

# Movement Lessons *from the First 100 Days*

April 2025



**Building Movement Project**

Activating Nonprofits | Fueling Change



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# About the Building Movement Project

The Building Movement Project (BMP) is a national nonprofit organization that provides insightful research, practical resources, and pathways for transformative relationships that support nonprofit organizations, networks, and movements in their work to create a just and equitable world. This brief is part of BMP's Movement Infrastructure Series, which offers ideas, approaches, and practices to strengthen individual organizations and broader social movement ecosystems.

BMP's previous reports in the [Movement Infrastructure Series](#) include:

- *Sounding the Alarm: Nonprofits on the Frontlines of a Polarized Political Climate*
- *Reckoning With Sustainability: Black Leaders Reflect on 2020, the Funding Cliff, and Organizing Infrastructure*
- *100 Days of Building Power and Solidarity: Observations and Recommendations about Immediate and Long-Term Infrastructure Needs for Palestinian, Muslim, and Arab Groups in the U.S.*
- *Balancing Act: Asian American Organizations Respond to Community Crises and Build Collective Power*
- *Funding Movement Infrastructure Brief*
- *Meeting the Need: Building the Capacity of Community-Based Organizations*

## Acknowledgements

We are grateful to BMP staff for developing this report and to the nonprofit leaders who took the time to respond to our survey and interview requests in the midst of challenges and crises.

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# Introduction

As part of the Movement Infrastructure Series, BMP explored the impact of the first 100 days of the new Administration on nonprofit organizations through interviews, information gathered from movement strategy tables that BMP supports, and a survey.

## ***Movement Lessons from the First 100 Days* has the following goals:**

- **Provide a snapshot** of how executive orders are affecting the nonprofit sector;
- **Highlight movement infrastructure needs and challenges** while documenting how organizations and movements are adapting through innovation, solidarity, and care; and
- **Synthesize strategic recommendations** for the nonprofit and philanthropy sectors that center sustainability, collective power, and solidarity

While this brief is not meant to provide a comprehensive overview of all the consequences and needs that surfaced during the first 100 days, it identifies cross-cutting themes and provides ideas for the field and stakeholders to plan for what is likely to be a challenging road ahead for the foreseeable future.

Many of the recommendations in this brief emerge from conversations and inquiries that arose in BMP's work with nonprofit organizations, working groups, and networks before and during the first 100 days. Through a series of interviews, a survey of the sector, and weekly field meetings with grassroots and national organizations, BMP captured a glimpse of how organizations around the country are grappling with a range of multi-layered consequences. The organizations that we supported and engaged during the first 100 days included social service providers that provide immigration services, support for survivors of gender-based violence, and homelessness prevention and mental health, as well as advocacy, organizing, and movement groups that advocate for policy demands from specific communities.

BMP will continue to track and analyze how federal actions are affecting nonprofit organizations and the communities they serve. We are regularly updating our [FAQ resource](#) focused on how nonprofits may be impacted by the Administration. The FAQ begins with a series of common questions and responses, followed by a summary of key executive orders and links to additional tools and resources for further learning and response.

# Emerging Themes During the First 100 Days



The Trump Administration's first 100 days in office have fundamentally changed the role of the federal government, the social service safety net, and the landscape of institutional stakeholders. As of April 2025, the Administration has issued approximately 130 executive orders and 35 proclamations, many of which have significant and far-reaching impacts on federal agencies, marginalized communities, and the nonprofit sector.

**These executive orders are not isolated; instead, they reflect a coordinated, systematic strategy that:**

- **Erases** the rights, identities, and histories of vulnerable communities, including Black, Indigenous, and people of color, immigrants, and LGBTQ communities
- **Threatens** the free expression of basic constitutional rights
- **Defunds** critical social services and damages the social safety net, nationally and globally
- **Weakens or dismantles** institutions, including federal government agencies, academia, philanthropy, the corporate sector, and nonprofit organizations

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Rather than isolated policy changes, these executive actions reveal a coordinated strategy to further erode the foundations of a multiracial democracy by using the federal government's power and resources to enforce ideological agendas, consolidate authority, and suppress dissent.

**These changes will have ripple effects on every individual, every community, and every institution over time, with marginalized communities already experiencing devastating consequences.**

**From trans youth losing access to critical health care to immigrant families facing increased detention and deportation to the lack of easy and affordable access to vital public services, many people are navigating a climate of growing uncertainty, abandonment, and targeted harm.**



**The impact of the executive actions can be mapped across three interconnected domains:**

- ➔ **Attacks on Marginalized Communities and Civil Society**
- ➔ **Policies that Increase Collective Punishment and Repression**
- ➔ **Erasure of a Multiracial Democracy**

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# Here are a few examples of the impact over the past 100 days:

## Attacks on Marginalized Communities and Civil Society

**Education:** Government agencies are dismantling DEI initiatives in schools and universities and eliminating many of the responsibilities of the Department of Education, threatening educational access and equity.

**Healthcare:** New federal government regulations are redefining reproductive and gender-affirming care and insurance policies, impacting LGBTQ+, working-class, and low-income communities disproportionately.

**Environmental Protection:** Regulatory protections have been stripped, climate agreements abandoned, and protected lands opened to drilling, while climate justice organizations face terminated grants and operational threats.

**Civil Society:** The multi-pronged attacks on nonprofit organizations, academia, philanthropic institutions, and other stakeholders are diminishing the power and impact of stakeholders. Nonprofits in particular are managing the loss of federal funding, investigations and scrutiny by the federal government and Congress, and reputational harm.

## Policies that Increase Collective Punishment and Repression

**Immigration & Border Enforcement:** The government has dramatically expanded deportations by invoking the [Alien Enemies Act \(AEA\)](#) in order to force people into foreign prisons without due process. The government's project of mass incarceration under the guise of public security is causing tremendous fear among immigrant communities.

**Suppression of Dissent:** Federal immigration officials have targeted and detained student activists for their constitutionally-protected activities around Palestinian human rights, including Yunseo Chung, a 21-year-old Columbia University student and legal permanent resident; Mahmoud Khalil, a former graduate student at Columbia and legal permanent resident; Rümeyşa Öztürk, a Turkish doctoral student at Tufts University, and many others.

## Erasure of a Multiracial Democracy

**Civil Rights Rollbacks:** Narrowing the legal definition of "sex" to biological traits assigned at birth has led to a total reversal of LGBTQ+ protections and increased institutional scrutiny of diversity practices in every sector of society, ranging from workplaces, federal contracting, schools, professional groups, and retailers.

**Cultural Erasure:** Cultural institutions—including the National Museum of African American History and Culture—are being pressured to remove content labeled as "divisive" or "race-centered," erasing vital historical lineages, leaders, and experiences from our national history.

**Language and Belonging:** An executive order declaring English as the official language of the United States has diminished access to federal language access programs, directly impacting immigrants and non-English-speaking communities. The erasure of language rights could make it harder for people to access vital services and benefits as well as critical community emergency alerts.

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For nonprofit leaders and organizations, these radical shifts raise both urgent and long-term concerns, particularly related to sustainability, effectiveness of programs, and the increasing challenges facing community members. Many frontline nonprofits are filling the gaps left by the government's abandonment of vital services and programs. Others are facing existential threats in terms of losses in funding, scrutiny, and reputational harm, and attacks on the communities, values, and beliefs that they were founded to protect and advance. In response, nonprofit leaders and organizations are developing adaptive strategies grounded in collective care, strategic coordination, and shared power.

**For nonprofits and targeted communities, this moment demands adaptation, an unprecedented level of strategic coordination, and movement-wide solidarity to transform these conditions and build the futures that communities deserve.**



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# *Voices from the Field*

*“We’re concerned about the entire community's wellbeing - how so many of us and our loved ones are being personally and professionally attacked. How to support each other and not burn out, how to understand what's truly urgent, how to focus on the areas where we can share our expertise.”*

*- Nonprofit leader at a national education advocacy organization*



*“We have 12 staff working on our federally funded projects, they will be laid off and have loss of income. We provide direct services to victims of domestic and secular violence. There will be a disruption in services that can add risks to safety for them.*

*We will have to seek emergency funds to cover the needed time and effort to provide emergency responses to people addressing trauma and violence in their lives while our staff themselves are facing trauma and hardship due to the loss of federal funds.”*

*- Nonprofit leader at a national Indigenous advocacy organization*

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# Spotlight: Impact on the Nonprofit Sector

Nonprofit organizations of all sizes are experiencing a time of tremendous uncertainty and upheaval due to the losses of federal funding, scrutiny of programs and activities, reputational harm, and an overall chilling effect. As the first 100 days of the new administration come to a close, the threat landscape for nonprofits has continued to expand, including congressional inquiries into groups and funders and the cancellation of essential grants for direct service providers. The nonprofit sector is bracing for additional attacks, with [news reports](#) indicating that the Administration might use the Internal Revenue Service to revoke 501c3 status or target progressive donors and funders. While the full scope and scale of such unprecedented attacks on civil society organizations is still unfolding, it is vital to support nonprofits and the vital work they do in our communities.



## **A few ways in which nonprofits are being affected by the current climate:**

### **Nonprofits are experiencing blocks, delays, or losses to federal funds.**

About 30% of U.S. nonprofits receive funding from the government, amounting to \$303 billion each year, according to [Candid](#). These nonprofits - over 100,000 groups across the country - receive federal funds directly or via pass-through entities for a range of activities to support their communities around health, education, infrastructure, safety, outreach, and more. The Urban Institute [reports](#) that two out of every three nonprofits receive at least one government grant or contract. A delay or freeze in federal funds could mean that [vital programs](#) supporting vulnerable community members facing homelessness, hunger, health disparities, gender-affirming care, and climate disasters may be in jeopardy.

Several executive actions have led to freezes and pauses of federal funding. In late January 2025, the Office of Management and Budget [issued a memo](#) that sought to pause federal funding for nonprofits, leading to lawsuits and injunctions, and the eventual rescission of the policy by the Administration. However, the Administration has employed workarounds to attack federal funding for nonprofits.

*“As federal sources dry up, we expect that there will be more competition for remaining funding sources such as foundations and state/local governments, creating a strain on those resources and potentially impacting a broad range of nonprofit activities and programming.”*

*- Nonprofit leader at a community advocacy organization in the mid-Atlantic*

The immediate impact of cuts to federal funds as well as the Department of Government Efficiency’s dismantlement of federal programs and staffing are already affecting the nonprofit sector. For example, [Native programs](#), [domestic violence organizations](#), [social service providers](#) and [climate justice](#) groups are experiencing uncertainty and pauses in receiving promised funds. In April 2025, funding freezes and staffing cuts at the Department of Housing and Urban Development (HUD) stalled around [\\$60 million in funds](#) geared towards affordable housing developments. The U.S. Department of Agriculture canceled \$500 million in funds dedicated to [food banks](#) supporting unhoused populations across the country; food banks rely on USDA funding for anywhere from 20-30% of their food supplies.

*“Federal funding is an investment in people, not just programs. Every dollar we receive translates into greater impact, increased community stability, and a more equitable society where individuals have the resources and opportunities to thrive.”*

*- Nonprofit leader at a community advocacy organization in the South*



Nonprofits and state governments are filing many lawsuits to challenge the Trump Administration's decisions to freeze or pause funds. While courts are moving in some cases to reinstate grants, nonprofits are already enduring a multi-layered toll, from concerns about paying staff and maintaining operations to serving the organization's mission and a wider pool of community members in need, all during a time of economic precarity.

*“Shelter beds might not be available, 24 hour domestic violence hotlines would go unanswered, survivors may not have assistance with restraining order applications. [Funding freezes] would make survivors even less safe than they already are.”*

*- Nonprofit leader at domestic violence support organization in California*

### **Organizations with specific missions and program areas are experiencing, and could experience, cuts to federal funds as well as scrutiny and reputational harm.**

The Trump Administration has made it clear that federal funds to nonprofits can only support programs and activities that are aligned with the White House's policies and priorities. Given the Administration's existing executive orders, it is possible that nonprofits working on issues such as DEI, transgender justice, reproductive justice and abortion access, climate justice, the needs of undocumented immigrants and refugees, and Palestinian liberation may lose access to future federal funds. In addition, the Department of Government Efficiency (DOGE) has attempted to [embed agents within all nonprofits](#) for receiving federal funding, a tactic seen as part of a broader strategy to undermine nonprofit independence and silence dissenting voices.

- **Specific Impact - Immigration:** The Administration has been attempting to limit funding for nonprofits that aid immigrants in legal representation and other programs. The Department of State [abruptly terminated](#) grant agreements with all 10 national resettlement agencies for refugee reception and resettlement under the U.S. Refugee Admissions Program (USRAP) for the 2025 fiscal year, despite the fact that these organizations had received funding under USRAP for almost four decades. In April 2025, the Department of Homeland Security cut more than \$22 million in federal funds towards nonprofits, libraries, and adult education programs that focused on [preparing people for citizenship](#) and removing barriers to naturalization, justifying the cuts by claiming that the work failed to align with the agency's priorities.

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**Beyond the loss of federal funding, nonprofits are facing scrutiny for engaging in constitutionally protected speech and activities.**

It is possible that the Administration may designate certain groups as foreign terrorist organizations and use material support laws to target their assets and status. These possibilities have been exacerbated in light of legislation such as [HR 9495](#), popularly referred to as the “non-profit killer bill,” that threatened to designate nonprofits as terrorist organizations and strip them of their tax-exempt status, as well as congressional inquiries of groups engaging in climate justice, immigrant rights, and Palestinian solidarity.

**Nonprofits are facing increased demands for their services and programs as a result of uncertainty and harm facing communities, especially around immigration, jobs, and access to the social safety net.**

In the wake of the executive orders targeting many vulnerable communities, particularly immigrants, nonprofits are facing an increased need for their services and support. The demand for services is increasing, but the resources and capacity of staff are already stretched thin and shrinking. As the federal government stops implementing or funding programs that care for community members, state-level agencies and nonprofits will be asked to fill in the gaps. But, while many will step up to support communities, the aggregate of these efforts may not be able to match the scale of the need.

*“With funding cuts hitting nonprofits, and federal employees being laid off en masse, we expect to see the job market becoming increasingly competitive and tight, putting more and more families in need of the very services that are being de-funded.”*

*- Nonprofit leader at a community advocacy organization in the mid-Atlantic*



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**Nonprofits are concerned about disruptions to partnerships across various sectors, such as schools and universities, law firms, and funders.**

Organizations are concerned that their institutional partners may abandon them because of their scope and mission. In particular, organizations are deeply concerned that existing funders will not renew their commitments, and that new philanthropic possibilities are few and far between.

**Some nonprofits are considering whether and how to operate “under the radar.”**

In conversations with partner groups, it is clear that nonprofit leaders are balancing difficult quandaries. Groups are wondering whether they should be signing public statements, distributing press releases, and sharing Know Your Rights materials in an environment of scrutiny, knowing that such decisions could damage solidarity and partnerships. Other groups are doing their work outside of the public realm and off social media platforms as a means of protecting themselves and their staff.

**Nonprofits are concerned about the sustainability of their staff, community members, board and volunteers, and organizations as a whole.**

Nonprofits are dealing with the psychological toll of navigating existential questions, fear, urgency, and uncertainty on their staff and leaders. Burnout, direct and vicarious trauma, and information overload are overwhelming nonprofit staff. We hear consistently that people are having dysregulated and trauma-related responses to the current environment.

*“Partnerships are key to all of our work, so if others change their DEI policies and/or close, it will negatively impact our ability to support students’ pathways.”*

*- Nonprofit leader at a national education advocacy organization*



*“Trump’s executive orders targeting law firms have made it extremely difficult to find pro-bono law firm partners for the cases we want to bring but do not have nearly the resources for.”*

*- Nonprofit leader at a national immigration advocacy organization*



*“[The abrupt dropping of] a case we were assisting on was hugely harmful for our team and the physical and mental health of the attorney who was forced to pick up the case almost entirely on her own.”*

*- Nonprofit leader at a national immigration advocacy organization*

# *Voices from the Field*

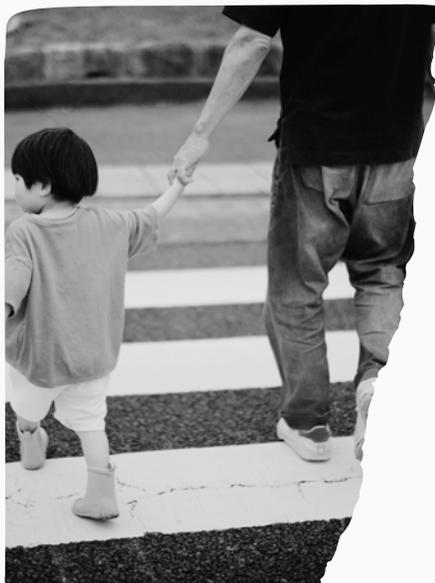
*“The disappearing of green card holder activists is terrifying; everyone is scared and we're scrambling to get support and advice out to folks without contributing to chill (although chill is a reality and fairly reasonable).”*

*- Nonprofit leader at a national immigration advocacy organization*



*“[We are] committed to finding innovative solutions to keep empowering individuals and advocating for change, regardless of funding challenges.”*

*- Nonprofit leader at a community advocacy organization in the South*



*“We are also worried about impacts of tariffs and immigration enforcement on small businesses (increased costs, decreased foot traffic with people scared to be out in public spaces, and potential impacts to staffing due to disruptive ICE raids, etc.).”*

*We are already seeing many small businesses, revenues impacted at similar levels as during the COVID mandatory shutdowns, except we don't have the same government assistance and resources available to offer them to survive.”*

*- Nonprofit leader at a community advocacy organization in the mid-Atlantic*

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# Movement and Nonprofit Response

Despite the hardships that organizations are having to navigate, they are also building power and finding ways to adapt. Organizations are deepening seasoned relationships and building new networks, pushing back against harmful narratives, focusing on political education and organizing, and lifting up policies and other means of protecting and (re)centering the communities they serve.

**These responses can be observed across three key areas:**



- **Infrastructure**
- **Solidarity**
- **Funding**

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## → Infrastructure Responses

Movement groups and nonprofits are building both internal infrastructure and community networks, especially where government resources have been diminished or eliminated through deliberate attacks. As BMP has been supporting movement and nonprofit tables in this moment, we have witnessed how organizations are relying on trusted and long-term relationships, playing roles that are strategic and non-duplicative, developing tools to share information quickly and securely, and identifying entities that can play a convening and facilitating role to bring groups together on a regular basis. Additionally, organizations are considering different formations that might serve the needs of their communities more effectively and sustainably.

A key infrastructure need that arises across various movements is legal capacity - especially around access to information, representation, and rapid response. Organizations have identified a need for accurate, in-language, and accessible Know Your Rights information and for analysis of federal executive actions in a timely manner. Groups also need to know where to send community members who are being targeted by or receiving communications from government agencies.

### **Some emerging strategies for strengthening legal capacity across movements include:**

- Developing and implementing creative, collective legal defense strategies rooted in movement lawyering
- Translating and distributing Know Your Rights materials in multiple languages and formats
- Setting up multilingual hotlines, intake systems, and referral networks
- Training and coordinating pro bono legal networks
- Hiring and resourcing in-house legal staff or legal partners within coalitions

These legal strategies require more than short-term volunteer efforts; they require sustained investment in legal infrastructure, including funding for dedicated staff, translation, and accessibility services, and institutional partnerships within movement-aligned legal organizations.



- **Trans organizers** have [expanded mutual aid](#) networks to provide gender-affirming care, legal resources, and essential services amidst legislative attacks.
- **Immigrant rights organizations** are offering digital security training and resources to protect communities from increased surveillance.
- **Cultural workers and healers** are creating support spaces and resources, integrating art, ritual, and somatic [practices to support frontline leaders](#) experiencing burnout and despair.
- **Communities** are [creating guides and resources](#) to support grassroots organizations, fiscally sponsored projects, and fiscal sponsors working in mutual aid, bail funds, and Palestine solidarity initiatives.



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## → Solidarity

During times of crisis, communities and organizations often choose self-preservation and isolation in order to avoid scrutiny, focus on their own issues, and survive challenging times. Our work via [SolidarityIs](#) reminds us that intentionally building connections across communities and organizations is the only way to overcome isolation, scapegoating, and division.

Organizations are building broader coalitions across geography, identity, and issue areas to build mutual defense and collective power. Through BMP's work with movement tables, solidarity strategies that seem to be powerful include developing and sharing solidarity statements from a large number of groups, speaking up for each other on social media, and ensuring that organizations receive similar talking points and narratives.



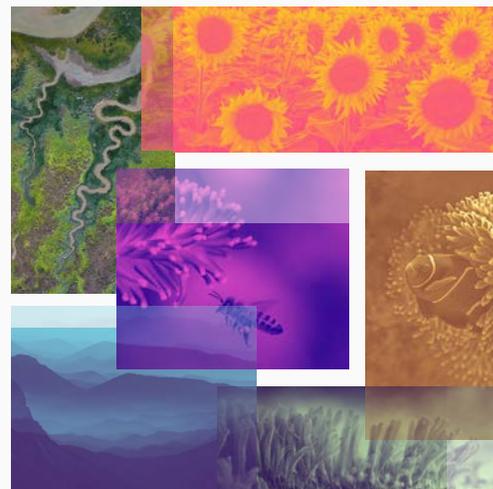
## → Funding Adaptations

In the face of growing restrictions, criminalization, and politically motivated funding withdrawals, many nonprofits are shifting away from traditional sources like federal grants and government contracts. Instead, they are exploring and investing in new community-rooted funding models - from private philanthropy and movement-aligned donor collaboratives, to social enterprise efforts, donor-advised funds, and [grassroots giving](#).

Organizations are also reimagining sustainability through local philanthropy and emergency resource-sharing. In some regions, groups are creating regional solidarity funds that redistribute money more nimbly and explicitly to frontline organizations, particularly those led by Black, Indigenous, Latinx, Asian and Pacific Islander, undocumented, queer, trans, and disabled leaders.

Still, the demand far outweighs available resources. As organizations shift their capacity to navigate urgent needs, they continue to run into significant gaps in long-term funding. Short-term and rapid response grants can only go so far. Organizations continue to need sustained, flexible funding that supports movement infrastructure, allows for experimentation and failure, and creates room for organizations to build and deepen partnerships across movements.

**Solidarity takes many forms - from one-time actions to short-term campaigns and long-term coalitions. While momentary expressions of solidarity matter, transformative solidarity happens when we commit to consistent practices, deepen relationships, and build infrastructure that connects our organizations and movements over time, strengthening our collective capacity to respond to changing conditions.**



***Transformative Solidarity infrastructure includes:***

- **Capacity** to deepen relationships and trust between and among groups
- **Strategy** sessions/collaborative experiments across movements
- **Narrative** capacity to dismantle wedges that pit communities against each other
- **Co-learning** spaces with leaders in the United States and in other parts of the world to understand connections and commonalities across communities, issues, and movements, and best practices to address a crisis in democracy
- **Scenario planning** to understand how the broader movement will respond to a range of external threats
- Coordinated **rapid response** systems to move resources, narratives, and actions quickly, impactfully, and collectively
- **Shared frameworks and mapping tools** that support groups in understanding their roles and strengthening collaboration across movement ecosystems
- **Conflict transformation tools and accountability practices** that keep organizations connected and aligned through tension and crisis.
- Shared **safety practices and digital security** protocols to protect targeted leaders and organizations
- **Healing and care practices** that deepen sustainability, collective care, and interdependence
- Strategies for **long-term power building** that grow our capacity to transform conditions and sustain change over time

- [Faith communities](#), students, and elders are **building support networks** by sharing spaces, shelters, and organizing resources across traditional dividing lines.
- Movements are using online platforms to amplify each other's efforts through shared narrative campaigns, cross-movement toolkits, and [mutual fundraising support](#), **connecting visibility with infrastructure support**. For example, on the 83rd anniversary of Executive Order 9066, which led to the incarceration of over 125,000 Japanese Americans, immigrant and racial justice groups issued [joint solidarity statements linking past injustices to today's anti-immigrant policies](#). These efforts engage public attention and connect movements across generations and struggles.
- **Organizations have successfully sued** to have a [federal judge temporarily block executive orders](#) that would have restricted diversity efforts among federal contractors and grant recipients.

*“Partners are reaching out! Local groups are looking at ways they can support us, but right now, we are having to figure out how to actually work with them which, in some ways, actually creates way more work for us.”*

*- Nonprofit leader at a community organization in the Northeast*



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# What Nonprofits and Leaders Can Do

It is clear that nonprofit and movement organizations on the frontlines - particularly those working on issues under heightened political scrutiny- are facing harmful challenges, from reputational attacks to in-person threats and sudden funding losses.

These pressures are impacting programs and straining the capacity of groups to serve their communities. And yet, leaders and organizations continue to meet the moment with courage, creativity, and deep commitment, resisting harm while building new possibilities for collective care and liberation.

The recommendations that follow were drawn directly from the wisdom and experiences of organizers and nonprofit leaders navigating these conditions. They reflect what groups say they need the most right now, and offer practical tools to help organizations stay ready, rooted, and responsive in the face of rising crisis and uncertainty.



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## Legal, Strategic, and Risk Planning

- Slow down to speed up. Take the needed time to gain as much clarity and information as possible to act with discernment and grounding.
- Seek support from legal counsel to understand and assess risks, develop document retention policies, and comply with state and national laws.
- Conduct risk assessments and scenario planning for funding loss, increased scrutiny and surveillance, and/or legal threats.
- Develop contingency budgets and operational plans for various funding and staffing scenarios.
- Train board, staff, and volunteers on emerging threats and response strategies.

## Solidarity

- Consider partnerships, coalitions, or shared service models with aligned organizations to protect and sustain programming. Harness and build on community creativity and responsiveness in this moment.
- [Mobilize with others](#) facing similar threats to coordinate messaging, advocacy, safety, and mutual defense.
- Map your ecosystem: Identify allies across legal, health, education, and community safety sectors to activate when needed.
- Make use of existing networks and coalitions to share information and build and roll out collective strategies.

## Documentation and Advocacy

- Document and share your organization's experiences with funding cuts, targeting, and community impact.
- Express concerns with relevant federal, state, or local agencies about the potential impact of the loss of federal funds for programs that serve vulnerable communities.
- Track and archive examples of program disruptions to support organizing and advocacy efforts and coalition building.

## Funder and Donor Engagement

- Reach out to private funders and ask them to provide additional funding pathways within their organization and their networks.
- Explore earned revenue strategies or grassroots fundraising models to reduce reliance on politically vulnerable funding.



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## Safety and Security

- Have an incident response plan. Run drills, hypotheticals, and scenarios to test your system and vulnerabilities.
- Strengthen digital security and data protection protocols to safeguard sensitive information, especially related to immigration, gender identity, or organizing activity. Groups like [Equality Labs](#), [Vision Change Win](#), and [Lucy Parsons Labs](#) are providing vital support to movement organizations that are concerned about their digital safety.
- Create and regularly update organizational and staff safety plans and provide ample resources so staff can bolster their privacy protections. The [National Council of Nonprofits](#) and the Charity and Security Network [resource hub](#) provide valuable resources.

## Care and Conflict

- Recognize that increased chaos, crisis, and contradiction will naturally heighten tension within organizations and coalitions. Whenever possible, [co-create collective agreements](#) that support how you engage, support, and stay accountable to each other.
- Support staff, members, and constituents to manage the ways current realities are impacting them and their communities.
- Plan and execute work in ways that support and do not detract from practices of sustainability.
- Offer consensual trauma-informed support and sustainability resources to staff navigating burnout, fear, disconnection, and/or grief.
- Create shared agreements about decision-making and processes for when a crisis emerges.
- Develop communication norms that support transparent yet secure information sharing.
- Be transparent on boundaries your organization won't cross, even under pressure.
- Balance the urgency of response with attention to process and relationships.

## Communications

- Invest in communications infrastructure to tell your organization's story, counter disinformation, and reframe public perception.
- Collaborate with cultural workers and storytellers to lift up frontline voices and community power.
- Use social media, newsletters, op-eds, and events to educate your audience on what's at stake and how they can support and/or join your political home.
- Prepare template communications in advance, specific to funders, partners, and other stakeholders.

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# What Funders Can Do



During the first 100 days of the Trump administration, nonprofit organizations have asked the progressive philanthropic community to be visible and supportive. While many funders are indeed shoring up the organizations and leaders they already support, others have halted expansion of funding or have even ended critical funding streams at a time when movements can scarcely afford to have their resources cut.

While some funders have stepped up and explicitly named and funded their commitment to standing alongside communities under threat, others have been in active retreat from the language and practices of justice so urgently needed in this time. Funders, whether in institutions, donor networks, affinity groups, or other philanthropic entities, can demonstrate the depth of their solidarity with communities by being responsive to the needs of those on the frontlines. Funders can also keep learning how to eliminate barriers to entry that make getting resources to organizations and leaders too hard. These include ending onerous funding and reporting requirements, inflexible funding processes, and self-policing that can restrict the creativity and resistance of the entire sector.

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# Recommendations for Philanthropy

- Make **public statements that reaffirm vision and values** that are tied to concrete financial support
- **Liberate more resources than ever before**, including moving more money from networks and corpus.
- **Mobilize across the funding sector to build narrative, financial, and legal bulwarks** against repression and intimidation of the nonprofit sector.
- **Redistribute resources across all types of financial and organizational designations** (i.e., 501c3, 501c4, LLCs, cooperatives, integrated capital initiatives, and more).
- **Fund groups long-term** (for 10+ years) to help build the infrastructure that's necessary to resist right now as well as for our collective future.
- **Fund immediate and medium-term needs** to address emergencies resulting from policy and defunding attacks.
- **Organize to help philanthropic colleagues** stiffen their backbones to move more money with greater flexibility.
- **Refrain from preemptively retreating** or complying
- **Refrain from denying funding** for nonprofits that express Palestinian solidarity
- **Fund safety and security infrastructure** to help protect groups and leaders under threat.
- **Fund legal infrastructure**, including providing support for grantees through legal counsel, creating partnerships between grantees and movement lawyers, and supporting legal defense strategies.
- **Fund solidarity infrastructure** that can support organizations through facilitation, joint campaigns, and narrative development
- **Fund contingency budgets for organizations** and operational needs for the field as a whole, including back-end office support, legal counsel, finance, and auditing
- **Fund convening opportunities** for organizations to deepen relationships, obtain skills, and build strategic approaches



In April 2025, over 500 philanthropic institutions [signed a statement](#) to protect their freedom to express themselves and to invest in their communities. It reads in part: *“Especially in this time of great need, we must have the freedom to direct our resources to a wide variety of important services, issues, and places, to improve lives today and build a stronger future for our country. The health and safety of the American people, our nation’s economic stability, and the vibrancy of our democracy depend on it.”*



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