



2025



YEAR IN REVIEW

A LETTER FROM OUR LEADERS

Dear Friends and Partners,

As we reflect on the past year, it is impossible to ignore the profound challenges that shaped our work in 2025. We witnessed unprecedented attacks on government institutions, attacks that disrupted essential services, undermined public trust, and, in our own case, resulted in the termination of a critical grant.

At the same time, 2025 brought waves of mass mobilization. People showed up, in the streets, online, and at the ballot box, demanding something better. But we know that sustainable resistance requires more than moments of outrage; it requires infrastructure, relationships, and long-term strategy.

That is why our focus remains clear. Rebuilding a democracy that truly works for people will take durable organizing power at the local and state level. It will take leaders rooted in their communities, institutions that can weather political headwinds, and movements that are prepared for the long haul.

This is the work we are doing every day. On the ground, alongside our partners, we are investing in long-term organizing, developing local leadership, and building the capacity needed to win real, lasting change. We are proud of what we have accomplished under difficult circumstances, and even more excited about what lies ahead.

With gratitude and determination,



Alison Nihart
Executive Director



Dögg Proppé Hugosdóttir
Deputy Director

KEY STATS

772

People participated in RAD-hosted events in 2025

39

Events hosted by RAD in 2025, including statewide calls, workshops, and political education sessions

12

Rallies and protests where RAD had a formal presence (canvassing, tabling, and/or speaking)

79%

Voters who voted in support of Just Cause Eviction Charter Change in Winooski, VT

5

Trips to DC where RAD member leaders took part in lobbying, training, press conferences, and actions

Too many to count!

Meetings, coaching sessions, and workshops with RAD member leaders

A YEAR OF RESILIENCE AND COLLECTIVE ACTION

In early 2025, we faced an unexpected and destabilizing challenge. A major federal grant awarded to the Rights & Democracy Institute for our organizing work in New Hampshire was abruptly terminated, creating a serious financial shortfall. This unprecedented decision forced us to pause planned hires and significantly reduce staff hours.

At the same time, something equally unprecedented emerged: a surge of public engagement. Hundreds of people began joining our bistate Federal Resistance Calls, seeking community, clarity, and meaningful ways to respond to rapidly shifting federal conditions. These calls became grounding spaces where we could collectively analyze what was happening, identify leverage points, and take strategic, values-driven action.

With strong support from our national partners at Popular Democracy and People's Action, RAD members traveled to Washington, DC, for rallies, press conferences, and meetings with members of Congress. We also showed up consistently as the resistance movement grew, tabling at rallies, volunteering, and offering logistical support wherever possible.

2025 demanded flexibility, resilience, and a willingness to keep organizing even when plans were disrupted. What carried us through was our people: members, volunteers, and partners who stepped up in powerful ways.



NEW HAMPSHIRE

As we entered 2025 and faced the reality of another four-year Trump administration, we began by listening. In late 2024, we gathered with about 50 members and supporters in a union hall in Hooksett and asked a simple question: What do you need this time? Their answers shaped our work throughout the year.

Building Community

People told us they needed connection with others who felt their democracy was under threat. In response, we launched a group chat that helped people stay in touch, share updates, learn about political developments, and plug into actions across the state.

Resistance and Direct Action

Members shared a desire to actively resist the rise of authoritarian policies. We supported and organized trips to Washington, DC for federal actions, including protests against proposed cuts to Medicare and Medicaid.

Coalition Building

People asked us to work closely with other New Hampshire organizations. We did just that, organizing rallies and a joint workshop alongside groups such as MomsRising, 350 NH, NH Youth Movement, 603 Forward, and many others.

Skill Building for Organizing

Members wanted support in developing the skills to clearly and confidently name the challenges facing working-class communities. Our Summer Training Series focused on having difficult conversations across disagreement and building persuasive communication skills.

Community Power

We supported efforts to prepare Manchester to opt into Community Power and hosted educational sessions on healthcare impacts following U.S. Senators' votes related to a federal shutdown.

Legislative Advocacy

We shared calls to action, mobilized our base, and engaged in advocacy on housing (renter protections), Medicare Advantage, immigration justice, reproductive rights, trans rights, and the NH state budget.

Your support helps us continue these critical efforts to train community leaders and advocate for policy change. Thank you for being part of this vital work!



VERMONT

Through sustained organizing, RAD secured a decisive win for tenants in Winooski, built a vibrant community around taking action against the Trump administration, and trained dozens of Vermonters run for office.

Just Cause Eviction Victory in Winooski

RAD staff and Housing Justice Team volunteers canvassed door to door and outside polling places to ensure passage of the Just Cause Eviction (JCE) Charter Change in Winooski. Although voters had approved the measure in 2023, a process error required it to be voted on again. The measure passed on Town Meeting Day with 79% approval, making Winooski the fourth municipality to pass JCE as a result of RAD organizing. Unfortunately, these charter changes have yet to pass at state level, thereby denying tenants the protections their communities have already approved.

Federal Action Calls

Building on the success of our bistate calls, Vermont continued hosting monthly Federal Action Calls. These gatherings offered space for learning, connection, and collective action, including calling representatives together in real time.

LEAD-VT

In partnership with allied organizations, RAD was a cosponsor of LEAD-VT, a six-hour electoral campaign workshop for people considering running for office or volunteering for local campaigns. Through two in-person sessions and one virtual session between October and December, we trained 30 individuals, at least 5 of whom are seriously considering running for office in 2026.

The Federal Resistance Team

A dedicated group of volunteers came together to form a Federal Resistance Team (FRT) committed to fighting authoritarianism and protecting community wellbeing. The FRT brought remarkable energy, creativity, and vision to this work and became the backbone of much of our federal organizing.

Leadership Development and Training

Through partnerships with People's Action and Popular Democracy, RAD members participated in national trainings and strategy sessions in Washington, DC, and Arlington, VA.

Locally, Federal Resistance Team members hosted a range of community trainings, including protest health and safety, self-care for activists, and nonviolent civil disobedience.

SUPPORT THE RIGHTS & DEMOCRACY PROJECT



If you would like to support our advocacy and electoral work, you can support us with a donation to the Rights & Democracy Project.*

Our Mission

Our mission is to bring people together to take action to build healthy communities and make the values of our communities guide the policies of our government. We are building a popular movement to advance rights and build a real democracy. We work in partnership with community groups, progressive unions, faith communities, organizations fighting for human and civil rights, and environmental and climate action groups.

Become a Sustaining Donor

Sustaining donors are the backbone of our movement, providing reliable monthly or annual support that allows us to plan ambitious campaigns and respond quickly when our communities need us. Your recurring gift, no matter the size, adds up to make an incredible impact throughout the year.

Donate today to join our movement

radmovement.org/donate



* The Rights & Democracy Project is a section 501(c)(4) social welfare organization. Contributions, membership fees, or gifts to Rights & Democracy are not tax deductible as charitable contributions or as business expenses under IRC Section 162(e). To make a tax-deductible donation, please donate to our sibling organization, the Rights & Democracy Institute.

Did you know?

Donating to RAD makes you a RAD member!

Learn more at radmovement.org/rad-membership

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Our Mission

Founded in 2016, the Rights & Democracy Institute (RDI) works to advance human rights and a healthy, just, and equitable future for our communities.

Through grassroots organizing, transformative policy work, and supporting the development of a new generation of leaders from communities across Vermont and New Hampshire, particularly those that have been most impacted by systems of oppression, RDI is building power for a strong and inclusive multiracial democracy where everyone can thrive.

Donate today to join our movement

rights-democracy.org/support



*As a 501(c)(3) charitable nonprofit organization, contributions to RDI are tax-deductible.

How RAD and RDI Work Together

Rights and Democracy Project, Inc. (RAD) is a 501(c)(4) social welfare organization. Rights and Democracy Education Fund, Inc., doing business as Rights and Democracy Institute (RDI), is a 501(c)(3) educational and charitable organization. RDI does not engage in partisan electoral activities.

RAD and RDI are independently incorporated, funded, and governed by separate boards. RAD and RDI partner by sharing staff and operational expenses through a cost sharing agreement. The costs of printing this report have been shared between RAD and RDI.