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## O 2 PRESIDENT'S LETTER

### Friends.

In my fourth year as Dēmos president, we stand with courageous and deliberate intent to build economic and political power for the people.

We've learned in this most recent election cycle that no one constituency is a monolith but that people are hungry for change and frustrated with a status quo that enables the rich to get richer while their families are relegated to the crumbs of opportunity, and where the ultra-rich dictate what benefits and supports working families deserve while benefiting at our expense. We cannot sit silently, complicit with the new realities of what governance looks like in America. We must rewrite the rules so the people can rule.

True to our commitment to building and sustaining power for Black and brown communities, earlier this year Dēmos released The Power Agenda—our Framework to advance a just, inclusive, multiracial democracy and economy.

Our analysis made clear that we cannot retreat from centering those most harmed by historical exclusion and systemic racism, because if we do, we surrender our vision and our future to extremists and antidemocratic opponents. Not on my watch.

We also built the Power Scorecard—a 50-state spatial analysis mapping conditions of power—and we saw that no state provides optimal economic, civic, or democratic conditions to enable families to exercise agency or power in our economy or democracy. None.

That is unacceptable and should serve as a call to action for all of us to double down on our efforts to make our economy work for everyone and to ensure everyone can fully participate in our democracy.

With the Power Agenda as a compass and the Scorecard as a map, Demos will advance long-term, people-centered solutions, decrease corporate power, and promote structural reforms state by state in partnership with our grassroots and civic engagement partners. We will leverage our vision, tools, and research and policy expertise to support our partnerships with state-based and national power-building groups. Collectively, we are poised and ready to resist authoritarianism and anti-democratic, anti-voter efforts.

We must cast a vision of the future that all people feel called to fight for: livable wages, affordable housing, building wealth, better working conditions, and a tax system that enables real investment in public goods—all indicators of a more inclusive and equitable society.

This is what power looks like. Let's continue to build it.

In solidarity,



TAIFA SMITH BUTLER

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Dēmos will advance long-term, people-centered solutions, decrease corporate power, and promote structural reforms state by state in partnership with our grassroots and civic engagement partners.

TAIFA SMITH BUTLER PRESIDENT, DĒMOS

## O3 HIGHIGHTS

## **January**

## Florida Law SB 7050

After filing a lawsuit in 2023, Dēmos and partners – the ACLU, ACLU of Florida, LatinoJustice PRLDEF, Arnold & Porter – continued to litigate against an SB 7050 provision that banned all noncitizens from "hand[ling]" voter registration forms. Following a successful bench trial in April, a federal judge permanently blocked the citizenship requirement in May.

## **February**

## Black to the Future Public Policy Institute

Taifa spoke on "The Economy and Black Communities."

## Department of Education (DOE) Voter Access Toolkit

Dēmos informed and advocated for the toolkit, which provides guidance on implementing voter registration and education practices at colleges, universities, and K-12 institutions.



## Wake Up America: Black Women on the Future of Democracy

Taifa joined Dr. Keisha Blain (editor) in the Midtown Scholar Bookstore in Harrisburg, P.A. at inaugural book tour stop to discuss her excerpt "On Voting Access."

## March

## ► The Power Agenda: A Framework for Building People Power

Dēmos established its affirmative vision for a just, inclusive, multiracial democracy and economy by building civic, political, and economic power for all. The framework focuses on five priority areas: economic security for all, economic mobility for all, full political participation, an inclusive and expansive electorate, and a representative and accountable government.

## April

## ABFE Harambee 2024 Conference

Taifa engaged philanthropic leaders in a session titled "The People's Agenda."

## Policy Brief: The Conservative Attack on Federal Agency Power

Erosion of Chevron deference was a massive win for corporations and the conservative legal movement, at the expense of the public interest.

## May



## **Inclusive Democracy Convening**

In Albuquerque, New Mexico, Dēmos gathered 25+ partner organizations to cover narrative change, campaigns, and the tools needed for a thriving grassroots movement that centers community needs. Panel discussions covered issues from organizing across generations to voter fatigue and gave concrete next steps, while sessions created space for authentic conversations around individual-, organizational-, and movement-level needs to win and build power.

## **New Mexico Penal Reenfranchisement**

Dēmos wrote a letter to the New Mexico
Corrections Department in support of the
Organizers in the Land of Enchantment (OLÉ)
civic engagement program for incarcerated New
Mexicans and created Know Your Rights voting
materials for systems-impacted people.

## **June**

## State Power Caucus (SPC) Missing Voter Analysis

Dēmos produced a "Missing Voter" analysis to help the SPC develop voter outreach strategies for the 2024 election cycle. Dēmos Senior Research and Policy Counsel Angelo Ancheta presented the findings to the SPC in June 2024.

## July

## Policy Brief: The Decades-Long Fight to Get Overtime Protections Right for Salaried Workers

Dēmos examined how corporate and conservative interests left low-paid, salaried workers without adequate overtime protections. On July 1, the Labor Department's rule to extend overtime protections to 4 million salaried workers went into effect—a major win!

## Organize Tennessee's Democracy Summit

In partnership with Dēmos, the Summit brought together 45+ community leaders, organizers, advocates, and students committed to strengthening democracy in Tennessee.

## **August**

## Policy Brief: The Case for Supreme Court Reform: An Analysis of the 2023-2024 Term

Dēmos published a full analysis of the latest Supreme Court term, including a breakdown of their most recent decisions and an explanation of the path to reform the court.

## Amicus Brief: Mi Familia Vota v. Fontes

The ACLU, Brennan Center, and Dēmos filed an amicus brief in a lawsuit challenging a state law that violates the National Voter Registration Act (NVRA). This case will set the precedent on how NVRA can be applied moving forward.

## September

## Policy Brief: Understanding the Flawed Data Methodologies Underlying Mass Voter Challenges

All Voting is Local, Lawyers' Committee for Civil Rights Under Law, Voices Vote Now, and Dēmos shed light on concerns about mass challenger data programs and flawed data methodologies putting voters without stable housing at risk of having their registrations questioned or canceled.

## Department of Justice (DOJ) Advocacy

Along with Voter Purge Table (VPT) partners, Dēmos elevated concerns about mass voter challenges to the DOJ, after which the DOJ issued guidance clarifying that mass voter challenges are subject to NVRA protections and advising state election officials on how to properly navigate them.

## October



## Policy Brief: Tennessee's Missing Voters: A State and County Analysis

In partnership with Organize Tennessee, our report reveals nearly 2.3 million eligible voters are missing from the polls and examines how

underinvestment, restrictive voting laws, and limited outreach depress turnout in communities of color.

## Policy Brief: Language Access and Voting Rights: An Overview of Federal, State, and Local Policies

In this report, we examine the barriers to voting based on language skills and solutions to expand access for limited-English-proficient voters from the local to the federal level.

## White House Convening: Office of Public Engagement

Along with WK Kellogg Foundation and the Independent Sector, Taifa discussed the state of nonprofits focused on democracy-related efforts.

## November

### Amicus Brief: Fossella v. Adams

Dēmos filed an amicus brief providing support of Local Law 11 (allows New Yorkers who have work authorization or lawful permanent resident status to vote in local elections), which intends to build a city government that is more representative of and accountable to its diverse community.

## Case Study: Whole Home Repairs: Winning the Campaign to Improve Housing Quality in Pennsylvania

Dēmos partnered with Pennsylvania Stands Up to provide a roadmap on uniting community organizers, housing advocates, and elected officials to provide \$125M in funding directly to low-income Pennsylvania residents.

## December

## Forging a Path Forward: CLASP Post-Election Webinar

Taifa joined more than 200 national leaders, representing multiple sectors, for a discussion on the future and work required to advance racial justice and equity.

## ▶ Power Scorecard

Dēmos launched the Power Scorecard, a comprehensive tool that provides a snapshot of economic, social, and political conditions across all 50 states, highlighting how these factors influence economic and political power for people. It's a powerful resource to inform long-term research, policy advocacy, and strategy aimed at building power for communities of color.

## SiX National Conference workshop: What Now? Regrouping After the Election

Taifa joined a panel discussion highlighting Dēmos' Power Scorecard and the work necessary to build governing power for the people.



"At a time when we are seeing an unfortunate retreat from full-throated support of racial equity and power-building for Black and brown communities, the work and vision of Dēmos holds significant weight. As a new member of the board, I am grateful for the accomplishments of the past year and excited to see what comes next as we look to catalyze new work and collaborations with our Power Scorecard.

### **SABRINA STRATTON**

SENIOR VICE PRESIDENT, AMALGAMATED BANK DÉMOS BOARD MEMBER







## Our grassroots partners and racial justice champions have long understood the necessity of power-building for systemic change.

As the resurgent threats of white supremacy and authoritarianism have undermined decades of political and economic progress, Dēmos is unwavering in our commitment to building and sustaining power for Black and brown communities and the work to create a just, inclusive, multiracial democracy and economy.

The Power Agenda Framework lays out clear goals to advance this work, while the Power Scorecard and related, upcoming work will help us define specific strategies and tactics that Dēmos and our partners can leverage to advance progressive policies and causes.



"[The Power Scorecard] is a great resource. The foundation and the field can truly benefit from the information it contains."

## CHARMAINE MERCER

CHIEF OF EQUITY AND CULTURE, WILLIAM AND FLORA HEWLETT FOUNDATION

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The Framework also couches five key goals within a historical context, identifies clear strategies and tactics for advancing each goal, and defines what success looks like for families, communities, and the nation.

Five key goals that drive Dēmos' work:

Economic security for all
Advancing an economy where all people
can regularly meet their social, emotional,
and physical needs

2 Economic mobility for all

An economy where everyone has an opportunity to improve their economic situation over time and each generation is better off than the last

Full political participation
A democracy where systems are designed to encourage and cultivate the fullest expression of political voice by all

An inclusive and expansive electorate

A democracy where all people can fully participate and where immigrants and people impacted by the criminal legal system are explicitly embraced

**5** A representative and accountable government

A government that embeds public participation in its decision-making and centers the will and well-being of the people

## **The Power Scorecard**

The Framework is just the first in a series of Power Agenda products that will be developed and launched over the next two years with insight and feedback from our grassroots movement partners. The second product, released in December 2024, is the Power Scorecard. Created in collaboration with the Camber Collective, the Scorecard is a 50-state spatial analysis that provides a holistic snapshot of economic, civic, and political conditions by state.

An interactive, online tool, the purpose of the Scorecard is to:

- Establish a baseline of current economic and socio-political conditions in each state
- Assess critical indicators that influence the ability of our communities to have agency and control in our economy and our democracy
- Serve as a call to action for everyone engaged in the work of building strong, vibrant communities and shifting economic and democratic power back into the hands of the people

Tools like the Power Scorecard make scaffolded organizing much easier and that much more powerful.



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## POWER AGENDA & POWER SCORECARD

## **What's Next**

Dēmos' work to build power for Black and brown communities is more important than ever. The Scorecard not only proves that economic and political power are inextricably linked but identifies the economic, civic, and political conditions that must be addressed to build that power. Using the Power Agenda Framework as a compass and the Scorecard as a map, we will dive deeper into our findings, engaging a broad array of grassroots and national partners along the way.

From this first analysis of Scorecard data, four key findings emerged that will guide our next steps:

- People in every state struggle to exercise economic and political control over their lives.
   All 50 states are below optimal across economic, social, and political conditions for power, particularly in the South and Midwest.
- No state provides optimal conditions for families and children, and our analysis shows a disproportionate impact on children of color. For example, in 6 out of 10 of the worst-ranked states, the population includes more than 50% of children of color.
- Across 46 states, average economic conditions for Black and Latino populations are worse than conditions for the average white populations.
   Poor overall conditions are often most acute in the South and Midwest.
- A family's strong economic standing does not always transfer to the next generation. While weaker conditions for economic security do impede conditions for upward economic mobility, stronger conditions for economic security do not guarantee economic mobility.





"As an organizing, base-building, member-led organization, we tell our members and ourselves that our stories are the most powerful tool to advocate for change. However, in a state like Texas that is so anti-worker, so hostile to immigrant communities, our lived experience isn't always enough to move the needle for the people in power.

But when we bring data to our story, that shifts whole conversations. The Power Scorecard informs us that Texas ranks 49th in economic mobility—people are barely making ends meet. To have a tool so rich with data, it brings a critical component we need to push our agenda forward."

### LIZETH CHACON

EXECUTIVE DIRECTOR, WORKER DEFENSE PROJECT IDP PARTNER



"As power builders who are constantly looking at the geography of where we need to build, the Power Scorecard gives us an additional layer of what to aim for, alongside what we are hearing from our communities.

We know there is a deep connection between political and economic power, but this tool provides a level of clarity and correlation that allows us to go into powerful spaces with much more information and a stronger argument."

## ANALILIA MEJIA

CO-EXECUTIVE DIRECTOR,
CENTER FOR POPULAR DEMOCRACY



# PROGRAM OUTCOMES PROGRAMS OUTCOMES



## The goals outlined in the Power Agenda Framework are advanced through two main programmatic areas: Democracy and Economic Justice.

As 2024 was an election year with voting rights facing challenges across the country, much of our focus was on the Democracy portfolio, although we saw exciting outcomes in both programs.

Across these areas, a strong, connected, well-resourced grassroots movement is essential to sustain progress. Our Strategic Partnerships work to lead coalitions and engage partners at all levels is fundamental to the success of all our programmatic work. As we move into a new administration and an uncertain future, strengthening our partnerships with state-based and grassroots organizations will be crucial. The stakes have never been higher.

## O6 STRATEGIC PARTNERSHIPS

Dēmos' Strategic Partnerships work aims to build transformative relationships across the field, host strategic conversations, share insights, and build power for people of color and working-class communities.

This program is the cornerstone of all of Dēmos' work—our partners are closely involved in the work of both our Economic Justice and Democracy programs, and we support our partners in four key ways:

- Providing leadership support to a cohort of state and local leaders
- Building capacity by providing policy, advocacy, and strategic expertise
- Facilitating critical conversations to promote shared learning across the country
- Amplifying the voices, priorities, and work of local partners at a national level

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## **Strategic Partnerships** in 2024:

## Deepening the Bench & Building in the South

## **Annual Convening**

In May, we hosted the <u>Inclusive Democracy Project</u> (IDP) convening in Albuquerque, New Mexico. The convening brought together more than 40 people from 29 partner organizations for compelling and authentic conversations on narrative change, campaigns, and the tools needed to sustain and grow a thriving grassroots movement that centers the needs of community.

Panel discussions covered issues from organizing across generations to voter fatigue and co-governance. "Real Talk" workshops created space for participants to share skills and strategies needed at the individual, organizational, and movement levels to win and build power.

## Building Capacity: Organize Tennessee's Democracy Summit

Dēmos partnered with <u>Organize Tennessee</u> to bring together 45+ community leaders, organizers, advocates, and students committed to strengthening democracy in Tennessee. The Summit focused on combating voter suppression, protecting election integrity, and ensuring equal access to the ballot box in the lead-up to the election.

## **Three-State Strategy**

Dēmos deepened our support of grassroots partners and advocacy efforts in three key states ahead of the 2024 election season. We worked closely with our partners (OLÉ in New Mexico, BLOC in Wisconsin, and Organize Tennessee) to support their voter mobilization and policy priorities through research and communications support, technical assistance for state convenings, and provision of \$25,000 in subgrants.

## **Strengthening Partnerships**

Our work would not be possible without a diverse and deep bench of partners across the country. In 2024, key programmatic partners included the following:

- Democracy: the Native American Rights Fund (NARF), New York Immigration Coalition, Chinese for Affirmative Action, OLE, Organize Tennessee, AALDEF (Asian American Legal Defense and Education Fund), and RepresentUs
- Economic Justice: Local Progress, National Partnership for Women and Families, New Economy Project, Pennsylvania Stands Up, State Revenue Alliance, Take on Wall Street, and Tenant Union Federation



"Organize Tennessee was honored to partner with Dēmos to host the Democracy Summit, a powerful gathering of advocates, organizers, and community leaders who are deeply committed to dismantling barriers to voting and ensuring that every Tennessean has the opportunity to participate fully in our democracy."

### NADIRA FREEMAN

EXECUTIVE DIRECTOR, ORGANIZE TENNESSEE IDP PARTNER

## What's Next for Strategic Partnerships

## 10 Years of the Inclusive Democracy Project

Since launching in 2015, the Inclusive Democracy Project has developed into a robust cohort of more than 34 grassroots and state-based organizations in 17 states and the District of Columbia, the majority of which are led by women of color. To mark the program's tenth year, we will look back on past wins, distill lessons learned, and, of course, work with our partners to chart a path forward. A full list of our IDP partners can be found here.

## Stakeholder Table

A major goal in 2025 will be building a group of grassroots and state-based organizations to guide and support the next phases of the Power Agenda, comprising current programmatic partners as well as new allies. The Power Scorecard provides us and our partners with the opportunity to leverage data to inform long-term research and analysis, narrative building, policy advocacy, and state and regional strategies. Focusing at the state and local levels will be the best pathway for effecting change in the near term.



"For states in the Deep South, there is a structural consistency, a maintenance of oppression to keep people in the poor economic conditions that you see in the Power Scorecard.

What is important when you have a tool like this is you must go beyond just looking at which states have low or high economic and political power. The Scorecard shows us the conditions necessary to enable high economic and political power, and that those conditions are possible in southern states, like Florida. And with that information, we must be more intentional and strategic about our long-term investments."

### **DWIGHT BULLARD**

SENIOR POLITICAL ADVISOR, FLORIDA RISING IDP PARTNER







The Democracy program aims to remove barriers to full democratic participation by all and advance policies and programs that promote participation at all levels.

In 2024, our work focused on building:

- Full Political Participation—breaking down voter suppression tactics, laws criminalizing protest, and other barriers that hinder Black and brown people from wielding their full political power
- A Representative and Accountable Government —embedding public participation in top-down decision-making and centering the will and wellbeing of the people in government
- An Inclusive and Expansive Electorate—enabling all people to fully participate and explicitly embracing immigrants and people impacted by the criminal legal system

Together, we are moving closer to a democracy that truly represents and serves all people.

## **Democracy in 2024:**

## **Protecting and Expanding Voting Rights**

## Executive Order on Promoting Access to Voting (EO)

In 2024, Dēmos lead a coalition of organizations working to implement the EO and enhance voter registration nationwide. Relatedly, we advocated for certain federal agencies to implement the strongest possible voter registration programs. These included the following:

- Indian Health Service (IHS) NVRA Designations: After working closely with the IHS, Native American Rights Fund (NARF), and ACLU, we were thrilled to see the IHS designate sites in New Mexico, Oregon, Maryland, and Nevada as official National Voter Registration Act (NVRA) voter registration sites.
- Health and Human Services (HHS) Website Updates: In September 2024, we scored an enormous victory when HHS added a voter registration question in the healthcare.gov portal. This update will make voter registration a seamless part of the enrollment experience. We estimate that up to 1 million additional Americans will register to vote each year if our recommendations are fully implemented.

## Coalition Spotlight: Voter Purge Table

Each month, Dēmos convenes the 30+ state and national legal organizations that make up the Voter Purge Table. In September, the VPT submitted a letter and white paper to the Department of Justice (DOJ) detailing the threat of mass voter challenges that are based on flawed and unreliable data. The DOJ responded immediately with updated guidance related to mass voter challenges in line with our recommendations that ultimately helped prevent unjust mass purges of voter rolls, ensuring that more eligible voters were able to participate in the 2024 elections.

## State Power Caucus (SPC) Missing Voter Analysis

Dēmos produced and presented a "missing voter" analysis for SPC, which represents 18 states, including some of the largest communities of color in the United

States. Our analysis examined eligible voters who did not participate in the 2020 election to help the SPC develop a get-out-the-vote (GOTV) and fundraising strategy for the 2024 election cycle.

## **Tennessee Missing Voters Report**

Dēmos teamed up with Organize Tennessee, to analyze why Tennessee consistently ranks at the bottom in voter registration and voter turnout. Dēmos produced a fact sheet and report that examines data on the nearly 2.3 million Tennesseans who infrequently vote and the numerous barriers they face. The report analyzes statewide voter data and focuses on 12 counties, many of which have significant Black and brown populations, to create a set of tailored recommendations to help increase access to the ballot.

## **New Mexico Penal Reenfranchisement**

Dēmos has been working closely with our IDP partner, OLE, to develop and implement a civic engagement program to encourage people impacted by the criminal legal system to become civically engaged. This work included an advocacy letter to the New Mexico Department of Corrections and producing a Know Your Rights one-pager in both English and Spanish for systems-involved New Mexicans.



## The Expanded Democracy Team

Over the past year, Dēmos built out a powerful team that adds crucial layers of field experience, legal expertise, and content knowledge to our work.

Meet the team!



ANGELO ANCHETA

SENIOR RESEARCH AND POLICY COUNSEL



RONI DRUKS
SENIOR COUNSEL



NEDA KHOSHKOO ASSOCIATE DIRECTOR, DEMOCRACY



PHI NGUYEN
DIRECTOR OF DEMOCRACY



ASHLEY TJHUNG
SENIOR POLICY ANALYST, DEMOCRACY



JOSHUA HARMON RESEARCH AND DATA ANALYTICS SENIOR ASSOCIATE

## **What's Next for Democracy**

Looking ahead, the Democracy Team is reprioritizing our areas of work to address more-immediate threats to our democracy, including widespread mis- and disinformation. We will be focusing on:

- Protecting and expanding Voting Rights
- Immigrant Justice & Democracy
- The outsize influence of corporate power and special interests





'The Tennessee Missing Voter Report shed critical light on the structural inequities that prevent countless eligible voters from making their voices heard. These findings are not just data points; they are a call to action."

## **NADIRA FREEMAN**

EXECUTIVE DIRECTOR, ORGANIZE TENNESSEE IDP PARTNER

## 08 ECONOMIC JUSTICE

## Dēmos' Economic Justice program aims to advance solutions that build economic power for Black and brown communities.

This work comprises three distinct portfolios—financial justice, workplace justice, and budget and tax—in service of three main goals:

- Economic Security for All: Advancing an economy where all people can regularly meet their social, emotional, and physical needs
- Economic Mobility for All: Advancing an economy where everyone can improve their economic situation over time and each generation is better off than the last
- A Representative and Accountable Government: Embedding public participation in top-down decision-making and centering the will and wellbeing of the people in government



"Many communities have been persistently poor and without wealth, not for years or decades but for generations. The Power Scorecard is a tool to support strategy and storytelling—a tool for getting underneath the mechanisms that lock these communities out of economic and political power. What's more, a deeper look at economic security policies will beg broader questions about the economic mobility, for the next generation, that people crave in their lives—not to just get by but hopefully to get ahead."

### **XAVIER DE SOUZA BRIGGS**

DĒMOS BOARD VICE CHAIR

# PROGRAM OUTCOMES | ECONOMIC JUSTICE

## **Economic Justice** in 2024:

## **Building a Team, Standing Up for Our Communities**

### The New Economic Justice Team

In 2024, Dēmos built a new team that brings fresh perspectives and decades of experience. They hit the ground running in 2024 and are ready to keep advancing the work in 2025. Meet the team!



CANDACE MILNER
SENIOR POLICY ANALYST
ECONOMIC JUSTICE



DANIELLA ZESSOULES SENIOR POLICY ANALYST ECONOMIC JUSTICE



ELIANA GOLDING
ASSOCIATE DIRECTOR
BUDGET AND TAX POLICY, TAX JUSTICE



LYDIA CASMIER ANWAY ASSOCIATE DIRECTOR FINANCIAL JUSTICE



NICK WERTSCH ASSOCIATE DIRECTOR WORKPLACE JUSTICE

## Policy Brief: The Decades-Long Fight to Get Overtime Protections Right for Salaried Workers

Dēmos <u>examined</u> how conservative administrations, government inaction, and corporate interests have left low-paid salaried workers without adequate overtime protections for the past few decades. We anticipate that this timely research will be relevant moving forward, considering the new administration's campaign promises.

## Partner Spotlight: Pennsylvania Stands Up (PSU)

Dēmos partnered with PSU to publish a <u>case study</u> on the Whole Home Repairs Program and the successful grassroots campaign to build broad-based, bipartisan support for a statewide initiative to improve housing quality through home repairs. Ultimately, the campaign helped secure \$125 million to provide funding directly to low-income Pennsylvania residents. Also featured in *The Philadelphia Inquirer*, the case study provides a replicable and scalable model that centers community.



"The hope with some of these takeaways is, whether it's around home repairs or another housing policy that folks want to enact in their local jurisdiction, in their state, that these are some key takeaways that are also applicable to other community values. This is a model for how to organize effectively, wherever you are."

## **DANIELLA ZESSOULES**

SENIOR POLICY ANALYST, ECONOMIC JUSTICE DĒMOS

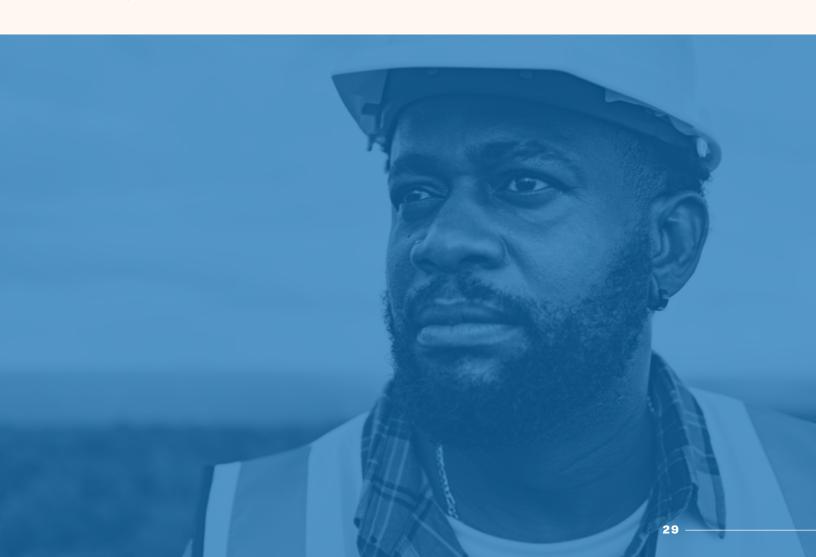
## **What's Next for Economic Justice**

## Financial Justice: New Economy Project (NEP)

In partnership with NEP, the Economic Justice team is set to publish a seminal report on how public banks can promote racial equity and build community wealth. In spring of 2025, we will also host a convening to bring together advocates, researchers, and policymakers to share insights, foster collaboration, and discuss proven strategies to advance equitable public banking initiatives across the country.

More important now than ever, the Economic Justice team is driving the following core strategies that address wealth and power disparities between the people, corporations, and the wealthy elite. We will do this through three core policy areas:

- Financial Justice
- Tax Justice
- Workplace Justice



## 09 OUR FUNDERS

Our deepest gratitude to the many partners, organizations, individuals, and foundations who have helped make this work possible. Your generous support and collaboration have been critical to Dēmos' impact. The following pages list the names of our financial supporters. Thank you for your support and generosity! Together, we will build a just and inclusive democracy and economy.

## **Major Gifts**

Stephen McConnell and Shirley Fisk

Paul and Joanne Egerman

William Graustein

Marilyn Clements

Lebowitz-Aberly Family Foundation

Matt Wisniewski

Kenneth J. Floryan

Richard and Traci Goldman Donor-Advised Fund

Ann O'Learv

Nancy Meyer and Marc Weis

Timothy Disney

Sarah Harris

Ronald and Gina Glantz

Shelley Geballe

Bishop Yvette Flunder

Rupa Balasubramanian

Judson Miner

Mark T. Munger and Katherine Bourne

McMurtry Family Foundation

**Kicking Assets** 

Present Progressive Fund

Anonymous (2)

## **Foundations**

Annie E. Casey Foundation

Asian Americans Advancing Justice (AAJC)

Carnegie Corporation of New York

Charles and Lynn Schusterman Family Philanthropies

Compton Foundation

Ford Foundation

Fore River Foundation

General Services Foundation

Horace W. Goldsmith Foundation

John D. and Catherine T. MacArthur Foundation

Johnson Foundation

JPB Foundation

Levi Strauss Foundation

Libra Foundation

Lisa & Douglas Goldman Fund

Mexican American Legal Defense and Education Fund

(MALDEF)

Mertz Gilmore Foundation

Ms. Foundation

Open Society Foundations

Omidyar Network

Panta Rhea Foundation

Park Foundation

Robert Wood Johnson Foundation

Rockefeller Brothers Fund

Ronald W. Naito MD Foundation

Scherman Foundation

Surdna Foundation

The Emily Davie and Joseph S. Kornfeld Foundation

The WhyNot Initiative

W.K. Kellogg Foundation

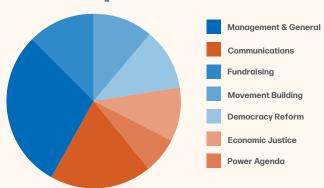
Wellspring Philanthropic Fund

William and Flora Hewlett Foundation

Anonymous (1)

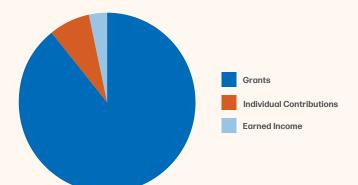
## 10 FINANCIALS

## FY 2024 Expenses



| Department           | Percent | Expenses    |
|----------------------|---------|-------------|
| Democracy Reform     | 11.2%   | 1,071,029   |
| Movement Building    | 11.4%   | 1,088,599   |
| Economic Justice     | 10.2%   | 975,682     |
| Power Agenda         | 6.6%    | 632,885     |
| Communications       | 18.9%   | 1,810,871   |
| Management & General | 29.4%   | 2,820,685   |
| Fundraising          | 12.4%   | 1,184,091   |
| Total Expenses       |         | \$9,583,841 |

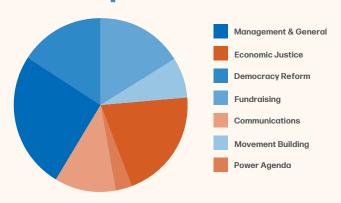
## FY 2024 Revenue



| Revenue Stream           | Percent | Revenue     |
|--------------------------|---------|-------------|
| Grants                   | 89.43%  | 7,452,299   |
| Individual Contributions | 7.25%   | 604,064     |
| Earned Income            | 3.32%   | 276,588     |
| Total Revenue            |         | \$8,332,952 |

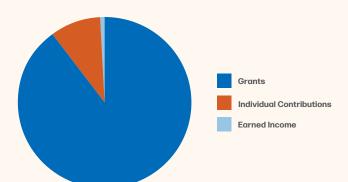
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## **FY 2025 Expenses**



| Department           | Percent | Expenses    |
|----------------------|---------|-------------|
| Democracy Reform     | 16.2%   | 1,577,988   |
| Movement Building    | 7.6%    | 741,385     |
| Economic Justice     | 20.6%   | 2,008,565   |
| Power Agenda         | 2.9%    | 278,077     |
| Communications       | 11.5%   | 1,121,590   |
| Management & General | 25.7%   | 2,501,053   |
| Fundraising          | 15.6%   | 1,519,693   |
| Total Expenses       |         | \$9,748,351 |

## **FY 2025 Revenue**



| Revenue Stream           | Percent | Revenue     |
|--------------------------|---------|-------------|
| Grants                   | 89.95%  | 7,419,351   |
| Individual Contributions | 9.26%   | 764,000     |
| Earned Income            | 0.79%   | 65,000      |
| Total Revenue            |         | \$8,248,351 |

