

DURHAM FOR ALL

2021: Year in Review

A Year of Adapting and Learning

At the start of this year, I envisioned the D4A family coming together for a joyful and ruckus march to the polls this fall, where we would gather in person after more than a year of separation. But that did not happen. Almost half of our organization's life has been during a global pandemic, and I draw strength from our team's ability to adapt while practicing care and embodying devotion.

This year, with our member leaders and our growing base, we made important progress towards real community safety and also had our first local election losses. I remind myself that it's a long road to build a multiracial political home that wins permanent progressive majorities, is committed to basebuilding, and is rooted in POC and working-class leadership and communities. Amidst the wins, we will face setbacks. As the year draws to a close, I'm grateful for this home and inspired by our growth through it all.



Kaji Reyes-Gertes
Executive Director

Contents:

Organizing Overview	2-4
Leadership Development	5
By the Numbers	6
NC People's Platform	7-8
Looking Ahead	9



While holding these various challenges, the Durham For All team went through some exciting transitions: In 2021, we said heartfelt goodbyes to Bennett Carpenter and Ashlyn Nuckols. We welcomed Whitney Maxey (Lead Organizer), Nahid Soltanzadeh (Data & Digital Organizer) and Jae Slaughter (Operations & Finance Manager) with support from Luke Hirst through the transitions.

We head into 2022 with seven amazing staff members—our most yet! D4A is so grateful for Bennett, Ashlyn, and Luke's imprints on our organization, and we're excited to continue deepening with our newer staff.

Read on to learn more about what we've been up to and to see a sneak peek of what lies ahead!

ORGANIZING TIMELINE

Jan

Feb

Foundation

Campaign College

Policy research, power mapping, strategizing for basebuilding, designing and planning 10 to Transform with member leaders.

Mar

Apr

May

June

Engagement & Mobilization

10 to Transform with Durham Beyond Policing

March 30th: Letter to the City Council

April 27th: Campaign Kickoff

April 30th: Letter to the Board of County Commissioners

March - June: Weekly phonebanking

March - June: Collecting signatures from Durham residents

March - June: Meetings with elected officials

May 20th: Town hall with elected officials

June 27th: Celebration cookout

Jul

Rest and Transition

Aug

Sep

Oct

Engagement & Mobilization

Build the Block

August: Planning and preparation

August 26th: Endorsement interviews started

September 9th: Endorsement meeting with general membership

Sept-Oct: Weekly phonebanking about our endorsed candidates

Sept-Oct: Weekly canvassing in Lakewood neighborhood

September 30th: Lakewood community meeting

October: Digital outreach and mailers

October 16th: Virtual Power to the Polls

October 21st: Build the Block Community Event

Nov

Dec

Consolidation & Learning

November 2nd: Election results debrief with member leaders and Lakewood residents

November 11th: Summation meeting with member leaders

Ongoing: Staff summation meetings, debriefs, incorporating learnings into 2022 plan

10 to Transform

We believe that everyone deserves to experience safety, care, and belonging. 10 to Transform is part of our fight for a Durham where every community has access to resources that help them feel safe, supported, and cared for—everyday, and especially in times of crisis.

Through this campaign, with our partners at Durham Beyond Policing, we organized to divest from policing and invest in care for our communities. Grounded in our communities' longing to see their values and priorities reflected in the decisions that our elected and appointed officials make, we put these demands forward:

1



City:

We asked the City Council to transfer 60 vacant officer positions in the Durham Police Department (DPD) (10% of police officer positions) to the new Community Safety Department (CSD). CSD would hire unarmed, trained professionals to respond to some of our 911 calls—people who will provide care when we most need it.

Durham City Council held the budget vote on June 21st: They reallocated 5 of the 20 positions from the Durham Policing Department to the Community Safety Department and said an affirmative vote would be needed at the start of 2022 to reallocate the 15 frozen positions. For the 2022 and 2023 budget they will revisit reallocating the other 40 vacancies to CSD.

2



County:

With the leadership of Durham Beyond Policing, we urged the Durham Board of County Commissioners to reallocate 10% of last year's County spending on policing and jails to mental health and wellbeing. In the past fiscal year, the County allocated 616% more funds to the Sheriff's department than to mental health.

Durham Board of County Commissioners voted on the 2021-2022 budget on June 14th. They unanimously agreed to a million dollar investment in mental health services and an expansion of the Bull City United peer-to-peer violence interrupters outreach program.

At the start of next year, D4A will organize to ensure the City Council votes to fund the Community Safety Department as it continues to grow. Durham deserves a robust program of unarmed mental health professionals to respond to community crises



Organizing has consistently been the most powerful antidote to hopelessness and feeling alone. I feel sure that there is a clear path forward. It is a hard path, but I am on a team, there is a plan and I can walk forward on that plan.

Julia Springer, D4A member leader

Build the Block

Through our Build the Block neighborhood-based organizing and election mobilization, **we continued to deepen relationships with Black, Brown, and working-class communities and broaden our base of progressive people-of-color voters**, rooted in conversations about a collective vision for community safety and belonging.

Durham made history by electing Elaine O'Neal to be our first Black woman mayor. Congratulations to Mayor-elect O'Neal and our three newly elected and re-elected councilmembers. We look forward to building a Durham for everyone with Mayor-elect O'Neal, Councilmember-elect Leonardo Williams, and incumbent Councilmembers DeDreana Freeman and Mark-Anthony Middleton.

Before the election, we knew that the governing alliance we helped build since 2016—through endorsements and election victories—was in transition and at risk of losing numbers. **This election, we proudly endorsed candidates rooted in multiracial and cross-class progressive organizing that centers people-of-color and working-class communities:**



Javiera Caballero
for Mayor



Marion Johnson
for Ward 1



AJ Williams
for Ward 3

Although our endorsed candidates didn't win, we draw inspiration from their leadership and vision. Javiera will continue as an at-large councilmember, alongside Jillian Johnson and Charlie Reece, who we endorsed and helped elect in 2019.

Through 10 to Transform and Build the Block, we have had over 1500 conversations on the phones with 18–45 year old POC voters in Durham, heard from 470 people who joined our events, and knocked on 300+ doors in the Lakewood neighborhood. These conversations have affirmed two priorities: **Our communities support the 10 to Transform demand, regardless of where they stand on issues of law enforcement.** Moreover, we have seen once again that conversations about community safety always lead to conversations about housing, well paying jobs with benefits, accessible public centers of care, and other unmet needs of our communities. **Working towards community safety necessitates addressing everything that prevents Durham residents from feeling secure.**



Working with people who disagree with me has brought me calmness and confidence. I've been learning how to listen not just to people's words, but to listen to intent and feeling.

Maya Provençal
D4A member leader

We are practicing our vision everyday in the neighborhoods and on the phones. We will continue to build a model of co-governance that works for all Durham residents by bringing our communities into the movement and our movements into elected office.

Leadership Development

After the uprisings of last year, people who had previously not considered themselves “political” felt emboldened to demand better of their government. Witnessing this upheaval, Durham for All leveled up its commitment to skilling up leaders who would be ready to accept responsibility for organizing communities into collective action. On top of providing political education, for the first time we invited our member leaders into the entire process of campaign planning.

We spent the first 9 weeks of 2021 developing leaders in our Campaign College. During this period, participants were tasked with three main goals:

(1) identify strategic policy proposals to prioritize for 2021 campaign

(2) develop 2021 base-building methodology and plan

(3) develop an overall campaign strategy



Out of this Campaign College emerged the 10 to Transform campaign, a collaboration with Durham Beyond Policing. On the path to the city and county budget votes, our member leaders took on:

- Co-developing and leading our public events
- Recruiting volunteers to our community outreach efforts
- Engaging in deep canvassing conversations with community members about community safety, and training volunteers to do so.
- lobbying elected officials on City Council and County Commission

Some of our member leaders then became coaches, supporting other member leaders during Build The Block campaign and leading our canvassing and phone banking teams. Coaches received consistent support from each other and the staff organizers during weekly coaching meetings, as they stepped into roles that required more leadership, more responsibility, and more commitment.



"This work reconnects us with our humanity, and that drives me the most. We don't realize how disconnected we've become. The structure of this country separates us. This work helps me and can help others reclaim their humanity. It is a fight to reclaim yourself. This is the most fulfilling and most phenomenal thing I have ever done. "

Nicole Ellis
D4A member leader

BY THE NUMBERS

11,166

calls made during phonebanking for the Durham mayoral and city council elections



59k+

people reached through digital ads and mailers



370

doors knocked in Lakewood to build relationships and invite our neighbors into the movement



22

member leaders trained and developed



692

deep canvassing conversations about community safety

1,009

people signed letters to the city and county in support of the 10 to Transform demands



715

people are now active dues paying members. 115 of them joined us this year to build a grassroots movement that can win electoral power.



NC PEOPLE'S PLATFORM

"If you care, you're qualified."¹ That's what I realized this summer after working on the Healthcare for All issue team as a part of the Carolina Federation's initiative to build the North Carolina People's Platform. A political science degree, a career as a clinician, practiced skills as an organizer- none of this is requisite to the process of creating policy proposals. **Our team had these backgrounds, but they stood secondary to the voices in our own communities and the intuition developed deep in our souls.**

Throughout the summer and fall of 2021, people from all over North Carolina came together to build a people's platform: a set of policy proposals. grounded in progressive principles aimed at creating a North Carolina that works for everyone.



Happy Ghosh
D4A member leader &
Healthcare for all team
representative



After connecting with the Carolina Federation, I saw a deliberate statewide strategy to overturn all the roadblocks on our path to what we want to see in Durham and NC, like raising the minimum wage. I thought: If I *can* be a part of making this happen, then I *need to* be a part of making this happen. I am faced with a really viable solution; I now have a responsibility."

Youngmee Hahn
D4A member leader
and delegate to Carolina Federation

The platform includes seven different issue areas: Economy, Healthcare, Democracy, Environment, Education, Safety and Justice, and Homes for all. Each of these areas was initially ideated by an issue team who drafted policies based on what they heard from North Carolinians about their needs through phonebanking and canvassing.

Issue teams presented the policy proposals at town hall events where members of issue teams and Carolina Federation affiliate organizations got to discuss them and finally vote on the priorities.

The full platform was ratified on November 10th via a $\frac{2}{3}$ majority vote. [See the full text of the platform on the next page].

1. <https://www.sheshouldrun.org/the-community/>



North Carolina's People's Platform

Economy for All

Federal - Ensure the wealthy pay their share

State - Increase the minimum wage

State - Ensure the wealthy pay their fair share

Healthcare for All

Federal - Universal Single Payer Healthcare

State - NC Medicaid Expansion

State - End Medicaid Expansion impediments

Democracy for All

Federal - Restore and expand voter protections

State - Institute Automatic Voter Registration (AVR)

State - Extend Same-Day Registration (SDR) to Election Day

Environment for All

Federal - THRIVE Act (H.R.2919) Transform, Heal, and Renew by Investing in a Vibrant Economy.

State - End the Duke Energy monopoly

State - No new fossil fuel infrastructure

Education for All

Federal - quality of education not based on wealth of their parents or community: fund Quality Education for All Act.

State - Fund education to the national average

State - Increase NC educators' salaries to the national average

Safety and Justice for All

Federal - No privatized prisons

State - Legalize marijuana and expunge records

State - Eliminate cash bail

Homes for All

Federal - Establish a permanent truly affordable housing fund

State - Comprehensive rent stabilization

State - A universal Tenants' Bill of Rights

In the months and years ahead, the Carolina Federation will be asking candidates to commit to these policies, organize the public around this vision, and ultimately fight to make this platform a reality. The North Carolina People's Platform will serve as the prophetic, practical agenda that we need to win movement governance with and for the multiracial working-class.



The Carolina Federation is a statewide organization that brings local people together across race and the rural-urban divide to build political and electoral power in their own communities and across North Carolina. By member vote, Durham For All became an official affiliate of the Carolina Federation this year.





LOOKING AHEAD

Can you donate to help transform the state and country in 2022?

In 2022, North Carolina has a special role to play in ensuring equality and justice for communities from the local to the national level. To that end we will be collaborating with the Carolina Federation on **North Carolina General Assembly and United States Congress races** as we continue the work of winning governing power for progressives! To add to the excitement and critical nature of this work, we will have a few local movement

candidates that are running for higher office. Therefore, we need to be a part of powering them to victory starting with the primary elections in March.

Central to the aforementioned electoral work, we will strengthen our leadership development and political education sessions for leaders and our growing base. Our current and potential leaders will go through 1-2 Leadership Academies where they'll learn new ways of seeing the political landscape and thinking about electoral centered strategy. Additionally, our leaders and base will acquire new organizing skills through teams that will be the engines of our electoral campaign work in 2022!

As we prepare for next year, we know that we are up against an opposition that has large funding pools, and the backing of systemically oppressive institutions.

Resourcing ourselves for resistance requires investments from the communities that believe in what we are building.

That is why we are asking for your support in reaching our goal of \$15,000 by the end of this year. Will you provide an end-of-year gift to help us deepen our work and achieve the Durham we know is possible?

DONATE

bit.ly/d4adonate-2021

or make checks payable to:

Durham For All

PO Box 25352

Durham, NC 27702

THANK YOU & SEE YOU NEXT YEAR!