

AT THE CROSSROADS

POWER THE MOVEMENT

“Every crisis, actual or impending, needs to be viewed as an opportunity to bring about profound changes in our society. Going beyond protest organizing, visionary organizing begins by creating images and stories of the future that help us imagine and create alternatives to the existing system.” - Grace Lee Boggs

Our movements always balance the reality of current crises with the revolutionary possibilities of a more just world. Every day we witness the failures of racial capitalism and the horrors of imperialism and colonization. And yet, we persist and resist and nurture connections with one another to sharpen our analysis and commit boldly to building alternatives.

We do not propose any solution beyond what many of our grantee partners have already demanded. Our role at Crossroads Fund, as a public foundation, requires us to honor their collective work and amplify the systems change communities are seeking. In our 43 years we have embodied our motto, Change Not Charity, to organize individual donors, to move philanthropy toward more equitable practices, and to re-distribute resources to grassroots organizations.

And so, it is in the midst of global conflicts, climate catastrophe, and a fraught election year that we present to you our **Fiscal Year 2024 (FY 2024)** grantees. Each year we feel compelled to be accountable to these grantee partners as they offer opportunities for us to deepen our relationship to them, to see the complexity of their work in communities, and to honor their leadership in imagining alternatives to our current system. They offer possibilities of a future rooted in care, mutual aid, and collective liberation. They are organizers of people and stewards of the natural environment. They are artists and visionaries and storytellers and architects of the future we are imaging and building towards. Together we heed the above words of the late and beloved Grace Lee Boggs, an activist and visionary, and co-create a future for ourselves and our beloved communities.



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

In FY 2024 we moved \$5.4 million to 221 powerful grantee organizations. We invite you to learn about their work, to get inspired by the depth and breadth of their organizing, and to continue moving resources to make these visions a reality. Collectively, these organizations span the gamut of issue areas - birth justice, arts for social change, solidarity economy/co-operative values, workers rights, housing justice and youth-led organizing.

An alternative to our current reality can feel impossible. Some insist that there is no alternative to policies that privatize public goods and prioritize profit over people. We know better. Another world is not only possible but necessary and within reach. Together we are sowing the seeds that will power our movement for the future. May we all commit to one another and the work of these grantees towards our collective liberation.

In Solidarity,

Crossroads Fund



Give Today!

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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Crossroads Fund is proud to announce that in fiscal year 2024 (FY24) we gave out \$5,340,925 to 221 organizations 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:

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;

James Thindwa Grassroots Organizing Fund (Thindwa), which supports an annual event and project in honor of the late activist James Thindwa;

The Lohengrin Foundation (Lohengrin), whose mission is to advance equity, opportunity, and justice to eradicate systemic barriers and promote vibrant, safe, and thriving communities;

Solidarity Fund (Solidarity Fund), is a pooled fund that is dedicated to supporting mutual aid efforts working to address the systemic issues facing newly arrived migrants and the long-standing lack of affordable housing for Chicago communities;

Women's Voices Fund (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;

Cathy Cohen Black Youth Fund (Cathy Cohen) which supports Black youth organizers;

GRAM Fund (GRAM), which supports women and girls, rights for Arab Americans, and youth projects;

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 FY24, grant amounts ranged from \$700 to \$50,000.

Unless otherwise noted, grants are for general operating support.



Photo by Sarah Ji Love and Struggle Photos.

ARTS, CULTURE & MEDIA

18th Street Casa de Cultura is an organization of artists, musicians, educators, and advocates dedicated to honoring and cultivating the legacy of cultural and artistic expression rooted in generational practices of Chicago's Mexican - Latine community by utilizing ancestral cultural conocimiento or knowledge. (CBI)

Agitator Gallery seeks to promote and engage with significant art; offering a platform for underrepresented artists and engaging underserved audiences, with a local approach and a global vision. Since their founding in 2017, Agitator has mounted an annual exhibition and a month of programming with the Chicago Recovery Alliance. CRA practices Harm Reduction: a set of practical strategies and ideas aimed at reducing negative consequences associated with drug use. (SF)

Any Squared Arts NFP is a volunteer-driven artist collaborative/network. They host free workshops, studio days, and exhibits that support community organizations and mentor artists. Their Home Not Home (HNH) Project partnered with Palenque LSNA and Bring Chicago Home campaign to examine the complicated idea of home and explore the world they want to live in. (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 advocates for an increase in the number of crews and films that feature Black LGBTQ+/SGL people and spotlights issues of importance to the Black Alphabet community. A Technical Assistance Fund grant helped send staff to the Creating Change Annual Conference in New Orleans. (SF, TA)

Campfire Repertory Theater (CRT) operates as a community-led organization, uniting a collective of diverse and passionate artists committed to social change and building collective power through artistic initiatives. CRT's goals, activities, and partnerships are strategically designed to address the conditions, institutions, and policies that perpetuate inequality and oppression. By leveraging the transformative power of theater, they aim to amplify marginalized voices, challenge stereotypes, and inspire critical conversations that drive societal transformation. (SF)

The **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. Program highlights for 2024 include the release of *El Otro Guantanamo*, a documentary film about Afro-descendant traditions of people living in the shadow of the most notorious prison on earth; and a series of concerts and workshops with pianist and composer Aruan Ortiz, reflecting the anti-colonialist work of Aime Cesaire. (PF, 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)

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. A Technical Assistance Fund helped them create a 5-year strategic plan aimed at sustainability. (SF, TA)

Cicero Independiente is an independent news outlet providing accurate reporting on Cicero, a suburb of Chicago. They connect residents to important resources and information and equip residents with journalism skills to engage in local democracy. (Lohengrin, 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)

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Cooperation Racine is an artist co-op that embraces a vision of cultivating cooperative creative economies where artists of color train one another so they can, in turn, uplift their families and communities. The cooperative model at the heart of Cooperation Racine not only empowers artists of color but also serves as a beacon for equitable and inclusive entrepreneurship. (SF)

First Nations Film and Video Festival (FNFVF) advocates for and celebrates the works of Native American filmmakers and films that break racial stereotypes to promote awareness of Native American issues. FNFVF operates two annual festivals to showcase individual films or short films with a long-term goal of becoming a film distributor for Native American directors. They also host online panel discussions, and outdoor screenings in partnership with Chi-Nations Youth Council to bridge the months between their two major festivals. (SF)

Gage Park Latinx Council (GPLXC) is a Queer, DACA-led 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 Mercadito*, feeds 500+ families weekly and will expand to deepen their work around food access and health. A Solidarity Fund grant helped them support newly arrived migrants, allowing them to directly purchase produce from local Black and Brown small businesses and urban growers. (Lohengrin, Solidarity Fund, SF)

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. Recently, they expanded their staff to support programs including their *Chicago Black Social Culture Map*, several artist development projects, and *We Will Chicago*, a citywide planning process for which HPP served as the lead public engagement artists, hiring artists to facilitate conversations and workshops with residents around quality of life issues in Chicago. (SF)

in c/o: Black women invites individuals to collaboratively regenerate vacant spaces as sites of care through art praxis, civic engagement, and agriculture. Their vision is an economic and artistic hub for Chicago's Englewood community. A Technical Assistance Fund grant went towards the cost of their architect and engineering fees as they moved into the design development phase of this project. (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)

The **Invisible Institute** is an innovative, nonprofit journalism production company, based on the South Side, working to enhance the capacity of citizens to hold public institutions accountable through investigative reporting, multimedia storytelling, human rights documentation, the curation of public information, and the orchestration of difficult public conversations. Support from a Youth Fund grant helped expand their *Youth/Police Project* - building conversations with Black teens about how their lives are affected by the character of the police presence in their neighborhoods. (YF)

The **Juneteenth Productions/Change Agents Podcast** examines progressive solutions to social justice issues. They have featured fair housing and homeownership in Black communities, efforts to tackle anti-Blackness, and the effects of structural racism on Chicago's minority neighborhoods. One of the FY24 podcast episodes – a twenty-five-minute audio documentary titled *Ending Permanent Punishments* – focused on the efforts of formerly incarcerated individuals working to remove the legal and societal barriers to full citizenship and human rights in Illinois. (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. A Critical Response Fund grant supported discussions around their theory of change to deeply understand and address the specific barriers they face due to recent Supreme Court affirmative action rulings, elimination of DEI programs and global conflicts. (CRF, SF, TA)

Nothing Without a Company's (NWAAC) mission is to tell stories of historically marginalized voices - through immersive and site-specific theatre - by showcasing new and exciting plays. NWAAC is analyzing individuals and cultures with deep respect and appreciation of their values while educating, studying, and portraying the mind and spirit through physical storytelling and self-care classes. Their play, *Mitigating Factors*, centers on those who have been impacted by incarceration from cannabis-related charges and the gap in social equity. (SF, YF)

Prism Photo Workshop (PPW) offers education, mentoring, funding, professional development and community to visual journalists from traditionally underrepresented communities including women, people of color, LGBTQ people and people with disabilities, so that news organizations will reflect their communities more accurately and faithfully. (SF)

Red Line Service (RLS) is a community of artists with a lived experience of homelessness working together with professionals in the arts to ensure an independent, community-led, artist-run project. They provide stipends, meals, transportation, amazing cultural experiences, and platforms for their artists. (SF)

Reservoir Collective is a mutual aid collective made by and for Black artists to pool funds to support Black, Queer, Trans and/or Disabled artists and their projects. They offer a collective model that directly funds the basic needs of artists and allows creatives to collaborate with a team of other Black LGBTQIA+ artists who are committed to the success of their project. (SF)

Repair Production & Media, a product of AirGo Radio, is an ecosystem hub that supports the media needed to reshape Chicago and beyond toward liberation. Repair builds new media projects in partnership with social movement participants and visionaries, enabling their work to reach new audiences and creating space for the ideological frameworks and material needs of those reimagining our world to be heard, shared, and supported. (CRJPF)

Roman Susan Art Foundation NFP received a Critical Response Fund grant for their 1234 Loyola project, which provides advocacy, support, and a platform to the tenants of the mixed-use building at 1226-1234 W. Loyola Ave, which is facing demolition by Loyola University of Chicago. All Critical Response Funds were distributed as microgrants to help displaced residents secure emergency housing. (CRF)

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SoapBox Productions and Organizing is a film and social activism nonprofit specializing in multimedia storytelling for structural social change. Their mission is to utilize media to power, frame, and sustain social movements that advance holistic solutions to root problems. SoapBox delivers emotional impact storytelling for liberation. Among other things, they are currently finalizing their project “*One Million Experiments*” in partnership with Respair Media, Interrupting Criminalization, and AirGo Radio. The documentary showcases and explores how we define and create safety in a world without police and prisons. (Lohengrin, SF)

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. A Youth Fund grant aided in the development of a department focused on the preservation of intangible cultural heritage, which will allow them to incorporate more of the pedagogy from BIPOC cultural leaders into their education model. (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. Due to positive feedback from last year, they once again hosted a weekend family retreat for their Urban Native American Community with the help of a Technical Assistance Fund grant. (SF, TA)

The **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 Theatre goes beyond entertainment by artfully asking complicated questions and providing community-centric programming to continue the conversation after the plays ends. In 2023 they committed to the most exciting new voices in Chicago theater by hosting a play festival and pairing playwrights with community partners for impact campaigns and workshops. (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

Chicago NORML is dedicated to advocating for the reform of cannabis laws and regulations in the Chicagoland area. Alongside their advocacy, they work to destigmatize cannabis, and empower individuals and communities disproportionately affected by cannabis prohibition. The Seed Fund grant was used for developing educational programs and outreach initiatives aimed at informing the public about cannabis laws and how to engage their lawmakers. (SF)

Chicagoland Disabled People of Color Coalition (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. (CBI, CRJPF, Lohengrin, SF)

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 Solidarity Fund helped them redistribute resources without barriers and support people navigating the informal economy. (Solidarity Fund, SF)

The **Coalition for Spiritual and Public Leadership (CSPL)** was founded by grassroots organizers from local churches and organizations to address racial, social, and economic justice through a commitment to community organizing, spirituality and a theological formation rooted in liberative faith traditions. Originally founded in Maywood, it has expanded to Bronzeville and Back of the Yards. By convening leaders across both Black and Latinx communities and centering Black and womanist theologies, the work of CSPL builds racial solidarity in these communities. (CRJPF, Solidarity Fund)

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 the equitable change to financial freedom by advocating for limits to interest rates, student loan cancellation campaigns, and addressing bank deserts. (SF)

Earthseed is a mission to activate politically engaged cultural/family historians committed to transgenerational healing for the Black community. They are working to dismantle and heal from anti-Black cultural racism (the state sanctioned censorship and erasure of cultural expression, identity and history). Participants of their programs are engaged in local efforts for the fight for reparations, created public art installations, wrote book chapters, and organized community forums to preserve Black history, cultivate healing and inspire liberatory action. (CRJPF)

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Ecosystems of Care's core project is Market Box, 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)

Equity and Transformation (EAT) is dedicated to creating a democratic society in which Black Chicagoans are engaged in the informal economy and have the resources to change the social and economic conditions affecting their lives. Through EAT's *Big Payback Campaign* – a statewide Drug War reparations campaign – they are continuing their statewide tour, hosting public forums, and canvassing. Through the tour, EAT is also strengthening their state-wide organizing capacity and exploring potential future chapters in cities across the state. (CRJPF)

Evanston Present and Future educates and empowers individuals and families to build a better future together. Their programming includes Juneteenth awareness and educational initiatives; the Reparations Ambassador Program, which recruits and trains white and non-Black community members to raise funds for Reparations in Evanston; and the Teen Parent Program, which works with 20 teen parents a year who are 25 years old and younger and aims to offer them support through events, focus groups, education, entrepreneurial assistance, and mentorship. (SF)

Free Root Operation (FRO) intercepts poverty-induced gun violence and combats economic injustice by investing in the healing and power of Black and Brown communities with community-based programming, dialogues, and mutual aid. The Youth Fund grant supports their BLOOM program, a six month wellness cohort developed to equip Black women and single mothers to be leaders in their families and communities through mental wellness support, nutrition, conversation, leisure, and diverse experiences. (Cathy Cohen, CBI, SF, YF)

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. A Technical Assistance Fund supported services in their political education study group, such as a hybrid virtual system and a Spanish translator. (CRJPF, SF, TA)

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 serving 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. (CRF, SF, Solidarity Fund)

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. They are a movement for majority-Black neighborhoods to control what happens on their open land for their own economic empowerment. This past year, they were able to establish their four-acre Cook County Jail farm site - a partnership between Cook County and Chicago Eco House that was set up to streamline access to court-involved youth and young adults. (CRJPF)

Not Me, We (NMW) 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. A Critical Response Fund grant helped in supporting tenants across 20 buildings holding a rent strike for better living conditions. A Youth Fund grant supported youth-led organizing against over-policing, including supporting the successful campaign to get Security Resource Officers out of public schools. (CRF, SF, Solidarity Fund, YF)

People's Lobby is a membership-driven organization 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. They train leaders to build bases in their communities, organize support for progressive legislation, endorse candidates and take direct action to pressure elected officials and other powerful people to put the interests of people and the planet first. (CRJPF)

Telpochcalli Community Education Project (TCEP) mobilizes youth and adults for social justice work by building individual capacity, collective power, and mutual responsibility through culturally relevant and community-directed education, leadership development, and organizing. A Solidarity Fund grant went towards helping newly arrived migrants in Little Village find stable housing. (Solidarity Fund)

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. (CBI, SF)

Women for Economic Justice (WEJ) is a network of working-class women working 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. A Solidarity Fund grant supported their *Mutual Aid, Economic Sustainability, and Collective Healing* project that provided tools/skills and community for resettling asylum seekers. (PF, Solidarity Fund, YF)

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. The Chicago Racial Justice Pooled Fund grant helped Working Family Solidarity to continue their work supporting the families in the ABLA Homes who are campaigning for additional affordable housing while fighting the building of a sports facility. (CRJPF, SF)

ENVIRONMENTAL JUSTICE

Chicago Asian Americans for Environmental Justice (CAAEJ) is a group of progressive Asian Americans in the greater Chicago-land area working towards environmental justice since 2019. They center the people impacted by environmental injustice and aim to provide an Asian American voice in the movement. In addition to engaging and educating Asian Americans on local and national environmental justice issues, they mobilize their community to stand in solidarity with other organizations doing this work in Chicago and beyond. (SF)

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People for Community Recovery (PCR) is a community-based organization that addresses environmental racism, the harsh impacts of Chicago Housing Authority policies, and economic inequities in the Riverdale neighborhood on Chicago's South Side. Among other things, PCR has continued efforts to revitalize the abandoned historic C (school) Building at Altgeld Gardens and convert it into an Environmental Justice Community Hub.

(CRJPF, Lynda J. Tipton Memorial Award)

Together For Nature (TFN) is focused on equitably empowering Northeastern Illinois communities to improve their social and environmental conditions through education, leadership, and advocacy. They organize youth in underserved communities to engage in and lead local sustainability and environmental justice efforts. Formalized in March 2022, a Technical Assistance Fund grant supported strategic planning and internal development to facilitate sustainable growth. (TA)

GOVERNMENT ACCOUNTABILITY & CRIMINAL JUSTICE

Acting OutSide is an abolitionist troupe of formerly incarcerated women scholars and artists, builders and philosophers, poets and people of the theater, activists and organizers, students and teachers, healers, survivors and shapers. (Anonymous)

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 to transform the landscape of power in the court system. (SF)

Black Leaders Building Together (BLB2) was formed when eight Black-led groups came together in response to the overwhelming impact of COVID-19 on the Black community. 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. The Chicago Racial Justice Pooled Fund allowed them to expand the *We Walk for Her March*, an annual march to bring attention to missing Black girls and women. (CRJPF)

Blackroots Alliance is a capacity-building network that builds the research, leadership, communications, legal, campaign, and non-profit management capacity for institutions that share their vision for Black liberation. They are a network with a commitment to long-term, principled struggle working to shift society towards greater expressions of Black Liberation. Much of their recent work has focused on reparations and understanding how the Black community thinks reparations can contribute to broader community empowerment and structural change processes. (CRJPF)

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. Among other things, their movement has been responsible for eliminating the gang database through the *Community Commission for Public Safety and Accountability* ordinance. (Anonymous, CRJPF)

Chicago Incarcerated Workers Organizing Committee (IWOC) is a prisoner-led section of the Industrial Workers of the World working to end the criminalization, exploitation, and enslavement of the working class. IWOC facilitates the self-organization of those incarcerated through education and strategic action while connecting the struggle of people in prison, jails, and immigrant detention centers to local and global workers struggles. A Technical Assistance Fund grant helped them update tech between their inside and outside members. (TA)

Chicago Torture Justice Center (CTJC) addresses the impact of police violence and institutionalized racism through access to healing services, trauma-informed resources, and community connection. CTJC was part of the coalition that fought and won a historic reparations package for the torture survivors of the late CPD Commander Jon Burge. CTJC recently released a report on the impact of the Murder Registry in Illinois, including testimony from the community and a clear definition of the Registry as a racial justice issue. (CBI, CRJPF)

Chicago Torture Justice Memorial (CTJM) works to educate, mobilize, and transform consciousness about police violence and mass incarceration. They 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 organizing includes negotiations with the city to demand the creation of the public memorial per the reparations legislation and building a broader community-based movement of public and aldermanic support for the memorial. (CRJPF, SF)

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 (CBIA)*. 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 and were active with the coalition of organizations supporting implementation of the *Pretrial Fairness Act*. While pretrial detention has been reduced, there is still much work to do. (SF)

Citizen Advocacy Center (CAC) 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. (SF)

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)

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EXperts Chicago is led by individuals with lived experience of the prison industrial complex and offers support to formerly incarcerated people through trade skills, access to education and certification resources, and substance abuse counseling and cognitive-behavioral intervention. Their space is a resource for new neighbors as well as an opportunity to build Black and Brown solidarity. Funds assisted them in expanding their program capacity and hiring new neighbors with trade skills to be teaching assistants. (*Solidarity Fund*)

First Defense Legal Aid (FDLA) offers public defense, creates protects, and engages replicable alternatives to the criminal justice system starting with its entry points. For 27 years, they have mobilized community and attorneys to protect people's rights in police stations by providing a 24-hour hotline and hosting know-your-rights workshops. A Critical Response Fund grant helped them develop a workshop series to address infrastructure and skill gaps in youth-led organizing to end the genocide in Gaza. (*CRJPF, CRF*)

Free Us: Chicago Electronic Monitoring Collective works to build a network with those currently on, or who have been on, electronic monitoring (EM). With an increase of EM in Cook County, Free Us was created as a network to share resources, fight for the abolition of the prison industrial complex, and respond to the harms of surveillance technology and surveillance of Black and Brown communities. A Technical Assistance Fund grant helped them upgrade to secure tech for their monitored members. (*SF, TA*)

IL Muslim Civic Coalition is a statewide coalition that amplifies the social and civic efforts of the Muslim community. They are committed to promoting civic engagement, advocating for the active participation of all communities in the democratic process, and fostering a more inclusive and representative political landscape. Over the past year 10+ states reached out to IL Muslim Civic Coalition requesting support to help pass legislation in their states inspired by the community-led and grassroots model of success in advocating for the Illinois Muslim community. (*SF*)

Illinois Alliance for Reentry and Justice NFP (ILARJ) is a coalition of currently and formerly incarcerated people, nonprofits, service providers, legal professionals, and advocates - led by a formerly incarcerated Black woman - working to develop solutions to the problems their community is currently facing on both sides of the walls. (*SF*)

Illinois Coalition to End Permanent Punishment (ENDPP.ORG) is an independent entity led by people directly impacted by the carceral system. Inspired by the goals and strategies of the Heartland Alliance's *Fully Free Campaign*, ENDPP.ORG is a hub for a movement to eliminate barriers and open up opportunities to people with records across Illinois. (*SF*)

Live Free Illinois/Chicago (LFI/LFC) is dedicated to fighting against gun violence and mass incarceration by addressing the root causes (structural violence, racism, and poverty). LFI/LFC organizes Black churches across IL to combat systems that perpetuate hyper incarceration of Black and Brown bodies, ineffective public safety strategies, and gun violence in low-income Black communities. This past year LFI/LFC continued their advocacy for the *Office of Gun Violence Prevention Ordinance* and worked to build support among aldermen and Mayor Brandon Johnson. (*CRJPF*)

Love & Protect supports those who identify as women and gender non-conforming persons of color who are criminalized or harmed by state and interpersonal violence. Their *Coming Home Fund* provides financial support to criminalized survivors of domestic/interpersonal violence who are women, trans men, and/or gender nonconforming people of color and who are coming back to their communities after being incarcerated or after their case was adjudicated. (*Anonymous*)

Lucy Parsons Labs (LPL) is a 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. LPL creates public resources and utilizes 'train-the-trainer' models with abolitionists who provide teach-ins in communities where surveillance operates. LPL's education program area works with organizers to build awareness of technologies and their use — predominantly on the South and West sides — and to develop campaigns to challenge the criminalization of these communities. (*CRJPF, CRF, SF*)

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. Recently their focus has been on collaborating with other organizations and community members to end abuse and human rights violations within the Illinois Department of Corrections; to create accountability for cops, lawyers and judges; and to pressure elected officials to bring MAMAS members' sons (and ultimately, everyone) home. (*CBI, CRJPF, CRF, SF, TA*)

Midwest Books to Prisoners is a volunteer-led group in Chicago offering solidarity and free reading materials to incarcerated people in the Midwest. A Solidarity Fund grant helped them support *Comedor Comunitario*, a queer and woman-run, self-organized collective of recently arrived asylum-seekers from Venezuela and Colombia serving free, traditional, home cooked, Venezuelan meals alongside a free store. (*CRF, TA, Solidarity Fund*)

Mothers Opposed to Violence Everywhere (MOVE) builds power to address systemic racism and generational disinvestment impacting families in Chicago's North Lawndale community. Recently MOVE has been organizing on the West and South sides to advocate for a task force on missing and murdered women of color on the state level and rapid DNA testing that has significantly reduced the backlog of unsolved murders and rapes. MOVE has also been instrumental in saving senior victims of reverse mortgage fraud. (*CRJPF, CRF, YF*)

National Alliance for the Empowerment of the Formerly Incarcerated (NAEFI) is a community-based anti-violence organization advocating for criminal justice reform through direct action, community capacity building and mutual aid. Their traveling exhibit on the history of the Conservative Vice Lords advocates for justice-involved individuals by training and mentoring formerly incarcerated peoples as tour guides leading the conversation. (*SF*)

National Lawyer's Guild (NLG) is the nation's first racially integrated bar association, founded to unite lawyers, law students, legal workers and jailhouse lawyers to function as an effective force in the service of the people. A Critical Response Fund grant supported efforts to provide legal support services to community organizations supporting the Palestinian liberation movement and groups planning demonstrations during the Democratic and Republican National Conventions, as well as people arrested at these demonstrations. (*Anonymous, CRF*)

CROSSROADS FUND 2024 GRANTEES

No Cop Academy is a documentary film by Soapbox Productions about the #NoCopAcademy grassroots campaign launched by Assata's Daughters, Black Lives Matter Chicago, People's Response Team, For The People Artists Collective, and many others to mobilize against Rahm Emanuel's plans to spend \$95 million for a massive police training center in West Garfield Park. Crossroads funding supported early screenings across the US. The documentary has been used to promote solidarity and support for the #StopCopCity fight in Atlanta. (CRF)

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. They pursue these aims by bringing the voices of currently incarcerated people into policy discussions, training impacted people to share their stories and lead mobilization and advocacy efforts, and educating the public and policymakers about the harms of extreme sentencing. (Lohengrin, SF)

Prison Yoga Chicago seeks to reduce recidivism and facilitate growth by sharing the practices of yoga and working within the carceral system towards its end. By offering trauma-informed instruction in breathwork, meditation, and basic body mechanics and awareness, they provide readily accessible tools that can help incarcerated people navigate stress, depression, impulsivity, and chronic physical and emotional pain. (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)

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. One of SOUL's current endeavors is the *Budget for Black Lives (B4BL) Coalition*. The shared goal is to implement a strategy to divest from incarceration and instead invest more into the communities most impacted by disproportionate rates of incarceration. (CRJPF, Lohengrin, SF)

Stop Cop City (aka Block Cop City and Defend the Atlanta Forest) is a decentralized movement in Atlanta, GA, whose goal is to stop construction of the Atlanta Public Safety Training Center. It is the most resonant environmental justice movement in the United States since Standing Rock, and the most powerful abolitionist movement since the George Floyd Rebellion. A Critical Response Fund grant helped Chicago-based organizers, integral to the movement, travel to the *Stop Cop City* summit at Splinter Art and Community Fund in Tucson, AR, a gathering pivotal in expanding the movement nationally. (CRF, Donald F. Erickson Synapses 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. A Critical Response Fund grant helped them hold their community in grief when one of their pen pals died in prison. (CRF, SF)

HEALTH & EDUCATION

Alliance for Community Services / RPCAN is a community-labor coalition seeking an end to the privatization of public services while protecting, expanding, and improving social services. A Critical Response Fund grant helped them adjust their strategy on the campaign to transform nursing facilities when facing last minute opposition from state agencies. (CRF, Lohengrin, SF)

Black Girls Break Bread (BGBB) works to uplift, empower, and inspire Black women and girls through the creation of safe spaces for engagement and intellectual discourse. BGBB achieves this by aligning and maximizing academic institutions' physical and programmatic resources and mobilizing investments in Black women and girls. BGBB serves over 2,000 Black women and girls, providing over 200 free mental health sessions and advocating for policy amendments impacting maternal healthcare access in Illinois hospitals. (CRJPF)

Black Midwifery Collective's mission is to improve health outcomes for Black birthing individuals by addressing disparities in maternal and infant health, revolutionizing midwifery models of care, increasing racial diversity among Community Midwives, and dismantling institutionalized birth practices. They aim to build a cadre of BIPOC midwives with shared lived experience to reduce the racist harm BIPOC midwifery students face and create a space of learning where BIPOC midwifery students feel a sense of belonging and thereby thrive. (SF)

The **Black Researchers Collective** is a Black women-led organization training and equipping communities with research tools to be more civically engaged and policy informed. The Collective hopes to create a pipeline resource of Black women researchers to inform policy decision-making that impacts their South Side communities. A portion of the Chicago Racial Justice Pooled Fund grant was dedicated to capacity-building efforts - workshops, training sessions, and skill-building programs - to enhance the research and data capabilities of individuals involved in community organizing. (CRJPF)

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, builds collective power, and fosters partnerships for political and cultural change. (PF)

The **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)*. These programs allow Chicagoans to create their own community-initiated and community-overseen mental health centers that provide services tailored to the needs of the community. With the support of Crossroads Fund, they created and helped implement four EMHSPs and they aim to create two new EMHSPs in the coming year. (Lohengrin, SF)

Chicago Grows Food's (CGF) mission is to creatively unite advocates for safe, environmentally conscious food production, land stewardship, food access, food security, and nutrition, with the aim of catalyzing and sustaining equitable and holistic health outcomes for Chicago's communities. By reducing barriers to gardening, they hope to enhance access to fresh produce, alleviate food insecurity, reduce the financial burden of accessing fresh, healthy produce, and promote health equity. (SF)

CROSSROADS FUND 2024 GRANTEEES

The **Chicago SNCC History Project** is an organization aimed at preserving the history and legacy of the Student Non-Violent Coordinating Committee (SNCC). A Critical Response Fund grant provided funds to support their annual convening including a celebration of life for Sylvia Fischer and five other SNCC members. As part of the convening they explored the way forward in preserving Black History. (CRF)

EveryMom Chicago addresses the lack of maternal health resources and support networks for women on the South Side of Chicago by providing material and support-based resources during the crucial early weeks of parenthood. Their research on maternal and infant health guides their advocacy for medical industry reform. (SF)

Fathers, Families and Healthy Communities (FFHC) confronts racism, poverty, and policy that limits relationships between Black fathers and their children. Through training, collaborative partnerships, and advocacy, FFHC creates pathways for men to connect with their children, their families, and their communities. (CRJPF)

Health Policy Institute of Chicago (HPIC) promotes deficit reduction of medical and public health professionals, pursuant to holistic assessments of the health and well-being in black communities associated with nutrition, housing, environmental, criminal justice and systemic racism. They encourage collaborative associations with diverse community-based organizations, HBCUs or Minority Serving Institutions (MSI), and public or private institutions of higher learning interested in providing a much-needed African-American centric perspective for the analysis of racial and 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 promoting awareness around obstetric racism. A Critical Response Fund supported them through a leadership transition. (CRF)

Kindred Earth Collaboration is a collective of North Lawndale artists and community members who have redefined the word, “healer.” They are creating a self-guided healing curriculum and reflection journal that will weave together community stories with medicinal properties of roadside herbs growing in Lawndale to inspire people to uplift each other’s innate wisdom to heal, and demonstrate that the earth is an ally that supports our thriving even when the system does not. (SF)

The **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, birth through adolescence. LCRWI is especially committed to exploring this issue from the real-life experiences of children of color who have been placed at risk due to a host of circumstances. (CRJPF)

The **LSCs.4.All Coalition** is committed to making LSCs more effective via regular LSC member meetups and trainings as well as via legislation to ensure fully empowered LSCs at every Chicago Public School that receives public funding. Local School Councils (LSC) have produced the largest group of Black elected officials in any city in America. LSC member-leadership helps to shape governance in schools throughout the city, and is a citywide force for educational equity. (CRJPF)

The **Mobile Migrant Health Team** is student-run and the largest frontline organization dedicated to providing high-quality, language-concordant healthcare to new arrivals and others experiencing homelessness or unstable housing in various settings. With a Solidarity Fund grant, the Mobile Migrant Health Team aims to provide necessary, community-based sexual and reproductive health supplies and services to asylum seekers in Chicago. (Solidarity Fund)

Muslim Wellness Organization (MWF) is dedicated to promoting healing and well-being in American Muslim communities through dialogue, education and training. Their approach to health is interdisciplinary, intergenerational, spiritually grounded, community-based, and justice-oriented. A Critical Response Fund grant supported their *2024 Black Muslim Psychology Conference: Longing For Home - A Place Where A Soul Can Rest*, the only conference in the country to center the voices and experiences of Black Muslims with respect to race, religion, trauma and healing. (CRF)

NDoula Community Alliance, Inc. addresses quality of life gaps within Chicago communities by influencing perceptions and policy to increase access to trauma-informed, patient-centered, equitable, integrative healthcare. NDoula’s advocacy-related work involves facilitating ease of access for patients to doulas, midwives, and naturopathic doctors and supporting patients who find themselves vulnerable in healthcare settings. They are designing interventions to help make the medical industrial complex more of a collective collaborative, instead of a hierarchy. (SF)

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 Solidarity Fund grant helped in the formation of a housing coalition between PM, Lugenia Burns, and KOCO. This coalition will provide direct services, organizing leadership development, and coalition-building among Black, Brown, and Asian public housing residents, subsidized housing residents, and affordable housing tenants. (CRJPF, Solidarity Fund, SF)

Pilsen Defense & Access is a non-profit organization that facilitates access to self-defense, anti-bullying, violence prevention training and other resources for marginalized families and children. Their leadership’s roots run multiple generations’ deep in Pilsen and they are passionate about doing their part to keep the community strong and well-equipped to combat the symptoms of systemic oppression. (SF)

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 doesn’t work. A Critical Response grant assisted them in empowering CPS parents to participate in the 2024 school board election through voter and candidate education and support. (CRF, SF)

CROSSROADS FUND 2024 GRANTEES

Rayo Counseling and Community Co-op (Rayo CCC) is staffed by folks formerly employed by traditional mental health centers that decided to create an alternative to profit-oriented agencies. Their people-before-profits model allows clients to feel more unconditionally held, a radically different experience for marginalized folks that experience psychosis or other symptoms of severe mental illness. (SF)

Restored Hope utilizes the Cycle of Liberation model and their own internally developed framework to empower Black and Brown women through mindfulness and yoga techniques, promoting self-agency and self-advocacy. The overall goal of this initiative is to bring about change within the current healthcare system, by working outside of it to give community members the power to advocate for themselves. (SF)

Slow Birth is an emerging healing justice organization with work historically in San Diego. In Chicago, they are organizing with politicized BIPOC healers — Let Us Breathe Collective, Freedom Fighter Herbs and Generative Chaos — to facilitate and create healing spaces and offerings in the tradition of Healing Justice. (SF)

Sokana Collective supports and amplifies the work of educators and doulas, giving them a place to gather, share experiences, and receive the training and guidance necessary to succeed as birth workers. Along with offering affordable, accessible comprehensive doula support, their training academy offers courses to birthworkers and families alike, educating and empowering individuals to address disproportionate health outcomes. (SF)

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. A Technical Assistance Fund grant supported their ongoing work with a consultant to ratify organizational values and launch and maintain a new website. A Youth Fund grant is helping them coalition build with values-aligned partners and expand their programming in the city. (CBI, TA, YF)

Umuwi Ethnic Studies is a new organization dedicated to protecting and sustaining ethnic studies in Chicago. Through education, coalition-building, and cultivation they unite youth and educators to increase civic engagement and build equitable futures. A Critical Response Fund supported the launch of *Protecting Teaching and Teachers of Truth Political Education Project*, which engages educators, parents and community members in political education and power building in preparation for school board elections. (CRF, SF, TA)

(Un)Learning Space focuses on liberatory practices that reveal mindsets/behaviors that are grounded in white supremacy, building a new foundation of well being and belonging through individual and collective healing. They do this by creating expansive spaces for people to practice humanity and healing, discovering and disrupting traditional and dominant ways of being and doing, and recreating spaces of belonging and wellness. (SF)

Women & Children First is an independent, feminist bookstore. Their project, *Women's Voices Fund*, supports, sustains and develops 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. (SF)

Bring Chicago Home (BCH) is a coalition of people experiencing homelessness, and community, policy and direct-service organizations dedicated to addressing homelessness in Chicago. Their campaign advocates changing the real estate transfer tax (RETT) to a tiered, progressive structure to create a tax cut for property sales below \$1 million and a marginal rate increase for sales exceeding that amount. New revenue would be earmarked to homelessness. Their outreach, direct actions, and increased media presence helped make BCH a cornerstone solution to addressing Chicago's homelessness crisis. (CRJPF, *Solidarity Fund*, *Thindwa*)

Chicago Coalition for the Homeless (CCH) believes housing is a human right in a just society. A Solidarity Fund grant supported the development and implementation of a leadership development fellowship for grassroots leaders, building capacity across Bring Chicago Home-aligned organizations. This tiered training program strengthened the organizing skills of people with lived experience to support meaningful leadership throughout the Bring Chicago Home ballot initiative campaign and beyond. (*Solidarity Fund*)

Chicago Solidarity Collective provides stable, affordable, resident-controlled housing for formerly incarcerated Chicagoans and people who have aged out of the foster system. A Technical Assistance Fund grant supported a strategic planning retreat in Winter/Spring 2024 with the goal of breathing life into building a collective identity and workshopping their structure and governance models. (TA)

The **Coalition to Rebuild Ickes and Chinatown High School** was initially formed to stop the building of the Near South high school on public housing land at the former Harold Ickes site. It has expanded its purpose to include the building of a Chinatown high school, the repurposing of Jones College Prep to include a neighborhood component for South Loop residents, and the academic improvement of both Phillips High School and Tilden High School (the schools most impacted by the proposed Near South high school). (CRJPF)

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 mobilized tenants to take cooperative ownership of their buildings. (*Solidarity Fund*, SF)

Jane Addams Senior Caucus (JASC) is a multiracial, grassroots organization - led by seniors in the Chicagoland area - taking collective action to improve seniors' lives and their communities. Over the course of the next year, it is critical that JASC increases its staff's capacity to support the growth of its base. A Technical Assistance Fund grant helped them refine and diversify their staff's skillsets to best meet the needs of their community. (SF, TA)

CROSSROADS FUND 2024 GRANTEEES

Life Impacters Foundation (LIF) serves the most marginalized individuals in West Side communities and represents a beacon of hope for individuals ready to take the crucial step toward escaping homelessness. It equips them with the necessary skills and resources to become housing-ready, offering valuable referrals and placement assistance. A Solidarity Fund grant helped them continue providing comprehensive support services, including eviction prevention, emergency aid, transitional housing, and permanent, affordable housing access as Chicago saw a surge in migrants from the Southern border. *(Solidarity Fund)*

Little Village Housing Cooperative formed in January 2023 to create a housing cooperative organization in Little Village/South Lawndale with a limited-equity, scattered site housing model. Their goals are to create stable, affordable, and accessible housing, democratically governed and led by the residents, that is truly affordable for low-income households. A Solidarity Fund grant helped them gather and create educational resources to get their community on-board and ready for this cooperative. *(Solidarity Fund)*

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. This past year, they have been organizing to stop the use of public housing land at the former Harold Ickes site (they are demanding housing at the site), and they are leading a coalition to stop the land disposition of 25 acres of public housing (the former ABLA Homes) to build a soccer stadium. *(CRJPF)*

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. A Critical Response Fund assisted them in expanding their Mutual Aid Program to respond to the increasing needs of residents in Uptown, Edgewater and Rogers Park. *(CRF, SF)*

Pilsen Alliance (PA) is a social justice organization committed to developing grassroots leadership in Pilsen and Chicago's Lower West Side. Their goals include using innovative community education tools, direct action organizing campaigns and advocacy initiatives reflecting the popular education philosophy of building social consciousness for personal and social collective transformation. Funds from the Chicago Racial Justice Pooled Fund allowed PA to support several tenant leaders in directing grassroots campaigns on different fronts focused on issues of need for affordable housing and tenant organizing. *(CRJPF, SF, TA)*

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. STOP continues to co-lead the *Treatment Not Trauma* campaign which organized a series of listening sessions around Chicago to envision what the city's public mental-health care infrastructure should look like. Last fall, with their coalition, they won the re-opening of two mental health clinics. *(CRJPF, CRF, Lohengrin, PF, SF, YF)*

Tenant Education Network (TEN) supports the leadership of Section 8 tenants, primarily low income women of color, to transform their housing. By combining organizing tools and innovative technology, TEN assists tenants in demystifying the Department of Housing and Urban Development, organizing their neighbors, and holding power brokers accountable. TEN has had some wins this year but the work continues – “after winning the sale of a building or a change of ownership, tenants in buildings we organize have to continue to apply pressure to the new landlord to uphold their commitments.” *(Lohengrin, SF)*

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 Solidarity Fund helped them train multiple groups of newly arrived migrants in Chicago so that they may self-organize and advocate, as well as support the emergent campaigns from these groups. *(Solidarity Fund, YF)*

HUMAN RIGHTS & INTERNATIONAL POLICY

Through education, dialogue, coalition, and advocacy, **Committee for a Just Peace in Palestine/Israel (CJPPI)** seeks to increase community awareness of our complicity as U.S. citizens in the structural injustice underlying the Israeli-Palestinian dynamic and in the current and recurrent genocide in Gaza and ethnic cleansing in the West Bank. CJPPI is conducting effective, innovative programs to empower the community to demand just policies and practices in the U.S. and the Middle East. *(SF, Anonymous)*

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)*

The **KOI Institute (KOI)** is the community outreach and information arm of the Amalna Foundation. Amalna Foundation's global work focuses on psychosocial support for war-affected families. U.S. based KOI focuses on community outreach, information and education through cultural organizing. KOI's goal is to build the skills and capacities of community organizers using the racial justice and cultural activist lens, utilizing the integrated arts and decolonizing techniques of the Theater of the Oppressed. *(SF)*

Nebula Mutual Aid supports survivors of domestic and intimate partner violence - when they are in crisis and in their empowerment - with community intervention and physical resources. They assist neighbors and teach mutual aid groups to build liberatory practices into their groups to decentralize carceral practices in survivor advocacy. They employed some of this skill building as they supported newly arrived migrants navigating new housing and environments through de-escalation training as well as financial support with the help of a Solidarity Fund grant. *(SF, Solidarity Fund, TA)*

CROSSROADS FUND 2024 GRANTEES

South Asian American Coalition to Renew Democracy (SACRED) seeks to establish a movement-building information hub with open-source, public education toolkits as well as a real-time public database to monitor political contributions made by anti-democratic, Hindu-supremacist groups to Chicagoland candidates and officeholders (Chicago is home to the second largest Indian American population in the country). These tools are used to strengthen progressive civil society advocates' abilities to dismantle the white- and Hindu-supremacist anti-democratic network; building multiracial, multi-faith power and alliances in Chicagoland politics. (SF)

The **United Congress of Community and Religious Organizations (UCCRO)** has a history of bringing together communities of color around issues that are contentious. They are currently working on empowering voters of color through their new *Illinois Voter Rights Act Bill*. UCCRO is also launching their Global Experiences Series that will highlight the Black presence in Latin American countries while discussing the US interference that has destabilized those countries that led to the migrant issue we are dealing with today. (CRJPF)

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 working groups focused on police violence against women, specifically Project ASAP. Additionally, with a host of other community groups and allied institutions, WAPB is working on the *Bland-Chavez Act* — protecting women, LGBTQA, and Veterans against in-custody deaths. (SF)

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. APDN continues the coordination of deportation defense cases — both existing and new — as they are seeing immigrants from South America arriving in Chicago by the thousands. APDN members and volunteers are also collaborating with OCAD on TPS/Asylum workshops supporting recently arrived immigrants. (SF)

Alliance of Filipinos for Immigrant Rights and Empowerment (AFIRE) organizes the Filipinx/a/o community on issues of immigration and workers rights. AFIRE strengthens workers' rights in Illinois, promotes immigration policies that unite families and communities, and develops grassroots leaders. A Technical Assistance grant supported organizational growth, capacity building efforts, and tech upgrades. (TA)

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. With the support of Technical Assistance Fund and Solidarity Fund grants, they were able to update their tech and expand their reach to support Spanish speaking migrants. (CRJPF, Lohengrin, Solidarity Fund, SF, TA)

Edgewater Mutual Aid Network (EMAN) is a grassroots, volunteer, and non-hierarchical effort aiming to provide critical relief and engage in mutual aid practices with those in the Edgewater community. Their work exists to address their neighbors' basic needs, including food, transit, medical expenses, social connectedness, and more. With a Solidarity Fund grant, they assisted newly arrived migrants in finding access to resources in Edgewater. (Solidarity Fund)

El Arbol Genoroso is a mutual aid community formed in response to the sudden influx of new migrant neighbors to Chicago and the insufficient support provided to this vulnerable population by city leadership. They operate a free store out of the Humboldt Park United Methodist Church, providing clothing and other supplies to migrants in nearby shelters. When their previous space was sold, a Solidarity Fund supported them while they searched for a new space. (Solidarity Fund)

GAP Community Center provides support and mutual aid on the West Side of Chicago, by offering a food pantry and safe harbor for women and children fleeing domestic violence. With the support of a Solidarity Fund grant, they pivoted to support the needs of newly arrived migrants by providing more immigration services. (Solidarity Fund)

The **Haitian Congress** is working to help Haitian migrants receive fair and humane treatment under the congressional laws of the US. They are collaborating with the United African Organization, the Polish-American Association, Refugee ONE, Family Focus, and several churches and organizations in the Haitian community to provide support, which includes educational events for the migrants, (ESL, Know Your Rights seminars), health fairs, linking them to proper schools for their children, and generally providing outreach referral services. (CRJPF, Solidarity Fund)

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. The Chicago region currently has a range of organizations with expertise and support systems in place to assist incoming refugees and immigrants with immediate and longer-term needs. While this ecosystem is robust, it still requires ongoing funding support, especially during times of crisis. (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 Critical Response Fund grant supported their *Casa DuPage DALE West Suburban Organizing Campaign* to transform 50 local factories, restaurants and warehouses through better wages, working conditions and increased dignity for Latinx and Black workers. (CRF)

Kinfolk CoLab has served as a "third place" for marginalized folks to enjoy a deep sense of belonging and connection, and for radical community work to flourish. They seek to provide a safe space for BIPOC-led groups to work towards justice. This year, with support from a Solidarity Fund grant, they served as a place of refuge for those uprooted by geopolitical conflict and violence to rest, learn about resources, and plan for a stable future. (Solidarity Fund)

CROSSROADS FUND 2024 GRANTEEES

La Sol Negra is a volunteer-led group meeting the needs of women and children migrants. They provide sanctuary during community events, research resources for families, and build relationships within the community. A Solidarity Fund grant supported the groups housing justice efforts and case management while actively working to provide immediate housing needs to families. *(Solidarity Fund)*

La Tiendita Southside Strong is a mutual aid store for migrants living in Englewood, Southside, Woodlawn, and shelters in Hyde Park. They offer services such as food delivery, engage with the community, hold workshops on the challenges faced by migrants and underprivileged individuals, and provide information on available resources. *(Solidarity Fund)*

Latino Union collaborates with low-income immigrant and U.S.-born workers to develop the tools necessary to collectively improve social and economic conditions. Their organizing work is two-pronged in its focal points: first, meeting the immediate needs of their base through logistical support and help navigating oppressive systems and barriers; second, organizing to nurture grassroots leadership from within their community so that those they've helped can help those that come next. *(CBI, Solidarity Fund)*

Lumpen Radio and Public Media Institute supported incoming refugees arriving in the 25th and 11th wards of Chicago. Lumpen - in tandem with other volunteer networks - provided space for donation sorting and distribution, and a place for refugees to rest indoors out of the weather and the heat. *(Solidarity Fund)*

Midwest Immigration Bond Fund (MIBF) was established as a revolving bond fund to address the critical gap in providing financial support for individuals held in Immigration & Customs Enforcement (ICE) custody in Illinois, Indiana, Kentucky, and Wisconsin. A Critical Response grant bolstered their capacity and helped them plan strategically when they saw a spike in detainees. *(CRF)*

Mijente was born in recognition of the need for a vehicle to confront the challenges of our time and respond to the growing threats to the Latine community. A Critical Response Fund grant supported their *Chisme Chicago Tour* stop, a part of their national efforts to uplift the demands of the Latine community, mobilize voters, and respond to the political moment by bringing strategic cultural organizing that motivates people to act in the November elections and beyond. *(CRF)*

Neighbors Helping Our New Neighbors-South Side Chicago provides mutual aid to migrants on the South Side - supporting medical expenses and access, offering free legal clinics, and providing home-warming kits with amenities such as bedding and kitchenware for those moving into new homes. *(Solidarity Fund)*

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. A Technical Assistance grant funded IT management consultant services and technology equipment for new staff. *(TA)*

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. Funding received from Crossroads Fund was used to send members to trainings around collective liberation, support a healing in the park initiative, and provide staff with access to popular education trainings and resources. Funds also supported work to decriminalize communities of color and efforts that took place at the end of 2023 to ensure Chicago would remain a sanctuary city for all. *(CRJPF, Lohengrin, Solidarity Fund, SF)*

PASO - West Suburban Action Project was founded to fight for immigrant rights in west suburban Cook County and other collar counties. PASO is known for its immigration legal services and advocacy for pro-immigrant policies. A Solidarity Fund grant helped them address the pause to the Medicaid expansion (HBIA/S) for undocumented immigrant adults and seniors. *(Solidarity Fund)*

The Police Station Response Team began in 2023, when Chicago began using the lobbies and exteriors of police districts as holding locations for asylum-seekers due to lack of city shelter space. With a Solidarity Fund grant the response team has been able to continue growing and addressing their communities needs which include access to showers, social services, immigration support, and food. *(Solidarity Fund)*

The **Sanctuary Working Group (SWG)** is a cooperative, grassroots network of representatives from 43 different non-profit organizations and faith communities, primarily from across the Chicago area, uniquely positioned to respond to the currently arriving migrants. Since March 2020, the SWG, a program of Wellington United Church of Christ, has offered support and accompaniment to nearly 500 asylum seekers, both families and individuals, from primarily Africa, Latin America and the Caribbean. *(Solidarity Fund)*

Southside Unidos is addressing immigration injustice and helping to create change by providing various levels of service to new, often homeless, migrants. Services include clothing, medical care, meal distributions, and trauma therapy among other things. Southside Unidos aims to empower the newly arrived migrant population and help breach the gap to provide equality for all. *(Solidarity Fund)*

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. This year, their work included: a mental health program that connects Black queer and trans people with Black therapists, monthly programming for their peer-led groups, partnerships with other BIPOC and LGBTQ+ organizations to benefit their communities, and collaborating on events and projects that celebrate the legacy of Black queer communities in Chicago. *(Lohengrin, SF)*

CROSSROADS FUND 2024 GRANTEES

Lighthouse Foundation (LF) is Black LGBTQ+-led and working to advance justice for Black LGBTQ+ people across Chicago through empowerment, education, and entertainment. They focus on systemic interventions, endeavoring to transform institutions for widespread and long-lasting change. Support from the Crossroads Fund allowed Lighthouse Foundation to sustain and enhance its programming including the *Black Queer Equity Index (BQEI)*, a community-led participatory action research project designed to evaluate nonprofit cultures among Black LGBTQ+ staff and board members. (CRJPF, SF)

Lorde, Rustin & Bates, Inc. (LRB) centers Black and Latinx LGBTQ+ people, people living with HIV, and other marginalized groups. Their vision is a world with no economic, health access, and justice disparities; consistent and high civic community engagement; well resourced communities; and systems and structures that benefit a free society and do no harm. In 2024, LRB worked with two black- trans-led organizations to develop a plan to fund the development, construction, and planning for a South Side LGBTQ+ center. (CRJPF)

Pride in the Pews was birthed from a desire to address and reconcile the absence of the Black Church in the Black LGBTQ+ justice movement and they are now disrupting long-standing silos and building new bridges in service of the holistic health and wellness of Black LGBTQ+ communities. Their involvement in the *Mind, Body, and Soul Wellness Circle* in Chicago allowed them to spearhead 12 community-based programs that impacted over 185 Black, gay, bisexual, and same-gender-loving men. (CRJPF)

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. Its holistic approach addresses systemic issues by offering a therapy matching program connecting individuals with culturally-competent therapists at no cost. TAP's mission revolves around eradicating emotional barriers, mitigating distress, and enhancing mental healthcare education. (SF)

WORKERS RIGHTS

Black Workers Matter is an Austin neighborhood-based, independent movement of workers fighting racism in hiring and on the job in West Side and near west suburban TIF industrial districts. They work to dismantle the "Segregationist Employment Model" - a divide-and-conquer strategy by which companies target and exploit immigrants, while discriminating against and/or segregating (on the job) Black, White, Latinx- and other U.S.-born workers. This unlawful model pits workers against each other, leading to low wages, safety hazards, and other labor abuses. (CRJPF)

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. (SF)

Chicago Community and Workers' Rights (CCWR) works collaboratively with workers to defend their rights through collective actions, knowledge sharing, workplace organizing, and fostering actions of solidarity with other groups. They provide immigrant rights, workers' rights, and eviction prevention education and resources for legal aid. CCWR is working with Raise the Floor to advance pro-worker laws, as well as the Illinois Worker Cooperative Alliance to promote economic equity and support for worker co-operatives in communities of color. (Lohengrin, SF, Solidarity Fund)

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

Chicago Jobs With Justice believes that all workers should have collective bargaining rights, employment security, and a decent standard of living within an economy that works for everyone. They bring together labor, community, student, and faith voices at the national and local levels to win improvements in people's lives and shape the public discourse on workers' rights and the economy. (Anonymous, SF, Solidarity Fund)

Chicago Teamsters for a Democratic Union (Chicago TDU) is a worker-led movement that organizes workers for economic justice campaigns and promotes community-labor alliances. In 2023, TDU helped mobilize 30K UPS workers in the Chicagoland area as part of a national campaign to win historic wage increases and more full-time jobs for part-time workers; the elimination of a two-tier pay system; protections against forced 6-day work weeks; protections from harassment and surveillance; MLK Day as a paid union holiday, and more. (SF)

The **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. CEC has been working with community partners such as Latino Union and Women for Economic Justice in identifying and organizing aspiring groups in the Latinx community with the goal of developing at least two worker cooperatives in Little Village and Chicago Lawn. (SF)

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. (SF)

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Despertar Latino educates the community about their rights as workers, regardless of their immigration status. Their mission extends to helping people establish roots in this country and fostering a sense of belonging. They aspire to aid the Latino community in finding its place in this nation without forsaking its origins. *(SF)*

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. *(CBI, SF)*

Healing to Action (H2A) advances a worker-led movement to end gender-based violence in Chicago. H2A centers on the healing and leadership of survivors who are low-wage workers, people of color, people with disabilities, LGBTQ people, and immigrants. Among other initiatives, H2A leaders are organizing in Chicago Public Schools (CPS) to ensure Black and Brown communities disproportionately impacted by sexual violence receive high-quality information about consent, healthy relationships, sexual health, and sexual autonomy. *(CRJPF, SF)*

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. *(Thindwa)*

Illinois Workers in Action (IWA) organizes factory and temporary workers in Chicago to ensure all workers, regardless of employment, have safe and dignified working conditions. A Critical Response Fund grant helped them support United Auto Workers and others on strike. A Solidarity Fund grant assisted supporting migrants, who faced exploitation and non-payment for their work due to their vulnerable status. A Youth Fund for Social Change grant aided in the creation of "Youth in Action," supporting immigrant youth, especially DACA recipients. *(CRF, Solidarity Fund, SF, YF)*

Sex Workers Outreach Project Chicago (SWOP) is a Black-led, current and former sex worker run, grassroots organization dedicated to providing direct aid and advocacy for Chicago-based sex workers. They have various projects to support the rights and well-being of sex workers that center their feedback, including street outreach, housing, mutual aid, and legal aid. SWOP prioritizes street-based sex workers, including trans people, those with HIV+ status, and/or those who are homeless. *(SF)*

Survivors Know (SK) is an organizing hub of survivors challenging sexual harassment and violence in the workplace. A Technical Assistance Fund grant supported the creation of an onboarding program that incorporates trauma-informed and holistic practices to support anti-violence advocates in their healing, while empowering them to continue their crucial advocacy work. A Solidarity Fund grant supported The Solidarity Kitchen Residency which supports new arrivals and helps them secure long-term stability and provides trainings on workers rights. *(Solidarity Fund, SF, 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. With a Technical Assistance Fund grant they were able to ensure their Mobil Office Van passed emissions tests. *(SF, TA)*

United Working Families is an independent political organization by and for working-class families. They have affiliated labor and community organizations contributing to several coalition spaces such as the Right to Recovery platform, #DefundCPD, and #StopGeneralIron. Their goals include base-building and engaging policymakers on all levels. A 501(c)(4) Nonprofit grant supported their campaign for the Bring Chicago Home ballot initiative, that sought to create a dedicated funding source for affordable housing and homelessness prevention programs by restructuring the one-time Real Estate Transfer Tax (RETT). *(c(4), Ron Sable Award for Activism)*

Workers Center for Racial Justice (WCRJ) 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. *(CRJPF)*

Workers Education Society (WES) is a collective of organizers who facilitate liberatory education and mutual aid among oppressed peoples of Chicago. The WES houses and supports community groups - from language learning circles to neighborhood advocacy coalitions - to make Chicago a better place. WES organized the Unity Center Migrant Support Collective and is mobilizing in support of migrant neighbors at the ninth district police office in Bridgeport to provide space for basic needs. *(Solidarity Fund)*

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 Youth Fund grant supported programming around their *Black Girlhood Altar* while it is on public display this year, and helped them support the families of the girls and young women honored in the altar. *(Solidarity Fund, YF)*

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 supports their educational programming, such as their longstanding touring workshops and Re/Generation Studio, a new multigenerational public space. *(YF)*

Al-Huda Academy develops Islamic values through Divine guidance, with an intricate balance of academic excellence and Islamic Studies; enabling students to achieve their maximum educational ability and prepare them for future roles in a global and diverse society. With the help of a Youth Fund grant, they will hold their first fundraiser, showcasing the global diversity of Muslims and Islamic values to community and government while sharing student testimonials and discussions on injustices towards Muslims. *(YF)*

CROSSROADS FUND 2024 GRANTEES

The **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. (GRAM)

As One Chicago is a Black-led non-profit organization that centers advocacy and trauma-informed services to address impacted youth in marginalized communities through faith and social impact. Through their unique engagement with economically disadvantaged Black residents from high need, under-resourced areas adjacent to affluent communities, who have been adversely impacted by disinvestment, they are able to explore the effects of structural violence and racial trauma while encouraging social connectedness to maximize health and mental well-being. (CRJPF)

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. A Youth Fund grant supported the relaunch of their KINETIC program, which advances the civic leadership and visibility of Chicago high school youth. (YF)

The **Cannabis Equity IL Coalition (CEIC)** was founded by community members committed to repairing the harm from the War on Drugs. CEIC offers holistic wraparound reentry services, know-your-rights education, political education, policy research and advocacy, and more. They provide space for community members to learn about the cannabis industry and legalization through community meetings and programs, and they understand the intersectional nature of drug policy organizing and building connections with organizations who share their mission and vision. (SF, YF)

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. They assisted local CPS educators in recruiting youth, educators and community members to provide quality programming to migrant youth staying in Chicago's police stations with the support of a Solidarity Fund Grant. (Solidarity Fund)

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. Funding from the Chicago Racial Justice Pooled Fund helped to support young BIPOC organizers and movement workers during two intensive "train the trainer" series. (CRJPF)

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. 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. A Critical Response Fund supported organizing in solidarity with Gaza. (CRF, YF)

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)

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 Youth Fund for Social Change grant supported the expansion of their Boeings Arms Genocide campaign – their first based off university campuses – through national coalition building. A Critical Response Fund supported their ongoing organizing in solidarity with Gaza and the global demilitarization movement. (Anonymous, CRF, TA, YF)

Eternal Youth is an intergenerational coalition built across religion, ethnicity, race, gender, sexuality, age, ability, and more. Their mission is to provide resources and educational initiatives that help those in need of mental health support afford basic necessities, have a safe place to go, access educational resources, and engage in participatory action research. A Youth Fund grant supported the establishment of a number of public-facing programs and initiatives including restorative justice training, peace circles, and a monthly ESL table. (YF)

The **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)

Free Street Theater creates original, joyful, and thought-provoking theater by, for, about, with, and in Chicago's diverse communities. A Youth Fund grant supported this year's youth ensemble's original production centering Hazel Johnson, People for Community Recovery and Altgeld Gardens. The project was inspired by Respair Media's podcast, *Help This Garden Grow*, which served as the text resource for the production. A Technical Assistance Fund grant helped them secure a larger space in Back of the Yards. (TA, YF)

Goodkids Madcity Englewood is a youth led violence prevention organization that serves West Englewood and the surrounding areas. A Technical Assistance Fund grant helped with strategic planning activities as well as grant writing courses. (TA)

HANA Center organizes and supports youth of color who are immigrants or children of immigrants from low-income, underserved households to develop a strong generation of leaders building toward racial, economic, and social justice. A Youth Fund grant supports their Youth Empowerment & Organizing program. (YF)

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. A Youth Fund grant supported the growth of their in-person programming for incarcerated youth, their magazine, *Free the Dream*\$, and the impacted youth currently leading inside programming. (Cathy Cohen, CBI, SF, YF)

CROSSROADS FUND 2024 GRANTEES

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 Grassroots Alliance for Police Accountability Coalition and removing School Resource Officers (SROs) from schools. A Youth Fund for Social Change grant supported ongoing efforts to give youth voices a platform to address the newly-elected Police District Councils on the North Side. (YF)

Planet Chambo is an artist collective that aims to eliminate the barriers to inclusive, just, and sustainable access to green spaces across Chicago through transformative artistic performances, featuring BIPOC artists, that promote the preservation of the environment and our collective health. Green spaces include parks, forests, urban farms, grocery stores, clean air, clean water, and more. A Youth Fund grant supports their “*Wild Spirit*” project, an audio-visual project serves as a sonic journey, guiding urban youth on a transformative exploration of their environment and inner selves. (YF)

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. A Critical Response Fund helped them secure an independent space where they will have autonomy and self-determination. A Solidarity Fund grant helped them extend their Youth Bridges Initiative to support young, newly arrived migrants and welcome them to their new community. (CRF, Solidarity Fund, YF)

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)

The **Roots Initiative** was formed in 2021 to create spaces that champion Black youth leaders and support them in enhancing their skills and power to effect transformative change in their communities. A significant portion of their Chicago Racial Justice Pooled Fund grant was allocated towards developing and implementing programs and initiatives, including TRI Freedom Fridays, Summer Liberation Lab and AL3 Leadership Fellowship where they taught approximately 50 Black middle-school students the importance of grassroots organizing and movement building through the study of past and present liberation efforts and supported them in developing their own campaigns. (CRJPF)

Southeast Youth Alliance (SYA) is a vessel for direct action for youth activists fighting for a safe and sustainable community on the Southeast Side. From organizing teach-ins and protests, to the Stop General Iron campaign and kicking School Resource Officers (SROs) out of George Washington High School, SYA works hard to take up space and support movements historically led by older resident activists. A Solidarity Fund grant helped them support refugees through art therapy sessions and mutual aid. (Solidarity Fund)

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 Black and Latinx people 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. (CRJPF, CRF, SF)

Stomping Grounds Literary Arts Initiative (SGLAI) provides incarcerated and criminalized youth with visual, literary, and musical arts as a creative gateway for liberation. Their approach catalyzes healing from community violence while amplifying students’ voices in a public call to action for structural changes to racist policing. (SF)

Strong Humbled Empowered (SHE) Chicago is a social emotional learning program with community service and college and career planning embedded, designed to support young women within the school community. They are committed to serving Black, Brown, transgender and under resourced girls to empower them to evolve into transformational leaders for their communities. (SF)

Taking Back Our Lives (TBOL) works to end domestic and sexual violence (SV) by empowering community members to become leaders in their communities. Take Back the Halls provides youth leadership and violence prevention programming and allows teens to examine issues such as domestic and sexual violence. A Youth Fund grant allowed them to host their program at Latino Youth HS. With a Technical Assistance Fund they hired a consultant to support making their interns part-time employees. (TA, 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. A Youth Fund grant supported a project renovating abandoned spaces in Austin to counteract the daily experience of living in neglected neighborhoods. (YF)

TGi Movement cultivates creative spaces and programming for Chicago youth. They work to end Dream Deserts - a condition pushing young people to abandon 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 Youth Fund grant supports their staple program, *Omega Chi Omega*. (CRJPF, SF, YF)

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 Technical Assistance Fund helped them bring on consultants to create a story collection model to investigate issues across neighborhoods and evaluate programs. (SF, TA)

Youth Empowerment Performance Project (YEPP) creates a safe environment for LGBTQ+ youth experiencing homelessness to explore and express their struggles while celebrating their strengths through theater productions. Similar to national statistics about LGBTQ+ youth homelessness, the majority of the young people who are part of YEPP's programs identify as Black or Latine transgender, and/or gender non-conforming people. A core focus of YEPP's programming is to develop young people as leaders and partners in the fight to end LGBTQ+ youth homelessness. (CBI, SF)

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. A Youth Fund grant supported their Youth Leadership program, which gives LGBTQ+ youth the capacity to take leading roles within Youth Outlook, their schools, their jobs, and their communities. (YF)

SPECIAL INITIATIVES

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

AirGo Radio, Alliance Polish Daily News, Beverly Review, Block Club Chicago, Chicago Defender, Chicago Independent Radio Project (CHIRP), Chicago News Weekly, Cicero Independiente, City Bureau, Contratiempo, Current Magazines, The Daily Line Media, E3 Radio, Evanston RoundTable Media, Growing Community Media, The Harvey World Herald, Illinois Answers Project, Illinois Latino News, Juneteenth Productions / Change Agents, La Raza, McKinley Park News, Lumpen Radio, Mildsauce, NDIGO, Gazette Chicago, New City, Pigment International, Public Narrative, Rebellious Magazine for Women, The Record Community News Group (The Record North Shore), SoapBox Productions and Organizing, StreetWise, Third Coast Review, True Star Media, Win Media Inc., Windy City Times

The Investigative Project on Race and Equity trains journalists in data-driven reporting and collaborates with news organizations to uncover systemic racism. The Investigative Project's partnerships add depth to the coverage of underrepresented communities and help to build capacity within newsrooms to pursue in-depth projects. Their trainings include apprenticeships for early-career journalists — with a focus on people of color — and workshops on finding stories in data and other investigative techniques.



Photo by Alexis Sanchez Boyzo



Photo by Sarah-Ji Love and Struggle Photos



Photo by Alexis Sanchez Boyzo

CROSSROADS FUND

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SAVE THE DATE: Friday, April 4th, 2025 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/seedsofchange for more information.

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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

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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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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 (6)	Jeanne Kracher & Laura McAlpine
Bill Barclay & Peg Strobel	Nora Kyger
Leslie Beller	Nancy Fleck Myers
Henry T. Chandler, Jr.*	Susan Nussbaum*
Ferd Eggan*	Patricia O'Brien
Sandy & Mark Ehlert	Sheila O'Donnell & Nora Gallagher
Susan K. Eleuterio & Tom Sourlis	Jill Rohde*
Ruth & Dale Fast	Rachel Wallis & Alex Rocklin
Maggie Gibbs*	Tom Wilson
Kathye Gorosh	Iris Young*
Neena Hemmady	Jaquelyn Zevin*
Robert J. Horton & James C. Perry	
Barbara Kemmis	

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

*in memory