

2023 Year in Review



WE PRESUME OUR POWER





Report design by Graeson Rosa (graesonrosa.com).

Illustration on page 14 by Graeson Rosa and back cover by Monica Trinidad.

Connect with us:

 @3Wave

 @3WaveFund

 /3WaveFund

ThirdWaveFund.org

Contents

A Letter From Our Former Co-Directors	4
Hello From Our New Co-Directors	5
Grantmaking Highlights	6
2023 Grantees	8
Meaningful Moments in 2023	14
Grantmaking	16
Donor Reflections	24
2023 Financial Statement	25
Our Staff	26
Our Advisory Council	27
Thank You to our Donors	28

A Letter From Our Former Co-Directors

Dear Community,

As we step down as Co-Directors, we couldn't be more proud of what Third Wave has been able to accomplish while navigating unbelievable challenges—and what it has meant to do that in concert with all of you reading this letter. We've all witnessed what we're up against, whether it's escalating attacks on trans people, reproductive justice, or bodily autonomy. Third Wave has been called on to meet our movements with equal, if not greater, responsiveness to advance the community power of young queer, trans, sex working, and disabled BIPOC organizers shaping our liberated futures.

A lot can change in five years. A majority of our grants are now multi-year, demonstrating our commitment to the care and longevity of our movements and those that lead them. Since 2019, our grantmaking has grown from \$800,000 to over \$3 million; our staff has grown from a team of six to 18 strong, including a new tier of Director-level staff to support the work; and our grantmaking programs increased from four to six, including our newest and largest grantmaking program, the Disability Frontlines Fund. While growth is complicated and non-linear, we've heeded the call from grassroots movements to follow through on our commitment to meeting them wherever they are with resources.

As Co-Directors, we've been the faces that get to share out this work, but our success has always been the collective effort of Third Wave staff, our Advisory Council, grantmaking panelists, donors, and co-conspirators. Thank you all so much for your continued support. As we welcome our new Co-Directors, Morgan (Mo) Willis and MARS. Marshall, we ask that you support them in the ways that you've shown up for us. When we came on as new leaders, we were in awe of the breadth of people already lined up to support us. There was and is a deep sense of commitment to Third Wave as an institution with an identity and impact that extend beyond any

particular leaders. Building off the legacy of the Sustainable Leadership Fund that supported us, we urge you to take the [Powerful Futures Pledge](#), a commitment to not just support Mo and MARS. in their new leadership positions, but to ensure Third Wave's future of resourcing youth-led gender justice organizing for generations to come.

Leadership transitions are powerful and needed. As we reflect on what it has meant to lead Third Wave—all of the challenges, mistakes, collaborations, wins, and big moments—the one constant has been re-committing to our values and doing the work with integrity. This work can be hard and messy, and yet we couldn't be more confident and excited about this next chapter for the organization. There are further disruptions to our communities and movements on the horizon. Now is not the time to get comfortable—let's take some risks together.

Sincerely,



Kiyomi Fujikawa and Ana Conner



Hello From Our New Co-Directors

Dear Friends,

We're beyond thrilled to make our official entrance as Third Wave Fund's new Co-Directors (call us MoMA—if you will)! When we accepted the opportunity to co-lead this brilliant organization, we knew we were committing to carrying forward a long legacy of mobilizing resources to sustain youth-led movements committed to gender justice liberation. There are many notes of gratitude to extend to those who forged a path for Third Wave Fund's work but we'd like to start by expressing our sincere gratitude to Ana and Kiyomi, as well as Advisory Council Co-Chairs Adjoa, Isabel, and Quita, for guiding us through our on-ramp to the organization.

Third Wave Fund has always been at the forefront of providing critical resources to our movements when they need it the most. Together as two people who live at the intersections of being Black, queer, nonbinary and trans, we have lived and bore witness to the power our communities harness when adequately resourced to organize for change and care for each other. It's this truth of our lived experience that led us to this work and urges us to continue our experience doing this work.

Over the years, we've worked closely with queer and trans BIPOC artists and movement workers in many different capacities but perhaps the one that offers a throughline of how we come to this work is through our time organizing the Allied Media Conference—where we embodied organizing principles that emphasized—**We presume our power, not our powerlessness**—and like Third Wave Fund, understanding that community-led movements must be led by people directly impacted by oppression.

As Co-Directors, we center deep listening and collaboration in our leadership—holding closely the truth that relationships are our most important resource. We're excited to work with an amazing crew of people who show up to this work everyday with creativity, curiosity, and courage.

This year is monumental as we face the continued onslaught of legislative attacks against our people and know that this calls for a radical deepening of how we show up for each other and the folks we're in community with. Resourcing the fight for reproductive justice and gender justice is perhaps at its most critical point. Together, we're ready to dive into what it means to adequately show up for our people, and we know that friends, family, and co-conspirators of this work are right there with us.

With an abundance of love,

Morgan. MARS. Marshall

Morgan “Mo” and MARS. (MoMA)



Grantmaking Highlights

\$3,063,955
funds distributed

109
grants distributed

97
grantees

**DISABILITY
FRONTLINES
FUND**

\$1,075,700
17 grantees

**GROW
POWER
FUND**

\$558,900
12 grantees

**SEX WORKER
GIVING
CIRCLE**

\$557,850
23 grantees

**MOBILIZE
POWER
FUND**

\$455,515
41 grantees

**OWN OUR
POWER
FUND**

\$259,00
10 grantees

**ACCOUNTABLE
FUTURES
FUND**

\$157,090
6 grantees

90%

**BIPOC-led
orgs**

15%

**Rapid
Response
Funding**

24%

**Black
Trans-led
orgs**

85%

**Multi-Year
Funding**

2023 Grantees

Please note: Third Wave Fund covers fiscal sponsorship fees on top of the grant amount awarded; grant amounts vary depending on fiscal sponsorship fees.

Fund Symbols Key



Disability Frontlines Fund



Mobilize Power Fund



Grow Power Fund



Own Our Power Fund




Sex Worker Giving Circle




Accountable Futures Fund

NATIONAL | \$475,995


Autistic People of Color Fund

 \$46,750

Best Practices Policy Project

 \$25,000


COVID Cautious Cookout, The Black Trans Prayer Book, & Liberation Medicine School

 \$15,000


Dissenters

 \$47,250 |  \$10,000



Fandom Forward

 \$25,000


The Feminist Front

 \$26,000


Fireweed Collective

 \$124,200 |  \$27,000


Just Practice Collaborative

 \$28,045


Muslim Alliance for Sexual and Gender Diversity (MASGD) & Partners

 \$20,000


Palestinian Feminist Collective


















 \$10,000














Strategies for High Impact - Network for Long COVID Justice


















 \$46,750




















Zepp Wellness Center















 \$25,000

SOUTH/SOUTHEAST | \$951,840**Alabama****TAKE Resource Center***Birmingham, AL* \$45,000**Arkansas****inTRANSitive***Little Rock, AR* \$45,000 |  \$10,000**District of Columbia****Collective Action for Safe Spaces***Washington, DC* \$5,000**DAWN***Washington, DC* \$115,000**HEARD***Washington, DC* \$115,000**Najma Johnson***Washington, DC* \$13,000**Florida****Color N Raw***Fort Lauderdale, FL* \$10,000**Fanm Saj***Miami, FL* \$24,325 |  \$10,000**The McKenzie Project, Inc.***Miami, FL* \$25,500**Unspoken Treasure Society***Gainesville, FL* \$25,000**Tallahassee Community Action Committee***Tallahassee, FL* \$10,000**Georgia****Can't Stop Change***Athens, GA* \$8,000**Game Changing Men***Newnan, GA* \$10,000**I Am Human Foundation***Ellenwood, GA* \$10,000 |  \$25,000**In Defense of Black Lives Atlanta***Atlanta, GA* \$20,000**Louisiana****Anonymous** \$45,000 |  \$20,000**Louisiana Trans Advocates***Lafayette, LA* \$10,000**Reproductive Justice Action Collective (ReJAC)***New Orleans, LA* \$47,925

Mississippi**Fannie Lou Hamer Center for Change***Europa, MS* \$10,000 |  \$45,000**Love Me Unlimited 4 Life***Jackson, MS* \$25,000 |  \$10,000**North Carolina****National Survivors Union***Greensboro, NC* \$25,000**South Carolina****Palmetto State Abortion Fund***Columbia, SC* \$10,000**Queerify South Carolina & Youth Activism Project***Laurens County, SC & Bethesda, MD* \$15,000**We Are Family***Charleston, SC* \$10,000**Tennessee****Seed Theater***Chattanooga, TN* \$8,000**WeCareTN***Memphis, TN* \$25,000**Texas****400+1***Austin, TX* \$23,675**OLTT (Organización Latina Trans in Texas)***Houston, TX* \$25,000**Restorative Justice Collaborative of Houston***Houston, TX* \$10,000**Transgender Education Network of Texas***Austin, TX* \$10,000**Virginia****QueerRVA***Richmond, VA* \$6,415**Southeastern Transgender Resource Center***Norfolk, VA* \$45,000**WEST COAST/PACIFIC | \$528,445****California****Bay Area Transformative Justice Collective***Oakland, CA* \$28,045**Deaf Queer Resource Center***San Francisco, CA* \$42,500

DecrimSexWorkCA*San Francisco, CA* \$48,375**The Disability Project at Transgender Law Center***Oakland, CA* \$115,000**Los Angeles Spoonie Collective***Pasadena, CA* \$46,750**Majdal Center***San Diego, CA* \$10,000**National TPS Youth in Los Angeles***Los Angeles, CA* \$8,000**Somos Familia***Oakland, CA* \$5,000**SWOP LA***Los Angeles, CA* \$25,000**Tapped Out Coalition***Escondido, CA* \$10,000**Hawaii****Campesina Womb Justice &
Pacific Birth Collective***Maui, HI* \$20,000**Oregon****NativeWomanshare***Grants Pass, OR* \$25,000**Portland Sex Worker Resource Project***Portland, OR* \$28,750**Washington****Coalition for Rights & Safety for
People in the Sex Trade***Federal Way, WA* \$47,925 |  \$26,625**The CID Collective***Seattle, WA* \$25,725**Tranzzlation***Seattle, WA* \$15,750**MIDWEST | \$432,350****Illinois****Liberation Library***Chicago, IL* \$26,250**Masjid al-Rabia***Chicago, IL* \$42,500**Pushing Envelopes Chicago***Chicago, IL* \$7,000

Sky Cubacub*Chicago, IL* \$13,000**Street Youth Rise Up***Chicago, IL* \$47,925 |  \$26,175 |  \$27,500**Support Ho(s)e Collective***Chicago, IL* \$15,000**Indiana****Generation Patient***Greenwood, IN* \$115,000**Missouri****Lifeline Aid Group & Mutual Aid Overland***St. Louis, MO* \$15,000**MO Ho Justice***St. Louis, MO* \$27,000**New Roots Urban Farm***St. Louis, MO* \$10,000**St. Louis Queer+ Support Helpline (SQSH)***St. Louis, MO* \$25,000**Transformations***Kansas City, MO* \$10,000 |  \$25,000**NORTH/NORTHEAST | \$203,200****Connecticut****Students for Educational Justice***Hamden, CT* \$26,750**Massachusetts****Disability Justice Youth Center***Boston, MA* \$10,000**Unity Circles***Cambridge, MA* \$26,825**Whose Corner Is It Anyway?***Holyoke, MA* \$26,500**Worcester Youth Cooperatives***Worcester, MA* \$10,000**New York****F2L Network***New York, NY* \$26,625**Hoe is (Our) Life: Support and Beyond Surviving***Beacon, NY* \$10,000**Saratoga Black Lives Matter***Saratoga Springs, NY* \$10,000

Pennsylvania**Bantu Safe Haven***Philadelphia, PA* \$26,250**Imani Barbarin***King of Prussia, PA* \$13,000**Serenity House***Philadelphia, PA* \$17,250**MOUNTAIN WEST | \$122,375**Arizona**Community Aid Solutions In Tucson Arizona (CASITA)***Tucson, AZ* \$15,000**The Outlaw Project***Phoenix, AZ* \$26,625Colorado**Black Sex Workers of Colorado***Denver, CO* \$15,750Montana**Diverse Voices Coalition***Missoula, MT* \$10,000**TransVisible Montana***Missoula, MT* \$10,000Nevada**Wild West Access Fund***Reno, NV* \$45,000**U.S. TERRITORIES | \$349,750**Guam**Birthworkers of Color Collective***Guam & Long Beach, CA* \$10,000Puerto Rico**André Pó Rodil Rivera***San Juan, PR* \$13,000**Collectivo Ilé***Caguas, PR* \$120,750**EspicyNipples (EntrePutxs PR)***San Juan, PR* \$27,500 |  \$46,750**La Sombrilla Cuir***San Juan, PR* \$46,750**Micelio Abolicionista***San Juan, PR* \$49,500**Ominira Healing & Sexuality Power***San Juan, PR* \$8,000**Taller Lumpen***Mayagüez, PR* \$27,500

Meaningful Moments in 2023



Announcing a Bold Leadership Transition

After five years at the helm of Third Wave Fund as Co-Directors, Ana Conner and Kiyomi Fujikawa announced their planned departure from leadership. It was always their intention to lead Third Wave for five years before passing the baton to a new team of bold and courageous leaders. In their tenure, Ana and Kiyomi's leadership yielded many incredible accomplishments. They increased Third Wave's budget from \$2.4 million to over \$6.4 million, and oversaw over \$12 million in grants awarded to youth-centered, BIPOC organizations across the country, particularly to groups often under-resourced and under-represented within philanthropy. They led Third Wave with brilliance, heart, and vision through

Black liberation uprisings, the ongoing COVID-19 pandemic, and full scale attacks on trans people, reproductive health, and bodily autonomy. In recognition of this work, they were given the 2021 "Smashing Silos" Impact Award from the National Committee for Responsive Philanthropy, were included in ARTNews' list of "The Deciders" for 2022, and received a historic \$3 million donation from philanthropist MacKenzie Scott in late 2022.

New Report:

Resourcing Movements for the Long Haul

Our first report from the Grow Power Fund launched, exploring the impact of our six-year grants on the Grow Power Fund's first grantee cohort. Multi-year

funding enables organizations to develop skills, build power, grow their vision, and experiment without the risk of losing institutional partners or funding. In fact, we have incorporated these lessons learned across a majority of Third Wave's funding, with multi-year grants now comprising 85% of all grantmaking in 2023.

New Branding and Website Redesign

Through a year-long partnership with Casa Blue Studio, we launched new branding and a website redesign. Casa Blue is a woman and POC-owned design firm based in Chicago, IL. We worked diligently together to ensure that our new logo and platform reflected our growth, values, and relentless dedication to responsive grantmaking by and for QTBIPOC young people.

Third Wave Out in the World

We took robust COVID precautions that allowed us to more safely share our learnings and cultivate community at social justice philanthropy gatherings across the country while keeping each other safe. Kiyomi Fujikawa (former Co-Director) moderated panels at both Funders for Reproductive Equity and Funders for LGBTQ Issues' Funding Forward, Sylvia Jung (Development Officer, Institutional Giving) spoke at Resource Generation's Transforming Philanthropy series, mai doan (Program Officer, Mobilize Power Fund and Accountable Futures Fund) presented at the CHANGE Philanthropy Unity Summit alongside Stas S.R. Phoenix, Co-Leader of Spring Up, and Maryse Mitchell-Brody (Director of Development) presented at Making Money Make Change with co-facilitator Chanelle Gallant.

Three New Episodes on Sex Worker Leadership, Conflict Resolution, and The Power of Shared Leadership

We hosted three in-depth audio conversations with grantees and movement leaders on our podcast, Mic Check! In episode 6, we chatted with Jenna Torres and Raquel Savage (Zepp Wellness Center) on sex worker leadership and the unique position sex workers are in to lead reproductive justice efforts. In episode 7, we spoke with Valleria (Unity Circles) and Stas (Spring Up) on approaches to conflict in community. In episode 8, we heard from several former Third Wave leaders, like Paulina Helm-Hernandez (Foundation For a Just Society) and Loan Tran (former Advisory Council Co-Chair) on the power of shared leadership through reflections on Ana and Kiyomi's tenure at Third Wave. Threaded through all of these conversations is a central question: How can philanthropy better show up for grassroots movements?

Transitions and Staff Growth

We welcomed five new staff members in 2023 and early 2024, including our new Co-Directors, Morgan (Mo) Willis and MARS. Marshall! Bolstering our Development team, we brought Genevieve Saavedra as our Development Officer, Individual Giving and Charice Starr as our inaugural Campaign Organizer; Sylvia Jung's role shifted to Development Officer, Institutional Giving, and Maryse Mitchell-Brody was promoted to the Director of Development. Cory Lira joined the team as the new Program Officer for the Disability Frontlines Fund in January 2024, the Sex Worker Giving Circle became fully Fellow-staffed with Pati Morales as Program Officer and CJ Bell as Program Associate, Jung Messinger was brought in as Programs Department Consultant, Paige Fulton was promoted to Programs Administrative Associate, and Monica Trinidad was promoted to Director of Strategic Communications.

Grantmaking Areas



In 2023, the Accountable Futures Fund moved into its second year as a multi-year grantmaking fund, distributing \$157,090 to six organizations.

The Accountable Futures Fund (AFF) provides general operating support grants to grassroots organizations who are developing the fields of transformative justice, restorative justice, and community accountability. This means funding organizations whose work is building up the skills and capacity of their communities to respond to harm and violence in ways that create sustainable alternatives to the police, prison, and other carceral systems.

In addition to grantmaking, our grantees and Advisors continued to shape the direction and implementation of the AFF. Together, we dug deeper into what safety, security, and relationship building across grantees could look like, and envisioned our overall strategy based on Third Wave Fund's unique role and the needs of groups and organizations working in this field. To wrap up our year, we presented a workshop entitled "Care and Accountability: Strategies for Funding Transformative Justice" at CHANGE Philanthropy Unity Summit in Los Angeles, our first time publicly presenting the lessons and best practices we've learned from the first five years of this fund.

Returning Grantees:

400+1

Bay Area Transformative Justice Collective

Fanm Saj

Just Practice Collaborative

Street Youth Rise Up

Unity Circles

Grantee Spotlight

Unity Circles

Boston, MA | 2022–2026 Grantee



The 2023 Transformative Justice Practitioner Program (TJPP) cohort members—moonlight, Zaryah, Nahisha, Steph, Rayven, Adeline, and co-facilitators JoDee and Stef, and Executive Director Valleria, smiling in a group photo during their final TJPP programming day. Photo courtesy of ONEVSN Organization.

Unity Circles centers communities most impacted by carceral systems through building networks of intergenerational leadership, recognizing they all hold a small piece of a larger vision of a transformative world, and that collaboration is integral and essential to their goals in pursuing transformative justice. In 2023, Unity Circles brought their vision to life by creating the Seeds of Transformation Collective network, where they collaborated and built with local organizations and community members dedicated to healing, transformation, and growth. Through in-person gatherings, programming partnerships, and an open invite to their [Community Learning Day](#), TJPP participants invited their own family and friends to share how they too could adopt transformative justice in their lives.

→ [Tune in to episode 7](#) of our in-house podcast Mic Check! to hear us in conversation with Valleria Miranda-Ferrick, Executive Director and founder of Unity Circles, on the work they're leading to deprofessionalize transformative justice and make its teachings more accessible to all.



In 2023, the Grow Power Fund distributed \$558,900 to 12 organizations, a 9% increase in funds disbursed compared to 2022.

The Grow Power Fund (GPF) provides up to six years of holistic support inclusive of general operating support, capacity-building resources, organizational development coaching, and annual convenings. This year, two leaders in gender justice organizing, HEART Women and Girls (National) and Trans Sistas of Color Project (Detroit, MI), completed their sixth and final year as the GPF grantees. The GPF also awarded new six-year grants in 2023, including one supporting the work of abolitionist transformative justice practitioners in Puerto Rico. GPF grantees continue to work against the rising tides of Islamophobia, militarism and imperialism, transphobia, attacks on reproductive rights, the criminalization of sex workers, and the rights of queer Black youth in educational systems. Despite these attacks, each GPF grantee has expanded their services and organizing in 2023.

New Grantees:

Anonymous Partnership
Micelio Abolicionista

Continuing Grantees:

Coalition for Rights &
Safety for People in the Sex Trade
DecrimSexWorkCA
Dissenters
Fannie Lou Hamer Center for Change
inTRANSitive
Reproductive Justice Action
Collective (ReJAC)
Street Youth Rise Up
Southeastern Transgender Resource Center
TAKE Resource Center
Wild West Access Fund

Grantee Spotlight

Southeastern Transgender Resource Center
Norfolk, VA | 2022–2028 Grantee



Southeastern Transgender Resource Center's storefront in Virginia, established by Tarena D. Williams in July 2018. Photo courtesy of Southeastern Transgender Resource Center (southeasterntranscenter.org).

Southeastern Transgender Resource Center (STRC) was started by Tarena D. Williams, a transwoman of color who is an advocate for trans communities throughout the Southeast. The organization provides a comprehensive safe haven for members of the trans community.

STRC expanded their capacity to support trans people in Norfolk with the grand opening of their storefront center. The storefront center operates as a hub where STRC holds its weekly support meetings, game nights, a food pantry, and a clothes closet. Additionally, STRC increased their mutual aid efforts by providing community members with cash assistance, health care navigation, and educational resources. STRC was also able to add additional space in their trans housing program, Lamia's House. With an eye towards the future, STRC is hoping that 2024 will bring them a home they can own and expanded resources for underserved trans communities in the South.

→ Check out our first report, **Resourcing Movements for the Long Haul: Lessons from the Grow Power Fund's First Six Years**, available in [English](#) and [Spanish](#).



In 2023, the Mobilize Power Fund distributed \$455,415 to 41 organizations, a 7% increase in funds disbursed compared to 2022.

The Mobilize Power Fund (MPF) is a rapid response fund that resources gender justice organizations to adapt or pivot their work when met with unanticipated, time-sensitive opportunities or threats to their movement building work and organizing conditions. Prospective grantees can apply by written application, video, or phone.

In 2023, the theme of endurance continued. In the face of ongoing attacks on bodily autonomy, climate crisis, right-wing extremism, genocide, and U.S. militarism, our grantees continued to navigate grief, burnout, interpersonal conflict, and the impacts of oppression on community mental health. Flexible and time-sensitive funding supported our grantees to pivot from their ongoing work to meet these challenging and ever-shifting conditions with creativity, complexity, and care. From disaster relief and mutual aid to skills building and teach-ins to legislative organizing and direct action to healing circles and mobile clinics, our grantees utilized a wide range of strategies to resist, build power, and take care of themselves and their communities through the most pivotal rapid response moments of this year.

Anonymous Partnership
 Birthworkers of Color Collective
 Campesina Womb Collective & Pacific Birth Collective
 Can't Stop Change
 Collective Action for Safe Spaces
 Community Aid Solutions in Tucson Arizona (CASITA)
 COVID Caution Cookout, The Black Trans Prayer Book, & Liberation Medicine School
 Disability Justice Youth Center
 Dissenters
 Diverse Voices Coalition
 Fanm Saj
 Fannie Lou Hamer Center for Change
 Game Changing Men
 Hoe is (Our) Life: Support and Beyond Surviving
 I Am Human Foundation
 In Defense of Black Lives Atlanta
 inTRANSitive
 Lifeline Aid Group & Mutual Aid Overland
 Louisiana Trans Advocates
 Love Me Unlimited 4 Life
 Majdal Center
 Muslim Alliance for Sexual and Gender Diversity (MASGD) & Partners
 National TPS Youth in Los Angeles
 New Roots Urban Farm
 Ominira Healing & Sexuality Power
 Palestinian Feminist Collective
 Palmetto State Abortion Fund
 Pushing Envelopes Chicago
 Queerify South Carolina & Youth Activism Project
 QueerVA
 Restorative Justice Collaborative of Houston
 Saratoga Black Lives Matter
 Seed Theater
 Somos Familia
 Tallahassee Community Action Committee
 Tapped Out Coalition
 Transformations
 Transgender Education Network of Texas
 TransVisible Montana
 We Are Family
 Worcester Youth Cooperatives

Grantee Spotlight

Birthworkers of Color Collective

Guam & Long Beach, CA | June 2023 Grantee

Birthworkers of Color Collective hosted the first ever full-spectrum doula training ever in Guam (Guåhan)! Some highlights included discussions on the intersections of being indigenous (CHamoru), the impacts of militarization on their islands, on being a part of the land and ocean as folks from the Pacific, and how fighting for a new system (and ultimately winning) is imperative for the continuation of their culture, of future generations, of land back, of climate and reproductive justice, and ultimately for the earth.

Stevie Merino, Executive Director and trainer at Birthworkers of Color Collective, said, “it was something so special and important, to have a team of CHamorus and be able to center and uplift indigenous traditions, sit in healing, reclaim our right of birth work on our lands, to unapologetically link birthwork as activism and solidarity, and to connect climate injustice with reproductive justice, and provide rapid response support skills. To more training, culturally relevant birthworkers, intentional building, sharing medicine, advocacy, and talk story on the island.”



Seated front row, left, is Stevie Merino, Executive Director of Birthworkers of Color Collective, alongside the inaugural Guam doula cohort, community members, and support team in Guam, December 2023. Photo Courtesy of Birthworkers of Color Collective (birthworkersofcolor.com).



In 2023, the Own Our Power Fund distributed \$259,000 to 10 organizations through two-year grants.

The Own Our Power Fund (OOPF) makes two-year capacity-building grants for projects that seek to increase the agency that communities have over their organizations by supporting leadership, sustainability, and self-representation.

Closing our 2021–2023 OOPF grant cycle, we supported the leadership of young women of color (cis and trans) and gender non-conforming people of color working in many movements, such as trans and queer liberation, rural organizing, police abolition, sex worker rights, restorative and transformative justice, Indigenous organizing against the murder and disappearance of Native people, the fight to eradicate Islamophobia, and im/migrant rights organizing. Our grantees taught us that investments in rest, organizational infrastructure, leadership development, and tools for self-representation and communication grow movement groups' capacity to support their communities as they struggle for gender justice and liberation.

New Grantees:

Fandom Forward
Fireweed Collective
I Am Human Foundation
Liberation Library
NativeWomanshare
St. Louis Queer+ Support Helpline (SQSH)
Students for Educational Justice
Taller Lumpen
The Feminist Front
The McKenzie Project, Inc.

Grantee Spotlight

Centro del Pueblo

Humboldt County, CA | 2021–2023 Grantee



Centro del Pueblo's members opening the Sanctuary Garden which is a multigenerational, multicultural community gathering space for people who have immigrated to the United States and are living in the Humboldt County, California area. Photo courtesy of Centro del Pueblo (cdpueblo.com).

Centro del Pueblo is a grassroots organization uniting for the empowerment of Indigenous and Immigrant communities in Humboldt County, California. During the 2021–2023 funding cycle, Centro del Pueblo increased the number of issues of their Spanish language magazine, *La Semilla*, from three to ten issues a year. *La Semilla* connects rural communities in Humboldt County by highlighting art, activism, know your rights information, and a space where monolingual immigrants can receive information about disaster preparedness and recovery as the area sees increased numbers of earthquakes and tsunamis. Centro del Pueblo expanded their arts and culture programming, which includes, radio programming in Spanish and several Indigenous languages, video and media focused on teen suicide prevention, and a Sanctuary Garden where members of multiple generations gather to learn how to grow healing foods as well as strengthen connections with each other.



In 2023, the Sex Worker Giving Circle (SWGC) distributed \$557,850 to 23 organizations through two-year grants.

The Sex Worker Giving Circle is a community participatory grantmaking program steered by a Fellowship that resources organizations led by sex workers or people with experience in the sex trade to support their movement building efforts.

This year was the Sex Worker Giving Circle's first cycle being fully staffed and run by former Fellows, expanding the program's tradition of capacity-building support for its grantmaking panelists and grantees. The collective experiential knowledge of the Fellowship and the needs of our grantees this year highlighted the essentiality of resourcing disability justice efforts as well as organizations in under-funded areas, particularly amidst an ongoing COVID pandemic and increasing capitalistic violence for communities stigmatized and criminalized across race, gender, ability, and location, to name a few. To help mitigate these issues, this year's Fellows collectively decided to fund a variety of strategies including, but not limited to, advocacy, community outreach, harm reduction, healing justice and mutual aid.

New Grantees:

The CID Collective
F2L Network
Portland Sex Worker Project
Serenity House
Transformations
Unspoken Treasures Society

Continuing Grantees:

Bantu Safe Haven
Best Practices Policy Project
Black Sex Workers of Colorado
Coalition for Rights & Safety for People in the Sex Trade
EspecyNipples (EntrePutxs PR)
Love Me Unlimited 4 Life

THIRD WAVE FUND

OLTT (Organización Latina Trans in Texas)
Street Youth Rise Up
Support Ho(s)e Collective
The Outlaw Project
Tranzzlation
WeCareTN
Zepp Wellness Center

Returning Grantees:

MO Ho Justice
National Survivors Union
SWOP LA
Whose Corner Is It Anyway?

Grantee Spotlight

OLTT (Organización Latina Trans in Texas)

Houston, TX

2020–2021 and 2022–2023 Grantee



Organización Latina Trans in Texas (OLTT) at Houston Pride 2023 holding a sign that says "SEX WORK IS REAL WORK, DECRIMINALIZE IT" despite the state of Texas' threats of arrest for front facing sex workers. Photo courtesy of Anandrea Molina, Executive Director of OLTT.

OLTT is a trans Latinx-led community-based organization formed in Houston in 2015. Their mission is to defend, protect, and ensure equal rights for trans people in Texas. In early 2023, OLTT co-organized and participated in "March of the Whores" in New York City, hosted a healing justice retreat for Latinx trans immigrants, and funded a \$5,000 bail bonds fund, specifically for sex work-related arrests.



In 2023, the Disability Frontlines Fund distributed \$1,075,700 to 17 organizations and individuals as part of its multi-year learning grant commitment. This year also included additional grant funding to support the cohort's capacity building.

The Disability Frontlines Fund (DFF) focuses on directly resourcing groups that center and build the leadership of Black, Indigenous, People of Color (BIPOC) who identify as D/disabled, living with disabilities, D/deaf, hard of hearing, chronically sick/ill, neurodivergent, and/or mad, and who practice Disability Justice. We resource these communities in order to create impactful, intersectional and sustainable movements to address issues facing BIPOC disabled communities in an ableist world.

The DFF hosted two virtual gatherings for grantees to connect, identify themes and challenges in disability justice movements, and help inform the further development of the fund by deepening our understanding of grantees' strengths and needs.

Disability Justice movements and organizing continue to be philanthropically under-resourced, particularly within the landscape of ableism, pandemic erasure, and denial of D/disabled, living with disabilities, D/deaf, hard of hearing, chronically sick/ill, neurodivergent, and/or mad, and immunocompromised people. Organizations continue to develop and implement strategies for connection, movement building, mutual aid, and organizing through virtual and other safer means of sharing space.

Returning Grantees:

André Pó Rodil Rivera
 Autistic People of Color Fund
 Collectivo Ilé
 DAWN
 Deaf Queer Resource Center
 EspicyNipples (EntrePutxs PR)
 Fireweed Collective
 Generation Patient
 HEARD
 Imani Barbarin
 La Sombrilla Cuir
 Los Angeles Spoonie Collective
 Masjid al-Rabia
 Najma Johnson
 Sky Cubacub
 Strategies for High Impact - Network for Long COVID Justice
 The Disability Project at Transgender Law Center

Grantee Spotlight

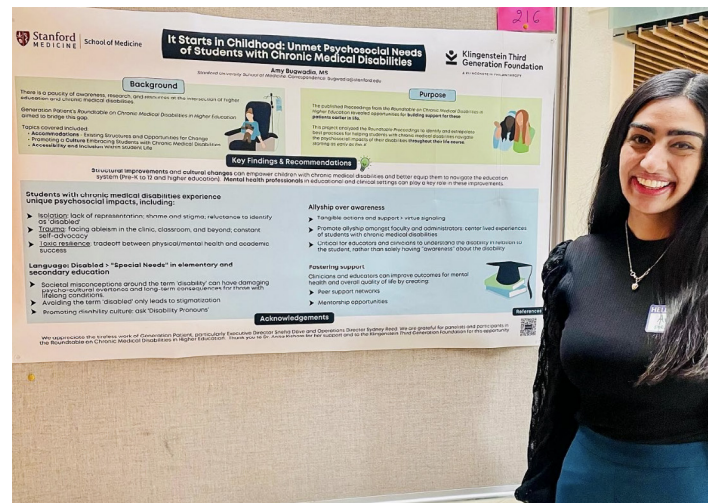
Generation Patient

Greenwood, IN | 2022–2024 Grantee

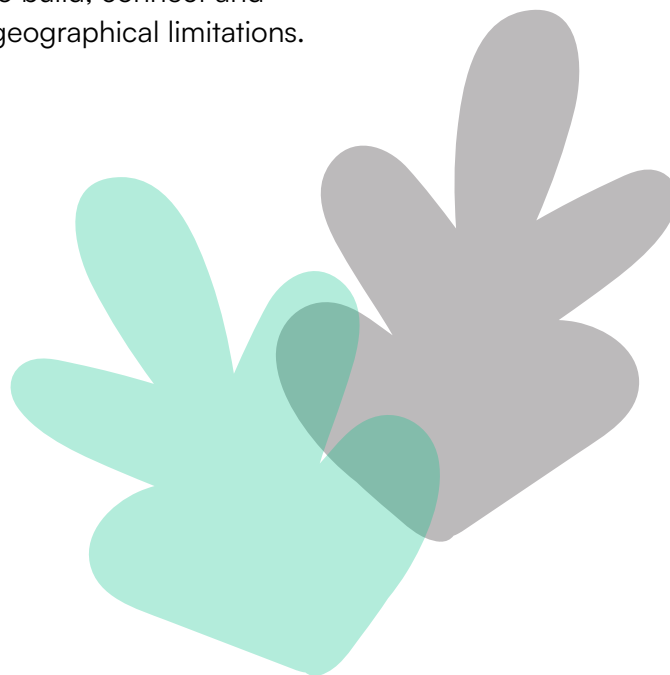
Generation Patient empowers young adults with chronic medical disabilities, holding events, online programs, and advocacy initiatives to ensure they have the opportunities and resources to thrive.

In 2023, Generation Patient hosted their fourth annual Virtual Health Advocacy Summit, an international event bringing together hundreds of young adult patients each year to connect with each other, medical professionals, and activists about important issues such as isolation, the value of peer support, ethics in activism, and sharing strategies for self-advocacy.

2023 also marked the fifth year of the Crohn's and Colitis Young Adults Network (CCYAN) fellowship program, an international community space for young adults with inflammatory bowel diseases (IBD). Having held 500 virtual meetings since March 2020, Generation Patient continues to hold peer support meetings, offering space for young adults with chronic and rare conditions to build, connect and support one another across geographical limitations.



Amy Bugwadia, Higher Education Coordinator at Generation Patient, presenting at the Klingenstein Third Generation Foundation (KGTF) Medical Student Conference in 2023. Amy is smiling in front of a board showcasing informational graphics from their Roundtable on Chronic Medical Disabilities and Higher Education. Photo courtesy of Generation Patient (@generationpatient).



Donor Reflections

As a by-and-for funder, we count on individuals to support a significant portion of our grantmaking budget, which in turn gives each one of our young, cross-class, QTBIPOC-centered, and feminist donors a place in philanthropy. These incredible supporters haven't just shown up for our work financially—they've been on Host Committees and acted as advisors, signal boosted our work, and generally been some of our biggest cheerleaders.

Hear from a couple of our monthly/recurring donors on why they regularly join us in resourcing young organizers pushing the boundaries of change towards collective liberation, and join us at any time and any amount.

"I support Third Wave Fund because they are helping to build the world I want to live in and the world I want to leave to the generations that come after us. They are resourcing radical work at the margins and at the intersections of our progressive movements for liberation. Third Wave also plays an important role in movement by leading by example in the funding world. It's an honor and a privilege to be a proud supporter of Third Wave."

— Samantha Franklin

"I have a responsibility as a white trans person with U.S. citizenship and access to monetary wealth to fund movements long term that are led by and for the folks most impacted by gendered/racialized violence. I am honored to be in solidarity with Third Wave Fund, who I have learned so much from, been transformed throughout our relationship, and experienced tremendous and infectious joy just to be in the presence of." — Flannery McDonnell

Last but not least, hear from two of Third Wave's founders on why they continue to support our work after 25+ years:

"When it comes to supporting Third Wave, the honor is all mine. They lead the way on gender justice, and have been steadfast in their ability to identify and support those who need and deserve it the most. The least we can do is follow their lead."

— Amy Richards

"In 1996 when [we] started Third Wave Fund, we had a belief that young people would always be able to envision and enact a viable, if long, road to justice. The history of Third Wave has borne out of this belief with its legacy of intersectional, community-driven, glorious and growing impact. It's my true honor to support Third Wave Fund as the leadership continues to evolve—bold, beautiful and brilliant." — Cat Gund

2023 Financial Statement

Our expenses for 2023 ended at a projected \$6m, and we paid \$3,063,955 in grants, sponsorships, and capacity building. By the end of 2023, we raised over \$7.5m (compared to \$6.5m in 2022)! In addition to the money we raised this year, we wanted to share more about the overall financial health of the organization.

SAVINGS, ENDOWMENTS, AND RESERVE

Six-month reserve

Our fiscal sponsor, Proteus Fund's, best practice is for all fiscally sponsored projects to maintain a reserve of six months' operating expenses (not including grantmaking expenses). For Third Wave, we presently have \$1.6355m as a dedicated six-month reserve.

Endowments and Investments

DataCenter Endowment

The DataCenter, an incredible movement-building research organization that coined the term participatory action research, closed in 2017 and donated their assets (about \$458,000 at time of closure) to Third Wave with the agreement we would use 5% of the restricted endowment to make grants towards participatory action research projects. These are usually made through our Own Our Power Fund or Mobilize Power Fund.

Lela Breitbart Memorial Fund

At the time of the closure of Third Wave Foundation in 2014, we had an endowed fund called the Lela Breitbart Memorial Fund, a fund which a donor generously set up when her daughter, an ardent young feminist activist who worked at Planned Parenthood, unexpectedly and tragically passed away.

Total Investments

With the Lela Breitbart Memorial Fund, DataCenter, and other funds, we have approximately \$1.335m invested in a LGBTQ-owned social responsible fund (approximately \$150k increase from last year).

Liabilities

We value multi-year funding across many of our funds. As a result, we currently are liable for \$2.781m in multi-year grant commitments, which are two-to six-year commitments.

NET ASSETS

We have projected total net assets of \$11.625m with \$3.652m of that in Restricted Net Assets (these restricted assets are mostly multi-year grant commitments awarded to us, but will not be released until 2024 or later). We really appreciate the multi-year funding and commitments that we've received, which allow us to support our grantees with multi-year support.

VALUES-BASED BUDGETING PROCESS

With a staff and advisory council made up of mostly young queer and trans people of color with mixed class backgrounds, we know that many of us are not trusted or taught to navigate money matters. In the interest of building stronger financial skills across our team, we took inspiration from our friends at A Bookkeeping Cooperative (ABC) and AORTA to continue the participatory, values-based budgeting process we began in 2019. After members of staff and advisors attended a workshop with ABC and AORTA, we collaboratively set "success statements" for our budget—knowing that budgets reflect values as much as they do how much is in the bank. From these success statements, we developed a budget that has input and buy-in from everyone on our team.



Our Staff

(As of January 2024)



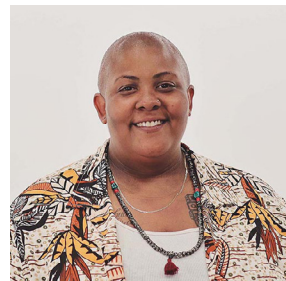
Ana Conner (they/he/she)
Former Co-Director



Kiyomi Fujikawa (she/her)
Former Co-Director



MARS. Marshall (they/he)
Co-Director



Morgan (Mo) Willis (she/they)
Co-Director



Agustina Vidal (she/they), Director
of People, Culture & Operations



Maryse Mitchell-Brody (they/them)
Director of Development



Monica Trinidad (she/they)
Director of Communications



mai doan (they/them)
Program Officer



Rachel Caïdor (she/her)
Program Officer



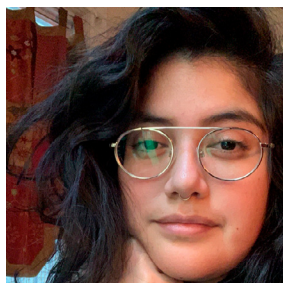
Pati Morales (she/her)
Program Officer



Cory Lira (she/they)
Program Officer



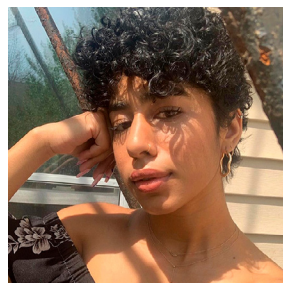
Sylvia Jung (she/her)
Development Officer



Genevieve Saavedra (they/them)
Development Officer



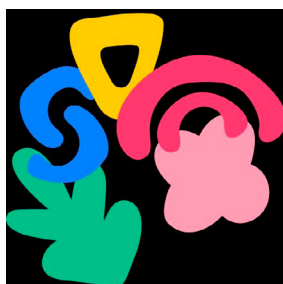
Charice Starr (they/them)
Campaign Organizer



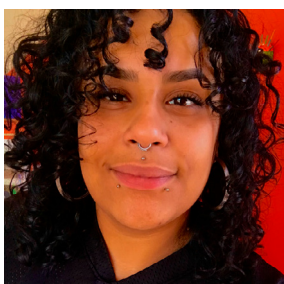
Priya Dadlani (all pronouns)
Communications Officer



Carlton V Bell II (CJ) (they/them)
Program Associate



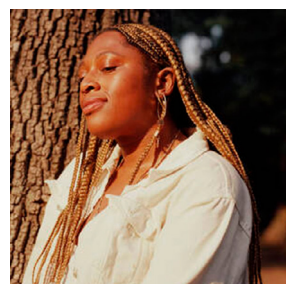
Hà Trần (their name or they)
Program Associate



Nico Fonseca (they/them)
Program Associate



Jillian Jacobs (they/them)
Development Associate



Paige Fulton (she/her)
Administrative Associate

Our Advisory Council

(As of January 2024)



Adjoa Sankofia Tetteh (she/her)
Outgoing Co-Chair



Loan Tran (they/them)
Outgoing Co-Chair



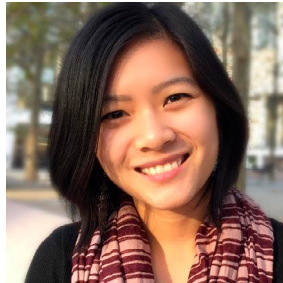
Isabel Sousa-Rodriguez (she/her)
Incoming Co-Chair



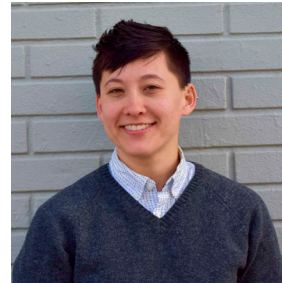
Quita Tinsley (they/them)
Incoming Co-Chair



alicia sanchez gill (she/ella)
Incoming Treasurer



Eugenia Lee (she/her)
Incoming Secretary



Annie Sullivan-Chin (she/her)



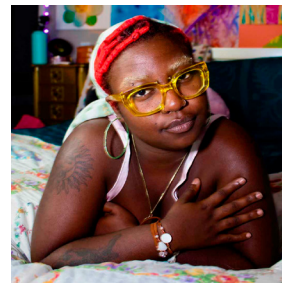
Ashe Helm-Hernández (they/them)



Bunny McKensie Mack (they/them)



Chi-Ante Singletary (she/her)



Ciné Julien (they/them)



Nadiah Mohajir (she/her)



Maliyah or JOY Worthy (they/them)



Nina Kossoff (they/she)



Yecelica (YJV) Valdivia (they/them)

Thank You to our Donors

Institutional Donors

Anonymous (3)
 AHS Foundation
 Arcus Foundation
 Conrad N. Hilton Foundation
 Ford Foundation
 Foundation for a Just Society
 Freeman Foundation
 General Service Foundation
 Groundswell Fund
 Irving Harris Foundation
 Libra Foundation
 Martha Struthers Farley and
 Donald C. Farley, Jr. Family
 Foundation
 Mertz Gilmore Foundation
 Robert Wood Johnson
 Foundation
 Sprocket Foundation
 Summit Foundation
 Tikkun Olam Foundation, Inc
 Wellspring Philanthropic Fund

One-Time Donors

Anonymous (24)
 A Sparks
 Aashish John
 Adam Liebowitz
 Adria Orr
 Adrienne Wong
 Alex Schaffer
 Aliza Lopes-Baker
 Allison Rodgers
 Alyssa A. Slayton
 Amelie & Casey Ratliff
 Amiel Aaron
 Amy Richards & Peter Sloan
 Analog Devices Foundation
 Andrew Wallace
 & Thomas Lax
 Angela McBride
 Anya Rous
 Ash Lynette

Aubin Pictures
 Autodesk Foundation
 Avi Liveson
 Aviva & Jeremy
 Rothman-Shore
 Azy Mondiaz
 Becca Neubardt
 Bella Norvig
 Blue Umbrella LLC
 Bryn Adams & Abigail Perrino
 Caroline Cotter
 Cat Gund
 Catherine Oldshue
 Cathy Chu
 Chachi Hauser
 Chockstone Fund
 Christopher Morten
 Christopher Street Financial
 Criage Lynnette Althage
 Danbee Kim
 Daughters Fund
 Devon & Tasha Greenwood
 Dr. Alexandra Gerassimides
 & Greg Fischer
 Dylan & Kay Jason
 Eli Plenck
 Elise Ammondson
 Elise Hernandez
 Elizabeth & Anthony
 Lower-Basch
 Elizabeth Scott
 Elizabeth Zlatos
 Emery Golson
 Emily Burns
 Emma Clarkson
 Erika Thorne
 Eva Fury, Lane Fury,
 Nancy Lawton, & Steve Fury
 Feminist Press
 Flora Fund of the Liberty Hill
 Foundation
 Frances Liu
 Gail & Gerry Milliken

Gita Mehrotra
 Gitta Zomorodi
 Grace Jarvis
 Gratitude in Motion Fund
 Gwen Beetham
 Hanover Research
 Harley Meyer
 Heather Maria Ács
 Helen Stillman
 Irit Reinheimer
 Jason Glick
 Jason McGill
 Jennifer Ching
 Jenny Dodson Mistry
 Jerilyn McLean
 Jess Heaney Fund
 Jess Jacobs
 Jessie Sullivan
 Jill Heller
 Joe Dorn
 Joelle Chase
 & Peter Knipper
 Joey Mogul
 Jonathan Urban
 Josh Jacobs
 Joy Lian Alferness
 Julia M. Patterson
 Justin Falcone
 Karen Garvey
 & Duncan Clark
 Karen Pittelman
 Kate Donahue
 Kate Shem
 Katherine Damato
 Katherine Xiong
 Kathleen Rubinstein
 & Hays Golden
 Kathy & Dan Kahn
 Kathy, David, & Sarah Mele
 Katrina Schaffer
 Kevin Douglas
 Kim Clancy

Kim Kargman
 Kimmie David
 Krista Lee Hanson
 & Burke Stansbury
 Kylie Flanagan
 Lance Milliman
 & Kite Arner
 Lesbian Equity Fund
 Leslie Schafer
 Liza Siegler
 & Aaron Ackermann
 Lizzy Simonofsky
 Louise Davis
 Lourdes Rivera
 Lucy McDonald-Stewart
 Mackenzie Camisa
 MacKenzie Scott
 Maren Cadwallender
 Margot Seigle
 Marisa Falcon
 Marissa Finn Hersh
 & Ryan Hersh
 Marissa Tirona
 Marr Tikkun Fund
 Mary Cerulli
 Mary Lazarus
 Mary Luckey & Paul Kivel
 Matthew Britton
 Melodie & Regina Meyers
 Mikayla Hutchinson
 Ming Sartee
 Morgan Matter
 Naa Amissah-Hammond
 Nancy Meyer & Marc Weiss
 Naomi Harrington
 Nathan Cummings
 Foundation
 New Hampshire Charitable
 Foundation
 News Corp
 Nicholas Opinsky
 Nina Guttapalle
 Nitika Raj

Nora McDonnell
 Olivia Meehan
 Pass the Salt Fund
 Phil Vanchipurakel
 Phillip Rounds
 Poa Mutino
 Quita Tinsley
 Rabbi Becky Silverstein
 & Naomi Sobel
 Rachel Gelman
 Rachel Ryding
 Rachel Sherman
 Radical Waves Project
 Rebecca Celli
 Resource Generation
 Ro Adler
 Robert & Jane Toll
 Foundation
 Robin Rosenbluth
 Roger White
 Ryan Fortwendel
 & Jake Sargent
 S+B Fund
 Sam Friedman
 Sam Vinal
 Sammy Lozada
 Sara Beinert
 Scott Brown
 Shana Wolfe
 Shannon Liss-Riordan
 Silo Redistribution Fund
 Soapbox Inc.
 Sofia Chang
 Sofie Hecht
 Solange Azor
 Sophie House
 Stephanie Ellis-Meehan
 Stephen Landstreet
 Stephen Switzer
 Susan Goldwomon
 Susan Quass
 Sylvia Leith
 T Adiseshan
 Taylor Trujillo

Tierney Gleason
 Tracy Burt
 Trevor Irish
 Victoria Rushton
 Weber Stibolt
 Yahya Alazrak
 & Meghan Huppuch
 zavé martohardjono

Recurring Donors

Anonymous (13)
 Aapta Garg
 Abbey Marr
 Abigail Keel
 Adair Iacono
 Adjoa Sankofia Tetteh
 Adrian Copeland
 Aida Manduley
 Ainsley Chac
 Alea Shurmantine
 Alex Dang
 Alex Simon-Fox
 Alexa Grae
 Alexander Graff
 Alexandra DelValle
 Alexandra Natale
 Alexandra Romano
 Alexandra Sterman
 Alexandra Teixeira
 Alexis Boutsikoudis
 Ali Jawetz
 Alison Wood
 Allison Chapin
 Allison Samuels
 Allyson Goose
 Amanda C Goad
 Amanda Liaw
 Ambar Pinto
 Amelie Zurn
 Amoretta Morris
 Amy Ridder
 Ana Conner
 Andrea Flynn
 Andrew Bartholomew

Andy Izenon
 Angela Vo
 Anna Cooper
 Anna Leschen-Lindell
 Anna Sacks
 Anna Weisberg
 Anne Keenan
 & Alexis Seeley
 Anne Schwartz
 Ansel Dow
 Anthony Vazquez
 April Bethea
 Ari Erlbaum
 Ashley Uyeda
 Audacia Ray
 Audrey King
 Avigail Hurvitz Prinz
 Barbara Kass &
 Chris Kaufman
 Barbara Meyer
 Ben Barg
 Ben Barge
 Ben Bussey
 Beth Jacksier
 Bets Edasery
 Blake Johnson
 Brandt Christian
 Bree Ferrin Wellwood
 Bridget Burns
 Britt Willis
 Britta Love
 Bryna Cofrin-Shaw
 Cade Steinmetz-Silber
 Caitlin Offinger
 Casper Lucia
 Cat Fribley
 Catherine Lundoff
 Celia Turner
 Charlie Furellis
 Charlotte Cooper
 Charlotte Landes
 Chelsea Moore
 Chris Xu
 Christa Orth

Christine Davitt
 Christine DeBlasio
 Christine Williams
 Cindy Ibarra
 Claudia Leung
 Cleopatra Acquaye-Reynolds
 Cole Parke-West
 Crystal Le
 Crystal Middlestadt
 & Rachel Epic
 Cynthia Ibarra
 Dalia Kingsbury
 Dallas Schubert
 Dan McGinly
 Darby Hickey
 David Barbour
 David Gore
 Debra Stieglitz
 Derek Attig
 Diana M. Scholl
 Diana Rodriguez
 Dylan Turmeque
 Eliana Rubin
 Elinore Kaufman
 Eliot Colin
 Elizabeth Busch
 Elizabeth Cooper
 Elizabeth Crane
 Elizabeth Reetz
 Ellie Colbert
 Elyse Gordon
 Emil Paddison
 Emil Rudicell
 Emily Johnson
 Emily Nkosi
 Emily Varnam
 Emily Weinrebe
 Emma Burke
 Emma Davey
 Emma Kupferman
 Emma McDonald
 Emma McGowan
 Emma Pliskin
 Emma Price



Emma Schwartz	Jeff Jacobs	Kel Montalvo Quiñones	Matias Pelenur
Erica M Kermani	Jeffrey Coleman	Kelli Erickson	Maura Bairley & Elizabeth Shipley
Erica McDowell	Jen Bokoff	Kelly Wooten	Max Alaghband
Erin Grant	Jen Overstreet	Kelsey Barowich	Maxwell Scales
Eugenia Lee	Jenna Jerman	Kelsey Butterworth	May Boeve
Evelin Montes	Jenna Schmitz	Kelsey DeForest	Meagan L. Butler
Evelyn Israel	Jennifer Morgan	Kelsey Knight	Megan Devenport
Forrest Escobar	Jennifer Queenan	Kendall Shaw	Megan Murray
Gabriel Reichler	Jenny Mistry	Kim Nguyen	Megan Stories
Gaea Campe	Jes Kelley	Kimberly Murray	Meghan McNamara
Gail Robson	Jesse Manuel Graves	Kira McGieson	Melissa Gira Grant
Genya Shimkin	Jessica Jensen	Kirstie Kimball	Mia & Michael Sullivan
Georgia Wei	Jessica Morgan	Kristina Ferdinand	Mia Rybeck
Gerald & Chun Shin	Jhaleh Akhavan	Kyle Anderson	Michael Aguhar
Ginger Hollander	Jillian Jacobs	Lane Fury	Michela Masson
Gloria Mitchell & Wayne Brody	Jillian Sandell	Laura Silverton	Michelle O'Brien
Graham Bridgeman	Jillian Spies	Laurel Golio	Mike Gast & Rachel Dodson
Grayson Wan-Lu	Jillian White	Laurel Sheffield	Minahil Khan
Hà Trần	Joanna Eng	Lauren Dawe	Mister Ringler
Hadassah Damien	Joanna Gurin	Leah Muskin-Pierret	Mohit Mookim
Hank Kelley	Joanna Ware	Ledah Finck	Molly Glenn
Hannah Forsberg	Joe Williams	Lindsay Noyes	Molly McShane
Hannah Kiesler	John Smoker	Lindsey Hennawi	Monica Esopi
Hannah Soreng	John Won	Liz Zale & Maria Baugh	Monica Trinidad
Harshita Gupta	Joshua Multer	Liza Sokol	Nadav David
Haylie Jacobson	Jude Gorjanc	Lorraine Ramirez	Namita Chad
Heather Crespín	Julia Lukomnik	Luc Athayde-Rizzaro	Nancy Guo
Helen Avery Campbell	Julia Stone	Lucille Petty	Natalie Chap
Hope Bailey	Jung Messinger	Lucretia John	Natalie Stephens
Hyunhee Shin	Justine Hong	Lucy Diavolo	Ngoc Loan Tran
Ian Mansfield	Kaitlin Gravitt	Lucy Trainor	Nicky Zarchen
Ian Schiffer	Kaitlyn Marchesano	Luzed Guzman Romano	Nicole Myles
Ila C. Duncan	Kara Desiderio & Kristina Wertz	Lync Johnson	Nicole Russell
Isabelle Leighton	Karen Solt	Maddie Creutz	Nicole Turcotte
Ivan Rosales	Kate Bernyk	Madeleine Durante	Nicolette Mason & Nina Kossoff
Jacqueline Kopra	Kate McDonough	Madeline Legg	Noah Berman
Jade Degrio	Kate Reeder	Maggie Rose	Noah Koch
Jaime-Jin Lewis	Kate Whittemore	Mana Tahaie	Noah Souder-Russo
James Olchowski	Katherine Madhuri-Asencio	Mara Steinitz	Oliver Matte
James Schaffer	Kathryn Dawson	Margaret Hughes	Olivia Mitchell
Jane Bowers	Kathy Manchip	Mariel Cohn	Owen Berson
Jared Haug	Katie Diamond	Marigo Farr	Patrick McNabb
Javier Rivera DeBruin	Katie Edmondson	Marlene G Fried	Phill Kelly
		Maryse Mitchell-Brody	

Phoebe Feeley	Steve Quester
Pierce Delahunt	Sunny Kim
Priya Nair	syd yang
Rachel Connolly	Sydney Kopp-Richardson
Rachel Isreeli	Sydney Mokel
Rachel Wishnie-Edwards	Sydney Seelig
Raffi Marhaba	Tal Alexander
Rain Corbyn	Tara Ellison
Rebecca Coates-Finke	Thea Rossman
Rebecca Edmonds	Theresa Anasti
Red Schulte	Theresa Angelopoulos
Reed Young	Theresa Hemphill
Renee Brace Sherman	Thomas Arnold
Rhymesayers Entertainment	Thomas Frohlich
Rickke Mananzala	Tiffany Hong
Ricky Hougland	Tiffany Hyeon Brooks
Robert Fredericks	Tiffany Tai
Robin Blanc	Total Liberation Fund
Rodney Smith	Trinh Nguyen
Ruth Sawyer	Tyler Rizzo
Rye Young	Vanessa Ferrel
Sabrina Scanlan	Vic Wiener
Sadie Lune	Vikas Maturi
Saenam Kim	Warren Wagner
Sam Jacobs	Wendy Sibbison
Samantha Franklin	Will Stolarski
Samantha Klein	Yin Q
Sara Gould	YJV Valdivia
Sarah DeLuca	Zachary Eaton
Sarah Gunther	Zakiya Lord
Sarah Hamilton	Zil Goldstein
Sarah Jacqz	Zoe Masters
Sarah Katz	Zoe Roberts
Sarah Lang	
Sarah Quinto	
Sarah Rosenthal	
Sarah-Ji Rhee	
Sarika Kumar	
Sass Nelson	
Sebastian Margaret	
Shannon Perez-Darby	
Shayla Nikzad	
Sonya Karabel	
Stephanie Poggi	



