

Haymarket

PEOPLE'S FUND

A Foundation for Change since 1974

Spring 2020

COVID-19 URGENT RESPONSE FUNDING CLICK FOR INFORMATION ON CORONAVIRUS RESOURCES

Grantee Spotlight: Brockton Workers Alliance, Brockton, MA

Interview with Brockton Workers' Alliance and their Founder and President, Isabel Lopez



When did Brockton Workers' Alliance start and what was the driving factor that prompted the organization to be created?

Two years ago, immigrant workers suffered – and still suffer – from repressions from local employers who were using racist tactics to scare them, such as utilizing local politicians' rhetoric and telling the workers that “you are stupid” or to “go back home”. The Brockton Workers Alliance (BWA) started when a group of immigrant workers employed in different nursing homes and factories had nowhere to go to address these injustices they experienced. Their places of employment were taking advantage of the current xenophobic rhetoric against immigrants, and the workers wanted to mobilize others to hold the employers accountable for their abuses.



Most of the workers that started to mobilize were new immigrants who needed the support to organize. They wanted to motivate other immigrants to confront their own long-term workplace abuses and to help lead the fight for workplace

continued on page 2

Director's Report - Spring 2020

A Change is Coming

In what feels like an instant, life is no longer as we once remembered it. It may not return to what we recall, but what many are calling a new normal.



Life offers a myriad of experiences.

We are always in a moment in time. The current one has surety that change is inevitable.

Suddenly, the focus is much less around prior news headlines like the presidential election or other sensational incidents. Now, everyone is fighting for their lives. We are all experiencing the same uncertainty. So many around the country and the world have mandates to remain at home. Human contact and interaction could be a risk to our lives and our loved ones.

While each of us is in a precarious situation, there are countless people whose very survival is on the line. Without a job or a paycheck, it isn't possible to pay the mortgage, rent, purchase food, medicine, or other necessities, much less items to protect them from viral exposure. A promise of unemployment compensation, or a

continued on page 9

Haymarket People's Fund

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Haymarket's Mission Statement

Haymarket People's Fund is an anti-racist and multi-cultural foundation that is committed to strengthening the movement for social justice in New England. Through grantmaking, fundraising and capacity building, we support grassroots organizations that address the root cause of injustice.

Haymarket's Vision Statement

Haymarket envisions a world free of racism and other oppressions:

- Where peace and cooperation flourish
- Where people are valued and respected for their gifts and able to bring their whole selves to humanity
- Where vibrant communities thrive and different cultures are celebrated
- Where abundant resources and opportunities are equally shared and distributed while honoring the earth and all within it.

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Grantee Spotlight: Brockton Workers Alliance *continued from page 1*



rights by advocating for better local, state, and national labor policies. This is how the Alliance was started. We meet workers “where they are”, help them learn their rights and provide them with tools to advocate for themselves and their co-workers.

BWA sees a predominant need for addressing workplace abuses and exploitation. Our work is profoundly rooted in the community. Brockton's high immigrant population and the growing threats to workplace safety amongst this population make it so that it is important for immigrants to lead the fight. In fact, most of BWA's board and leaders have had experiences with different workplace abuses, and therefore believe that through leadership development and direct public action, immigrant workers will obtain dignity on the job.

Can you share examples of projects or campaigns that BWA has done in the past? What was the process like, and what did BWA hope to accomplish?

Brockton's immigrants and their families were being targeted and assaulted by ICE (Immigration and Customs Enforcement) while seeking protections at a local court. A couple of the immigrant families who were affected by these assaults spoke up and said they were afraid to be retaliated against, so BWA started to have conversations with allies. Together we organized to strongly oppose the presence of ICE in our community. Since then, we have been having conversations with local officials opposing the presence of ICE at the courts. We mobilized and formed a strong coalition of community organizations that are fighting to pass a Brockton United ordinance that would not allow the local police department to cooperate with ICE. We have worked very hard in trying to educate every city councilor on this issue, however, they continue to use the excuse that “the city's administration is concerned that funding would be taken away if Brockton became a sanctuary city.” The ordinance was denied again, but we are using this moment to organize the power of immigrant voters in the community. We are using this moment to analyze, educate and organize. There will be a victory – immigrant voters are the majority in Brockton!

continued on page 3

Grantee Spotlight: Brockton Workers Alliance *continued from page 2*

BWA continues to build trust with other community leaders and allies through community forums, including sponsoring the “We are All Americans Now” series, which facilitates community discussions on immigration, race, and the economy. Through these community forums, our voter education initiatives, and the constant leadership development of our immigrant workers, BWA continues to increase partnerships and educate more allies on the barriers that immigrant workers face.

What are some current campaigns or issues that BWA is focused on? Why is the organization focused on this particular campaign or issue?

Generally, BWA’s model includes:

- ◆ Work-in clinics
- ◆ Know Your Rights workshops
- ◆ Leadership development
- ◆ 1-on-1 advocacy
- ◆ Referrals to legal services

We conduct our Know Your Rights workshops in congregations, libraries and health centers to help families know what to do if they come in contact with ICE. Stopping the local detention and deportation of our families is a crucial part of our main campaigns. The workshops also help BWA to develop immigrant workers’ leadership skills and their ability to lead tangible changes. In addition, we are launching a worker-led campaign to educate and organize temporary workers working in local factories to help them develop strategies that address their working conditions.

BWA has also been creating learning circles to reflect on power analysis and oppression. We do this in order to develop the leadership of new workers who are arriving to BWA on a daily basis to report wage theft, injuries on the job, unjust firing, and discrimination.

Lastly, we recently launched the successful Injured Workers Committee. This committee provides a space for immigrant workers who have been injured on the job and have not been given proper medical care to heal properly. The committee’s meetings allow affected workers to build support with one another and learn from those who have or are in the process of navigating the healthcare system. Through this committee, BWA has been able to collaborate with key partners, including the Brockton Neighborhood Health Center (BNHC), The Latina Women Association, Justice at Work, and South West Coast Legal Services. Throughout the last two years, BWA has addressed countless workers’ cases, including many injured workers referred to us by BNHC.

What are some of the highlights that BWA has had over the past couple of years, and what have been some of the challenges?

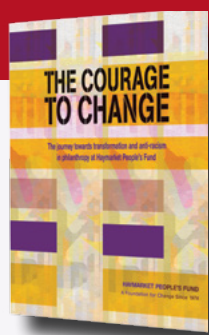
Some of our highlights this year have been:

- ◆ We were granted another year of partnership with Stonehill College. This partnership helps BWA to obtain technical support through the College’s Center for Nonprofit Management.
- ◆ We have seven new worker leaders who are supporting BWA by educating and engaging in advocacy with newly arrived workers.

One of the challenges was that as a new grassroots organization, BWA depends on volunteers to do our work on a daily basis. However, Brockton is a gateway city with scarce resources. Our volunteers are often struggling to survive with two and three jobs to provide for their families.

What is the staff’s hope for BWA in the future?

We hope to increase our budget and obtain funding from different sources to hire a full time executive director to direct the organization’s vision and needs.



THE COURAGE TO CHANGE

In 1998 Haymarket People’s Fund an anti-racist, multi-cultural foundation, embarked on a deliberate process to advance the mission and undo the racism ingrained in every aspect of the organization. This open-ended process has been transformative throughout the structure, staffing, grantmaking, and fundraising activities of Haymarket. During the past decade, Haymarket has:

- ◆ rewritten its mission
- ◆ updated and/or developed organizational policies and practices,
- ◆ changed its leadership structure, and
- ◆ taken steps to shift its organizational culture.

To learn more about Haymarket’s anti-racism journey, and obtain copies of “The Courage to Change”, contact Haymarket at 617-522-7676 or knicholson@haymarket.org (online purchases at: <http://bit.ly/1oECItv>)

Funding Panel Bios:



Isabel Lopez

Born in Honduras, Isabel came to the U.S. as an adolescent. She was undocumented and worked as an immigrant domestic worker in the famous Beverly Hills. She confronted many abuses where she was able to learn firsthand about the issues of race, class and injustice that many other undocumented women of color experience on a daily basis. Isabel graduated with a B.A. in Labor Studies at the University of Massachusetts, and later on obtained a Masters in Public Policy. She was one of the founders of a worker center in Boston. In 2011, she went to work overseas conducting workers rights violations in the Dominican Republic and Haiti. She has lived the true and hard story that many immigrant workers experience in the United States today. She works tirelessly hand in hand with many other women, like herself, who confront exploitation, abuses and racism to build resilience for survival. She is now leading the Brockton Workers Alliance where immigrant workers of color can build a unified voice to defend their rights and confront abusive employers. Isabel is also leading the Immigrant Organizing work at the Essex County Community Organization (ECCO). Both organizations are dedicated to building immigrant families of color that are confronting injustice, separation and disparities across many lines, with a special focus on building from similar experiences, unifying new ideas and strategies and changing these paradigms. Her community organizing experience is to create an impact on immigrant communities and communities of color by engaging in deep race relationship building. She believes that only through transparent and deep relationships, we can dismantle systemic racial and class injustices - a centralized component of the work.

Laura Rozza

Laura Rozza is a Hartford, Connecticut-based community activist. She can usually be found behind the scenes and has worked within a number of movements, including Food Not Bombs, Hartford Social Emergency Response Center (SERC), Hartford Independent Media Center, and ad-hoc anti-racism trainings, just to name a few. She also helped to get a skate-park built in the city, and previously served on the Haymarket funding panel from 2010 - 2014. Laura is a grantwriter by trade with nearly 15 years of nonprofit experience. She lives in an intentional community with 7 adults and 3 children. She and her amazing partner love raising their family together in their big, happy home.



Rilwan Osman



Rilwan was born in Somalia and lived in a refugee camp in Kenya for more than 10 years prior to arriving to the U.S in 2004. In 2008, Rilwan led the formation of an organization to educate and empower Somali Bantus in the Lewiston-Auburn area. The organization started providing youth programs like soccer, academic support and juvenile justice workshops. Rilwan and his team realized the need to also educate the parents of the youth and started literacy and citizenship programs for parents. Rilwan's organization, now called Maine Immigrant and Refugee Services, also offers behavioral health and other services. Rilwan earned his high school diploma through the Job Corps program, studied at Central Maine Community College, and earned a Bachelor's Degree from the University of Maine at Augusta and a Masters of Social Work from the University of New England.

Grantee Spotlight - Students for Educational Justice, New Haven, CT

By Briyana Mondesir, Deputy Director of Students for Educational Justice



When I, Briyana Mondesir, was fourteen years old, I sent an email to Hillary Bridges, the Founder and former Executive Director of Telling Our Story (TOS) now Black Heritage Academy (BHA), a separate organizational entity from Students for Educational Justice (SEJ). From TOS came

Students for Educational Justice (SEJ). SEJ is a student organizing group for high school students and recent high school graduates directed by an intergenerational leadership team. Our work revolves around the need for racial and educational justice in Connecticut.

When I sent the email, I was an ambitious teenager, interested in the world of nonprofit and community organizing. I was also a broke teenager who needed a job. A couple of months later, I was on the team as a Social Media Specialist. To be honest, I didn't know much about social media. Fortunately for me, as I stayed around longer, my tasks grew from social media to more administrative assistant tasks where I managed our online and paper files and took notes at our member meetings.

As my leadership grew through more involved work with the organization, I felt the need to speak up where I felt we were lacking. In my opinion, many of the ways in which



we functioned continued to reflect the same societal adult-centered systems of oppression that we fight. Although we described our work as youth-led, youth were only participants in the program. To my disbelief, this feedback was accepted. I believe because our organization was still in transition and flexible to change. Our Program Coordinator, Benie, Lead Organizer,



Mia, SEJ Organizer, Brycyn, Intern, Syed, and myself, the Deputy Director, are all young people who currently, or in the past, have been instrumental and influential parts of our Leadership Team.

Students are the powerhouse of our org. In 2019, SEJ student organizers working with Hearing Youth Voices (HYV), and other youth-led organizations from around CT, rallied around the implementation of Representative Bobby Gibson's amended House Bill 7082: An Act Concerning the Inclusion of African American and Latinx Studies in Connecticut Public School Curriculum. Our greatest accomplishment so far has been the passing of HB7082, because it brings us one step closer to having anti-racist curricula in schools, which is the central goal of our campaign. However, SEJ had three core amendments to the bill: 1) The bill language to include "The History of Race and The History of Racism in the United States" as required curricular content (in addition to "African American Studies,") 2) Required racial bias trainings for social studies teachers and administrators, and 3) The creation of a

continued on page 6

**STUDENTS
FOR EDUCATIONAL
JUSTICE**

Grantee Spotlight - Students for Educational Justice *continued from page 5*



curriculum-building and oversight committee within the State Department of Education that would include teachers, experts on critical race theory, and students. None of our amendments were adopted with the final bill. We were only able to half achieve our goals.

Although the bill did not include all of our amendments, it does mandate that by 2023 all public high schools in CT have to offer this elective course in Black and Latinx studies. Now that the bill has been passed, we are focusing on leadership development for our members, our continued weekly member meetings, and in collaboration with a local professor, we have now co-formed an HB7082 coalition

with the same youth-led organizations, Yale and Southern professors, and local high school teachers to develop an implementation plan for the Black and Latinx course. We are excited to continue this coalition work with this current campaign and collaborate with these same groups on future campaigns as well.

It has now been nearly three years since I first stepped foot into this organization. Over that time, we have gone through rapid, radical changes. I have as well. And we are all still changing and figuring things out. While I do not know what the future holds for SEJ, I am excited for new and upcoming SEJ student leaders to decide what happens next.



Sustainer Testimony:

Haymarket People's Fund is one of the organizations that has played a key role in helping me understand how systemic racism works, and what we need to do about it. As I recall, my first experience with Haymarket was a community discussion after Trayvon Martin was killed. That was a powerful beginning. Through Haymarket I was able to participate in the Undoing Racism workshop and the continuing programs to keep us working on systemic racism in our lives. I feel fortunate to have formed good friendships with several people who work at Haymarket or used to be part of the organization. For all the ways Haymarket has given to me, I am happy to be a sustaining donor. Long live Haymarket People's Fund!"

— Nancy Griffin, Sustainer Since ??

Now Is Not A Time for Business As Usual: Haymarket Sustaining Grants **and** COVID-19 Urgent Response Funding



When COVID-19 began to impact our communities in the middle of our 2019-2020 Sustaining Grant Cycle, Haymarket staff and Funding Panel decided that the most important thing we could do was speed up our grant review process, and get resources to groups on the ground doing grassroots anti-racist organizing as soon as possible.

Our grant awards are typically announced in June, but because of the commitment and work of Haymarket's New England Funding Panel, in April we were able to award \$411,500 to 56 groups across New England. This includes 10 new groups and increased funding for 45 previous grantees.

Click [here](#) to see a list of our 2020 Sustaining Grantees.

We have also awarded 19 Urgent Response Grants to groups who are on the ground providing support and relief to their communities. Haymarket's Board and Funding Panel realize that this crisis will evolve and change, and so will communities' work and response. That is why we are committed to putting more resources into providing Urgent Response support as needed.

COVID-19 has amplified what we have been fighting against for decades. The numbers and statistics of the disparities amongst people of color affected by this virus is a clear indication that racism has deeply affected communities of color.

In addition to our sustaining and urgent funding efforts Haymarket has received a \$1,000,000 grant from the Robert Wood Johnson Foundation to redistribute to grassroots groups across New England responding to the COVID-19 public health crisis and the health inequities it has amplified. This includes support for basic needs such as food, shelter, and economic assistance.

In response to our announcement of this COVID Urgent Response Grant, hundreds of requests for direct service funding were received for the Friday, May 15, 2020 Haymarket Urgent Response deadline.

A dynamic group of grassroots community organizers and activists are engaging in a thorough and considerate process to make these funding decisions, taking into account the immediate needs in the community.

For the time being, these initial decisions are a priority. Once funding determinations are made, information about the funding process will be offered. For now, there is a hold on all application submissions.

Haymarket has always funded groups led by those who are most impacted, those who are on the front line organizing against racial, economic, and social injustices in their communities and working to create systemic change. We have always seen the importance of providing general operating support, and now more than ever, that is what groups need. These have also been core to Haymarket's funding principles, and they are now more critical than ever. This is why Haymarket has joined other foundations in signing The Council on Foundation Funders Pledge Action. It is essential that foundations do not stop or delay in funding groups at this time.

Haymarket is committed to continuing to work directly with our grantees to give us direction in the support and resources they need.

WAYS TO GET INVOLVED!

You too can enjoy the rewarding experience of volunteering with Haymarket, and having a significant impact in your community. Simply email Jaime at Jaime@haymarket.org to learn more about becoming part of the New England Regional Funding Panel, or Karla at knicholson@haymarket.org about Haymarket’s Board of Directors and committees. Participation is needed from Connecticut, New Hampshire, Rhode Island, Vermont, Maine and Western Massachusetts.

WAYS TO GIVE!

Please provide your email if you’re interested in donor engagement.



WHY IS IT IMPORTANT FOR ME TO GIVE TO HAYMARKET

- I/We want to support Haymarket People’s Fund
 - I/We have enclosed a check payable to Haymarket People’s Fund
 - Here’s my contribution of \$1,000 \$500 \$100 \$50 Other \$ _____
 - I/We want to be a sustainer. Please charge \$ _____ to my credit card each month
- Please charge my Visa Master Card Amex

Account # _____ Expiration Date _____ Signature _____

In addition please contact me for the following: Gifts of Securities Planned Giving I have named Haymarket in my will

Name _____

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You can also donate online @ www.haymarket.org
42 Seaverns Avenue ♦ Boston Massachusetts 02130



The JP Arts Council Board has been meeting to plan the 27th annual JPOS scheduled for September 26 & 27, 2020. This year, that planning includes monitoring the information and requirements from public health and public officials.

The safety of you, our community, and the public is our overwhelming concern. Like you, we are uncertain of what safeguards will be necessary for health protection on the weekend of September 26 & 27.

While we remain optimistic, the Board has not yet determined if we will hold, postpone, or cancel Jamaica Plain Open Studios 2020; therefore, we do not have a registration date scheduled.

continued from page 1

stimulus check does little to provide immediate needs.

There are folks stepping up to offer vital assistance to others in the community. Some are providing meals, others are using their cars to get items delivered directly to homes, and even sharing what they possess from their homes can so others are not without.

Haymarket must join these amazing folks by doing our part. As a funder, we must consider all that is at stake across our region, and not rely on an expanded and time consuming process, but move resources quickly to those who have done so much for their fellow neighbors and community members.

Our annual grant process has been shortened by the directives of Haymarket's Regional Funding Panel of community

organizers and activists. Groups have been notified of not just being funded, but an increase to these resources. Also, our Urgent Response grants for a one-time opportunity or challenge now have added funds and already funds are being dispersed to groups doing essential work on the ground.

While we stand by our anti-racism community organizing grantmaking criteria, the current times demand that resources move quickly to communities for the immediate direct services necessary for their survival. Visit our website at www.haymarket.org for more information, as well as a list of resources.

We urge others to give and give generously at this time. Lives are on the line. A change is occurring, and none of us know what life will bring. What we do know is that we must open up our hearts and seek ways to support our fellow human beings.



A *Celebration* OF
GRASSROOTS ORGANIZING

★ MAINE LOBSTER FEED ★

06.27.2020 BOSTON, MA

DONATE NOW
bit.ly/lobsterfeed2020

The picnic is canceled but we are still raising funds for our grassroots organizations!

We've raised over \$10,000 and have sent out the first round of distributions.

Will you help us raise our next 10k?

(More info on a virtual event coming soon!)

