

ninety-nine girlfriends

COLLECTIVE GIVING FOR IMPACT: PORTLAND & SW WASHINGTON

VOTERS' GUIDE 2022



Voting opens 11/17/22 at 7:30 PM PST and closes 11/27/22 at 11:59 PM PST

Dear Girlfriends,

We are thrilled to present the ninety-nine girlfriends Impact Award Finalists for 2022! This year it is our privilege to award \$425,000 in grants plus an additional \$2,500 gift of recognition to each of our 10 semi-finalists. We would not be here doing this impactful work without EACH AND EVERY SINGLE ONE OF YOU!

We want to hear from all 380 of you through your ballots! Vote online by November 27 at 11:59 PM PST and join us on December 13 to celebrate all of this year's award winners. *(An important reminder to not lobby other members. Your vote is a personal choice. Ninety-nine girlfriends is committed to parity: one girlfriend, one vote.)*

Our tireless volunteers have been working hard since February to get us all to this point, and you can learn more about our grant review process [here](#). We love the work that we do, but we need to change the way we do it to make it more sustainable and accessible for more girlfriends to volunteer and keep volunteering. So next year things are going to look different. If you have been on the fence about volunteering with us, know that our volunteer positions are going to be just as rewarding but more manageable going forward. We are seeking the co-authors of our next chapter, and we welcome you to join us.

We are also aware of the harm that traditional philanthropy has done to nonprofits and those they serve. When we place restrictive, inequitable, unreasonable expectations on the people we are trying to support, we tie them to a cycle of depletion that comes with all the hoops they are required to jump through in order to gain our favor. Our Funding Priority this year is to support organizations working to dismantle systemic racism. In doing so, we are also looking at our own systems to identify and root out the racist practices within them. We have improved our systems and processes as we have grown. And we know we can always do more to shift power and honor the organizations whose work we strive to uplift. Yet another reason why things will look different next year in all the best ways.

We are excited and honored to do this work, to learn and grow in this community of girlfriends and nonprofits, and become better, more informed grantmakers. We look forward to learning and growing with you.

Yours in collective community action,
Sara Daley and Holly Cook
Grants Steering Committee Co-Chairs 2022

Equitable Grantmaking

The members of the Grant Review Teams were trained in the following areas and were asked to apply this knowledge to the grant review process. We encourage you to read the following and apply these concepts while voting for the finalists.

In addition to our Funding Priority and Guiding Principles, ninety-nine girlfriends incorporates the following principles into their grantmaking:

Trust-Based Philanthropy

As grantmakers, we have a responsibility to confront the ways our sector has contributed to systemic inequities, both in the ways wealth is accumulated and in the ways its dissemination is controlled. Trust-based philanthropy is about redistributing power—systemically, organizationally, and interpersonally—in service of a healthier and more equitable nonprofit sector.

Rather than focusing on project proposals with implied outcomes, we give unrestricted funding, which provides grantees the flexibility to assess and determine where grant dollars are most needed. This allows for innovation and responsiveness, instead of sticking to proposal outcomes that may become outdated. Given that the ninety-nine girlfriends funding cycle is almost *seven months long*, this flexibility is especially important for the organizations we support. We know that our nonprofit applicants are the experts in their work, and we trust that they know best how to spend the funds we are granting.

[Source: <https://www.trustbasedphilanthropy.org/>]

Racial Equity

Above and beyond our 2022 Funding Priority focusing on dismantling systemic racism, ninety-nine girlfriends values organizations that advance equity by including the voices of the community they serve in their planning and leadership. Organizations led by people of color have been historically underfunded, and it is our job as a funder to combat the perpetuation of this inequity by practicing equitable grantmaking practices.

Implicit Bias

Implicit biases are “stereotypes that affect our understanding, actions, and decisions in an unconscious manner” (Kirwan Institute for Race & Ethnicity). We all have them. And it’s important to recognize them in ourselves so we don’t apply them subconsciously to our nonprofit applicants.

Conditions under which we are more vulnerable to our own implicit bias:

- Snap decision-making
- Emotional or cognitive stress
- Ambiguous standards, protocols and practices

When making challenging and/or impactful decisions:

- Slow down
 - Make sure you have eaten, and are as rested, centered and focused as possible.
 - Put away distractions, even if only for a short period, and avoid multitasking.
 - Understand, set and follow criteria. Take time to assess its equitability.
- Remember that if we are not looking for our own bias, we are not practicing equity.

Helpful Assumptions:

- Our implicit biases differ from our explicit values.
- Implicit bias hides within the mainstream or “status quo”, and action must be taken in order to resist its negative impact.
- Decision-making processes that don’t account for implicit bias are not equitable.

[Source: Marina Moro, Diamond Law Training]

Important Note About Finalist Videos!

Every year, we solicit feedback from our finalists about how we can improve our process, including our Meet the Finalist event. Throughout our life as an organization, we have received mixed feedback from our participants about this event.

After our last grant-making cycle, some of our finalists let us know that our format still felt depleting, in spite of their excitement and gratitude for ninety-nine girlfriends funding. Some felt that the stress of performing for a large audience in order to receive funding added undue stress to already stressful work. So we are experimenting with a lower barrier format engaging with our finalists this year. We gave our finalists only 10 days to produce their own videos. We made it clear that content, rather than production quality, was our highest priority. We offered guidance and support to help them produce their videos, making it clear that they could pull this off without any special equipment. We asked them to provide two required pieces of info: What needs does their organization address, and who or what mission do they serve? Beyond that, aside from some optional questions, they were given as much leeway as possible to share with us exactly how they saw fit to do so.

As you join us for Meet the Finalists, we ask that you view these videos in search of the message, the wisdom, the passion, the commitment, the impact, and the authenticity from our finalists, rather than the production value, the polish or the practice going into these presentations. Let’s embrace the fact that these incredible submissions had to be turned around in a very short amount of time, and that each typo, pregnant pause, hint of nervousness, or random thing in the background of a shot is a celebration of our shared humanity, and of our shared goal to focus on what is important - pushing our region to be a more generous, supportive community in which all of us, not just a chosen few, can live and thrive.

2022 VOTING INSTRUCTIONS

IMPORTANT DETAILS

- All votes must be cast online.
- Voting opens **November 17, 7:30pm PST**, and closes **November 27, 11:59 pm PST**.
- Regardless of where you are physically, you can still vote! It just takes a few minutes. Please remember to vote!

VOTING IS AS EASY AS 1, 2, 3

1. Go to: <https://www.surveymonkey.com/r/ImpactAwardBallot2022>

2. Proceed through the online ballot:

Voting Information (page 1): Enter your full name and email address.

Please enter the email address that is affiliated with your ninety-nine girlfriends account.

Your personal information will only be seen by our Ballot Masters, who are sworn to secrecy. They ensure that everyone's vote is only counted once and that only members vote.

Impact Awards (page 2): Review the ten Finalist projects—there are two finalists within each of the five focus areas. Vote for your **one preference** within each focus area.

The top selected organization within each focus area will receive a \$70,000 Impact Award (for a total of five Impact Awards). The five finalists that aren't selected for Impact Awards will each receive \$15,000 Finalist Awards

3. Click "**Submit My Ballot**".

You'll see a confirmation note that reads "Your ballot has been submitted. Thank you for voting!" That's it - no need to click anything further in SurveyMonkey.

Questions can be directed to [Holly Cook](#).

THANKS FOR VOTING!

Special thanks to Members and Ballot Masters Jude Lieberman and Tong Zhang who are managing our voting system and will be certifying our election.



Friends of Noise

Key Information



Mission Friends of Noise is an organization built on the values of collectivism and restorative justice. We seek to transform the culture of BIPOC and LGBTQ+ youth access to the music industry. We foster a healthy ecosystem for all ages to thrive by meeting young people where they are and by facilitating opportunities for immersion into a safer arts community while uplifting youth voices.

What they do Young people of color especially are not well represented within our current entertainment ecosystem that is predominantly led by white heterosexual men. Friends of Noise programming creates onramps for underrepresented youth and adults with the goal of transforming our music community so that it not only welcomes more people of color and young people of any identity, but recognizes them as future leaders in the industry. Programming activities include:

- Professional development workshops and mentorship opportunities that provide paid on-the-job training.
- Hosting all ages concerts where young people of color and LGBTQ+ artists and sound engineers can practice their craft in safe spaces.
- Maintaining a roster of young artists and sound engineers through our Talent and Sound Services Division, which provides services for the event needs of local non-profits and companies.
- Other focused programs such as FoNTV video series, a weekly radio show on XRAY FM, the Rose City Rising Compilation Album, monthly open mic series centered on young people of color, and our youth-led collective Youth Power PDX.

Who they serve Young people of color and LGBTQ+ youth.

Geography served Multnomah and Washington counties.

Alignment with Funding Goals & Equity Impact Friends of Noise provides different platforms for young people of color and LGBTQ+ youth to express themselves. When youth participate in our concerts, radio show, or projects like our music compilation, they are enriching the local artistic community. In supporting underrepresented youth to create more artistic content we are amplifying their voices, which has the power to shift mindsets and culture by educating the community at large. Our professional development programming is leveling the playing field for underserved youth by paying them fair wages for their work at our concerts, and arming them with the experience and confidence to navigate future career endeavors. We educate our participants in becoming more financially literate, like knowing what to charge for their services and drafting invoices. It is our hope that our programs teach them how to identify and avoid exploitative work scenarios in the future. By paying them stipends, we aim to remove the obstacles many youths face in having to choose between participating in Friends of Noise or earning money in other ways.

Friends of Noise

Additional information

Power Sharing & Impact Since André Middleton became ED in 2018 the demographics of the youth we serve, our board of directors, and our teaching artists has shifted to now include a majority of people of color. Currently, about 60% of our participants are young people of color, and 8 of our 14 board members are people of color.

Informal youth feedback has always had a role in how we form and improve our programming, making us aware of issues such as the importance of program stipends and the pandemic's effect on youth mental health. We also incorporate the youth perspective more formally by including youth members on our board of directors and through a program called Youth Power PDX. This youth-led collective centers BIPOC and LGBTQ+ voices through intersectional organizing that includes story, music, visual art and activism. The youth in this group determine their goals and priorities, and FoN provides mentorship, support, and resources.

More from the finalist In 2020, Friends of Noise provided equipment and sound services for over 20 Black Lives Matter rallies, and we have continued to build on this community work, regularly aligning ourselves with young organizers who want to combine art and activism. We are proud to have provided sound and talent support for events including the Portland Climate Fest, a DIY benefit concert for the Abortion Care Network, an Anti-Imperialism mini-fest (benefitting local immigrant and refugee organizations), and a DIY fundraising event for Outside In, in support of queer/trans youth. These events all involved grassroots organizers under the age of 25.

- Building community is an integral part of FoN, and paramount to creating a vibrant, inclusive all-ages ecosystem. Our partnerships expand our reach and expose us to new ideas and resources. We partner with other non-profits, providing sound and talent services for events and amplifying their message and values. We often donate our services as a way to give back to the community.
- Our goal is to open a BIPOC youth-focused community arts center/venue in an area accessible to Portland's communities of color. Our vision is to have a performance space, as well as a recording studio, rooms for workshops, offices for partnering organizations, a media lab, and an art gallery.

Finalist video [Friends of Noise video link](#)

Finalist website <https://friendsofnoise.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

Youth under 21 are prohibited from working in most music venues due to union rules or state liquor laws. Friends of Noise (FoN) believes art is a medium for social change and that getting youth performers and audience members involved in music is essential to the growth of the local and global music community. Focusing on marginalized youth and youth of color, FoN provides programs, workshops, and professional development opportunities for teens to gain experience that prepares them to navigate the music industry when they turn 21. FoN creates underage venues where young people can learn and practice the skills involved in putting on a performance (sound, engineering, set design, graphics for promotion, and facility set-up). Our team was impressed that FoN pays the students a living wage and also pays music professionals to serve as mentors. By leveraging its resources with other community groups, FoN is working to transform the music community so that it not only welcomes more BIPOC people but prepares them for a role in the music industry.



KSMoCA

Dr. Martin Luther King School Museum of Contemporary Art

Key Information



Mission **The Dr. Martin Luther King Jr. School Museum of Contemporary Art (KSMoCA), is a contemporary art museum and social practice art project inside an elementary school in NE Portland. KSMoCA reimagines the way museums, schools and universities can affect people, culture and perspectives by creating radical intersections for sharing resources across organizations.**

What they do Founded in 2014 by Portland State University (PSU) professors Lisa Jarrett and Harrell Fletcher, KSMoCA connects public school students with internationally-renowned contemporary artists that engage students as curators, preparators, artists, gallerists, writers and docents. Programs are developed collaboratively with the community, PSU students and visiting artists. KSMoCA programs include:

- A visiting artist program, in which artists develop ambitious projects in collaboration with Dr. MLK Jr. School students.
- A permanent collection of art onsite, curated by students at the school, as well as a dedicated archive of books about art housed in the school library.

Who they serve Though the primary audience for KSMoCA's programs are K-5 students at the school, the project also impacts PSU graduate art students and university faculty.

- Dr. MLK Jr. School (PreK-5th grade) serves over 300 students, many of whom are low-income students of color (86% non-white) in one of Portland's highest poverty populations within a gentrified community.
- PSU graduate art students have an experiential learning opportunity as they collaborate with young people in socially-engaged art projects at KSMoCA.

Geography served Multnomah County.

Alignment with Funding Goals & Equity Impact KSMoCA practices equity for the pre-K-5th grade students it serves by curating and inviting visiting artists to the school that reflect the students' identities as mostly young people of color. Because representation of people of color is sorely lacking in mainstream contemporary art, KSMoCA is proud to be able to connect Dr. MLK Jr. students with successful BIPOC artists. A project embedded in the school, KSMoCA reduces friction to access contemporary art spaces for this group such that its goals are driven by and for the Dr. MLK Jr. School community.

KSMoCA

Dr. Martin Luther King School Museum of Contemporary Art

Additional information

Power Sharing & Impact

KSMoCA nurtures equity and inclusion for both college-age participants and pre-K-5th grade students alike. All graduate art students involved with KSMoCA are first introduced to the Dr. MLK Jr. school through classes on the history of the Albina neighborhood where the school is located; Oregon's early history as a state that excluded Black people from residency; historical and current gentrification/displacement that impacts people of color in Portland; and local current events. These context-setting sessions are crucial to laying the groundwork for college students to be able to support Dr. MLK Jr. School students with generosity, understanding and openness.

More from the finalist

- KSMoCA is proud to have been able to continue programming throughout the pandemic, rolling out online programs in spring 2020, including a Virtual Artist in Residence Series, Learning Outside the Lines, the Conceptual Art at Home project, and continued engagement with school staff and faculty.
- Just before the Covid lock-down, KSMoCA mounted the Hank Willis Thomas: Freedom to Ride exhibition at the school, in tandem with the Portland Art Museum's Willis Thomas show. Students created works inspired by the artist's work, including political advocacy button slogans and the For Freedoms digital quilt. Dr. MLK Jr. School 5th graders wrote interpretive wall labels for a selection of Willis Thomas' work on display at the Art Museum, and students were able to see them on display during a museum tour.
- KSMoCA's ambitious goals for the next few years include growing the visiting artist program to include the whole school (current funding levels typically restrict workshops to just one classroom); develop a mentor/mentee program with PSU graduate students and Dr. MLK Jr. students; expand offerings to serve students in the Albina neighborhood through high school; share the program's successes and challenges in a book: [How to Build a Museum in a Public School](#).

Finalist video [KSMoCA video link](#)

Finalist website <http://www.ksmoca.com/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

Dr. Martin Luther King School Museum of Contemporary Art (KSMoCA) is immersed in dismantling racism starting with kindergartners. Its reach is broad and inclusive, involving students, teachers, and parents of a diverse, low-income K5 school. It also involves the surrounding community along with graduate students and faculty of the Portland State University Arts Department. KSMoCA reimagines the way museums, schools and universities can affect people, culture and perspectives by creating racial intersections for sharing resources across organizations. Our team was impressed by the art lining the school hallways, the PSU students serving as mentors for the K-5 students and the impact that the art has on the surrounding community. Bringing art into the school not only introduces the students to new experiences but also encourages respect, better behavior, and an appreciation for life-long learning in the arts. KSMoCA encourages young students of diverse backgrounds to see themselves as future museum curators, leaders, docents, artists and writers, all fields where the BIPOC Community is greatly underrepresented today.



Environment & Sustainability -
Finalist

Wild Diversity

Key Information



Mission Wild Diversity's philosophy is that creating a sense of belonging in the outdoors for Black, Indigenous and all people of color (BIPOC) and LGBTQ+ communities is the first step to creating comfort in outdoor activities and building up future stewards.

What they do We look to build experiences so that community members will want to come back to nature again and again, both as explorers and as leaders. In 2021 Wild Diversity hosted 40 virtual and in-person single day events, 11 overnight adventures and 88 youth workshops for over 500 BIPOC and LGBTQ+ Portland area participants.

- Our Adventure Guide and BIPOC Conservation programs increase BIPOC and LGBTQ+ visibility in advanced outdoor skills through access, training, and community connection.
- Our workshops, training, and land and paddle excursions build confidence and competence with outdoor adventuring by providing equipment and guidance, and safe and welcoming spaces.
- Our Youth Ecology and summer camp program builds up BIPOC youths' vision of who they can be and what they can accomplish in the outdoors.

Who they serve BIPOC and LGBTQ+ youth and adults in the Portland metropolitan area.

Geography served Clackamas, Clark, Washington and Multnomah counties.

Alignment with Funding Goals & Equity Impact Advancing diversity, inclusion and equity is why Wild Diversity exists. Through every facet of our organization, we are actively co-creating with the BIPOC and LGBTQ+ communities we serve. Racial equity is core to our mission and bringing a diverse population into the outdoors is the single reason for our organization's formation.

From the inception of Wild Diversity, we have known that our community faces challenges in the outdoors that so many folks will never have to consider—that intimidation and violence that BIPOC, queer, and trans folks deal with in the outdoors is something painfully unique to us. Many leaders in other outdoor communities will struggle to support these particular mental and emotional experiences because they are privileged to never have had to experience them firsthand. Though well-meaning, we believe that white-led organizations will often fall well short of creating a sense of place in the outdoors for our communities.

We are building experiences and sharing knowledge not as outsiders saving the day, but as valued community members serving our own community. The diversity and community reflection within Wild Diversity's leadership, staff, board, and Adventure Leaders is what sets us apart from many other outdoor and environmental programs.

Wild Diversity

Additional information

Power Sharing & Impact Since inception, Wild Diversity has exclusively served BIPOC and LGBTQ+ communities, and 100% of our leadership, staff, board members and 40+ outdoor Adventure Leaders fully reflect these communities. By being BIPOC and LGBTQ+ leaders and youth mentors ourselves, we are showing participants the range of possibilities that are at their feet. We are creating positive experiences and showing them their own potential through seeing themselves fully represented in our educators, coordinators, outdoorists, biologists, scientists, and Adventure Leaders. That is what we want for our community...for them to look at the outdoors and see unlimited possibilities.

More from the finalist

Quoting a Wild Diversity participant, Quin:

"It's so much easier to be able to envision doing something when I can see people who look like me or people I can relate to doing it."

We have all read the headlines of a Black bird watcher who had the police called on them, or other Black, brown, queer and trans people facing harassment while enjoying open spaces. We recognize that the intersection of today's social and racial justice movements and COVID-19 has increased interest in organizations 1) serving the BIPOC and LGBTQ+ communities, and 2) working to increase access to the healing power of the outdoors.

This confluence has created a unique moment in time for Wild Diversity to blossom into our full potential. We are ready to meet this challenge and look forward to support from ninety-nine girlfriends.

Finalist video [Wild Diversity video link](#)

Finalist website <https://wilddiversity.com/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

Wild Diversity creates a personal connection to the outdoors for Black, Indigenous, people of color and queer and trans communities through offering outdoor adventures for both adults and youth and education about the environment and conservation. Wild Diversity seeks to create a sense of belonging in the outdoors for people who have not in the past felt either safe or welcome there. Their approach is innovative and directly addresses environmental justice through its programs and community connections. Their Adventure Guide and BIPOC Conservation Programs are designed to develop advanced outdoor skills and encourage interest in careers in the outdoor recreation industry and in environmental and conservation career fields, all of which have few BIPOC and LGBTQ+ members. The leadership of Wild Diversity reflects the communities that it serves and draws upon the interests of the community in designing and adapting its programming and its outdoor experiences to their interests and needs.



Wisdom of the Elders

Key Information

Mission **Wisdom of the Elders (Wisdom)'s mission is to record, preserve and share the oral history, cultural arts, language concepts and Traditional Ecological Knowledge (TEK) of Native American elders, storytellers and scientists in collaboration with diverse institutions, agencies and organizations.**

What they do Wisdom's intern programs provide a holistic approach to environmental habitat restoration by utilizing Indigenous TEK and conventional Western science.

- Tailored to BIPOC community members, Wisdom's internships help to address community educational and economic disparities by addressing cultural identity, positive health and wellness resiliency.
- Wisdom increases opportunities for living wage jobs in environmental fields that have not historically been open to members of BIPOC communities.
- Wisdom also works with K-12 systems to introduce the TEK curriculum into school programming. (OR schools must teach historically accurate, culturally sensitive curriculum on Native American peoples of the Northwest, by state mandate.)

Who they serve Wisdom educates and trains BIPOC adults and youth in ecological fields through internships and provides continued opportunities through contracted work in local areas such as the Johnson Creek Watershed, Lents Urban Renewal Area, Columbia River, Columbia Slough and Clackamas River.

Geography served Clackamas, Clark, Multnomah and Washington counties.

Alignment with Funding Goals & Equity Impact Wisdom's shift from a founder-driven to a mission-driven organization has provided staff with a larger voice. Staff connectivity has grown and communication methods have changed, which has deepened engagement. Staff members make time to address racial disparity issues as they arise, and collaborate to solve those issues.

Since the transition, one of Wisdom's priorities has been to address historical disparities within our community like encouraging an active voice in the workplace, and income inequities. Staff have addressed DEI issues with partners in a collaborative manner and have voiced the needs of the Indigenous community.

As part of the strategic plan, Wisdom is committed to providing environmental education and economic opportunities for all community members. Wisdom has worked in a mentoring and teaching role with partners that are providing outdoor service learning and environmental education, and in return our partners value Wisdom's contributions to their equity work. Wisdom will continue to promote Indigenous representation within the environmental workforce community. This strategy requires a positive perspective and deeper community engagement.

Most importantly, the current ideology must move away from emphasizing "problems" and instead identify systemic challenges in need of collective solutions. Wisdom is taking the focus off what could be perceived as deficits, and shifting the emphasis to balancing structural and environmental factors grounded in the social-ecological model. Socioecology is based on the premise that in order to understand human development, the entire ecological system in which growth occurs needs to be taken into account.

Wisdom of the Elders

Additional information

Power Sharing & Impact

Wisdom has a 100% Indigenous Board of Directors and 85% Indigenous staff. Wisdom volunteers and interns are 70–80% BIPOC.

Benefits to partners are substantial in that Wisdom provides opportunities to strengthen equity goals through mentoring and educational outreach as well as during service learning with BIPOC community members.

Wisdom's film, TV and radio content contributes to cultural equity by increasing access and availability of curriculum that weaves together Traditional Ecological Knowledge, cultural arts and service learning.

Wisdom's workforce training contributes to economic equity through job opportunities with 30+ collaborative partners who provide meaningful work, living wage jobs and mentoring.

More from the finalist

Wisdom's vision for sustainability includes a multimedia program engaged in training youth and adults in filmmaking to help preserve traditional knowledge and stories for future generations. The program includes a documentary film series, contributions to Emerging Native Filmmakers Academy, local cable television programs, a radio series, and an ongoing archive project that will eventually be a searchable database for communities. The archive project will also add culturally significant materials to Wisdom's curriculum and share the content with the tribes that contributed to them.

Wisdom will continue to strengthen multiple collaborative partnerships to raise public awareness of Indigenous culture and lifeways, especially the importance of restoring ecosystems, habitats, environmental assessment projects and preserving oral traditional stories.

Finalist video [Wisdom video link](#)

Finalist website <https://wisdomoftheelders.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

Portland has the 9th largest urban Native American population in the nation, with more than 380 Tribal affiliations. Funding Wisdom will support its efforts to address historical trauma (e.g., forced removal from Tribal lands and relocation) by reconnecting Native Americans to their culture, traditions, resources and the land. Wisdom is fulfilling its vision of Native American culture, sustainability and reconciliation with intent and reflection. Its environmental program combines Traditional Ecological Knowledge with environmental restoration to provide internships and job and leadership skills to Native Americans and BIPOC communities in the Portland area. Wisdom is utilizing its multimedia program to preserve and share traditional knowledge before it fades, and to address critical issues such as the impact of climate change on Native Americans. Wisdom's mission is focused and immediate for the individual and widespread for the community. Through its work, Wisdom is weaving the past with the present to ensure the future of its community.



Health & Wellness - Finalist

Black Food Sovereignty Coalition

Key Information



Mission The mission of the Black Food Sovereignty Coalition (BFSC) is to ignite Black and brown communities to participate as owners and movement leaders within food systems, placemaking, and economic development.

What they do The primary goal of BFSC is to support building strong organizational governance, land justice, and program development networks throughout the Pacific Northwest focused on three core areas:

- Food: Provide healthy, culturally relevant food, grown by our community members, to meet the nutritional needs of Black people. Build leadership capacity among our network to advance equitable policy/systems change and spur the development of a resilient regional food system.
- Place: Reclaim our right to thrive in any neighborhood by connecting people to places and the opportunities that the place provides; increasing the self-reliance of Black people in meeting the food needs of their communities through stewardship of land resources.
- Wealth: Deconstruct barriers to wealth creation within our communities and build foundations for wealth creation in the Black community through food and place; create innovative marketing strategies that mutually benefit Black food producers and Black consumers.

Who they serve Black and Brown communities in the Portland metro area.

Geography served Clackamas, Clark, Multnomah and Washington counties.

Alignment with Funding Goals & Equity Impact BFSC is a part of the EFOD (Equitable Food Oriented Development) movement and employs strategies that improve community health by increasing access to fresh, culturally-appropriate foods in low-income neighborhoods of color; increasing long-term community health through asset-building and ownership of food enterprises, neighborhood identity, and resilience celebration; and by expanding self-determination and social capital development by and for people of color in urban communities.

BFSC and EFOD practitioners around the country are collectively resourcing the needs of small businesses, social enterprises, young people, and other community members in neighborhoods that have long borne the brunt of historic marginalization and a lack of access to public resources and investment. The EFOD movement is rooted in a recognition that more can be done to support grassroots movements for justice and equity, rooted in building a local food economy.

Black Food Sovereignty Coalition

Additional information

Power Sharing & Impact BFSC is a Black-led, culturally-grounded grassroots organization focused on food justice. As a BIPOC collaboration hub, we work in solidarity with Black, Indigenous, and POC (BIPOC) growers, policymakers, advocates, and educators to stabilize local and regional food systems for marginalized BIPOC communities in the Pacific Northwest. As a culturally specific organization, equity is core to our mission and work. All of our activities around food, place, and wealth-building are directed toward healing, connecting, and uplifting people of color.

More from the finalist For much of the Black community who have experienced generations of displacement, exacerbated by the isolation and "social" distancing brought on by the COVID pandemic, the impacts on health are easily noticeable at an individual and community level. Black people, young and old, experience greater incidences of acute and chronic physical and emotional health conditions, poor health outcomes, chronic/toxic stress and greater economic distress—including housing and food insecurity. People are in need of holistic health and wellness support.

- BFSC's farm sites serve as "Healing Spaces" for Black, Indigenous, and other Metro area POC community members. A major component of the health and wellness programming at BFSC, our vision is that people spend time in "healing" spaces in nature; connecting with other people; building healthy nutrition practices, and engaging in healing experiences and rituals with an emphasis on health and wellness.
- The Healing Space initiative is focused on three primary goals: 1) Engage people in the healing spaces by providing healing experiences and rituals through connection by cultivating land; 2) Extend the "healing spaces" to the community in order to draw people back to the healing spaces on the land- bringing the fruits of the land to the community and then bringing people back to the land; 3) Promote a message of self-determination capacity building throughout all programming activities.

Finalist video [BFSC video link](#)

Finalist website <https://blackfoodnw.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

Following our site visit to their "Black Futures Farm," we thought "Wow! This organization really meets all the criteria of our funding priorities, and then some!" A relatively young, small group, they started about 4 years ago. Describing themselves as a "Black-led, culturally-grounded grassroots organization... a BIPOC collaboration hub." With a flat organizational structure and collaborative decision making, they are committed to expanding Black farms through innovative programs in the areas of farm management, community food security and food systems leadership development. Their focus on food justice is more important now than ever, given the great disparities in access to fresh, healthy and culturally appropriate food. Just over 100 years ago, an estimated 1 million Black farmers nationwide were counted; there are now fewer than 50,000. Approximately 80% of their farmland was lost, often because of systemic discrimination in the financial and insurance industries. Our grant would allow BFSC to continue striving for justice and food/health equity within the four-county BIPOC community. With "love" as one of their guiding principles, they believe in bringing people together, bringing people back to the land as a form of healing, fostering community, and doing all things food!



Health & Wellness - Finalist

Northwest Instituto Latino

Key Information



Mission **The mission of Northwest Instituto Latino (NWIL) is to serve the Latinx community through culturally specific peer support and educational programs. We seek to meet people wherever they are, providing recovery support delivered by Latinx peers who have lived through and overcome similar hurdles.**

What they do NWIL is a nonprofit organization that provides direct services to help members of the Latinx community in their recovery journeys—barrier-free, no-cost and do not require insurance to access. NWIL programs include bilingual and culturally specific addiction recovery support, transitional housing, harm reduction programming, and workforce development to ensure we continue to certify and retain Latinx professionals in the Oregon substance abuse and mental health fields. (Harm reduction aims to minimize social, legal and health impacts of high-risk sex, as well as drug use, policies and laws. This practice mitigates health concerns related to HIV, Hepatitis C, STIs and reproductive health, and more.) We believe that through the power of our culture and a strong community, people struggling with alcohol and drug disorders can find their own path to recovery.

Who they serve Members of the Latinx community who are struggling with alcohol or drug disorders.

Geography served Multnomah and Washington counties.

Alignment with Funding Goals & Equity Impact NWIL was founded in 2001 in response to the lack of culturally specific conferences, training, and technical support for Latino professionals in the substance abuse and mental health fields. There weren't enough certified drug and alcohol counselors in the field that spoke Spanish, so our founders traveled to Mexico to build relationships and bring culturally specific programming back with them. Directors of outcomes-based addiction agencies in Mexico came to Portland and delivered the first ever Certified Alcohol and Drug Certification (CADC-1) training in Spanish in the state of Oregon, where more than 40 Latinos in our state completed the course. That original ambitious conference has grown into a 21-year success, bringing internationally recognized Latinx educators and addiction experts to Oregon to help local providers better serve the community.

NWIL has since become a nonprofit organization with direct services to help the Latinx community through their recovery. For Latinx and Spanish-speaking Oregonians, finding culturally specific, bilingual recovery support for substance use was nearly impossible until Northwest Instituto Latino (NWIL) opened a recovery drop-in center in 2021. Since our journey began, we have helped over 7,000 Latinx people in Oregon find their personal recovery. NWIL is promoting anti-racism and dismantling systemic racism in our community by providing an open and welcoming place where all Latinx people, regardless of race, gender, sexual-orientation, legal documentation status or where they are in their recovery journey, can find the community connections that are essential to their success and well-being.

Northwest Instituto Latino

Additional information

Power Sharing & Impact Latinx folks make up about 15% of Oregon's population, but only about 2% of the behavioral health workforce, making them the most underserved population in terms of recovery services in the state. We are working to change this by providing culturally specific training and certifications that will increase Oregon's pool of Latinx mental health and recovery providers.

Because we believe in the value and experience our staff brings to this work and want to honor their highly specialized skill sets, we pay everyone at NWIL a starting minimum wage of \$21 to \$23 per hour, which is the highest rate in the local market. Our goal by 2023 is to increase this minimum to \$23 to \$25 per hour. We offer all of our employees generous benefits, including medical, dental, vision, holidays and paid time off. We share power with our staff by giving them a voice in all organizational decisions that will impact them, including all hiring decisions.

More from the finalist One of our biggest challenges as a BIPOC organization has been our reliance on government funding. Our goal is to diversify these dollars and begin seeking support from local foundations that are prioritizing BIPOC-led agencies. We have been doing this work for 20 years, but it took a white-led organization—our fiscal sponsor, 4th Dimension (4D) Recovery—applying for a grant on our behalf for us to finally get funded. We are in dire need of unrestricted funds that we can put toward continuing to provide culturally specific programming for the Latinx community.

We know we are making a positive impact in the lives of the people we serve, and we are incredibly proud of the work we have done since we opened the doors to our Drop-in Center in February of 2021. Over 12,000 visitors have visited our Drop-in Center, and 150 have formally enrolled with a Certified Recovery Mentor.

All of the clients supported by this program still self-identify today as in recovery, including those receiving harm reduction services supplies. We have also trained over 720 bilingual recovery support professionals in harm education, which is a new and radical concept within the Latinx community. So far, we have distributed over 900 doses of naloxone overdose reversal medication, 200 which went to the homeless population.

Finalist video [NW Instituto Latino video link](#)

Finalist website <http://nwilpdx.com/en/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

We were so impressed with the people we met with and what they are doing! NW Instituto Latino (NWIL) offers broad support for those recovering from substance abuse, with up to 40% of their clients having no access to any social safety nets. In 2021, they were able to open a recovery drop-in center serving the Latinx community, providing bilingual, culturally-specific addiction recovery support—the only one of its kind in the State. Since NWIL began over 20 years ago, they've helped over 7,000 people on their journey towards health, with research-supported initiatives. With education being a priority, they offered the first training in Spanish for Certified Alcohol and Drug Counseling. They also provide much needed, bilingual transitional housing for men and women. Through peer support, mentoring, education and advocacy, NWIL is clearly working to address systemic racism and inequity surrounding Latinx communities. They are committed to working with the most underserved population in OR regarding mental health and substance abuse—filling a very critical need. We truly admire their efforts!



Freedom to Thrive (FTT)

Key Information

Mission **Abolish punishment-based carceral systems through transformative organizing, strategic partnerships and convening shared learning spaces. Our work centers around combating “cimmigration”—the intersection of criminal-legal and immigration enforcement—using a Pro Black, gender-affirming lens. We envision a world where our communities are self-determined, free, joyful and dignified.**

What they do Though collaborative organizing, we utilize participatory tools to involve and engage criminalized individuals, their impacted loved ones, and the broader community to fight detention and deportation and to win their own liberation. Freedom to Thrive:

- Convenes in-person and digital spaces to bring folks together, such as gatherings for We Rise, Iftar for the People, Night Out for Safety and Liberation and Freedom Campus.
- These groups include BIPOC folks of different ages, gender identities, sexual orientation, abilities and language groups.
- Through shared learning and popular education style teaching, we center Pro Black and abolitionist organizing. This approach centers life experiences, affirms dignity for each of us as teachers and learners, and cultivates critical consciousness, unveiling powerful systems and institutions, and encouraging collective action in our struggle for human dignity and liberation.

Who they serve Black people in the Portland metro area, particularly those who are directly impacted by the immigration and/or prison system.

Geography served Multnomah County.

Alignment with Funding Goals & Equity Impact Our work is led and informed by people directly impacted by the immigration or prison system, who themselves or their loved ones have been deported or locked up. Their experiences with cimmigration are also impacted by the intersections of race, gender, housing, education and labor.

FTT identifies as a Pro Black, gender-affirming organization. As impacted people, we recognize the need for a safe, healthy and just environment for Black organizing. Our Pro Black organizing principles guide our work:

- Black people are decision-makers in the systems, processes and practices that lead and sustain their lives.
- Acknowledging past and current racial inequities and providing people most impacted by anti-Black racism the infrastructure and resources needed to thrive.
- Black people are valued and recognized in naming their reality, describing how systems of oppression impact their lives and developing solutions that center their leadership needs and heal anti-Black violence.
- Individuals, organizations and systems are committed to abolishing white supremacy by addressing the legal, political, social, cultural, economic and historical contributions to anti-Blackness.

Freedom to Thrive

Additional information

Power Sharing & Impact

FTT is staffed and led by people of color. Most of our team and members, or their loved ones, have been directly impacted by the crimmigration system, and having been deported or locked up. We come from immigrant families. Our board is predominantly composed of Black femmes. Our co-leaders are both Black immigrant women—single mothers who have personal experiences at the intersection of race, gender, housing, education, labor and crimmigration.

FTT supports the leadership of directly impacted people as they engage in defense campaigns for their own liberation, focusing on intentional leadership development to expand skills they can use beyond their own defense case.

We cultivate true leadership from our base by bringing people on our team, providing stipends, and offering travel opportunity and training. We make space for folks to bring in their whole selves by creating a culture of collective safety.

More from the finalist

Funding will support FTT's We Rise program, a participatory space for paid organizers and community members to co-lead, network and practice, building deep relationships and the ability to engage in long-haul movement work. We will offer We Rise in a 6-month online cohort model, culminating in an in-person convening in mid-2023, allowing us to bring organizers together from across and beyond the state of Oregon to learn and build together.

- We intend to partner with local groups such as Metropolitan Public Defenders, Imagine Black, and many others. We are members of the HJRA and PIRC coalitions, and have also been attending the initial meetings around developing a Black (American and immigrant) coalition space.
- We also intend to continue working with national organizations and sit at national policy and organizing tables with many of these groups.
- FTT is a founding member of the Rising Majority, and is also a member of the Media Justice and CommUnity networks.

Finalist video [Freedom to Thrive video link](#)

Finalist website <https://freedomtothrive.org>

Grant Review Team: Most compelling reasons to support this finalist for 2022

The work of Freedom to Thrive addresses the intersection of criminal-legal and immigration enforcement (crimmigration) using a Pro Black, gender-affirming lens. Their experience with crimmigration is influenced by the intersections of race, gender, housing, education, and labor. FTT partners with multiple racial and immigration-oriented community groups and participates in local and national policy and organizing activities. The We Rise program, which unites healing justice practices and campaign skill development, will be offered online followed by an in-person convening to collectively build knowledge. FTT offers a compelling response to this year's Funding Priority to move our region towards racial equity as defined and experienced by BIPOC communities, demonstrating effective leadership and collaborations. We were compelled to advance FTT to support their work at revealing and interrupting racial injustice and teaching and enabling its victims to be better prepared to act with their own agency in the criminal justice system.



Education & Lifelong Learning -
Finalist

Voz Workers' Rights Education Project

Key Information



Mission **Voz is a worker-led organization that empowers diverse day laborers and immigrants to improve their working conditions and protect civil rights through leadership development, organizing, education and economic opportunity.**

What they do Voz operates three major programs:

- The MLK Jr. Worker Center is a place for day laborers to seek work and access culturally specific workforce development and labor protections resources.
- Leadership Development cultivates leadership and political consciousness within the day laborer community, and supports organizational day laborer leaders on the Day Laborer Committee.
- Voz advocacy engages day laborers and allies in community organizing for worker and immigrant rights.

Who they serve Immigrants, Spanish-speaking folks, the houseless community, Latinx and black day laborers and domestic workers in the Portland metro area. Voz worker members are temporary workers who face multiple barriers to stable, secure and long-term employment.

- About 90% of program participants are Latinx and underemployed or unemployed immigrant adults.

Geography served Clackamas, Multnomah and Washington counties.

Alignment with Funding Goals & Equity Impact As a majority immigrant organization, we face xenophobia and racism regularly. Day laborers in particular are stigmatized and criminalized by the community, often facing intimidation by police forces. Voz works with members to advocate at the local and state level for policies that protect worker rights and increase safety for everyone in the community.

Voz programs advance diversity, equity, inclusion and justice by fighting for fair working conditions and social power for marginalized immigrant workers. Our journey began battling racism targeting Latino immigrant men with an intersectional approach. However, Voz has evolved and expanded racial and gender equity such that we have opened the door to Black and women temporary workers, exploring new program modules.

- We take the work to dismantle anti-Blackness, colorism and racism seriously such that we have mapped out clear internal and external steps towards these objectives. During the months of the pandemic and the Movement for Black Lives uprising in 2020, we engaged with Black workers and they started the first Black workers affinity group at Voz.
- Also in 2020, we underwent a similar process with our women and non-binary committee. In 2021 we hired our first Gender Justice Organizer and piloted a domestic worker program.

Voz Workers' Rights Education Project

Additional information

Power Sharing & Impact Voz was founded by day laborers organizing themselves against racial profiling and labor abuses, and we honor that history by remaining a worker-led organization. Three years ago, we implemented the next phase of our evolution as a worker-led organization with the election of the Day Laborer Committee (DLC) and piloting a new leadership development program. Our goal is to increase broad-based day laborer engagement in organizational and community leadership, and build up relevant skills to hire day laborers on as staff when positions are open. We will assess our progress through qualitative evaluations at the end of each DLC term, and by tracking attendance and retention of leaders in trainings and meetings.

At all levels of leadership at Voz, we aim to have representation from the communities we serve. 83% of our board comes from marginalized communities, and we aim to hire individuals who have been directly impacted.

More from the finalist Voz has been here for communities for over 2 decades and we are well-positioned to respond in proactive ways to ensure communities are the leading voices for solutions. Through our worker center we offer various workforce development courses and OSHA certification for day laborers and domestic workers, enabling temporary workers to have access to work orders and jobs at an increased hourly rate. We also offer ESL courses. These classes empower workers to be ready advocates for the rights of themselves and others in their workplaces.

Recently we have been hit by a wave of challenges that have led to temporary closures of our worker center and interruptions in our work. Last year we had to relocate our worker center due to safety concerns for members and staff after several threats were received. This year we had found a great new location and were finally able to purchase a bus, unfortunately, both were destroyed in an arson fire. In the midst of these traumatic events our executive director transitioned and we decided to adopt a new co-executive director structure. This spring Voz welcomed Mary Chaparro and Karla Castañeda as the new executive directors and we are excited to see where their leadership takes us.

Finalist video [Voz video link](#)

Finalist website <https://portlandvoz.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

Voz, a two-time semifinalist, returns to us with a growing program, a new facility and a vigorous leadership team. Their mission is to support workers' rights and health by providing workshops and a community center for learning to navigate our American system. Voz empowers diverse day laborers and immigrants to improve their working conditions and protect civil rights by building awareness and education for leadership, organizing, financial literacy and job opportunities. Voz programs bring the community of immigrant workers together to grow their power and stabilize their lives and employment. They are a voice for rights, wage and workplace standards in what are often outdoor physical labor situations and domestic worker jobs. Voz trains workers in skills that will help them move into sustainable long-term job opportunities. They operate a welcoming and comfortable "worker center" where people can gather to learn, connect, build community and develop their own agency and resiliency for the future. Our team was compelled by their commitment to community and its advancement which can help immigrants establish a solid footing in a new world.



Family & Human Services -
Finalist

WomenFirst Transition & Referral Center

Key Information



Mission **WomenFirst Transition & Referral Center (WF) is grassroots, BIPOC-led and guided nonprofit organization providing peer support, housing, and advocacy for Black Women with trauma from incarceration, addiction, or abuse. Black women leaving prison are disproportionately affected by substance use disorders, stereotypes, cultural prejudices and economic barriers. We work to give Black women trapped in this system the support they need to move their lives forward—to ensure they don't return to past behaviors or criminal activities just to survive.**

What they do Without proper housing and someone to advocate for them, women leaving prison often end up hungry, homeless, living in poverty, being trafficked, or giving up and returning to a life they hoped to escape from. WF works to interrupt this cycle with an equity lens and intentional interventions, delivered by staff who reflect the lived experience of those we serve. Our programs and approaches help Black women reenter their communities, prevent recidivism, and disrupt the cycle. We offer transportation, housing, and peer support, empowering women to love themselves and look forward toward their goals. At WF, we motivate and encourage our clients to give back to the same communities they came from by volunteering on boards and committees of organizations that help uplift and positively impact people of color. We believe in making changes to the larger systems that oppress children and families.

Who they serve WomenFirst serves mostly Black women, justice-involved women, women in recovery and women seeking transformation in their life after recovering from a traumatic experience.

Geography served Clackamas and Multnomah Counties.

Alignment with Funding Goals & Equity Impact WomenFirst's mission directly aligns with ninety-nine girlfriends' priority of promoting anti-racism and dismantling systemic racism.

The racial equity work we do at WF has been some of most challenging yet rewarding work in the lives of our leadership. We are working directly with Black women who have been oppressed by society due to deeply ingrained cultural stereotypes. These women are facing some of the same barriers our leadership also faced and conquered in their own pasts.

WomenFirst recently received recognition from the Oregon Department of Corrections for our work inside prisons. Research shows that connections to the community while incarcerated lead to reduced recidivism (reverting to criminal behavior) and victimization. WF is proud to be a solution in tackling one of society's greatest challenges, giving Black women in custody support and a feeling that their lives are valued and the world wants them to succeed.

WomenFirst Transition & Referral Center

Additional information

Power Sharing & Impact We believe it is exploitative to use a person's lived experience for the organization benefit while paying them below a living wage. We offer competitive pay and benefits, elevating the voices of our staff and board to be part of the change that positively impacts women and families.

All our board members are women of color with lived experience and a commitment to diversity, equity, and inclusion. Our work is guided by strong, resilient Black women who have faced adversity, lived through pain, and made it their mission to make Oregon better for low-income communities of color. This is the makeup of our current team:

- More than 90% of board members and employees are Black.
- Two board members and four employees were formerly incarcerated and have lived experience with homelessness.
- Members of our board and staff have personal experience with poverty, addiction and living with a disability.

More from the finalist One major challenge we have faced as a small but growing organization is having to respond to the many restrictions attached to public grant money from our state and local counties, which is often distributed months later than predicted (yet maintains tight deadlines for when it needs to be spent), and often require annual contract negotiations.

A grant from ninety-nine girlfriends would impact our organization and the women we serve by helping us move away from reliance on inequitable government funding. We will be able to rely on local nonprofit market studies to increase employee wages to align with current cost of living. We are eager to deepen partnerships with foundations that are responsive to the current needs of nonprofit organizations and move quickly to distribute funds.

Finalist video [Women First video link](#)

Finalist website <https://www.rebuildwomenfirst.org>

Grant Review Team: Most compelling reasons to support this finalist for 2022

BIPOC-led with lived experience, Black women leaving jail or state prison find compassion and respect at WomenFirst. We were so impressed with how they are able to address past trauma, teaching self-love and empowerment before anything else. WomenFirst provides amazing help because they know what it's like to have a child outside their care and not know where to turn. They provide low barrier and culturally specific help in an amazing way because they know what it's like. They bought a house to provide shared living space, and help with employment, financial literacy, and so much more. Staff enthusiasm for individual successes is unbounded. Staffs' personal resilience is itself empowering, allowing them to provide low barrier, culturally specific help to reach their clients in very deep ways. Black women are incarcerated disproportionately. WomenFirst meets this need like no other local group, and we were excited to hear their amazing success stories.



Family & Human Services - Finalist



The Rosewood Initiative

Key Information

Mission **The Rosewood Initiative (Rosewood) is a nonprofit community-based organization that has been implementing neighbor-led strategies in Outer SE Portland since 2009. Our mission, to build a safe, healthy, and vibrant community where neighbors can thrive together, is achieved through building community amongst neighbors and increasing neighborhood access to resources.**

What they do Rosewood's programming and partnerships are community-driven and support the community's vision of a place that neighbors are proud to call home. For example, Rosewood:

- Addresses economic inequalities by supporting homeownership, financial literacy, job seeker support, and business technical assistance for BIPOC, low-and-no income, and immigrant and refugee neighbors.
- Supports those who have been involved in the racist criminal justice system by creating and hosting 'Legal Services Day', a community court house and expungement clinic that has removed over \$6 million in fines and fees over the last 5 years.
- Works to eradicate health inequalities through holistic programming including vaccine clinics, health resource fairs, information campaigns, and culturally responsive information and access to care.

Who they serve Low and no-income neighbors, homeless neighbors, immigrants and refugees, Black and Latinx neighbors, Pacific Islander neighbors and other people of color.

Geography served Multnomah County.

Alignment with Funding Goals & Equity Impact The Rosewood neighborhood is one of the most diverse areas in Oregon. Home to people from all over the world with 28% of neighbors being born outside the United States, Rosewood neighbors speak over 140 languages. The area is also home to many families who have been displaced from North and Northeast Portland: 8.9% of the neighborhood identifies as African American compared to just 1.9% of Oregon. Due to a history of 'naturally occurring affordable housing' and the ongoing housing affordability crisis across the county, state, and country, the neighborhood has become home to a high concentration of those struggling. Pre- COVID data tells us that 25% of neighbors are families in poverty, compared to 11.2% for the county, 22.3% of households are single mother households, compared to the county average of 10.6%. 20% of neighbors have no High School degree, double the county's average of only 9.3%. A staggering 61.9% of renters identified as cost-burdened renters. We know that these numbers are much higher due to the global pandemic.

The Rosewood Initiative

Additional information

Power Sharing & Impact Rosewood's work has always been most successful when our team has the lived experience to connect with neighbors in a meaningful way.

We are a Black-led organization, our leadership team: Executive Director, Development Director, Programs Director, and Communications Director, 100% are female, 75% are Black, Indigenous and/or People of Color and 50% are immigrants. Our Board of Directors is 66.7% Black, Indigenous and/or People of Color and overall, our organization is 80% Black, Indigenous and/or People of Color with both immigrants and refugees on our team. Our community organizers are members of Black, Latinx, Nepali, and Rohingya communities.

Our leadership has always brought a culture and deep commitment to equity, learning and improving the organization's internal practices. As a nonprofit in one of the most diverse communities in Oregon, it has always been crucial to our mission that staff, board and volunteers are reflective of the community we serve. We currently lack diversity in gender and abilities on staff and board and will work towards increasing representation.

More from the finalist At this crucial moment we have a unique opportunity to more permanently "put down roots" at our new location. After over 10 years at the corner of 162nd and Stark, with no possibility of ownership, we have moved 20 blocks to be better able to fulfill the community's vision for equitable development.

Our partners in our work number into the hundreds, but our core programmatic partners include p:ear Bike Works, Prosper Portland, Metropolitan Public Defenders, East Portland Action Plan, Community Services Network, Multnomah County Health/Student Health, Outside In, Portland Parks and Rec, Providence Health Services, Human Solutions, and Black Community of Portland.

Finalist video [Rosewood Initiative video link](#)

Finalist website <https://www.rosewoodinitiative.org/>

Grant Review Team: Most compelling reasons to support this finalist for 2022

This dynamic organization provides direct services and works with local government to make systemic changes to dismantle Portland's historic racist policies. The Rosewood neighborhood in Southeast Portland, being low income, is dramatically underserved, and many neighbors are foreign-born or have been displaced by gentrification. We were so impressed to see how wide-ranging Rosewood's services are, from health and legal clinics to homeownership and financial literacy, small business tech assistance to culturally responsive aid, while also advocating with The City of Portland, Multnomah County and Tri-Met. Their recent building purchase will provide beautiful larger space, including community gardens in a neighborhood with little park space. The incredible energy of the staff (100% women!) working to see this organization build a strong, sustained community in this long-underserved neighborhood was nothing short of amazing!

2022 VOTER WORKSHEET

CREATIVE EXPRESSION

NOTES:

Friends of Noise	
KSMoCA	

ENVIRONMENT & SUSTAINABILITY

Wild Diversity	
Wisdom of the Elders	

HEALTH & WELLNESS

Black Food Sovereignty Coalition	
Northwest Instituto Latino	

EDUCATION & LIFELONG LEARNING

Freedom to Thrive	
Voz Workers' Rights Education Project	

FAMILY & HUMAN SERVICES

The Rosewood Initiative	
WomenFirst Transition & Referral Center	

**Thank you to all the member volunteers who helped make the
2022 grantmaking process possible!**

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We also want to thank **Vicky Trabosh** who has always been a clutch player in getting Meet the Finalists off the ground. We have enjoyed closer collaboration with the **Communications Committee** this year and have nothing but gratitude and appreciation for their help and flexibility. **Every member of every committee** in ninety-nine girlfriends is so important in this process. The truth is, we could not do this work without all of us. Every single member of ninety-nine girlfriends plays a part in getting us to this point. So thank **YOU!**