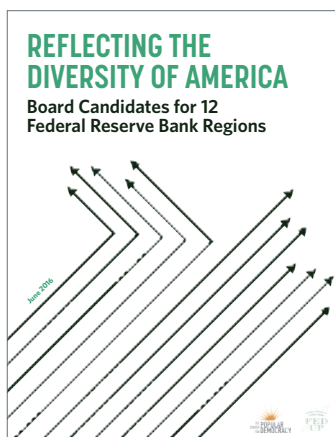
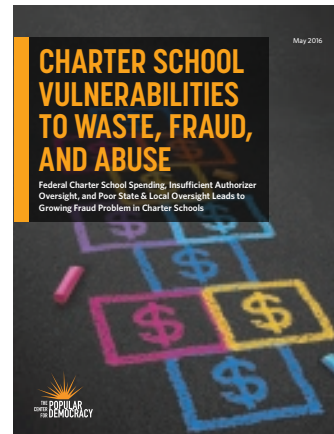
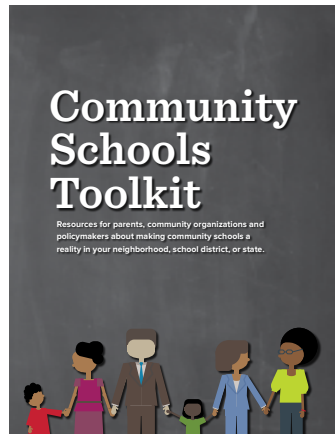
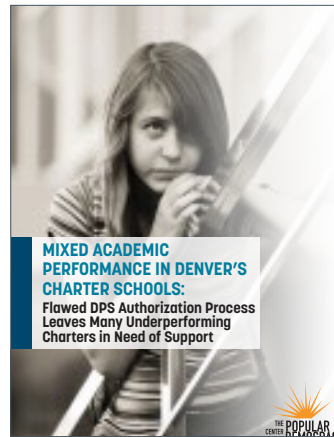
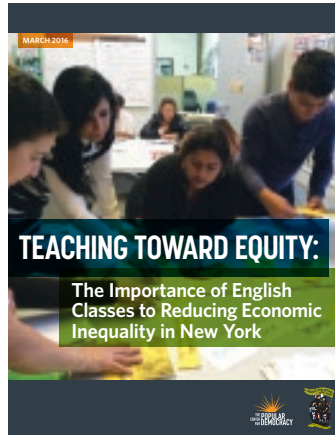
Our high-impact reports on the Fair Workweek campaign have helped frame the conversation around scheduling practices and their disproportionate impact on women and people of color in key sectors. The reports we have produced in collaboration with the Economic Policy Institute have helped move public discourse to include the effects on communities of color of Federal Reserve policy decisions. We have produced tactically important reports for housing, wage theft, minimum wage, transit equity, and worker organizing campaigns.

In addition, in 2015, the pilot class of CPD's Social Justice Research Fellows completed projects that have impacted

the field. The Social Justice Research Fellowship Program was a partnership between CPD and four partner organizations (two community-based organizations and two unions). In the first half of 2015, one fellow wrote a paper about the effects in East African communities of inadequate wages and hours at the Minneapolis-St Paul airport; another created the Power Behind the Police website for Missourians Organizing for Reform and Empowerment; a third drafted publicly facing documents on game-changing subcontracting regulations in Massachusetts; and the fourth surveyed Zara retail workers and reported on racial discrimination against both workers and customers. In every instance, the work of the fellows advanced organizing on the ground. All four fellows were women, and three of the four were people of color. Three of the four have continued to do social justice research, and the fourth is now enrolled in a Political Science PhD program. ■

CPD Publications January–August 2016





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

Statement of Activities

Year Ended December 31, 2015

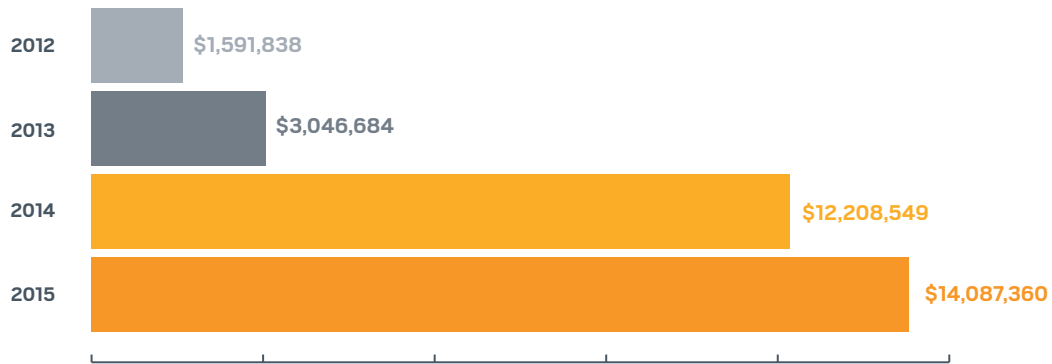
REVENUE AND SUPPORT	UNRESTRICTED	TEMPORARILY RESTRICTED	TOTAL
Grants and contributions	\$ 448,782	\$ 12,759,263	\$ 13,208,045
Contract income	1,250,255	—	1,250,255
In-kind contributions	306,865	—	306,865
Fundraising events	295,830	—	295,830
Fiscal sponsorship income	46,299	—	46,299
Other income	8,568	—	8,568
Net assets released from restrictions: Satisfaction of purpose restrictions	11,602,801	(11,602,801)	—
Total revenue and support	13,959,400	1,156,462	15,115,862

EXPENSES

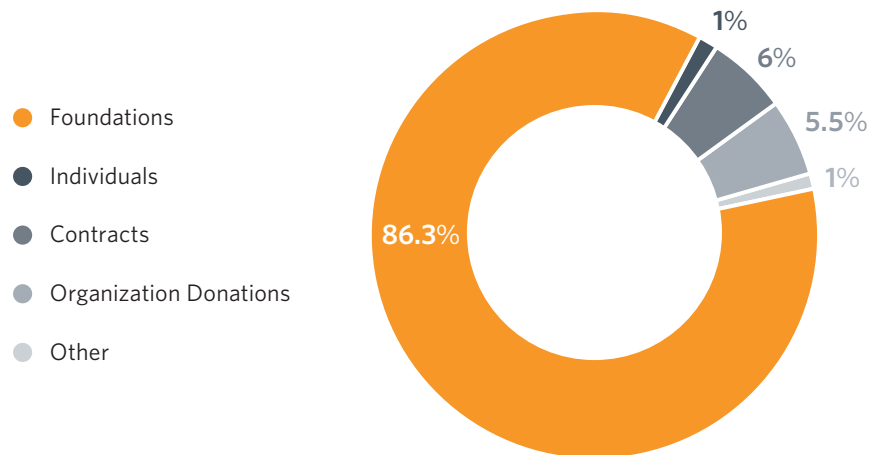
Program Services	11,819,356	—	11,819,356
Supporting services:			
Management and general	1,440,779	—	1,440,779
Fundraising	590,777	—	590,777
Total supporting services	2,031,556	—	2,031,556
Total Expenses	13,850,912	—	13,850,912
Net Change in Net Assets	108,488	1,156,462	1,264,950
Net Assets, beginning of year	640,926	5,017,777	5,658,703
Net Assets, end of year	\$749,414	\$6,174,239	\$6,923,653

CPD Revenue

CPD REVENUE GROWTH 2012—2014

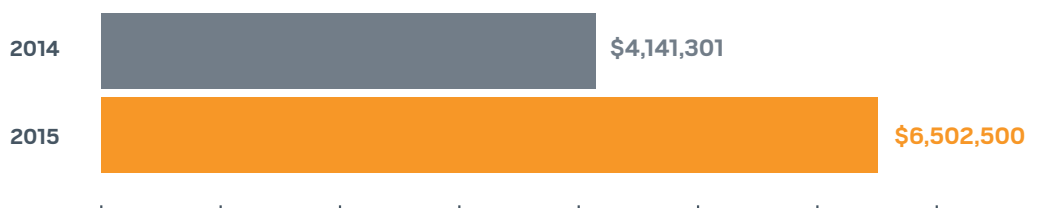


CPD REVENUE BY SOURCE 2014



MONEY RAISED FOR OUR STATE PARTNERS

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



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ANIZE NOW
RAIAL JUSTICE
UNITEE

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