

CIRCLE FOR JUSTICE INNOVATIONS: **LEADERSHIP** CIRCLE

Inaugural Multiyear Leadership Circle Grant Cycle

Grantee Profiles ✦ 2020



The Leadership Circle was the first participatory grantmaking circle established by the Circle for Justice Innovations (CJI) in 2001.

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CJI ✦ 147 Prince Street, Suite 4-11, Brooklyn, NY 11201 ✦ info@cjifund.org

www.cjifund.org

Leadership Circle Grants 2020

The Circle for Justice Innovations (CJI) funds organizations working to uproot systems that perpetuate harm and injustice, and replace them with structures that cultivate justice, healing, kinship, creativity, and love. CJI believes this movement must be led by those most impacted by the injustices of the current system, working in alliances across race, class, faith, gender, gender identity, sexuality, immigration status, physical and mental ability, and age.

CJI's **Leadership Circle Fund** is an innovative grantmaking panel comprised of donors, donor-activists, and community organizers, most of whom have experienced incarceration themselves. They share authority through a common passion for supporting meaningful, transformative, and systemic change of the criminal legal system. In response to the limited grant funding available for progressive racial and legal justice organizing, this Circle was launched in 2000 as a means of creating a new, reliable source of financial support focused on the critical work to end our criminal legal system as we know it.

Multiyear Funding: Our Inaugural Year

This is CJI's inaugural year of offering multi-year support to Leadership Circle Fund grantees. Made possible through generous donations, CJI has available a total of \$975,000 allocated over three years for multiyear grants. CJI has funded organizations over multiple years informally in the past, elevating such organizations because we believed from the outset that they were onto something big as initiators of needed trends, changemakers and movement builders. Some of these organizations have gone on to build and sustain this movement. Honorable mentions go to All of Us or None, A New Way of Life, Formerly Incarcerated and Convicted People's Movement, and the National Council of Incarcerated and Formerly Incarcerated Women and Girls.

Beginning in 2020-2021, the **Leadership Circle Fund** proudly expands on our vision of optimizing our social investments in the issue areas where emergency assistance and systemic change are sorely needed today as we continue to experience unprecedented inequities within all the various systems in our society, and the perpetuation of state violence upon our communities. We anticipate similarly groundbreaking results from this year's slate of grants and look forward to reporting back on our grant awardees' accomplishments.

Making a Movement-Wide Impact: \$820,000 in 46 Grants

In this grant cycle, CJI's Leadership Circle awarded 33 grants at \$15,000 and 13 multiyear grants at \$25,000 each for a total of \$820,000 in grantmaking covering re-entry and restoration of rights, prison abolition, ending state violence, COVID-19 response, and related mobilization efforts. Please contact CJI Program Director Tina Reynolds at tinar@cjifund.org with any inquiries about CJI Circle Grant Programs.

Leadership Circle (LC) Grantees 2020

2020 LC Grantee Organization	Headquarters	Grant Amount
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Re-Entry Services

Responsible Able Hands and Minds (RAHAM)	Detroit, MI	\$15,000
Manasseh Ministry	Blackjack, MO	\$15,000
First Followers	Chicago, IL	\$15,000

Restoration of Rights

EXPO (Ex-Incarcerated People Organizing)	Milwaukee, WI	\$15,000
SOULSisters Leadership Collective	Miami, FL	\$15,000
Healing Communities USA - PA Chapter	Philadelphia, PA	\$15,000
Nation Outside	Lansing, MI	\$15,000

COVID-19 Response

We Are Better Together Warren Daniel Hairston Project	Boston, MA	\$15,000
Parole Illinois	Chicago, IL	\$15,000
A Little Piece of Light	Brooklyn, NY	\$15,000
Southsiders Organized for Unity and Liberation	Chicago, IL	\$15,000
RestoreHER US. America	Fayetteville, GA	\$15,000

Ending State Violence

TRANScending Women	New Orleans, LA	\$15,000
Workers Center for Racial Justice	Chicago, IL	\$15,000
Trans(forming)	Atlanta, GA	\$15,000

2020 LC Grantee Organization	Headquarters	Grant Amount
Coalition for Civil Freedoms	Washington, D.C.	\$15,000
Charleston Area Justice Ministry	North Charleston, SC	\$15,000
People's Advocacy Institute	Chicago, IL	\$15,000
Love Not Blood	Emeryville, CA	\$15,000
Chicago Torture Justice Center	Chicago, IL	\$15,000
Coalition for Rights and Safety for People in the Sex Trade	Federal Way, WA	\$15,000
Kentucky Criminal Justice Forum	Louisville, KY	\$15,000

Mobilization Initiatives

Community Success Initiative	Raleigh, NC	\$15,000
Migrant Justice	Burlington, VT	\$15,000
Daughters Beyond Incarceration	New Orleans, LA	\$15,000
Asian Prisoner Support Project	Oakland, CA	\$15,000
Justice Teams Network	Oakland, CA	\$15,000
Women Who Never Give Up	Camden, NJ	\$15,000
Women's Justice and Freedom Initiative	Burlington, VT	\$15,000

Prison Abolition

Families for Justice as Healing	Roxbury, MA	\$15,000
Direct Action for Rights and Equality	Providence, RI	\$15,000
Maine Youth Justice	Portland, ME	\$15,000
WIN Recovery	Champaign, IL	\$15,000
	Subtotal	\$495,000

2020 LC Grantee Organization	Headquarters	Grant Amount
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Multiyear Grantees

TPPFIRRE <i>(multiyear grantee)</i>	Santa Cruz, CA	\$25,000
FIERCE <i>(multiyear grantee)</i>	New York, NY	\$25,000
The Ordinary People Society <i>(multiyear grantee)</i>	Dothan, AL	\$25,000
I.AM.LEGACY <i>(multiyear grantee)</i>	Rapid City, SD	\$25,000
Jail Project Texas <i>(multiyear grantee)</i>	Cypress, TX	\$25,000
California Coalition for Women Prisoners <i>(multiyear grantee)</i>	Oakland, CA	\$25,000
Justice Committee <i>(multiyear grantee)</i>	Queens, NY	\$25,000
The Outlaw Project <i>(multiyear grantee)</i>	Phoenix, AZ	\$25,000
Life Coach Each One Teach One <i>(multiyear grantee)</i>	Louisville, KY	\$25,000
Mano Amiga <i>(multiyear grantee)</i>	San Marcos, TX	\$25,000
Orleans Parish Prison Reform Coalition <i>(multiyear grantee)</i>	New Orleans, LA	\$25,000
La Resistencia <i>(multiyear grantee)</i>	Seattle, WA	\$25,000
Free Hearts <i>(multiyear grantee)</i>	Nashville, TN	\$25,000
Subtotal		\$325,000

Grand Total	\$820,000
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TABLE OF CONTENTS

A Little Piece of Light	18
Asian Prisoner Support Project.....	34
California Coalition for Women Prisoners	24
Charleston Area Justice Ministry.....	23
Chicago Torture Justice Center.....	26
Coalition for Civil Freedoms	22
Coalition for Rights and Safety for People in the Sex Trade	28
Community Success Initiative	30
Daughters Beyond Incarceration	33
Direct Action for Rights and Equality	38
EXPO (Ex-Incarcerated People Organizing).....	11
Families for Justice as Healing	37
FIERCE	9
First Followers.....	10
Free Hearts	41
Healing Communities USA - PA Chapter.....	14
I. AM. LEGACY	12
Jail Project Texas	15
Justice Committee.....	27
Justice Teams Network.....	35
Kentucky Criminal Justice Forum	29
La Resistencia	40
Life Coach Each One Teach One	24
Love Not Blood.....	25
Maine Youth Justice	39
Manasseh Ministry	8
Mano Amiga.....	32
Migrant Justice.....	31
Nation Outside.....	15
Orleans Parish Prison Reform Coalition	39
Parole Illinois	17
People's Advocacy Institute	25
Responsible Able Hands and Minds (RAHAM)	7
RestoreHER US. America.....	19
SOUL Sisters Leadership Collective	13
Southsiders Organized for Unity and Liberation.....	18
The Ordinary People Society	12
The Outlaw Project.....	27
TPPFIRRE	8
Trans(forming)	21
TRANScending Women.....	20
We Are Better Together Warren Daniel Hairston Project	16
WIN Recovery	42
Women Who Never Give Up.....	35
Women's Justice and Freedom Initiative.....	36
Workers Center for Racial Justice	20

Responsible Able Hands and Minds + Detroit, MI



Founded by Philip Sample after serving 15 years of incarceration, Response Able Hands and Minds (RAHAM), is a nonprofit organization intended to replace blight with beauty, and injustice and hopelessness with justice and opportunity. Bringing to life the idea of being response-able (responsible), RAHAM has cleared and beautified several vacant community spaces and created new spaces for recreation and communing. RAHAM has also rehabbed several homes through the mindful hands of formerly incarcerated people, conducted forms of census outreach, and Get Out the Vote drives. The work of RAHAM is proof positive that those impacted by incarceration can and do return to society and become productive members instrumental to the healing of their own neighborhoods.

Leadership Circle funding will help RAHAM launch in 2021 their transitional housing program for women, further securing the Village model by removing blight and restoring their neighborhood to a place where they can live safely and thrive.

Manasseh Ministry + Blackjack, MO

Manasseh Ministry has sought to end incarceration and criminalization of people of color and poor people, and to build community awareness to achieve an understanding of how everyone must work together to address the systemic barriers within their communities to live a full life. Manasseh's focus is on re-entry. Running through all their efforts to prepare people returning to their communities, Manasseh developed a curriculum to inform those convicted of a crime about the power of voting and the drawbacks of not voting. Expanding their support to as many jails and prisons as possible, Manasseh distributed copies of their voter education tool kit. During their Get Out the Vote efforts, Manasseh informed both men and women about their right to vote.

Leadership Circle funding will support Manasseh's 2021 goals, which are to continue offering the necessary supports to those incarcerated while building community and ending the criminalization and incarceration of people of color.

TPPFIRRE + Santa Cruz, CA



Creating a continuously stronger group of people in numbers, knowledge, and tactics, TPPFIRRE actively seeks to empower formerly incarcerated and incarcerated people. Utilizing their TIP model (Teach, Inform, and Prepare), TPPFIRRE supports those who are re-entering their communities. TPPFIRRE is determined to bolster the whole person by providing housing

options, job opportunities and career support, and social services along with trauma-informed healing and family reunification. TPPFIRRE strengthens and moves individuals to be their best selves realizing that everyone is like a spoke in a wheel allowing for movement—the stronger the spokes, the stronger the wheels and the steadier the movement.

Leadership Circle funding in 2021 will support education on civic and political issues affecting formerly incarcerated people, such as voting rights, job discrimination, and criminalization of people of color. Providing these tools build stabilization and fosters a sense of power and ability to engage in community events, political campaigns, community collaboration, and networking with other like-minded individuals and organizations.

FIERCE + New York, NY

Fabulous Independent Educated Radicals for Community Empowerment (FIERCE) is a membership-based organization building leadership and power of LGBTQ youth of color in New York City. FIERCE integrates healing, political education, and restorative justice because their personal and collective power is requisite to changing oppressive conditions. They create alternatives while demanding accountability of unjust systems. FIERCE challenges systemic racism in law enforcement, immigration, housing, education, and healthcare access. FIERCE's four core strategies are education and leadership development, community organizing, media and policy advocacy, and health and wellness support, including a bail fund and commissary support for incarcerated members and food banks.

Their Bronx office continues to be a resource as a drop-in center and a brave space where members can access community, get support for housing and job opportunities, participate in youth-led events, organize for fair and safe education, and build skills to be a movement leader. They call their space a brave space because they organize for a world free from systemic violence and take risks collectively to challenge on interpersonal, communal, and institutional levels.

Leadership Circle funding will support FIERCE in 2021 as they continue to build on their recent success with passing statewide legislation for police accountability through evaluation and oversight, even while opening new chapters of Copwatch for their members on the front lines of police brutality and state violence. FIERCE will also continue to catalyze the uprising against police violence, demanding accountability in the NYC budget and in a protocol for LGBTQ services for homeless youth in NYC within new community centers planned to be developed throughout the city.

First Followers + Chicago, IL



Under the leadership of formerly incarcerated people, FirstFollowers provides support and services for people returning home from prison in Champaign County, Illinois. Operating under the motto of “Building Community Through Reentry,” FirstFollowers runs a drop-in center that serves more than 300 people, offers a training and education course for 18- to 24-years-olds who have been justice-system involved, and carries out advocacy work in the community to attract and build more resources and respect for people with a criminal background. In 2019, FirstFollowers opened Champaign County’s first non-faith-based transition house for men returning from prison.

Leadership Circle funding will help FirstFollowers open in 2021 the county’s first Transformative Justice Hub in a building renovated by the emerging adults in their program.

EXPO + Milwaukee, WI



EXPO (EX-Incarcerated People Organizing) works to end incarceration and eliminate all forms of structural discrimination against formerly incarcerated people while restoring formerly incarcerated people to full participation in the life of their communities. EXPO emerged in 2014 when formerly incarcerated people from around Wisconsin began to gather to discuss what it would look like to have their own statewide organization. Formerly incarcerated women and men lead their efforts and are expanding by establishing chapters statewide, in Milwaukee, Madison, Beloit, Racine/Kenosha and Eau Claire.

Leadership Circle funding will support EXPO as they continue connecting their work to addressing state violence through mobilization efforts and work toward community reinvestment of funds from police budgets toward addressing community needs.

The Ordinary People Society + Dothan, AL

The Ordinary People Society (TOPS) is a national organization founded in 1994. TOPS offers hope and creates an environment that provides a continuum of unconditional acceptance and care without regard to race, sex, creed, color, religion or social status to individuals and their families suffering the effects of drug addiction, incarceration, homelessness, poverty, unemployment, hunger, and illness. Headquartered in Alabama, TOPS has chapters throughout the Deep South and exists to recognize the disparities in arrest, bail, and incarceration. Led by women of color, TOPS has become one of the leading southern grassroots organizations in criminal justice reform and advocacy.

Leadership Circle funding will capitalize on a successful 2008 lawsuit that sought to strike down the Moral Turpitude Act, filed by Pastor Kenneth Glasgow. Since then, TOPS has been instrumental in the restoration of voting rights of those with criminal convictions not actually involving “moral turpitude” in Alabama, Georgia, Tennessee, Mississippi, and Florida.

HEALING JUSTICE

I.Am.Legacy + Rapid City, SD



I. Am. Legacy is a grassroots, system-impacted organization of community members committed to serve, advocate for, protect, and cultivate youth within their community. Recognizing that young people are the changemakers for the next seven generations, I.Am.Legacy provides solutions by adding their voices to a system that has never been held accountable for the number of Indigenous peoples and people of color that have been directly or indirectly affected by the collateral consequences of the current system and political oppression. Ultimately, they

work to impact the systems whose standards are utilized to systematically marginalize and disenfranchise their community members.

Leadership Circle funding will support their goals dispelling the negative imagery that America places on Indigenous people and becoming adept at identifying the enemies of their people's success. This includes anything and or anyone that supports, condones, promotes the incarceration, illiteracy, or pre-mature death of our people!

SOUL Sisters Leadership Collective + Miami, FL

SOUL Sisters Leadership Collective, based in Miami, FL and New York, NY, mobilizes systems-involved girls and TGNC youth of color to interrupt cycles of poverty and oppression through youth leadership development, healing justice, youth organizing, local and national policy advocacy, restorative and transformative justice interventions, and professional development and technical assistance. Their work is rooted in four pillars: healing, leadership, social justice, and the arts.

Leadership Circle funding will support the piloting a groundbreaking girl and TGNC youth-focused restorative justice diversion program in Miami to redirect girls and TGNC youth away from incarceration into a social change leadership program.

Healing Communities USA + Philadelphia, PA



The Pennsylvania Chapter of Healing Communities USA is a faith-based, prison re-entry network and criminal justice transformation advocacy organization that seeks to organize the wider faith community to support currently incarcerated, returning citizens, crime victims, dual victims, and their families in communities most directly impacted by crime and mass incarceration.

Leadership Circle funding will support Healing Communities USA-PA in their efforts to train faith leaders and people of faith to be faith community organizers who build coalitions for criminal justice reform, successful re-entry, restorative justice, and who rebuild directly impacted communities. Led by formerly incarcerated and directly impacted faith leaders, they build bridges between the faith community, the criminal justice reform community, and those directly impacted to create change.

Nation Outside + Lansing, MI

Nation Outside is a statewide organization in Michigan with the mission of driving policy and practice reforms that build transformative systems of support for justice-impacted people. Nation Outside works with directly impacted peers in Michigan communities to empower them with knowledge of the political and legislative processes and inspire them to civic engagement through voting, advocacy, and leadership.

Leadership Circle funding will support Nation Outside work around their constituents in prison who have been isolated due to COVID-19 concerns. Direct contacts have been curtailed. The pandemic also affects returning citizens as they navigate re-entry (e.g., job or housing availability). Since COVID-19 limits face-to-face work, Nation Outside forced to work virtually, changing the dynamic of member engagement, some of whom are less tech-savvy. Furthermore, the intensity and polarization of political debate make genuine dialogue more difficult; their criminal justice reform work is dominated by police reform.

COVID-19 RESPONSE

Texas Jail Project + Cypress, TX



Texas Jail Project's (TJP) grassroots advocacy focuses on county jails, which it believes serve as society's de facto emergency rooms. TJP listens, informs, educates, and advocates for systemic change by centering the stories and experiences that assert the humanity of persons held in cages for being sick or traumatized or simply poor. TJP's navigational support works on behalf of vulnerable populations, such as persons with mental illness, pregnant women, and veterans

building a unique bridge between the mental health and justice systems and impacted families and communities, state agencies, and lawmakers.

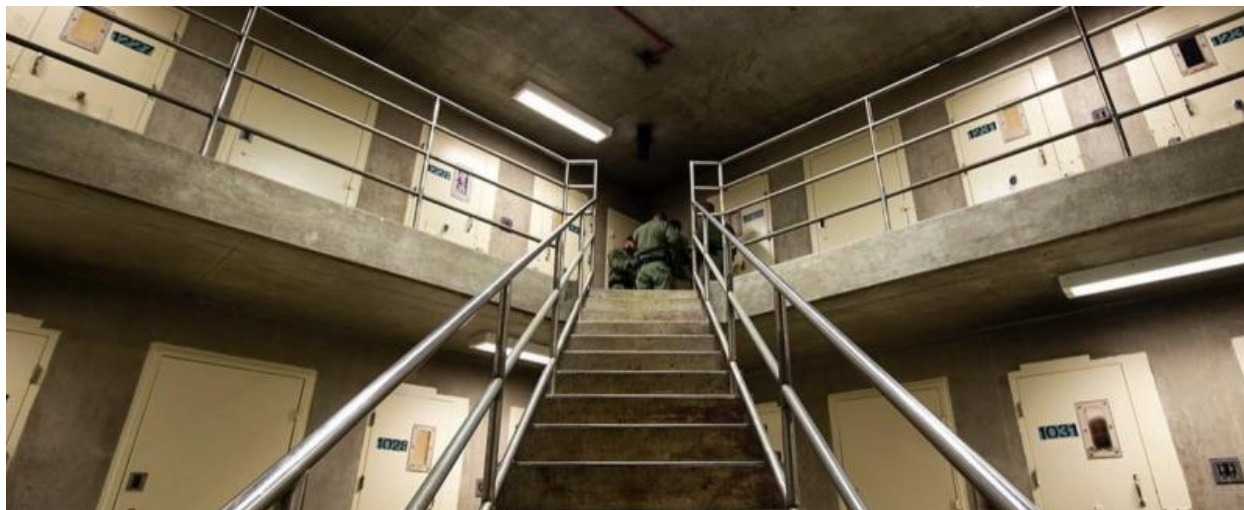
Leadership Circle funding will support activities focused on the elimination of pretrial detention, better data collection and transparency, access to medical care for special populations, and divestment from policing and jails to invest in robust public health systems.

We Are Better Together + Boston, MA

We Are Better Together Warren Daniel Hairston Project (WAB2G) connects and heals women and girls affected by homicide and incarceration to prevent and end cycles of violence and victimization. Led by those most impacted and dedicated to building intergenerational agents of change, WAB2G champions the rights of those affected by violence and incarceration through partnerships with other stakeholder agencies and representatives within our legal and legislative systems.

Leadership Circle funding will support increased reach of WAB2G's restorative justice and healing programming and grassroots mobilization efforts to better amplify the voices of women and girls at the intersections of state violence, criminalization, and intergenerational trauma. Also supported will be healing circles, leadership programming, and an internship program (including the provision of food, stipends and technology) for an additional part-time program support staff member to conduct outreach and engagement, coordinate programming, and support advocacy efforts, particularly focusing on incarcerated or formerly incarcerated women and girls and their loved ones.

Parole Illinois + Chicago, IL



Parole Illinois aims to change the perceptions, policies, and power relations that have maintained incarceration and extreme sentencing in Illinois. Parole Illinois pursues these aims by bringing incarcerated voices into prison-policy discussions, training impacted people to share their stories and mobilize others and educating people about the harms of extreme sentencing and the need for policies that give every incarcerated person in the state a fair chance to return home. The COVID pandemic has created serious hardships for their incarcerated members, who have been exposed to the virus without proper cleaning supplies. Worse, the prison has responded to the pandemic with extended lockdowns. This has made it difficult for the inside leaders to communicate with one another. The pandemic also compelled them to devote resources to communicating with the press and to participating in rallies with their allies to address inhumane prison conditions during COVID.

Leadership Circle funding will support advancing the conversation about the prison COVID crisis and connecting it to long-standing problems of prison injustice. Parole Illinois is emphasizing how the COVID crisis shines a light on their state's senseless incarceration and warehousing of human beings, presenting a clear public-health and human-rights crisis both during and beyond COVID.

A Little Piece of Light + Brooklyn, NY

A Little Piece of Light supports a group of dynamic impacted women and TGNC individuals who comprise their Leadership Circle and facilitate programming. All our participants are leaders and activists, who have agreed to give their time for the cause. Utilizing a horizontal leadership model, which authentically places program participants in crucial roles where women and TGNC individuals of color, A Little Piece of Light will create opportunities for meaningful communication, kinship, community, and heightened forms of peer navigation, empowerment, mentorship, and collaboration.

Leadership Circle funding will help A Little Piece of Light build the skills and competencies of women and girls impacted by the criminal legal system. A Little Piece of Light provides the support necessary to build the current and next generation of impacted community leaders.

SOUL + Chicago, IL



Southsiders Organized for Unity and Liberation (SOUL) works to strengthen civic engagement and build power in Black communities and neighborhoods in Chicago's Southland. These areas experience disproportionately high rates of criminalization, unemployment, failing schools and infrastructure, community divestment, incarceration, police violence, and systemic poverty. SOUL gives tools to the most marginalized in Chicago's blighted communities to impact the legislative lens that governs their daily lives.

Leadership Circle funding will help SOUL advance their racial and economic equity platform by creating opportunities for residents to be engaged in rebuilding their communities, providing safe spaces for meaningful conversations, building accountability-centered relationships with their elected representatives, and offering public education around policy.

RestoreHER US. America + Fayetteville, GA

RestoreHER US. America (RestoreHER) is a policy advocacy re-entry organization led by and for justice-involved women of color, based in Georgia. RestoreHER addresses the social determinants of criminalization and the intersectionality of social inequities through education, leadership, and policy change to protect the dignity and reproductive justice of all women directly impacted by incarceration, convictions, and/or trauma, and to restore their rights. RestoreHER's mission is to enhance the lives of directly impacted women and work in partnership to end the vicious cycle that leads to the incarceration of women of color and pregnant women in the south.

Leadership Circle funding will support a collaboration with SisterLove, an Atlanta-based reproductive justice and health organization, on RestoreHER's COVID-Reproductive LeadHERship project. The project empowers directly impacted women (DIW) to be leaders in their communities by creating a COVID-19-informed resource website with a documentary of this process. Collaborating with SisterLove allows RestoreHER to receive reproductive justice trainings and incorporate resources onto its website, thereby sharing this work with a wider network of women through the participation SisterLove's podcast. RestoreHER and SisterLove recognize that we must break the cycle of exclusion that DIW face when accessing resources to improve themselves and their families' lives.

TRANScending Women + New Orleans, LA



TRANScending Women supports and empowers all women—transgender, gender non-conforming, LGBTQ, and cis—with the tools and community to become agents of change inside and outside of systems that have traditionally disempowered them. Their goal is to create a more just society that embraces and protects all women instead of criminalizing them, and where women can live their lives authentically without fear. TRANScending Women ensures that services and programs for women are inclusive in both theory and practice, centering the experiences of all women by providing resources and opportunities that meet them where they are without judgment, restrictions, or discrimination. TRANScending Women empowers women to succeed in their personal and professional lives by creating or expanding access to training and educational opportunities to build and enhance their talents and skills.

Leadership Circle funding will help TRANScending Women fulfill these goals by bringing visibility and resources to help women achieve positions of leadership in New Orleans and across the Deep South. Building community by bringing all transgender women, gender non-conforming, LGBTQ, and ciswomen together in alliance and solidarity to overcome structural barriers so that all may thrive.

Workers Center for Racial Justice + Chicago, IL

Workers Center for Racial Justice (WCRJ) organizes formerly incarcerated and otherwise marginalized Black workers and families in Chicago and the state of Illinois. They focus on leadership development, civic engagement, direct-action organizing, and policy advocacy to build a caring society and economy that allow Black people to reach their full human potential. Working through the four Ps (Protest, Public Education, Policy Advocacy, and Politics), WCRJ seeks to promote Black civic participation, achieve equitable representation at all levels of

government, create economic opportunity for Black Illinoisans, and end incarceration in Illinois. Their vision is to defund racist systems of policing and mass incarceration and redirect those public funds towards human services, education, and other essential resources for Black communities harmed by disinvestment and state-sponsored violence.

Leadership Circle funding will support a massive Black voter-engagement program and educate Black voters about two new ballot initiatives that 1) establish a progressive income tax in Illinois and 2) establishes community control of the police. WCRJ will also introduce an ordinance that would defund the Chicago Police Department and redirect those monies back into their communities, while demanding racial equity in Illinois's COVID-19 response and recovery. Finally, WCRJ will monitor and respond to the racial justice implications of proposed city and state policy measures.

Trans(forming) + Atlanta, GA



Trans(forming) is an inter-generational, membership-based organization led by trans, gender non-conforming, and intersex people of color 'wrongly' assigned female at birth. Through direct service, leadership development, advocacy, and collaboration, they work together to ensure their communities live with dignity, wellness, and

connection for liberation.

Leadership Circle funding will enable Trans(forming) to organize toward achieving an end to the criminalization of their communities and a transformation of the culture and institutions that affect their lives. Trans(forming) will continue to build a supportive community organized around liberation that ensures their members—particularly those currently or formerly incarcerated—to have their basic needs met, providing support for life.

Coalition for Civil Freedoms + District of Columbia



Coalition for Civil Freedoms is a survivor-led nonprofit organization that seeks to end the abuses of the “war on terror” while supporting current and former prisoners and their families. Founded in 2010 by a former political prisoner, CCF has brought together national and local organizations to challenge governmental overreach and the post-9/11 targeting, surveillance, and criminalization of Muslims by federal law enforcement.

Leadership Circle funding will help CCF amplify the voices of those directly impacted and empower them to advocate for meaningful change. CCF activities this year will include education and outreach, legal services, advocacy, research and tracking, policy, and grassroots advocacy. Through direct action, education of public officials, and media outlets, CCF will also mobilize constituent communities to demand an end to political repression and the transformation of the criminal justice system into one built upon fairness and equality.

Charleston Area Justice Ministry + No. Charleston, SC



The Charleston Area Justice Ministry (CAJM), is a grassroots, direct-action organization comprised of over 30 congregations and organizations that are culturally, economically, racially, and religiously diverse. CAJM came together with a purpose to resist the status quo, to make the Charleston area a more just place to live, work, and do business. They have a vision of a transformed community—one where justice prevails, with a culture of abundance, hope, and promise.

CAJM honors the legacy of congregation-based organizing in the South by centering justice as an inherent part of faith traditions, taking as a mandate that every single person is called to do justice; those who do not identify with a faith are also mandated to do justice by a fundamental responsibility to treat others as human beings.

Leadership Circle funding will support CAJM holding public officials accountable for the fair and equitable treatment of all people. In their organizing work, CAJM connects with the community to identify problems that need to be addressed and address them together. By organizing thousands of people and holding officials accountable, CAJM will make its vision a reality.

Life Coach Each One Teach One + Louisville, KY

Life Coach Each One Teach One Re-entry Fellowship (LCEOTORF) lifts the voices of those who are not only incarcerated but also others directly impacted by the criminal legal system. They use asset framing as a path to building broad recognition that every Directly Impacted Person (DIP) is an asset to their families and communities.

LCEOTORF is faced with a current rise in homicides in the neighborhoods where they operate, due largely due to COVID-19 preventing communities from thriving due to a scarcity of resources, opportunities, and employment. The recent murders of Breonna Taylor, David McAtee, and Tyler Gerth and subsequent protests in Louisville, KY have gone nationwide. These unprecedented times have allowed LCEOTORF to rise to the top.

Leadership Circle funding will help LCEOTORF offer much-needed support and direct services to individuals in Louisville and across the state. They will assist those returning from incarceration with direct services, including emergency housing vouchers, food vouchers, local transit vouchers, employment leads, educational leads, and leadership training.

California Coalition for Women Prisoners + Oakland, CA



California Coalition for Women Prisoners (CCWP) monitors and challenges the abusive conditions inside women's prisons, including grossly inadequate healthcare services, sexual abuse, and overcrowding. They fight for the release of women and gender non-conforming people, including survivors of domestic violence, elders, and youth. They advocate

for reforms in the dysfunctional parole system to ensure that people are released.

Leadership Circle funding will support CCWP as they organize to expose and eliminate the use of the Life Without the Possibility of Parole (LWOP) sentence, which condemns people to a slow death in prison and is another form of the death penalty. They support women and gender non-conforming people in their process of re-entering the community so they can survive, grow, and become involved in the struggle for civil and human rights. CCWP advocates for resource development, offers skills and leadership training, and builds community.

People's Advocacy Institute + Chicago, IL

The People's Advocacy Institute (PAI) is a resource and training incubator for transformative justice in south Illinois. They harness the collective genius of frontline communities most impacted by oppression to develop new policies, institutions, and practices that engage communities in the creation and implementation of policies and practices that respect the dignity, morality, and humanity of communities hardest hit by systemic racism, state violence, economic violence, and incarceration/criminalization. PAI believes community agency is what fosters robust systems change and ultimately succeeds in building new institutional power that paves the way for a more just system rooted in restoration, resilience, and self-determination.

Leadership Circle funding will help PAI engage and mobilize communities in electoral justice efforts, People's Assemblies, Alternatives to Incarceration Initiatives, and an intentional grassroots process for cultivating ideas and developing solutions. PAI's goal is to build community capacity, inspire self-determination, develop community-driven solutions to the violence, punitive legal structures, and social injustice currently faced by far too many communities.

Love Not Blood + Emeryville, CA



The Love Not Blood Campaign (LNBC) is a grassroots social justice organization founded in 2014. Their guiding principle is simple: those directly impacted should lead the movement for their right to live free from police violence. Their commitment to addressing police violence in all its forms—from community violence to police violence—sets them apart. LNBC envisions a world

where no one has the right to take the life of another and be protected or insulated from the consequences of doing so by a system of structural racism, obfuscation, and propaganda. Guided by their dream of a racially just society, LNBC works for the day when families will no longer be traumatized by police violence, community violence, or institutional racism, and all Americans enjoy the right to live in communities free from gun violence.

Leadership Circle funding will help the Love Not Blood Campaign pursue these ambitious goals through direct services, healing circles, healing conferences, movement-base building, and

advocacy. LNBC also provides Holistic Care that encompasses physical, emotional, social, spiritual, and intellectual wellbeing.

LBNC has an open-door policy and seeks to support and embrace every family impacted by violence in order to build a political movement that eliminates police violence, community violence, and institutional racism. They have found that real healing can begin only once those directly impacted families lead the movement. Mutual support among families is key to this healing process.

Chicago Torture Justice Center + Chicago, IL

The Chicago Torture Justice Center offers communities everywhere a tangible example of what is possible as they wrestle with concepts of justice and what it means to heal. The Chicago Torture Justice Center addresses the trauma of state violence and institutional racism by providing access to critical mental health and politicized healing services, trauma-informed resources, and community connection. Founded as part of the City's historic Reparations Ordinance for survivors of police torture in Chicago, their Center is rooted in addressing the needs of those who have experienced trauma and violence directly or indirectly.

Dedicated to naming, deconstructing, and transforming these structures as an integral part of their work, the Chicago Torture Justice Center works in the community to first imagine and then create alternative systems and structures that foster real safety, liberation, and wellness. Their work is holistic and rooted in the understanding that their healing is political and that their politics can be healing. By confronting the isolation and violence stemming from oppressive systems of injustice and harm, they make new safe spaces to grow new possibilities once wholly unimaginable.

Leadership Circle funding will underwrite the Chicago Torture Justice Center's supportive mental health interventions, including individual counseling, therapeutic groups, and case management offered to those directly impacted by police violence. In addition to therapeutic services, they organize to identify and transform harmful systems that reproduce trauma in individuals, families, and communities.

Justice Committee + Queens, NY



The Justice Committee is a grassroots organization dedicated to building a movement to end police violence and systemic racism in New York City. The heart of their work is organizing and uplifting the leadership of families who have lost loved ones to the police and survivors of police violence.

Recognizing that true power can only be exercised by unified communities they strive to make they are organizing a

multi-generational effort. By building solidarity with other anti-racist, immigrant, and people of color-led organizations, they seek to contribute to a broad-based movement for social justice.

Leadership Circle funding will support the Justice Committee as they empower New Yorkers to fight for police accountability and transparency and build true community safety by organizing campaigns, training, public education, CopWatch, and by developing safety practices and mechanisms that decrease the city's over-reliance on law enforcement.

The Outlaw Project + Phoenix, AZ

The Outlaw Project is based on the principles of intersectionality to prioritize the leadership of people of color, transgender women, gender non-binary, and migrants for sex worker rights. Ensuring their rights and health as a first step will ensure the rights and health of all sex workers. The organization is named in honor of Sharmus Outlaw—a transgender woman of color and sex worker rights advocate—who died on July 7, 2016.

Leadership Circle funding will help address the current crisis facing the communities served by the Outlaw Project, including social isolation, increased vulnerability, and economic devastation among sex workers due to COVID-19. Against a historical backdrop of blame and exclusion aimed at sex workers (including sex workers of color, undocumented workers, trans workers), drug users, LGBT communities, and immigrants following every epidemic before this one, the White House in 2020 clearly and utterly mismanaged the federal government's pandemic response.

The Outlaw Project advocates for their members who live week to week and day to day. Their advocacy focuses on health rights and includes an acknowledgment that the federal government should have strengthened public health systems long ago, worked with them to provide training and protective gear for front-line health workers, provided free coronavirus testing to all who wanted it, and ensured the health and human rights of incarcerated people.

Coalition for Rights and Safety for People in the Sex Trade + Federal Way, WA

Coalition for Rights and Safety for People in the Sex Trade is a network of individuals and organizations promoting the self-determination, safety, well-being, and human rights of sex workers and people engaged in the sex trade. The Coalition accomplishes this objective through public education and policy advocacy informed by empirical, harm reduction, and social justice perspectives.

Working for the rights and safety of people in the sex trade in Seattle, King County, and Washington State, they coordinated a letter signed by all major State and regional anti-violence coalitions denouncing police tactic as a form of gender-based violence after the Seattle Police Department restarted sex-trade sting operations targeting women of color in North Seattle in 2019.

They represent more than 20 community organizations in the Seattle and King County area, advocating for the rights and safety of a diverse group of constituents, but their focus has always been advocating for the more marginalized portions of the sex worker community, including people of color, immigrants (especially massage parlor workers), trans people, disabled people, and people living and/or working on the street.

Leadership Circle funding will be used to address the uncertainty due to the COVID-19 crisis in 2021, focusing especially on people who are criminalized, people experiencing homelessness or severe poverty. They plan to develop new ways of maintaining community relationships and building on the momentum created by the Black Lives Matter movement. In coalition with the broader movement for racial justice and against criminalization, their aim is to continue centering the needs of the most marginalized communities in addressing state violence and other threats to the rights and safety of people in the sex trade.

Kentucky Criminal Justice Forum + Louisville, KY

The mission of the Kentucky Criminal Justice Forum (KCJF) is to empower justice-involved individuals to take part in the restructuring of criminal justice reform in Kentucky. KCJF utilizes community engagement to organize forums comprised of justice-involved individuals, state, and local legislators, as well as top positions within the criminal legal system to collect community-centered data based on conversations around the four most critical aspects of Criminal Justice Reform.

Leadership Circle funding underwrites this critical work. The top tier consists of justice-involved individuals and members of organizations that work in direct contact to affect the criminal legal system. This tier mobilizes around direct legislative change and is engaged in a decision-making body called Smart on Crime.

The second tier consists of a core team of individuals both justice-involved and justice-reform concerned, who network with local and state groups to organize community forums throughout the state of Kentucky.

Community forums hosted under the Kentucky Criminal Justice Forum banner form the third tier. The last tier brings together past forum participants and the justice-involved with sponsors, faith-based groups, and members of other nonprofits working for criminal justice reform.

MOBILIZATION INITIATIVES

Community Success Initiative + Raleigh, NC



Community Success Initiative (CSI) works to liberate people from prison and jails and remove the barriers, without which they would thrive. CSI builds leadership to cultivate a groundswell of new social justice advocates skilled in leading conversations about creating a more just North Carolina that is centered on their own lived experience. The impact of incarceration and its consequential loss of fundamental rights like the pursuit of opportunities to

thrive and the right of an electoral voice to propel necessary changes in governance is immeasurable. Both tactics serve as a form of repression, maintaining an underclass of primarily Black people in North Carolina.

Leadership Circle funding supports the continuing work of Community Success Initiative, including seeking the abolition of money bail and promotion of increased alternatives to incarceration. CSI also fights for an automatic and full restoration of rights upon release.

CSI direct service and leadership development work will be leveraged to increase the number of activists on the ground whose lived experience will help their shared vision resonate with new and ever-expanding audiences. This groundswell has the capacity to generate additional support and foster a growing voting bloc, which views criminal justice transformation as an act of racial and economic justice.

Institutional and structural racism has disproportionately hit people of color, particularly African Americans harder. Community Success Initiative mitigates the impact of structural racism and poverty on justice-involved and impacted people, weaving in anti-racist approaches in service of the goal of building thriving communities of color.

Migrant Justice + Burlington, VT

Migrant Justice is a Vermont-based organization founded and led by immigrant dairy workers. For the past decade, they have built the voice, power, and capacity of the farmworker community to organize for economic justice and human rights, winning significant campaign victories and changing the political landscape of the state.

Leadership Circle funding will advance and expand Migrant Justice's successful organizing against immigration detention and deportation. CJI Leadership Circle funds will also support their No Polimigra campaigns to strengthen policies preventing collaboration between local police and deportation agents.

Migrant Justice also plans to provide casework support to free community members in immigration detention and organizing strategies around their landmark First Amendment lawsuit against ICE to stop the targeted arrests of community leaders. This work will be supported by base-building work and public education campaigns around reducing the risks of detention.

Mano Amiga + San Marcos, TX



Mano Amiga is a grassroots group devoted to overturning mass incarceration in their rural corner of Texas by uplifting best practices and listening to the experiences of folks in their community who have endured the indignities of confinement & criminalization. Through collective strategic planning toward safety and liberation, they rely on the power of culture & arts - music, poetry, film, tradition & more - to fuel their work for systemic change.

Leadership Circle funding will support the successful legislative track record of Mano Amiga, which secured the first Cite and Release Ordinance in the Lone Star State. This landmark ordinance uses, in the words of the [Austin American-Statesman](#), “the force of law to compel police to give a citation instead of arresting residents for several low-level, nonviolent crimes.” Mano Amiga aims to expand this precedent, as well as their Community Bail Fund and other anti-carceral policy solutions.

Daughters Beyond Incarceration + New Orleans, LA

Daughters Beyond Incarceration (DBI) works to create social change for all children impacted by parental incarceration. As children of incarcerated parents, the group's leaders Dominique and Bree advocate for children with incarcerated parents by preparing them to speak on panels as experts in the field of trauma due to parental incarceration. Above all, DBI is driven to support all children with an incarcerated parent by instilling them with self-love and self-empowerment.

Their work has received national recognition. DBI was featured in a September 2019 "Dateline NBC" story titled, "The Definition of Resilience." DBI then launched a set of policy recommendations in October to assist with developing and shaping policy reform concerning children living with the experience of an incarcerated parent. And, on June 11, 2020, DBI effectively wrote and passed Louisiana Act 284, creating the Louisiana Council for Children of Incarcerated Parents. This new body is housed within the Office of the Governor and is charged with investigating, analyzing, and proposing comprehensive reforms covering children of incarcerated parents.

Leadership Circle funding will bolster Daughters Beyond Incarceration's work to implement policies that assist with overcoming adverse childhood experiences and support and enhance families impacted by incarceration through an each-one-teach-one method that features a holistic lens to help transform the entire family.

Asian Prisoner Support Project + Oakland, CA



Founded in 2002, the vision of the Asian Prisoner Support Committee (APSC) is to provide direct support to Asian American and Pacific Islander (AAPI) prisoners and raise awareness about the negative impacts of mass incarceration and deportation in the AAPI community.

APSC's vision is rooted in centering the leadership of currently and formerly incarcerated people and developing a "prison-to-leadership pipeline."

Leadership Circle funding will help APSC increase leadership and advocacy among currently and formerly incarcerated people facing deportation (particularly those impacted by COVID-19) and increase public knowledge about "crimmigration" issues—the intersection between mass incarceration and deportation.

Justice Teams Network + Oakland, CA

Justice Teams Network is a California statewide network of organizations committed to eradicating state violence from their communities within a powerful network that shares resources, information, and campaign strategy in real time, thereby strengthening impact and resilience.

Leadership Circle funding will help Justice Teams Network accomplish this through organizing, strategic communications, and advocating for state legislation that changes how law enforcement engages with communities of color. CJI LC funding will support local reinvestment campaigns that advocate for the redirection of resources normally spent on policing toward employment, education, and public health-based responses to drugs and violence. They will offer healing justice resources to assist those affected by trauma because of state law enforcement, as well as other traumas, including intimate partner violence (IPV) and the devastating effects of the COVID-19 pandemic.

Women Who Never Give Up + Camden, NJ



Women Who Never Give Up (WWNG-UP) is a nonprofit organization that provides services to incarcerated and formerly incarcerated individuals and their families. The decision of the founder and incorporators to establish this nonprofit was a direct response to the need for compassionate activism and advocacy on behalf of the incarcerated and their families.

Leadership Circle funding will underwrite Women Who Never Give Up services, which focus on education, workforce development, mental health, and life skills. Furthermore, WWNG-UP will focus on reforming the criminal legal system and impacting legislation and policies by working with a wide range of partners, organizations, and key entities.

Women's Justice and Freedom Initiative + Burlington, VT

Women's Justice and Freedom Initiative (WJFI) addresses the inequitable systems and policies that disproportionately impact women, girls, and members of the LGBTQ+ community, including but not limited to incarceration, child welfare, mental health, addiction, violence, and reproductive health. WJFI works to transform the social structures and the punitive responses to harm that marginalize and prevent the most vulnerable from achieving true equity and inclusion. WJFI partners with grassroots organizations, allies, policymakers, and others who support their mission and goals.

Leadership Circle funding will support Women's Justice and Freedom Initiative work across issue areas to address the glaring gaps in systems and services that are amplified by economic, racial, and social inequities.

Families for Justice as Healing + Roxbury, MA



Families for Justice as Healing (FJAH) is a grassroots abolitionist organization organizing to end the incarceration of women and girls. Founded and led by incarcerated and formerly incarcerated women and daughters of incarcerated parents, FJAH's members come from the most incarcerated neighborhoods in the Commonwealth.

FJAH promotes campaigns that challenge the power of police, prosecutors, and prisons. They develop and advocate for policy and practice changes in the criminal punishment system, based on the experience and expertise of incarcerated and formerly incarcerated women. FJAH also supports people being prosecuted and their families and leads participatory research efforts to change the narrative about women most impacted by the system.

Most important, FJAH imagines and designs alternatives to the current system that can meet the needs of women, girls, and families, including transforming their responses to harm and creating and sustainable community-led infrastructure.

Leadership Circle funding will help advance Families for Justice as Healing’s 2021 objectives of ending the incarceration of women and girls in Massachusetts and reimagining their communities, including redistributing resources to community-based organizations that address the root causes of incarceration.

Direct Action for Rights and Equality + Providence, RI

Direct Action for Rights and Equality (DARE) has been led since 1986 by Black, Indigenous, Latina, and immigrant women. From a small group of low-income families living in Providence's Southside neighborhood, DARE has grown into a membership organization committed to principles of political, social, and economic justice. Over 34 years, DARE has organized direct-action campaigns to win health care for home daycare providers. DARE also championed a nation-leading civilian review board for complaints of police violence and banned the box on job applications asking about an applicant's criminal record.

Leadership Circle funding will support the Behind the Walls Committee, which has provided an organizing space for formerly incarcerated individuals and those with incarcerated family members, as well as maintained contact with those in the state's prisons since 1999. In addition to peer support, Behind the Walls remains a unique space where those with criminal records can collectively define the root causes and history of mass criminalization, and devise and advocate for policy solutions that lead toward prison abolition.

Currently, the Committee is advocating Fair Chance Licensing legislation in Rhode Island, which would eliminate hundreds of regulatory barriers to applicants with records seeking professional licenses for careers as plumbers, barbers, drivers, and more. The Committee is also organizing with coalition partners to ensure the provision of COVID-19 safety protocols, visitation rights, and access to programs for those incarcerated in Rhode Island, as well as an early release and parole programs and the reinvestment of state dollars to significantly decrease that state's prison population.

Orleans Parish Prison Reform Coalition + New Orleans, LA



The Orleans Parish Prison Reform Coalition (OPPRC) is a diverse, grassroots coalition of individuals and organizations from across New Orleans who have come together to shrink the size of the jail and improve the conditions of confinement for those held in detention in Orleans Parish.

Founded in 2004, OPPRC members include community activists, lawyers, service providers, organizers, formerly incarcerated people, and their family members.

Leadership Circle funding will support the efforts of OPPRC, together with its partners, to decrease the number of people incarcerated in New Orleans. Past results include reductions from around 6,300 people before Hurricane Katrina in 2005 to roughly 800 people,

more than five times the national average in terms of prison population reductions.

Maine Youth Justice + Portland, ME

Maine Youth Justice is a youth-led campaign to end youth incarceration in Maine and invest in a range of alternatives that respond to young people's needs, support for families, and build community.

They believe that true justice means an ongoing effort by their communities to ensure everyone has access to a fulfilling and productive future. Maine Youth Justice is focused on building youth leadership by providing young people with the tools they need to challenge systems of oppression. Maine Youth Justice envisions a future where young people have their needs met and are empowered to advocate for new forms of justice.

Leadership Circle funding will be used to advance their goal of forming a new vision of youth justice that calls for the closure of Long Creek, Maine’s last youth prison, and a shift of resources to the communities best positioned to support young people and their families.

La Resistencia + Seattle, WA



La Resistencia is an undocumented-centered, intersectional grassroots group working to end all detentions and deportations. Through protest and survival efforts, La Resistencia engages and supports people detained at the Northwest Detention Center (NWDC) in Tacoma, Washington. La Resistencia was founded to support their organizing and their demands while also working to shut down the facility.

Leadership Circle funding will support La Resistencia’s core mission of shutting down the NWDC and ending all forms of immigration detention in Washington State. They aim to make Washington an example for the country in terms of how to shut down a detention center and will work to make it as difficult as possible for ICE to deport anyone from the state.

Free Hearts + Nashville, TN



Free Hearts is a Tennessee statewide organization led by formerly incarcerated women that provides support, education, and advocacy in organizing families impacted by incarceration with the ultimate goal of reuniting families and keeping families together. They do this through growing their base, most especially their directly impacted base of sisters, and families, who participate as fellows.

Free Hearts works to build trust and alignment and bring their members into the local and statewide coalition work and organizing infrastructure, on a community level, city- and statewide. Free Hearts also offers leadership opportunities to strengthen their infrastructure inside and out, and runs a newsletter, a school program, campaigns, and a Participatory Defense project.

Leadership Circle funding will support the Free Hearts strategy of mapping the local and statewide landscape to develop mobilization initiatives in rural Tennessee. Free Hearts plans public and political

education and a story-based propaganda campaign, which are intended to disrupt and shift the dominant narrative, ultimately bringing escalation through direct actions around the unjust impacts of incarceration and shrinking the carceral system on a local level. All this activity is aimed at pushing local jail closures and supporting the Clemency campaign established as a response to COVID-19.

WIN Recovery + Champaign, IL

WIN Recovery's mission is to provide alternatives to incarceration by identifying safe housing for formerly incarcerated women and equipping them with vital life skills to transform and reintegrate into the community. WIN Recovery uplifts formerly incarcerated women beyond adversity. Formerly incarcerated leadership redefines the narrative, which is imperative to breaking free of the stigmas.

WIN Recovery uniquely places formerly incarcerated women in positions to use their expertise and their superior knowledge of the criminal justice system. Our leadership uses their vision of change and advocates for and organizes around different strategies that will fight mass incarceration and eventually grow the path to decarceration.

Leadership Circle funding will support the WIN Another Chance Decarceration Project that allows women to receive a second chance. This project is the culmination of years of conversations across Illinois, advocating for the neglected needs of women entangled in the criminal justice system.

The WIN Another Chance Decarceration project promotes multiple ways of transforming the infrastructure through accelerated releases for women currently imprisoned, offering alternatives to incarceration, and diversion services and programs that will meet basic needs to prevent re-incarceration, with the goal of implementing systemic change in the criminal justice system for women across the state.

Support our growing movement!

Learn about how you can become
more involved with CJI here:

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