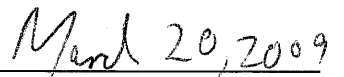


**U.S. PROGRAMS  
DEMOCRACY AND POWER FUND  
Summary of Recommended Grants  
Docket I - March 20, 2009**

<u>Organization</u>	<u>Requested</u>	<u>Recommended</u>	<u>Term</u>
<b><u>U.S. Programs, Democracy and Power Program Code 21091</u></b>			
<b><u>Civic Engagement &amp; Grassroots Organizing</u></b>			
Center for Civic Participation (State Voices) - Civic Engagement Fund		\$400,000	1 year
National Training and Information Center <sup>1</sup>		\$600,000	2 years
Pacific Institute for Community Organizations dba PICO National Network <sup>2</sup>		\$600,000	2 years
<b><u>Leadership Pipeline Development &amp; Youth Engagement</u></b>			
Center for Community Change - Generation Change		\$300,000	1 year
Center for Public Interest Research - Student PIRG		\$100,000	1 year
Choice USA <sup>3</sup>		\$150,000	1 year
Jewish Funds for Justice - Funders Collaborative for Youth Organizing		\$150,000	18 months
People for the American Way - Young People For & Young Elected Officials Network		\$500,000	1 year
Tides Center - WireTap Magazine		\$200,000	2 years
Wellstone Action - Campus Camp Wellstone		\$200,000	2 years
<b><u>Idea Generation &amp; Policy Change</u></b>			
American Rights at Work Education Fund		\$150,000	1 year
<b><u>Organizations &amp; Network Builders</u></b>			
Ballot Initiative Strategy Center		\$100,000	2 years
<b>TOTAL RECOMMENDED:</b>		<b><u>\$3,450,000</u></b>	



Approval Signature



Date

<sup>1</sup>The total grant to the National Training and Information Center is to be split between Democracy and Power Fund T1:21091 (\$300,000), the Equality and Opportunity Fund, Neighborhood Stabilization Initiative T1:21083 (\$100,000), and Seize the Day (\$200,000).

<sup>2</sup>The total grant to the Pacific Institute for Community Organizations dba PICO National Network is to be split between Democracy and Power Fund T1:21091 (\$300,000), Equality and Opportunity Fund, Neighborhood Stabilization Initiative T1:21083 (\$50,000), and Seize the Day (\$250,000).

<sup>3</sup>The total grant to Choice USA is to be split between Democracy and Power Fund T1:21091 (\$100,000) and Equality and Opportunity Fund T1:24433 (\$50,000)

## MEMORANDUM

To: Aryeh Neier  
From: Ann Beeson and Bill Vandenberg, for the Democracy and Power Fund  
Date: March 12, 2009  
Re: Democracy and Power Fund Docket I

We look forward to discussing with you the first 2009 Democracy and Power Fund docket on Friday, March 20. The write-ups and a docket sheet are attached here.

As you know, the Democracy and Power Fund is intended to enhance U.S. Programs' issue-specific funding and to build the collective power of individuals, communities, and organizations to develop and demand solutions to advance open society in the United States. Currently, the Fund is particularly engaged in conversations to identify how to best prioritize its grantmaking in order to have the greatest impact in this historic and challenging political moment.

Through its strategic priorities, the Fund inspires public participation through civic engagement and grassroots organizing; leadership development and youth engagement; innovative social networking; network builders and strategic intermediaries; and paradigm-shifting research and idea generation. Later in 2009, the Fund will commence its efforts to expand open society in regions where it is most threatened by identifying two states to conduct deeper, more localized funding to grantees that employ our priority strategies.

Our recommended grantees for Docket 1 are:

### **Civic Engagement and Grassroots Organizing**

#### **The Center for Civic Participation (State Voices), Civic Engagement Fund**

The Center for Civic Participation (State Voices) is a Detroit, MI-based national organization that supports permanent, year-round state nonprofit coalition tables that foster collaboration, multi-issue policy work, rigorous evaluation, and the engagement of socially responsible and historically underrepresented communities in our democracy. State Voices is the new home of the Civic Engagement Fund (CEF), which provides shared voter file access, trainings, and technical and strategic support to more than 540 local, state, and national affiliate nonprofit organizations in sixteen states.

#### **National Training and Information Center**

The National Training and Information Center (NTIC) is a 36 year old, Chicago-based national resource center that supports, strengthens, and coordinates multi-issue grassroots community organizations working for social and economic justice. Through the NTIC, 25 affiliate organizations in 14 states and the District of Columbia link local and regional organizing efforts into powerful national campaigns that win accountability from decision-makers. OSI support would enhance the network's ability to build the power and support it needs to push forward a national economic and racial justice agenda on housing and banking issues. NTIC's promising work to aggregate its local affiliates into a cohesive

national voice on a number of OSI priorities, including TARP accountability, makes it one of our first recommendations for supplementary, capacity building funding from the new Seize the Day transition funding pool.

### **Pacific Institute for Community Organizations dba PICO National Network**

The PICO National Network is a 36 year old, Oakland, CA rooted network of congregation-based community organizations that brings the voices of local families and faith leaders to the public debate on national priorities, including housing, health care, and immigration. With more than 50 faith traditions represented in over 1,000 member institutions, PICO is one of the nation's largest community based efforts, representing one million families in 17 states and 150 cities. OSI support would support PICO's leadership on national housing and immigration reform campaigns. PICO's dynamic work to aggregate its sprawling network of affiliates into a cohesive national voice on a number of OSI priorities, including immigrants' rights, housing, and economic opportunity, makes it one of our first recommendations for supplementary, capacity building funding from the new Seize the Day transition funding pool.

### **Leadership Pipeline Development and Youth Engagement**

#### **Center for Community Change, Generation Change**

Generation Change is a project of the Washington, DC-based Center for Community Change that recruits, trains, and sustains the next generation of community organizers and social justice nonprofit leaders. Generation Change has built a strong track record of identifying and developing young leaders who come from communities that are underrepresented in nonprofit leadership, including people of color, immigrant, LGBTQ identified, and low-income people. OSI support would fund Generation Change's work to provide paid internships and six-month fellowships with grassroots organizations that promote immigrant justice, racial justice, economic opportunity, and civic engagement.

#### **Choice USA**

Choice USA is a Washington, DC-based organization that mobilizes young people and develops the skills of future leaders through building a more inclusive and effective reproductive justice movement. Working on college campuses and in high schools across the nation, Choice USA utilizes an intersectional approach that links diverse identities and integrates issues of racial and economic justice into the pro-choice movement. An OSI grant would support organizational capacity, campaign strategy trainings, and base building activities to broaden the base of support for reproductive justice.

#### **Jewish Funds for Justice, Funders Collaborative for Youth Organizing**

The Funders' Collaborative on Youth Organizing is a nine year old Brooklyn, NY-based national intermediary that increases funding for youth organizing groups and develops strategies to promote the importance of investment in the leadership of low-income youth of color in social justice organizing. OSI has long supported FCYO and this grant would fund the completion and release of a progressive leadership pipeline report and a series of regional funder convenings to recruit new donors to the youth organizing field.

**People for the American Way, Young People For & Young Elected Officials Network**  
Young People For (YP4) and Young Elected Officials Network (YEO) are two programs housed at the People for the American Way Foundation. YP4, based in Manhattan, is a leadership development program that supports a diverse group of campus leaders through its college-age fellowship, advanced-fellowship and Leadership Academy (age 21-30) programs, leadership trainings and conferences. YEO, a Tallahassee, FL-based network, provides support to local, state, and federal elected officials who are 35 years old or younger. YEO, the only national organization of its kind, offers a forum for idea exchange, connections to policy organizations, and policy academies on a range of issues.

#### **Tides Center, WireTap Magazine**

WireTap magazine ([www.wiretapmag.org](http://www.wiretapmag.org)) is a well-read and influential independent news and culture youth web magazine based in San Francisco, CA. WireTap generates and amplifies daily content by young people from diverse backgrounds and carefully selects op-eds that promote social justice, inspire action, give young people a voice, and shed light on issues that are overlooked by the mainstream media. Through its work with young people on editing, fact checking, and writing support, WireTap ensures high quality journalism and shapes the political discourse by connecting young social justice activists to each other, to non-activists, and to issues that impact their lives.

#### **US Public Interest Research Group, Student PIRG**

This grant would provide tie-off support to the Student PIRGs, a national organization whose staff is dispersed throughout the country to facilitate student activism on college campuses. Student PIRGs train and empower students to become engaged in policy campaigns, elections, and the political process. Further details of our tie-off recommendation are included in the attached Student PIRG write-up

#### **Wellstone Action, Campus Camp Wellstone**

Campus Camp Wellstone, a project of the Minneapolis-based Wellstone Action, runs trainings and develops curriculum for a diverse community of young people. Campus Camp Wellstone also works with the staff and membership of national youth organizations to train them on how to run community-building and advocacy campaigns and advance issues of concern to young people.

#### **Idea Generation and Policy Change**

##### **American Rights at Work Education Fund**

American Rights at Work Education Fund (ARAWEF) is a national organization founded in 2003 and based in Washington, DC that is dedicated to fighting workplace discrimination and enhancing fairness in the workplace during these challenging economic times. ARAWEF has built an impressive 155,000 person activist base and a strong coalition of business, civil rights, environmental, human rights, labor, and social justice organizations that are united in opposition to workplace discrimination. ARAWEF also supports the rights of workers to have a voice on the job, an especially important priority for low-income, people of color, women, and immigrant workers most likely to face discrimination.

## **Network Builders and Power Building Intermediaries**

### **Ballot Initiative Strategy Center Foundation**

The Ballot Initiative Strategy Center Foundation (BISCF) is a Washington, DC-based organization that provides social justice and progressive organizations with education, research, and strategic assistance on ballot initiatives and referendums. In the two dozen states where the initiative and referendum process is present, BISCF provides essential support for organizations seeking to expand rights through the citizen initiative process and helps social justice advocates counter right-wing proposals that threaten people and communities of greatest interest to OSI.

In this first docket, the Democracy and Power Fund recommends funding for twelve organizations, including nine renewals and three new grantees. These recommendations total \$3.45 million, of which \$450,000 is co-funded through the new Seize the Day transition funding pool; \$150,000 from the Neighborhood Stabilization Initiative; and \$100,000 from the Equality and Opportunity Fund.

Our twelve recommendations include five general support grants and seven projects. Six have grant terms for more than one year and one, Student PIRG, is recommended for a tie-off grant.

Additionally, the Democracy and Power Fund is offering \$250,000 to support funding recommendations that you will consider on April 17, including \$200,000 for the Young Peoples Project (to support a Campaign for Black Male Achievement recommendation) and \$50,000 for the Jamestown Project (co-funded with the Equality and Opportunity Fund).

We are also pleased to introduce you to the Democracy and Power Fund's two new program officers, Cristóbal Josh Alex ("Josh") and Patricia Jerido. They bring extensive community, legal, philanthropic, organizational and political experiences in New York, Texas, and Washington State to the Fund and, with their hires, the Fund is now fully staffed.

Full write-ups of each of our recommendations are attached. We look forward to discussing them with you when we meet later this week. Please let us know if there is further information we can provide in advance of the docket meeting on March 20. Thank you.

**Name of Organization:** The Center for Civic Participation/ State Voices

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support the Civic Engagement Fund

**Previous OSI Support:** \$400,000 (for the Civic Engagement Fund)  
 \$200,000 from Progressive Infrastructure (2008)  
 \$200,000 from Democracy and Power (2008)

**Organization Budget:** \$4,820,050

**Project Budget:** \$2,307,000

**Major Sources of Support:**

Beldon Fund	\$520,000
Mott Philanthropic	\$400,000
Bauman Foundation	\$150,000
Nathan Cummings Foundation	\$150,000
John Merck Fund	\$50,000
General Services Foundation	\$35,000

**Amount Requested:** \$400,000 over 1 year

**Amount Recommended:** \$400,000 over 1 year

**Term:** One year, beginning March 31, 2009

**Description of Organization**

The Center for Civic Participation (State Voices) is a Detroit, MI-based national organization that connects and supports permanent, year-round state tables for 501(c)(3) organizations that foster collaborative multi-issue policy work, rigorous evaluation, and efforts to engage socially responsible and historically underrepresented communities in our democracy. In 2008 State Voices worked with the Civic Engagement Fund (CEF) to provide shared voter file access, training and support to hundreds of 501(c)(3) state, local and national affiliate organizations in sixteen states. In 2009 State Voices (a Democracy and Power Fund grantee) absorbed CEF.

**Description of Program for Which Funding Is Sought**

CEF works in a complementary fashion – through technical assistance and voter list access – to the c3 state civic engagement tables that are coordinated nationally by State Voices. A key purpose of state tables is to help put resources and tools directly into the hands of organizations in underrepresented and socially responsible communities. The organizations that make up the state tables can be found across the nation and reach into almost every demographic and issue area. In Michigan alone, the table is made up of over 40

organizations representing the African American, Arab American, Latino and Asian American communities.

State Voices supports 545 organizations around sixteen state tables across the U.S. and many of these organizations are led by or serve people of color, low income, LGBTQ, and immigrant communities. The state tables provide the capacity and technical and strategic assistance to bring c3 organizations more deeply into the nonpartisan voter registration and engagement sphere. The 16 State Voices' supported tables are stronger than stand alone entities because they participate in convenings and share resources and information. Through our due diligence we have discerned that, of the values added, CEF is the most significant benefit to organizations participating in the state civic engagement tables.

CEF provides shared voter file access, training and support to the hundreds of 501(c)(3) local, state and national affiliate organizations in the 16 states. In 2009, these organizations will use their shared files to:

- Run and rigorously evaluate collaborative issue advocacy and policy campaigns;
- Engage communities and pilot innovative nonpartisan activities in state elections; and
- Clean, update and add critical data to files for 2010 issue and nonpartisan electoral work

CEF provides the three critical elements that make-up the platform needed for a long-term shared state voter files. The first is a voter list – the shared fifty state databases that contain all information gathered from 2006 to 2008. Catalist has provided this service for state tables since 2006.

The second element is the interface: the software to organize the voter lists into turf, maps and call, walk and mail lists. Voter Activation Network (VAN) provided this service for state tables in 2008. In prior years, the cost of securing VAN access for most nonprofit organizations was prohibitive, leaving organizations with old or outdated voter information and making them less effective in inspiring communities to participate in our democracy.

Finally, staff is needed. CEF provides shared consultants to train and facilitate access to these tools and project planning support. This equates to one FTE staff member per state. Information Staff Services Inc (ISSI) provided this service in 2008.

### **Rationale for Recommendation**

The Civic Engagement Fund advances the priorities of the Democracy and Power Program by building the capacity of groups working in the field – across issue and constituency lines - to be more efficient and effective in nonpartisan voter outreach. Through provision of sophisticated civic engagement tools at a sizable cost savings, with an emphasis on collaboration and state-of-the-art evaluation techniques, CEF is strengthening the year-round permanent civic engagement infrastructure of organizations in the states.

The focus on collaboration ensures a cost-effective use of resources - time, money, technology and talent – to maximize the value of each organization’s efforts and increase the impact of funds spent by each group. The model employed by State Voices, working in collaboration, sharing data, and utilizing common tools, allows organizations to decrease overhead costs and put more of their resources directly into issue and engagement program work.

The cost savings for the coordinated effort is stark and is one of the more compelling examples of how funder support can be used to leverage great economy of scale savings for organizations working on the ground. Annual combined savings for the participating organizations for Catalist (the voter file database), VAN (the software) and ISSI (staff support services) is approximately \$250,000-\$500,000 per state for each of the 16 states in the State Voices network. Were it not for these economies of scale, many of the organizations would not have access to these sophisticated voter engagement systems.

We are impressed with the diversity of local, state and national organizations that participate in the state tables and utilize CEF. Participating issue organizations represent people of color, immigrant, reproductive justice, LGBTQ, environmental, and youth communities just to name a few. Indeed, of the 545 organizations around the 16 state tables, 26% are led by or serve communities of color and low income communities. This includes African American, Latino, immigrant, Arab American, Asian and Pacific Islander American, and Native American organizations and is a much higher percentage than is represented by other electorally minded entities, like America Votes.

State Voices, where the Civic Engagement Fund is now housed, is led by Ryan Friedrichs, a well regarded leader who demonstrates strategic, fundraising, and coalition building prowess. Ryan has worked to build diverse coalitions and to mobilize and empower historically underrepresented communities for the past twelve years and brings significant experience in civic engagement work. Prior to joining State Voices, Ryan worked with the United Farm Workers and served as Executive Director of the Youth Vote Coalition. He is supported by a strong eight-person board that includes a mixture of innovative state-focused donors and activists such as Eli Lee of the Center for Civic Policy (who presented at a recent U.S. Programs board meeting) and Scott Nielson of the McKay Foundation.

An OSI renewal grant will enable CEF to make these important tools available to an even greater number of established and emerging collaborative efforts. While many funders choose not to invest in civic engagement in non-election cycles, we believe it is important to make the investment now to build the capacity in advance of elections, so that communities can avail themselves of the tools necessary to effect positive change in their communities and at the polls.

It should be noted that we are recommending a one-year grant so that CEF will be on the same grantmaking schedule as State Voices, which we hope to continue to support with multi-year general support grants.



**Name of Organization:** National Training and Information Center

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** general support

**Previous OSI Support:** None

**Organization Budget:** \$2,023,336

**Project Budget:** N/A

**Major Sources of Support:**

Fannie Mae	\$250,000
Citigroup Foundation	\$200,000
Ocwen	\$175,000
Mott Foundation	\$135,000
PMI Foundation	\$100,000

**Amount Requested:** \$150,000 over 1 year

**Amount Recommended:** \$600,000 over 2 years (including \$200,000 from Seize the Day, \$100,000 from the Neighborhood Stabilization Initiative T1:21083, and \$300,000 from the Democracy and Power Fund T1:21091)

**Term:** Two years, beginning May 1, 2009

**Description of Organization**

The National Training and Information Center (NTIC), a 36 year old, Chicago-based national resource center supports, strengthens, and coordinates grassroots community organizations working for social and economic justice. Through NTIC, 25 affiliate organizations in fourteen states and the District of Columbia are affiliated into the National People’s Action (NPA) Network. Through the NPA, NTIC is able to link local and regional organizing efforts into powerful national campaigns that win accountability from decision-makers.

NTIC’s core and enduring purpose is to develop the ideas, talent, and organizations that will help build a more just and equitable society. The grassroots organizations served by NTIC are affiliated into the National People’s Action (NPA) Network. Locally, NPA affiliates address a wide range of poor people’s issues, including housing, healthcare, education, immigrant rights, workplace fairness, and criminal justice.

Nationally, NTIC runs several leadership and organizer training programs and develops new organizing projects in unorganized regions. It also coordinates two federal-level campaigns for racial and economic equity in the housing and banking industries, and plays

supportive roles in national efforts to win comprehensive immigration reform and strengthen workplace fairness.

In the 1970s, NTIC lead the charge to pass the Home Mortgage Disclosure Act and the Community Reinvestment Act (CRA). CRA has since resulted in the reinvestment of trillions of dollars into low and moderate income communities throughout the country. Since these founding victories, the Network has moved a host of additional national economic justice legislation including FHA Reform-Credit Watch. The FHA Reform Campaign was a national organizing effort to address subprime lending and resulted in the removal of lenders with high foreclosure rates from the FHA loan program.

In the past eighteen months NTIC has focused on building internal infrastructure and capacity, recruiting top level talent to the staff team, solidifying a powerful and visionary organizational culture, building alliances with other progressive players, and consolidating the national Network around a unified set of social change principles and strategy to lead us forward. Their major accomplishments have included:

- Increasing the number of affiliates by 67%;
- Doubling the percentage of affiliates run by African American or Latino executive directors; and
- Developing national partnerships with JP Morgan Chase, Select Portfolio Servicing, and Litton Mortgage Servicing to implement aggressive loan workout programs to keep families facing foreclosure in their homes.

NTIC has also launched the Save the American Dream Campaign, a broad-based national organizing effort to address the nation's foreclosure crisis. This campaign has included face to face meetings with NPA representatives and Federal Treasury chairman Ben Bernanke, FDIC Chairman Sheila Bair, and several congressional leaders.

NTIC has partnered with the PICO National Network, another large scale national grassroots organizing network that the Democracy and Power Fund is recommending in this docket, to pursue accountability and transparency around the federal bank bailout. The partnership with PICO brings together 70 affiliate organizations in 22 states under one national strategy, and promises to show how alliance-building can bring organizing to scale effectively and economically.

NTIC has an ambitious plan for improving the capacity of their affiliates. As NTIC rolls-out aspects of the program to various affiliates, they will face challenges with maintaining cohesiveness of the network when affiliates are receiving different levels of attention and resources.

### **Description of Program for Which Funding Is Sought**

The proposal seeks general operating support.

## **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to NTIC for its work to advance several issues of OSI interest, integrate grassroots and policy change strategies at multiple levels of decision-making (local, state, and national), develop new leaders, expand public participation, and build power for those who do not currently have it. NTIC has a proven commitment to developing new leaders, particularly people of color, who are underrepresented in social change advocacy. Democracy and Power Fund support of NTIC would allow the network to strengthen and revitalize their network.

In addition to the Democracy and Power Fund's recommendation of support, the Neighborhood Stabilization Initiative has joined as a possible co-funder, recommending an additional \$100,000 over two years in order to support NTIC's work around foreclosures, bank bailout accountability, banking re-regulation, and affordable housing preservation. If approved, Democracy and Power would be the lead contact for NTIC.

We are also recommending \$200,000 in additional, capacity building support for NTIC from the newly approved Seize the Day transition fund. In our funding memo to initiate this fund, NTIC was spotlighted as a promising national organizing network that is effectively transforming and modernizing itself to become more politically relevant after a long existence. We believe that additional, capacity building funding now will allow the network to strengthen its local affiliates and expand public participation at the local, state, and national levels. This will allow NTIC to maximize its impact in advancing immigrants' rights, TARP accountability, and housing equity issues that are of great interest to OSI.

One of the most pressing internal goals of social justice advocacy communities is to break down the barriers that have kept national organizations from developing deep alliances with grassroots local and state based organizations. NTIC's architecture for campaign partnerships embraces a new ethos of collaboration between local and state groups and between national networks that have long had strained relationships that compromised the efficacy of issue advocacy efforts. Through our due diligence, we believe that this is in part due to NTIC's new national director, George Goehl, an experienced organizer who brings a refreshing truthfulness about his own – and NTIC's – promise and limitations and is a dedicated coalition builder when many other national networks have shown an historic aversion to collaboration. This is the type of transformative leadership that we wish more grantees exhibited.

Moving past the old models of running one's own campaign and ignoring the work of others, NTIC's new strategy is to comprise three methods of involvement:

- 1) Campaigns that NITC runs jointly with other national organizations;
- 2) Campaigns that NTIC takes the lead on but through which a broader set of organizations participate; and
- 3) Campaigns run by other national organizations, which NTIC will contribute to in multiple ways.

Examples of this in action include: 1) NTIC taking the lead on two national campaigns focused on housing and banking issues; and 2) playing a major supporting role in campaigns outside of their core issue foci – including comprehensive immigration reform and the Employee Free Choice Act.

NTIC's media goals are traditionally based for community organizations including: building their database, improving relationships with reporters, organizing Editorial Board meetings. Through Democracy and Power Fund support and technical assistance provider resource referrals we plan to help NTIC develop more advanced communications strategies and build greater multi-media capacity.

NTIC seizes opportunities to contribute to national organizing efforts that address issues of critical and pressing significance, including the efforts to win comprehensive immigration reform and to advance stronger rights and protections for the workforce. NTIC is a good partner in the field, sitting on the steering committee of the Fair Immigration Reform Movement coordinated by the Center for Community Change, and playing a supporting role in CCC's Workers Alliance for a Just Economy. Their partnership with the PICO National Network in a joint TARP (Troubled Assets Relief Program) Accountability Campaign dovetails with the program goals of EOF's Neighborhood Stabilization Initiative and D&P and NSI staff will work jointly in sharing lessons from NTIC/ PICO collaboration.

**Name of Organization:** Pacific Institute for Community Organizations, dba PICO National Network

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to provide general support

**Previous OSI Support:** N/A

**Organization Budget:** \$8,775,530

**Project Budget:** N/A

**Major Sources of Support:**

Sandler Family Foundation	\$500,000
Packard	\$350,000
Marguerite Casey Foundation	\$333,333
John S. and James L. Knight Foundation	\$330,000
Nathan Cummings Foundation	\$300,000
Public Welfare	\$200,000
Charles Stewart Mott	\$175,000
Zellerbach	\$100,000

**Amount Requested:** \$250,000 over 1 year

**Amount Recommended:** \$600,000 over 2 years (including \$250,000 from Seize the Day, \$50,000 from the Neighborhood Stabilization Initiative T1:21083, and \$300,000 from the Democracy and Power Fund T1:21091)

**Term:** Two years, beginning April 1, 2009

### **Description of Organization**

The PICO National Network, is a 36-year-old, Oakland, CA-based network of faith-based community organizations that brings the voices of local families and faith leaders to the public debate on national policies, including housing and immigration. With more than 50 faith traditions represented in over 1,000 member institutions, PICO represents one million families in 17 states and 150 cities and is one of the nation's largest community based efforts.

PICO is dedicated to building a broad-based political movement for social and economic reform in the United States. It sees itself playing two critical roles:

- 1) Bringing the influence of low and moderate-income families directly into the political process so that policy campaigns engage and are accountable to the people they are designed to help; and

2) Organizing a strong and diverse faith voice around policy changes that revitalize communities and strengthen families.

PICO made a decision in 2003 to develop a national policy capacity to compliment its local work, and moved aggressively in three major campaigns: 1) Post-Katrina housing assistance for Louisiana; 2) “Do No Harm to Medicaid”, a primarily defensive campaign to protect Medicaid from program cuts and policy changes that would have limited coverage for low-income children and families; and 3) “Cover all Children”, a campaign focused on the State Children’s Health Insurance Program (SCHIP).

PICO is now engaged in three major issue campaigns: healthcare, housing and immigration. Because OSI’s issue priorities include both housing and immigration, we will focus on those areas here.

### **Housing**

PICO has a solid track record of expanding housing opportunities for working families, including: securing \$175 million in redevelopment money for Camden, NJ; restructuring Kansas City’s housing department and securing \$20 million for community development to the city; and helping create Housing Trust Funds across the country. After Hurricane Katrina, PICO helped build support for \$4.5 billion in reconstruction.

In October 2008, PICO launched a campaign to stop preventable foreclosures, holding the largest public meeting to date on the foreclosure crisis and winning a commitment from the Bank of America/Countrywide to co-host community-based loan modification sessions in 25 cities. On the national level, PICO will continue to press for an aggressive approach to loan modifications, and for effective foreclosure prevention protocols for banks receiving taxpayer investment.

On the local level, PICO will develop foreclosure diversion or moratorium programs that encourage lenders to modify loans. It will also create foreclosed property maintenance strategies that incorporate job training and employment opportunities for local residents, and facilitate door-to-door and media education campaigns aimed at preventing foreclosures in at-risk communities.

### **Immigration**

Two years ago PICO launched the Citizenship & Civic Engagement Initiative, a multi-year campaign. Through this initiative PICO aims to develop community-based pathways to citizenship throughout its network where eligible residents will go through the citizenship process together in their local schools and congregations. The initiative then engages new citizens in ongoing community organizing efforts to help immigrants integrate into the broader community and become active citizens.

In recent conversations with PICO National Network leadership, we’ve learned that comprehensive immigration reform is a new, national priority campaign and that the network is currently building capacity and support from its local congregations and partner

organizations to identify spokespeople from their membership and develop an advocacy campaign that is complementary to the Four Pillars strategy for CIR. Particularly of interest to the Democracy and Power Fund and the Equality and Opportunity Fund is PICO's ability to work deliberately and at the local level across the nation to build alliances between the diverse constituencies in its base, including African-American, Latino, and Anglo congregations that have not always agreed on immigrants' rights in the past.

### **Description of Program for Which Funding Is Sought**

The proposal seeks general operating support.

### **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to the PICO National Network for furthering our goals on multiple issues of OSI interest, integrating grassroots and policy change strategies at multiple levels of decisionmaking (local, state, and national), developing new leaders, expanding public participation, and building power for those who do not currently have it through organizing and base building. We also note its effective work on priority OSI issues – including neighborhood stabilization and immigrants' rights and are joined by the Neighborhood Stabilization Initiative in this recommendation. Should this recommendation be approved, NSI will co-fund a portion of this grant (\$50,000) to support PICO's work to press for a systematic home loan modification program to prevent millions of foreclosures.

PICO's immigration work has taken on more urgency as anti-immigrant rhetoric, laws and raids have increased over the last four years. OSI support, particularly the short-term, additional Seize the Day capacity building support that we are recommending, would add capacity for PICO to lead a coalition of groups working to rollback the increased fees for citizenship. Under President Bush, fees increased from \$250 to \$675—a significant barrier for immigrants. OSI support would also allow PICO to strengthen its efforts to stop raids, help PICO continue its work encouraging immigrants to apply for citizenship and connecting immigrants with nonprofit legal services and ESL/civics classes. PICO will also provide leadership training and help new citizens participate fully in civic life by linking them with ongoing community organizing voter engagement efforts that strengthen their capacity to push for comprehensive immigration reform.

PICO has strong leadership. Scott Reed, the Executive Director, joined PICO in 1976 and has led its growth and transformation. He has a great deal of organizing experience and has founded some of the most successful community organizations in the United States, including the Oakland Community Organizations, and the West 7th Street Federation in St. Paul, Minnesota. Between 1987 and 1995 Scott served as Executive Director of the San Diego Organizing Project, where he led organizing campaigns that won the nation's first large city-wide community policing department and created "Learn and Earn" a national model for connecting high school curriculum to career preparation.

PICO's capacity to engage families across racial, religious, regional and ideological lines to create pro-working family policy change at the local, state and national level is impressive. PICO has shown that it can successfully engage "ordinary people in public life, building a strong legacy of leadership in thousands of local communities across the country." Its network of organizations effectively engage faith-communities and families in social change and as a result, its network is increasingly seen as a critical component in the movement to put working family needs at the center of American political life.

While we've taken note of PICO's vision, scale, and impact we also note that Washington advocacy leaders believe it to be an important institution to involve in policymaking tables. In recent conversations with John Podesta, he singled out PICO as an interfaith organization that gets things done. It is precisely because of PICO's strong track record that PICO was discussed in the Seize the Day transition funding strategy memo, and it is why we are recommending the additional \$250,000 from this newly approved source of funding. The Seize the Day support at this crucial moment will enhance PICO's capacity to work on issues of great importance to the communities OSI seeks to inspire and activate.

It should also be noted that the Sandler Family Foundation has awarded PICO a \$500,000 challenge grant. If PICO can raise \$1 million in new funding, the Sandler Family Foundation will award an additional \$500,000 to PICO. OSI funding will help PICO meet this challenge grant.



**Name of Organization:** Center for Community Change

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support Generation Change

**Previous OSI Support:** \$10,907,000  
 \$3,200,000 from Progressive Infrastructure (2006-2008)  
 \$725,000 from U.S. Justice (2005-2008)  
 \$1,330,000 from S.O.F. (2005-2008)  
 \$2,400,000 from Governance and Public Policy (2000-2004)  
 \$2,402,000 from U.S. Programs General (1998-1999)  
 \$850,000 from Democracy and Power (2008)

**Organization Budget:** \$14,075,663

**Project Budget:** \$1,482,858

**Major Sources of Support:**

Marguerite Casey Foundation	\$1,000,000
Charles Stewart Mott Foundation	\$150,000
Unitarian Universalist Veatch Fund	\$100,000
Z. Smith Reynolds Foundation	\$45,000

**Amount Requested:** \$300,000 over 1 year

**Amount Recommended:** \$300,000 over 1 year

**Term:** One year, beginning June 1, 2009

**Description of Organization**

The Center for Community Change (CCC) is a national organization headquartered in Washington, DC whose mission is to build the power and capacity of low-income people, particularly people of color, to change their communities and the public policies that affect their lives. CCC was founded in 1968 by associates of Robert Kennedy and leaders in the labor and civil rights movements to be a permanent support center for community based empowerment efforts around the country in low-income communities and communities of color. Following a strategic planning process in 2003, the Center radically overhauled its structure, program, board, and staff and now focuses on five priority program areas: civic participation and engagement; regionalizing its organizing work; developing the next generation of leadership for community-based organizations; promoting the rights of immigrant communities; and developing a vision and new framework for progressive social change for the 21<sup>st</sup> century.

## **Description of Program for Which Funding Is Sought**

Generation Change is CCC's national program to cultivate the next generation of community organizers and nonprofit professionals for the social change sector. Generation Change focuses on those who are underrepresented in the ranks of community organizers and nonprofit staff today: immigrants, low-income people, people of color, and LGBT identified people.

Generation Change is designed to train and support a diverse new wave of organizational leaders and professionals capable of confronting 21<sup>st</sup> century social justice challenges. The project consists of three components:

1) Fellowship Program: The fellowship program's goal is to develop new community organizers and organizational leaders from immigrant and low-income communities. CCC's Fellowship Program recruits and trains up to 25 new organizers each year to be placed in paid nine-month fellowships in immigrant, health care, and civic engagement organizations, building the organizations' capacities to participate in national efforts to support public policy reform. The selection process for host organizations is rigorous and designed to identify which organizations are structurally and philosophically equipped to provide the best experience for the new organizer. Among these criteria include: Close supervision and support to fellows and the development of an organizing work plan that includes goals, objectives, deliverables and timetables. Host organizations are located in geographic areas where changing demographics and/or influential policy leaders make it essential for low-income people to have a strong public voice. Fellows focus on expanding not only the hard skills of community organizing, such as conducting power analyses, but on developing important skills related to emotional and social intelligence, interpersonal communications and self-awareness. The aim of the trainings is to strengthen the social justice organization ecosystem for the long term.

The fellows are thoughtfully recruited with intentional strategies to recruit the most diverse base of young organizers as possible. Generation Change recruits from community colleges, Historically Black Colleges and Universities, Hispanic Serving Institutions, and tribal colleges, community-based organizations, statewide immigrant rights and other social justice organizations, and the Center's broad national network of contacts.

2) Internship Program: This is the third year for Generation Change's internship program. This year, CCC will focus on Southern states, where social change organizational capacity is weak and people of color and immigrant communities are eager to develop a public voice that reflects their growing numbers. The Internship Program recruits fifteen young people for a \$400/week, ten-week commitment. Host organizations will be recruited from the membership of CCC's Campaign for Community Values coalition and interns will work on one of CCC's priority issue areas, jobs and the economy, health care, and immigration.

3) Advanced Leadership Training: Generation Change will launch a pilot program that provides opportunities for structured professional development to organizers and staff leaders in social change organizations. Too often, organizers and staff leaders find few opportunities for structured professional development, support or leadership training after their initial training period. This sink-or-swim environment limits shared learning and can lead to wasted energy and burnout. It also results in less effective organizations that cannot operate at a level that is necessary to advance social justice in these challenging times. CCC's strengthening of the field will include ongoing training and support for professionals who serve and lead those organizations. Plans in development for the year include:

- Conducting a five-day training on leadership development in coordination with the Campaign for Community Values. This training will involve approximately 25 community organizers, with a concentration of people from either the Southwest or the Southeast, two regions that continue to face funding and capacity challenges compared to the East and West Coasts and Chicago. The experiential training will assist participants' abilities to build leadership skills, learn how to organize around values rather than issues, learn about communications and media outreach, and explore history, politics and the public policy opportunities and challenges facing communities today. Curriculum topics may include such topics as how to conduct "one-on-one" conversations, power analysis, strategy development, how to conduct effective relational meetings, building coalitions, recruiting volunteer activists, and how to have difficult conversations.
- Coordinating a six-month peer support program for five to ten mid-level staff who have the potential to become leaders in their organization. CCC will make use of learning methodologies that include peer support and coaching, "shadowing" experienced organizers and sharing best practices across organizations. This program will include two three-day convenings for shared training, support and peer exchange, as well as regular communications via phone and listserv.

Together these three components are integrated into CCC's capacity-building work with their grassroots partners and actively contribute to the building of CCC's national issue campaigns, including its leadership role on immigration reform.

Generation Change positions CCC to identify, train and cultivate the next wave of social justice community and nonprofit leaders and place them with grassroots partner organizations to help local groups increase their capacity to participate in regional and national efforts. With this synergistic model, the individual, organization, and broader field all benefit.

### **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to CCC's Generation Change for furthering our goals to develop new social justice and community leaders and build the capacity of grassroots organizations across the nation. CCC continues to be a strong

partner in the field and offers multiple approaches (voter engagement, policy advocacy, community organizing, and youth leadership development) to impact change. CCC's Generation Change provides critical leadership training in the social justice community. The program is strategically constructed for integration between interns, fellows, and alumni to each other and a wide field of host organizations.

Generation Change provides a resource for smaller grassroots organizations that cannot afford to recruit, hire, and train new people into their organizations. Interns and fellows add to the outreach and connections of participating organizations. Host organizations include state and local social justice and immigrants' rights groups and Generation Change's effective two week trainings for new interns and fellows are complemented with frequent peer to peer and national staff facilitated follow-up once the interns and fellows are in the field. This provides tremendous added benefits to organizations that are often facing issue campaign challenges and lack of access to high quality and affordable trainings for their staff and volunteers.

Over the past two years, Generation Change has placed 88 interns in grassroots organizations, 21 fellows in six-month fellowships and provided bilingual (Spanish/English) advanced leadership training for 60 immigrant organizers. Generation Change has gained recognition in the field resulting in an increase in the number of host placement organizations from nineteen to 45; an expansion in geographic locations, along with increases in applicants (1,200 for 63 openings). Through a rigorous selection process that is very intentional about recruiting diverse new leaders, Generation Change has exceeded its demographic goals: 85 percent of participants were people of color, 73 percent were women and 20 percent were self-identified as LGBT people.

Generation Change, like many of CCC's programs, is a solid fit with the Democracy and Power Fund's strategic priorities, as it provides leadership development, organizational capacity building, and connections to national issue campaigns for smaller, under-resourced social justice groups that are on the frontlines of activism. We are recommending a one-year renewal grant for Generation Change and in the coming months will be working closely with CCC to calibrate the start dates of its five separate OSI grants in order to provide a large, consolidated general support grant to the organization in the future.

**Name of Organization:** Center for Public Interest Research

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support the Student PIRGs

**Previous OSI Support:** \$635,000  
\$500,000 from Progressive Infrastructure (2005-09)  
\$135,000 from S.O.F. (2007-2009)

**Organization Budget:** \$6,300,000

**Project Budget:** \$4,480,000

**Major Sources of Support:** TICAS \$65,000  
Educational Foundation of America \$50,000

**Amount Requested:** \$200,000 over 1 year

**Amount Recommended:** \$100,000 over 1 year

**Term:** One year, beginning June 1, 2009

**Description of Organization**

The Center for Public Interest Research is the national 501(c)3 arm of the state Public Interest Research Groups (PIRGs), a network of independent, state-based, citizen-funded organizations that advocate for the public interest. Headquarters are located in Washington, DC. Since 1970, the PIRGs have worked to protect the environment, encourage a fair and sustainable economy, and foster a responsive democratic government. The tools they employ to achieve their mission include investigative research, media exposes, grassroots organizing, advocacy and litigation.

**Description of Program for Which Funding Is Sought**

The proposal seeks support for the Student PIRGs, an organization whose staff is dispersed throughout the country, and which works on college campuses to create a more politically aware and active student population, as well as a larger pool of trained, social change leaders. Through its civic engagement and leadership training focus, it trains and empowers students to become engaged in policy campaigns, elections, and the political process.

Located on more than 100 campuses in 20 states, the Student PIRG chapters are student-funded, student-directed, and supported by professional staff. In states with a significant number of PIRG chapters (e.g., MassPIRG or CalPIRG), state chapters pool student-fees to set up state offices, which then provide permanent infrastructure for training, leadership

development, and recruitment. The state-based organizations are governed by all-student Board of Directors.

Because chapters are self-run and students elect their peers to serve on state boards of directors, students learn by doing. Boards of directors decide the position that PIRG takes on issues, allocate their budget, hire and manage staff and coordinate campaigns. PIRG students also come together at national and regional conferences and at National Student Forums (NSF), a vehicle to bring leaders together from around the country to be trained around nationally coordinated projects and share best practices.

With the belief that every student starts at a different place in their political development, Student PIRGs engage students with interests in four distinct areas in order to find, politicize and develop young leaders: 1) those students involved in community service; 2) those students already involved in political action; 3) those students motivated by events affecting their own lives, such as the cost of education or fair wages; and 4) those students who participate in existing campus institutions, such as campus newspapers or student governments.

Through their Student Empowerment Training Project, Student PIRG works with student governments to create sustainable State Student Association (SSA) which coordinate student engagement and advocacy. Unlike the many disparate and uncoordinated issue-based groups on campuses, SSAs and student governments are often the only student-run institutions officially recognized by state government and universities to speak on behalf of the student body. Consequently, Student PIRG provides strategic training and skills so that these students can take advantage of this opportunity. Student PIRG trainings, materials and consultations address topics including fundraising, campaign strategy and messaging, budget management, team building and staff management.

By activating large numbers of young people to win short-term victories, Student PIRG seeks to build political and organizational support for long-term change. It works with students to help them understand the political process and systemic failures in society and then trains them to run high quality issue campaigns. In the past year, campaigns have been run to educate and mobilize students around higher education affordability and global warming issues. Youth leadership development continues after graduation through the Student PIRG Campus organizer position, a fulltime paid professional position for recent college graduates.

### **Rationale for Recommendation**

OSI has supported Student PIRGs with \$200,000 a year for the past two years. Student PIRGs work is consistent in some key respects with the youth engagement and leadership pipeline development priorities of the Democracy and Power Fund. The Student PIRGs further the Democracy and Power Fund's goals to develop new leaders and build field capacity with trainings and resources for those leaders. Student PIRG has been working for the last thirty years to build and improve upon its state-based infrastructure on campuses,

including its fiscally self-sustaining chapter model and a highly successful multi-state nonpartisan voter engagement program.

However, due to shifting priorities of Democracy and Power Fund (D&P) – as compared to the Progressive Infrastructure fund out of which a grant to the Student PIRGs was originally made – the Student PIRGs is no longer a strong fit with D&P priorities. Consequently, D&P recommends a one year tie-off grant to the Student PIRGs and has communicated this recommendation to Student PIRG leadership which said that our decision was understandable in light of shifting priorities.

The Student PIRGs' work fails to align with ongoing OSI priorities in three major ways: 1) in the exclusive nature of their outreach strategy, 2) in the lack of overlap between those issues prioritized by Student PIRGs versus OSI, and 3) in the shortsighted analysis and theory of change that they use that does not take into account structural inequality or racial or economic justice.

First, U.S. Programs staff has long had concerns about the lack of inclusivity of Student PIRGs' organizing model. Despite conversations initiated by Anna Lefer and continued by D&P staff to provide the organization with an opportunity to address our concerns, Student PIRGs leadership has failed to make changes to address the lack of diversity within its membership, paid staff, and leadership. While we recognize good faith efforts of organizations in striving to have their organizations more closely represent the diversity of their constituencies of interest, we have seen no effort from the Student PIRGs to take our concerns seriously and have been told instead that intentional recruitment of students of diverse racial, ethnic, or immigration backgrounds is not something that they seek to do. Consequently, the organizations leadership and staff remain non-diverse.

Second, Student PIRGs issue campaigns do not include many of the most pressing problems long identified by OSI as core threats to open society in America, including immigration policy, criminal justice and incarceration, drug policy reform, and structural inequality.

Third, where priority issues do overlap – such as global warming and affordability of higher education – Student PIRGs does not address these issues with a social justice framework. It does not consider the impact of structural racism or economic inequality on these specific issues or on democracy as a whole. Again, D&P staff, and Anna Lefer before us, has challenged Student PIRGs' leadership to reexamine the way they do not address race or diversity in their trainings and programs. This blind spot resulted in their no longer being a member of or receiving funding from one of their prominent coalition campaigns, the Campus Climate Challenge, an OSI grantee that draws rave reviews for the quality, thoughtfulness, and impact of its work. (Student PIRG does continue to recruit students to participate in the Campus Climate Challenge's campaigns and conferences.) Similarly, it also inhibits their relationship with other core D&P youth grantees and has kept them out of collaborations supported by OSI where they are not seen as a trusted ally.

We believe that a one year tie-off grant is responsible and appropriate because of the role that OSI has played in the Student PIRGs' funding in the recent past.



**Name of Organization:** Choice USA

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** general support

**Previous OSI Support:** 825,000 total  
 \$525,000 from Reproductive Health and Rights (1998-2002)  
 \$200,000 from Progressive Infrastructure (2007)  
 \$100,000 from U.S. Justice

**Organization Budget:** \$929,100

**Project Budget:** N/A

**Major Sources of Support:**

David and Lucille Packard Foundation	\$150,000
Richard and Rhoda Goldman Fund	\$100,000
Ford Foundation	\$75,000

**Amount Requested:** \$150,000 over 1 year

**Amount Recommended:** \$150,000 over 1 year (including \$50,000 from the Equality and Opportunity Fund T1:24433 and \$100,000 from the Democracy and Power Fund T1:21091)

**Term:** One year, beginning May 1, 2009

**Description of Organization**

Founded in 1992, Choice USA, a Washington, DC-based national organization, is a leadership development and movement building organization that supports a diverse and emerging generation of activists who promote and protect reproductive choice. Choice USA pursues a broadened reproductive rights framework centered on youth and people of color, an intersectional approach that is at the core of the emerging reproductive justice youth movement. Through campus chapters and peer-to-peer outreach and trainings, Choice USA identifies pro-choice young people and trains them to become effective movement-builders.

Choice USA is rebuilding the pro-choice grassroots base that has significantly diminished since the first wave of the feminist movement. Choice USA identifies and develops new pro-choice leaders and wins community-based victories that pave the way to a renewed public consensus in favor of increased access to reproductive health services.

Choice USA's effectiveness in bridging the youth activism and reproductive rights communities is a primary niche of the organization. Choice USA works to build the

connection of young people to the reproductive rights community by addressing the pressing need for pro-choice messages, programs and strategies tailored to engage today's young people, whose experiences differ markedly (socially and politically) from the generation of reproductive rights activists who fought to pass Roe v. Wade in 1973.

Through their programs, Choice USA attacks the following problems:

- 1) Lack of visible representation in the national reproductive rights movement of under-represented communities, specifically women of color, young women, immigrant women and queer identified women;
- 2) Anachronistic pro-choice messages that do not appeal to young people under the age of 30;
- 3) Young people who identify as pro-choice but do not know how to actualize those sentiments; and
- 4) Lack of mentorship, skills-building and networking for the next generation of pro-choice leaders.

Choice USA mobilizes young activists around the following campaigns:

- Affordable Birth Control Campaign looks at economics and reproductive health repercussions to counter the 2007 Deficit Reduction Act, which prevents student health care centers, local pharmacies, and family planning providers from purchasing and selling contraceptives at a discounted price. Since the legislation was passed, birth control prices have skyrocketed on college campuses preventing many young women from filling their prescriptions.
- Crisis Pregnancy Centers (CPC) Campaign exposes the harmful practices of CPCs that give women inaccurate information regarding reproductive health services. The campaign utilizes the front-line activism of Choice USA's activists on the ground at college campuses where these clinics exist and gathering data that is shared and used by national reproductive rights policy groups such as NARAL and the National Abortion Federation.
- Egg Donation Campaign addresses the merging of race, economics and reproductive rights. The campaign began in response to Choice USA activists concerns over how intensively young women on college campuses were being recruited to be donors without adequate information on the short-term and long-term effects of their participation. In addition, activists wanted space to discuss the social, political and physical implications of egg donation. Along with their partner in the campaign, Generations Ahead, Choice USA is addressing the need for socially just and responsible uses of reproductive health technologies.

### **Description of Program for Which Funding Is Sought**

The proposal seeks general operating support.

## **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to Choice USA for furthering our goals to identify, develop, and support the next generation of leaders in U.S. society. Specifically, Choice USA enhances collaboration within the social justice organizational ecosystem and bridges the gap between reproductive rights and other issues, such as economic equality and immigration reform. Choice USA was seen as a key organization for Anna Lefer's past youth engagement funding portfolio and we believe that it maintains an important role in building youth leadership among women who enter social justice activism through reproductive rights struggles.

Following this grant term, however, we believe that it is a better fit for Choice USA to be considered for future funding by the Equality and Opportunity Fund's Women's Rights portfolio. Accordingly, the Equality and Opportunity Fund (EOF) has joined with us to offer co-funding support for this recommended grant due to Choice USA's role in building the skills of young people, people of color, and women to take on new leadership in framing reproductive justice broadly and connecting to other issues of importance to OSI. EOF supports this recommendation with \$50,000 for a one year grant. If approved, the Democracy and Power Fund would then hand off future funding consideration of Choice USA to EOF.

Choice USA plays a crucial role in bridging the reproductive rights community to other issues and constituents and confronts the marginalization of reproductive rights in policy and organizing that has ensured that it remains an Achilles heel for progressives. Choice USA's broader framing of reproductive justice incorporates language that appeals to a broader demographic – specifically with young women, women of color and immigrant women – than reproductive rights organizations have been able to reach, while still keeping abortion rights as an integral factor in their discussions.

In accordance with a core Democracy and Power Fund strategic priority, Choice USA's program is built in grassroots organizing strategies that engage the people and communities most heavily impacted by negative policymaking. Choice USA supports activists with an assistance-based approach to organizing, providing them with individualized guidance on reproductive justice issues and strategies for successful activism, as well as action alerts, fact sheets, activist guides, voter registration supplies, and promotional items for use in outreach to their peers. Choice USA helps young leaders to identify problems in their communities, formulate solutions to those problems, and develop and implement plans to advance solutions.

By reaching out and partnering with other youth leadership organizations, Choice USA seeks to ensure that social justice leaders are not hampered by politically divisive wedge issues and are able to see the connections between issues, communities, and agendas. For example, Choice USA led workshops at a recent Young People For (another OSI youth engagement grantee) summit and has connected their student membership to Campus Progress, the Roosevelt Institute and other youth organizations in the Democracy and Power Fund portfolio. Currently, Choice USA is working with Campus Camp Wellstone,

another OSI grantee recommended in this docket, to create a reproductive justice curriculum that incorporates gender identity, sexual health, and other issues identified by its membership that go beyond simply abortion rights and access.

Kierra Johnson, Choice USA's Executive Director, is highly regarded in both the reproductive rights and social justice communities. She has a solid track record of organizing on reproductive health, racial justice, student's rights and educational access issues. Ms. Johnson has been with the organization since 2001, serving as its field director and development director before becoming executive director in 2007. She now leads Choice USA and its work to engage in cross-constituency collaborations that catalyze youth leadership and strengthen the pro-choice base in communities across the United States.

**Name of Organization:** Jewish Funds for Justice

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support the Funders' Collaborative on Youth Organizing

**Previous OSI Support:** For the Funders' Collaborative on Youth Organizing  
\$50,000 from Youth Development Grants (2005-2006)

**Organization Budget:** \$650,454

**Project Budget:** \$303,004

**Major Sources of Support:**

Ford Foundation	\$250,000
Surdna Foundation	\$250,000
Rockefeller Brothers Fund	\$125,000
Hill Snowdon Foundation	\$35,000
Merck Family Fund	\$25,000
Overbrook Foundation	\$20,000
Cricket Island Foundation	\$20,000

**Amount Requested:** \$125,000 over one year

**Amount Recommended:** \$150,000 over 18 months

**Term:** 18 months, beginning March 1, 2009

**Description of Organization**

The Jewish Funds for Justice (JFSJ) is a national public foundation guided by Jewish history and tradition. JFSJ helps people in the United States achieve social and economic security and opportunity by investing in healthy neighborhoods, vibrant Jewish communities, and skillful leaders. It applies a holistic approach to social change including grantmaking and loans, service learning, leadership development, organizing, education, and advocacy.

**Description of Program for Which Funding Is Sought**

The Funders' Collaborative on Youth Organizing (FCYO) operates under the fiscal sponsorship of the JFSJ but has its own Board comprised of representatives from participating funder and practitioner organizations. Launched in 2002 – with key support from OSI – FCYO is a collective of national, regional and local grantmakers and youth organizing practitioners dedicated to advancing youth organizing as a strategy for youth development and social justice.

The mission of FCYO is to substantially increase the philanthropic investment in and strengthen the organizational capacities of youth organizing groups across the country. Its goals are to:

- Increase the level of funding directed towards youth organizing groups;
- Support youth organizing groups to develop stable and sustainable organizations; and
- Increase the awareness and understanding of youth organizing among funders and community organizations.

Since its inception, FCYO has made grantmaking to the youth organizing field a cornerstone of its work. Some highlights include distributing nearly \$4 million in grants to youth organizing groups and intermediaries across the country; launching ReGenerations: Leadership Expansion for Environmental Justice, a multi-year funding initiative to advance young people's leadership development in intergenerational, environmental justice organizations; and influencing numerous private foundations to fund youth organizing.

FCYO has had success organizing gatherings and building the knowledge base around youth organizing. It has conducted several national gatherings and meetings of youth organizing intermediaries to network and exchange common practices and challenges. It has developed and shared nine installments of the Occasional Paper Series (OPS), a tool used to increase knowledge and awareness of youth organizing, trends in the field and cutting edge theory. The OPS has been a key source of information on youth organizing nationally.

An OSI grant would, in addition to the above, support FCYO's work to develop the leadership pipeline for progressive youth leadership, focusing on supporting the growth of high-school aged people of color from low-income communities that enter social justice work through youth organizing. There are two overarching objectives for the leadership pipeline project.

The first objective is to complete a detailed map of the progressive leadership pipeline (i.e., youth organizing) to determine the infrastructure needs to best support youth through this fundamental segment of the pipeline and onto subsequent stages (i.e., adult organizing). It is estimated that this objective will take approximately one year to reach. FCYO will publish its analysis of the infrastructure and recommendations as part of the OPS.

The second objective, which follows completion of the first, is to support and create the infrastructure necessary to ensure that youth organizers have a solid pipeline and trajectory which bridges them from high school to later developmental stages in their lives. This will entail designing a strategic grantmaking initiative to support the leadership pipeline and attracting funder support for its implementation.

## **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to the Funders' Collaborative on Youth Organizing for its work to support organizations that identify, develop, and support the next generation of leaders in U.S. society. FCYO is the only national intermediary that is dedicated to increasing philanthropic resources for youth organizing groups and to promoting the leadership of low-income youth of color in social justice organizing. It plays a key role in not only helping to increase philanthropic investment in the youth organizing field, but also in its role in developing and shaping new initiatives such as the current leadership pipeline project.

We are pleased with FCYO's selected target group – high school aged students of color – for its leadership pipeline project. Currently, the leadership pipeline trajectory, as analyzed by others in the field and in OSI's historic U.S. youth engagement funding priorities, begins at the college-age with a focus on electoral politics. This view leaves many talented young people out of the leadership pipeline and can have a particularly detrimental impact on young people of color and their communities who do not feel welcomed by other efforts. Without FCYO's advocacy and analysis, it is likely that the role of high school aged youth who are from people of color, immigrant, or low-income backgrounds will be left out of this framework.

In July 2008, FCYO brought on a new Executive Director, Supriya Pillai. Supriya is an impressive individual with nine years of international and domestic experience at the senior management level in women's and youth health and rights. Supriya offers valuable insight into grantmaking, having previously served as a program officer with the International Women's Health Coalition.

Supriya and FCYO are supported by a solid Board, made up of practitioner and foundation representatives from across the country, including representatives from OSI, Ford Foundation, Overbrook Foundation, the Movement Strategy Center (a Democracy and Power Fund grantee), and Hill Snowdon Foundation, among others. Former OSI program officer, Alvin Starks, advises FCYO on a consultancy basis on this leadership pipeline project.

The FCYO leadership pipeline process has not moved as quickly as many, including OSI program staff, had hoped. Indeed, this was a project initiated with leadership from Anna Lefer and earlier versions of FCYO's leadership pipeline map were unnecessarily complex, confusing, and ineffective at communicating the importance of the youth organizing field to those not already committed to it. However, following extensive conversations and consultation with FCYO over the past several months, we are confident that with its new leadership, effective use of consultants, and strong board engagement it is now well-positioned to thrive and to draw funders' attention and resources to youth organizing. OSI is a founding member of FCYO, and we are committed to its success.

**Name of Organization:** People for the American Way Foundation

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support Young People For (YP4) and Young Elected Officials Network (YEO)

**Previous OSI Support:** \$1,600,000  
 \$1,200,000 from Progressive Infrastructure (2005-2008)  
 \$400,000 from Democracy & Power (2008)

**Organization Budget:** \$9,242,839

**Project Budget:** \$3,296,262

**Source of Support:**

Sandler Family Supporting Foundation	\$310,000
Woodcock Foundation	\$150,000
Gill Foundation	\$110,000
Arcus Foundation	\$100,078
HKH Foundation	\$50,000
Wallace Global Fund	\$50,000

**Amount Requested:** \$1,000,000 over two years

**Amount Recommended:** \$500,000 over one year

**Term:** One year, beginning June 1, 2008

**Description of Organization**

People For the American Way Foundation (PFAWF), based in Washington, DC, works to promote and protect constitutional and American values. PFAWF fights to defend church-state separation and religious liberty, promote equality, expose and counter the Radical Right, protect the right to vote, and ensure fair and just courts. PFAWF has been active in recent years in battles over judicial nominations and on issues including school class size, separation of church and state, civil rights, voting rights for Washington, DC, in the U.S. Congress, and equal rights for lesbian, gay, bisexual, transgendered, and queer (LGBTQ) people and promotion of civic participation.

**Description of Program for Which Funding Is Sought**

The proposal seeks support for Young People For (YP4) and Young Elected Officials Network (YEO), two innovative leadership development programs housed at the People For the American Way Foundation, each of which is geared towards different phases in young people's political and professional development. YP4 is a leadership development program which identifies and trains tomorrow's leaders while they are still in college.



YEO continues the pipeline of leadership development by providing support to progressive federal, state, and local elected officials who are 35 and younger.

Young People For, launched in 2004 and based in Manhattan, is a leadership development program which engages a diverse cohort of new campus leaders and activists and provides young leaders with continued support. The core of YP4 is its Fellowship Program: a one year program for 150 college students, usually sophomores, in which students receive seed funding, hands-on guidance, valuable leadership skills and innovative strategies to implement self-designed Blueprints for Social Justice on their campuses or in their communities.

It also runs three additional programs to provide ongoing support to fellowship alumni and new leaders:

- 1) The Leadership Academy, a ten-month paid fellowship for 20 leaders, age 21 to 30, in transitional states of their careers; the program includes three leadership retreats in addition to one-on-one coaching, group coaching, mentorship and leadership evaluations;
- 2) The Internship Program which places 25-35 young college leaders and activists into paid internships yearly in addition to providing one-on-one coaching, group coaching, intensive leadership training, and work with a mentor. In 2008, 27 interns enhanced the capacity of 27 organizations or electeds' office. Where possible, interns were placed with social change organizations in their own communities.
- 3) The Progressive Academy Online, six-week online seminars that teach skills relevant to a career in social justice and the political movement, such as how to start an organization, how to use the media and arts to spread a message, how to use communication to strengthen and spread your vision. In 2008, six courses were held with an average of 69 participants each – a 50% increase from 2007.

Young Elected Officials Network, based in Tallahassee, FL, seeks to unite and support progressive elected officials ages 35 and under who are committed to building communities that reflect values of freedom, fairness and opportunities but who may know little about navigating the political process. YEO provides a network of support by offering these electeds a forum to exchange ideas and connect to each other, to make connections to policy development and think tank organizations, and to receive leadership and personal development skills trainings. Currently, YEO has over 500 members, 200 of whom are regularly active.

YEO holds National Conferences at which it offers issue trainings and skills trainings on topics identified by its membership. Recent issues identified by YEOs include economic development, affordable housing, public education, health care, immigration policy, and paid sick leave. Skills trainings include media strategy, public speaking, fundraising and financial management, working across the aisle, ethics of a public officials. It also holds regional and policy training summits to help YEOs build relationships with peers and coordinate their agendas to achieve greater regional impact and share lessons learned. Because YEO sponsors the total cost of every YEO to attend, the national Conference

attendance is capped at 120-140 participants. Similarly, regional and policy academies are capped at anywhere between 40 to 60 participants.

YEO also holds Policy Academies designed to help YEOs develop and refine their political philosophy and build skills that help them effectively address important public policy issues. For example, YEO held one on Creating Racially Just Public Education in 2008 and will hold one on immigration policy in 2009.

YEO's website ([www.yeonetwork.org](http://www.yeonetwork.org)) is a resource of news alerts, research, successful model legislations, political trends, current events, and a catalog of progressive policy best practices. The YEO monthly e-newsletter also highlights these updates: for example, a recent newsletter advertised a model Inclusionary Housing ordinance, a policy which mandates that new developments of more than a certain number of units include at least 10 percent of homes priced at moderate- and low-income levels. It hosts bi-monthly teleconferences focused on issues and skills development, and that are facilitated by either a young elected or a progressive leader or organization in the field. YEO's own staff offers research assistance and monitoring of Right Wing strategy and trends.

Recognizing the need to connect YP4 students to the possibility of being involved in the political process, YP4 and YEO jointly run an intensive program, the Front Line Leaders Academy, which equips young leaders with basic knowledge, skills and tools necessary to participate in the political process – either as a candidate, campaign professional or community organizer.

### **Rationale for Recommendation**

The Democracy and Power Fund recommends a renewal grant to Young People For and the Young Elected Officials Network for furthering our goals to identify, develop and support new leaders in the social justice movement. Both programs are anchors in this field and together, they recruit, engage, and activate a diverse and talented next generation of progressive leaders.

Through intentional outreach to ensure that a diverse composition of young people are participating, both YP4 and YEO seek to diversify leadership in the progressive movement and support young leaders to effect change now. Critical to the larger nonprofit social justice ecosystem and the ongoing goals of U.S. Programs, the programs address a host of needs at different points in a young activists' trajectory in order to ensure that these leaders are sustained in their leadership over the long term.

Both the YEO and YP4 programs are led by and staffed by young people age 30 and younger. YP4 is now led by Shauna Thomas, who began as an intern for YP4 in 2005, and is a charismatic young leader and team player well regarded among peer youth organizations. Her energetic and professional nine person staff includes YP4 alumni and is diverse in race, gender, and sexual orientation.

YEO is directed by Andrew Gillum, a young African-American man who ran for Tallahassee City Commissioner at age 23 (and won) and who then founded YEO in response to his own experience of isolation as a young, progressive-minded elected leader who found no organization to provide support to help him develop and implement a progressive policy vision. His staff includes Alisha Thomas Morgan, the first African American to serve Cobb County in the Georgia House of Representatives and Raquel Simon-Petley, an experienced Florida activist and communications professional. Through our due diligence, we know of no other U.S. organization that fills the niche that YEO does and Andrew is nationally recognized for his innovative, collaborative, and high impact leadership. He was recently spotlighted in a national magazine, *ColorLines*, for being one of its “top 10” innovators for 2009.

Since its launch, YP4 and YEO have continued to diversify their leadership and staff while also refining their programs and curriculum. This year, YP4 welcomed a diverse class of 150 fellows from 86 campuses – including community colleges, state universities, historically black colleges and universities, tribal colleges, liberal arts colleges and Ivy League universities – in 29 states. 65% of these fellows are people of color, 27% identify as a first generation college student, and 24% identify as a member of the GLBTQ community. These motivated and talented YP4 students are already working on their Social Blueprints for the year, including:

- Marcus Daniels of Morehouse College who will continue his work as the president of Spread The Arts Foundation and work within inner-city Atlanta communities to empower youth through the arts;
- Krystal Mitchell of University of Pittsburg who will continue her research internship with the Pennsylvania League of Young Voters and Pennsylvania Voice, an affiliate of State Voices, a Democracy and Power Fund grantee; and
- Brian Jones Gordon of Florida State University who is working with other students and community officials to convert a vacant commercial space into a community and youth center.

Simultaneously, the Young Elected Officials network is also filling a void and addressing the needs of emerging leaders in the progressive movement through leadership development programming, networking opportunities and partnerships with policy organizations.

In addition to continuing to increase its membership and its active membership, YEO conducts surveys of its membership in order to better serve and respond nimbly to the needs of those members. As a result, in 2009, YEO is launching an employment fellowship stipend due to its members’ needs for “out of office” employment. Such employment is critical to a young elected leader’s ability continue in elected service due to the part-time or unpaid nature of many elected positions at the local and state levels. YEO will identify community based organizations that can benefit from having an elected ally on staff, thus expanding the YEO’s experience and knowledge while also filling needs of organizations with people with practical, inside knowledge of how policymaking occurs.

The Democracy and Power Fund supports a host of youth engagement and fellowship programs, but these two are gateway groups into the progressive field. YP4 helped found, and both are key partners in the Generational Alliance, a national collaborative of social justice, community based, campus and non-campus based, leadership development and cultural/media advocacy youth organizations working across sectors to build an integrated youth civic engagement movement.

YP4 develops its curriculum with other Democracy and Power grantees, including the Movement Strategy Center and Campus Camp Wellstone. It also collaborates with a number of youth and other organizations to help connect its students to the expertise most helpful to their goals, including United States Student Association, The Center for Progressive Leadership, The Roosevelt Institute, League of Young Voters, Ruckus Society, New Organizing Institute and the Center for Community Change. YEO also continues to identify organizations and leaders which can serve as mentors or build mutually-benefiting relationships with YEOs. YEO and its member partners include Progressive States Network, Applied Research Center, Campus Camp Wellstone, and Center for Community Change, all OSI grantees.

In the past, OSI and has made two separate grants to these projects. Because we see their work as inextricably linked in the leadership pipeline and because they share development staff, we are recommending one grant moving forward. Both programs work closely with each other and with PFAWF leadership.

Through this grant, we seek to provide equal amounts to each program so that they may have a sustainable funding base despite the relative instability of PFAWF's overall financial situation. We have had direct conversations with YP4 and YEO leadership about how well their sponsored relationship with PFAWF is working and know that they do have concerns. For now both are staying with PFAWF until a better alternative emerges. Despite the upheaval of staffing and leadership at PFAWF in recent years, YP4 and YEO are outstanding grantees who now comprise a sizable portion of PFAWF's overall budget.

Another strong Democracy and Power Fund grantee, Democracia USA, was also incubated with PFAWF but, following concerns with PFAWF's leadership at the time, spun off to be housed elsewhere in early 2008. Democracy and Power Fund staff have negotiated this transition before and will continue to communicate with the leadership of these two programs as they navigate the decisionmaking process of whether to spin off of PFAWF into another entity that already exists or perhaps to start a new one. It is for this reason that we are only recommending a one year grant at this time despite our commitment to long-term support for the two leadership programs.

**Name of Organization:** Tides Center

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support WireTap Magazine

**Previous OSI Support:** \$450,000  
\$210,000 from Youth Development (2002-2006)  
\$240,000 from Progressive Infrastructure (2006-2008)

**Organization Budget:** \$7,672,715

**Project Budget:** \$350,000

**Major Sources of Support:**

Nathan Cummings Foundation	\$72,500
Surdna Foundation	\$65,000
The Rockefeller Brothers Fund	\$50,000

**Amount Requested:** \$200,000 over 2 years

**Amount Recommended:** \$200,000 over 2 years

**Term:** Two years, beginning June 1, 2009

**Description of Organization**

Since 1976, Tides Foundation has worked with donors committed to social change, bringing resources and people together towards the goal of strengthening community-based nonprofit organizations and the progressive movement through innovative grant making. Tides Foundation is a self-sustaining public charity and a founding organization of Tides Network which has established the Tides Center and other related organizations. The Tides Foundation has offices in San Francisco and New York City and makes grants across the country and across the globe. Tides Foundation offers donor advised funds and other grantmaking vehicles as well as professional philanthropic advice, institutional regrating services, comprehensive grants management and much more. Since 2000, Tides Foundation granted more than \$400 million to progressive nonprofit organizations. The Tides Foundation coordinates U.S. programs grantees such as the Election Administration Fund, Connect US, and many others.

**Description of Program for Which Funding Is Sought**

WireTap is an independent San Francisco-based news and culture web magazine that generates and amplifies daily content by young people from diverse backgrounds. WireTap ([www.wiretapmag.org](http://www.wiretapmag.org)) provides an online meeting space for students, young activists, bloggers, artists, intellectuals, social justice leaders and less civically engaged young people. By amplifying stories from a youth perspective, and providing a voice in the media

for young people, WireTap plays a crucial role on issues such as immigration, living wages, and youth incarceration.

Originally started as a small, youth page of Alternet.org in 1998, Wiretap has been a reliable, high-quality online publication that enables youth to articulate their own visions for a more just and inclusive world, learn about the inspiring work of their peers and become civically engaged on the grassroots and national levels.

WireTap bridges the gap between young activists and journalism and connects readers to the larger social justice movement. The membership, staff and alumna of United States Student Association, Campus Progress, League of Young Voters, and Young People For (all are Democracy and Power Fund youth engagement grantees) are among the contributors to the site and these organizations' advocacy victories and struggles are among its featured stories.

The three critical components of WireTap include:

- 1) **Skills building of new leaders through writing mentorships:** Recognizing that a young leader's success depends on thoughtful and consistent mentorship, WireTap provides individualized feedback, working with aspiring journalists to hone their research, reporting, writing and critical thinking skills. WireTap encourages emerging writers to develop thoughtful, in-depth, non-reactionary content in a media world saturated with uninformed opinion and gossip.
- 2) **Building on-line community:** In 2008, WireTap merged with Future5000.com – the first ever comprehensive online database of over 500 youth-led, youth-driven organizations across the country and an important resource for inventorying youth engagement organizations. Launched in 2006 by the Generational Alliance, another OSI grantee, Future5000.com promotes the sharing of resources and lessons learned while enhancing communication and collaboration across the geographic, issue and cultural divides within the youth engagement fields. Under WireTap's leadership, Future5000.com will now include an Activists' Corner, a collaborative section which will allow readers to post their own unedited immediate reaction, thoughts and announcements in order to inspire greater participation from young people in specific campaign actions.

In order to ensure the high quality of its news, WireTap does not publish all of the articles submitted to it. Consequently, Future5000 is a natural addition to WireTap and a much needed space for young activists. WireTap is currently redesigning the website of Future5000.com to improve its usability and capability as it aims to become the networking niche for the youth movement akin to the popular website, Craigslist – a one-stop shop for jobs, events, announcements and press releases for the 500 plus youth groups it includes.

- 3) **Shaping the broader progressive agenda:** WireTap works to impact the public discourse in America by highlighting some of the most compelling and urgent progressive young voices and syndicating them in different media outlets including the

*Chicago Sun Times*, *The Nation*, BET.com, Rock the Vote, and Current TV, in addition to college textbooks, papers and magazines. For example, WireTap contributor, Larisa Mann, authored an op-ed, “Download a Song, Lose Your College Loan,” which broke the record for online visitors at *The Nation’s* Student Page and was syndicated to both Alternet.org and the *Chicago Sun Times*. The article was used as part of an on-line petition that became part of a larger campaign to remove the most punitive language in The College Opportunity and Affordability Act of 2007 (HR 4137).

To understand the range of topics explored on the website, here is a brief sample of issues covered by recent articles featured on Wiretap:

- “Organizing Against Policy Brutality” in the wake of the Oscar Grant shooting in Oakland, CA;
- “Boys Charged With Murder Need Help, Not Prison” on juvenile sentencing laws;
- “High Murder Rates for Black Teens” on Northeastern University’s recent report about the rising murder rate among black teens; and
- “Black, Brown and Going Green” on environmental justice and growing tension with an unresponsive and historically white environmental movement.

### **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to WireTap for furthering our goals of facilitating innovative social engagement and building power among communities that have traditionally been limited in their access to policymaking institutions in order to advance positive change. As we enter a new era filled with greater potential for advancing social justice, a key factor in achieving success is the continued civic engagement of young people.

As an online media organization, Wiretap performs a necessary function in the field: To amplify the voices of young activists who do not have the larger connections to get their issues heard and does so in a medium and style that are culturally competent for its audience. Content providers offer an important addition to the field, especially in the youth engagement field which faces limited infrastructure. We are aware, however, that as a content provider, WireTap is an outlier to typical Democracy and Power Fund grantees and we will participate in future U.S. programs conversations dedicated to developing a consistent content provider funding strategy moving forward.

As the youth activism and leadership sector continues to develop, the young activists driving the field need journalistically sound outlets that foster dialogue and debate. While other youth media groups like Campus Progress, also an OSI grantee, are geared toward college students interested in progressive politics, Wiretap has become the most important venue for young people geared towards social justice activism.

Since March 2007, when WireTap became a project of the Tides Center, the organization has grown from one part-time staff member and an annual budget of \$40,000 to three staff,

four part-time contractors, seven board members and annual budget of \$280,000 in 2008. WireTap also continues to gain recognition with traditional print media. Kristina Rizga, WireTap Director, now serves on the editorial board of *The Nation* magazine. The youngest member of its board, Rizga now advises *The Nation* on how to better cover the work of young activists and bring new audiences to the largest progressive weekly in the country. Rizga is thoughtful, dynamic and well-respected by other D&P youth grantees who depend on WireTap to get their messages into the media.

WireTap's team of regular contributors is largely composed of activists and journalists who are people of color under 30. The content they generate is considered fresh, dynamic and culturally relevant to its young audience. These writers launch their careers at WireTap, many going on to write for other publications, and provide mentorship and connections to new emerging writers who follow them at WireTap.

WireTap's approach provides a necessary bridge between young journalists and established progressive media, activists, and established journalists. Increasing the impact of young organizers who advocate on the behalf of lower-income and working class youth, WireTap helps activists' solidify the reporting of their own stories, enabling more people at the community level to embrace the skills of journalism and expand coverage. By connecting the most urgent and compelling young voices to the broader political discourse and agenda in America, Wiretap's influence and connection with well-established progressive media offers an opportunity and pathway for many activists who sit on the margins to influence the discourse on the most pressing issues, challenges, and opportunities of the day.



**Name of Organization:** Wellstone Action Fund

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** to support Campus Camp Wellstone

**Previous OSI Support:** \$275,000 total for Campus Camp Wellstone  
From Progressive Infrastructure 2006-2007

**Organization Budget:** \$1,500,000

**Project Budget:** \$425,000

**Major Sources of Support:**

Proteus Fund	\$25,000
1661 Foundation	\$12,000
Hull Family Foundation	\$ 5,000

**Amount Requested:** \$150,000 over 1 year

**Amount Recommended:** \$200,000 over 2 years

**Term:** Two years, beginning July 1, 2009

**Description of Organization**

Wellstone Action Fund, a 501(c)(3) organization, together with the 501(c)(4) organization Wellstone Action, forms one of the nation’s largest training centers for leadership development, nonpartisan voter engagement, citizen activism, and community organizing. Founded in 2003 by family, friends and colleagues of the late Minnesota U.S. Senator Paul Wellstone, the organization honors and continues the legacy of Senator Wellstone through training and mobilizing a large network of progressive individuals and organizations.

Wellstone Action Fund’s five training programs range from basic introductory programs to advanced training in organizing campaigns. These programs include Voter Engagement Schools, a program created in 2005 that teaches voter mobilization skills to leaders and members of community-based organizations, particularly in Latino and Native American communities; Wellstone Organizing Fellows, a program that identifies, trains, and supports young leaders of color in Minnesota; and Campus Camp Wellstone (recommended here).

**Description of Program for Which Funding Is Sought**

Campus Camp Wellstone plays an important role in the national youth progressive movement and serves as a national leader in providing civic engagement and leadership training to college and university students.

CCW seeks to strengthen the progressive youth voice, build power in underrepresented communities, train new leaders for public office, move a national policy agenda that represents the needs of all young people, and increase the number of youth who are engaged and effective in public policy efforts.

In addition to its general trainings, CCW develops culturally-sensitive customized trainings designed to meet the needs of specific youth populations. They have worked with: The League of Young Voters, another OSI grantee, to provide trainings for non-college urban youth; Wellstone Action Fund's Native American Leadership Program to offer trainings at tribal colleges in New Mexico and North Dakota; Wellstone Action Fund's Movement Building Program to do capacity training for youth within the Minnesota Hmong community; and with Young People For to provide trainings for veterans of the Iraq and Afghanistan wars.

CCW is currently developing curriculum built off of real-life case studies, rather than hypothetical ones. This approach will position young people to better understand the specific players, the power dynamics, and the strategic priority setting involved in issue campaign development. By using real world examples, CCW seeks to provide young people with opportunities for hands-on lessons in strategic planning and implementation. Some of the campaigns they will use include the United States Student Association's DREAM Act campaign and Green for All's work on green jobs; both organizations are CCW partners and OSI grantees.

CCW has strong partnerships in the progressive community and provides training for organizations such as the ACLU, Choice USA, Campus Climate Challenge, Campus Progress, NAACP, Planned Parenthood, and United States Student Association (nearly all of which are current OSI grantees).

### **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to Campus Camp Wellstone for its work to provide skills building training to young people in order to enhance youth engagement, build greater activist support for important social justice issue campaigns, and to address the growing crisis of nonprofit sector leadership development, succession planning, and effective management practices.

As a key technical and strategic intermediary, CCW fits into the Democracy and Power Fund's strategies by developing critical youth leadership, as well as promoting organizations and work on OSI priority issue areas, including climate change, immigrant rights, green jobs and racial justice. CCW seeks to build a large scale network of skilled, civically-engaged young people and strengthen the capacity of the national youth movement to make effective change. The Democracy and Power Fund believes that it is crucial to support capacity building organizations in order to relieve pressure from other nonprofits that need to provide – and often are not able to do so effectively – staff and leadership training.

CCW's role as trainer for individual activists and organizations helps build the field and multiplies the effect of youth organizing. In their role as convener they are able to connect many student-led activist organizations that work in isolation to each other as well as more established national networks.

CCW plays a leading role in equipping young people to do more effective public policy advocacy work. Their trainings educate participants on how policy gets developed, moved and passed, and how to develop legislation and run a strategic grassroots campaign that strengthens your chance for success.

CCW has a three person staff and is led by Mattie Weiss, a thoughtful and vibrant young leader who is well regarded in youth engagement field. Formerly a writer and researcher for the Applied Research Center, Mattie has played a leadership role in the Generational Alliance and Future5000 (project grantees of OSI, a key national mapping and social networking project that includes hundreds of the nation's leading youth engagement organizations).

CCW trainings are run by a cohort of twenty volunteer trainers, who are diverse in geographic location, gender, race and sexual orientation. The trainers participate in a week-long intensive training program every year and are carefully selected as the best in the field. Many are alumni or current employees of OSI grantees such as the Oregon Bus Project, United States Student Association, League of Young Voters and Young People For.

CCW works to ensure that its trainings are available to young people from a wide range of income levels, cultural and racial backgrounds, geographic areas and organizations. It keeps a running 'talent scouting' list of the most interesting and talented student organizers in each of their trainings. CCW then uses this list to add to their own volunteer training team and to work with other partner youth organizations.

CCW's role as trainer for individual activists and organizations helps build the field and multiplies the effect of youth organizing. In their role as convener they are able to connect many student-led activist organizations that work in isolation to each other as well as more established national networks. We believe that CCW fills an important role in the youth engagement field and is worthy of our continued funding support.

**Name of Organization:** American Rights at Work Education Fund

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** general support

**Previous OSI Support:** N/A

**Organization Budget:** \$2,845,000

**Project Budget:** N/A

**Major Sources of Support:**

Public Welfare Foundation	\$400,000
Panta Rhea Foundation	\$100,000
Veatch Foundation	\$60,000
CrossCurrents Foundation:	\$10,000

**Amount Requested:** \$200,000 over 1 year

**Amount Recommended:** \$150,000 over 1 year

**Term:** One year, beginning March 1, 2009

**Description of Organization**

American Rights at Work Education Fund (ARAWEF) is a national organization based in Washington, DC that counters discrimination in the workplace through coalition-building, research, public relations, policy analysis, and advocacy. ARAWEF investigates and exposes workplace discrimination and the inadequacy of U.S. labor law; stimulates debate about the state of workplace equality among journalists, policymakers, advocacy groups, and the public; highlights public policy that protects workers from hostile employers and weak laws; and publicizes success stories of profitable companies and public agencies that protect workers from discrimination.

While ARAWEF works with both labor and business interests, it does not focus on trade policy, choosing instead to focus on improving fairness and equality in the workplace, issues of enhanced importance during this recession. ARAWEF works with several OSI grantees – including Center for American Progress, Demos, ACLU, and others – across silos to counter discrimination in the workplace by raising public awareness of the Employee Free Choice Act (EFCA) and challenging employers that discriminate against workers.

Since its inception ARAWEF has informed the American public about the struggle to win workplace democracy for farmworkers, nurses, cooks, retail cashiers, and a variety of occupations that are backbones of the economy and community life. For example, ARAWEF has led the fight, together with the Leadership Conference on Civil Rights

Education Fund, another Democracy and Power Fund grantee, to properly characterize approximately 15,000 FedEx delivery personnel as employees and not independent contractors with virtually no rights in the workplace. ARAWEF is also leading the charge against Wal-Mart, calling on the corporation to come to terms with the nearly two million women who have sued Wal-Mart over sex discrimination.

ARAWEF has risen to become an effective coalition builder, bringing together business, civil rights, environmental, human rights, labor and social justice organizations to press for workplace law reform. Through partnership development, effective media outreach, detailed research, online education and organizing, ARAWEF has been able to present a compelling narrative of the American worker's experience and the need for equality in the workplace.

ARAWEF works to shift the public debate on labor law reform away from labor-management issues to one of broader equality, developing academic research and published materials to aid grassroots activists, policymakers and opinion leaders make the connection between eroding worker protections and issues of equality and open democracy. These materials, coupled with collection of stories of worker abuses, have allowed ARAWEF and its allies to counter misinformation, educate the public and offer a voice for workers.

Impressively, in its short history ARAWEF has developed a robust internet presence and conducted extensive online organizing to build its base of activists. Through its sizable list of more than 155,000 online activists, ARAWEF engaged supporters in 17 online actions involving rights violations by large corporations such as Burger King and McDonald's. These petition drives contributed to Burger King and McDonald's entering into an agreement with the Coalition of Immokalee Workers (CIW) on behalf of farmworkers, one of the biggest victories for immigrant farmworkers in recent memory. CIW is a community-based worker organization made up of Latino, Haitian, and Mayan Indian immigrants working in low-wage jobs throughout the state of Florida. ARAWEF's actions built support that led to increased farmworkers' pay, a stronger code of conduct between growers and farmworkers, and an ongoing mechanism for monitoring conditions in the fields and investigating workers' complaints of abuse.

### **Description of Program for Which Funding Is Sought**

The proposal seeks general operating support.

### **Rationale for Recommendation**

The Democracy and Power Fund recommends a grant to the American Rights at Work Education Fund because it furthers our goals of supporting network building organizations that employ a long-term social change strategy that emphasizes policy reform and shifting public debate. Through its effective coalition building, collaborations between diverse constituencies, and linking of grassroots communities to policymakers, ARAWEF is effectively challenging discrimination in a rough time for millions of working people.

As our economic crisis worsens, the number of available jobs shrinks, leaving employers more able to take advantage of vulnerable workers. Indeed, the Equal Employment Opportunity Commission received more than 95,000 discrimination claims during the 2008 fiscal year, a 15 percent increase over the previous year. According to the EEOC, allegations based on race, sex and retaliation surged to record highs.

The recession's detrimental impact is compounded by the limited availability of remedies for workers. One stark example of this is the misclassification of employees as independent contractors. When these workers are laid off, the misclassification excludes them from unemployment benefits. Immigrant workers, especially in the agricultural sector, are more likely to be misclassified as independent contractors, leaving them and their families in peril.

It is against this dire backdrop that ARAWEF steps into the fold, offering workers a powerful voice at a time when it is most needed. The Democracy and Power Fund believes that ARAWEF's strong advocacy for equality in the workplace is a priority for OSI support, particularly in this economic downturn, for fair work environments lead to greater pay parity for workers of color and women workers, and regions with higher rates of worker organizing have lower rates of poverty, crime, and failing schools.

Since an underpinning of our Fund's mission is to support efforts that build power for those who do not currently have it, ARAWEF's work actively confronts the power imbalance between lower income workers and corporations. This is particularly important when considering the special challenges to workplace fairness and safety that many low-wage immigrant workers face.

ARAWEF notes that the benefits of a fair workplace are especially profound for immigrants, people of color and women. In terms of immigration, workplace organizing helps confront discrimination and firing based on immigration status. Since many immigrants are more favorably inclined to support workplace organizing than other constituencies, it can also lead to an increase in support for organized efforts to advance comprehensive immigration reform.

Because of the increased equality for workers of color and their families that comes from workplace democratization, this grant would also advance multiple EOF priorities. For instance, organized Latino workers earn 51% more than non-organized Latino workers, and are more likely to have health and retirement benefits. Organized African American workers are more likely to have employer-provided health insurance and pensions. The same is true for women of all races, and the benefits of a democratized workplace are especially large for women in low-wage occupations.

Through our due diligence we know that ARAWEF is very well regarded both in Washington, DC and throughout the nation. By successfully integrating various strategies, including organizing, online advocacy, and network building, ARAWEF fills an important space in the national dialogue on workplace equality. Through skillful coalition building,

ARAWEF connected a variety of social justice organizations to workplace fairness issues including many OSI grantees, such as National Council of La Raza and the Center for Community Change, among others.

ARAWEF's ability to bridge the digital divide and employ innovative social networking tools has also impressed us. By incorporating web-based education, Web 2.0 tools and online organizing into its program, ARAWEF can mobilize people to action and make positive change in communities that lack political power, like the immigrant farmworkers in Florida.

ARAWEF is led by Mary Beth Maxwell, a dynamic leader who was the second finalist on the Obama-Biden Administration's short list for Labor Secretary. Having previously served as Field Director for the United States Student Association and worked extensively with reproductive rights and economic opportunity organizations, Ms. Maxwell offers significant experience, contacts and the skills necessary to move the organization forward. She has also carefully and skillfully navigated the difficult coalition waters of business and labor alliance building. Ms. Maxwell and ARAWEF are advised by a board that includes former Congressman David Bonior and Deepak Bhargava and, until recently, included Congresswoman Hilda Solis, now the Secretary of Labor in the Obama-Biden Administration.

We are confident that ARAWEF will continue to build on its accomplishments, and are pleased to make this recommendation.

**Name of Organization:** Ballot Initiative Strategy Center Foundation

**Tax Status:** 501(c)(3) public charity

**Purpose of Grant:** general support

**Previous OSI Support:** \$265,000  
\$50,000 from Governance and Public Policy (2001-2002)  
\$40,000 from Governance and Public Policy (2002-2003)  
\$75,000 from Governance and Public Policy (2003-2004)  
\$100,000 from Progressive Infrastructure (2007-2009)

**Organization Budget:** \$414,769

**Project Budget:** N/A

**Major Sources of Support:**

Carnegie Foundation	\$50,000
Tides Foundation (Belvue Fund)	\$50,000
Solidago Foundation	\$30,000
Scherman Foundation	\$10,000

**Amount Requested:** \$150,000 over 2 years

**Amount Recommended:** \$100,000 over 2 years

**Term:** Two years, beginning July 1, 2009

**Description of Organization**

The Ballot Initiative Strategy Center Foundation (BISCF) is a Washington, DC based organization that provides social justice organizations with education, research, and strategic assistance on ballot initiatives and referendums. In the two dozen states where the initiative and referendum process is permitted and most utilized, BISCF provides essential support for organizations seeking to expand rights through the citizen initiative process or to help them take on proposals that threaten open society and people and communities of greatest interest to OSI. BISCF's work is broken down into three main elements: Research and Communications, Protecting the Ballot Measure Process, and Building Capacity.

**Research and Communications**

BISCF's robust research and communications arm gathers data on the ballot initiative process, analyzes it and offers it to progressive partners and allies. Over the course of a typical two year election cycle, BISCF will track over 500 developing ballot measures across the country. It then uses this data to identify trends in the field, forecast critical issues in the coming election, and alert partners when ballot measures that are in their direct interest are being proposed.



To ensure that the initiative and referendum process is not solely used as a weapon by the right-wing, BISCf works with key state stakeholders in several states to assess opportunities for proactive, progressive initiative strategies. As part of this work, BISCf conducts assessments of the ballot measure landscape and uses the results to identify progressive issues that have public resonance and that may be ripe for later ballot measures.

BISCf effectively uses communications and media strategies to bring progressive issues to the forefront of ballot initiative coverage and educate the public about specific initiatives and ballot measure functions. The organization serves as a reliable clearinghouse on ballot initiative activity for journalists across the country, and provides positive messaging that can be used to confront attempts to restrict and take away rights.

### **Protecting the Ballot Measure Process**

BISCf is concerned that special interests, wealthy individuals, and seasoned practitioners are able to cheat the initiative process with hidden money and fraud. To counter this chicanery, BISCf conducts an assessment of loopholes in state rules and regulations concerning ballot measures and then disseminates this information, often in the form of scorecards, via email and web-campaigns, state and national press conferences, blogs, web ads, and online platforms, newsletters, and extended outreach to journalists.

BISCf also monitors several key conservative initiative activists, such as Ward Connerly, the anti-affirmative action zealot from California, from previous election cycles to publicize alleged initiative fraud at their microsite, [www.StopBallotFraud.org](http://www.StopBallotFraud.org). Additionally, when and where it makes sense to dig further, BISCf commissions full research reports spotlighting initiative sponsors who are engaged in questionable activities.

### **Building Capacity**

BISCf views the initiative process as an opportunity to grow capacity among progressive organizations by building lists, forging new alliances, and creating working relationships between seemingly disparate groups. Indeed, BISCf has conducted over 500 speaking engagements, trainings, presentations, and coalition meetings since 2001, and has partnered with nearly 400 discreet local, state and national organizations.

In addition to bringing together and training progressive organizations, BISCf provides targeted state leadership tables with strategic support and technical assistance so that they have the tools to accomplish their goals, including best practices from other states and access to a host of nationally recognized ballot measure strategists.

In 2009/2010, BISCf will host a “National Ballot Measure Summit.” This will be an opportunity for state and national partners to work with one another, for BISCf to gather diverse groups in one location to learn from the past initiative battles and prepare for future ones. Through this convening BISCf and its partners will be able to develop mutual priorities for 2010 efforts.

## **Description of Program for Which Funding Is Sought**

The proposal seeks general operating support.

## **Rationale for Recommendation**

The Democracy and Power Fund recommends a renewal grant to the Ballot Initiative Strategy Center Foundation for its work to advance multiple issues of OSI interest, expand democratic participation, and build field capacity with trainings and resources for a broad community of organizations across the U.S.

BISCF is the only progressive organization that exclusively focuses on ballot initiatives and is a key resource for groups that are working on a wide range of issues of importance to OSI. Through its Ballot Integrity Project, BISCF focuses much of its attention on immigrant rights, equal opportunity, and thwarting attacks on women's choice, LGBTQ equality and civil rights broadly. BISCF's work on raising public awareness of loopholes in state ballot processes, as well as shedding light on bad actors improves government transparency and brings fidelity to the initiative process.

The organization's work during the last election term to provide technical and research support for fighting back state based anti-affirmative action initiatives was impressive. Ward Connerly's campaign to outlaw equal opportunity programs lost in four of the five states in which he attempted to pass his divisive initiatives. BISCF's opposition research and early signature challenges played a large role in thwarting these so-called "Civil Rights Initiatives", including keeping three off the ballot altogether.

Despite BISCF's success in this area, we have expressed concerns to BISCF on two key issues: the first concerns the depth of their relationships with groups led by people of color, immigrants, and LGBTQ communities. BISCF replied that they are aware that their relationships in these communities – often the primary targets for divisive right-wing initiatives – need to be deepened and will be taking steps to address that in 2009-10. The second concerns BISCF's relationships with state and local grassroots organizations and our belief that BISCF could more effectively lift up the importance of on the ground, grassroots ballot initiative work while promoting its own technical expertise to funders and national allies.

BISCF's robust trainings and convenings also increase the capacity of a wide-range of progressive organizations. Through its outreach and trainings to discrete organizations, BISCF serves as a connective tissue and we have also been pleased by BISCF's general openness to sharing information with partners, both new and old.

Kristina Wilfore leads BISCF's efforts. She is a strong executive director and has served the organization well the last six years. Under Kristina's leadership, BISCF has played an important role in helping to increase the minimum wage in 10 states, defeat regressive and extreme tax cuts in 25 states, protect equal opportunity, reduce class-sizes, and protect

environmental regulations. We feel confident that BISCf will continue its good work and are pleased to recommend it for a two-year \$100,000 renewal grant.