

AT THE CROSSROADS



Cover photo by Sarah-Ji, Love and Struggle Photos.

“Our story remains unwritten. It rests within the culture, which is inseparable from the land. To know this is to know our history. To write this is to write of the land and the people who are born from her.” - Haunani-Kay Trask

Our movements are connected. Our grief and rage are both personal and collective. We are witnesses to how corporations feed into the global war machine, how imperialism displaces people from their land, how climate change can swiftly destroy communities, and how man made disasters drive mass migration. The temptation to fall into despair is real - and yet we know and believe that another world is possible. It has to be, for our sake and the generations to come.

As you read through these pages, we hope you can find groups that resonate with your values and the world we need to build. Dismantling systems of oppression and transforming harmful policies is work that spans generations and requires a steadfast commitment to social, racial, and economic justice. In this newsletter are over 200 Crossroads Fund grantees who are committed to this process of transformation. Many of these groups have organizational budgets of less than \$100,000 and make big impacts in their communities and beyond. Collectively, they represent a vital part of an ecosystem that is moving all of us toward justice and equity.

In Fiscal Year 2023, Crossroads Fund distributed \$5,787,699 to 218 organizations. The Crossroads Fund community of donors, grantees, staff, and volunteers continue to redistribute wealth at a steady rate. And yet, we know wealth is still concentrated in the hands of a few people and that the need in our communities far outstretches what we have been able to distribute this year. Thus, when you read about these powerful grantees, we hope you see an opportunity to get involved and donate more to their collective work, to find new ways to give your time and take action, and to feel inspired to remain committed to this work and cultivate hope in the midst of everything we see and experience.

In solidarity,

Michael Aguhar

Program Director



Crossroads Fund is proud to announce that in fiscal year 2023 (FY23) we moved \$5.7 million to 218 groups working for social change.

Although the following list categorizes grantees based on one primary focus, grantees' work is rarely limited to a single issue area. Most work across issues and prioritize the multiple needs of their diverse constituents. A notation after the grantee description indicates from which grant fund(s) they received funding. Funds include the **Seed Fund (SF)**, **Technical Assistance Fund (TA)**, **Youth Fund for Social Change (YF)**, **501(c)(4) nonprofits (C4)**, and the **Critical Response Fund (CRF)**, which provides rapid response grants to organizations working on issues that arise due to urgent political and social moments. Some organizations also received grants through the **Capacity Building Initiative (CBI)**, a collaborative program that supports organizational growth and development.

Grantees also received funding from our **Partner Funds (PF)**, which include pooled funds and donor advised funds:

- **Anti-Surveillance Network (Anti-Surveillance)**, a network of technologists and community organizers working to hold government and corporations accountable for their use of technology and data;
- **Chicago Racial Justice Pooled Fund (CRJPF)**, a funders collaborative housed at Crossroads Fund that supports Black-led community organizing and ally-led groups addressing anti-Blackness;

- **Flora Fund (Flora)**, which supports environmental justice, housing justice, economic justice and solidarity economy, and groups working toward police and prison abolition;
- **GRAM Fund (GRAM)**, which supports women and girls, rights for Arab Americans, and youth projects;
- **James Thindwa Grassroots Organizing Fund**, which supports grassroots groups and an annual event in honor of the late activist James Thindwa;
- **Women's Voices Fund**, a project of Women & Children First Bookstore, helps sustain and develop an ongoing program series focused on women's lives, ideas, and work;
- **Anonymous donors**

We also list the awards we grant at our annual benefit, *Seeds of Change*, by name. They are the **Donald F. Erickson Synapses Award**, the **Lynda J. Tipton Memorial Award for Social Justice**, and the **Ron Sable Award for Activism**.

In FY23, grant amounts ranged from \$250 to \$629K. Unless otherwise noted, grants are for general operating support.

ARTS, CULTURE & MEDIA

AirGo Radio is a weekly podcast and movement media hub that reshapes Chicago culture for the more liberatory. Through conversations with movement workers, artists, creatives, organizers, and changemakers, AirGo puts reimagers in conversation and creates a dialogue-based archive of creative communities and social movements. The CRJPF grant aided in the production of "Help This Garden Grow," a documentary podcast exploring the story of Hazel Johnson, a resident of the Altgeld Gardens community on the far South Side, who founded People for Community Recovery to address the toxic industrial pollution killing families in her community. (CRJPF)

alt_Chicago is an artist-led organization dedicated to revitalizing communities through art and culture. alt_Chicago provides an alternative to the dominant cultural narrative, manifesting new opportunities in a time of need on the South and West Sides of Chicago. (SF)

Black Alphabet (BA) supports Black LGBTQ+ and same-gender-loving (SGL) communities by disrupting biased public narratives and creating space for authentic perspectives around their nearly invisible experience. BA provides a critical vehicle to raise awareness about injustice and ignite public calls for reform and change. BA advocates for an increase in the number of crews and films that feature Black LGBTQ+/SGL people and spotlights issues of central importance to the Black Alphabet community. A Technical Assistance grant supported the launch of their "Community of Practice" app, providing a digital space to empower their community to use their craft to catalyze systemic change. (SF, TA)

Bronzeville Historical Society is a community-led educational organization preserving and protecting monuments, photographs, and memorabilia of African Americans' history and culture in Chicago. Staffed mostly by elders, a Critical Response Fund grant helped bolster staff during the public health crisis and Department of Aging funding cuts. (CRF)

Center for International Performance and Exhibition dba HotHouse presents performances, exhibitions, and cultural events that build diverse audiences, foster international exchange, and support grassroots development and social justice activism. (SF)

Chicago Art Department (CAD) provides socially minded artists with equitable and accessible space to grow their practice. Through residencies, think-tank programs, community events, and contemporary exhibitions, CAD creates a space for artists to question the city in which we live. Their annual series, "Seeds in My Pocket," brings together artists, activists, and organizers to highlight stories from two distinct Chicago neighborhoods. (SF)

The Chicago Palestine Film Festival (CPFF) exhibits and promotes art and films to spur productive conversations about the Palestinian culture and the diaspora. CPFF is the world's longest consecutive-running Palestinian film festival. They have screened over 250 films and offer a space that is open, critical, and reflective of the culture, experience, and vision of the filmmakers and artists. (SF)

ChiResists uses creativity, media, cultural/popular education and direct action to spark conversation, demand justice, and uplift the power of Black, Brown and Indigenous communities. A recent offering includes Joyful Resistance: The People's Choir, which is a BI-POC community space for both joyful activation and resistance to create new music. (SF)

CIRCA Pintig educates, mobilizes, and organizes community members, primarily Asian immigrants and their families, through performing arts and community-centered intergenerational programs and services. Their work focuses on community engagement to debunk the model minority myth and producing a new play that tells the story of four multiracial families impacted by gun violence. (SF)

About Crossroads Fund

Crossroads Fund supports community organizations working on issues of racial, social, and economic justice in the Chicago area. A public foundation, Crossroads Fund pools the resources of individuals, foundations, and businesses, building a broad base of support for grassroots organizations working for social change.

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Emcays Philanthropies is an organization for community and art-based action projects that are focused on racism and injustice including: incarceration, policing, community violence, homelessness, LGBTQ+ rights, immigration, and the environment. Demand Justice Chicago is their art initiative - rooted in a series of installations by Maxwell Emcays - of Malcolm X and Dr. Martin Luther King sculptures. These installations seek to decolonize places by reclaiming space through a Black Civil Rights lens. (CRJPF)

El Griot and Areito Project decolonizes history by centering and reclaiming Black, Indigenous, and people of color's stories of resistance and liberation to foster healing and carry cultural wealth forward for future generations. El Griot and Areito is co-creating a curriculum about the Young Lords' history and organizing a Young Lords Liberation Summer Camp. (CRJPF)

Gage Park Latinx Council (GPLXC) is a Queer, DACA-led community cultural center in the Gage Park neighborhood that serves as a hub for mutual aid, civic engagement, and free arts programming. Their community pantry, "El Mercado" feeds 500+ families weekly and will expand to deepen their work around food access and health. A Critical Response Fund grant bolstered their mutual aid food distribution to account for newly arrived Spanish speaking migrants. (TA, CRF, SF)

The Guild Literary Complex, a community-based literary organization, presents and supports diverse, divergent, and emerging voices through innovative literary programs including performances and readings. A Critical Response Fund grant supported virtual programs and discussions related to trans rights, disability access in the arts, and Black and Latinx storytelling. (CRF)

Harvey World Herald newsroom provides in-depth education, business, public safety, health, politics, arts and culture reporting for the community in an effort to fill information gaps. They do so in a way that empowers, engages, inspires, and connects residents to their communities. (SF, GRAM)

Honey Pot Performance (HPP) is a creative, Afro-diasporic, feminist collaborative that uses performance to document, interrogate, and examine human relationships including the ways we negotiate identity, belonging, and difference in our lives and cultural memberships. HPP is launching a public website of their Chicago Black Social Culture map, presenting public performance projects, and a community curriculum to formalize 20 years of research and processes used for collaborative new work. (SF)

IMPACT Family Center creates change among underserved youth of color and families living in the midst of violence through digital media-based and apprenticeship training programs with social emotional support that promotes advocacy in racial equity, social and criminal justice, and law enforcement reform, with educational and economic advancement. (YF)

in c/o: Black women invites individuals to collaboratively regenerate vacant spaces as sites of care through art praxis, civic engagement, and agriculture. Their project works to be an economic and artistic hub for Chicago's Englewood community bringing together creatives, farmers, mamas, organizers, educators, cultural producers, and youth to collectively unearth the (in)visibility of care for Black women. With a Technical Assistance Fund grant, they were able to hire an architect to consult on and produce schematic design renderings for the development of this hub. (SF, TA)

Instituto Gaspar Yanga is a collective of educators, cultural workers and art workers in Latinx and African-American communities in Chicago. They facilitate collaboration and healing through art among Black, Brown and working class communities on the West and South sides by creating a safe space to skillshare and address points of dissonance/conflict. (SF)

Kindling is a nonfiction media studio that crafts documentaries and impact campaigns to inspire, entertain, and ignite change. With each effort, Kindling leverages a mix of traditional and emerging distribution and engagement tools to spark conversation and foster change on issues such as early childhood education, faith, homelessness, veterans' reintegration, birth justice, and public education. (YF)

#LetUsBreathe Collective is an alliance of artists and activists organizing through a creative lens to imagine a world without prisons and police. They organize artists to love and transform themselves and their communities through radical imagination and healing. The Collective produces cultural events and direct actions that disrupt oppressive systems, amplify marginalized voices, and serve those harmed by mass incarceration, police violence, and systemic injustice. (CRJPF)

Mezcla Media Collective supports women and non-binary filmmakers of color by creating access to a collaborative network and offering workshops and convenings. They advocate for economic justice and permanent change in the film industry. (SF)

Perceptions Theatre (PT) brings affordable theater to Black communities and works to be an economic and artistic resource for Chicago's South Shore. PT works to diversify theater, amplify underrepresented voices, and eliminate bigotry and racial injustice in the industry. Their work includes the Annual BIPOC Playwrights Fest, staged readings, full productions, year-round workshops, monthly discussions with members, and online videos dedicated to Black theater and film history. (SF)

Public Narrative is a local nonprofit that facilitates training, programming, and resource building focused on media literacy, uplifting community voices in media, and shifting narratives around public health, public safety, and public education. They balance the public narrative through equity, inclusivity, and authenticity frameworks in all aspects of media coverage from storytelling to consumption, and in the production and promotion of all media forms. (CRJPF)

Red Line Service uses the arts to build pathways for artists and thinkers with lived experiences of being unhoused. Their work includes decreasing social isolation; destigmatizing houselessness; developing social cohesion; creating visibility for houseless artists within the mainstream art world; and working with art world colleagues to remove barriers to access for participation by passionate houseless artists. (TA)

SoapBox Productions and Organizing utilizes video and photography to amplify social movements in Chicago, centering education, culture, and structural change. Their podcast series, "The Collective Freedom Project," highlights many local organizing efforts around the intersection of the prison industrial complex, abolition, and immigration. (CRJPF, SF, TA)

Solidarity Studios connects youth in Chicago, Palestine, and South Africa through art and activism. They strengthen bonds between global communities by weaving racial and political histories in cross-cultural programs to inspire solidarity and spark change through original music, creative expression, and action. Recently, Solidarity Studios opened its first permanent home and physical space to host creatives from across Chicago. (YF)

St. Kateri Center of Chicago provides a space for Native American youth and adults to gather, preserve, and deepen their Indigenous identities through advocacy and programming. They provide cultural and leadership skill activities to urban Native American youth through community members with expertise in culturally rich teachings. With a Technical Assistance Fund grant, they hosted a weekend family retreat for their Urban Native American Community, which provided urban Native Americans with leadership training and team-building skills. (TA)

Story Theatre is an artistic ensemble that develops and produces work to actively dismantle racism and inequities, while cultivating community through activism and catharsis. The Story goes beyond entertainment by artfully asking complicated questions and providing community-centric programming to continue the conversation after plays ends. In 2023 they committed to the most exciting new voices in Chicago theater by hosting a new play festival and pairing playwrights with community partners for impact campaigns and workshops. (SF)

Truthout is an independent news organization dedicated to providing investigative reporting and critical analysis on a diverse range of social justice issues. They have anchored their work in principles of accuracy, transparency, and independence from the influence of corporate and political forces. By revealing systemic injustices they provide a platform for progressive ideas to spur transformations in consciousness and inspire policy change and direct action. A Technical Assistance Fund grant made it possible for them to continue the Keeley Schenwar Memorial Essay Prize, a social justice-focused writing competition - on the topic of prisons, policing, or a related subject - for people who are currently or formerly incarcerated. Finalists are published in Truthout. (TA)

Watched Films produced the documentary, "The Feeling of Being Watched," which investigated the surveillance of the Chicago Muslim community of Bridgeview, IL and uncovered the targeted surveillance operations conducted by the FBI. Recently, Watched Films led the *Inverse Surveillance Project*, an interactive media installation, repurposing redacted FBI surveillance records to co-create a large-scale installation as a site of activism, community archive, and counternarratives told by those healing from surveillance. (SF)

Wild Yams: Black Mothers Artist Residency is an art residency experience designed to support, uplift, and encourage artist sustainability for Black mothers on the South Side of Chicago. The annual residency program provides studio, gallery, and office space; solo and group exhibition opportunities; art and design resource tools; and monthly creative leadership development sessions. (SF)

DISABILITY JUSTICE

Chicagoland Disabled People of Color (DPOCC) promotes and educates on the principles of disability justice, celebrates communities of color, and fosters a safe space for disabled people of color to advocate and discover their disability pride. They supported the passing of the Community Emergency Services and Supports Act, which requires emergency response operators to dispatch calls seeking mental and behavioral health support to a team of mental health professionals instead of police. (SF)

ECONOMIC JUSTICE & COMMUNITY DEVELOPMENT

Alliance of the Southeast (ASE) is a membership organization addressing issues in Southeast Chicago. ASE develops and organizes residents to reduce community violence, develops youth leaders, and builds environmentally and racially equitable developments. Their work aims to increase mental health resources in schools and to find alternatives to policing in schools. They recently organized to prevent General Iron, a heavy environmental polluter, from relocating to the Southeast Side. (CRJPF, SF, YF)

Chicago United Solidarity Project (CUSP) creates radical and holistic systems of care to meet people's basic needs while building solidarity and political power in and across Chicago's South Side. Through regenerative care, mutual aid programs, and community-led solutions addressing systemic divestment they are able to foster solidarity and empower individuals to tap into their political agency. A Critical Response Fund grant helped maintain their mutual aid efforts providing the community with fresh produce and toiletries as well as rental and utility bill assistance. (CRF)

Co-ops Not Cages (CNC) is a cooperative media collective that promotes local worker co-ops and advocates for democratic and sustainable approaches to labor and consumption within an abolitionist, anti-carceral framework. CNC builds content and prioritizes the labor of oppressed communities, such as people of color and prisoners. (Flora)

Coalition for Spiritual and Public Leadership was founded in 2017 by a group of grassroots leaders and organizers from local churches and organizations to address racial, social, and economic justice through a commitment to community organizing and a theological formation rooted in the liberative faith traditions. The organization was originally founded in Maywood, but over the last two years they have expanded into Bronzeville and Back of the Yards. (CRJPF)

Debtless works to fully disrupt the predatory debt industry through access to financial education and debt cancellation to provide relief to communities disproportionately disadvantaged. They fight for an equitable change to financial freedom by advocating for limits to interest rates, student loan cancellation campaigns, and addressing bank deserts. (SF)

Market Box is a core project of **Ecosystems of Care**, a volunteer-led mutual aid group that bulk-buys food from small farms and distributes it for free across the South Side of Chicago. In supporting local food ecosystems and communities, they seek to reimagine how neighbors can act with accountability towards each other and generate community power in the face of government neglect. (SF)

Equitocity reduces violence through Hyperlocal Community Mobility Rituals (CMRs) (i.e community bike rides, walking tours, public transit excursions) and advocacy to reduce police encounters by securing bans on low-level traffic stops, jaywalking, bicycle stops and tickets, and decriminalizing transit fare evasion. They improve health by growing active mobility and climate-friendly transportation, increasing rates of electric vehicle ownership and shared mobility use. A Technical Assistance Fund grant supported the development of a financial sustainability plan. *(SF, TA)*

Equity and Transformation (EAT) builds a democratic society in which Black Chicagoans engaged in the informal economy—activities, enterprises, and jobs not protected by the state—have the resources to change the social and economic conditions affecting their lives. Currently, EAT’s Cannabis Equity Campaign utilizes a holistic approach to address racial disparities in The Cannabis Regulation and Tax Act; provide people of color access to the cannabis industry; and reverse the harms done to communities of color by the War on Drugs. *(CRJPF)*

Hustle Mommies (HM) is a collective of Black Chicago mothers affected by gun violence that advocates for economic opportunity, quality education, and an end to gun violence through training, organizing, collective healing, and direct services. *(SF)*

Justice Cream develops a solidarity economy through ice cream and cultivates a collective consciousness through liberatory education. They do so by redistributing economic power, building capacity among grassroots groups, and generating norms rooted in abundance and collectivity. *(SF, TA, CRJPF)*

Nehemiah Group (DBA Chicago Eco House) is a Black-led organization using Chicago agriculture to reclaim and repurpose vacant land for the social and economic benefit of Black people. Their Southside Blooms program builds trauma informed skills and sustainable jobs in the local flower industry. *(CRJPF)*

Nehemiah Trinity Rising is a faith-based organization dedicated to building peace. By providing education, restorative justice practices, and skills they are changing mindsets about conflict and healing our communities as a way of transforming relationships, schools, churches, detention centers, prisons, and more. *(CRJPF)*

Not Me,We is a Black-led organizing group in the South Shore neighborhood of Chicago fighting the injustices of racism, housing, and education. They organize working class community members for mutual aid and collective power. Campaigns include the Obama Center Community Benefits Agreement and reparations from University of Chicago. A Critical Response Fund grant supported direct actions led by South Shore tenants experiencing eviction and displacement. *(SF, TA, CRF, CRJPF, Thindwa)*

People’s Lobby is a membership-driven organization across the Chicago region that works together to build widespread support for public policies and candidates – including people from their communities – that put racial and gender justice and the needs of people and the planet before the interests of big corporations and the ultra rich. *(CRJPF)*

Women for Economic Justice (WEJ) is a network of working-class women striving to end poverty and gender violence through policy, popular education, and organizing. WEJ views the labor movement through a gender lens and uses principles of solidarity, autonomy and community accountability to build power and heal. *(SF)*

Working Family Solidarity strives to educate and unify working families in Chicago and Illinois to create a culture of labor, housing rights education, and inter-racial solidarity among low-wage workers. A Critical Response Fund grant supported the coalition of public and affordable housing advocates and their campaign against the Chicago Housing Authority, who leased an affordable housing zone to the Chicago Fire Soccer Club on the Lower West Side. *(CRF, CRJPF)*

ENVIRONMENTAL JUSTICE

Little Village Environmental Justice Organization (LVEJO) organizes within the community to accomplish environmental justice in Chicago’s Little Village neighborhood and achieve the self-determination of immigrant, low-income, and working-class families. Building upon successful clean power, public transit, and open space campaigns, LVEJO remains committed to organizing with those most impacted by industrialization and climate change. *(Flora)*

People for Community Recovery (PCR) prioritizes residents of public housing affected by environmental racism, the harsh impacts of Chicago Housing Authority policies, and economic inequities on Chicago’s South Side. PCR is actively working to divest from fossil fuel infrastructure and transition to better energy sources by passing the Clean and Affordable Buildings Ordinance. They also host Toxic Tours to explore landfills, industrial facilities, and the polluted waterways of Lake Calumet. *(Flora, CRJPF)*

Together for Nature (TFN) is focused on equitably empowering Northeastern Illinois communities to improve their social and environmental conditions through education, leadership, and advocacy. TFN organizes youth in underserved communities to engage them in leading and participating in local sustainability and environmental justice efforts. *(YF)*

GOVERNMENT ACCOUNTABILITY & CRIMINAL JUSTICE

Alternatives to Calling the Police During Mental Health Crises imagines a world where widespread over-policing and mass incarceration are replaced with equitable investment, community care, and restorative justice. A Technical Assistance Fund grant supported the group’s technological infrastructure and safety, as well as their retreat training expenses. *(TA)*

Believers Bail Out (BBO) is a volunteer-led community effort to support and free Muslims in pretrial and immigration incarceration. They raise awareness of the injustices of the bail bond system, immigration bonds, and the overall carceral system. Their work of participatory defense supports those facing charges by mobilizing the incarcerated, their families, and their communities and transforms the landscape of power in the court system. *(SF)*

Black Leaders Building Together (BLB2) utilizes community organizing to build a civically educated and empowered base of Black people in Chicago that will win equitable policy and legislation fights for thriving futures in the Black community. *(CRJPF)*

Black Youth Project 100 (BYP100) is a national member-based organization of young activists and organizers creating freedom and justice for all Black people through a Black, Queer, feminist lens. A Critical Response Fund grant helped them send community members to organizing training run by Center for Third World Organizing (CTWO) and Black Out Collective. *(CRF)*

Blackroots Alliance builds the research, leadership, communications, legal, campaign, and non-profit management capacity for institutions that share a vision for Black Liberation. They organize in areas of safety, economic security, health and wholeness, education justice, and democracy engagement while also bringing awareness to the implementation of reparations for Black people. *(CRJPF)*

BlackRoots Resistance’s general purpose is to share community-centered political/popular education, to identify transformative strategies to address voter apathy, and to practice Black joy as an act of resistance. They break barriers to Black civic and electoral engagement with particular attention to cross-generational world views and the ways gender, sexual orientation, class, and more impact voting. *(C4)*

Chicago 400 Alliance is a multidisciplinary campaign organized with and on behalf of the Chicago 400, people listed on public conviction registries experiencing homelessness who must re-register weekly at Chicago police stations. Their work is to change lifetime banishment and registry laws that create unjust barriers to housing, travel, and employment. *(SF)*

Chicago Alliance Against Racist and Political Repression (CAARPR) is a mass defense organization that defends the rights of Black people and all oppressed peoples to unite, organize, and fight for freedom, justice, and equality. Today CAARPR works against the police occupation of communities and mass incarceration as a fight for democracy and liberation. A Critical Response Fund grant helped capitalize on this historic political moment in Chicago as their field operation organized thousands of Chicagoans around the next stage in the fight to ensure democratic control over the Chicago Police Department. *(CRF)*

Chicago Torture Justice Center (CTJC) addresses the impact of police violence and institutionalized racism through access to healing and wellness services, trauma-informed resources, and community connections. CTJC was part of the coalition that fought and won a historic reparations package for the torture survivors of the late Chicago Police Department Commander Jon Burge. This year, in collaboration with fellow grantee the Hoodoisie and the support of a Critical Response Fund grant, CTJC hosted a panel with CPD torture survivors and the survivors of the Philadelphia MOVE bombing to commemorate the 38th anniversary of the attack and 8th anniversary of the Reparations Ordinance. *(CRJPF, CRF)*

Chicago Torture Justice Memorials (CTJM) works to educate, mobilize, and transform consciousness about police violence and mass incarceration. They aim to honor and seek justice for the survivors of Chicago police torture, their family members, and the Black communities affected by the torture. Currently, CTJM’s work includes negotiations with the city to demand investment in the creation of the public memorial per the historic reparations legislation. *(CRJPF)*

Children’s Best Interest Project prevents parental incarceration and childhood trauma by organizing to win full implementation of sentence mitigation under the Children’s Best Interest Act. They organize community members to challenge the carceral system and preserve families targeted by the prison and foster care systems through participatory defense and education. *(SF)*

Citizen Advocacy Center provides free civic, legal, and community resources to build democracy through community organizing, coalition building, legal advocacy, civic education, and litigation to make the government accountable, accessible, and transparent. They utilize a model of grassroots Community Lawyering where people contact them for support and they provide training, organizing tools, monitoring of government decisions, and enforcement of good-governance laws. A Technical Assistance Fund grant helped them ramp up their post-quarantine hybrid system in time for their 30th year celebration. *(SF, TA)*

The CivicLab is a Chicago-based, Black-led nonprofit “do tank” to advance work in government accountability, civic engagement, and social justice through collaboration, education, and innovation. By conducting action-oriented research and education they reveal the harms of Tax Increment Financing Districts (TIFs) on communities of color to move for justice and fight for a robust public sector. *(CRJPF)*

Coalition to Decarcerate IL is a group of formerly and currently incarcerated individuals and their loved ones working towards abolition and fighting for the rights and dignity of those incarcerated. *(SF)*

First Defense Legal Aid (FDLA) offers public defense and creates, protects, and engages replicable alternatives to the criminal justice system starting with its entry points. *(CRJPF)*

Free Us: Chicago Electronic Monitoring Collective works with those currently on, or who have been on, electronic monitoring (EM). As an increased amount of EM takes place within Cook County, the creation of a network to share resources, and fight for the abolition of the prison industrial complex is essential to respond to the harms caused by surveillance technology and surveillance of Black and Brown communities. *(SF)*

Goldin Institute’s Chicago Peace Fellows Mutual Aid Collaborative is a collection of local leaders advocating for racial justice in philanthropy, addressing harms in the criminal justice system, and providing economic development programs on the South and West Sides of Chicago. They offer workshops to help organizations add expungement services to their work, train residents in restorative practices, and develop public advocacy strategies for police accountability and reform. *(CRJPF)*

Grassroots Collaborative unites ten member-based organizations in Illinois to shape policy on local and statewide levels. By uniting organizations across movements, especially labor and community, they build a broad and deep fight against corporate interests. A Critical Response Fund grant supported their work with the People’s Unity Platform (PUP) coalition - a group of multi-racial, city-wide grassroots groups, campaigns, and unions - which mobilized around the municipal election and hosted a 2023 Mayoral Candidate Forum. *(Flora, CRF)*

Grassroots Illinois Action (GIA) builds a permanent, independent, grassroots electoral movement in and for working-class communities in Chicago and Peoria. GIA advocates for progressive tax reforms and organizes strong community-based electoral work to pursue a vision that values Chicago’s families, children, and neighborhoods. *(C4)*

IL Muslim Civic Coalition is a statewide coalition that convenes, collaborates, and amplifies the social and civic efforts of the broader Chicago Muslim community. Their work includes voter engagement, government accountability, and advocacy to advance civic voices, political access, and visibility. A Technical Assistance Fund grant helped them better leverage digital technologies in order to more efficiently reach a broader audience. *(SF, TA)*

Live Free Chicago (LF) organizes Black congregations across Illinois to ensure Black and Brown people are free from all forms of violence. LF builds economic and political power as part of its broader campaign to address structural violence, racism, and poverty with the goal of ending gun violence and mass incarceration. *(CRJPF)*

Lucy Parsons Labs (LPL) is a Chicago-based collaboration between technologists and activists that sheds light on the role of technology and its potential for harm in society and how advancements exploit Black, Brown and low-income communities. Their areas of work include providing digital security training, pursuing police accountability, researching the use of civil asset forfeiture, and filing public records requests. *(SF, CRJPF, Anti-Surveillance)*

Mamas Activating Movements for Abolition and Solidarity (MAMAS) is a reproductive justice collective that supports the activism of Black, Indigenous, and people of color-based communities who conduct mothering and caring labor. Their vision is to integrate the voices and strategies of BIPOC mothers and caretakers into social movements, media debates, and policy processes related to prison abolition, migrant justice, and decolonization of Indigenous lands to build a just and loving society. *(Flora)*

Midwest Books to Prisoners is a volunteer-led group in Chicago offering solidarity and free reading materials to incarcerated people in the Midwest. A Technical Assistance Fund grant allowed them to acquire two heavy duty office printers and supplies to support their expanding zine publications and ongoing legal aid and education programs. *(TA)*

Mothers Opposed to Violence Everywhere (MOVE) engages Black families in grassroots organizing to address racist policies that have limited housing and employment opportunities. MOVE's work aims to advocate for policies dismantling systemic racism in the criminal justice system and those most impacted by racism are at the forefront of transforming their lives. Their "We Fight for Her" Campaign fights for the answers to unsolved murders of Black women and girls on Chicago's South and West Sides. *(CRJPF)*

Parole Illinois changes the perceptions, policies, and power relations that have maintained mass incarceration and extreme-sentencing in Illinois. They amplify incarcerated voices into prison-policy discussions, train impacted people, mobilize, and educate the public and policymakers about the harms of extreme sentencing. *(SF)*

Sister Survivor uplifts the civic voices of Black women and girls who have been harmed by America's prison policies. Sister Survivor expands anti-carceral campaigns and advocacy networks for hyper-incarcerated communities while offering political education and art to transform lives and build healing communities. *(SF)*

SOUL in Action offers residents the tools to advance racial and economic equity through legislative impact, accountability-centered relationships with elected officials, and public education around public policy. *(C4)*

Southsiders Organized for Unity and Liberation (SOUL) is a multi-issue organization serving Chicago's South Side and south suburbs to strengthen civic engagement and build power in Black communities to advance racial and economic justice. Their work includes protecting the Pretrial Fairness Act and the Water-for-All Campaign to demand clean and affordable water for all Chicagoans. *(Flora, SF, CRJPF, Lynda J. Tipton Award)*

Unitarian Universalist Prison Ministry of Illinois transforms institutions, organizes congregations, and supports individuals harmed by the prison system. They work alongside incarcerated and formerly incarcerated people to educate, organize, and advocate for local and state-level policy changes that reduce incarceration and fight for the abolition of prisons. *(SF)*

Westside Rising is a Black, woman-led group engaging and uniting local residents and organizations through training and capacity-building to leverage collective power and shape a just, livable, and vibrant Greater West Side. The coalition works to engage stakeholders in issues like workers' rights, violence prevention, voter education and engagement, and housing. *(CRJPF)*

HEALTH & EDUCATION

Alliance for Community Services / RPCAN is a community-labor coalition of people with disabilities, low-income families, front-line public service workers, students, and seniors seeking an end to the privatization of public services while protecting, expanding, and improving Medicaid, SNAP, and Social Security. Their recent work has been to bring dignity and justice to residents and employees of nursing homes. This year, as state bills were introduced as part of this ongoing nursing facility transformation advocacy campaign, the Alliance for Community Services was able to mobilize and counter the influence of industry lobbyists with help from a Critical Response Fund grant. *(SF, CRF)*

Be the Change Collaborative (BCC) provides restorative and nurturing programs, resources, and space for teachers to connect, collaborate, and grow. They envision what education for liberation looks like and feels like for both educators and students while exploring and affirming identities, restorative, and collaborative practices. *(SF, GRAM)*

Black Girls Break Bread Inc. (BGBB) is on a mission to uplift, empower, and inspire Black women and girls of all ages through the creation of safe spaces for engagement and intellectual discourse with priorities to reduce racial disparities. BGBB provides free mental health support and advocates for policy amendments impacting maternal care access in Illinois hospitals. *(CRJPF)*

Black Researchers Collective is a Black women-led organization training and equipping communities with the research tools to be more civically engaged and policy-informed. Their work centers and ensures meaningful involvement of Black leadership by tailoring programming, and political education to meet the needs of Black communities and encouraging them to leverage their power towards systemic change. *(CRJPF)*

Chicago Coalition to Save Our Mental Health Centers makes affordable mental healthcare accessible to all Chicagoans by creating community-funded and overseen centers like Expanded Mental Health Services Programs (EMHSP). Their recent work includes a Bronzeville community mental health needs assessment to inform the services of a new Bronzeville EMHSP. *(SF)*

Through the *#TreatmentNotTrauma* campaign, the **Collaborative for Community Wellness** demands that the City of Chicago invest in resources to develop teams of social workers, paramedics, and peer-support workers who will respond to mental health crises (instead of police) within the community and connect people to ongoing support through the Chicago Department of Public Health clinics. *(Ron Sable Award for Activism)*

The **Chicago Abortion Fund (CAF)** boldly affirms a person's right to bodily autonomy. CAF provides financial, logistical, and emotional support to people seeking abortion care in Chicago, Illinois, and the Midwest. *(CRF, Donald F. Erickson Synapses Award)*

Fathers, Families & Healthy Communities (FFHC) challenges racist policies that inflict harm on Black and Brown fathers, families, and communities through direct services, leadership training, and advocacy. Their work includes advocacy related to improving the Illinois Clean Slate program, which seeks to eliminate past-due child support debt in exchange for regular payments of child support to the family. *(CRJPF)*

Health Policy Institute of Chicago (HPIC) encourages collaborative associations with diverse community-based organizations, Historically Black Colleges and Universities (HBCU), and public or private institutions of higher learning interested in providing a much-needed African-American-centric perspective for the analysis of racial/ethnic group health disparities. *(CRJPF)*

Holistic Birth Collective (HBC) promotes and advocates for access to midwife-led continuity of care models among unjustly served communities while actively increasing the racial diversity of Certified Professional Midwives in Illinois and awareness around obstetric racism. HBC addresses Black maternal health care issues through The Consumer Choice in Maternal Care for African American Mothers Act, a bill preventing Black maternal deaths by ensuring equitable access to reproductive health options to families. They were able to hold a strategic planning retreat with the support of a Technical Assistance Fund grant. *(TA, CRJPF)*

Holy Breath Conglomerates engages and advances justice-involved youth through public speaking, art, and civic education. They provide CPS Students with programming that gives equitable access to civic learning and opportunities for discourse, youth governance, engagement, and project-based learning. *(SF)*

Law and Civics Reading and Writing Institute (LCRWI) is a solution-based, independent education think tank that conducts multidisciplinary research, application, evaluation, and advocacy on how children learn, from birth through adolescence. By using their own and other's child and youth development research they support change in schools, teachers, administrators, mentors, community residents, and policymakers. *(CRJPF)*

People Matter (PM) uplifts, unearths, and untethers people through direct services, political education, and multiple-issue advocacy to preserve affordable housing, improve language access, and tackle anti-Blackness in Chinatown. A Critical Response Fund grant supported collaborative efforts of violence prevention through the Public Safety Commission to counter demands in police, surveillance, and harsh sentencing as solutions for gun violence. A Technical Assistance Fund grant allowed them to evaluate their youth programming. *(SF, CRF, TA, CRJPF)*

Puddle Project mitigates Black maternal and infant mortality through collaborative and educational efforts where maternal health shortages and under-resourced public schools exist. They work to establish a network of Black women health practitioners, hospital administrators, and IL public health agencies to address the lack of representation on the South Side of Chicago and South Suburbs and build a common agenda for increased patient-centered, community-engaged Black Maternal Child Health. *(CRJPF)*

Race Conscious Dialogues (RCD) helps white people deepen their awareness of identity, power, and privilege with the ultimate goal of developing tools for anti-racism work. They meet quarterly with a cohort of white people and support a BIPOC-specific affinity space while also deepening relationships with institutions like the Oak Park Library and the Oak Park PTO Diversity Committees. *(SF)*

Raise Your Hand for IL Public Education engages, informs, and empowers parents to protect and strengthen education for all children in Chicago and Illinois. Their work advocates for fully funding education and pushing a family-led platform of demands around public health to prevent a return to a normal that does not work. A Critical Response Fund grant helped establish a training program for Local School Council members. *(SF, CRF, CRJPF)*

Salaam Community Wellness Center is a health and wellness center providing a culturally-competent, integrative medical model that offers holistic healing alternatives to the healthcare system and equips neighbors with resources to address social causes. *(SF)*

Sista Afya Community Care, NFP (SACC) has a mission to build sustainable mental wellness communities by providing affordable and culturally-centered community mental wellness care and education. SACC makes mental wellness care accessible and achievable for women on the Southside of Chicago. A Critical Response Fund grant supported workshops and trainings on community care around mental health, particularly during a crisis. *(CRF)*

Ujima Medics is a Black health collective working in Chicago's Black community to address racial health disparities and immediate traumas that are the result of centuries of oppression, surveillance, state-sanctioned violence, and generational trauma. With a Technical Assistance Fund grant they hired a consultant to facilitate their annual membership retreat and help them with the revision, affirmation, and creation of several foundational tools. *(TA, CRJPF)*

Umuwi Ethnic Studies is an organization dedicated to protecting and sustaining ethnic studies in Chicago. Through education, coalition-building, and cultivation they raise critical consciousness; uproot false, anti-Black, anti-Indigenous human hierarchy; and unite youth and educators to increase civic engagement and build equitable futures. With a Critical Response Fund grant they organized in anticipation of Chicago's transition from a mayorally-appointed school board to a fully elected school board amongst nationwide attacks on ethnic studies and other justice-centered educational methods in a backlash against the racial reckoning of 2020. *(CRF)*

CROSSROADS FUND 2023 GRANTEES

Undoing Our Erasure (UOE) is a podcast and workshop series providing the building blocks needed to achieve a Black-liberated future. UOE offers accessible resources and workshops that center on political education and decolonized ways of schooling. This summer, with the support of a Critical Response Fund grant, they created and distributed Radical Essential toolkits as creative outlets for over-policed BIPOC youth with limited access to summer programming. *(CRF)*

The Women's Voices Fund is a project of independent, feminist bookstore **Women & Children First**. The fund seeks to support, sustain, and develop an ongoing program series focused on women's lives, ideas, and work. *(Women's Voices Fund)*

HOUSING JUSTICE

Autonomous Tenants Union (ATU) is a tenant, volunteer-led organization in Albany Park organizing for housing justice, community control, and an end to all evictions. Their recent work includes a campaign to inform tenants, media, and the public of their rights around security deposits. ATU is also training volunteers on bilingual interpretation to increase their capacity during meetings and continue their commitment to language justice with their members. When the city sued a predatory landlord due to poor housing conditions and code violations, ATU made sure the displaced tenants of those buildings were cared for with the support of a Critical Response Fund grant. *(SF, CRF)*

Alliance for Global Justice is a collaborative of groups organizing and advocating for Chicago's 5-Year Housing Plan to improve projects, programs, and policies to create more equitable housing opportunities. A Critical Response Fund grant supported the league's advocacy for the Just Cause for Eviction Ordinance during important municipal elections. Just Cause for Eviction Ordinance protects Chicago households from evictions after the statewide eviction moratorium ended in October 2021. *(CRF, CRJPF)*

Chicago Solidarity Collective provides stable, affordable, resident-controlled housing for formerly incarcerated Chicagoans and people who have aged out of the foster system. The collective includes ChiFresh Kitchen, a worker cooperative that delivers fresh, nutritious, and culturally appropriate meals, and Upside Down Consulting, which incubates cooperatives and focuses on economic democracy. *(SF)*

East Lake Tenants Union is a member-controlled grassroots group organizing tenants to improve the quality of life in all East Lake buildings. By unionizing from building to building, increasing confidence for direct actions, and broadcasting poor housing experiences, they mobilize tenants to take cooperative ownership of their buildings. *(SF)*

Jane Addams Senior Caucus is a multiracial, grassroots organization - led by seniors in the Chicagoland area - taking collective action to improve seniors' lives and their communities. *(SF, CRJPF)*

Lugenia Burns Hope Center promotes civic engagement in the Bronzeville neighborhood through education, leadership development, and organizing to preserve public housing and other community-based issues. Lugenia Burns Hope Center is the founding organization of the LSCs.4.All Coalition, which was formed with the specific purpose of increasing the effectiveness of Local School Councils (LSC). *(CRJPF)*

Metropolitan Tenants Organization advocates, educates, organizes, and empowers tenants to exercise their human right to affordable and safe housing. *(Flora)*

Northside Action for Justice (NA4J) is a multi-issue organization on the North Side of Chicago building power for working people to advance campaigns for living wages, affordable housing, and quality public education. Their campaigns work to stop gentrification and displacement in Uptown and Rogers Park through tenant organizing, education, and building resident-led decisions. *(SF)*

Pilsen Alliance (PA) is committed to creating grassroots leadership and community-driven developments in Pilsen and neighboring working-class, immigrant communities. PA helps to build and support parents, teachers, and youth leaders advocating and organizing for education equity, racial justice, and democratic representation at the Chicago Board of Education. *(SF, CBI, YF, Flora, CRJPF)*

Sex Workers Outreach Project Chicago (SWOP) supports the rights of sex workers and their communities with a focus on ending violence and stigma through education, advocacy, and peer support. A Critical Response Fund grant supported building a mutual aid program for their constituents, as well as fortifying their emergency funds that help provide emergency housing for folks. *(CRF)*

Tenant Education Network (TEN) supports the leadership of Project Based Section 8 tenants in Illinois. Through union organizing tools and innovative technology, TEN demystifies the Department of Housing and Urban Development (HUD) and holds power brokers accountable to win tenant contracts and housing transformation. Recently, TEN won new management for tenants at the Ellis Lakeview Apartments. *(SF, Flora, CRJPF)*

Tenants United-Hyde Park and Woodlawn organizes renters to stay housed in the face of landlord abuse. They connect their community to end all evictions and build community control. Their solidarity extends to houseless neighbors and other vulnerable neighbors. A Critical Response Fund grant helped them support new migrants and asylum seekers on the Southside. *(CRF)*

HUMAN RIGHTS & INTERNATIONAL POLICY

Committee for a Just Peace in Israel and Palestine (CJPIP) is a diverse, community-based group dedicated to organizing activities and educational events that advance the cause of peace and justice for both Palestinians and Israelis. *(SF)*

Community Peacemaker Teams (CPT) places trained violence-reduction teams in crisis situations and militarized areas around the world to build partnerships and confront violence and oppression through nonviolent direct action. *(SF)*

Las Boconas inspires community members to practice mutual aid in their daily lives and to create mutual aid collectives in their communities as a lifelong journey of personal transformation, justice economics, and liberation. They envision a mutual aid center that incorporates a café space that will serve as a hub for bilingual cultural activities and popular education, as well as skill-sharing and capacity-building for self-defense, early childhood care, and meeting spaces for community organizations. *(SF)*

Nebula Mutual Aid supports survivors of domestic and intimate partner violence with community intervention and physical resources in crisis and in their empowerment. They assist neighbors and mutual aid groups in learning how to build liberatory practices in their groups to decentralize carceral practices in survivor advocacy. *(SF)*

Rogers Park Food Not Bombs is an autonomous grassroots collective that rescues food from the waste stream and redistributes it back to people who need it directly. A Critical Response Fund grant contributed to their capacity to welcome and support new migrants/asylum seekers from Texas. *(CRF)*

Women's All Points Bulletin (WAPB) offers services, education, and training to eradicate all forms of state violence against women and girls, particularly violence perpetrated by police. WAPB is currently changing policies, practices, and procedures of the Chicago Police Department through the Consent Decree and work groups focused on police violence against women, specifically Project ASAP. *(CRJPF)*

IMMIGRATION JUSTICE

Albany Park Defense Network (APDN) is a community-based, rapid-response network protecting and defending immigrants and residents from deportations and displacement, including housing evictions and rental discrimination. Their work includes community building, know-your-rights workshops, and mutual aid while advocating for change in the enforcement of immigration law. *(SF)*

Borderless Magazine is a bilingual news outlet dismantling racist and harmful media coverage of immigrants. They offer pathways for emerging journalists from immigrant communities to build a more representative media landscape. A Critical Response Fund grant supported Afghan Refugee journalism, reporting on the needs and resources for those made vulnerable due to policy, exploitation, and federal disinvestment. A Technical Assistance Fund grant helped them invest in their staff through professional development. *(SF, TA, CRJPF)*

The **Chicago People's Rights Collaborative (CPRC)** is a student-led, multi-institutional clinic providing pro bono medical-legal services for individuals seeking asylum, and detained or incarcerated individuals. By working with clinicians, trainees, attorneys, and survivors of injustice they build a future where those survivors can live liberated, safe, and healthy lives. A Critical Response Fund grant helped expand their mutual aid referral system for Chicago's migrant populations. *(CRF)*

The **Coalition for Immigrant Mental Health (CIMH)** works to promote the awareness of and access to culturally and linguistically appropriate mental health services for immigrant and refugee communities through education, advocacy, and resource sharing, regardless of legal status. CIMH aims to foster collaborative, community-based and research-informed partnerships between mental health practitioners, community organizers, researchers, and allies. Most recently, CIMH leadership and members have coordinated a mental health response to the over 5,000 newly arrived asylum seekers from Texas. *(SF)*

CROSSROADS FUND 2023 GRANTEES

Illinois Immigration Funders Collaborative consists of local and national foundations working to support issues facing the immigrant community. Funding priorities include organizing, legal assistance, community defense, and capacity-building to help organizations serve clients and work in coalitions to mobilize for change. *(TA)*

Immigrant Solidarity DuPage (ISD) educates, organizes and mobilizes DuPage County around the rights, culture, and collective struggles of the Latinx community. ISD leads campaigns, workshops, rallies, and cultural events to combat racial profiling, labor abuse, and housing discrimination while also amplifying the diverse civic voices within the Latinx community. A Technical Assistance Fund grant allowed them to upgrade their technology to stay better connected to their community. *(SF, TA)*

Northern Illinois Justice for Our Neighbors (NIJFON) provides free legal services to low-income immigrants, refugees, and asylum seekers in Aurora, Chicago, and Rockford. They also offer education to the general public on immigration issues and advocate for an accessible immigration system. *(SF)*

Organized Communities Against Deportations (OCAD) fights alongside families and individuals challenging deportations, detention, and the criminalization of immigrants and people of color in Chicago and surrounding areas. Recently, OCAD, along with the coalition, celebrated the victory to Erase the Gang Database. A Critical Response Fund grant helped them expand their capacity in order to welcome and support asylum seekers from the southern border. *(SF, CRF, CRJPF, Anti-Surveillance)*

LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER/QUESTIONING, INTERSEX, ASEXUAL

Affinity Community Services advances health, wellness, and safety for Black LGBTQ+ women on Chicago's South Side through education, advocacy, and collective action. Recently, they held a series of online workshops featuring Black LGBTQ wellness experts that provided education about health disparities and supported direct access to mental health services by Black LGBTQ mental health professionals. *(SF)*

Casa Al-Fatiha is an autonomous, collectively-run sanctuary house for LGBTQ+ asylum-seekers, people returning from incarceration, and peer supporters. A Critical Response Fund grant helped them expand their capacity in order to welcome and support refugees from the southern border. *(CRF)*

Lighthouse Foundation (LF) advances justice for Black LGBTQ+ people across Chicago through empowerment, education, and entertainment. Recently, LF launched the Black Queer Equity Index (BQEI) a research-grounded tool assessing organizational barriers to entry and equity experienced by Black Queer Chicagoans. With a Technical Assistance Fund grant they were able to hire a consultant to help streamline their accounting. *(SF, TA, CRJPF)*

One Roof Chicago (ORC) builds a welcoming intergenerational community on Chicago's Southside for older adults and young people who are LGBTQI+, HIV+, and/or struggle with housing insecurity. Illinois is becoming a sanctuary state for individuals fleeing discriminatory and deadly policies elsewhere; ORC is designed to provide "proof of concept" for the kinds of infrastructure and policy models that we need for our people, now and with increasing urgency as time passes. *(SF)*

Pushing Envelopes Chicago (PEC) builds LGBTQ+ community across bars through pen pal relationships, legal aid, and re-entry support. PEC supports incarcerated and formerly incarcerated people through four working groups: Fam Mail, Reentry, Penpal Support Team (PST), and Legal Support. They openly support registered sex offenders, as they recognize this serious charge is often used to criminalize non-violent BIPOC folks, such as sex workers. (SF)

Therapy Access Project (TAP) serves the LGBTQIA+ and BIPOC community locally and nationwide to reduce the stigma and barriers faced by these communities in finding mental healthcare, education, and resources for self and community preservation. (SF)

Village Project Collective provides access to quality of life opportunities by providing resource information to Black LGBTQ+ peoples that are ostracized, penalized, and disenfranchised based on whom they love, how they look, or their economic status. (SF)

WORKERS RIGHTS

Blue Tin Production (BTP) is a sustainable apparel manufacturing worker co-operative run by working-class women of color to counter capitalist logic. They address sweatshops and gender-based violence in fashion production facilities while advancing stable opportunities to build economic mobility and holistic care in the workplace. (PF)

Chicago Community and Worker's Rights collectively defends the rights of immigrant workers and utilizes strategies of resistance against labor rights abuses. They fight for fair working conditions, dignified wages, and just living conditions through organizing, advocacy, education, and emergency support for workers in crisis. With Technical Assistance and Critical Response Fund grants they were able to update their communications model to reach a wider audience and support newly arrived migrants. (SF, CRF, TA)

Chicago Hospitality Accountability & Advocacy Database (CHAAD) project is an organization created by and for hospitality workers in Chicago to advance accountability and put an end to the toxicity within the industry. CHAAD offers harm reduction and educational resources and promotes a collective effort to dismantle power structures in food and beverage environments. CHAAD works to document accountability standards for the hospitality industry and build a safe environment to protect and uplift BIPOC, LGBTQIA+, and women and non-binary workers. (SF, GRAM)

Chicago Jobs With Justice is a coalition of unions and community organizations collaborating on campaigns to advance workers' rights rooted in racial, social, and economic justice. Currently they are focused on worker health and safety, building a transit system for all, and codifying a Just Transition for workers and community members across the state. (SF)

Chicago Teamsters for a Democratic Union (Chicago TDU) is a worker-led movement that organizes and trains workers for economic justice campaigns and promotes community-labor alliances. Recently, they kicked off their campaign, UPS Teamsters United for a Strong Contract, advocating for part-time raises, an end to workplace harassment, and safer working conditions. (SF)

Co-op Ed Center (CEC) builds a restorative economy based on education, solidarity, and collective self-determination. CEC guides worker cooperatives in communities of color to restore and heal communities while focusing on people, not profit. Their work builds democratic governance structures and promotes cooperation over competition while addressing the racial wealth divide in Chicago. (SF, CRJPF)

DePaul University Labor Education Center builds the capacity of unions, worker centers, and community-based organizations through labor education, training, public events, consultations, and resource sharing. To encourage a multi-generational labor movement they run youth programs aimed at developing pipelines for their involvement and leadership development. (YF)

Get to Work (GTW) provides jobs and transportation to underprivileged areas of the city of Chicago in an attempt to stabilize the Austin neighborhood with increasing economic security. They fight for fair hiring, workers rights, and just living conditions through advocacy, education, and direct services. (CRJPF)

Healing to Action (HTA) advances a worker-led movement to end gender-based violence in Chicago. HTA centers on the healing and leadership of survivors who are low-wage workers, people of color, people with disabilities, LGBTQ people, and immigrants. HTA is launching a new program, the Survivor Power Institute, which enables a cohort of organizers, advocates, and leaders to explore the root causes of gender-based violence, obtain concrete skills for supporting survivors, and learn strategies to build survivor power within their organizations. (SF, CRJPF)

Illinois Worker Cooperative Alliance (IWCA) is a multiracial, multilingual alliance of worker-led organizations formed to promote, educate, and support the development of worker cooperatives in Illinois. IWCA's vision is to create stable economic resources and workplace democracy for low-wage communities through public policy, training, cooperative development, and coalition work. (SF)

Illinois Workers in Action organizes factory and temporary workers in Chicago to ensure all workers, regardless of employment, have safe and dignified working conditions. Their work includes education, organizing, and policy to unite workers and address COVID safety, wage theft, and discrimination in the workplace. A Critical Response Fund grant helped them support newly arrived migrants who are trying to work by advocating for accessible IDs that keep them safe from ICE. (SF, CRF, TA, CRJPF)

One Fair Wage works to advance policy, drive industry change, and shift the narrative in order to ensure that all workers are paid at least the full minimum wage from their employers. They organize service workers, employers, and consumers to advance policy requiring a full fair minimum wage for all workers. Recently, Chicago passed the "One Fair Wage" ordinance to eliminate sub-minimum wage for tipped employees by 2028, paving the way for fairer wages and alleviating poverty. (CRJPF)

Street Vendors Association of Chicago (SVAC) fights for an inclusive economy and organizes street vendors to build political and economic power without fear of police harassment, excessive fines, and discrimination. SVAC has successfully established "La Cocina Compartida de Trabajadores Cooperativistas" (Shared Kitchen Workers Cooperative) using a democratic model of leadership for food and job security for the network of vendors. A Technical Assistance Fund grant allowed them to hire a technology assistant. (SF, TA)

Survivors Know is an organizing action hub of survivors channeling their power to challenge sexual violence and sexual harassment in the workplace. They deepen and expand their base of hospitality workers and survivors through solidarity circles, corporate accountability organizing, and community interventions around safety. Currently, they are building a mobile-responsive app as a public health tool to provide real-time data on wage theft, power-based sexual violence, and other labor infringements. A Technical Assistance Fund grant supported their collaboration with fellow grantee CHAAD to co-create an app that serves as a platform for consumers and workers alike to make informed and ethical choices regarding their patronage and employment. (SF, TA, Thindwa)

Temp Worker Justice (TWJ) is dedicated to winning stable living wages for the more than 16 million temporary staffing agency workers throughout the United States, many of whom labored as essential workers over the pandemic. A Technical Assistance Fund grant helped TWJ and allies host their first in-person national meeting to grow leadership and expand their work. (TA)

United Transporters Community Council (UTCC) organizes, advocates, and builds coalitions for taxi, limo, and ride-share drivers to improve working conditions, unionize workplaces, and strengthen economic progress in Chicago's transportation industry. Their newsletter, UTCC Voice, provides information and resources to transportation workers so they can fight for their rights and safety and that of their passengers. (TA)

United Working Families is an independent political organization by and for working-class families. They have affiliated labor and community organizations across many identities contributing to several coalition spaces such as the Right to Recovery platform, #DefundCPD, and #StopGenerallron. Their goals include member organizing to grow their base and engaging policymakers on city, county, and state levels. A Critical Response Fund grant supported them through an Executive Director transition. (CRF, C4, CRJPF)

Workers Center for Racial Justice fights for Black liberation and a fair and inclusive society by organizing Black workers and families to address high rates of unemployment, low-wage work, and the criminalization of Chicago communities. To end the over-criminalization of Black people, they pursue improved police accountability and policies to reduce mass incarceration. They advocate for more and better-quality economic opportunities for Black people, including access to sustainable, living-wage jobs with benefits. (CRJPF)

YOUTH

A Long Walk Home (ALWH) uses art to advocate for racial and gender equity - calling for an end to violence against Black women, girls, and gender-expansive youth in Chicago. A Critical Response Fund grant helped provide easily accessible options for emergency housing specifically to help Black girls, trans, and gender non-conforming youth. (CRF)

About Face Theatre (AFT) creates innovative theater productions and educational programming to foster awareness, understanding, and celebration of all sexual and gender expressions. A Youth Fund grant supported AFT's Outreach and Education initiatives within schools and communities, as well as their Youth Task Force. Together, these programs increase the safety and leadership capacity of LGBTQIA+ youth. (YF)

Chicago Peacebuilding is a program of the **American Friends Service Committee** working to dismantle militarist practices that disproportionately target and criminalize communities of color. Through workshops, youth internships, political education, and direct action, they work with other abolitionist organizations to address policing and national security policies. (YF, CRF)

Arab American Action Network (AAAN) strengthens the Arab community in the Chicago area by working for social change. Their youth organizing program continues the Campaign to End Racial Profiling - a call to end the state surveillance and harassment of Arab communities. AAAN is actively rallying to demand Justice for Hadi Abuatelah, an Arab American teen beaten by the Oak Lawn Police Department, and Justice for Murod Kurdi who was killed in a parked car in Oak Lawn without police accountability. (YF, Anti-Surveillance)

Asian Americans Advancing Justice | Chicago (AAAJC) strengthens the voice and power of the Asian American and Pacific Islander community through collective action, advocacy, and organizing to achieve racial equity. Their KINETIC youth program advances the civic leadership and visibility of Chicago high school youth. (YF)

Assata's Daughters (AD) is a Black women-led, young person-directed organization rooted in the Black Radical Tradition. AD organizes young Black people in Chicago by providing political education, leadership development, and mentorship. They aim to deepen, escalate, and sustain the Movement for Black Liberation. (Anti-Surveillance)

Cannabis Equity IL Coalition (CEIC) works to shape the legalization of cannabis in Illinois to repair and reinvest in communities most impacted by the War on Drugs. Through organizing, community programming, and advocacy they fight for change that prioritizes people over cannabis profits. A Youth Fund grant supported a youth convening centered around advocacy, political education, and record expungement to develop young leaders for change. (SF, YF, TA)

Chi Student Pandemic Response (CSPR) is a volunteer-led mutual aid and community building group advocating for quality resources for Chicago students and schools. CSPR provides resources to young people of color to become civic leaders in their communities. A Critical Reponse Fund grant supported their Solidarity Welcome Network, a volunteer-led initiative providing collaborative and culturally conscious emergency and transitional aid to families seeking asylum. (CRF)

Chicago Freedom School (CFS) is inspired by the Mississippi Freedom Schools of the Civil Rights Era, and takes an innovative approach to youth activism, leadership development, and movement building through youth programs and training to develop actionable strategies for social change. CFS' Freedom Fellowship allows young leaders of color to explore the history of social movements, racism, the school to prison pipeline, sexism, climate change, and much more in order to develop skills and analysis for dismantling injustice in our communities. (Flora, CRJPF)

Chicago Youth Labor Organizing Program is a summer organizing program training young people on workplace organizing while providing them opportunities to apply their skills on union campaigns as a rank and file worker. High school and college students learn the nuts and bolts of labor organizing along with political education on capitalism and the importance of worker power/unions. (CRF)

Chicago Youth Trip to Palestine is a collective of youth organizers connecting Palestinians and Arabs to their roots in Palestine through education, activism, and first-hand experiences. The aim is to connect students to the land while working at the intersection of struggle and international solidarity. They host storytelling events and create zines that preserve historical contexts, Palestinian ruins, and structures while also working on issues of political prisoners and student movements. (SF, GRAM)

Circles & Ciphers is a hip-hop-infused restorative justice organization led by and for young people impacted by violence and their criminalization by the Chicago police. Through art-based peace circles, education, and direct action they heal collectively and work to bring about the abolition of the prison-industrial complex. (SF, YF, PF, CRJPF)

Dissenters is an anti-militarism organization of young people reclaiming resources from the war industry through education and direct action. The Chicago-based campaign is working to divest Illinois from Boeing weapons production. A Critical Response Fund grant supported an assessment of their Chicago campaigns. (CRF, TA)

Every Voice Coalition works to end sexual violence and advocates for survivors in higher education by filing and passing student- and survivor-written legislation across the nation. Their efforts include the Every Voice IL ordinance, requiring all Illinois Institutions of Higher Education to conduct on-campus climate surveys of sexual violence, prevent sexual violence, and support survivors. (SF)

The Final 5 Campaign is a state-wide campaign dedicated to the closure of the final five youth prisons in Illinois. Placing a high value on community investment and youth leadership, their campaign builds upon a decade of advocacy to reduce youth incarceration and eliminate the remaining youth prisons in Illinois. (YF, TA, Anonymous, CRJPF)

Free Street Theater creates original, joyful, and thought-provoking theater by, for, about, with, and in Chicago's diverse communities. Recently, their Youth Ensembles created 57 Blocks, an immersive and interactive performance connecting audiences to youth spaces by way of a bus ride to learn and change Chicago's education system. (SF, YF)

GoodKidsMadCity (GKMC) Englewood is a youth-led violence prevention organization that focuses on dismantling the hold that trauma and a lack of resources has on young people and their families and help them build a thriving, sustainable, and livable community. GKMC-E creates safe youth spaces, employment opportunities, leadership development, and community organizing to address public safety and trauma needs. (CRJPF)

Hana Center's Fighting Youth Shouting Out for Humanity (FYSH) is a youth council that engages in civic education, creative expression, campaigns, and collective action for youth and their communities. FYSH develops leaders and centers efforts on citizenship, education, health, and justice for all, particularly organizing around the decriminalization of immigrants and youth of color and the redistribution of funds toward equitable schools, communities, and cities. (YF)

Illinois Caucus for Adolescent Health (ICAH) organizes and trains young people to advocate for issues that directly affect their lives and communities. ICAH has conducted statewide research, public policy change, and hosted events and training sessions for youth and service providers. The Chicago Racial Justice Pooled Fund grant supported their Change, Heal, Act Together (CHAT) Network, which engages youth and their communities through peer education, gatherings, and arts-based campaigns for systems change and culture shift. (CRJPF)

Liberation Library is a Chicago-based, volunteer-led, and democratically organized prison abolition organization that provides books and youth-led quarterly magazines to incarcerated young people in Illinois. As an abolitionist group they are working towards a future without prisons or jails. Until they achieve this, they work to contribute to the growth and healing of youth tangled in the criminal legal system. (CRJPF)

Nature Center for Meditation is dedicated to preventing the root causes of gun violence in Chicago including poverty, racism, and the lack of access to resources and opportunities in communities. A Critical Response Fund grant helped fund their Teen Forum Chicago, a 13-week virtual citywide youth conversation where selected representatives from 28 South Side high schools educated adults about their needs, passions, and potential. (CRF)

ONE Northside is a mixed-income, multi-ethnic, intergenerational organization building collective power to eliminate injustice through organizing. ONE Northside works with activated youth to address climate change and police accountability, focusing on passing the civilian oversight ordinance with the Grassroots Alliance for Police Accountability Coalition and removing School Resource Officers (SROs) from schools. A Technical Assistance Fund grant supported a leadership transition for a new Executive Director. (YF, TA)

Revolutionary Oak Park Youth Action League (ROYAL) is a youth-led, abolitionist organization taking action to regain agency and heal from racialized trauma and oppression while creating change in their schools and communities through education and organizing. Ongoing work includes a rigorous curriculum that consists of social justice organizing workshops, reading circles, mutual aid events, climate justice actions, and a youth hip-hop artist incubator project. (YF, CRJPF)

Rhizome is a BIPOC student-led group training youth organizers to revitalize democracy and build a healthier future for their communities. They supported actions including teaching democracy to K-5 students, voter registration campaigns, and inviting students to build community empowerment events around the ideas they are most passionate about in their communities. (SF, YF)

Root2fruit Youth Foundation is driven by the vision of young people in the Austin community. They educate and amplify the Austin Safety Action Plan (ASAP) which serves as a blueprint for community engagement and public safety through the lens of youth. ASAP maintains the peace in a safe zone of reactivated outdoor community space aided by local school partnerships. (YF)

Southside Together Organizing for Power (STOP) is a multi-issue community organization addressing housing, cuts to mental health services, and the criminalization of youth of color through tenant and youth organizing, action research, education, and alliance-building. Recent victories include the passage of a Community Benefits Agreement near the Obama Center to prevent community displacement. (SF, YF, CRF, CRJPF)

Stick Talk is a youth-led, abolitionist collective of organizers and restorative justice practitioners offering conversations, political education, and skill acquisition about guns with and for young people of color who carry them. Stick Talk reassesses abstinence-only gun education through the lens of harm reduction and mutual aid, while developing strategies for community safety and collective care without the police, criminalization, and stigma for those who routinely carry. (YF, Anonymous, CRJPF)

Taking Back Our Lives works to end domestic and sexual violence by empowering community members with a grassroots, social justice model that supports participants to become leaders in their own communities. Take Back the Halls (TBTH), their signature program, provides youth leadership, civic engagement, and dating violence prevention programming, and gives teens the opportunity to examine issues such as domestic violence and sexual assault as well as the variety of social structures that support violence in our culture. (YF)

Territory is a youth-led design studio on Chicago's West Side where young people of color build better futures for themselves and their communities through the practice of architectural design, city planning, advocacy, and activism. The young people in Austin work to transform public spaces, shake off stigmas, and change the stereotypes about their community through urban design. (SF)

TGi Movement cultivates creative spaces and programming for Chicago youth. They work to end Dream Deserts - a condition pushing young people to not follow their passions due to enforced austerity and governmental negligence. Their creative programs civically engage youth and their Reclaiming the Hood campaign revitalizes Black businesses in the Chicago Lawn community to tackle disinvestment and racial inequities. A Technical Assistance Fund grant helped them expand their Omega Chi Omega program to be year-round. (SF, YF, TA, CRJPF)

The Warehouse Project & Gallery utilizes the arts to explore issues of poverty, consent, reproductive justice, and racism to create community change for young people in Summit, IL. Volunteers and teaching artists work with youth ages 9+ to investigate issues that impact their lives and their communities. The youth then use spoken word, theatre, visual art, and music to address these issues and share their work with audiences. A Critical Response Fund grant helped them convene board and staff to strategize, promote healing and create community solidarity. (SF, YF, CRF)

Woodlawn Restorative Justice Hub, Inc. (WRJH) engages young people most impacted by violence in Chicago through restorative justice, economic empowerment, and civic engagement. Their Young Leaders for Peace Program is an intensive cohort that teaches participants about restorative justice practices, economic development, cultural pedagogy, and mental health. (SF, CRJPF)

Youth Network Council's REAL Youth Initiative is a community of currently and formerly incarcerated young people working to abolish prisons and the conditions that (re)produce them. They offer programming inside three juvenile prisons (IYC-Warrenville, IYC-St. Charles, and IYC-Chicago) and community reentry programs to develop revolutionary consciousness. (YF)

Youth Outlook engages youth, families, and communities to meet the needs of LGBTQ+ youth and build welcoming environments through direct services and community education. They offer advocacy tools for parents, educators, organizations, and community institutions to counteract harassment, bullying, and violence. (SF, YF)

SPECIAL INITIATIVES

Philanthropy for a Racially Equitable Chicago (PREGC) is a collaborative composed of Field Foundation, Grand Victoria Foundation, Healthy Communities Foundation, Woods Fund of Chicago and local philanthropic affinity groups including:

- **Chicago African Americans in Philanthropy (CAAIP)** is a membership organization committed to achieving racial equity in philanthropy by advocating for investments in Black communities and expanding Black leadership opportunities in the social sector.
- **Chicago Latinos in Philanthropy (CLIP)** is a professional network of philanthropic individuals, including grantmakers, board trustees, and individual donors in the Chicago metropolitan area.
- **Asian Americans/Pacific Islanders in Philanthropy Chicago (AAPIC)** is an affiliate of the national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved Asian American Pacific Islander communities to build a more just and equitable society.

The Chicago Independent Media Alliance (CIMA), a project of the Chicago Reader newspaper, launched in 2019 as a response to the industry's revenue decline. CIMA believes in collaboration over competition in the media industry and thus launched a collaborative fundraising effort.

Thirty-nine media outlets benefited from CIMA's fundraising efforts, including:

AirGo, Block Club Chicago, Borderless Magazine, The Beverly Review, Chicago Defender, Chicago Music Guide, Chicago Public Square, Chicago Reader, CHIRP Radio, Current Magazines, The Daily Line, E3 Radio, Evanston Roundtable, Gazette Chicago, Gozamos, Growing Community Media, Harvey World Herald, Hyde Park Herald, IL Latino News, Inside Publications, Kartemquin Films, La Raza, Loop North News, McKinley Park News, Mildsauce.org, N'Digo, New City, North Lawndale Community Newspaper, Paseo Podcast, Pigment International, Polish Daily News, Rebellious Magazine for Women, Rivet 360, Soapbox Productions and Organizing, South Side Weekly, Streetwise, Third Coast Review, True Star Foundation, and Windy City Times.

BECOME A PARTNER IN CREATING SOCIAL CHANGE

When you give to Crossroads Fund, your gift is pooled with others and becomes a significant resource to foster social change in Chicago and beyond.

Here are some ways you can give to Crossroads Fund:

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and organize with other community members across race and class to fundraise and do grantmaking.

ATTEND OUR ANNUAL BENEFIT

and invite friends!

WRITE A CHECK

and return it in the enclosed remittance envelope. Find out if your employer matches contributions—that is an easy way to make your gift go much further.

BECOME A SUSTAINER

and have your contribution deducted from your credit card monthly or quarterly. As a sustainer, you can take pride in knowing that you are one of our most reliable sources of support.

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with a gift in their name.

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and help us spread the word about the good work of Crossroads Fund to your colleagues, friends, and family.

REMEMBER CROSSROADS FUND IN YOUR WILL, INSURANCES, AND RETIREMENT PLAN

all three are easy ways to have a lasting impact for social justice.

OPEN A DONOR ADVISED FUND

and partner with us to have an impact on social justice issues.

ESTABLISH A CHARITABLE TRUST

to benefit Crossroads Fund and reduce your tax burden.

For more information, please contact Emmanuel Garcia, Development and Communications Director, at **773.227.7676** or emmanuel@crossroadsfund.org

THANK YOU CROSSROADS FUND VISIONARIES

These dedicated individuals have included Crossroads Fund in their will or estate plan, ensuring the long-term strength and stability of the fund and leaving a legacy of their values and vision.

Anonymous (4)	Jeanne Kracher & Laura McAlpine
Bill Barclay & Peg Strobel	Nora Kyger
Leslie Beller	Nancy Fleck Myers
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Ferd Eggan*	Patricia O'Brien
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Neena Hemmady	Iris Young*
Robert J. Horton & James C. Perry	Jaquelyn Zevin*
Barbara Kemmis	

For more information, please contact Jane Kimondo, Executive Director, at **773.227.7676** or jane@crossroadsfund.org

**in memory*



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SAVE THE DATE: Friday, April 5th, 2024 SEEDS OF CHANGE

Join grantees, board members, and friends of the Crossroads Fund at our Annual Benefit, Seeds of Change, an in-person celebration at Malcolm X College in Chicago.

Visit crossroadsfund.org/seedschange for more information.

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