

# Haymarket

## PEOPLE'S FUND

A Foundation for Change since 1974

Fall 2018

### Brazilian Women's Group

By Elena Vietri



The Brazilian Women's Group (BWG) is a collection of hardworking women who have been recently working tirelessly to reconnect families that have been separated by the current U.S. administration. Heloisa Galvão of the group told the story of a mother and her two children who were hiding outside of the U.S., with the father of the family having been detained in Texas, and another child being detained in Chicago. Due to the relentless efforts of the BWG, the mother was able to talk to her son in Chicago for the first time in 31 days; the family was then reunited in Boston in late July. Another one of their victories is related to workers' cases of wage theft, accidents in the work site and workers' compensation. They have won important cases this year, one totaled over \$100,000 in financial compensation for the worker. They are also making strides in at least four cases of human trafficking.

The main challenges for the BWG are the fears that permeate their community, making it difficult for people to seek information, help, legal support, access health care, etc. Lack of funds that would allow them to expand hours of legal assistance or psychological support has also been a very limiting factor. Galvão told Haymarket that funds have been instrumental in supplementing their income and allowing them to at least maintain their programs.

*continued on page 2*

### Director's Report - Fall 2018



*While some things change, Haymarket's vision remains steadfast*

Today we exist in a place in time where so many people are experiencing concerns about the world, our country, and our communities. This is quite real. But this experience is not new.

Our world was built through turmoil and chaos. This continues. Now most people are affected by it. Our country operates successfully on a capitalistic framework. Over hundreds of years this has become entrenched systemically. And, our communities are on the receiving end of all of this. Here at the roots of all oppression is where so much change is possible.

Haymarket People's Fund became 44 years old in September of 2018. While so much appears to change externally - you can count on Haymarket remaining the same. We continue to focus our funding on grassroots community organizing via an anti-racism lens. This ambitious, yet realizable, focus has deepened and more impactful over the years.

Our anti-racism principles guide all that we do, while keeping us centered and focused. This has been the case for the last twenty of our nearly four and a half decades of existence. These principles shape our grantmaking, fundraising, policies and practices, workers' rights focus, our consensus decision making, and every aspect of our internal organizational operations.

*continued on page 8*

## Haymarket People's Fund

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Boston, MA 02130  
Voice 617-522-7676 Fax 617-522-9580  
www.haymarket.org

### Haymarket's Mission Statement

Haymarket People's Fund is an anti-racist and multi-cultural foundation that is committed to strengthening the movement for social justice in New England. Through grantmaking, fundraising and capacity building, we support grassroots organizations that address the root cause of injustice.

### Haymarket's Vision Statement

Haymarket envisions a world free of racism and other oppressions:  
Where peace and cooperation flourish  
Where people are valued and respected for their gifts and able to bring their whole selves to humanity  
Where vibrant communities thrive and different cultures are celebrated  
Where abundant resources and opportunities are equally shared and distributed while honoring the earth and all within it.

### Board of Directors

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## JP Open Studios: Separation Anxiety

Engaging Ideas of community, togetherness, self and othering, "Separation Anxiety" is a group show of work responding to the complexities of individualism and community. This includes direct responses to the current climate of xenophobia and policies like family separation; reflections on diversity, inclusion and the beauty and strength those values bring to our communities / families; and explorations of identity and relationships.

Featuring Work By: AgitArte, Tense, Danielle Robbins, Ankana, Sobek, Joanna Kao, Silvina, Esther, Catch Wreck, OFATS, Frandy Suero Garcia, Millicent, Jacob Leidolf, Chrystian Dennis + More!

Reception Featuring Music By: HiFadility & Eboane AUD



## Brazilian Women's Group *continued from page 1*

When asked about their impact on the surrounding community, Galvão responded: "No doubt[s] people are better informed and more connected to resources thanks to the many Know Your Rights sessions we have organized in partnership with Legal Boston Legal Assistance. The main goal is to empower the women, and men, to become active and speak up, denounce injustice and exploitation and tell of cases of inappropriate behavior from immigration offices, regardless of immigration status."

BWG has been proactive in communicating their short term goals, namely of working hard to provide women with meaningful opportunities by working with the National Domestic Workers Alliance (of which they are members). They train workers to fully understand the Massachusetts Domestic Workers Bill of Rights through their "Know Your Rights" sessions. In addition, they hold professional development trainings, and have been striving towards increasing membership to empower and engage the Brazilian communities of Boston. Throughout all of their important current work, they never lose sight of what they were founded to achieve. Their long term goals are "to have more Brazilians running for office, and helping to change laws that are not working for the working people. [They] believe in a world without border where everyone is valued for what she/he is regardless of anything else."

## Lobsterfeed: Record Breaking Collective Fundraiser

Saturday, June 30, 2018 was a special day. Thousands rallied and spoke up. Many took the risk of placing their body in the way of state violence. It was truth to power. It was beautiful trouble.

And, in a lovely backyard in Jamaica Plain, more than 360 of us came together, ate lobster and pie, and celebrated the gritty grassroots organizing work that changes narratives, builds movements and is already reshaping our city, our nation and our world.

Our call was to raise serious money to support the work, and we did that.

**MAINE LOBSTER FEED 2018 EVENT REPORT**

A Celebration of Grassroots Organizing in Boston  
Thank you sponsors, donors, volunteers and picnickers for making our 5th year the best yet!

**SPONSORS**

- LIGHTHOUSE, \$10,000**  
Resource Generation's Boston Chapter
- LOBSTER BOAT, \$2-5,000**  
Access Strategies Fund  
Acme Body & Point  
The Boston Foundation  
Harvard Chan Public Health  
Nellie Mae Education Foundation  
SURJ Boston
- LOBSTER BUOYS**  
ACLU of MA | Boston Alliance for Community Health | Boston Teachers Union | Cambridge Innovation Center | Center for Innovation in Social Work and Health, BU School of Social Work | CERD Coop | City Feed and Supply | Drive-by-Pies | Eastern Bank Charitable Foundation | Episcopal City Mission | The Food Project | Fresh Pond Capital, a division of Raytheon, through Capital Management LLC | Jago's Bread | Justin-McIntosh Design & Photography | Restaurant Opportunities Center of Boston | Sam Adams | TIME MissionWorks

**KITCHEN BY OLIO CULINARY COLLECTIVE**

375 pounds of lobster  
100 pounds of clams  
40 blueberry pies  
A LOT of butter  
grilled chicken, veggie burgers, cole slaw, corn, rolls, ice cream, lemonade

**CONSUMED**  
by 400 people  
over four seatings

Complete our 2018 feedback form:  
<https://goo.gl/forms/2y4w4y1b38v9382D>

Save-the-date  
Saturday June 22, 2019

For more info contact Dave at [dave@cto@jenks@gmail.com](mailto:dave@cto@jenks@gmail.com)

**MONEY FOR GRASSROOTS ORGANIZING**

- ACE - \$3,620  
[ace-ej.org](http://ace-ej.org)
- AARW - \$5,420  
[aarw.org](http://aarw.org)
- FJAH - \$4,335  
[justiceashealing.org](http://justiceashealing.org)
- Haymarket - \$6,685  
[haymarket.org](http://haymarket.org)
- MJL - \$4,648  
[muslimjusticeleague.org](http://muslimjusticeleague.org)
- NEU4J - \$5,010  
[newenglandunited.wixsite.com/neu4j](http://newenglandunited.wixsite.com/neu4j)
- Resist - \$6,277\*  
[resistinc.org](http://resistinc.org)  
\*split between Resist grantees in Boston
- SIM - \$5,680  
[simforus.org](http://simforus.org)

**2018 BUDGET**

	2018	VERSUS 2017
<b>INCOME</b>	<b>\$48,285</b>	\$21,414
sponsorships, tickets and donations		
<b>EXPENSES</b>	<b>\$8,610</b>	\$6,978
food, materials, admin support, advertising, bookkeeping and space		
<b>PROFIT</b>	<b>\$39,675</b>	\$15,438
to eight grassroots groups		

Elena Vietri is a current senior at Boston Latin School graduating in the Spring of 2019. Her focus in her classes has been inspired by her newfound passion for studying human rights violations and analyzing their occurrences in our country's past, present, and future. A large bulk of her work this year will be dedicated to her capstone project, which will be focusing on the effectiveness of political art in the culture of activism, and why it is so important. Her work at Haymarket has adequately prepared her to jump into the social justice world, as well as thrive in her upcoming Topol Fellowship for students in peace and nonviolence



At Haymarket, Elena has helped with a variety of administrative tasks to prepare us for our busy Fall season. Her work included purging old materials to make room for new grantees, as well as spearheading an initiative to create new posters for our Seaverns Ave. building that can create accessibility for our JP community and reflect our more recent work inside the building. The majority of her work in the last few weeks of her internship was dedicated to interviewing the grantees highlighted in this newsletter, and thus learning more about them. She is grateful for the opportunity to work with the wonderful Haymarket staff and looks forward to work together with them in her studies this year!

## Renae Gray's Legacy

☺ April 19, 1951 – January 24, 2017 ☺

We are still feeling the effects of Renae's absence in our office. Renae Gray had a long and deep history with Haymarket People's Fund. She was part of the staff at the beginning of Haymarket's existence and she returned to support the staff from 2007-2017. Renae was our equalizer and she had a great way of grounding us. She was also known as the Queen of Fun!

Renae had such a beautiful soul, she was the first smile to greet you at any of our events. She embraced you as if you were the only person in the room. So much so that you would lose track of time talking with her about anything. And boy did Renae like to talk about movies, music, and theatre. There wasn't a theater production she missed, her agenda was packed with events, meetings and fun stuff, as we liked to call her the queen of fun. But if you called on Renae for anything she found a way to squeeze you into her schedule and she always showed up!

Renae's home was the City of Cambridge, she was known to sit on the bench on Mass Ave and talk to folks, regardless of age, race, creed! She loved Cambridge so much she decided to run for City Council in 1987 and 1989. Aside from her role at Haymarket, she also worked at the Margaret Fuller House, She was the Executive Director at Boston Women's Fund, a trainer and consultant for Visions, Inc. and she was a board member of New England Blacks in Philanthropy amongst many other boards. She traveled around the globe several times over, but her work in South Africa working with "Free South Africa" and volunteering as an International UN Observer at the elections when Nelson Mandela won the Presidency was a true highlight. Black women and girls was at the forefront of her work. Advocating and fighting for women's rights was her bread and butter. She worked for Transition House and Casa Myrna Vasquez for many years.



Renae's second home was Martha's Vineyard, oh did she love to be on the island. Basking in the sun eating her favorite apple fritters and chatting away with the local folks. Her love of the island extended beyond Renae and her island friends. She made it her mission to introduce folks to the island as traveling was one of her passions. She traveled several times a year, regardless of ailments, she found a way. Renae coordinated a retreat to the Vineyard with staff and extended family that will be forever in our memories, we sure had a great time!

On August 30, 2018 the City of Cambridge and the YWCA of Cambridge had dedication ceremony in Renae's honor, it is now called Renae's Place Shelter for Homeless Families. This beautiful shelter provides housing for 10 families in the City of Cambridge. Renae wore many hats, but most prominently she was a YWCA Cambridge Board Member, and Board Chair amongst many other roles.

If you ever stop by the Kendall Movie Theater take a few minutes to enjoy a mural made in Renae's honor.

"I never saw Renae compromise her feeling that she was given life for a purpose. When she spoke, she spoke with clarity and warmth. In her work she was spontaneously insightful-quick to grasp the situational potential of a program or institution to change in the direction of greater fairness. And she did all this with such simplicity grace and good humor." Diane Cummings

After Renae's passing funds started pouring in with no solicitation in her honor. With her daughter Michele's blessing and in partnership with Bithiah Carter from The New England Blacks In Philanthropy, (NEBIP) and Curdina Hill we decided to create The Renae Gray Legacy Fund. This fund will allocate resources to organizations that are aligned with Renae's lifelong legacy as an activist and a trailblazer for women and girls. Please stay tuned to more information on the legacy fund and the upcoming recipients.

## 10 things I learned from Mommy

By Michele N. Scott

1. Be kind to everyone. If you knew my Mother, you know she spoke to everyone or better, yet everyone spoke to her. She was just as friendly to a housekeeper as she was to anyone in a position of power. Sometimes I believe she gave her ear and too much time to people. It has been said over and over that when you were talking with Mommy you felt like you had her full attention.

2. Self-Care is a must. Things that I do to this day come from my Mother's lead. Solo retreats, spa days, which for us are staying home and chilling on the couch all day. Getting regular Manicure and Pedicures, naps and massages. Living in the world in this day and time we need to take time out to rejuvenate ourselves.

3. A passion and Love of travel. I believe I got my first passport in the 8th grade as I prepared to head to Cuba. To think of all the places, we traveled together. I regret we never traveled to Africa although we discussed it often; I will get there one day. Travel is such a gift that keeps on giving. When Mommy traveled she was always drawn to the locals and wanting to be in their communities. She would much rather hire a taxi to take her around than to give money to a tour company. She strived for authentic experiences.

4. Reading is fundamental, I know it is cliché, but I know that reading took my mother to faraway places long before she was able to travel. I remember my Mother sharing with me that she would love being sent to her room as punishment because she could read uninterrupted, and it didn't feel like punishment. What was true punishment was when it was discovered that she was enjoying 'punishment', then she was sent to her room without being able to read. My mother was concerned for a while that I wouldn't develop her lover of literature, but I did. It came on rather slow for me, but I am hooked now. I constantly walk with a book you never know when you might have a few spare minutes to get a few pages read.

5. It is better to give than to receive. Many people benefitted from Mommy's generosity. She was sowing financial seeds into people's lives before she knew the biblical principles behind it. Mommy was never rich but as long as I can remember Mommy did end of the year giving to family and organizations she supported. There were many times that my Mother would sponsor a child to go to some event, pay outstanding bills, the special part about it was that she liked to do it anonymously.

6. My Mother was very vocal and clear that I was always her greatest accomplishment. That fact is a constant source of comfort to me. This doesn't make me perfect, but it spared me from ever having to wonder how important I was to my Mother. She told me that she loved me often. She also would tell me randomly how proud she was that I was her daughter. In the last few months of her life Mommy would randomly say that she was proud of the woman I had become in the world.

7. She was intentional to make sure that I learned and was exposed to things she never experienced. My Mother could never sleep out, I slept out everywhere, and I do mean everywhere including the Museum of Science a few times. My mother never learned to ride a bike, roller skate or swim. I learned all these things. I often say My Mother never learned to drive that is not totally true she took driving lessons with Mr. Bill Timmons. She got her permit and then bought an ugly Green Dodge Dart for \$300 dollars I can't remember if the car died first or her permit expired the order doesn't matter but this was the short-lived experience Mommy had driving. In her defense since she was always a passenger she could direct you anywhere. She felt it was her payment for being a passenger. She did support me in learning to drive and becoming her personal uber

long before that was the in thing. The biggest thing that my Mother never had that she guaranteed I got was a college education. The expectation was always there that I was to go to college there was an unspoken agreement that if I went to school it was my job to do everything in my power to get my degree and Mommy would do everything in her power to keep me at UMASS. At the time I had no idea how she begged, borrowed and did whatever was needed to get money for my bill to be paid. That still stands as one of my greatest accomplishments graduating from college. Most people had no idea that my Mother didn't have a college degree. Mommy was well read, she listened twice as much as she spoke. My Uncle Louis always said Mommy was self-educated and by far one of the most intelligent people he's ever met.

8. Mommy was a woman of faith who loved God she would often speak of where God had brought her from. Long before Mommy realized it God was opening doors in Mommy's life and giving her the ears and time of influential people. They say favor isn't fair Mommy lived her life with faith and favor she was kept by the love of God. I know that the way my Mother moved in the world confused people, but she was a woman of faith who moved in this world knowing that God had her.

9. Anyone who did any work with Mommy or learned from her wisdom knew that she had a few favorite phrases that she would often use and was known for. She didn't create them, but she truly made them her own signatures and were guiding principles in all she did. The first one was both/and. The concept of both/and speaks to how two different points of view could be true at the same time. This tool Mommy used in her work to find common ground not using your point to exercise power over the person you are in dialogue with. This concept believes that if you can find common ground and know that both of our truths can co-exists together and become a stronger concept. The other popular phrase was encouraging people to give of their time, talent and treasure. Mommy found ways to do that often. Mommy gave her time to many boards and organizations including the Cambridge YWCA, Haymarket People's Fund and the Boston Red Cross. As far as talent Mommy never charged what she was worth doing her diversity work. She would share what she knew but if you didn't acknowledge her contributions she wouldn't push it on you. She knew what she brought to the table and didn't have to prove anything. She lived her life in such a way that her choices and where she invested her treasure could be used to make her happy and to bless others as she was lead. If you worked with Mommy in any capacity, you heard her use one or both phrases and many others.

10. Finally, the last gift Mommy left me is the love of music. I was exposed to a very eclectic collection of music. My love for Luther, Patty, Teddy, yes you only need to use the first name and you know who I am talking about but also Stephanie Mills, Kem and Rochelle Farrell all come from exposure from Mommy. We often listened to similar music which made our drives to Connecticut always fun and lively sing alongs. Mommy knew the power of music. I believe that along with faith and prayer music rounded up the trio that kept her with us as long as she was here. I remember Mommy directed the doctor to play Marvin Sapp's album with her personal anthem Never would have made it while she was in surgery. She told the doctor she was setting the atmosphere in the operation room. She said that she knew that God was in control. They listened to her and did it. Mommy and I went to many concerts and musicals together often. Personally, I have chosen to celebrate Mommy's birthday by attending a play or concert for the last two years it has brought me so much joy. We are dedicating this beautiful building in the memory of a wonderful woman who impacted individuals, organizations, her family, and the City of Cambridge as a whole. Renae was so much too so many people as reflected by the crowd here along with those who couldn't attend but are here with us in spirit. With all that she was able to accomplish here on earth the most important title as far as I am concerned was Mommy. Thank you!



## Families for Justice as Healing

by Mallory Hanora

We're proud to share that in June 2018, the Massachusetts Legislature passed a landmark bill known as "Primary

Caretakers." Primary Caretakers allows people who have been convicted to file a motion about their caretaker status and the impact incarceration would have on them and their children and request a community-based sentence instead of incarceration. This forces judges to pause, address the harms of incarceration, consider alternative sentences, and issue written findings about why if they still chose to impose a jail or prison sentence. Formerly incarcerated moms wrote the Primary Caretakers bill. We led advocacy across Massachusetts and challenged white mothers and families from the suburbs to actively support the bill. We designed and screen-printed holiday cards with an image of a mother and child and asked people if they felt safer when our state keeps parents in cages away from their kids. We pressured mainstream criminal justice reform organizations to advocate for this bill as one of their priorities. We organized daughters of incarcerated parents to testify at the hearing and submit written testimony. We collaborated with Human Impact Partners to produce a report called "Keeping Kids Together: A Healthier Approach to Sentencing in Massachusetts" with the latest research about the harm and trauma incarceration causes and the lived experiences of local families who have been through it.

We're a very small organization and finding financial resources are always a challenge when you're doing radical work that challenges the status quo! We were gentrified out of our old office and finally found the perfect home right near Dudley in the heart of Roxbury. We're right across

the street from the Court House which makes it easier for us to do our work! We continue to fight the stigma that incarceration imposes on our people. Some women and their family members feel challenged by identifying as formerly incarcerated because of the shame and blame they feel. Of course, much of our formerly incarcerated family struggles to have the time and energy to organize because of how difficult it is to afford to live in Boston - especially if you have a CORI. We embrace all the ways that our people build up our community and serve the movement.

Families for Justice as Healing recently launched our Participatory Defense hub. Every Wednesday from 6-8pm we have dinner for people who are fighting criminal legal battles and their loved ones. This is a place for people to get support and strategize to build the strongest possible defense and their power against a system that strips our people of agency, dignity, and freedom. We've created a place for people to turn when they're being prosecuted or their loved ones have open cases so they don't have to go through it alone. We want people to be equipped to navigate the criminal punishment system and protect themselves and their loved ones. On an individual level, we've witness people feeling supported and loved and getting better outcomes in their cases. On a systemic level, we're shifting the power dynamics in court and representing our people and communities as a whole, loved, and valued.

Our long-term goal is to end the incarceration of women and girls and everything we do is toward that vision. In the meantime, we're working to dismantle the most harmful parts of the criminal punishment system and build up community-based alternatives. We are collaborating with Brookview House in Dorchester to use their model as an alternative to detention for mothers in Suffolk County so they can continue to care for their children and advance their lives instead of being locked in a cage. Another one of our projects right now is producing a participatory-research report based on the expertise and experiences of women from the most incarcerated neighborhoods in Boston. This will help us achieve our goal of ensuring that women who have been most affected by the criminal punishment system are the ones shaping public policy.

We give our appreciation to the dedication and commitment of the following Funding Panel members and Board of Director's that have completed their terms:

**Ashley Stewart**, President of the Board of Directors

**Isabel Lopez**, Funding Panel Member ♦ **Myrna Morales**, Funding Panel Member

**Reggie Williams**, Funding Panel Member ♦ **Erik Wissa**, Funding Panel Member

**Tiffany Brown**, Finance Committee Member

*Thank You!*

# Haymarket's 40th Anniversary 4-year sustainability campaign Sustaining Time, Treasure, and Talent!

## 40th Anniversary Sustainability Campaign

Haymarket's campaign to obtain resources to undergird and supplement the day-to-day operations through the 40th Anniversary Sustainability Campaign is entering its fourth year. Over the last three years, supporters have given beyond their regular contributions to ensure that the capacity of the organization obtained a stream of resources. Because general operational support, finances for capital reserves, and additional bolstering to the grants is not achievable through most fundraising sources, this campaign is serving to provide essential day-to-day funds. Many contributors are committing to multi-year support. This provides critical coverage for the small, yet extremely hard-working and committed staff. Also, this support offers the assurance that the office building, a major asset to the organization, which houses a number of grassroots community organizations and a rental conference room, can be maintained. Most importantly, a portion on these funds aid in expanding the grant making opportunities to the region. For more details about this program, and to support this beneficial campaign, please contact Karla at knicholson@haymarket.org or call 617-522-7676 x103.

### HAYMARKET SUSTAINABILITY CAMPAIGN GOALS:

- Legacy contributor** = 4 @ \$40,000= \$160,000
- Visionary contributor** = 40 @ \$4,000 = \$160,000
- Closing the generation gap???** = 400 @ \$4000 over 4 years = \$1,600,000
- Community contributor** = 400 @ \$400 over 4 years = \$160,000
- TOTAL = \$2,080,000**

1. **Sustainability of grants** – each year the pool of resources is raised from individuals and dispersed to dynamic grassroots organizations across New England. This pool must be expanded to fully support the work until the goals and mission can be realized.
2. **Secure our reserves** – Haymarket operates from a fully-owned building, and rents space at well below market rates to non-profits. Also, a small conference room space is maintained and rented for community usage. Reserve funds are needed to manage and maintain this valuable asset, and provide a fiscal base for operations.
3. **Sustainability of operations** - in order to staff the work, resources are necessary. Internally, Haymarket has become smaller, now we need the capacity to be more effective.

For more details about this program, and to support this beneficial campaign, please contact Karla at knicholson@haymarket.org or call 617-522-7676 x103.

### WAYS TO GIVE!

Please provide your email if you're interested in donor engagement.



### WHY IS IT IMPORTANT FOR ME TO GIVE TO HAYMARKET

- I/We want to support Haymarket People's Fund's Grantees!
  - I/We have enclosed a check payable to Haymarket People's Fund
  - Here's my contribution of  \$1,000  \$500  \$100  \$50  Other \$\_\_\_\_\_
  - I/We want to be a sustainer. Please charge \$\_\_\_\_\_ to my credit card each month
- Please charge my  Visa  Master Card  Amex

Account # \_\_\_\_\_ Expiration Date \_\_\_\_\_ Signature \_\_\_\_\_

In addition please contact me for the following:  Gifts of Securities  Planned Giving  I have named Haymarket in my will

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email \_\_\_\_\_ Phone Number \_\_\_\_\_

You can also donate online @ [www.haymarket.org](http://www.haymarket.org)  
42 Seaverns Avenue ♦ Boston Massachusetts 02130

*continued from page 1*

This compares to an experience where my family unknowingly found ourselves driving along the edge of the side of a mountainside with no protective rails or barriers. This experience felt perilous and extremely dangerous, wondering if we would make it safely to the other side? The struggle against systemic racism is much like this. Often it feels like dangling on the edge of a cliff or precipice not knowing if survival is possible.

Very much like this sense of the unknown, there no system in our world, country, or community that is ideal or perfect. So, at Haymarket we remain vigilant, steady, and constant in a sea of tumult and change. Our vision is for everyone, everywhere to embrace a world, country, and community view and perspective that offers continual hope for our existence. Change is possible.

### WAYS TO GET INVOLVED!

You too can enjoy the rewarding experience of volunteering with Haymarket, and having a significant impact in your community. Simply email Jaime at [Jaime@haymarket.org](mailto:Jaime@haymarket.org) to learn more about becoming part of the New England Regional Funding Panel, or Karla at [knicholson@haymarket.org](mailto:knicholson@haymarket.org) about Haymarket's Board of Directors and committees. Participation is needed from Connecticut, New Hampshire, Rhode Island, Vermont, Maine and Western Massachusetts.

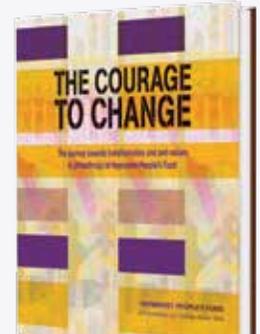
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## THE COURAGE TO CHANGE

In 1998 Haymarket People's Fund an anti-racist, multi-cultural foundation, embarked on a deliberate process to advance the mission and undo the racism ingrained in every aspect of the organization. This open-ended process has been transformative throughout the structure, staffing, grantmaking, and fundraising activities of Haymarket. During the past decade, Haymarket has:

- ❖ rewritten its mission,
- ❖ updated and/or developed organizational policies and practices,
- ❖ changed its leadership structure, and
- ❖ taken steps to shift its organizational culture.



To learn more about Haymarket's anti-racism journey, and obtain copies of "The Courage to Change", contact Haymarket at **617-522-7676** or [knicholson@haymarket.org](mailto:knicholson@haymarket.org) (online purchases at : <http://bit.ly/1oECity>)