



2022 Year in Review

"What can we do now in order to be able to do tomorrow what we are unable to do today?"

— Paulo Freire

When we launched our long term agenda last year, three key concepts guided our thinking:

1. **Transformational change doesn't happen in one year.** To shape the world we dream of, we have to take on big structural fights that shift who holds power in our economy and government.
2. **We need to challenge corporations at all the points where they extract from our communities.** A higher wage isn't enough when your landlord keeps raising rents, your tax dollars are diverted from schools and parks to private profits, and your neighborhood is being poisoned by fossil fuel power plants.
3. **We must intentionally build the power and leadership of communities of color, gender-oppressed folks, immigrants, and other marginalized people.** When oppressed people have the skills and support structures to lead transformative movements, all of us get free.

This year, our network has been putting these principles into action. We're taking on some of the most powerful corporations and industries: Amazon, corporate landlords, Uber, and Lyft. We're winning stepping-stone fights that both make people's lives better today and set up our communities to achieve bigger victories at work, at home, in our communities, and in our government. And throughout our work, we're practicing multiracial, feminist forms of leadership.

In this report, we're excited to share some highlights from this work and how they're moving us along the path to collective liberation.

This year, we:

Improved the jobs of over

6 million

working people.

Won over

\$10.7 billion

for community priorities.

Won stronger protections for over

175,000

renter households.

Made election rules more fair in places where over

17 million

people live.

Developed the leadership of over

200

grassroots and network leaders.

Bringing workers and communities together to create good jobs

All working people deserve a fair return on their labor, to be treated with dignity and respect, and to have time for rest and joy. But the corporations that dominate our economy exploit race and gender to hold down wages and demand we work in unsafe conditions.

This year, our network won higher standards for warehouse, retail, and construction jobs. We supported workers organizing against abusive treatment by corporations like Amazon, Uber, and Lyft. And we opened doors to middle-class construction careers for women and people of color.

Our network led coalitions and developed worker leaders to improve the jobs of over

6 million

working people.

WORKING PARTNERSHIPS USA

Santa Clara County, CA

WPUSA won stronger wage theft protections, organized janitors at tech corporations to fight layoffs, and graduated 77 people from the Trades Orientation Program pre-apprenticeship. Their Gig Workers Rising campaign has also been shining a national spotlight on the deadly toll of the app business model.



California

The California Coalition for Worker Power — co-founded and co-led by PowerSwitch Action — won \$74 million to support workers' freedom to organize. That money provides community outreach so workers know their legal rights, better investigation of retaliation complaints, and a hardship fund to help workers cover their bills.



ISAIAH

St. Paul, MN

ISAIAH won Frontline Worker Pay for all frontline workers — including industries with many women and people of color, which some politicians were trying to carve out of the plan. Over 1 million workers received payments.

laane»

Los Angeles, CA

After a five year campaign, LAANE's Fair Workweek coalition won a huge victory for over 70,000 retail workers. The ordinance ensures people can have predictable schedules, access to additional work when it's available, and time to rest between shifts.



New York

ALIGN won legislation that gives Amazon and other warehouse workers new power to fight dangerous speed quotas. And building on their work to pass the NY HERO Act last year, they won an amendment protecting workers from retaliation when raising health and safety complaints.



San Diego, CA

CPI incubated and fiscally sponsors the San Diego Black Worker Center, a hub for Black workers to find community and fight for solutions to racism and economic injustice. CPI also introduced a new warehouse worker policy to improve pay, working conditions, and the health and safety of warehouse workers.



San Bernardino, CA

WWRC has been supporting Inland Empire Amazon Workers United organizing at Amazon's air hub KSBD. Over 900 workers (the vast majority of the crew) have signed a petition demanding better treatment. Hundreds of workers have twice walked off the job, effectively shutting down the key facility.



Nashville, TN

SUN is a core partner for the Music City Construction Careers program, which opens the door to middle-class union jobs for people who might not consider the building trades, especially women and people of color. This year 33 people graduated from the pre-apprenticeship program, the largest-ever class.

ADVANCING OUR LONG TERM AGENDA

We see four interwoven strategies as core to driving transformational change. Here's how **organizing workers and communities for good jobs** advances these strategies:

Building Authentic Democracy

Organizing for workplace democracy, where people have a real say in our jobs.

Growing Civic Organizations

Supporting people organizing vibrant unions and worker organizations, and inspiring other workers to take action.



Shaping a People's Economy

Improving jobs and life in communities harmed by low-road corporations.

Reining in Corporate Power

Using workers' economic power to challenge the abusive practices of corporations like Amazon, Uber, and Lyft.



CASE STUDY: INLAND EMPIRE

Amazon Warehouse Workers Organizing

In California's Inland Empire — where goods arrive from the ports of Long Beach and LA — Amazon's massive logistics operation has made it the region's largest private employer. But while Amazon promised good jobs, it's delivered low wages, high injury rates, and some of the worst air quality in the nation.

Our affiliate Warehouse Worker Resource Center (WWRC) is fighting Amazon's abuses in this nerve center. After winning moratoriums on new warehouses, WWRC has been supporting warehouse workers who are standing up to demand better.

At a critical air freight hub, over 900 of the 1,300 workers signed a petition calling for higher pay, safer working conditions (particularly in the blistering heat), and an end to retaliation.

When Amazon didn't meet their demands, workers formed a new group, the Inland Empire Amazon Workers United (IEAWU). IEAWU has led two walkouts that effectively shut down the facility, garnering national media attention. The workers are continuing to organize, and we'll be right alongside them!

Read more in this interview with IEAWU and WWRC leaders



Winning billions for community priorities like care & climate justice

No matter our skin color or income, we all deserve thriving neighborhoods, clean air, and a say in how our public resources are used. But too often, wealthy corporations refuse to pay what they owe and siphon off our public dollars for private gain, all while harming people and poisoning our planet.

This year, our network wove grassroots alliances and brought in community members to shape government budgets, make millionaires pay their fair share, and ensure public dollars flow to people's needs.

Our network wove grassroots coalitions that won over

\$10.7 billion

for climate projects, housing, debt relief, transportation, childcare, and other community needs.



Ventura & Santa Barbara Counties, CA

CAUSE won \$30M in American Rescue Plan Act funds for affordable housing projects for Ventura County. They also successfully campaigned to expand the Santa Maria Levee Trail to the city of Guadalupe, increasing access to green spaces for immigrant and farmworker communities.



Seattle, WA

Puget Sound Sage and coalition partners won \$20M for investments in BIPOC communities to prevent displacement, \$20M for a Seattle Green New Deal, and \$45 million for affordable housing.



Boston, MA

CLU brought together transit workers and riders to help pass the Fair Share ballot initiative, which taxes millionaires to raise over \$2B/year for public education and transportation. They also won over \$700k for a childcare pilot program and over \$750k to build community-governed clean electricity microgrids.



New York

ALIGN successfully advocated for \$4B in NYC's budget for green, healthy schools. ALIGN also helped pass a statewide law to promote thermal energy networks and ensure good jobs for utility workers.



Los Angeles, CA

LAANE helped win close to \$2B for drought resilience and clean water projects, \$1B for other water investments, and a construction careers policy at the largest water agency in the state. LAANE also won \$1.2B to fight utility debt and successfully halted utility shut offs for low income Angelenos.



Chicago, IL

Grassroots Collaborative and community partners led the campaign for the Treatment Not Trauma ballot question, asking if voters supported shifting mental health responses from police to community clinics. Over 90% of voters said yes, creating strong momentum as the decision goes to the City Council.



Pennsylvania

POWER Interfaith helped win \$225M for the most shortchanged school districts in the state. They were also part of a coalition that laid the groundwork for a public bank in Philadelphia and won \$500k for a geothermal energy feasibility study.



Pennsylvania

Pittsburgh United (with POWER Interfaith) co-led the coalition that won \$125M to repair and weatherize homes and train people for good jobs doing this work.



San Diego, CA

Budget coalitions convened by CPI won over \$34M in City and County funding for housing stability, rental assistance, immigration legal defense, mobile crisis response teams, expanded menstrual hygiene access, and other community priorities.

ADVANCING OUR LONG TERM AGENDA

We see four interwoven strategies as core to driving transformational change. Here's how **winning billions for community priorities** advances these strategies:

Building Authentic Democracy

Bringing communities into the process to decide how our public dollars are used.

Growing Civic Organizations

Developing transit-riders unions, youth groups, neighborhood associations, and other spaces of shared strength.



Shaping a People's Economy

Providing resources to fund the things we need, from water and power to housing and childcare.

Reining in Corporate Power

Reclaiming public goods from corporate capture and making corporations and the wealthy pay what they owe.



CASE STUDY: BOSTON

Locally-Governed Green Energy Microgrids

Most people in the US get their electricity from private utilities — corporations that make money generating power and getting it to our homes, shops, hospitals, libraries, and other buildings. To increase their profits, these utilities often charge high rates, locate polluting power plants in low-income and communities of color, and buy off the regulators who are supposed to keep them in check.

In Boston, Community Labor United (CLU) is showing an alternative to private utilities: microgrids. In these systems, solar panels, batteries, and other sustainable energy generators are installed on local buildings. These

buildings are then networked together to share power and make the whole neighborhood more resilient. CLU and the Green Justice Coalition are raising funds and convening community members to pilot microgrids in Chinatown and Chelsea, two low-income neighborhoods on the frontlines of climate change. They're also establishing democratic governance structures for the new systems, so that decisions about the microgrid will be made by local residents.

These microgrids are an exciting example of energy democracy: swapping polluting private utilities for community-based clean alternatives.

Read more about CLU's microgrids project



Organizing renters to win protections from corporate landlords

Whether we live in big cities or small towns, we all need a safe, affordable place to live. But corporate landlords are exploiting that need to increase profits: jacking up rents, cutting back on maintenance, and harassing tenants.

This year, our network brought together tenants and community members to ensure renters can thrive by organizing tenant unions, winning protective legislation, and ensuring access to legal representation.

This year, our network won stronger protections against abusive landlords for over

175,000

renter households.



Contra Costa County, CA
EBASE organized tenant unions, bringing renters together to win protections from landlord harassment in Concord and unfair rent increases in Antioch.



Adams County, CO
Renters organizing with UNE helped win \$450M for housing programs including rental assistance, and new protections to keep landlords and car towing firms from harassing, intimidating, and profiting off renters by towing their cars.



St. Paul, MN
ISAIAH organized St. Paul residents to protect the city's rent stabilization policy when landlords tried to water it down to allow unlimited rent increases when changing tenants.



State College, PA
Pittsburgh United organized renters in State College to successfully pass a Tenant Bill of Rights providing greater transparency and access to legal counsel for renters.



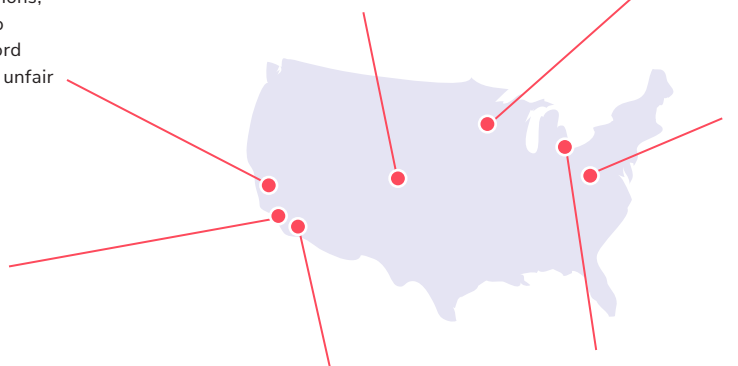
Oxnard & Ventura, CA
CAUSE brought together a powerful group of renters to win a just cause and rent control ordinance in Oxnard. They also mobilized tenants to expand eviction relocation assistance in Ventura.



Santa Ana, CA
OCCORD worked alongside the community coalition Tenants United Santa Ana to pass the first rent control and just cause eviction policy in Orange County.



Detroit, MI
Detroit Action successfully campaigned for a Right to Counsel ordinance to provide lower-income residents with free legal representation when facing eviction.



ADVANCING OUR LONG TERM AGENDA

We see four interwoven strategies as core to driving transformational change. Here's how **organizing renters** advances these strategies:

Building Authentic Democracy

Shifting housing policy to be driven by renters rather than corporate landlords.

Growing Civic Organizations

Creating tenant unions and other structures in which renters can organize together.

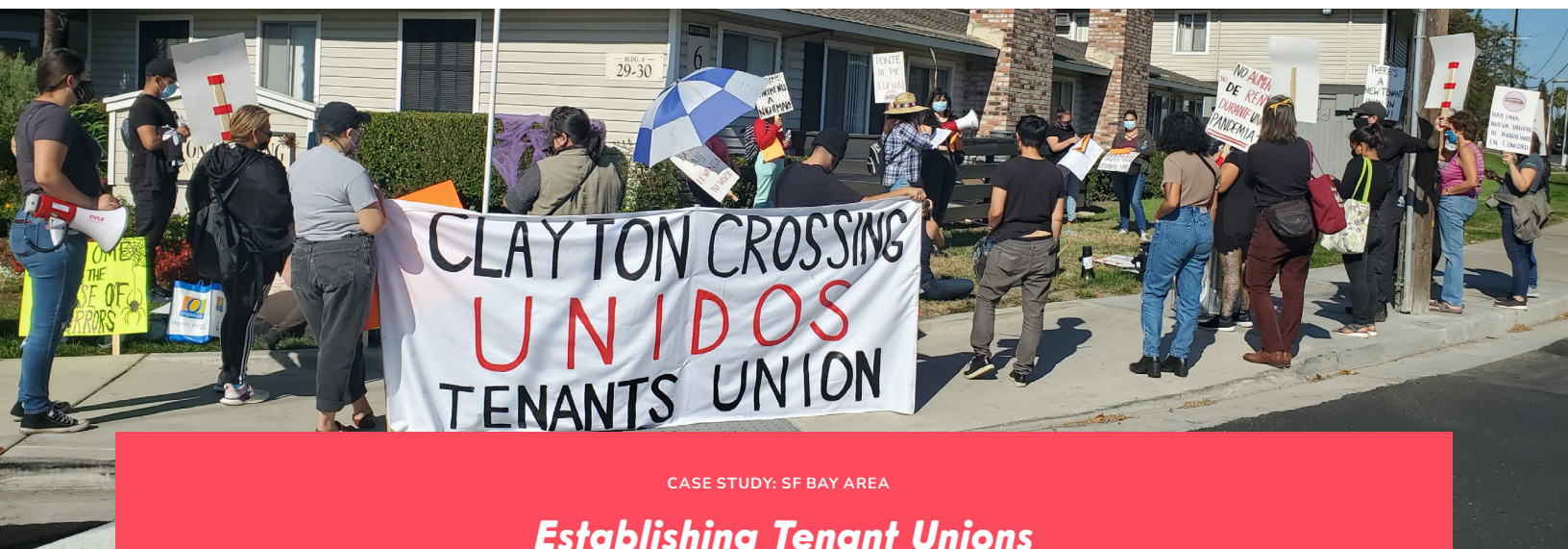


Shaping a People's Economy

Organizing tenants is a first step towards a future where we collectively own and steward our housing and land.

Reining in Corporate Power

Exposing the harms driven by corporate landlords and demonstrating that organized renters can take on landlords and win.



CASE STUDY: SF BAY AREA

Establishing Tenant Unions

As housing costs soar in core Bay Area cities like San Francisco, Oakland, and San José, landlords in the smaller surrounding cities — where there's been less tenant organizing — have taken advantage. EBASE has been filling that gap, helping renters establish tenant unions where neighbors can come together to negotiate with their landlord for better living conditions and fair treatment.

This year, we're really starting to see the power of tenant-driven coalitions like these. In Concord, EBASE and the Todos Santos Tenants Union pushed the City Council to enact a strong anti-harassment ordinance to prevent the kind of abusive treatment renters have experienced. And in nearby Antioch, they won the strongest rent stabilization ordinance in the county, limiting how much landlords can raise rents each year.

Read more about how our network is organizing with renters

Expanding who has a voice in our elections

No matter our race, gender, or ZIP code, we should all be able to weigh in on the decisions that shape our daily lives.

However, corporations and their political allies have systematically put up barriers to limit our voice in elections — from district boundaries that split communities, to holding elections in off-years, to onerous voter ID laws aimed at keeping black, brown, and immigrant folks out of the polling booth.

This year, our network tore down some of those barriers. As districts were redrawn after the 2020 Census, we brought people together to advocate for boundaries that empower communities of color. We co-led coalitions that passed laws to increase voter participation. And drawing on the relationships built through years of year-round organizing, our affiliates ran powerful nonpartisan voter engagement programs that brought huge numbers of under-represented and low-propensity voters to the polls.

Our network's advocacy and organizing means over

17 million

people now live in places with fairer election rules.

Our affiliates reached out to under-represented and low-propensity voters over

3.2 million

times — registering voters, knocking on doors, making calls, and sending texts — to get them to the polls.



Oakland, CA

EBASE convened community members in the Monument District of Concord to assess district maps and propose new boundaries to better represent low-income, Latine, and immigrant communities. 24,400 people now live in fairer districts.

WORKING PARTNERSHIPS

USA

San Jose, CA

WPUSA co-led the coalition to pass the San José Fair Elections Initiative, moving the city's mayoral election to presidential election years when far more people — especially younger voters and people of color — cast a ballot. They also brought communities together to win more representative districts for over 1 million people.



Santa Barbara & Ventura Counties, CA

CAUSE successfully championed new district maps for state assembly, county supervisors, city councils, and school boards, along with a shift to district elections for city council in Santa Paula. 960,000 people now live in districts where folks of color and other under-represented communities have a stronger voice in elections.



Detroit, MI

Detroit Action was part of a broad coalition that won Michigan's Proposition 2, which expands voter access by creating early voting times, offering alternatives to racially-targeted photo ID requirements, and ensuring the state provides postage for absentee ballots.



Maricopa County, AZ

CASE led a drive for citizen testimony that successfully shaped statewide redistricting maps, winning an additional district in Maricopa County that is majority people of color.

ADVANCING OUR LONG TERM AGENDA

We see four interwoven strategies as core to driving transformational change. Here's how expanding who has a voice in our elections advances these strategies:

Building Authentic Democracy

Changing the rules and increasing participation so more people have a say.

Growing Civic Organizations

Training a cadre of leaders skilled in deep canvassing and community outreach through electoral field programs and grassroots advocacy for fairer rules.



Shaping a People's Economy

Growing community power to set the rules for our economy.

Reining in Corporate Power

Increasing participation by excluded communities to reduce corporate sway over our elections.



CASE STUDY: GEORGIA

Year-Round Civic Engagement

Georgia has been a key battleground in the fight over voting rights. Corporate-aligned politicians have taken away ballot drop boxes, imposed harsh ID requirements, and slashed early voting.

To help voters — particularly Black women and youth — overcome those barriers, Georgia STAND-UP has built a model of year-round nonpartisan civic engagement. Long before the election, volunteers and organizers with STAND-UP talk to voters about mutual aid, local issues, and ways to get involved. That means come election season, they're trusted messengers urging people to vote.

This year, Georgia STAND-UP's team made over 163,000 phone calls, sent more than 1 million texts, and hosted 22 parties at the polls. They also registered more than 6,000 voters and activated over 4,000 students. Thanks to nonpartisan voter outreach efforts by organizations like STAND-UP, a record-breaking 2.5 million ballots were cast in Georgia's November election.

Read more in this interview with STAND-UP's CEO



Growing a leaderful movement

Our movement requires bold leaders who can face big challenges with love, care, and compassion.

This year, groups across our network ran intensive leadership development programs that equip community members — particularly folks of color, young people, queer folks, and women — to lead with values, form authentic relationships, and navigate systems of power.

We're preparing people across all roles and levels stepping into their power as transformational leaders.

We provided deep training, mentorship, and support to over

200

grassroots and network leaders.



Ventura & Santa Barbara Counties, CA
CAUSE trained 13 youth in their summer organizing fellowship, developed the skills of 21 youth and young adults at their leadership camp, and ran a rent control advocacy and outreach training program for 10 immigrant adult leaders.



King County, WA
Puget Sound Sage trained 18 emerging leaders from low-income communities and communities of color to sit on local boards and commissions, successfully placing 50% of those leaders on boards and commissions throughout the state. They also helped launch the first-ever BIPOC leadership development program in Vancouver, WA.



Los Angeles, CA
LAANE's internship and leadership development programs trained 46 young adults and community members in social justice communications, community and digital organizing, fundraising, legal analysis, and research.



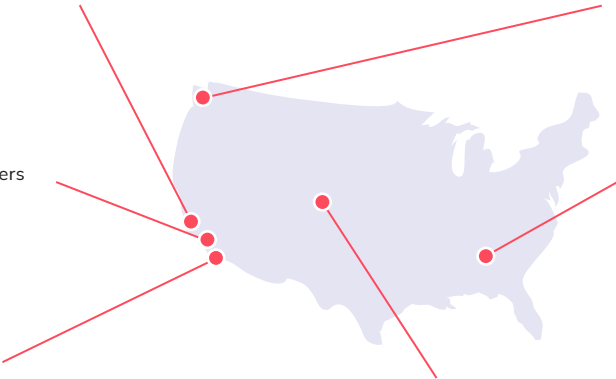
San Diego, CA
CPI's Students for Economic Justice program trained 8 college students in organizing and policy advocacy skills, paired with internships with local grassroots organizations. SEJ graduates have gone on to work for local unions and social justice nonprofits and have run for elected office in San Diego.



Adams County, CO
UNE trained 40 community members in issue analysis, organizing, and advocacy through their leadership development programs.



Atlanta, GA
Georgia STAND-UP prepared 15 people for leadership positions in elected and government offices and nonprofit service organizations. They also opened the Movement Center, a multi-purpose hub dedicated to facilitating the growth of social organizations and leaders by providing multimedia resources, gathering spaces, and strategic support.



ADVANCING OUR LONG TERM AGENDA

We see four interwoven strategies as core to driving transformational change. Here's how **growing a leaderful movement** advances these strategies:

Building Authentic Democracy

Equipping those who have been excluded from the halls of power to govern with their values and in partnership with communities.

Growing Civic Organizations

Nurturing an ecosystem of leaders, rooted in deep authentic relationships, to helm powerful organizations for the long-haul.



Shaping a People's Economy

Preparing community members with lived experience to serve on city councils, planning commissions, and other positions that set the rules for our economy.

Reining in Corporate Power

Training a new generation of organizers and leaders who can bring communities together to beat back corporate overreach.

CASE STUDY: NETWORK-WIDE GATHERING

Transformational Leadership Retreat

Advancing multiracial feminist democracy requires leading with head, heart, and hands. Our Transformational Leadership Retreat brings together people stepping into leadership roles within our network — from organizers to policy advocates to executive directors — for a weeklong gathering.

This year, 18 leaders came together with coaches and facilitators in Los Angeles to cultivate relationships, engage in deep self-reflection, and explore their authentic leadership. They learned tools for healing and managing conflict, practices to build resilience, and came away with a network of peers to lean on for support and advice.

Additionally, two attendees from prior retreats, Hazel Davalos and Lucas Zucker, took on new roles as the co-executive directors at CAUSE. We're so excited for them to take the helm and look forward to seeing this year's cohort grow into the next generation of leaders in our network.

Read more in this interview with retreat alum and WA State Senator Rebecca Saldaña





PowerSwitch Action is a community of leaders, organizers, and strategists forging multiracial feminist democracy and economies in our cities and towns. Through local organizing, we're sparking national transformation rooted in abundance, common good, freedom, and joy.

Our network of 20 grassroots affiliates weaves strategic alliances and alignments amongst labor, neighborhood, housing, racial justice, faith, ethnic-based, and environmental organizations. Together, we're building the people power and people's institutions to realize our collective freedom and liberation.

350

staff across our network

\$40 million

annual network budget

1/3

of the US population lives in places
our affiliates are organizing



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