



Trump/  
Pence  
**OUT  
NOW!**  
RefuseFascism.org

LET  
THE  
**PEOPLE  
DECIDE**  
Vote Blue

**NO  
CONFIRMA  
BEFORE  
INAUGURATION**

**NO  
CONFIRMATION  
WITHOUT  
RELIEF**

**BLACK  
LIVES  
MATTER**  
OKLAHOMA CITY

214,  
802+  
DEATHS  
AND COUNTING

**U=U**  
Undetectable = Untransmittable

**NO  
CONFIRMATION  
BEFORE  
INAUGURATION**



**OUT  
NOW**  
All are One

**ORIGINAL  
ABLE  
RACE  
SEX  
DE**

# 2020 Impact Report





# Co-Executive Directors' Statement

We couldn't be prouder of all that the Center for Popular Democracy and CPD Action network has accomplished since our founding—and especially what we accomplished in 2020, against tremendous odds. We are deeply grateful for your ongoing commitment to this work. 2020 was marked by unprecedented threats to our lives and our democracy; however, it was also a year of resilience, resistance, and victories. In partnership with allies like you, our network fought to support and defend our communities against the backdrop of a global pandemic, mass uprisings to fight police brutality and racism, draconian voter suppression, and sustained assaults on our democracy.

Powered by radical hope, we knocked on doors, we

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**Leading together as a team has been a gift, and passing the baton together in a moment of organizational strength is the best way we know to support the new leaders, the organization, and the network to move forcefully into the future.**

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mobilized, and we organized. And together in 2020, the CPD/A network worked with our 48 affiliates and other partners to win **50 policy victories impacting millions of people**. We supported each other through danger and crisis. We also fortified our movement for the long haul, and in so doing, we created new possibilities for our country.

The Center for Popular Democracy has been our love offering to all that yearn for a country where we all thrive together. By the end of 2021, we will transition out of our roles as Co-Executive Directors.

With each fight, we are invited to remember that democracy does not exist on its own: democracy breathes and comes alive when people tell their stories, take direct action, build community and networks of mutual support, register to vote, mobilize their loved ones to the polls, and ensure every vote is counted.

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**At every step, and with every battle, we are reminded that democracy, a truly popular democracy, is the mechanism that we have to protect one another.**

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Our democracy itself remains under grave attack. Our work is far from over. And this moment is a critical window to show that a different kind of politics can, in fact, deliver relief and opportunity. We are confident that CPD/A and our affiliates will continue to be at the forefront of the fight to win badly-needed changes on people-centered COVID relief, economic justice, climate change, immigration reform, housing and evictions, defunding the carceral state, fighting white supremacist forces, and more.

As we plan to step into different roles in the movement and pass the reins of this organization to two new co-executive directors, our optimism, commitment, and urgency burn bright. We feel great confidence in the strength of our organization and our network, in great part due to the commitment of partners and supporters like you.

From the bottom of our hearts, we want to express our deepest gratitude to everyone who has played a role in our growing, rebellious, and visionary movement of people determined to live with freedom and dignity and to bring the country of our dreams into existence.

In solidarity,



**Ana Maria Archila**  
Co-Executive Director



**Jennifer Epps-Addison**  
Network President &  
Co-Executive Director



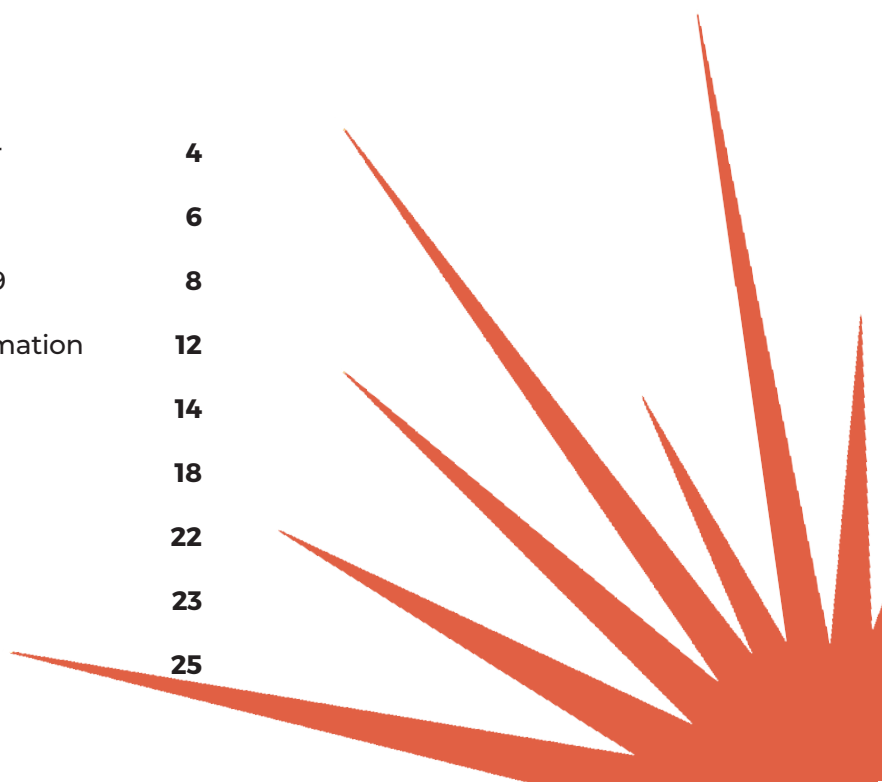
**Andrew Friedman**  
Co-Executive Director



**The Center  
for Popular  
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is our  
offering to  
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where we  
all thrive  
together.**

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**The Center for Popular Democracy and CPD Action are working to build a world in which all of us are free to thrive together,** where people have the power and ability to control the determinants of our own existence, and where we recognize that true freedom depends on deep interconnection and interdependence. Our vision is one anchored in love and deep respect for the inherent capacity and creativity of all of us. It is a vision that sees popular democracy—imaginative, informed, sustained participation by everyone—in the economy, in our government, in our communities, in the exercise of our fundamental human rights, as the vehicle for our collective liberation and the expression of our shared priorities.



# Our North Star

The Future We're  
Fighting For





**Winning our vision requires fundamental change, including ending the structures of domination that undermine our vision of popular, full democratic participation.**

Winning our vision requires us to share what we, the CPD/A network, believe is true:

- We believe in abundance—that collectively we already have enough to ensure we all thrive. It is merely a question of who has access to what, how decisions are made, and rejecting a culture of over-consumption and waste. The forces opposed to our vision perpetuate a false sense of scarcity, competition, and a zero-sum game.
- We believe the economy is within our hands, not an invisible hand, and we can run it to serve the needs of all of us and our planet. We believe in fundamental human rights and that social goods—like healthcare, healthy ecosystems, and human happiness—should never be commodities but, rather, collective commitments.
- We believe in civil society and the government as potential expressions of our collective vision—a potential force to repair the enduring impacts of inequality and to support our liberation.
- We believe in the inherent dignity, equality, and interdependence of every individual to further our collective liberation.
- We believe in power from the bottom up, radical inclusion, and that equity demands reparations to correct for centuries of domination and exclusion.
- We believe in a permanent participatory, active democracy that provides us collective power and capacity to shape the conditions that affect our communities, families, and the common good.
- We believe that the freedom to thrive for all of us is the key to our collective liberation.



# Our Impact

In 2020, CPD Action organized alongside our 48 affiliates and other partners to win 50 powerful policy victories impacting millions of people across the country.

## Our 2020 victories include:



### Housing

We achieved 20 groundbreaking housing policy wins, including eviction moratoria and strengthened renter protections in 11 states, covering 47 million renters and directly impacting over 17 million people who were at risk of eviction during the COVID-19 pandemic. Earlier this year, we won \$7B in rent relief in New York and California.



### Justice Transformation

- Make the Road New York was instrumental in New York's decision to repeal the 50-a law which had allowed law enforcement to shield police misconduct records from the public.
- Make the Road NV won a ban on chokeholds in Nevada.
- Leaders Igniting Transformation (LIT) pushed through a city resolution terminating all contracts between the Milwaukee Police Department and public schools, including contracts to buy or maintain criminalizing equipment such as metal detectors, facial recognition software, and social media monitoring software; this effectively disrupts the school-to-prison pipeline for over 77,000 students.
- In Oregon, Latinos Unidos Siempre (LUS) led a successful campaign forcing the Salem-Keiser school district's decision to not renew contracts with police.
- In response to One PA's advocacy, the Pittsburgh school district will not rehire vacant school police positions.



### Economic Justice

Worker protections benefitting more than 5 million people were passed at the state and local level, ranging from minimum wage increases and paid family leave policies, to strengthened protections for workers who face arbitrary termination. New Jersey also passed the first of its kind policy that guarantees severance pay after mass layoffs. In early 2021, we won \$100 million in support for Black, Indigenous, and people of color-owned small businesses in the American Rescue Plan.



### Health Care

We won close to \$4 billion in the American Rescue Plan for substance use disorder and mental health services, including prevention and treatment, community support and services, and mental and behavioral health training for key community personnel, and won \$30 million in historic funding for harm reduction.



# 48

affiliate organizations

spread over  
**200** cities and



**33** states, Puerto Rico, and Washington, DC.

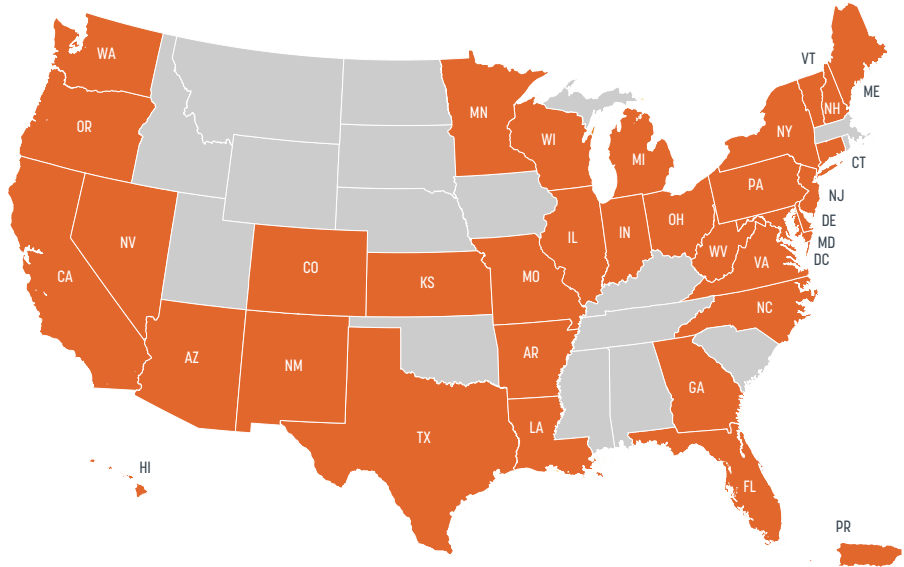
representing a combined membership of more than

# 400,000

people.

**70%** of CPD/A affiliates are led by people of color

**70%** are led by women



## Puerto Rico

We organized to hold predatory Wall Street hedge funds accountable for their role in Puerto Rico's fiscal crisis and resulting debt. As a result of advocacy and public pressure, the campaign secured a commitment from the Governor of Puerto Rico and a unanimous resolution from the Legislature that workers' pensions will not be used to pay back Puerto Rico's illegal debt, protecting the pensions of more than 160,000 people.



## Democracy

Our campaign to protect voters and defend democracy won important victories around the country designed to make voting easier, like in New York State, where automatic voter registration will benefit over 1 million people who are eligible to vote but currently not registered in the state. There was also successful county-level advocacy—for instance in Florida where 25 counties changed their election practices, including expanding early voting, sending out vote-by-mail applications, and hiring more office staff to count ballots.



## Immigration

We won policies to end local law enforcement collusion with ICE, secure or increase public funding for deportation defense, and obtain relief for excluded workers—culminating, in early 2021, in winning \$2.1 billion for excluded workers in New York and \$40 million in New Jersey. We also worked to ensure our communities would be counted in the census amidst federal attempts to suppress the count of immigrant communities. At the federal level, we mobilized and advocated leading up to the Supreme Court decision to uphold Deferred Action for Childhood Arrivals (DACA) and advocated for immigrant inclusion in COVID-19 relief. These victories impacted millions of immigrants around the country.



The COVID-19 crisis revealed our country's deepest vulnerabilities and exacerbated long standing inequities. Black, Brown, working-class, and immigrant communities—the backbone of CPD/A's network—were hit hardest by the virus and the economic crisis.



# Fighting for Our Communities Amid COVID-19



By April of 2020, 22 million people had filed for unemployment, and millions of undocumented immigrants had no recourse or government support. Millions of essential workers—from farm and grocery store workers to nurses and janitors—put their lives on the line to keep food on our tables and keep us safe. CPD/A pivoted to meet the immediate needs of our communities, moving direct relief to struggling families who lost their income, providing rapid technical assistance to affiliates in the new virtual environment, and boldly organizing to demand a just and equitable federal relief and recovery.

## The Community Solidarity Fund

CPD/A launched the Community Solidarity Fund to raise emergency resources for the frontline Black and Brown communities devastated by the virus and its economic consequences. We granted \$700,000 to 27 affiliates across the country to provide cash, food, groceries, and other basic needs to their community members.

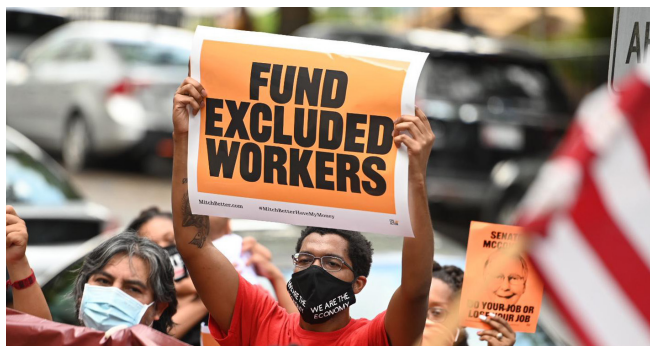
Grants also addressed urgent organizational needs created by the crisis, from acquiring digital tools required to work under new remote conditions to providing severance to laid-off staff. Also, our Unemployed Action group sent 223 direct relief payments to unemployed workers who could not access federal unemployment payments.





## Just Recovery

While the pandemic wreaked havoc on our communities, it became even clearer that we need a strong, competent government and social safety net. More and more people joined our fights for economic, health, housing, education, and immigrant justice. Across the CPD/A network we organized and mobilized to win immediate, inclusive relief and a just recovery.



We organized unemployed workers—with over 16,000 joining our Unemployed Action group—to unite people across class and racial backgrounds and build political analysis and organizing skills. Our efforts to extend unemployment benefits culminated in significant relief packages in December and March that restored the federal supplement at \$300/week and secured benefits until September 2021. As COVID spread rapidly in prisons, we increased demands for decarceration. We fought for immigrants to be included in government relief packages and a moratorium on deportations. The network advocated for adequate protections and paid sick leave for essential workers, including the people working to keep our economy going—in hospitals, factories, Amazon warehouses, and grocery stores across the country. We fought to ensure Puerto Rico would get the assistance it needed to weather this pandemic, winning a record \$787 million COVID-relief financial package approved by the island's governor. While the HEROES Act that passed out of the U.S. House did not meet all of our aspirations, our advocacy secured the inclusion of immigrants, \$915 billion in state and local funding, and \$3.6 billion in election administration funding.

CPD/A affiliates won eviction moratoria impacting over 47 million people at risk of eviction and secured other significant protections:

- We successfully advocated for sweeping state-wide eviction moratoriums in Florida, Maine, Maryland, Michigan, Nevada, New Jersey, New York, Pennsylvania, and Virginia.
- In Arizona, we pressured the governor to take executive action on eviction protection. The governor also removed preemptions on local mask mandates, improved access to COVID-19 testing in communities of color, and enforced a mandatory quarantine.
- Affiliates in California, Maryland, and North Carolina won important city and county-level rent freezes, utility restorations for people with no heat or water, and rent caps.
- Nevada created mandatory eviction mediation programs and passed a bill to fix the backlog of unemployment insurance claims.
- Numerous states and cities set up funds to help their communities navigate coronavirus impacts; for example, Flint Rising got Michigan to allocate \$2 million to reconnect water for those whose service was cut off; Michigan secured an additional \$53 million in hazard pay for teachers; Texas Organizing Project pushed the San Antonio City Council to create a \$25 million COVID-19 emergency housing fund, including cash assistance for immigrants.
- After bold organizing in 2020, we won \$7.4 billion in rent relief in New York and California and \$3 million for eviction protection in Philadelphia in early 2021.

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**The COVID-19 crisis expanded awareness of the inequity and dysfunction of our country's healthcare system that puts profit over people.**

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CPD/A's efforts to make quality healthcare available for all became even more urgent and powerful. We mobilized our communities to gain expanded free healthcare coverage, free COVID testing and treatment, mass production of personal protective equipment, lower drug prices, and increased funding for harm reduction. In August, we launched the COVID Families campaign, mobilizing over 200 people who have lost loved ones to seek reparations and transform our healthcare system. We kept healthcare issues at the top of the agenda for the 2020 presidential election. Our Birddog Nation team—14,000 members strong—organized digital town halls to demand universal healthcare and push candidates to support Medicare for All. This advocacy led to a progressive version of the Medicare for All Act being introduced in Congress in March 2021.

CPD/A's Opioid Network has been working for years to end the War on Drugs and instead combat overdoses through evidence-based, public health approaches. We organized in 2020 to elevate the ways the pandemic has worsened the overdose epidemic and advocated for harm reduction policy. This resulted in a historic victory in March 2021: the American Rescue Plan Act devoted close to \$4 billion for substance use disorder and mental health services, including prevention and treatment, community supports and services, and mental and behavioral health training for key community personnel. For the first time ever, Congress devoted funding—\$30 million—exclusively to harm reduction.

We exposed and beat back efforts to sabotage the Affordable Care Act, including opposing the appointment of a Supreme Court Justice who believes that the ACA is unconstitutional. Following the death of Justice Ginsburg, CPD/A mobilized healthcare activists to oppose the nomination of Justice Barrett to the Supreme Court, knowing her presence on the Court would put the ACA at risk. As we work to win universal healthcare, we're continuing to build the people power and public demand to transform our healthcare systems, expand Medicaid, make prescription drugs affordable, and develop effective public health solutions to the opioid epidemic.





Across the globe, Black people are fighting for their right to live safe from harm and state violence. For years, the CPD/A network has laid the groundwork to transform the justice system by tracking police spending and facilitating a national coalition to divest from policing and reinvest in our communities.



# Transforming Justice Amid Our Country's Racial Reckoning

In 2020, our movement generated overwhelming momentum to #DefundPolice and support uprisings against racial injustice across the country. During mass protests against police violence and white supremacy, we coordinated major efforts across the country to hold police accountable, end the school-to-prison-and-deportation pipeline, and transform our criminal legal system.

With local communities, young people, our affiliate organizations, and over 100 elected officials in Local Progress, we campaigned to divest from criminalization, reimagine public safety, and free resources to invest in the social safety net. CPD/A supported our national youth cohort—with fifteen active organizations—in developing local campaigns for police-free schools and the safe reopening of schools. Our network also helped organize some of the largest Juneteenth protests and celebrations our country has ever seen.

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Amid powerful uprisings in defense of Black lives, we won key policies including reducing police budgets and getting police out of schools. Together, we achieved significant policy changes at the state, local, and national levels:

- **Make the Road NV** won a ban on chokeholds in Nevada.
- **Leaders Igniting Transformation** (LIT) pushed through a city resolution terminating all contracts between the Milwaukee Police Department and public schools, including contracts to buy or maintain criminalizing equipment such as metal detectors, facial recognition software, and social media monitoring software; this effectively disrupts the school-to-prison pipeline for over 77,000 students.
- **Make the Road New York** was instrumental in New York's decision to repeal the 50-a law which had allowed law enforcement to shield police misconduct records from the public.
- In Oregon, **Latinos Unidos Siempre** (LUS) led a successful campaign forcing the Salem-Keiser school district's decision to not renew contracts with police.
- In response to **One PA**'s advocacy, the Pittsburgh school district will not rehire vacant school police positions.

At the federal level, we focused on blocking continued investments in mass criminalization, such as the proposed expansion of the federal COPS program, and helped draft and advocate federal policies that fundamentally shrink the footprint of policing and the criminal legal system such as the Counseling Not Criminalization in Schools Act. CPD/A supported Reps. Pressley, Lee, Omar, and Bass' House Resolution on Police Brutality and continued calling upon Congress to dismantle the 1994 Crime Bill.

These victories seemed hard to imagine a year ago. Yet we know that when people come together and organize with their communities, we can win. We are defending Black lives, working to end systemic racism and white supremacy, growing the movement, and expanding the realm of what's possible for racial justice in the U.S. We are on the brink of transforming America's justice system.



The 2020 election was incredibly high-stakes for our communities who had been under attack since 2016. The CPD Action network was determined to throw our collective weight into winning back our democracy. Thanks to the power and organizational infrastructure we've built through years of consistent, deep community organizing, we catalyzed record-high turnout among Black, Latinx, Indigenous, youth, and working-class voters. Millions more people voted than ever before, despite a raging pandemic and the hurdles of voter intimidation, suppression, and misinformation. Central to the story of historic voter turnout is the work of progressive people's organizations who labored tirelessly to create a world where all voices are included and heard.



# Winning Back Our Democracy

Our network focused on seven states: Arizona, Florida, Georgia, Michigan, Minnesota, Pennsylvania, and Wisconsin. Our communities are primarily comprised of Black and Brown working-class voters, young and old, in communities like Milwaukee, Detroit, Phoenix, Miami, Atlanta and rural Georgia, and the Lehigh Valley in Pennsylvania. We amplified and elevated culturally competent messaging to counteract misinformation and ensure that communities of color lead the way to a truly popular democracy. We also shaped a broad public narrative that affirms the possibility and viability of a more equitable political agenda. CPD/A educated the public on more than 10 ballot measures on issues that defined the terms of discourse in 2020: voting rights, immigrant rights, and economic, racial, and climate justice.

CPD Action’s national political goals for 2020 were to defeat Donald Trump, win a Democratic majority in the Senate, and build state and local governing power in key jurisdictions with our affiliates at the front. This was the first year that CPD Action endorsed a presidential candidate and made federal races a priority focus of our collective work. Across the CPD Action network, we made over 31 million calls to voters in key swing states, sent 12 million texts, and knocked on 700,000 doors—even amid the pandemic—delivering a surge of voters to the polls.

### CPDA’s strategy was to:

Intensify organizing of Latinx voters to oppose Trump in 2020 and increase Latinx Democratic voter turnout in Arizona, Florida, and Pennsylvania.

Increase African-American turnout in urban and rural communities where turnout was depressed in 2016 in order to win key swing states Wisconsin, Michigan, Minnesota, and Pennsylvania.

Expand and protect the electorate with our affiliate in Georgia to win the 2020 general election and advance progressive values in the January Senate runoff.

Engage in Senate races in at least four of our seven priority states—Arizona, Georgia, Michigan, and Minnesota, as well as Maine, in order to win a majority in the US Senate.

### Result

**Voter turnout was up in all Latinx demographics. Florida stayed Red in part due to the conservative sections of its Latinx community, but Arizona flipped Blue with a substantial surge of Latinx and Indigenous votes for Biden.**

### Result

**Despite voter suppression tactics and early reports, turnout was high in virtually all Black metro areas. Overwhelming Black support flipped Midwest states back to Blue.**

### Result

**We achieved massive new voter registration and increased voter turnout among Black, Asian, and Latinx voters, flipping Georgia for Biden and repeating the success with record turnout in the runoffs!**

### Result

**Our priority Senate candidates prevailed in Arizona, Michigan, and Minnesota. Georgia came through with two historic victories that flipped the Senate!**





EQUAL JUSTICE UNDER LAW

SUPREME  
FARCE

PROPERTY OF  
UNITED STATES  
SUPREME COURT  
POLICE



## Defending Access to the Ballot

The pandemic added layers of challenge on top of increasing voter suppression. The CPD/A network fought to secure vote-by-mail access for our communities and to ensure the 2020 census would still justly count all of our community members. We also prioritized voter protection at the polls amid growing threats to access and safety in the lead up to Election Day in November.

- With our partners at **Local Progress**, we published a [local policy toolkit](#) to help municipal elected officials and community members ensure safe and accessible elections during the pandemic.
- Our Florida affiliate, **Florida Rising**, protected voting access by stopping legislation which would have revamped both Florida's poll-watching protocols and protocols for vote-by-mail ballot dropoff, and engaged in litigation that demanded emergency accommodations to state election procedures. As a result, more than 25 Florida counties changed their election laws to make voting easier.
- **OnePA** supported implementation of Pennsylvania's new vote-by-mail policies included in 2019's Act 77.
- **CASA** and **LUCHA** in Arizona worked to ensure their members are counted in the census.
- Thanks to our network's efforts, Nevada expanded vote by mail; North Carolina expanded early voting hours and sites in many local jurisdictions; and Virginia dedicated \$2 million to expand access to early voting, provide prepaid return postage on all absentee ballots, and allow for secure drop boxes.
- CPD designed a unique, proactive **Voter Guardian** program and trained 3,020 volunteer poll workers who served at polling stations during early voting and on Election Day, particularly in Georgia, Pennsylvania, and Arizona.
- We prepared multiple contingency plans following the election for rapid response to protect the vote and ensure that every vote was counted.

Thanks to the deep trust our affiliates have built in their communities, the expertise and coordination of CPD/A national staff, the generosity and commitment of volunteers and donors, and voters' determination to participate in our democracy, we achieved historic civic engagement last year. CPD/A and our affiliates have long-term commitments to building power for our communities, so our work is not limited to this moment and continues beyond and in between election cycles.





As the progressive movement's largest federated network of community-based grassroots organizations, we are committed to building a powerful, united force fighting for full participation in our democracy and a world in which all of us can thrive.



# Building the Power of Our Network



To drive this work, our base-building program consists of three core pillars:



**A resilient network**



**Strong organizing practice**



**Place-based power**

The key to CPD/A's victories in 2020 was our network of powerful people's organizations, rooted in and led by communities of color, women, immigrants, and working-class people. They are defenders of social justice and visionaries for a more just and equitable world. CPD plays a crucial role in building a resilient network, nurturing strong organizing practice, and growing place-based power. Strengthening the capacity and infrastructure of these grassroots organizations is essential to our movement's success.

## To this end, in 2020 CPD/A's work included:

- **Leading CAMP—Creating Action Movement and Power:** For 4 days last February, 120 staff and members from 34 affiliates across 25 states and Puerto Rico gathered in Orlando, Florida to build concrete organizing skills and community across the network.
- **Hosting Managing to Change the World:** In June, CPD/A and The Management Center hosted a virtual training for affiliate supervisors. Thirty-four lead organizers, directors, and supervisors from 15 affiliates attended. The training explored the challenges of supervision during COVID, key skills in remote management, and other best practices for the field.
- **Organizing Facilitated Learning Cohorts:** CPD/A's two ongoing cohorts for Organizing Directors and Organizers relaunched with a focus on supporting base-building using blended digital and in-person strategies, as well as an increased emphasis on ideological alignment around the central goal of dismantling racial capitalism.
- **Advancing Healing and Wellness:** In response to the growing COVID-19 crisis and at the request of our network, we began centering healing justice and wellness in all of our trainings with the hope of cultivating greater resilience and strengthening existing systems of support and cooperation throughout our network.
- **Hosting Transformation 2020:** In late September, we hosted an online gathering with over 1,000 participants. Dozens of affiliates, scholars like Ibram X. Kendi and Michael Eric Dyson, artists and actors like Erica Alexander and Robert Deniro, and speakers from all walks of life inspired and rejuvenated our ongoing fight through cross-learning, building common values, and experiencing our shared power.
- **Providing Customized Support:** CPD/A tailors much of our support to affiliates' particular needs. In 2020 we worked one-on-one with multiple affiliate organizing directors and customized training sessions to help them expand and deepen their membership base.
- **Facilitating Information Sharing:** We launched an online "bulletin board" with critical resources and tools for affiliates, including fundraising needs and opportunities, help navigating the Paycheck Protection Program application process, key information about federal policy and pandemic relief, and opportunities to mobilize against police violence.



## Canvassing for Power

CPD/A's national canvass program builds membership and acquires dues for a group of seven affiliates through outreach in their communities. In the context of the pandemic, our canvassers were forced indoors. They quickly learned new tactics, and our foundational training—skills such as working a big list, communicating in a compelling and efficient way, and requesting a commitment—translated effectively to digital conversations. Phone and text contact programs continued to generate revenue and reach new potential members.

Here are a few examples of how our canvass team supported affiliates' needs last year:

- In Woodburn, Oregon, leading up to a school board meeting at which policy revisions regarding police in schools were to be considered, a small group of canvassers hustled through a list of 4,000 area voters, asking them to write supportive emails to school board members and to attend the online school board meeting to support youth organizers from our affiliate, Pineros y Campesinos Unidos del Noroeste (PCUN). One hundred fifty people submitted testimony.
- In Louisiana, affiliate Step Up LA wanted to mobilize newly unemployed residents around state and federal policy. We contacted 50,000 Louisiana voters, inviting them to committee meetings of unemployed workers hosted by Step Up. Of those contacted, 1,850 provided contact information to learn more about the campaign and from one week to the next attendance at Step Up's workers meeting went from about 60 to over 240 workers.
- On Juneteenth, SPACES, a DC-based affiliate of CPD/A, organized an action as part of the M4BL day of action. Our team contacted several DC area lists, including those previously mobilized by CPD/A and the SPACES' list, to invite people to the action. This resulted in a commitment and additional contact information from over 2,100 people. The action itself was SPACES' largest ever, with over 2,000 people participating.



# Forward

We celebrate the power of the people and honor it by fighting day in and day out for a country that is worthy of all their hopes and labor. Because CPD/A and our affiliates have a long-term commitment to building power for our communities, our work is not limited to crisis moments and continues beyond election cycles. We can only achieve our vision through deep interconnection and interdependence.

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**At every step, and with every battle, we are reminded that democracy—a truly popular democracy—is the mechanism that we have to protect one another.**

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Thank you for partnering with us to create a world in which everyone can thrive.



# Publication Highlights

**RESTORING A FAIR WORKWEEK**  
STATE POLICIES TO COMBAT ABUSIVE SCHEDULING PRACTICES  
CENTER FOR POPULAR DEMOCRACY AND THE STATE INNOVATION EXCHANGE  
January 2020

**California's Hero Labor Law:**  
The Private Attorneys General Act Fights Wage Theft and Recovers Millions from Lawbreaking Corporations  
February 2020  
Rachel DeLoach, Roy Furukawa, Yia Kwanza

**THE FREEDOM TO STAY**  
HOUSING CRISIS EXPOSES CAUSES AND EFFECTS ON BLACK & BROWN PEOPLE  
SOLUTIONS - GENERATED BY IMPACTED PHILADELPHIANS  
FEBRUARY 2020

**Half a Job**  
Why People Working Part-Time Deserve a Fair Workweek  
February 2020  
Millions of Americans are Underemployed  
The Real Scope of Underemployment  
Black and Latin workers, young workers, and women are most likely to face underemployment.

**AMAZON ENDANGERS WORKERS, DELIVERS CONTAGION, REAPS THE PROFIT**  
SPECIAL REPORT - APRIL 2020  
Daily labor, shipping, China, Mexico, Canada, Korea, Berkeley, Ashli Muhammad, and Andy Chen

**Advancing Universal Representation: A Toolkit**  
Module 2: Building the Movement  
July 2020  
Daily labor, shipping, China, Mexico, Canada, Korea, Berkeley, Ashli Muhammad, and Andy Chen

**WALMART'S FAILURE TO PRIORITIZE EMPLOYEE AND PUBLIC HEALTH:**  
A timeline of dangerous delays and critical missteps in Walmart's COVID-19 response and what can be done today to save lives at Walmart  
July 2020

**Aiming to Underachieve:**  
How a Federal Reserve Lending Program for Local Governments is Designed to Fall Short  
June 2020  
Executive Summary  
Local governments are facing an unprecedented public health and economic crisis as a result of the COVID-19 pandemic.

**THE FEDERAL RESERVE IS A PUBLIC INSTITUTION BUT IS IT BUILT TO REPRESENT THE PUBLIC?**  
2020 Analysis of Diversity & Public Representation  
July 2020

**Justice in the Balance: What's at Stake with This Supreme Court**  
June 2020

**Is the Federal Reserve Neglecting Black Workers in the Economic Rescue?**  
A Fed Up Campaign Fact Sheet  
July 2020  
The United States is experiencing a surge of action not seen for decades as communities demand accountability in the wake of the killing of George Floyd.

**Nevada's Excluded Communities:**  
Key Findings from a COVID-19 Community Impact Survey  
August 2020

**PANDEMIC PROFITEERS**  
New Jersey's Corporations and Wealthiest Individuals Reap Billions While Local Communities Suffer  
September 2020  
NEW JERSEY is facing unprecedented economic and public health crises as a result of COVID-19.

**Unemployed, Unhoused, and Unhelped**  
COVID-19's Devastating Toll on Pennsylvania's Latinx Communities  
October 2020

**Feeding the Beast:**  
A scope of federal funding for state and local law enforcement  
December 2020

**Double Exposure**  
Retail workers nationwide hammered by the combo crisis of pandemic and private equity  
December 2020

# Board of Directors

CPD/A's Boards of Directors are composed of representatives of our key constituency groups: state affiliates, core national partner organizations, allied partners, labor unions, and community members. The Boards oversee and approve CPD/A's core strategic direction; they hold us accountable to our stated annual goals and objectives; and they monitor and approve overall organizational financial stewardship and health.

## Center for Popular Democracy

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**ANA MARIA ARCHILA**  
Co-Executive Director, CPD

**AARON DORFMAN, Vice Chair**  
Executive Director, National Committee for Responsive Philanthropy

**JENNIFER EPPS-ADDISON**  
Network President & Co-Executive Director, CPD

**ANDREW FRIEDMAN**  
Co-Executive Director, CPD

**MATT HOLLAMBY**  
Program Officer, The Wyss Foundation

**CHRISTINA LIVINGSTON**  
Executive Director, Alliance of Californians for Community Empowerment

**JOSE LOPEZ**  
Co-Executive Director, Make the Road New York

**ALICIA RUSSELL**  
Living United for Change in Arizona (LUCHA)

**RAMON RAMIREZ**  
Former President, PCUN

## CPD Action

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**ANA MARIA ARCHILA**  
Co-Executive Director, CPDA

**JENNIFER EPPS-ADDISON**  
Co-Executive Director, CPDA

**ANDREW FRIEDMAN**  
Co-Executive Director, CPDA

**ERIN KRAMER**  
Executive Director, One PA

**CHRISTINA LIVINGSTON, Chair**  
Executive Director, ACCE

**REYNA LOPEZ**  
Executive Director, PCUN

**MAURICE MITCHELL, Treasurer**  
Executive Director, WFP

**THEO OSHIRO**  
Co-Executive Director, Make the Road New York

**BRANDEN SNYDER**  
Executive Director, Detroit Action

**DEBBIE SOTO, Secretary**  
Board President, Organize Florida

**GUSTAVO TORRES**  
Executive Director, CASA

**JONATHAN WESTIN**  
Executive Director, New York Communities for Change

## Advisors

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**LASAINE LATIMORE**  
One PA

**MARIE PIERRE**  
New York Communities for Change

**GLADYS PUGLLA**  
Make the Road New York

**STEPHANIE PORTA**  
Organize Florida



# Senior Leadership

Our Senior Leadership Team (SLT) meets weekly to guide the vision, strategy, and fundraising of the organization. Eight primary areas align our goals, resources, and day-to-day work, each led by a member of our Senior Leadership Team: Campaigns, Innovations, Politics and Civic Engagement, Base-building, Racial Equity and Justice, Communications, Infrastructure (Legal, HR, Finance, Development, Operations), and Executive.

**ANA MARIA ARCHILA**  
Co-Executive Director

**ELISSA BERGER**  
Senior Advisor

**OONA CHATTERJEE**  
Chief of Basebuilding

**JENNIFER EPPS-ADDISON**  
Co-Executive Director

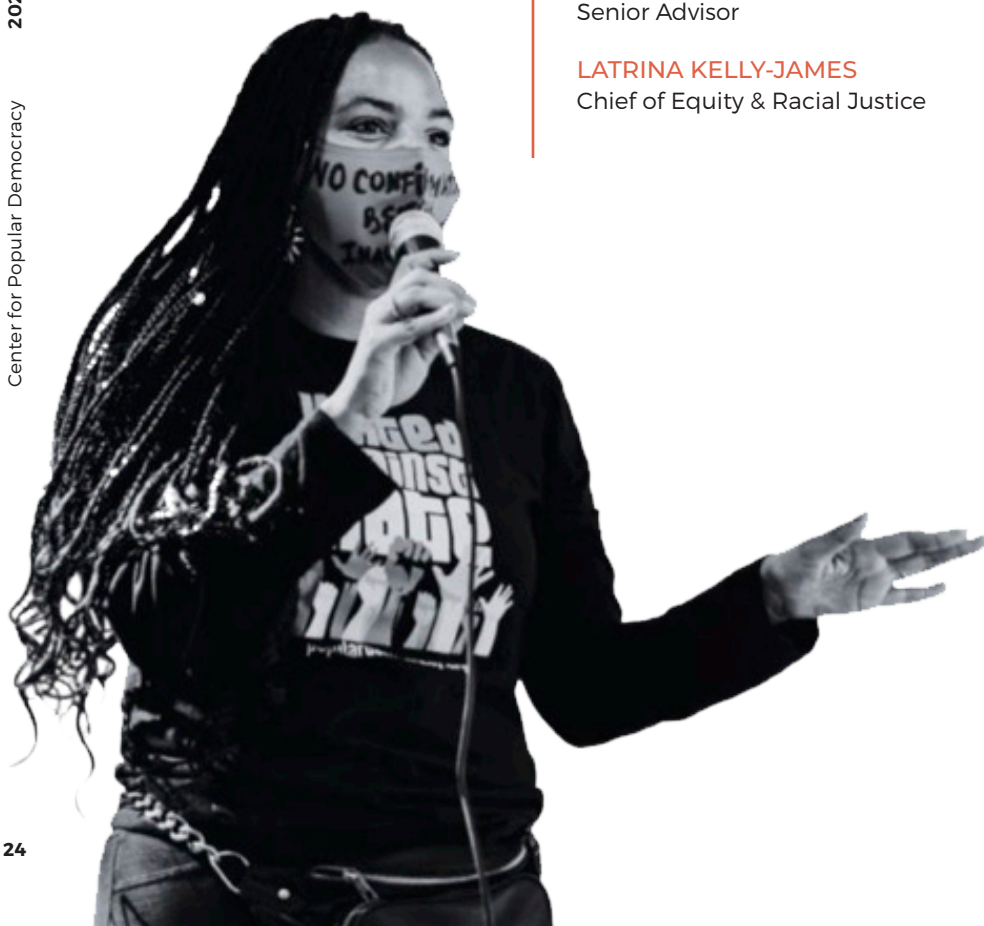
**JENNY FREEDMAN**  
Chief Operating Officer

**ANDREW FRIEDMAN**  
Co-Executive Director

**JAMILA HEADLEY**  
Chief of Staff

**STEVE KEST**  
Senior Advisor

**LATRINA KELLY-JAMES**  
Chief of Equity & Racial Justice



# Institutional Strength

The Center for Popular Democracy and CPD Action became stronger as institutions in 2020, investing in our stability and organizational effectiveness as we scaled our organizing to meet the historic moment we found ourselves in.

We expanded our staff to a size of 110, filling key roles as we continue to build our internal capacity. Our Senior Leadership Team now includes the new roles of Chief Operating Officer, Chief of Staff, Chief of Equity and Racial Justice, and our Development Director. We invested strategically in growing our staff in areas such as Campaigns, Communication, Development, and others.

Our new Chief of Equity and Racial Justice partners with the Co-EDs, Senior Leadership Team members, and other staff to embed equity in CPD/A's culture. Our goals include deepening our shared understanding and acclimation of our vision to dismantle racial capitalism, sustaining and expanding internal equity practices that are inclusive of voices across the organization, and synthesizing our quantitative and qualitative data to understand and take action on root causes of harm.

In 2020, we created formal processes for soliciting input from our staff racial and ethnic affinity groups and launched a queer and non-binary working group to expand our equity lens to address gender and patriarchal normatives. Our collective bargaining process yielded an organizational equity audit mandate to ensure equity within our unionized staff. The new Director of Talent & Equity position will support equitable hiring and retention practices and implementation of equity values across the organization. CPD/A's Senior Leadership team undertook a multi-month learning process around White Supremacy Culture within organizations, and we are implementing anti-oppression training with CPD/A affiliates.

As we look toward the future of CPD/A, we are excited for the next executive and leadership team to continue exploring how our network can develop even further as a trusted and responsive partner in the movement. We are confident that CPD/A and our affiliates will remain at the forefront of the fight to win badly-needed changes on people-centered COVID relief, climate change, immigration reform, housing and evictions, defunding the carceral state, addressing the growth of white supremacist forces, and more.





# Thank You.

CPD/A's work would not be possible without the support of our institutional and individual donors. We are deeply grateful for your solidarity through one of the most challenging moments of our time.

Your partnership is critical to advancing our mission: to ensure the country embodies our vision of an inclusive, equitable society—where people of color, immigrants, working families, women, and LGBTQIA communities all have the freedom to thrive, supported by a resilient economy and political institutions that reflect our priorities.

We couldn't have come this far without supporters like you, and only together will we truly realize our vision.



**CPD**  
**ACTION**

**THE**  
**CENTER**  
**FOR**  
**POPULAR**  
**DEMOCRACY**

[populardemocracy.org](http://populardemocracy.org)

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