## Unleashing Young People Power



**Impact Report** 

2024





#### Letter from the Executive Director

In 2024, URGE set out to reach the largest number of young people in our organization's 32 year history—and we succeeded in doing so.

Today, URGE is a stronger, more robust organization, and even more effective leader and collaborator. Through our organizing, advocacy, and voter engagement work, we reached over 300,000 young voters directly, and nearly three million young people through our digital campaigns. We held the line on key policy priorities at the federal and state levels, expanded the reach of our media influencer program, and reached key milestones in our

While 2025 promises to be a challenging year for our communities, we are nevertheless proud of our accomplishments over the last 12 months.

We will build on this momentum, engaging and growing our community and our influence, as we boldly move forward together. Thank you for being on this journey with us. Your support and continued investment in our work makes all the difference.

En solidaridad,





#### Impact-driven

We measure our work in meaningful wins for—and defined by—young people.

#### Member-focused

Our work is defined by the vision, desires, and leadership of young people.

#### **Anti-racist**

We dismantle systemic white supremacy and anti-Blackness through cross-racial collaboration, recognizing the impact of white supremacy on all communities.

#### Sex-positive, gender-expansive, and abortion positive

We create joyful and affirming spaces for our bodies, genders, abilities, sexual expression, and reproductive self-determination.

#### **Bold & creative**

We push cultural and political boundaries to demand change and achieve our vision.

#### Collaborative

We are trusted leaders and thought partners in movement and coalition spaces.

## **30+ Years**

For over 30 years, URGE has cultivated a bold vision: a liberated world where everyone can live with justice, love freely, express their identities, and define and create families on their own terms.



#### 1992

ChoiceUSA is founded by Gloria Steinem, Kristina Kiehl, and Julie Burton to amplify diverse voices in the reproductive rights movement.



#### 2002-2005

ChoiceUSA becomes youthfocused, working with young people of color and LGBTQIA+ individuals. In 2004, the organization leads the March for Women's Lives youth contingent.



#### 2010-2014

Under Kierra Johnson's leadership, ChoiceUSA targets high-impact states like Alabama, Georgia, and Kansas. It rebrands as URGE, focusing on reproductive and gender justice.



#### 2015-2017

URGE launches the Integrated Voter Engagement project and co-sponsors the Women's March, strengthening youth activism for reproductive justice nationwide.



#### 2018-2022

With Kimberly Inez McGuire as
Executive Director, URGE boosts
youth turnout in the 2018 midterms
and relaunches URGE California
with the JustCARE campaign.



#### 2023-2024

URGE leads ballot initiative victories in Kansas and Ohio. In 2024, URGE implements its largest voter engagement program to date.

# We are an unstoppable force of collective power.

The URGE Model

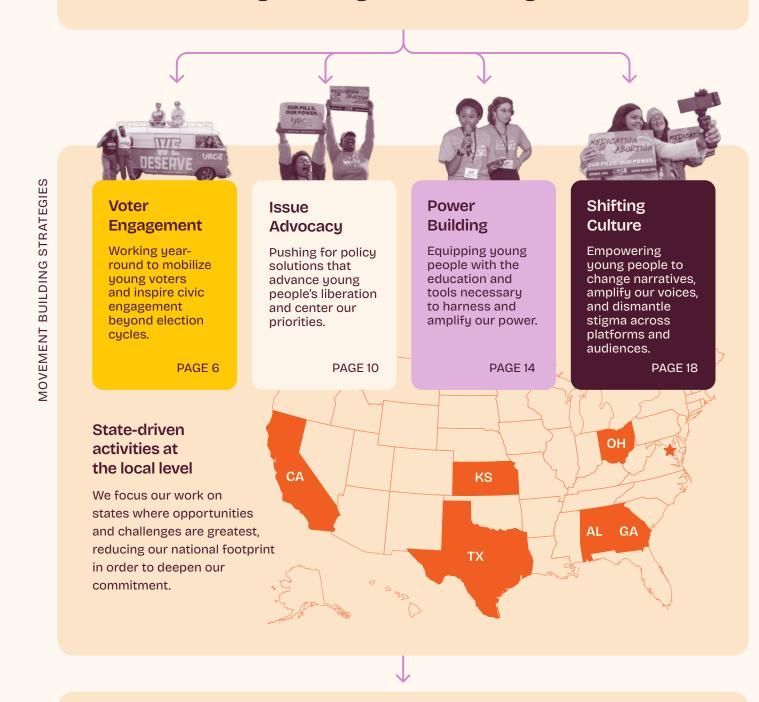
What makes URGE unique is not just what we fight for but how we fight.

We empower young people—particularly those of color, LGBTQIA+ individuals, and those from low-income communities—to lead the charge in transforming their own futures. These are the voices that many write off as too small or too quiet, but at URGE, they are the architects of systemic change.





URGE is driven by young people, for young people. We are young people of color, women, queer, trans, nonbinary, and low-income individuals leading the charge in transforming our own futures.



A liberated world where we can live with justice, love freely, express our gender and sexuality, and define and create families of our choosing.

URGE STRATEGY

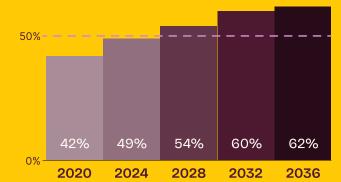
## Voter Engagement

## Shifting to long-term strategy: focus on state and local impact.

In 2024, young people said YES to Reproductive Justice all over the country. URGE's nonpartisan voter engagement program mobilized young people—especially people of color and LGBTQ+ individuals—through canvassing, digital campaigns, and community outreach in four key states. In Alabama, Ohio, Kansas, and Texas, we built lasting relationships with young, proreproductive justice communities that will help drive the movement forward for years to come.

In 2028, Millennials and GenZ will form the largest share of the electorate—and we will be ready.

% OF MILLENNIAL & GEN Z POTENTIAL VOTERS



Source: U.S. Census, 'How Much Could Younger Voters Affect Future Election Outcomes', Governing.com, 2023



View our 2024 Election Report



#### We Deserve Campaign

Alabama Georgia
Ohio Texas

URGE's We Deserve Campaign met young BIPoC and LGBTQIA+ people at home, work, and school. By centering joy, collective action, and the power of young people, we let the world know that we deserve equitable access to reproductive care, safe communities, and healthy, loving relationships with whomever we choose.

#### **Canvassing & Mail Program**

817K

total direct contact attempts

**300K** voters reached

12.4K
meaningful
conversations

#### Community Organizing: Providing Outreach and Tangible Resources



bus tour

3 columbus

4 cincinnati

#### Digital Campaigns & Campus Takeovers

20.8M+

total impressions

2.7M+ voters

reached



#### The We Deserve Campaign secured 13,542 opt-ins.

These "opt-ins" are more than just a checkbox, they are thousands of young, Black, Brown, and/or LGBTQIA+ folks who have signaled that they are committed to making their communities safer, more inclusive, and just. They are hungry for change, fueled by collective action, and searching for a political home.



#### Young people make their voices heard at the polls.

ALABAMA VOTER TURNOUT -

Young voters of color statewide

Young voters of color URGE spoke with

In Alabama, voters URGE spoke with turned out at a rate **10-13% higher** — than young voters of color statewide.



of voters we canvassed signed up to join URGE

URGE used a deep canvassing script that engaged young voters around collective youth action, reproductive justice, and changes voters would like to see in their communities. At the end of each canvassing conversation, canvassers asked voters if they would like to join URGE. Of the 8,699 conversations we had with voters in Ohio & Alabama, 6,084 signed up!





We Deserve surpassed our wildest ambitions. This voter engagement program highlighted the effectiveness of a multi-layered, high touch voter engagement program. While 2024 was a year for casting our net far and wide, 2025 will be a year for going deep and fortifying relationships.

**SERITA FONTANESSI** 

DIRECTOR OF INTEGRATED VOTER ENGAGEMENT

## Issue Advocacy

Advocating for and defending reproductive justice policies that increase equity and access.

Through URGE, young people are speaking out at protests, demanding answers at politicians' town hall meetings, and organizing online and in person. In 2024 we deepened our advocacy work with 179 state and local partners, and 34 national and federal collaborations.



A donation to URGE goes to sustain policy advocacy work: running abortion ballot initiatives, challenging restrictive policies across the country, and mobilizing the masses to rally for abortion access.





**Supporting Trans,** Intersex and Queer Young People

**Transforming Our** 

**People Can Thrive** 

**Economy So Young** 

03 Realizing the **Potential of Our** Democracy



URGE's team and membership fiercely advocated for reproductive justice in state and federal policy, guided by our Young People's Policy Agenda (YPPA).





POLICY WORK

#### **URGE** mobilized hundreds of young people to advocate for RJ at state legislatures.

Through various advocacy efforts, including Capitol Hill briefings, statespecific policy agendas, and Advocacy Days, URGE educated policymakers on young people's role in reproductive justice.

#### Alabama

URGE and partners held Advocacy Day to educate legislators on HB195, the "Abstinence Only" bill, and HB 236/ SB 62, which would exempt menstrual products from taxes. We defeated every anti-LGBTQIA+ bill proposed this session.

#### Kansas

**URGE** supported two Advocacy Days alongside partners. Participants met with officials to educate them on key issues: menstrual equity, bodily autonomy, and concerns around antitrans and anti-abortion legislation.

#### California

**URGE CA and CA Coalition for** Reproductive Freedom hosted Reproductive Freedom Week, organizing educational visits with legislators.

#### Georgia

Alongside State Rep. Park Canon, Feminist Health Center, and Reproductive Freedom for All, URGE facilitated engagement with elected officials. URGE also published a letter in support of the LGBTQIA+ community, affirming commitment to their rights.

#### Ohio

Thirteen legislators and 55 young activists participated in our Advocacy Day events and activities.



#### URGE made 2,000+ points of contact with legislators and staff.

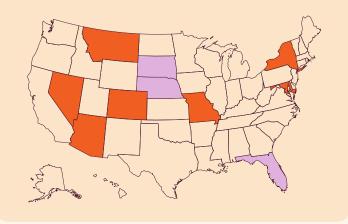
When policymakers engage directly with young people, they witness their deep commitment, civic engagement, and power as a formidable voting bloc-making it clear that young voices and priorities must be centered in legislation.



#### 7 states passed pro-abortion initiatives in 2024.

#### **Abortion Ballot Measures by State**

- PRO-ABORTION INITIATIVE WIN
- ANTI-ABORTION INITIATIVE LOSS



AGENDA POLICY

**Access to Care and Comprehensive Sex** Education

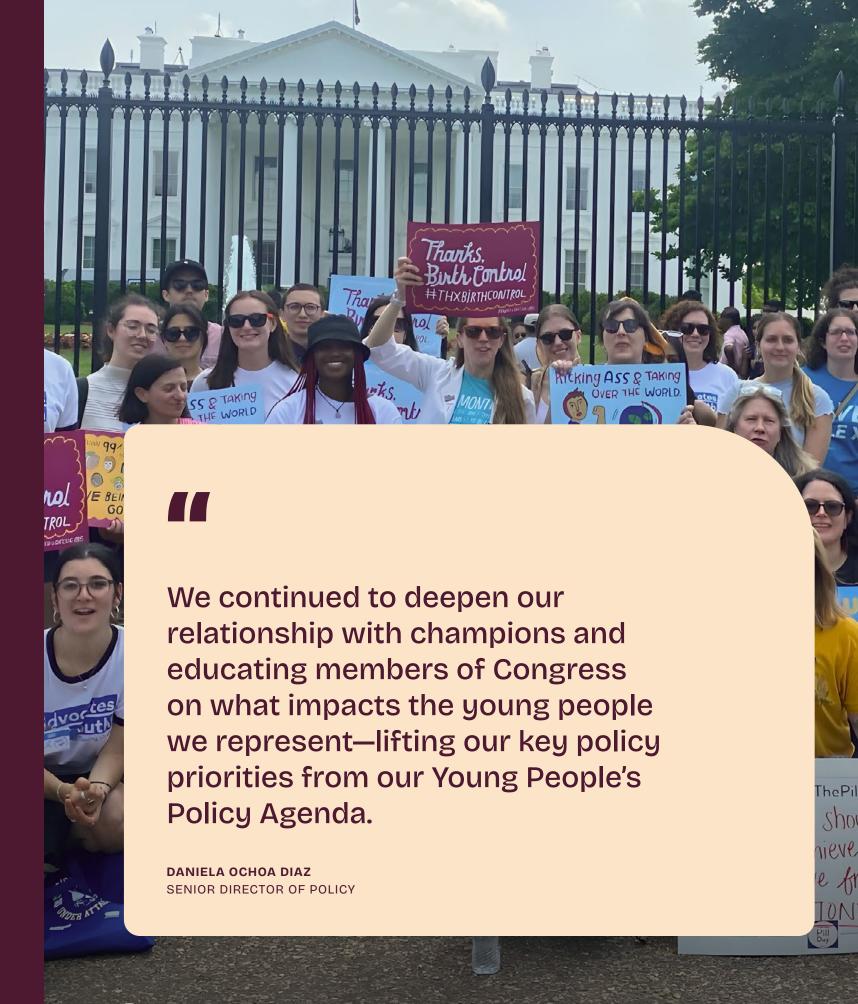
**Creating Safe** Communities

IMPACT ON LEGISLATION



## legislative points of contact

In 2024, URGE launched a legislator contact program focused on educating policymakers on URGE's six policy issue areas and the impact on young people. These 2,021 legislative points of contact include 189 meetings with legislators, 311 legislative engagements, 832 direct communication points from URGE members, and 225 letters.



## Power Building

Rooted in community, rising together: fostering a new generation of leaders in reproductive justice.

URGE mobilized young people by building a base of activists—both through our campus-based chapters and Community Action Networks (CANs), our community activism spaces beyond traditional university and college campus organizing.



**33** Join Us

A donation to URGE goes to expanding our investment in Community Action Networks (CANs) and our plan to launch three CANs across Alabama, Ohio, and Texas. In 2025, your support will go towards leadership development opportunities for members, equipping them with skills for activism and advocacy.



URGE grew
campus chapters
by 40% across
six key states
over one year.

CHAPTER HIGHLIGHTS

32

2024

#### **Fort Valley University**

One of our largest chapters with just under 100 members. It has won numerous campus awards and has continued to hold consistent events and flagship programming in 2024.

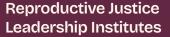
#### University of Kansas

Held a Sex + Spring Fever Disco
event, a dance and tabling
event that extended community
resources to students and
promoted sex positivity on
campus through education and
sex toy giveaways. The chapter
also maintained their ongoing
Period Pantry project, distributing
contraceptives and period products
to alleviate period poverty and
promote sexual health on campus.

#### Investing in Young Leaders

2023

We invested in developing the leadership skills of our advocates by offering numerous, accessible training opportunities throughout the year, and engaging our base through in-person events.



64 young people
were trained in URGE's
Reproductive Justice
Leadership Institutes, our
signature entry point for
new-activist trainings.

#### Self-managed Abortion Info Shares

We provided 375
chapter and community
members with facts about
medication abortion,
self-managed abortion
with pills, and identifying
trusted resources.

#### **Leadership Summits**

We hosted an in-person National Leadership Summit, bringing 118 young leaders to Atlanta to connect and gain skills that they can employ in their communities.

URGE STRATEGY | POWER BUILDING

## URGE Member 3. Abortion Provider.

DR. MUGDHA MOKASHI MD
OBSTETRICS & GYNECOLOGY
RESIDENT

URGE's Alabama Reproductive Health
Leadership Institute opened my eyes to all
aspects of Reproductive Justice: the right to
bodily autonomy, to have children, to not have
children, and to parent in safe and sustainable
communities. This inspired me to found the
University of Alabama at Birmingham chapter
of URGE.

As a student, I was especially proud to be part of URGE's Abortion Positive Tour to destigmatize abortions and abortion care. Unfortunately, in URGE's home states, anti-abortion politicians have created nearimpossible obstacles to getting an abortion without shame, abuse, or severe punishment. In this restrictive landscape, people with low incomes, people of color, and LGBTQIA+ folks bear the brunt of these devastating laws.

I felt called to dig even deeper into URGE's work to support my community. While meeting the demands of Harvard med school, I continued to serve on URGE's Board, where I could support our mission to be loud, proud, and unapologetically abortion positive.



We fight for a world in which anyone who needs an abortion can get one easily, affordably, without stigma, and free from political interference.

URGE's mobilizing efforts give future healthcare providers like me a platform to advocate for our patients without shame. When you support URGE, you not only support our campaigns and formative leadership programs, but you also support students, community members, and advocates like me who dream of a more expansive, liberated future for all of us.

#### **ALEXIS SIMMONS**

STATE REPRESENTATIVE FOR THE 58TH DISTRICT, KANSAS HOUSE OF REPRESENTATIVES

URGE exposed me to intersectional struggles that I did not know about prior to joining Washburn University. I was 18 or 19 fresh out of high school and at the time, intersectionality wasn't something talked about nearly as much as it's discussed now. Through the relationships I made at URGE, I learned how fundamental it is to appreciate what intersectionality means to people's lived experiences in society.

My experience as a white woman is profoundly different from the experience of a Black, Indigenous, or Latina woman because the world is going to accept us differently. Our access to resources is different and it was my first real exposure to intersectionality applied.

It's one thing to learn about this in a textbook, or in conversation with your friends or classmates. It's a whole other experience to actually go into the community, and talk to local organizations and people to understand their unique identity positions. So I credit URGE very much with my appreciation and understanding of intersectionality not only in the world, but also through policy-making.



At this moment in time, the work that URGE and similar groups are doing is even more critical than it has been in the past. Our culture and political environment are very hostile to women's issues and LGBTQIA+ rights, and I think it's very important that people continue to show up, continue pushing back, and continue to talk about these things. That can be through growing these organizations and developing more power.

Because we can't sit down. We have to keep fighting more than ever.

## **URGE Member**→ State Legislator.

**URGE STRATEGY** 

## Shifting Culture

Uplifting and amplifying the voices and perspectives of young people, reshaping narratives and dismantling stigma.

In 2024, URGE worked with 83 young content creators, URGE staff and members to

CREATE →

social media reach to over 2 million across platforms

**GROW** 

## Join Us

A donation to URGE supports programming that empowers young people to develop and share reproductive justice-focused and abortion-positive messages.



#### **Our Programs**

Throughout 2024, we advanced critical narratives and public information about sexual and reproductive health through innovative, youth-led digital programming. We expanded our partnerships with young influencers, provided training and resources, and collaborated on reproductive justice and abortion-positive content.



#### **Cultural Catalysts:** Micro-influencer Social Media **Pilot Program**

Provides resources and peer support for young digital activists who want to use their personal social media platforms to educate people about reproductive justice topics.

**Abortion Positive Tour** 

In 2024, we had tour stops on 12 campuses, collected

over 800 Abortion Access Now (AAN) Activist Pledges,

members.

and recruited 80 new chapter

#### Free the Pill Fest 2024: **Content Festival**

With the 2023 FDA approval of OPill, the first over-the-counter birth control pill, we engaged young content creators to create videos, social media posts, zines, and digital art.





#### **Our Folks:** Voices of LGBTOIA+ **Youth of Color Journalism Program**

Participants are trained in giving media interviews, writing for a variety of blogs and media outlets, and using social media to amplify their work.



### **Training Program**

Through regular mentorship and training with subject matter experts, young creatives gained skills in making art for a living, community organizing, and how to use art as a tool for civic engagement.

**Radical Art Making** 

Progress (RAMP):



### My body is NOT up for discussion.

Abortion is my right.

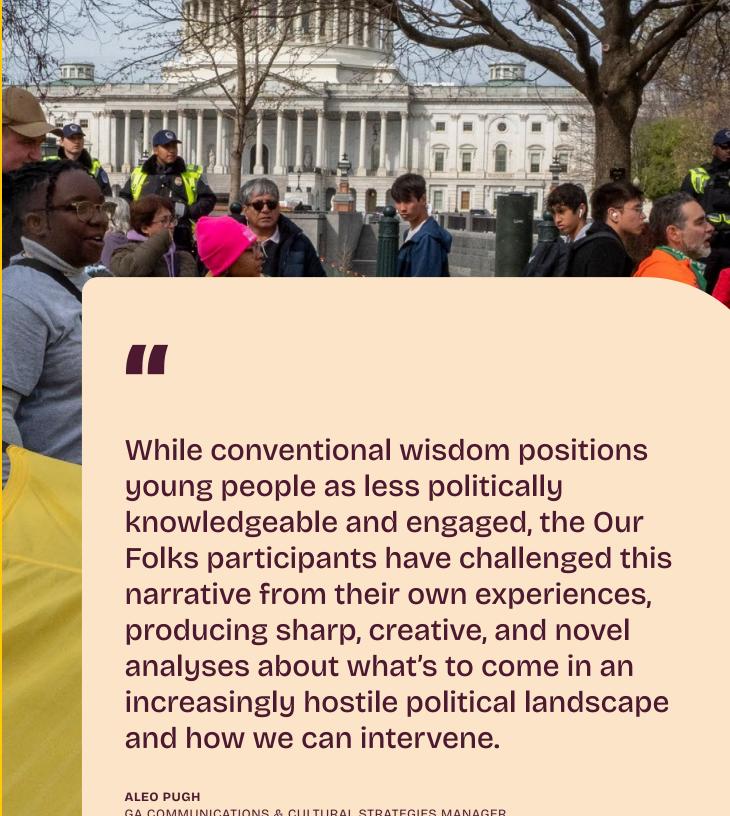
#### **SMA Fest 2024: Content Festival**

Week-long information and content-sharing festival aimed to raise awareness about SMA, promote normalization, and advocate against criminalization.



social media impressions

URGE reached more than 2.6 million people (predominantly young people) with more than 20.8 million impressions on social media. The 2024 discourse was a painfully clear display that many Americans, including far too many young people, do not yet embrace nor understand the values of reproductive and gender justice. Dismantling abortion stigma by advancing an abortion-positive framework raises the bar from merely tolerating abortion to recognizing it as a social good and essential healthcare.

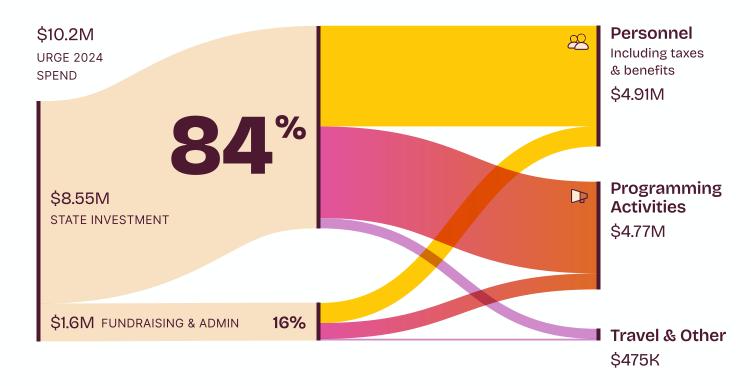


GA COMMUNICATIONS & CULTURAL STRATEGIES MANAGER, OUR FOLKS ALUM

### **Our Financials**

## URGE's state investment model is unique.

84% of our total resources fund organizing, policy advocacy, culture shift, and civic engagement in our six investment states.



## Our footprint is growing.

As demand grows for URGE's work,

we continue to meet the moment—
meaningful wins means continued
investment. \$10.2M
\$7.2M
\$7.2M
\$ANNUAL SPEND
2020 2021 2022 2023 2024

#### 2024 STATE INVESTMENT BREAKDOWN





## Ratified a Collective Bargaining Agreement: Workers United for Reproductive & Gender Equity (WURGE)

URGE voluntarily recognized the union in December 2020 through the Nonprofit Professional Employees Union, IFPTE Local 70.

#### Launched a Professional Development Program

Staff have an active role in crafting their professional development plan, allowing for creative ways to enhance their skills. In 2024, staff participated in doula trainings, creative writing workshops, improv and comedy classes, and high-profile social justice conferences across the country, among many other acivities.



PROGRAMMING HIGHLIGHTS

#### Community Care: Movement Building Requires Resources

\$20,254 Sexual Wellness Kits

Providing free sex-safety products like condoms, lube, and Plan B.

\$28,348

**Student Scholarships** 

\$36,254

4 Chapter & Community Grants

In the 2023-2024 academic year, URGE awarded 40 grants to our campus-based chapters that went towards:

Personal Hygiene Closet Stocked with menstrual products, deodorant, condoms, shampoo, conditioner, and more.

Candlelight Vigil for Trans Youth in honor of Nex Benedict: raising awareness and advocating to protect Trans youth from violence.

Abortion Chalking in the quad: attention grabbing designs with importation stats on maternal mortality and abortion safety.

**Emergency Contraception** distribution on campus.

#### FY24 Revenue

Prior Year Fund Balance \$10,607,180

**Grants** \$6,114,564 Individual Contributions \$268,620

Net Investment Income \$219,427

Other Income \$44,439



## Looking Forward

#### In 2025, URGE will:

#### **Defend Care**

Defending reproductive care everywhere we can—at the local, state, and federal levels.

#### Mobilize

Organizing young people to fight for equity and access on campus and in our communities.

#### Uphold Democracy

Upholding democracy and building toward the 2028 Young People's Election.

#### **Shift Narratives**

Shifting culture and public opinion for durable victories in the future, including among young men of color.

Support

Communities

Supporting young

care.

people's survival and

networks of community

WORDS OF GRATITUDE FROM THE BOARD It is my privilege to thank you, our tireless, far-sighted, and generous supporters. Your gifts are seeding our future and the future of our movement.

As we look to the future, URGE will continue to be vigilant, defending young people and reproductive justice in Congress, our six investment states, and dozens of localities.

We will care for our communities—young people need to know about safe options for reproductive care and how they can support those they love. URGE will be there for young people and will ensure that young people will be there for each other.

We will be vigilant—monitoring state and federal attacks on young people, abortion, trans youth, and democracy.

We will be defiant—speaking truth to power, fighting back, and building power for the long term in Alabama, California, Georgia, Kansas, Ohio, and Texas.

With your support, we will grow our dynamic, national young people's movement for reproductive justice, engaging even more young people and nurturing more young leaders—empowering young people to create a world where we can all live with justice, love freely, express our gender and sexuality, and define and create families of our choosing.



"URGE will continue to be vigilant, defending young people and reproductive justice."

#### **Board Members**

Niara Stitt-White, Chair\*
Marissa Pizii, Vice-Chair
Sung Yeon Choimorrow, Treasurer
Brandi Underwood, Secretary\*
Chloe Chaffin, Member at Large\*
Carol McDonald
Rye Young
Alex DelValle\*

\*URGE Chapter Alumni

## **Donors Who** Believe in URGE's **Bold Vision**

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26

Warner Music Group Wellspring Foundation

#### Individual

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girls just wanna have

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Up to \$250 -\$500 -\$1,000 -\$2,500 -\$5,000 -\$10,000 \$249 \$499 \$999 \$4,999 \$2,499 \$9,999 **Donor Benefits** or more Customized digital badge **URGEnt** updates Listing in newsletter Invitations to events and donor gatherings Submit ideas to **Em-URGE-ing Voices** Special recognition at select events Personal messages from our leadership team Named giving opportunities

Become a Friend of URGE

#### Join the Darshan Khalsa Legacy Society

Join the

Movement

Ensure a legacy of support for a strong national young people's movement for reproductive and gender justice by leaving a gift in your will, beneficiary designation, charitable gift annuity or other planned gift. Contact us at giving@urge.org for more information.

#### Join our Squad

With a gift of \$5 or more a month on your credit or debit card, have an immediate and ongoing impact on our work. Sign up now and we automatically deduct payments each month.

**Become a Youth Justice Catalyst** 

There's never been a more critical time to support the only national young people's Reproductive Justice organization.

A donation to URGE powers our mission and funds the mobilization of systemic change through advocacy, education, and community-led action.



27

\*URGE Board Member ■ URGE 2024 Impact Report

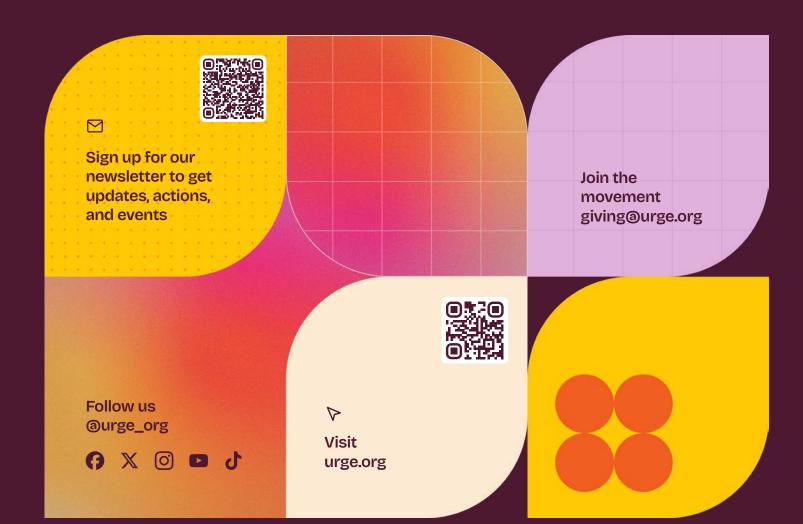
## Every part of URGE's work is interconnected.

The young leader in Kansas, advocating for menstrual equity, is part of the same movement as the voter in Georgia who learned about their rights through an URGE campus takeover.

The young creator sharing abortionpositive content on Instagram is amplifying the same message that our advocates bring to Congress.

Together, they are building a durable movement for justice that transcends any single election cycle.





## URGE Impact Report