

2021 Annual Report

Board of Directors 2022



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Detroit, MI

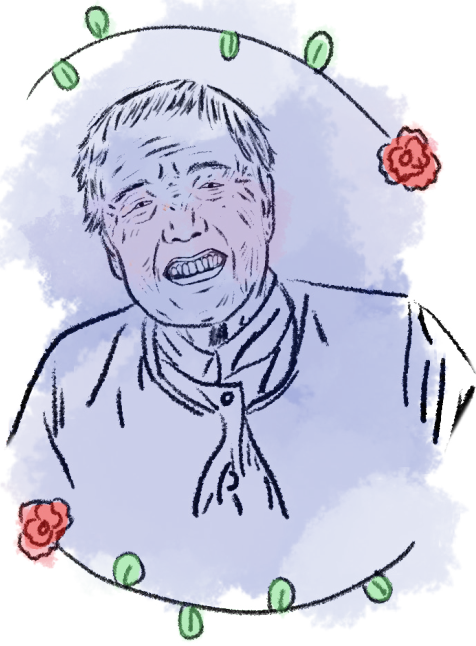
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Madison, WI

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Make It Work Nevada
Las Vegas, NV





“Love isn’t about what we did yesterday; it’s about what we do today and tomorrow and the day after.”

- Grace Lee Boggs

Grace Lee Boggs, the great activist and revolutionary, said it best: love is about yesterday, today, and tomorrow. Our work for social justice is fueled by **love, dedication, and a commitment** to fighting for basic human rights for low-wage working women of color and their families.

As we enter our third year of the COVID-19 pandemic, we continue to witness the widening gap between the haves and have-nots. The impact on low-wage working women, especially women of color in frontline jobs, is unimaginable. They have been asked to go to work without **paid sick days, paid leave, child care** and so much more.

They face the burden of having to choose between paying rent or putting food on the table, risking exposure to Covid, or quitting their jobs. However, this pandemic has also illustrated the incredible resiliency, tenacity, and boundless love working women have for their families, neighbors, and communities as we fight together for justice.

It is through this love for our community that 9to5 remains standing strong, fighting for working women every day. The pandemic has spurred us to reimagine creative ways to do our work every day. We’re still here at the forefront fighting for **economic justice, gender justice, racial justice, and protecting the democracy of the people.**

Over the last two years, we have witnessed an outpouring of support that allows us to battle these urgent issues. **Thank you to all our members, donors, funders, fellow warriors and co-conspirators!** You are giving us the strength to hold the line on justice, while always pushing forward.

As we look forward to our 50th anniversary in 2023, we will continue to advocate for and lift the voices of those most directly impacted, whether it’s today or the next fifty years. Thank you all for your love - yesterday, today, and tomorrow!

In Solidarity,

Leng Leng Chancey
Executive Director



Our Mission

9to5's mission is to build a movement to achieve economic justice, by engaging directly affected women to improve working conditions.

Our Vision

We envision a world where all women and their families can thrive in an economically just society where gender and racial justice are realized.

9to5 advances our mission through organizing and leadership development in our communities, providing voters with the non-partisan information and support they need, and campaigns to win policy change.

We're Creating Impactful Change to Win

Workplace Justice



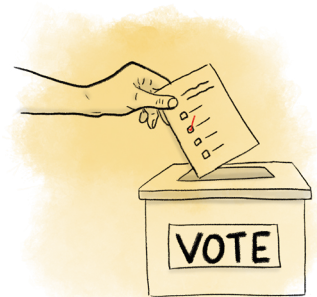
Workplace Justice including issues such as paid family leave and paid sick days, family-supporting jobs, rights and protections for pregnant workers, fair scheduling, pay equity and equal pay and higher wages.

Family and Community Sustainability



Family and Community Sustainability including affordable child care, affordable housing, renters' rights and equitable public utilities services, and safety net programs that lift families out of poverty.

Power Building



Power Building including voter engagement, voter protection and mobilization, Community Justice Fellowships for emerging leaders, know-your-rights and skills training for our members.



NATIONAL NETWORK

Taking action, creating change

As we reflect on a tumultuous year, we are grateful for our community, our members and our leaders. In 2021, we navigated a global pandemic, took part in the growing movement for racial justice, and fought back against attacks on our voting rights. In the face of ever-present challenges, we've continued to fight for a better future for our families.

9to5 continued to shape the debate on the critical issues that directly affect our members across the country. We've lifted up women's point of view and voices in the media and in campaigns for paid family and medical leave, paid sick days, fair scheduling, equal pay, protections against discrimination, affordable and accessible child care, a strong safety net, renters' rights and affordable housing.

We trained new leaders through our paid Community Justice Fellowship Program, which provides emerging leaders with a foundation on which to grow their community organizing and activism. We had conversations with thousands of voters in BIPOC (Black, Indigenous and people of color) communities, offering ways to vote their values, take action and make a difference. We provided leadership and mobilization to ensure the paid family leave and child care measures in the Build Back Better plan centered our members' needs.

With your support, we'll continue to fight for the solutions that we need. **Thank you for being such an important part of 9to5's movement to win justice for working women!**





Together, We Made An Impact!

9to5 helped win critical policy solutions in 2021

A few highlights:

- The Build Back Better Act passed in the House of Representatives, with critical new paid family leave and child care provisions.
- In Colorado, 9to5 helped win the strongest paid family leave insurance program in the US in 2020. We're now leading the effort to ensure all workers will get the time they need when the law goes into effect. We also won new policies that protect mobile home residents against landlord retaliation, and more protections for renters facing eviction.
- 9to5 Georgia built grassroots pressure to secure three weeks of paid family leave for Georgia state employees. This is an important step toward our campaign to win paid leave for all.



In The News

Our work made headlines throughout 2021, with coverage of 9to5, our members and our campaigns featured in local, national and international publications.

Below are a few examples of media coverage in 2021:

“[‘I have never felt so hopeless’: millions in US fear utility shutoffs as debts rise](#)
The Guardian, October 13, 2021

“[Thousands in Colorado scrambling after eviction moratorium ends](#)
Denver 7 News, August 27, 2021

“[Biden’s American Families Plan could make America less terrible for parents](#)
Vox, May 5, 2021

“[The Cost of Essential Work for Black Women](#)
Essence, September 6, 2021

“[Black women’s Equal Pay Spotlights Need for Wage Transparency](#)
Public News Service, August 3, 2021

“[Opinion | Grass and Roots: Investing in childcare is investing in our workforce](#)
Green Bay (WI) City Pages, October 14, 2021



9to5 GEORGIA CHAPTER

In Georgia, we've launched new ways to gather feedback from our members, we've grown our partnerships and built our capacity to reach our goals. In 2021 we're proud to have graduated over 20 Community Justice Fellows - our next wave of grassroots leaders! Our Fellows learned skills such as storytelling and power mapping, and are helping move 9to5's campaigns forward throughout the state.



Voting continues to be a critical part of how we make our collective voices heard. Last year, we had 2,000 one-on-one conversations with voters to learn more about the issues they care about and offer ways to take action and get involved with 9to5. We reached an additional 63,000 voters leading up to important municipal elections in Atlanta, Macon, Savannah and Albany.

The continuing pandemic only emphasized the need for paid leave for all workers. 9to5 moved the dial forward last year, helping to pass a new law in Georgia guaranteeing paid parental leave to state employees. We won't stop there - we're demanding that Georgia step up and provide paid leave for all workers in the state.

Over the last four years, we've been organizing around unjust and corrupt public utilities systems. We're focusing our work in Albany, where many Black communities are facing unreasonably high utilities bills. Last year we helped craft a Utilities Justice platform that outlines key solutions to the intersecting utilities, housing and climate justice crises. We also published [*People Over Profit: The Campaign for Utility Justice in Albany GA*](#), which outlines the issues we face in Georgia, and the solutions.



9to5 WISCONSIN CHAPTER

At 9to5, we are moving ever forward toward our shared vision of collective liberation and economic security for BIPOC communities. Over the last year, we took steps toward achieving this vision, through our goal to create a multi-racial democracy that honors every person's dignity, identity and rights.

We engaged with thousands of Wisconsinites through voter engagement including in-person conversations, phone calls and text messages. We shared our powerful lived experiences with key legislators on everything from expanding democracy and voting rights, to paid leave, affordable and equitable childcare, and racial equity. We held virtual and in-person rallies, joined marches, amplified our voices through letters, social media, and media engagement, and held policy makers accountable.

We made sure paid leave and affordable child care remained in the Build Back Better Plan, as key policies to support families weathering an ongoing pandemic. We spoke out in support of legislation to condemn anti-Asian hate and violence. We rallied childcare providers, parents, and caregivers to bring important child care issues in front of decision-makers. We built our base of leaders across the state through our Community Justice Fellowship Program, monthly educational sessions, and advocacy training.



As we forge ahead, our focus is building community power with marginalized voices at the forefront, as we activate and mobilize across Wisconsin.



9to5 COLORADO CHAPTER

In Colorado, 9to5 has been at the center of powerful grassroots campaigns to advance paid family leave and housing justice.

In 2020, 9to5 helped pass a historic measure guaranteeing paid family leave to workers in our state - and we didn't stop there. We've been leading the charge to make sure the new program has the funding it needs to be successful, and that our members' needs are reflected in the way paid leave will be administered.

Our work also helped win major new protections for renters - including limits on late fees, prohibiting eviction solely for the inability to pay late fees, and making it easier for tenants to pursue health and safety claims.

We expanded our legal rights and organizing workshops and provided 25 educational sessions in seven counties. We grew our legal defense work, providing free legal support and representation to renters facing eviction.

The impacts of the climate crisis will continue to harm working families and people of color. Last year we began co-chairing the Colorado THRIVES coalition, dedicated to pursuing a green new deal and equitable solutions to the climate crisis at the national level. Our work was instrumental in efforts to pass the bipartisan infrastructure bill and the Build Back Better package.



We hosted our first Organizing & Empowerment Institute since the start of the pandemic, training nearly 40 grassroots leaders from across Colorado. Leaders gained skills in how to speak to elected officials, how to build power through one-on-one outreach, anti-oppression tools and more. Several are now part of our Economic Justice Advisory Committee, made up of some of our strongest leaders to provide feedback and direction for our current and future campaigns.



THANK YOU

to all the generous donors, funders and supporters who make our work possible.

Donors \$100 and up | January 1 - December 31, 2021

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Colorado Coalition for the Homeless
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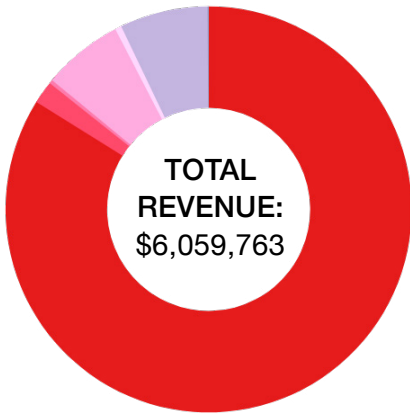
Please accept our apologies if any errors or omissions have been made and contact us at 404-222-0001 so that we may make corrections.



FINANCIAL OVERVIEW

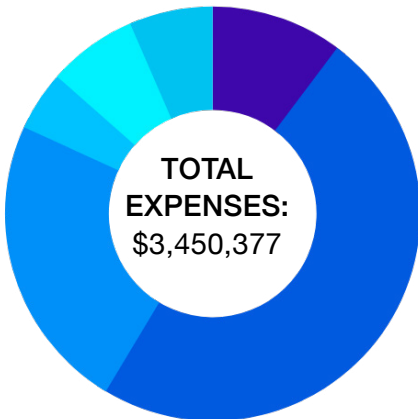
October 1, 2020 - September 30, 2021

Income



Foundation Grants	84%
Contributions	2%
Investment Income	0.3%
Earned Revenue	6.4%
Fiscal Agency Revenue	0.5%
Special Event Net Revenue	0.06%
Forgiveness of Debt Income	7%
Other Revenue	0.01%

Expenses



Power Building	10%
Family & Community Stability	48%
Workplace Justice	23%
Housing & Eviction	5%
Green New Deal	7%
Rapid Response Care Fund	7%

CHANGE IN NET ASSETS: \$2,053,652

NET ASSETS, BEGINNING OF YEAR: \$4,074,003

NET ASSETS, END OF YEAR: \$6,127,655

Contact Us

Stay connected with 9to5



Join 9to5

For more information about 9to5 and how to join, visit 9to5.org

To donate, visit 9to5.org/donate

Legacy/Planned Gifts

As you are making your estate plans, please keep 9to5 in mind. Our staff welcomes the opportunity to speak with you and learn more about your planned or legacy giving goals.

Our full legal name is 9to5, National Association of Working Women, and our address is:

207 E Buffalo St Ste 211
Milwaukee WI 53202

Please contact: Nasreen Jilani, Deputy Director of Communications and Development | nasreen@9to5.org | 404-222-0001

Thank you 9to5 Movement Builders

Your sustaining monthly support is an invaluable part of our success.

To become a Movement Builder, call 404-222-0001 or visit 9to5.org/movement.

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