

# Black Swan Academy



**The Black Swan Academy**  
Making the Exception...the Rule

The Black Swan Academy empowers black youth in under-served communities through civic leadership and engagement, giving them a comprehensive set of tools needed to succeed in life and become an active social catalyst in their communities.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

**1** Passage of the Fair Access to School Act, banning suspensions for minor offenses such as dress codes and reducing the number of days students can be suspended for. This law also encourages alternatives to suspensions like increased mental health supports and restorative justice.

PARTNER ORGANIZATIONS

Every Student Every Day  
Coalition  
National Women's Law Center  
ACLU DC

**2** Increased funding for mental health supports and social emotional learning programming.

PARTNER ORGANIZATIONS

PAVE  
Every Student Every Day  
Coalition

**3** Introduction of Vote 16. While this legislation did not pass, BSA youth leaders were active participants in the Vote 16 coalition and put lots of hours in getting the bill introduced and getting it to a vote at the Council of the Whole.

PARTNER ORGANIZATIONS

Vote 16 Coalition (BSA, Generation Citizen, Young Women's Project, Life Pieces to Masterpieces)

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

**1** In spring 2019, we launched a citywide youth of color led coalition, now called United Leaders 4 Freedom. Organization members consist of Many Languages One Voice, Mikva Institute and Critical Exposure. The coalition is currently representative of Wards 1, 4, 5, 6, 7, 8 and have 14 consistent members. Our goal is to build to 20 core members by the end of the summer. All coalition members must be 7th-11th grade.

**2** In 2019, we were able to hire our Founder as the full time Executive Director and a full time Program Manager.

**3** Youth leaders have received opportunities to lead workshops, engage in media outlets, speak on panels and co-author reports. This includes leading youth advocacy workshops at National Criterion's In solidarity Conference in Atlanta, ACLU 100 in D.C; speaking on panels at Net roots and at the YEO conference and co authoring National Women's Law Center's report entitled Dress Coded.

# Bread for the City



At Bread for the City, they share a vision of Washington, DC as a nurturing community, where all residents have access to the basic material resources they need for survival and growth, and the prosperity of their social, emotional, and spiritual lives.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1

Almost \$30mil won for Public Housing repairs AND a discovery of a pot of surplus/sludge money inside of a DC agency. (Events DC)

### PARTNER ORGANIZATIONS

Washington Legal Clinic for the Homeless  
(who was the key to finding the pot of money)

Fair Budget Coalition  
DC Fiscal Policy Institute

Resolution 16-06 (DCHA); forces private developers of DCHA properties to not institute screening criteria more strict than traditional public housing--including criminal background check and credit check, two criteria frequently used as proxies to screen out poor Black folks. It served as basis for one of the strongest ground leases--insuring residents' right to return to a private development--in the country. (Kenilworth Courts)

### PARTNER ORGANIZATIONS

Bread for the City + our COREE leaders

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1

Development and institutionalization of shared power via our COREE (Communities Organizing for Racial and Economic Equity) organizing group; this is a group of BFC clients who have equal decision-making power in the Advocacy Department's work, including both guiding and co-leading strategic initiatives and campaigns.

2

Establishment of strong (15+ people consistently engaged in organizing) organizing "pods" at three public housing properties. Pods are our organizing model's way of broad based coalition building.

3

Radically shifting the ways that one of the largest direct services organizations in the city (BFC) makes decisions about what policies we do/do not support (via COREE), and shifting the institution to being one that not just talks about shared power, but is actively practicing with it even through generative struggle.

# Critical Exposure



Critical Exposure trains DC youth to harness the power of photography and their own voices to fight for educational equity and social justice. Through campaigns and visual storytelling, they help students raise their voices in conversations about education policies and build the public support and political will needed to address the issues they face.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

- 1 Critical Exposure convinced MPD and DCPS to commit to (1) add to their contract a commitment to increasing training and accountability for school security guards, and (2) update the roles and responsibilities of school security guards, prioritizing improving relationships with students.

### PARTNER ORGANIZATIONS

Advancement Project

Note: Critical Exposure exhibit at the 1448 Gallery in Baltimore.



## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

- 1 Created Youth Hiring Tribe to ensure youth voice in organizational hiring decisions.
- 2 Developed youth cohort at EL Haynes Charter School to serve as organizing leads in working with the student body to shape.
- 3 Developed partnerships with Mikva Challenge, Black Swan, and DCAYA.

# DC Jobs with Justice



DC Jobs with Justice is a dynamic coalition of labor organizations, community groups, faith-based organizations, and student groups dedicated to protecting the rights of working people, supporting community struggles, and promoting racial justice to build a more just society.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

**1** Restoring partial funding for United Medical Center that was cut without a plan for how the hospital would operate on a limited budget.

### PARTNER ORGANIZATIONS

DCFPI  
DC Nurses Association  
DC's Health Alliance Network  
1199 SEIU  
Washington Metro Labor Council

**2** Increasing education and enforcement of DC labor laws through improved public education by the Department of Employment Services and the launching of class-action law suits by the DC Attorney General against bad actors identified by DC JWJ.

### PARTNER ORGANIZATIONS

UFCW 400  
Kalmanovitz Initiative  
Fair Budget Coalition  
BEW Local 26  
KML Carpenters  
MLOV  
ROC DC  
Metro DSA,  
Baltimore-Washington Building  
Trades

**3** Helped influence the passage of legislation to limit short-term rentals that would have removed housing from the DC housing stock.

### PARTNER ORGANIZATIONS

UNITE HERE 25  
LEDC

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

**1** Expanded staff to 3 full-time permanent positions through program and operational funding from new sources.

**2** Board development: all 13 seats are filled, including youth and faith seats and the majority of the board are people of color representing a diversity of organizations and experiences.

**3** Addition of 8 new organizational members to the DC JWJ coalition.



# Empower DC



Empower DC is a city-wide grassroots organization committed to building the power of low-income communities of color to create long lasting, positive change in their communities. Their mission is to enhance, improve and promote the self-advocacy of low and moderate income DC residents in order to bring about sustained improvements in their quality of life.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Helped win local funding for public housing repairs.

2 Stopped the disposition of Crummell School; won changes to proposed area of the site to be surplus, increasing the amount of land that will remain public and dedicated to recreation purposes.

3 Forced change in Barry Farm redevelopment plan, increasing the number of replacement public housing units to be built while decreasing overall density.

### PARTNER ORGANIZATIONS

Stooplaw

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 Developed the DC Grassroots Planning Coalition with 500 attendees since spring 2017.

2 Launched grassroots outreach campaign to interview 1,000 DC residents about racial equity.

3 Produced a staged production based on the true personal experiences of women residing in DC public housing communities, performed by them throughout the city.

# ONE DC



At ONE DC, their mission is to exercise political strength to create and preserve racial and economic equity in Shaw and the District. They seek to create a community in DC that is equitable for all, and envision the nation's capital as a place where low income, poor, and immigrant communities are organized, educated, and trained to take action to create and preserve social and economic equity.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Advanced racial equity legislation as a member of the DC Initiative on Racial Equity and Local Government by amending the REAR Act of 2019 in conjunction with key DC community organizations.

### PARTNER ORGANIZATIONS

Fair Budget Coalition  
Bread for the City  
Empower DC  
SPACES  
JUFJ  
Sierra Club  
Climate Coalition

2 Hosted the organizer of the DC Fair Election Coalition and supported the Fair Election Act of 2017 which passed in May 2018.

### PARTNER ORGANIZATIONS

Fair Budget Coalition  
Working Families Party DC

3 Active member of Put A Price On It Campaign with DC Climate Coalition and supported Clean Energy DC Act which passed in December 2018.

### PARTNER ORGANIZATIONS

Climate Coalition  
Sierra Club

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 LEAP - re-started ONE DC's political education school (Leadership Education for Action and Power).

2 BWWC - purchase property near Anacostia metro (Black Workers and Wellness Center).

3 Membership - 500 registered members.

# Restaurant Opportunities Center DC



The Restaurant Opportunities Center of DC builds power with restaurant workers to raise wages and labor standards across DMV's restaurant industry. As workers center, they are dedicated to winning improved conditions and raising industry standards for all Washington, DC restaurant workers.

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DC

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

**1** One Fair Wage Campaign: to increase the subminimum wage for tipped workers in DC to \$15 by 2025. We were able to successfully get the initiative on the ballot, and DC voters passed it in June 2018! Unfortunately the DC City Council repealed the law and overturned the will of DC voters.

### PARTNER ORGANIZATIONS

Jews United for Justice  
DC for Democracy  
DC Fiscal Policy Institute  
Jobs With Justice  
Many Languages One Voice  
Democratic Socialists of America  
National Women's Law Center  
+ many more!

**2** Supported workers from Matchbox restaurant, who got their jobs back after being fired from participating in the Day Without an Immigrant.

### PARTNER ORGANIZATIONS

Many Languages One Voice

**3** Organized on the federal level with organizations and workers across the country to thwart the efforts of the Secretary of Labor to redefine the Fair Labor Standards Act so that employers would gain ownership of employee's tips.

### PARTNER ORGANIZATIONS

NELP  
ROC United  
Reps from across the country  
+ many more!

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

**1** Developed a core base of restaurant worker leaders that fought to pass and defend Ballot Initiative 77. Leaders participated in direct actions, public testimonies, worker outreach and spoke with press. Our core base met for a leadership retreat to gain more skills in strategic outreach and organizing.

**2** Developed strong partnerships with organizations in the DMV through the One Fair Wage Coalition and the Just Pay Coalition. We are working with other labor groups in the DMV to do worker outreach, know your rights trainings, legal referrals and workplace justice campaigns.

# Jews United for Justice



THINK JEWISHLY. ACT LOCALLY.

Jews United for Justice mobilizes Jews and the Jewish community to move our region closer to social, racial, and economic justice by advancing campaigns for immediate and concrete improvements in people's lives. Through these campaigns they develop leaders, build their base, shift the consciousness of their community, and alter relations of power.

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DC MD

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

- 1 JUFJ has led the Paid Family Leave Campaign in DC since its inception. The legislation, which passed in 2016, will cause half a million people to be eligible for benefits. Having succeeded, we are now working on implementation, ensuring that the Office of Paid Leave creates the best regulations possible and that the program rolls out on time.
- 2 We won a fight to redevelop the city-owned former Hebrew Home, at 1125 Spring Road NW, with 80% affordable housing in 2017.

### PARTNER ORGANIZATIONS

Bread for the City

SURJ

LEDC

Legal Aid of DC

AARP Legal Counsel for the Elderly

DC Jobs with Justice neighborhood groups

ANC commissions

CNHED

- 3 We played a major role in winning a \$15 minimum wage in Montgomery County in 2017. Among many other parts of this campaign, we worked with our partners to publicly push back against a bogus study suggesting that higher minimum wages would cause devastating job loss.

### PARTNER ORGANIZATIONS

We worked with CASA, SEIU 32BJ, UFCW Local 400, Working Families, and Progressive Maryland on this campaign. Given our capacity, our work made a bigger difference at the local level.

### PARTNER ORGANIZATIONS

We lead the 200-member Paid Family Leave Coalition. A list of the many partners that are part of the coalition can be found here:

<http://www.dcpaidfamilyleave.org/coalition>

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

- 1 We have spearheaded an ambitious project to raise collective money for ourselves and 8 other Jewish organizations that do community organizing and policy change work at the local, state, and national level.
- 2 We have restructured so we can be more closely guided by our volunteers, starting a council of key leaders in each of our three jurisdictions who help us make decisions.
- 3 Last year we completed an extensive strategic planning process. Our strategic planning process allowed us to envision how we wanted to grow in the future, and to involve all kinds of stakeholders in making decisions about the trajectory of our organization: volunteers, allies, staff members, board members, and more.

# Justice for Muslims Collective



Justice for Muslims Collective works to dismantle institutional structural Islamophobia through raising political consciousness, community empowerment and organizing, and movement building through coalition-building focused on the Greater Washington Region. They envision a world where radical inclusion leads to collective liberation for muslim communities and beyond.

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DC MD VA

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Won the inclusion of Islamophobia as a category and the prohibition of the DC from participating with the federal government in implementing registries within DC's updated Sanctuary resolution.

### PARTNER ORGANIZATIONS

MLOV  
Sanctuary DMV  
La Casa Ruby

2 With Collective Action For Safe Spaces, we pushed for the inclusion of religion and gendered Islamophobia as an identity that exacerbates harassment. The final bill included a position on religious tolerance that will be part of the advisory committee to implement the Street Harassment Prevention Act (SHPA). Currently we are in the final stages of hopefully being confirmed to sit on that advisory committee.

### PARTNER ORGANIZATIONS

CASS played the leading role.

3 Through our SHPA and broader Islamophobia work, we have also been engaging DC Office of Human Rights on the issue of Islamophobia. This year, their director spoke at our annual iftar to over 200 community members, and we co-hosted with their office a joint collaborative #Fastwith-DCMuslims day. Through this engagement we are pushing our broader narrative shift on framing Islamophobia is an institutional and systemic form of violence.

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 Leadership Development - We are graduating a cohort of 10 Muslim women organizers as part of our Muslim Women's Organizing Institute. We will be hosting 2 more institutes this year.

2 Our coalition program includes 20 local and regional organizations. As part of our coalition, we will be hosting a deeper dive learning sessions.

3 Deeper Community Engagement with our base and creation of a membership model through our needs assessment: We have launched our listening sessions for Muslim communities. Our first listening session focus on gender and queer violence in Muslim communities. The next three will focus on low-income Muslim workers, low-income immigrant Muslim survivors of domestic violence, and Muslim youth.

# Action in Montgomery



Action in Montgomery is a broad-based community power organization, rooted in Montgomery County's neighborhoods and congregations. They are non-partisan, multi-faith, multi-racial, and dedicated to making our county and state a better place to live and thrive. AIM is committed to training and developing neighborhood leaders so that they can change the economic and social structures that affect their lives.

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MD

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Created the idea and won funding for quality after school programming for 1200 students in ten Title I Elementary schools to address the opportunity and achievement gap in Montgomery County.

2 Won initial dedicated funding for affordable housing in Montgomery County 17 years ago and has pushed for increased funding since that time, with \$65 Million/year for the past 2 years.

3 Increased funding for legal support for immigrants in Montgomery County, from \$370,000 last year to \$540,000 this year.

### PARTNER ORGANIZATIONS

Many organizations, including Sanctuary DMV, CASA and others were key to winning the initial funding. AIM was the primary organization that pushed for increased funding this year.

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 AIM expanded our membership to include six Title I Elementary Schools and the county's largest African-American congregation. We now represent approximately 50,000 residents.

2 We have trained over 300 leaders, at least half of whom are low-income.

3 We conducted the county's largest non-partisan Get Out The Vote effort in 2018, getting 10,000 people to commit to vote in the primary on AIM's issue agenda on immigration, affordable housing, equity in education and transportation.



# Identity



20 Years of Serving Latino Youth and Families

Identity assists out-of-school youth and their families who live in high-poverty areas of Montgomery County and who are most at-risk for poor academic and economic life outcomes. They seek to empower Latino youth to reach their highest potential and work towards a successful transition into adulthood. They envision a just and equitable society that nurtures all youth and is enriched by their contributions.

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MD

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Changed the policy that was at the discretion of principals to ask immigrant parents to sign withdrawal forms as if their children had already been expelled. Now all withdrawal forms must be shared with the central office before being finalized.

### PARTNER ORGANIZATIONS

Identity was the only organization involved, though we involved many from our community.

2 Changed the new practice of only allowing families to apply online for Free and Reduced Price Meals. This was a strong deterrent to families without internet access or fearful of applying for government benefits electronically even if their children were eligible. Paper applications were reinstated.

### PARTNER ORGANIZATIONS

Identity was the only organization involved, as far as we know.

3 Identity organized the first ever bi-lingual forum for candidates for County Executive -- marking the first time non-English speaking residents could fully participate in this important civic activity. The new County Executive pledged to come back out to the community for regular bi-lingual dialogues.

### PARTNER ORGANIZATIONS

Identity took the lead with considerable involvement of the graduates of our Parent Leadership Academy.

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 Our Parent Leadership Academy that trains and helps parents find and use their voice to advocate for equity in education has now trained about 75 parents from a dozen schools. Parent activists have been testifying at Board of Education meetings, County Council budget hearings, the Superintendent's first Latino Community Forum.

2 Identity has been working hard to make sure MMF's two issues areas (Workforce Development and ECE) address the needs of disconnected youth and the Latino community.

3 We are intentionally building a partnership with the NAACP Montgomery County, building a bridge between two communities who suffer similar wounds to take action towards improved outcomes. Most recently, triggered by MCPS' Equity Accountability report, we came together to demand that entities/institutions responsible for education-related decision making, (MCPS administration, teacher's union, PTA, etc.) put forward an action plan.

# IMPACT Silver Spring



At IMPACT Silver Spring we believe positive change happens by connecting people, building relationships of trust, and exchanging value in an intentional network, across lines of difference. We believe that with enough intentionality, compassion, and practice, a mixed income, mixed culture community can thrive.

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MD

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Helped with the development of the Montgomery County Council Resolution on Racial Equity in 2018 and the Council plans to introduce racial equity legislation in fall 2019.

2 We have just started convening a network of community organizations and networked individuals to build a racial equity movement ecosystem.

### PARTNER ORGANIZATIONS

Some of the organizations include CASA, Identity, and Progressive Maryland.

3 County funding for micro-loan program to support immigrant micro-entrepreneurs.

### PARTNER ORGANIZATIONS

LEDC  
Life Asset

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 Creating spaces for transformative learning so people can come to shared understanding of historical and structural racism.

2 Network Leadership Development to support community members in taking action with others in pursuit of equity, justice and liberation using a non-hierarchical, power-sharing approach and grounded in liberation values.

3 Supporting several grassroots groups in forming worker-owned cooperatives to build assets and ownership in communities of color based on democratic values. We are organizing these groups to advocate for County and state policies and funding to support cooperative development.

# Progressive Maryland Education Fund



Progressive Maryland is a statewide nonprofit advocacy organizing promoting social, economic, and racial justice. With over 120,000 individual members, supporters, and organizational affiliates statewide, they are leading the fight for progressive change in Maryland through grassroots organizing, public education, and legislative advocacy.

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MD

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

- 1 Progressive Maryland and partners across the state partnered to successfully advocate for an increase in the statewide minimum wage to \$15.

### PARTNER ORGANIZATIONS

Casa de Maryland  
SEIU 1199  
SEIU 32bj  
Our Revolution  
Democratic Socialists of America  
Lower Shore Progressive Caucus  
Comite de Apoyo as las Trabajadores Agricolas

Currently Progressive Maryland is working in coalition and organizing more community organizations and individuals, to work on education equity in both Prince George's and Montgomery Counties.

### PARTNER ORGANIZATIONS

Casa de Maryland  
PGCEA  
Make Smart Cool  
LIUNA

And currently building relationships with church social justice committees, organized PTAs, and local civic associations.

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

- 1 Over the past few years, Progressive Maryland has trained hundreds of volunteers and member leaders on the fundamentals of community organizing. Progressive Maryland trains people on the basics of understanding systems of power, understanding personal and collective self-interest, how to conduct 1-on-1s, to how facilitate and prepare for successful community meetings, etc. These trainings enable us to build up our membership, as well as empower people with new levels of self-awareness on how to take leadership in their personal and public life.

# Racial Justice NOW! DMV



Racial Justice NOW! is committed to dismantling structural and institutional anti-Black racism in all areas of people activity. Their primary focus is on the institution of education and lifting up the voices of dis-empowered Black parents and children. Focused on the communities of Dayton and around the State of Ohio, they recently launched their DMV chapter.

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MD

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1 Racial Justice NOW! recently launched our DMV chapter currently focused on organizing efforts in Montgomery County, Maryland. However, Racial Justice NOW! (RJN) has a strong track record of securing policy and practice changes at the local and state level in Ohio, where we moved the Dayton (OH) Public School District to end the harmful practice of preschool suspensions and expulsions.

PARTNER ORGANIZATIONS  
Dignity in Schools Campaign

2 We were able to secure a seat at the table for a parent to sit on the school board policy committee (Ohio).

PARTNER ORGANIZATIONS  
Dignity in Schools Campaign

3 We were able to pass a statewide bill in Ohio (HB 318) in 2018 that bans PK-3rd grade suspensions and expulsions for all public and charter schools in the State of Ohio.

PARTNER ORGANIZATIONS  
Dignity in Schools Campaign  
Juvenile Justice Coalition  
Children's Defense Fund-OH

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1 We have successfully provided leadership and organizing trainings for our members on ESSA (Every Student Succeeds Act).

2 We've also provided a healing justice framework for our members and family through a partnership with Community Healing Network and Association of Black Psychologists.

3 Finally, we successfully launched our DMV chapter of Racial Justice NOW! in 2019 and are currently working to build strategic relationships to successfully organize Black people in Montgomery County, Maryland.

# CASA de Maryland



Casa de Maryland is a group of passionate, community-conscious people working to organize, advocate for, and expand opportunities for Latino and immigrant people in the state of Maryland. Their mission is to create a more just society by building power and improving the quality of life in working class and immigrant communities.

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MD VA

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

- Helped win an increase in Maryland's state and Montgomery County minimum wage to \$15/hour.

PARTNER ORGANIZATIONS

Partners (Maryland bill):  
SEIU 1199  
Progressive Maryland  
Maryland Working Families  
Maryland State Education  
Association  
UFCW 400  
Jews United for Justice

Partners (Montgomery  
County bill):  
UFCW  
SEIU  
Jews United for Justice
- In 2019 CASA helped organized to defeat bills in both the Maryland and Virginia state legislatures that would have outlawed sanctuary jurisdictions. We have also achieved passage of "Trust policies" in numerous Maryland jurisdictions including Gaithersburg, Culmore Manor, Greenbelt, Brentwood, Hyattsville, Mt. Rainer, Cheverly, Berwyn Heights, and Rockville, and Baltimore City.

PARTNER ORGANIZATIONS

Partners (Virginia): Virginia  
Coalition for Immigrant Rights,  
particularly ACLU of Virginia and  
Legal Aid Justice Center; also  
union partners in the Take Action  
Virginia table.

- In early 2019, CASA played an important role, along with other organizations that successfully pushed for the passage of HR6 (the American Dream & Promise Act), federal legislation that combines the Dream Act with the Promise Act to protect TPS and DED (Deferred Enforced Departure) holders.

PARTNER ORGANIZATIONS

A national table coordinates the campaign and includes various immigrant rights organizations, faith institutions, and labor unions. African Communities Together was also a partner.

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

- In Virginia, CASA is looking towards the 2019 general election cycle to lift up driver's licenses as a key issues and encourage candidates to take a public position that we can hold them accountable to in the next session.
- CASA began working on climate justice in southcentral Pennsylvania in 2018 with a coalition of partners including One PA, MRPA, Center for Coalfield Justice, 215, and POWER. We also registered 1,853 voters in Lancaster and York Counties in 2018 – efforts which, based on post-election data, helped to close the voter registration gap for Latinx voters by 6% in York County and 4.5% in Lancaster County.
- As part of the Campaign for Justice, Safety and Jobs (CJSJ), CASA helped win passage in 2016 of the first reforms to the state Law Enforcement Officers Bill of Rights and launched the campaign that eventually resulted in a DOJ consent decree in 2017. Baltimore now stands poised to issue its first package of new police policies under the consent decree process, including the strongest Trust policy in the state, language access and U-Visa policies, body camera policies, and a new use of force policy (expected to be announced in early July).

# African Communities Together VA



African Communities Together is an organization of African immigrants fighting for civil rights, opportunity, and a better life for their families here in the U.S. and worldwide. They empower African immigrants to integrate socially, get ahead economically, and engage civically, as well as connect African immigrants to critical services, help Africans develop as leaders, and organize their communities on the issues that matter.

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VA

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

**1** ACT took a lead role in winning minimum wage increases for workers at National and Dulles airports. The majority of the workers at the two airports are immigrants from Ethiopia. ACT took the role of organizing the Ethiopian community leaders in the region in support of this change - created awareness on the living conditions of the workers, gathered petitions, lobbied elected officials and the airport authority - to finally win the wage policy that affected the lives of an estimated 7,000 workers at these two airports.

### PARTNER ORGANIZATIONS

UNITE HERE Local 23  
SEIU 32 BJ

**2** In addition to its legislative advocacy on behalf of Liberian Deferred Enforced Departure (DED) holders, ACT is the lead plaintiff in African Communities Together v. Trump for the President's improper termination of DED for Liberians. ACT's efforts resulted in the one-year extension of DED which protects 4,000 Liberians from deportation. ACT is also a plaintiff in Ramos v. Nielsen for DHS's improper termination of Temporary Protected Status (TPS) for Sudan and others. The suit led to a preliminary injunction that prevented termination of Sudan's TPS designation and given 1,040 Sudanese TPS holders continued legal status in the U.S.

### PARTNER ORGANIZATIONS

UndocuBlack Network  
ACLU Foundation of Southern California  
National Day Laborer Organizing Network  
National TPS Alliance  
CARECEN-  
Union of Painters and Allied Trades  
UNITE-HERE

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

**1** ACT provided community support for airport workers from churches, community organizations and politicians in their efforts to win collective bargaining rights at the work place. As a result, 600 food and retail workers at the two airports have been able to organize a union. Workers won life changing benefits and rights on their new contracts.

**2** ACT has started voter registration work in Virginia focusing on East African communities in and around city of Alexandria. So far, in five weeks, we have registered 120 new voters.

**3** We have conducted numerous immigration Know Your Rights presentation in various Ethiopian churches.



NAKASEC VA  
(National Korean American  
Service & Education Consortium)



**NAKASEC**  
미주한인봉사교육단체협의회

NAKASEC organizes Korean and Asian Americans to achieve social, racial, and economic justice. They imagine a future in which low- and middle-income, immigrant, people of color, and marginalized communities are working together as the change-makers. Their focus in Virginia has been centered around Immigrant Rights, Civic Engagement, Youth Leadership Development, and Community Services.

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VA

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

1

Revised Fairfax County policy and procedures governing school resource officers (armed police officers in Fairfax County public schools).

### PARTNER ORGANIZATIONS

Fairfax County NAACP  
People Power Fairfax  
Two teacher unions in Fairfax County

Note: From NAKASEC's Facebook Page.



## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

1

Expanded membership from 6 to 52 dues-paying members from 2018 - 2019.

Increased organizing infrastructure (launched a college-aged youth leadership program in Jan 2019; staff increase from 2.5 in 2017 to 6 in 2019).

# Tenants and Workers United



Tenants and Workers United conducts public policy and issue campaigns, low-wage worker and community organizing, education and leadership development, and non-partisan electoral organizing, all of which are geared to their overall mission of building regional power in Northern Virginia, and a broad, political-economic justice movement centered in the leadership of working-class women and communities of color.

Contact: Evelin Urrutia

Email: [eurrutia@tenantsandworkers.org](mailto:eurrutia@tenantsandworkers.org)

Phone: 703-684-5697 x320

VA

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

- 1 Expansion of the restorative justice school program in order to stop the school to prison pipeline in Alexandria City Public Schools.

### PARTNER ORGANIZATIONS

NAACP-Alexandria City Chapter Branch

- 2 2018: Organized to get Sheriff to reduce the time of holding undocumented immigrants in Alexandria City Jails.

### PARTNER ORGANIZATIONS

Legal Aid Justice Center

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

- 1 Expanding organizational work into other regions: South Fairfax County and Woodbridge-Prince William County.

- 2 We have increased our membership, our active members have increased from 600 to now there are nearly 1,200.

- 3 More involvement in partnerships, such as Fairfax For All, Virginia Coalition for Immigrant Rights (VACIR) and had an opportunity to involve the Latinx community with the threat arrival of Amazon and the displacement in their communities in the near future.

# Virginians Organized for Interfaith Community Engagement



VOICE is committed to bringing people together across religious, racial, ethnic, economic and political party affiliations to build a stronger Northern Virginia. Strictly non-partisan, they are a broad based multi-racial, multi-issue organization focused on social justice issues affecting communities in Prince William, Fairfax, Arlington and Alexandria.

Contact: Alissa Glassman  
Email: [aglassman1af@gmail.com](mailto:aglassman1af@gmail.com)  
Phone: 301-648-0542

VA

## POLICY OR INSTITUTIONAL PRACTICE CHANGE

**1** Won a budget amendment that bans the practice of suspending licenses over court debt - impacting 627,000 Virginians. This victory will enable thousands now to drive to work so they can provide for their families, as well as, contribute millions in new tax revenue.

PARTNER ORGANIZATIONS  
VOICE aligned with Legal Aid Justice Center, Americans for Prosperity, and Prison Fellowship to deliver this victory.

**2** Restored 2T bus service in Vienna, Virginia where the loss of the service severely burdened low-income families who relied on the bus for transportation to work, the grocery store, library, doctor's appointments, etc.

**3** Renovations made to the sorely neglected Gum Springs Community Center, located in the historic African American community of Gum Springs which was founded by free Blacks from George Washington's plantation Mt. Vernon and by runaway slaves.

## NON-POLICY ORGANIZATIONAL ACHIEVEMENT

**1** Expanded membership and 5 new African American congregations joined VOICE in the last 6 months.

**2** Increased hard money (individual donations). VOICE's budget is 80% hard money.

**3** Over 50% of VOICE's Board consists of People of Color.