

## An Extraordinary Legacy



In 2015, Urvashi Vaid established *The Vaid Group LLC* as a strategy & organizational development consulting firm working with social innovators to advance equity, justice and a multiracial, feminist, democracy. *Justice Work* as later developed as think tank / action lab to incubate social justice projects that Urvashi created when she saw critical gaps missed by siloed movements. These projects centered marginalized voices and perspectives; challenged conventional priorities and strategies; and created connections and possibilities that hadn't existed before. Grounded in community driven experiences, they were shaped to strengthen organizing and advocacy. *The Vaid Group LLC* closed in 2022 following Urvashi's death. The work she initiated in the eight years that she ran *Justice Work*, left behind an extraordinary legacy, that few people could point to over a lifetime, let alone in less than a decade: millions of dollars raised and redirected towards social justice, agenda setting initiatives grounded in the experiences and priorities of LGBTQ communities and people of color, hundreds of activists inspired and mentored, and a host of organizations strengthened and expanded.

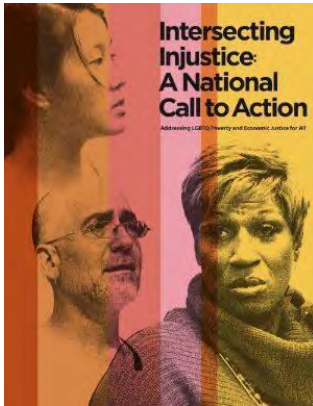
### Criminal Justice



In 2013, Urvashi worked with Catherine Hanssens, Aisha-Moodie Mills, Andrea Ritchie, and Dean Spade to convene a group of over 50 activists, policy advocates, lawyers, and grassroots organizers working to address the disproportionate and punitive criminalization of LGBT people and People Living with HIV. Out of this unprecedented feat of collaboration came the report It outlined a series of federal policy and legislative recommendations to end the criminalization of and miscarriages of justice towards LGBT people and PLWH. After publication of the report, Urvashi was central to raising funds and

energizing organizations to remain engaged to foster the emergence of the National LGBT/HIV Criminal Justice Working Group to take forward the policy agenda. The Network is now coordinated and managed by Black & Pink.

## Poverty



The LGBTQ Poverty Collaborative Project was initiated during this same period in response to disproportionate rates of poverty among LGBTQ people, particularly trans, Black and Latinx people. It began as a convening in Washington, DC, with several national LGBTQ organizations and progressive think tanks, including Center for American Progress, the National Center for Lesbian Rights, the National LGBTQ Task Force, Trans Women of Color Collective, Whitman-Walker Health and The Williams Institute. Flowing from

this national convening a series of workshops were organized in various cities across the country to better understand the drivers of LGBTQ poverty, and to develop a federal policy agenda to address them.

Just before the 2016 election the policy recommendations contained in the report *Intersecting Injustices: A National Call to Action to address LGBTQ Poverty and Economic Justice for All*, were presented to a meeting convened by the Treasury Department. The meeting brought together a cross section of federal officials from departments such as Education, Health and Human Services, Agriculture, and Housing and Urban Development all interested in tackling poverty and seeking solutions to the specific needs of low income LGBTQ People

Who knows what might have been possible if Trump had not been elected?

Undeterred, the LGBT Poverty Action Network was founded post the elections, and it continues the work, now co-coordinated by the National Center for Lesbian Rights (NCLR).

## Donors of Color

The final project that was incubated at *The Vaid Group LLC* was the Donors of Color Network (DOCN). Once more, the project centered on research, this time primarily one on one conversations with HNW donors of color, but also supplemented with convenings and focus groups, and network organizing. In 2019, *The Apparitional*



*Donor: Understanding and Engaging High Net Worth Donors of Color* was launched.

Currently, DOCN is an independent pathbreaking organization that brings together HNWDs. It is the first ever cross-racial community of donors of color and movement leaders committed to building the power of people of color communities to win systemic change that builds racial equity. Donor members become donor organizers, moving their peers, friends, and networks to center the priorities of communities of color and to think with a systems frame to transform social institutions to be more effective and accountable to communities of color.

### 22nd Century Initiative



Urvashi and Scott Nakagwa developed the 22nd Century Initiative out of a concern at the growth and mainstreaming of far-right movements in U.S. civil society, policy making bodies, and the public sector, including law enforcement, the military, and the judiciary. The Initiative, while still in its formative phase, focuses on developing strategies, networks, research, and actions to decrease the political and cultural impact of far-right movements in the U.S. to protect the integrity of US democracy, and counter the right's undermining of racial, gender, economic, and social justice movements seeking to expand democracy for all.

### The National LGBTQ+ Women's Community Survey



For several years Urvashi advocated and fundraised to develop a project that would center women's experiences and priorities within the LGBTQ movement. Funding was extremely hard to come by, but eventually Urvashi cajoled a small group of funders to support the idea. Teaming up with Dr Jaime Grant and Prof Alyasah 'Ali' Sewell, it was a source of immense joy to Urvashi that the National LGBTQ+ Women's Community Survey was launched and has had an historic response, both in terms of the numbers of LGBTQ+ women who have taken the survey, but also how it is capturing the expansive diversity of

our community. Its purpose is to understand the lives, key experiences and needs of LGBTQ+ women in the United States to equip policy and decision makers in nonprofit, service, advocacy, governmental, and community institutions, with specific information and insights into the lives, experiences, concerns, and challenges facing LGBTQ+ women in the US today.