

ANNUAL REPORT
2021

JUSTICE 16

To our readers:

I am proud to share this 2021 Annual Report with you. Despite the challenges we collectively faced in 2021, The Gathering for Justice continued to grow and thrive in our mission and purpose. I hope you will be as proud as I am to read through the impressive accomplishments of our small but dedicated team.

We are building a movement of youth leaders in both New York and California, through culturally rooted and healing-centered activism and leadership development, mentorship and peer support, and intergenerational convenings. The foundation we created in 2021 with the Troublemakers for Liberation Fellowship allows us to take our youth leadership programming to the next level in the coming year.

Looking ahead at 2022, The Gathering will continue to grow and expand our capacity. In addition to continuing the impactful programming which you read about here, we will launch major new initiatives to achieve policy change, build community-based power and make an impact on racial equity in the justice system.

Thank you for supporting our organization and learning more about our work. I hope you will stay engaged in the exciting work we have ahead of us!

In community,

Carmen Perez-Jordan President & CEO



MEET THE TEAM

FOUNDATION PARTNERS

Section 1 / VIRTUAL PROGRAMMING

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WHAT YOU CAN DO?

JUSTICE 16

MEET THE TEAM



CARMEN PEREZ-JORDAN
PRESIDENT & CEO



DANNESE MAPANDA
CHIEF OPERATING OFFICER



LUIS HERNANDEZ
NATIONAL DIRECTOR OF
YOUTH CAMPAIGNS +
LEADERSHIP



JASMINE DELLAFOSSE SENIOR REGIONAL ORGANIZER



KRISTINE ARROYO
PROGRAM ADMINISTRATOR
/OFFICE MANAGER



CASSADY FENDLAY
COMMUNICATIONS
CONSULTANT



KEVIN HUNTE DIGITAL STRATEGIST



JULES HOFFENBERG EVENTS CONSULTANT

BOARD OF DIRECTORS



MICHAEL SKOLNIK



EBRO DARDEN



BREA BAKER



IRA J GILBERT

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PHILANTHROPIC PARTNERS

- · Grantmakers for Girls of Color
- California Wellness Foundation
- The California Endowment
- New York Community Trust
- The Center at Sierra Health Foundation
- Open Society Foundations
- Global Giving / Louboutin

PHILANTHROPY 100

We were named on the Philanthropy 100 list by Unboxed Philanthropy Advisors.

Philanthropy 100 is a list of people, organizations, and companies making a positive difference in our world. It is broken into four categories – Individuals, Non-Profit Organizations, Foundations, and Corporations.

We're grateful to be included and seen. We are looking forward to building with Unboxed Philanthropy Advisors and the Philanthropy 100!



A CALL TO PHILANTHROPHY

BIPOC-led spaces are experiencing an unprecedented amount of resources from philanthropy. How do we sustain interest in funding BIPOC spaces, while not assuming BIPOC needs are monolithic?

We examined this and more in an article co-authored by Dannese Mapanda of The Gathering for Justice and Renée Joslyn of Unboxed Philanthropy Advisors.

A Call to Philanthropy - Funding BIPOC-Led Work is Just the Beginning

Published on July 1, 2029



Photograph of Carmen Panis-Jordan by Karla Jones

A CALL TO PHILANTHROPY

Jazmin Chavez breaks down the conversations funders are having about funding intersectional organizations



followers

oxed Philanthropy Advisors



√ Following

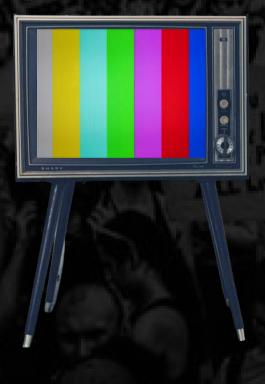
"It is time for a shift. It is time for us who are in and in support of institutional philanthropy to be bolder and more intentional about centering voices and stories of BIPOC and women-led organizations and leaders doing the work throughout various portfolios — not only the "racial justice" and "gender equity" portfolios."

On September 1, we hosted a special conversation with the authors, plus other BIPOC women leaders in the philanthropic space, to discuss strategies for increasing investment in organizations like ours.

"In California, 40% of the population identifies as Latino or Chicano, yet philanthropic funders only fund 1% of Latino and AAPI led organizations."

VIRTUAL PROGRAMMING

Our virtual programming series garnered 234,000 views this year. Our top viewed program was The Gathering for Harry, and only our channels are counted here, not including numbers from TIDAL's rebroadcast event and weeklong listing.



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THE GATHERING FOR HARRY

Highlights:

- Secured participation of Oprah, Jay-Z, Tiffany Haddish, DJ Khaled, Common, Stacey Abrams, Charlamagne Tha God, Angela Davis and many, many others
- Raised \$176,000
- Short term engagement with PR firm Girlie Action Media resulted in coverage in 110 media outlets
- TIDAL partnership
 - Created a custom URL for the rebroadcast: tidal.com/gatheringforharry
 - TIDAL promoted rebroadcast (no subscription required)
 - Video was live on their site for three days



WE KEEP US SAFE: STATE OF THE PEOPLE

Our second most popular program, We Keep Us Safe: State of the People garnered 65,000 views. The "State of the People" was presented in January in timing with the New York and California Governors' State of the State addresses, and featured NYC Public Advocate Jumaane Williams, Shaun King, Zakiyah Ansari of the Alliance for Quality Education and many others.



RADICAL READZ LIVE FEATURING DR. YUSEF SALAAM



The Gathering for Justice presented Radical Readz Live featuring Dr. Yusef Salaam, one of the Exonerated Five, in conversation with Carmen Perez-Jordan and special guests! Yusef's new book, Better, Not Bitter: Living on Purpose in the Pursuit of Racial Justice, is an inspirational memoir infused with calls to action for how we can advance racial justice.

In total, we produced 12 virtual programs this year:

- A Call to Philanthropy
- · Our Voice, Our Power: Disarming the State Pt. I
- Our Voice, Our Power: Disarming the State Pt. II
- Radical Readz with Marc Lamont Hill
- Radical Readz with Marlon Peterson
- Radical Readz with Yusef Salaam
- Revolutionary Reelz: Film and Social Justice
- The Gathering of Generations
- The Gathering for Harry: A Surprise 94th Birthday Celebration
- We Keep Us Safe: Elder Parole
- We Keep Us Safe: State of the People
- We Keep Us Safe: Uprooting Environmental Racism







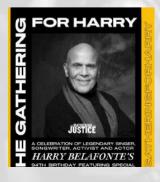


















IN-PERSON ACTIVATIONS AND PROGRAMMING

Despite the ongoing challenges presented by the pandemic, in 2021 The Gathering for Justice continued to hold safe and impactful public mobilizations with over 6500 in-person attendees. We put effort into being strategic and clear with our demands when we organize actions. We're proud to say each of our mobilizations made a tangible impact.



DEPARTMENT OF JUVENILE JUSTICE COVID-19 OUTBREAKS

The Gathering for Justice organized a rally to bring statewide attention and resources to address a COVID-19 outbreak in facilities run by California's Department of Juvenile Justice (DJJ).

Because of our efforts, 100% of youth have now been offered testing and 49% (700 youth) have been vaccinated.

- Organized 20 incarcerated youth and their families to speak out about the outbreak
- Organized a coalition of over 40 organizations, which sent a letter to Governor Newsom calling on him to protect youth from the COVID Outbreak
- Successfully brought testing and vaccinations to multiple DJJ facilities

#THETAKEBACK RALLY & VIGIL

After the tragic and unjust killing of teenagers Daunte Wright and Adam Toledo within two weeks of each other in Spring 2021, The Gathering for Justice and Justice League NYC organized a rapid response action in Times Square. Speakers included current NYS Lt. Governor Brian Benjamin, NYC Public Advocate Jumaane Williams, Pastor Kaji Douša and several leaders of grassroots organizations from across NYC's five boroughs.









#FIREKENNEDY (RALLY FOR FREEPORT'S FUTURE)

Justice League NYC members led a rally and community canvass ahead of the Mayorial elections to raise awareness about the case of Akbar Rogers, a Freeport, Long Island man who was brutalized by police in December 2020. At least one or more of the officers appears to be related to the Mayor of Freeport, Robert Kennedy, who was running for reelection. None of the officers faced any disciplinary action for the brutal assault caught on film.



Mayor Robert Kennedy, who was running for reelection, is related to at least one or more of the officers responsible for the assault, and none of the officers faced disciplinary action.

SUNDAY, MARCH 14 AT NOON #FIREKENNEDY

RALLY FOR FREEPORT'S FUTURE

FREEPORT VILLAGE HALL, 46 N OCEAN AVENUE , FREEPORT, NY 11520



While Mayor Kennedy won reelection, our efforts laid the foundation for future organizing in Long Island.

TUCAN'S WEEKEND / JUSTICE FOR SEAN MONTERROSA 1-YEAR ANNIVERSARY:

The Gathering organized a weekend of activities. alongside the Monterrosa family and **Justice League** CA, to remember Sean Monterrosa and strengthen the call for justice, one year after his death at the hands of Vallejo Police.



As of today, the officer who killed Sean has been fired, an independent report has found the Vallejo Police Department acted inappropriately following the incident, and an investigation into the shooting has been opened by the state Attorney General's office.

ATTENDEES

W/ SOCIAL
DISTANCING

690+ LIVE STREAM VIEWS

The Gathering was the core organizer of two events marking the one-year anniversary of Sean's death. Read the full recap on <u>Medium.</u>

- Convened partner coalition, led planning meetings and orchestrated fundraising
- Coordinated travel, lodging and brunch for over 10 families impacted by police violence
- · Recruited and deployed dozens of volunteers
- Liaised with two PR firms to ensure broad media coverage, leading up to and during the events. Local coverage was extensive and overwhelmingly positive. Additional coverage to come from national outlets VICE and AJ+

N-PERSON ACTIVATIONS AND PROGRAMING

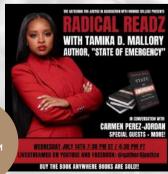
JUSTICE FOR DEVIN CARTER RALLIES

When a 17-year old Lincoln High School senior named Devin Carter was severely beaten and brutalized by Stockton police officers in late December 2020, The Gathering and Justice League CA went into rapid response, spreading the word on social media and holding a well-attended press conference. On September 17, 2021, the District Attorney of San Joaquin County announced that she was charging the officers responsible with felonies, following a grand jury decision.



RADICAL READZ LIVE: STATE OF EMERGENCY WITH TAMIKA D. MALLORY

The Gathering for Justice in association with Monroe College presented Radical Readz with Tamika D. Mallory author, "State of Emergency" in conversation with Carmen Perez and special guests. Tamika, a nationally recognized civil rights activist and seasoned community organizer, who gave what has been dubbed "the speech of a generation" – State of Emergency in the wake of the murder of George Floyd. She is an expert in the areas of gun violence prevention, criminal justice reform, and grassroots organizing.



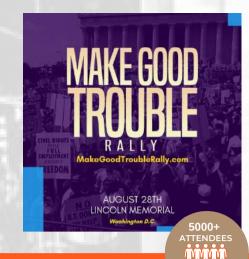




4075+ LIVE STREAM VIEWS

MAKE GOOD TROUBLE RALLY

The Gathering for Justice was instrumental in the planning and execution of the Make Good Trouble Rally on August 28, 2021. Through this effort, The Gathering for Justice was able to enhance our partnerships, build goodwill, increase our media contacts, and generate visibility for our organization.





Watch Carmen's speech at the Lincoln Memorial here

- Our organization handled partnerships, sending out over 3,000 emails and securing the participation of over 120 partners.
- We also managed communications, both social media and traditional media. On socials, we were able to get the rally trending virally twice in one day, and traditional media coverage included live MSNBC coverage, the Washington Post, USA Today, the Grio and hundreds of other outlets.



ACTION PARTNERSHIPS:

- 1 Year Later: Justice For Breonna Taylor (nationwide)
- Education Justice Block Party (New York City)
- Rally for Antonio Williams (New York City)
- Honoring Delrawn Small #FireWaynelsaacs (New York City)
- Close Rikers Now (New York City)

TROUBLEMAKERS FOR LIBERATION FELLOWSHIP

The Gathering for Justice selected 16 young leaders to participate in the inaugural Troublemakers for Liberation Fellowship cohort, which ran from June 9th to December 9th, 2021. We invested in the future of these 16 young leaders, through training, mentorship, and hands-on organizing experience with our President & CEO Carmen Perez-Jordan, our National Director of Youth Campaigns and Leadership Luis Hernandez, and our Senior Regional Organizer Jasmine Dellafosse. Fellows were paid a stipend and expected to work 25 hours per week.



FROUBLEMAKERS FOR LIBERATION FELLOWSHI

After reviewing hundreds of highly qualified applicants, we selected a diverse and innovative group of young leaders, ages 16-25, for our inaugural 16-member cohort:



Yasmin Abdelsalam Brooklyn, NY



Gabrielle Battle Oakland, CA



Taleavia Cole Milwaukee, WI



Trenton DeVore Albuquerque, NM



Lucia Flores Bronx, NY



Myles Hollingsworth Long Island, NY



Terri Hughes Odgen, UT



Vikramaditya (Vik) Joshi New York, NY



Xavier Kent Baton Rouge, LA



Michelle Monterrosa San Francisco, CA



Ashley Monterrosa San Francisco, CA



Emily Nichols Port Allen, LA



Michelle Olivas Stockton, CA



Ama Russell Detroit, MI



Tania Salceda Oxnard, CA



Karla Sterrett Greenwich, CT

COMMUNITY RELIEF FUND

The Gathering for Justice created the Community Relief Fund in Spring 2020 to provide rapid response mutual aid to youth who are involved in the justice system and their families. In 2021, we secured an additional \$71,000 for our Community Relief Fund and distributed 100% of that in the following ways:

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- \$16,000 in microgrants to BIPOC girls and gender expansive youth activist on the frontlines
- \$7,500 in microgrants supporting systems impacted youth & people/families impacted by state violence in NY
- \$9,500 in microgrants supporting systems impacted youth & people/families Impacted by state violence in CA
- \$38,000 granted to 6 organizations providing re-entry and other direct services to formerly incarcerated young people throughout CA

"Individuals who qualify for the Community Relief Fund are awarded a one-time \$250 relief grant, and organizations are awarded one-time \$5,000 grants."

We distributed the funds to people who fall into the following categories:

- Young people released from a juvenile detention facility or group home during the COVID-19 pandemic (CA & NY only)
- The parent or primary guardian of a young person currently at a juvenile detention facility (CA & NY only)
- People/Families directly impacted by police violence (NY & CA)
- Girls and gender-expansive activists and organizers ages 15-25 (Anywhere in the 50 States, DC, and Puerto Rico)
- 501c3 organizations providing direct services to California youth released from a juvenile detention facility or camp, as well as systems-impacted or formerly incarcerated young people and families (California only)

POLICY ADVOCACY

The Gathering excels at policy advocacy that leverages power for an "inside-outside" approach. We are very proud to have achieved many victories in 2021, in both New York and California





FEB 2021:

February 15th, - the U.S. Second Circuit Court of Appeals rejects lawsuit to conceal police records. Enacting the repeal of state law 50a, which has historically police misconduct records from public view.



MAR 18, 2021:

New York State passes legislation to HALT Solitary Confinement and includes racial justice provisions in the Marijuana Regulation + Taxation Act.

MAR 25, 2021:

New York City Council votes to end qualified immunity, creating a pathway to hold police officers accountable for civil rights violations.



MAY 13, 2021:

California Attorney General Rob Bonta announces an investigation into the killing of Sean Monterrosa, ending 11 months of inaction and silence from the state.



JUNE 28, 2021:

California passes SB 299, which will provide resources to help families impacted by police violence. Michelle and Ashley Monterrosa provide live testimony just before the bill is passed into law.



JULY 1, 2021:

Vallejo City Manager Greg Nyhoff resigns, meeting another one of the demands of Justice League CA after the killing of Sean Monterrosa



SEPT 17, 2021:

San Joaquin County District Attorney announces that felony charges will be pursued against the former Stockon police officers who brutally beat 17-year old Devin Carter. Our activism around this case also resulted in a new policy around questioning a minor without parents present.

SEPT 17, 2021:

NY Governor Kathy Hochul signed the #LessIsMoreNY Act into law. Perhaps the most significant parole reform in the country to date, the impact of Less Is More will be enormous.

SEPT 30, 2021:

CA Governor Gavin Newsom signed into law the Police Decertification Act (SB2) after it was passed by the California State Legislature. This law gives the state the ability to revoke certification from police officers who violate the law and abuse or kill civilians.



OCT 22, 2021:

NY Governor Kathy Hochul signs package of Criminal Justice Reform legislation to give formerly incarcerated New Yorkers second chances, reducing recidivism and enhancing public safety

In addition to the victories above, we are engaged in a number of ongoing advocacy efforts which are making headway.



Michelle and Ashley Monterrosa provide live testimony just before the bill is passed into law.

CLOSE YOUTH PRISONS

The Gathering for Justice is part of the statewide effort to implement SB823, which will close youth prisons in the state of California by 2023. Our Senior Regional Organizer, Jasmine Dellafosse sits on the subcommittee for San Joaquin County as well as a community-based diversion committee that provided alternatives to incarceration for 17 young people in 2021.

POLICE FREE SCHOOLS

The Gathering for Justice led powerful advocacy efforts this year to remove police from Stockton's public schools and reinvest in counselors and school community based resources. The Gathering's Senior Regional Organizer Jasmine Dellafosse is an appointed representative for the Community Advisory Committee overseeing the implementation of a Department of Justice settlement with Stockton Unified School District. In this role, she brought attention to the California Attorney General's office around superintendent turnover, violation of the Brown Act, and the layoff of over 100 BIPOC staff in school leadership positions.

- The Gathering co-authored a policy to remove police from public schools and reinvest the funds in counselors and community-based resources to support youth, and she led a series of press conferences and public activations calling for implementation.
- The Gathering also collaborated with the ACLU to produce a comprehensive report highlighting the issue of police in Stockton Unified School District (SUSD).
- The Gathering also partnered with Harvard Law Institute of Politics on a report for SUSD around police budget in schools and needs for investment in alternatives

END ENDLESS JUVENILE PROBATION

The Gathering was part of a coalition pushing for the passage of California AB 503, which would set limitations on youth probation by requiring a court review every six months, with a rebuttable presumption in favor of termination and the goal of helping youth succeed in meeting a small set of individualized goals. AB 503 was filed inactive at the end of the 2021 legislative session but is in good position to be considered again next year.

PROMYSE (PROMOTING YOUTH SUCCESS AND EMPOWERMENT) ACT

Also known as California SB 493, the PROMYSE Act will improve the Juvenile Justice Crime Prevention Act (JJCPA) by ensuring adequate oversight, equitable decision-making, and effective investments prioritizing youths' most critical needs in communities. SB 493 was held in this year's legislative session, but momentum is building for this legislation going into 2022.

ETHNIC STUDIES

The Gathering was part of a statewide effort in California to advocate for requiring ethnic studies curricula in public schools. Jasmine Dellafosse is part of the Stockton Ethnic Studies Coalition which was fundamental in this work and will continue to advocate for this policy change within the CA Department of Education in 2022.

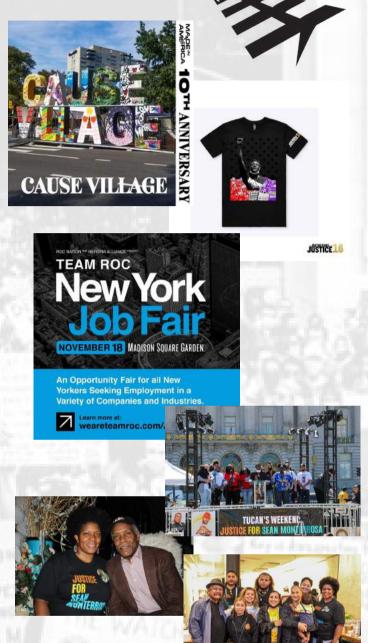
EXTERNAL PARTNERSHIPS & FEATURES

This year, The Gathering benefited from several important partnerships that raised either money, awareness of work, or both.



ROC NATION

The Gathering for Justice and Roc Nation have cultivated an impactful partnership to drive resources into the movement for racial justice and decarceration. Following the wisdom that "there's a lane for everyone in this movement", Roc Nation has leveraged their expertise in strategic ways to support grassroots organizing. nonviolent civil disobedience, training and leadership development. The Gathering for Justice is not the only nonprofit organization they've collaborated with, but we are proud to say that we are a trusted partner who is demonstrating impact in police accountability and antiincarceration.



In 2021, Roc Nation brought many opportunities to us, including the Louboutin partnership and booths at the Made in America Festival in Philadelphia, PA and the Team Roc Job Fair in Madison Square Garden, NYC. Roc Nation also supported our efforts to organize the Justice for Sean One-Year Anniversary Rally in front of San Francisco City Hall on June 6, 2021. We are grateful for their ongoing support and partnership!

LOUBOUTIN & IDRIS ELBA: WALK A MILE IN MY SHOES

The Gathering for Justice was selected to be a recipient of the proceeds from the Walk A Mile in My Shoes, a great initiative from Christian Louboutin and Idris and Sabrina Elba. The collection-which has sold out--was designed to raise awareness about the social and racial injustices faced by many around the world. The Walk a Mile in My Shoes capsule successfully raised nearly \$400,000 for The Gathering for Justice!



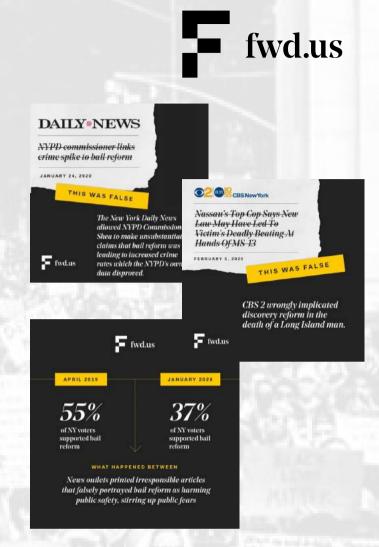
TARGET GIVING CIRCLE



The Gathering for Justice was invited by Target to be a featured charity for their Giving Circle Program. People who shop at Target automatically earn points and can allocate those points to a charity of their choice using Target's app. The Gathering for Justice was one of the charity options available to New Yorker shoppers, a spotlight which ran July to September 2021 and raised \$10,012.

FWD.US

The Gathering for Justice collaborated with FWD.us to fight for key racial justice reforms including bail reformand to push back against the misinformation campaign that used racist fear-mongering narratives to incorrectly blame bail reform for unrelated crimes.



REFORM: GIVE LIFE BACK



The Gathering for Justice collaborated with REFORM for the Give Life Back campaign, a short film which launched on April 27th, 2021. The film and accompanying social media push brought light to the unjustly harsh standards for "technical violations", which send hundreds of thousands of people back to prison every year.

THE CALIFORNIA ENDOWMENT

The California Endowment

The Gathering for Justice is leading groundbreaking work in California. Thanks to this ongoing work and our transformative relationship with The California Endowment, our efforts to expand that work while cultivating relationships with funders, we have received a \$450,000 grant for our work in Stockton and across California.

MOVEMENT PARTNERSHIPS

- Town Hall on Anti-Asian Racism: After the mass shooting of Asian American women in three Georgia massage parlors in March 2021, The Gathering for Justice joined the People's Collective for Justice & Liberation in presenting a Town Hall on Anti-Asian Racism. Watch the broadcast here.
- The Gathering was proud to support students at Howard University during their spontaneous and ongoing nonviolent direct action campaign to get a number of housing issues addressed in university-run dorms. On November 15th, students reached an agreement with administrators to address their demands and end the occupation of Blackburn Hall.
- The Gathering was proud to participate in California's Central Valley Week of Action: From Systems of Harm to Community Care, which was held during the National Week of Action Against School Pushout.

MEDIA HIGHLIGHTS

The Gathering for Justice continues to earn great media placements through the strength of our work. Due to the limitations of our budget, our organization does not engage a traditional Public Relations firm, with the exception of a beneficial short-term engagement with Girlie Action Media for the Gathering for Harry, which resulted in coverage in 110 outlets.

Overall, our focus is on creating media-worthy moments through the integrity of our work, and taking advantage of incoming opportunities. Here are some of 2021's highlights:

2021 PRESS COVERAGE



MSNBC











ESSENCE







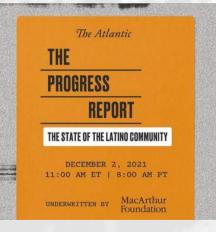






OTHER FEATURES

- The Atlantic / MacArthur Foundation The State of the Latino Community
- National Juvenile Justice Network podcast: Carmen and Luis discuss TGFJ work for Youth Justice Action Month
- Carmen participated in "Seeding Change and Demanding More" during National Latina Equal Pay Day Summit
- Hispanics In Philanthropy
- Poderistas
- National Juvenile Justice Network
- New Deal for Youth
- Rosa Rebellion Fireside Chat
- ACLU No Police in Schools Report
- HBO Pallante
- CLASP A new deal for youth
- Central Valley Week of Action: From Systems of Harm to Systems of Care
- Criminal Justice Program ACLU CA









WHAT YOU CAN DO

Stay up to date about programming and events:

Subscribe to our mailing list: www.gatheringforjustice.org/mailinglist

Text "The Gathering" to 44321 to make a donation

Making a generous, tax-deductible donation today:

Donate via our Website bit.ly/gfjdonate

Donate via CashApp (\$Gathering4Justice)

Follow us on social media @gather4justice @nyjusticeleague













