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**Annual Report  
Fiscal Year 2021**

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### **A Message from UPRISE**

Greetings UPRISE Community,

Fiscal Year (FY) 2021, which ran from August 1, 2020 to July 30, 2021, was a banner year for UPRISE. We were founded just a few years ago in 2018, and community response to our work, and our praxis around the work, has been both humbling and gratifying. While during our first few years, we focused on building our foundation, FY2021 was the first year that we were able to really expand our vision and our capacity.

Included in this report will be a brief summary of our programming, staffing changes, budget, and other key highlights of our Fiscal Year, including our vision and upcoming work for subsequent fiscal years. The UPRISE Collective is a Member-Based 501c3 Non-Profit organization, and so we believe deeply in transparency as an organization and in a community centered approach. We welcome feedback, questions, and suggestions for future programming.

We thank you, UPRISE community, for believing in us when we were small, and for sticking with us as we've begun to grow. We commit to continuing to embrace liberatory practices, both inside and outside of our organization, from both within and outside of the systems and institutions that impact our lives. Let's continue to do this work together.

In Community and Solidarity,

The UPRISE Team

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### **About UPRISE**

#### **Mission**

Opening spaces and providing support for people with targeted identities to engage in social uplift within our own communities.

#### **Vision**

People from targeted communities are the experts in our own lives. Our vision is that we are able to manifest our needs in the ways we see fit, staying grounded in our ancestral wisdom.

## Guiding Principles

- We believe in communal decision making and that leadership should come from within the community.
- We believe folx from targeted communities are capable and typically take on the emotional and mental labor of their communities and deserve credit for the work they do.
- We believe intersectionality is a thing, because it is.
- We believe our coping/survival skills are the gifts we bring to our communities and that our vision can extend beyond just our ability to cope.
- We believe we can do better and we deserve better.
- We believe empowerment isn't a thing, because it's not. Power comes from each person and within the community. When we realize our power, reclaiming it becomes essential.
- We believe this world is unable to survive without us. The US like so many other white supremacist spaces was built on stolen land with stolen labor and so we demand the status quo be recentered.
- We strive to decolonize our mentality, education, government, and ways of being in the world.
- We recognize that ideas, models, and ways of existing are not ours. They come from a long legacy of resistance lead by queer womxn of color who do the work without the credit.

## Model

The UPRISE Collective is a 501c3 NonProfit operating within the following organizational areas:

- **Organizational Learning:** Working with organizations to support their growth helps UPRISE to fund its free community programming.
  - Organizational and educational equity training
  - Consultation on equity plans, statements, and lenses
  - Policy and curriculum review
  - Assessment and data analysis
- **Community Programming:** UPRISE hosts several event series throughout the year.
  - Nothing About Us Without Us: Civic Engagement Series
  - Community Conversations: Building Capacity Across Identities
  - The Selah Series: Creation Stories, Healing Stories, and Resistance Stories

- UPRISE Book Club
- **Disability Justice Collaborative:** A collective of and for sick and disabled folks, centered in the Portland area but largely virtual.
  - Mutual Aid Network
  - As We Are: Biennial Disability Justice Conference
- **Feed Our People**
  - Covid Care Kits: Supporting womxn and their families impacted by covid.
  - Meals for Organizers: Paying to feed the people doing social change work.
- **YouthRise**
  - Covid Care Kits: Supporting womxn and their families impacted by covid.
  - Meals for Organizers: Paying to feed the people doing social change work.

### Equity Statement

We honor our Indigenous siblings who made their stand on the hallowed ground at Wounded Knee. We honor our stolen African siblings, who found ways to keep their children fed while teaching them to look the world in the eye. We honor our Latinx siblings who marched in the Plaza de Mayo for the disappeared, willing the world to see. We honor our Asian siblings, who wield leaf blowers against the smoke in our eyes. We honor the brick-throwers, the crawlers up the capitol steps, and the reclaimers of the languages we knew before we grew thorns on our tongues. We honor your stories, your songs, and your survivance. We commit to working toward creating a world that is grounded in the wisdom you've imparted to us. We honor your joy, your strength, your resilience, and your vision, and move forward knowing that your gifts live within us all. Your resistance has provided us with a roadmap to liberation. We are still here. And we rise.

### **FY2021 Programming**

This year, UPRISE, like many organizations, transitioned to a fully online format. We adopted a Zoom platform and worked to utilize all that technology had to offer so that we could maintain the sense of community and coalition building that is so unique to UPRISE's work. In addition, the added benefit of an online platform is that we can reach a wider community.

### Organizational Learning

Our Organizational Learning Programming supports the idea that social uplift work happens both within and outside of systems. We work with organizations, community groups, coalitions, and other entities to support them in advancing liberatory practices within their work. Many of

the groups that we work with compensate us for this labor (based on the budgets they have available), and Organizational Learning dollars constitute an important source of funding for UPRISE, while staying true to our mission.

UPRISE had a banner year with respect to our Organizational Learning work. We forged multiple new partnerships and our team supported organizations, community groups, and coalitions across the spectrum to advance liberatory practices within their work. Below is a summary of groups that partnered with UPRISE to support their learning.

*BIPOC Community Advocates:* This was not an organization but rather a community group, in conjunction with the YWCA, for which we provided our Decolonizing Self Care training, reimagining the way we conceptualize “care” within organizations.

*Call to Safety:* Call to Safety provides services to survivors of domestic and sexual violence. We began by assessing the organization, by providing 18 one-on-one interviews of staff as well as an interview with the past and current Executive Directors. We also conducted focus groups for on-call and BIPOC staff, a policy review, and meaning making sessions. Our training with this group included a Board training, a findings presentation, and a Co-Conspirators’ Circle and Interrupting White Saviorism training for white staff. FY2022 will include a Decolonizing Care conversation with BIPOC staff and a culminating all-staff Healing Circle.

*Campus Compact:* Campus Compact is a coalition of colleges and universities that supports civic engagement, community development, and the advancement of equity on campuses. We worked with this organization twice: We did a two-day workshop in caucus spaces, with the white staff and volunteers taking a training on Interrupting White Saviorism and the BIPOC participants engaging in Decolonizing Care. The second workshop happened all together, and focused on Interrupting the Norms of Professionalism.

*Clackamas Early Learning Hub:* This was this year’s foray into the world of early childhood. We did a two-part training with their Governance Council focused on advancing liberation with respect to early childhood curriculum, pedagogy, and policy, and did a separate training just for staff. We shared our favorite children’s books and songs, and gave insight into indigenizing early learning.

*Creating Conscious Communities with People Outside (C3PO):* This group supports three outdoor communities for people living outside. We worked with both staff and villagers on Cross-Cultural Conflict Resolution. We spent two days talking about how we feel conflict in our bodies, how our culture and identities impact how we show up in conflict, and how we maintain cultural humility to solve issues communally.

*GEAR UP: Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP)* supports college readiness for low-income students. We worked with this organization to plan and facilitate a two day retreat focused on reimagining self-care, refocusing ourselves in our work, equity, liberation, and embracing multiple ways of knowing, with a mini-workshop on indigenizing decision making. GEAR UP will be a long term relationship, as they will be bringing us back in FY2022 for more work together.

*My Future My Choice:* This organization supports comprehensive sex education. Our work with My Future My Choice was varied and fun, and continued into FY2022. We worked with the Teen Advisory Board (TAB), their mentors, and a group of teachers tasked with delivering curriculum, providing equity training, and in the case of the TAB group, supporting them to develop a tip sheet for teachers based on data they had collected from their peers throughout the school year. We also reviewed the sex ed curriculum for 8th grade, providing feedback on how the curriculum's lessons, language, and praxis might better encompass the myriad identities of the student body. In FY 2022, we'll be partnering with this organization again to review their 6th grade curriculum.

*Oregon Alliance to Prevent Suicide:* The Alliance is a group of practitioners, providers, youth, and families who advise entities like the Oregon Health Authority (OHA). We worked with the Alliance throughout the 2021 calendar year, which began with a series of SCOT (Strengths, Challenges, Opportunities, Threats) evaluations and focus groups to determine growth edges for the organization. We also supported leadership in engaging in resource mapping to gauge their reach as well as opportunities for new relationships. We engaged in an All-Alliance Equity & Liberation training, and supported the formation of an Equity Committee. We finish our work with this group in FY2022 with Content Specific Trainings and continued engagement with the newly formed equity team.

*OHA/CSAC:* Within the larger OHA network, we worked specifically with the Child and Family Behavioral Health Team (CFBH), and their advising body, Children's System Advisory Council (CSAC), which includes representatives from Youth & Young Adult

Engagement Advisory (YYEA). Much of our work with CFBH, colloquially called Kids Team, focused on their 5 Year Vision paper. We began with two all-day trainings in Spring and Summer, and then in Fall we supported the development of a work plan to begin to drill down on the 5 Year vision. With CSAC, we began with base equity trainings, worked specifically with the youth in mini-workshops focused on History of Youth Movements and Leveraging Our Power, and facilitated several conversations regarding how CSAC as an advising body would support the work plan and 5 Year Plan.

*Oregon Pediatric Society:* This group had a particular training that they submitted to UPRISE for review on Adverse Childhood Experiences (ACEs) and Trauma Informed Care, normed for healthcare providers.

*Portland State University Queer Resource Center:* For the PSU QRC, our focus was internal: decision making models, power dynamics, and maintaining praxis while working within the larger university system. We began with one-on-one interviews, and then had all-staff conversations regarding Power Dynamics and Decision Making, and Actualizing of Living Our Values.

*Neighborhood Partnerships:* This organization, among other things, engages in Economic Justice and Housing Justice work. UPRISE will be working mainly in FY2022 to support this organization with their Strategic Planning process. We note this here in this report because initial conversations with this organization began in February of 2021, and UPRISE attended several conversations, including at least one NP Board Meeting, in FY2021 in order to prepare for this work.

*REACH CDC:* REACH is engaged in community development in the area of affordable housing. Our work together was in the form of strategic planning for their Board. We began our work with Board committee interviews and a SCOT Assessment to support our assessment, and a series of equity trainings to foster learning and build shared language. We then worked on Visioning together, which brought us to Operationalizing Our Vision.

*Yamhill CCO:* This is a community care organization that covers health plan members in Yamhill County and parts of Washington and Polk Counties. We began our work with YCCO at the end of 2020 with a staff survey and subsequent meaning making session in racial caucus spaces. We also engaged in a SCOT Assessment. Work was cut short with

this particular group due to some ideological differences -- the group was reluctant to engage in race- or power-based caucusing, and objected to the language in our Land Acknowledgement. The bulk of our work was with the organization's Equity Committee, building their capacity for future work. Our final report, which reflected our findings, may shore up their efforts.

### Reawakening Our Past and Reimagining the Now

Our Reawakening & Reimagining programming has come from the minds and hearts of our community members, and is developed to challenge privileged social change models, instead centering the wisdom and stories of targeted communities. We prioritize BIPOC and QT/BIPOC, as well as community members with other intersecting targeted identities, from conception to completion of each program.

*Nothing About Us Without Us: Civic Engagement Series:* So many of us do not have access to understand, interrupt, or influence the systems that govern our lives. We have explored topics inside and outside the system, including how to write a ballot measure, voting rights, the census, and historic and current community organizing tactics. This year's theme for civic engagement was From Margin to Center. We focused on three areas: Housing, Immigration, and Incarceration. We send gratitude to our community partners, the Oregon DACA Coalition, and Critical Resistance Portland, for their collaboration during the Immigration and Incarceration events, respectively. Each organization shared their knowledge, their work, and ways that community members can plug into the movement.

*Community Conversations Series:* a space for conversations about challenges within and across communities. Topics come directly from community members. Past event topics have included unpacking the language we use to talk about violence and nonviolence, the role of multiracial community members in racial justice work, and intergenerational activism. For FY2021 (late summer, 2020), unfortunately, Community Conversations was cancelled due to COVID. The series will return in FY2022, in September of 2021.

### *The Selah Series:*

Selah is a BIPOC and QT/BIPOC storytelling space. Each night brings with it a different focus: Stories of Creation, Stories of Healing, and Stories of Resistance, with community building and healing activities between storytellers. Our culminating event is Outliving Thanksgiving, the Story of Thankstaking, which includes performances from BIPOC

artists and a shared meal. Selah was virtual this year and had its highest attendance ever, with engagements as far away as Florida. We continued our practice of giving our storytellers honoraria for sharing their knowledge with us, and community members who joined us for Outliving Thanksgiving were offered gift cards to order themselves food (using our provided list of BIPOC vendors).

*Know Your Rights:* In addition to regular programming, UPRISE hosted a Know Your Rights presentation in partnership with the Portland Chapter of the National Lawyer's Guild, to support direct action during the protests following the murder of George Floyd. Participants learned what to do and not to do when confronted by police, and resources to seek legal (and other) support if/when needed. Participants were able to answer questions, including the ins and outs of a "de-arrest" according to the attorney who joined us for the event.

*Book Club:* While book club did not officially launch until FY2022, you will see some costs incurred for the program in FY2021 in the Financial Report section of this report. Those costs were in preparation for an August 2021 launch. Book Club is now a regular program of UPRISE, about which you can learn more on UPRISE's website.

### Feed Our People

*COVID Care Kits:* Our Care Kits are special packages mailed to community members (who are often nominated by other community members to receive a kit) who are doing the hard work of supporting our communities in reaching liberation. Items vary based on funding but include a grocery gift card, teas, soaps, affirmations, resources, menstrual supplies if requested, and/or lotions. These Care Kits are intended to support Black, Indigenous, and other womxn, and femme folks of color who often go underappreciated and do the vast majority of the community care needed to keep our communities going. During FY2021, we created and shipped around 30 kits.

*Care Kits for Houseless Neighbors:* This was a project was part of our Disability Justice Collaborative and began as a Giving Tuesday Campaign in December of 2020. Due to staffing turnover, these kits were not created or distributed in FY2021. The money raised for these Care Kits has been maintained and distribution will commence with the hire of our new Disability Justice Project Manager in FY2022.

*Meals for Organizers:* Feed Our People, among other things, provides meals for people doing the work on the ground. For example, we supplied 40+ sack meals for the youth at the Children’s March in partnership with Don’t Shoot PDX during the protests following George Floyd’s murder. Due to COVID, this project has necessarily stalled, but UPRISE is always looking for groups to send a meal.

#### Disability Justice Collaborative

UPRISE has launched a new program, the Disability Justice Collaborative, to support the PDX Disability Justice Collective in projects that include the First Annual As We Are Conference, which took place in December 2020, and Care Kits for Houseless Neighbors, an off-shoot of our Feed Our People Program.

*As We Are: Disability Justice and Community Care Conference:* This two-day event was presented in webinar form, included ASL and Spanish interpretation, and featured community members who shared their knowledge and stories in the areas of Disability Justice 101, DeafBlind Cultures, Trauma Informed Care, Anti-Black Roots of Mental Health Systems, Body Sovereignty, Safer Protest Strategies, and Community Healing.

#### YouthRise

Our youth programming, set to launch in early 2022.

*KidsRise:* Our first program under YouthRise will be KidsRise, a space for youth to engage in art and performance around the ideas of liberation and to share their experiences with challenging oppression. KidsRise will launch in October of 2021, with our first Art Showcase in April of 2022.

*Claim the Sky:* A program set to launch in 2023, Claim the Sky will be a peer mentorship program for children whose caregivers are or have been incarcerated.

### **FY2021 Staffing Report**

Prior to FY2021, UPRISE was run entirely by volunteers and contractors. However, this year, we were able to hire our first employees. We currently have two Co-Directors, a Communications Specialist, a Project Manager for the Disability Justice Collaborative, and we are in the midst of hiring our Organizational Learning Program Manager.. Our Strategic Plan outlines our goals for expanding our staff, including adding an Administrative Coordinator, a Membership and Volunteer Coordinator, an Organizational Learning Program Director, and a “Feed Our People” Program Coordinator. Our Strategic Plan is also designed to support us to titrate FTE hours in order to move several positions from part-time to full-time and benefitted by FY2024.

In addition, UPRISE has been able to contract for additional support with bookkeeping as well as payroll so that our team can spend more of our time on the work that gives us the most energy: sharing stories of creation, resistance, healing, navigating systems, reimagining systems, and survivance across communities.

### **FY2021 Membership Report**

#### **UPRISE Member**

UPRISE membership has stayed steady at about 50 active members in FY2021. Our Strategic Plan includes a projected increase to 100 members by the end of FY2022.

#### **Patreon**

In order to better engage with our members, UPRISE adopted a Patreon platform. Members are able to access UPRISE content, learn about opportunities before they hit social media, and provide feedback on our programming content.

#### **New Membership Tiers**

While membership to UPRISE has always existed on a “pay as you can, or don’t” honor system, we adopted the following tiers for members to select their member of financial engagement:

*Free Sh\*t: \$0/mo*

*Sh\*t Starter: \$5/mo*

*Sh\*t Disturber: \$10/mo*

*Sh\*t Destroyer: \$15/mo*

As always, members are able to pay what they can to support UPRISE's work.

### **FY2021 Board Report**

#### UPRISE Board of Directors FY 2021

Staci Martin, EdD, Facilitator

Abdul Fofanah, MSW, Treasurer

Shaila Zamora, Story Keeper

\*\*Shaila Zamora stepped down from her role in March 2021. We wish her luck in her move to California.

Summer Brown, LMFT

Dustina Haase-Lanier, MSW

Dominique Price, MSW

Asa Wright, MFA

#### FY2021 Board Meetings

August 26, 2020

November 18, 2020

February 24, 2021

Special Session: April 28, 2021

To Review UPRISE's Strategic Plan

June 2, 2021

\*\*Board Meeting Minutes are a matter of public record and are available upon request.

#### Actions

Approved new tiered membership system

Proposed the creation of Board committees

Adopted UPRISE's FY2022-FY2024 Strategic Plan

Adopted compensation rate for independent contractors

Increased Board meetings for FY2022 to every other month, during the last Wednesday of the month.

Ratified FY2021 Board Decisions in April 2021 following Member vote

Approved updated equity statement

#### Reported Conflicts of Interest during FY2021

None

**FY2021 Financial Report**

<b>REVENUE</b>			
	Organizational Learning Contributions		\$167,079.00
	Donations		\$15,284.43
	Grants & Major Gifts	The Collins Foundation	\$33,950.00
		MRG	\$13,000.00
		Women's Foundation	\$5,000.00
		The Starling Collective	\$4,000.00
		Lewis & Clark IRJ Program	\$1,250.00
		Metro	\$1,000.00
		Northwest Health Foundation	\$1,500.00
<b>Total Revenue</b>			<b>\$242,063.43</b>
<b>EXPENDITURES</b>			
	Organizational Learning		
		Materials	\$96.86
		Independent Contractors	\$37,253.50
	General Operating		
		Independent Contractors	\$1,280.00
		Legal & Professional Services	\$975.00
		Office Supplies	\$620.73
		Payroll	\$70,739.07
		Payroll Tax	\$38,243.84
		Payroll Service Fees	\$756.50
		Phone	\$941.40
		Postage	\$103.40
		Rent/Utilities	\$2,700.00
		Software & Subscriptions	\$1,580.89
	Reawakening & Reimagining		
		Nothing About Us Without Us	\$2,502.52
		Community Conversations	\$0.00
		The Selah Series	\$6,036.92
		Know Your Rights	\$530.00
		Book Club	\$440.02
	Feed Our People		
		Covid Care Kits	\$5,686.13
	Disability Justice		
		As We Are Conference	\$12,444.68
		Care Kits for Houseless Neighbors	\$1,366.00
<b>Total Expenditures</b>			<b>\$184,297.46</b>
<b>NET OPERATING REVENUE FY2021</b>			<b>\$57,765.97</b>

**Strategic Plan: FY2022-2024**

Our principal goals for our FY2022-2024 Strategic Plan (attached) include:

**Fiscal:** Develop, grow, and diversify UPRISE’s funding sources. While previously run by contractors and volunteers, UPRISE hired its first part-time employees in FY2021. Our goal is to develop a sustainable financial model using a blend of fee-for-service dollars, grant funding, membership dues, and donations to support the need for expanded staff and programming, as well as the ultimate goal of having full time, benefitted positions and the office space and technology to accommodate a larger team and a fuller programming year.

**Staffing:** Develop new, paid positions to support UPRISE’s mission and expanding capacity. While UPRISE employs two Co-Directors, a Social Media Specialist, and a Program Manager for Disability Justice PDX, all part-time, our Strategic Plan includes a titrated expansion of FTE hours for existing staff as well as the inclusion of new positions to support the capacity of our team. We would like to, in the next three years, add an Administrative Coordinator, a Membership and Volunteer Coordinator, and Organizational Learning Program Director, and a “Feed Our People” Program Coordinator.

**Programming:** Grow and enhance current programming to continually center community voice. Develop new programming to expand UPRISE’s learning community, including children’s programming KidsRise and Claim the Sky. KidsRise will launch in FY2022, and will be an extension of our Selah Series. The program will include an Art Showcase by PreK-12 youth to tell the story of how they envision liberation and how they advocate for themselves and each other in the spaces they occupy. Claim the Sky will be a peer mentorship program for youth whose parents have been through the prison system. Both programs will center BIPOC and QT/BIPOC community.

**Membership:** Grow UPRISE’s membership base, and create new opportunities for members to engage with the organization. Our goal is to double membership in FY2022, and to then increase members by 25 in FY2023 and 2024.

Our full Strategic Plan can be accessed [here](#).

**Thank You**

As always, we thank you for your stories, your survivance, and your myriad journeys to healing together. Thank you for trusting us to engage with our communities as we learn and grow together. Thank you for showing up and being vulnerable in grappling with difficult topics. Thank you for laughing and learning with us. We hope that you got out of our work together what you had hoped for. Additionally, we hope that we continue to move into our next year together with the gift of questioning - question everything. Liberation cannot happen in a day, a training, an assessment, a protest, or within a committee - it's an unending practice and it's a deep commitment to dismantling and reimagining, to remembering who we were before colonization took root. We look forward to seeing all we accomplish together as we continue the work toward liberation.

In Community and Solidarity,

The UPRISE Team

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