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.

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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 “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

Disability Frontlines Fund $46,750

Best Practices Policy Project

Mobilize Power Fund $25,000

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

Grow Power Fund $15,000

Dissenters

Fireweed Collective

Disability Frontlines Fund $124,200 | Mobilize Power Fund $27,000

Fandom Forward

Just Practice Collaborative

$25,000

$28,045

The Feminist Front

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

Disability Frontlines Fund $46,750

Palestinian Feminist Collective

Strategies for High Impact - Network for Long COVID Justice

Disability Frontlines Fund $46,750

Zepp Wellness Center

Sex Worker Giving Circle $25,000
<table>
<thead>
<tr>
<th>SOUTH/SOUTHEAST</th>
<th>$951,840</th>
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**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  
*New Orleans, LA*  
💰 $47,925

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
ณา $10,000 | $45,000

Love Me Unlimited 4 Life
Jackson, MS
�性 $25,000 | $10,000

North Carolina
National Survivors Union
Greensboro, NC
�性 $25,000

South Carolina
Palmetto State Abortion Fund
Columbia, SC
ณา $10,000

Queerify South Carolina & Youth Activism Project
Laurens County, SC & Bethesda, MD
ณา $15,000

We Are Family
Charleston, SC
ณา $10,000

Tennessee
Seed Theater
Chattanooga, TN
ณา $8,000

WeCareTN
Memphis, TN
�性 $25,000

Texas
400+1
Austin, TX
ณา $23,675

OLTT (Organización Latina Trans in Texas)
Houston, TX
�性 $25,000

Restorative Justice Collaborative of Houston
Houston, TX
ณา $10,000

Transgender Education Network of Texas
Austin, TX
ณา $10,000

Virginia
QueerRVA
Richmond, VA
ณา $6,415

Southeastern Transgender Resource Center
Norfolk, VA
�性 $45,000

WEST COAST/PACIFIC | $528,445

California
Bay Area Transformative Justice Collective
Oakland, CA
ณา $28,045

Deaf Queer Resource Center
San Francisco, CA
�性 $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
❤️ $26,625

Colorado
Black Sex Workers of Colorado
Denver, CO
❤️ $15,750

Montana
Diverse Voices Coalition
Missoula, MT
💰 $10,000

TransVisible Montana
Missoula, MT
💰 $10,000

Nevada
Wild West Access Fund
Reno, NV
💰 $45,000

**U.S. TERRITORIES | $349,750**

Guam
Birthworkers of Color Collective
Guam & Long Beach, CA
💰 $10,000

Puerto 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

Mikelio 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

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

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

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
Fann 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
QueerRVA
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 CHamoros 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.”
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.

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
EspicyNipples (EntrePutxs PR)
Love Me Unlimited 4 Life

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

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.
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.

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.

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).
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 People, Culture & Operations

Monica Trinidad (she/they)  
Director of People, Culture & Operations

mai doan (they/them)  
Director of People, Culture & Operations

Rachel Caïdor (she/her)  
Program Officer

Pati Morales (she/her)  
Program Officer

Cory Lira (she/they)  
Program Officer

Sylvia Jung (she/her)  
Program Officer

Genevieve Saavedra (they/them)  
Program Officer

Charice Starr (they/them)  
Program Officer

Priya Dadlani (all pronouns)  
Program Officer

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

Hà Trần (their name or they)  
Program Associate

Nico Fonseca (they/them)  
Program Associate

Jillian Jacobs (they/them)  
Program Associate

Paige Fulton (she/her)  
Program 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

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Incoming Co-Chair

alicia sanchez gill (she/ella)  
Incoming Treasurer

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