

**U.S. Programs
Equality and Opportunity Fund
Summary of Recommended Grants
Docket II
July 24, 2009**

Equality and Opportunity Fund

2009 Approved Grantmaking Budget	\$ 7,500,000
2009 Out of Docket Grantmaking	\$ (50,000)
2009 EOF Grants Approved on Other USP Dockets	\$ (620,000)
2009 Docket I Grantmaking	\$ (2,075,000)
2009 Docket II Grantmaking	\$ (1,520,000)
Total 2009 Available Grantmaking Budget:	\$ 3,235,000

Priority Area/Organization	Grants Totals	2009	2010	2011
Racial Justice Initiative (24431)				
Applied Research Center ¹	\$ 415,000	\$ 215,000	\$ 100,000	\$ 100,000
Ohio State University Foundation (Kirwan Institute)	\$ 450,000	\$ 150,000	\$ 150,000	\$ 150,000
National Legal Aid & Defender Association	\$ 125,000	\$ 125,000	\$ -	\$ -
Total Recommended:	\$ 990,000	\$ 490,000	\$ 250,000	\$ 250,000
LGBTQ Rights (24432)				
Park Square Advocates, Inc.	\$ 120,000	\$ 60,000	\$ 60,000	\$ -
Total Recommended:	\$ 120,000	\$ 60,000	\$ 60,000	\$ -
Equality & Opportunity General (24023)				
Immigration Equality ²	\$ 200,000	\$ 91,667	\$ 91,667	\$ 91,666
Sylvia Rivera Law Project	\$ 210,000	\$ 70,000	\$ 70,000	\$ 70,000
Total Recommended:	\$ 410,000	\$ 161,667	\$ 161,667	\$ 161,666
GRANTMAKING TOTAL THIS DOCKET:	\$ 1,520,000	\$ 711,667	\$ 471,667	\$ 411,666

EOF Targeted Initiative: Immigration Innovation

2009 Approved Grantmaking Budget	\$ 15,000,000
2009 Imm Innov Grants Approved on Other USP Dockets	\$ (200,000)
2009 Out of Docket Grantmaking	\$ (7,700,000)
2009 Docket I Grantmaking	\$ -
2009 Docket II Grantmaking	\$ (1,025,000)
Total 2009 Available Grantmaking Budget:	\$ 6,075,000

Immigration Innovation (24441)

Church World Services	\$ 300,000	\$ 150,000	\$ 150,000	\$ -
Public Interest Projects (America's Voice Education Fund)	\$ 700,000	\$ 700,000	\$ -	\$ -
Immigration Equality ²	\$ 25,000	\$ 25,000	\$ -	\$ -
Total Recommended:	\$ 1,025,000	\$ 875,000	\$ 150,000	\$ -

EOF Targeted Initiative: Neighborhood Stabilization Initiative

2009 Approved Grantmaking Budget	\$ 5,942,785
2009 NSI Grants Approved on Other USP Dockets	\$ (150,000)
2009 Out of Docket Grantmaking	\$ (25,000)
2009 Docket I Grantmaking	\$ (1,560,000)
2009 Docket II Grantmaking	\$ (725,000)
Total 2009 Available Grantmaking Budget:	\$ 3,482,785

Neighborhood Stabilization Initiative (21083)

National Coalition for Asian Pacific American Community Development	\$ 250,000	\$ 125,000	\$ 125,000	\$ -
National Fair Housing Alliance	\$ 275,000	\$ 137,500	\$ 137,500	\$ -
The Reinvestment Fund	\$ 200,000	\$ 100,000	\$ 100,000	\$ -
Total Recommended:	\$ 725,000	\$ 362,500	\$ 362,500	\$ -

EOF Targeted Initiative: Campaign for Black Male Achievement

2009 Approved Grantmaking Budget	\$ 3,000,000
2009 Docket I Grantmaking	\$ (800,000)
2009 Docket II Grantmaking	\$ (725,000)
Total 2009 Available Grantmaking Budget:	\$ 1,475,000

Campaign for Black Male Achievement (21098)

Twenty-First Century Foundation	\$ 575,000	\$ 287,500	\$ 287,500	\$ -
Association of Black Foundation Executives	\$ 150,000	\$ 75,000	\$ 75,000	\$ -
Total Recommended:	\$ 725,000	\$ 362,500	\$ 362,500	\$ -

TOTAL EOF GRANTMAKING THIS DOCKET (Including NSI, CBMA & Imm Innov): \$ 3,995,000

Amel Neis
Approval Signature

July 24, 2009
Date

¹ Applied Research Center: Total grant is \$415,000; the Democracy and Power Fund (21091) will contribute \$100,000 over one year, and the Racial Justice Initiative (24431) will contribute \$315,000 over three years.

² Immigration Equality: Total grant is \$300,000; Equality & Opportunity Fund General (24023) will contribute \$275,000, and the Immigration Innovation Fund (24441) will contribute \$25,000

MEMORANDUM

TO: Aryeh Neier

FROM: Ann Beeson; Raquiba LaBrie; and EOF Staff

DATE: July 17, 2009

RE: EQUALITY AND OPPORTUNITY FUND DOCKET II

The Equality and Opportunity Fund (EOF) embraces US Programs' grantmaking in the areas of racial justice, immigrant rights, LGBTQ rights, and gender justice. It also includes three special initiatives: Immigration Innovation; the Neighborhood Stabilization Initiative (NSI); and the Campaign for Black Male Achievement (CBMA).

Attached please find the EOF grant recommendations for Docket II of 2009.

Racial Justice

In evaluating how to strengthen EOF's racial justice grantmaking, staff has taken stock of the existing cohort of racial justice grantees and made a few adjustments. First, EOF has reduced the number of university-based think tanks funded through the racial justice portfolio. Second, as reflected in our strategic plan, EOF has begun to apply an intersectional analysis of inequality and discrimination that links racial justice advocacy to other equal opportunity advocacy and emphasizes the shared fate all Americans have in supporting equal opportunity policies. Third, EOF plans to develop a comprehensive grantmaking strategy that moves the racial justice field beyond the black/white paradigm and encourages multi-racial racial justice advocacy.

A number of existing racial justice grantees stand out as important allies and leaders capable of supporting and strengthening EOF's newly refined mission and the work of racial justice advocates nationally. Two of those grantees are recommended for funding in this docket. They are the **Applied Research Center (ARC)** and the **Kirwan Institute**, two racial justice think tanks whose work is closely connected to the concerns of on-the-ground advocates. Both ARC and Kirwan are recognized field leaders that support a range of policy advocates in advancing racial justice through policy analysis, research, and up-to-date reporting. Both collaborate with and support multiple fields beyond the racial justice field. And both approach racial justice questions with the intention of highlighting the shared stake all Americans have in racial equality and equal opportunity.

Because of their demonstrated track record, EOF has decided to treat ARC and Kirwan as EOF "anchor" organizations and to provide each with three-year general operating support grants.

EOF also recommends renewed support to the **National Legal Aid and Defender Association's Race Equity Advocacy Project** (the Project), which focuses on strengthening the civil legal aid community's commitment to racial justice. The Project grew out of the earlier Project for the Future of Equal Justice, which was funded by the Program on Law and Society's Access to Justice Program. Having funded the Project and its predecessor since 1997, staff believes it is an appropriate time to wind down OSI support. The Project has secured Ford Foundation funding to promote stronger collaborations between civil legal aid lawyers and public defenders, and is in a strong position to secure other funding. Accordingly, staff has communicated that EOF does not intend to renew funding in 2010.

Immigration Innovation

EOF Board advisors have stressed the need to engage faith-based organizations to strengthen equal opportunity advocacy across EOF's core issue areas and special initiatives. One of the Immigration Innovation grants recommended in this docket focuses exclusively on supporting local faith-based networks to mobilize around immigrant rights and immigration reform with the intention that these local networks can later be utilized to respond to other social justice issues. The recommended grant is to **Church World Services (CWS)**, which serves as an umbrella organization representing 35 Protestant denominations. CWS will focus on the following regions: 1) Ohio/Pennsylvania/Michigan; 2) South Carolina/North Carolina/Virginia; and 3) Washington/Oregon/Idaho. Priorities and focus states were determined by closely working with the Reform Immigration for America campaign (formerly the Four Pillars Campaign) and the Interfaith Immigration Coalition, both of which are supported by OSI.

The second recommended Immigration Innovation grant is to **America's Voice Education Fund (AV)**, which is headed by Frank Sharry, former Executive Director of the National Immigration Forum. Support for AV will strengthen four programs that are pivotal to increasing public awareness and changing the debate on immigration policy reform. The programs include: 1) recruitment of law enforcement leaders willing to speak out for immigration reform; 2) high-level on-camera media training with key spokespeople; 3) "grass tops" media efforts in key local areas in need of public education; and 4) continuation of the "Family Unity" public awareness outreach. This grant furthers the overall goals of the Reform Immigration for America Campaign, in particular the policy, field and communications pillars.

There are no immigrant rights grants recommended in this docket.

LGBTQ Rights

A number of the recommended LGBTQ rights grants exemplify the intersectional approach EOF seeks to foster among equal opportunity advocates. **Immigration Equality** is a national organization that works to end discrimination against LGBTQ and HIV-positive people under U.S. immigration law. It also helps to obtain asylum for

individuals persecuted in their home country based on their sexual orientation, gender identity or HIV status. By working in close coalition with LGBTQ rights and immigrant rights advocates, it helps to build bridges and cultivate a shared fate agenda across these movements.

The **Sylvia Rivera Law Project** (SRLP) engages in legal advocacy on behalf of transgender, intersex and gender non-conforming low-income people and people of color; advocates for transgender inclusion in and enforcement of anti-discrimination laws; and represents transgender, intersex and gender non-conforming people who are incarcerated. SRLP is explicit in addressing the ways in which race, gender, and sexual orientation overlap to compound discrimination and inequality. Its past legal victories include a case establishing a transgender parent's right to visit her children, and another holding that discrimination against transgender youth in foster care violates New York State's human rights law.

The recommended grant to **Gay & Lesbian Advocates & Defenders** (GLAD) will support critical legal advocacy for marriage equality as well as efforts to ensure full equality for transgender people and to ensure that LGBTQ youth are treated fairly and equally in schools, child welfare institutions, and the juvenile justice system.

Neighborhood Stabilization Initiative

As noted in the EOF strategic plan, while on a national level foreclosure rates already exceed those during the Great Depression, they are nearly twice as high in communities of color.¹ In response, NSI has prioritized advocacy strategies that fill critical gaps in foreclosure prevention policies and programs, particularly those that address the needs of the most vulnerable populations (people of color, immigrants, and low-income families). The recommended grant to the **National Coalition for Asian Pacific American Community Development** (National CAPACD) addresses this priority by strengthening the advocacy capacity of communities hit hardest by the housing crisis, with a particular focus on Asian American and Pacific Islander communities. National CAPACD will advocate for equity in housing recovery efforts, federal foreclosure prevention programs that are targeted to low-income borrowers of color, and enforcement of fair lending and community reinvestment laws.

NSI also recognizes that the current foreclosure crisis implicates core open society concerns at the heart of U.S. Programs' values and mission. The crisis has been driven by what could be characterized as some of the most "closed" features of U.S. society: deeply rooted racial disparities in wealth and access to wealth-building institutions; feeble legal protections for immigrants and low-income consumers excluded from the financial mainstream; and opacity and lack of oversight in the financial sector. The recommended grant to the **National Fair Housing Alliance** (NFHA) seeks to restore transparency and accountability to the financial sector by expanding fair lending compliance in foreclosure prevention efforts, improving credit access for underserved

¹ See United for a Fair Economy, *The Silent Depression: State of the Dream 2009*, available at http://www.faireconomy.org/news/state_of_the_dream_2009_the_silent_depression

markets, and promoting fair lending and civil rights compliance and enforcement among government agencies.

The recommended grant to **The Reinvestment Fund** (TRF) will support evaluation of the Philadelphia Residential Mortgage Foreclosure Diversion program, which was created by the Court of Common Pleas of Philadelphia County in response to the rising number of foreclosures in the city. The Philadelphia court diversion program is the “poster child” of local responses to the foreclosure crisis, but little is known about its effectiveness or limitations. The recommended evaluation will inform and strengthen the development of local and statewide responses to the foreclosure crisis being developed around the country.

Campaign for Black Male Achievement

The Campaign for Black Male Achievement (CBMA) is playing an increasingly important role in strengthening philanthropic initiatives to improve life outcomes for black males. The recommended renewal grant to the **Twenty First Century Foundation** will support its Black Men and Boys Initiative, which seeds black men and boys organizing advocacy in six target cities throughout the country. CBMA’s support focuses on coalition advocacy in Chicago and New Orleans. OSI support provided last year is yielding powerful results. In Chicago, organizations that previously operated in isolation are sharing resources and collaborating on campaigns addressing juvenile justice, youth violence, high school dropout rates, and high levels of youth unemployment. In New Orleans, a loose coalition of four grassroots juvenile justice groups has grown into a 25-organization coalition challenging lack of opportunity for black men and boys.

The recommended grant to the **Association of Black Foundation Executives** (ABFE) will strengthen its role as an information clearinghouse for philanthropy on improving outcomes for black males. Through surveys, data collection, and convenings, ABFE will help encourage funders to invest in black male achievement. As a membership organization representing blacks in philanthropy and as an authoritative voice on social justice concerns affecting U.S. blacks, it is well-positioned to reach funders interested in investing in this area.

The final CBMA recommended grant is to the Harlem Children’s Zone (HCZ). It is a general operating support grant for \$4 million over four years. HCZ’s efforts to serve an entire neighborhood in Central Harlem comprehensively and at scale have achieved important gains, most notably in the area of education. In math, its Promise Academy middle school has eliminated the achievement gap between its black students and the New York City average for white students. HCZ also reaches adult residents through a number of programs. Its neighborhood revitalization program trains residents to be community organizers and to advocate for home ownership of city-owned properties. It maintains a Single Stop site that provides free legal services, financial and credit counseling, and a self-sufficiency calculator that assesses family eligibility for public benefits. HCZ’s Baby College has received a great deal of favorable attention. It offers a parenting course and weekly home visits for caregivers.

The proven impact of HCZ has led the Obama administration to identify replication of the HCZ model as one of the White House's leading approaches to alleviating urban poverty and promoting educational equity. Given the increased scrutiny directed at HCZ at a time when it is struggling to address decreased funding resulting from the economic crisis, staff recommends substantial support to ensure it continues to produce high-quality services and results.

Staff is sending the HCZ grant recommendation to George Soros for his approval and to confirm that the grant should be paid for out of the Chairman's grants.

We look forward to meeting with you next Friday to discuss this docket and any other issues pertaining to the Equality and Opportunity Fund.

RACIAL JUSTICE

Name of Organization: Applied Research Center

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

Purpose of Grant: General Support

Previous OSI Support: \$765,000
Racial Justice Initiative: \$357,500 (2004-9); US Programs General Grants: \$200,000 (1999-2002); Gov & Pol Dev/Effective Govt: \$100,000 (1999-2000); Education Prog: \$100,000 (2000-1); Strategic Opportunities Fund: \$7,500 (2007)

Organizational Budget: \$3,196,700

Project Budget: N/A

Sources of Support: Akonadi Foundation; Arcus Foundation; The California Endowment; Marguerite Casey Foundation; Ford Foundation; Mitchell Kapor Foundation; W.K. Kellogg Foundation; Surdna Foundation

Amount Requested: \$215,000

Amount Recommended: \$415,000 (\$100,000 for one year from D&P, T1: 21091; \$315,000 for three years from RJ, T1: 24431)

Term: Three years, beginning July 1, 2009

Matching Requirements: None

Description of Organization:

Founded in 1981 in Oakland, California, the Applied Research Center (ARC) is a racial justice think tank that produces national advocacy-based research; provides training to grassroots organizations; and conducts communication campaigns to explicitly inject race into public policy dialogue. Through its three programs, Media and Journalism, Strategic Research and Policy Analysis, and the Racial Justice Leadership Action Network, it has generated stories and content that inspire, and offer new frames and concepts that help to eradicate structural inequality. ARC publishes ColorLines magazine, which provides journalistic coverage on multiple issues important to communities of color. ARC's staff of twenty operates field offices in Chicago, New York City and Oakland and is a major convener for the racial justice field through its annual Facing Race conference.

Description of Program for Which Funding Is Sought

ARC requests general operating support. ARC also requests project support in the amount of \$15,000 over one year to hire a consultant to evaluate the current state of its organizational infrastructure. The consultant will address the following questions: whether ARC's current staffing structure is best suited to accomplish its mission; how to build mid-level leadership capacity among younger staff; how to improve efficiency in production of research and policy analysis materials; and how to develop an earned income strategy to sustain ARC's work. ARC plans to retain Michael D. Keats Consulting, a firm that specializes in management consulting for not-for-profit organizations.

Rationale for Recommendation

ARC's work advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. It advances the Campaign for Black Male Achievement's interest in improving life outcomes for black males. It also advances the Democracy and Power Fund's interest in supporting organizations that engage critical constituencies, develop new leaders, and advance a community rooted systemic change policy agenda and the Transparency and Integrity Fund's goal of supporting ethnic media and other initiatives that focus on the needs of underserved communities.

In evaluating how to strengthen EOF's racial justice grantmaking, staff has taken stock of the existing cohort of racial justice grantees and made a few adjustments. First, EOF has reduced the number of university-based think tanks funded through the racial justice portfolio. While we recognize the important intellectual foundation laid by racial justice think tanks and other organization that identified structural racism as a significant barrier to equality and opportunity in the U.S. today, we believe more resources need to be directed to advocates that are developing innovative strategies to tackle structural inequality. We will continue to fund some racial justice think tanks, but not as many as were funded under the former Racial Justice Initiative. Second, as reflected in the EOF strategic plan, EOF has already begun to apply an intersectional analysis of inequality and discrimination that links advocacy for racial justice to other equal opportunity advocacy and emphasizes the shared fate all Americans have in supporting equal opportunity policies. Third, we plan to develop and implement a comprehensive grantmaking strategy that moves the racial justice field beyond the black/white paradigm and encourages multi-racial racial justice advocacy.

As U.S. Programs moves in to the next phase of its racial justice grantmaking, staff considers ARC to be precisely the type of grantee we want to continue to support. It is a think tank whose work is closely connected to the concerns of on-the-ground advocates and ordinary Americans. It approaches racial justice questions with the intention of

highlighting why all Americans of all colors have a shared stake in racial equality. Furthermore, it is a valuable player not only in the racial justice field, but also in supporting the work of gender justice, LGBTQ rights, and immigrant rights advocates. As ARC puts it, it is unique because it is a “multi-issue, multi-platform organization with an explicit racial justice frame, and [its] work engages a multiracial constituency.”

ARC recently conducted a feasibility study and strategic planning process that included a reader survey; interviews with media and technology experts; and a landscape study of U.S. think tanks and media outlets. Based on this planning process, ARC concluded that the current political moment requires expansion of its most media-friendly products and a focus on projects that explain racism in its current form by telling the stories of everyday people and the structures that shape their lives. ARC plans to develop the following three major areas of work:

Expanding its Legislative Report Cards for Racial Equity

ARC’s Legislative Report Cards for racial equity provide a policymaking standard for state elected leaders by assessing the equity implications of new and proposed state policies. It currently produces report cards for California, Illinois, and Minnesota that spotlight, in a non-partisan fashion, the voting records of state legislators and statewide elected leaders on legislation that addresses a broad range of racial justice issues. In 2009, it plans to add five to seven new states to be drawn from the following list: Colorado, Connecticut, Idaho, Mississippi, Nevada, New York, and Washington. The Democracy and Power Fund has identified this project as an important model for building state-based policy change capacity and increasing political accountability from state elected leaders to grassroots social justice organizations.

Building a New Web Magazine

At its annual Facing Race conference in 2010, ARC plans to roll out a new web-based magazine that it describes as a cross between the Huffington Post and ColorOfChange (a Seize the Day grantee). This new magazine will:

- Focus on young political news consumers between the ages of 18 and 30 with a focus on college-aged readers;
- Publish daily content with the help of a cadre of young bloggers;
- “Break down the news, rather than break the news”;
- Cover both culture and politics;
- Be highly interactive, providing space for user-generated content; and
- Be designed for all screens (television, computer, mobile device).

Deepening its Expertise in a Range of Racial Justice Issue Areas

In the next few years, ARC’s priority issue areas include: the U.S. economy; gender and sexuality (including a new initiative focused on improving the lives of males of color in California); health; immigration (with an emphasis on prisons, deportation, and child

welfare); and education (including a partnership with CBMA grantee, the Schott Foundation, to support the rights of all children to receive a quality education).

Because of ARC's demonstrated track record, EOF has decided to treat ARC as an EOF "anchor" organization. As an anchor organization, ARC meets the following criteria:

- it is generally acknowledged to be a field leader;
- it supports both grassroots groups and elite policy advocates, and seeks to narrow the gap between them;
- it supports multiple fields with its policy research, legal analysis, communications expertise, or other technical assistance;
- it partners frequently and develops strategies in coordination with other organizations and fields to advance equality and opportunity for all; and
- it possesses a stable, reliable and diverse funding base.

Accordingly, EOF recommends a three-year general operating support grant to ARC in the amount of \$300,000 to provide it with the flexibility to implement recommendations from its recently completed feasibility study and strategic planning process. EOF also plans to provide \$15,000 in project support to permit ARC to work with a management consulting firm over the next year. Additionally, the Democracy and Power Fund recommends a one-year \$100,000 general operating support grant.

Name of Organization: Kirwan Institute for the Study of Race and Ethnicity

Tax Status: Project of Ohio State University Foundation, a 501 (c)(3) public charity

Purpose of Grant: General Support

Previous OSI Support: \$675,000
Racial Justice: \$325,000 (2006-8);
US General Grantmaking: \$350,000 (2007-8)

Organizational Budget: \$2,945,625

Project Budget: N/A

Sources of Support: Ford Foundation; Charles Stewart Mott Foundation; Annie Casey Foundation; W.K. Kellogg Foundation; Democracy Alliance; Public Interest Projects; 21st Century Foundation; Ohio State University; State of Black Ohio; The President's Council of Cleveland

Amount Requested: \$150,000 over one year

Amount Recommended: \$450,000 (RJ T1: 24431)

Term: Three years, beginning August 1, 2009

Matching Requirements: None

Description of Organization:

Founded in 2002, The Kirwan Institute for the Study of Race and Ethnicity (Kirwan) is an interdisciplinary research institute based at Ohio State University in Columbus, Ohio. Its goal is to deepen an understanding of the causes of, and solutions to, racial and ethnic disparities. Kirwan brings together a diverse and creative group of scholars and researchers from various disciplines to focus on the histories, present conditions, and the future prospects of racially and ethnically marginalized people. Informed by real world needs, its work strives to meaningfully impact policies and practices. The Institute's executive director is John A. Powell, an internationally recognized authority in the areas of civil rights, civil liberties, and issues relating to race, ethnicity, poverty and the law.

Description of Program for Which Funding Is Sought

Kirwan requests general operating support.

Rationale for Recommendation

Kirwan's work advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion.

As EOF moves into a new phase of racial justice grantmaking described in the preceding grant recommendation for the Applied Research Center, staff continues to view Kirwan as a national leader in analyzing, defining, and addressing problems associated with racial inequality in this country. It is a research institute and think tank, but it strives to make its research and policy analysis useful for ongoing equal opportunity and racial justice campaigns. Kirwan has been particularly effective in producing research and evaluative tools that help advocates expose how the persistence of segregation in housing and public education stands in the way of progress on critical social challenges, including efforts to curb suburban sprawl, promote more equitable patterns of regional growth, expand affordable housing opportunities, and foster educational excellence for whites and people of color.

To aid advocates in *Thompson v. HUD*, the Baltimore housing desegregation lawsuit brought by the ACLU of Maryland and funded by OSI, Kirwan produced "opportunity maps" that graphically depicted the limited availability of jobs, health care, public transport and other resources in black sections of Baltimore. These maps helped demonstrate that black Baltimore residents were "segregated from opportunity," in the words of Barbara Samuels, a fair housing advocate at the ACLU of Maryland.²

Kirwan is also assisting three school districts as they evaluate and devise student assignment plans in the aftermath of *Parents Involved in Community Schools v. Seattle School District No. 1*, the 2007 U.S. Supreme Court decision that prohibited assignment of students to public schools solely for the purpose of achieving racial integration and declined to recognize racial balancing as a compelling state interest.

As in the case of the Applied Research Center, staff has decided to treat Kirwan as an EOF "anchor" organization. In its five years of existence, Kirwan has emerged as a racial justice field leader that supports a range of policy advocates. It collaborates with and supports multiple fields and organizations and is working to strengthen its capacity to respond to community leaders, government agencies, elected officials, the press, and policy makers with up-to-date, cutting edge policy analysis.

Accordingly, EOF recommends a three-year general operating support grant to Kirwan in the amount of \$450,000 to provide it with the flexibility it requires to deepen its work in a

² *The Economist* published a June 4, 2009 article titled, "Mapping a Better World," which described how mapping technology is being used as a tool for social justice by Kirwan and other research and advocacy groups

number of substantive areas, including reaffirming the benefits of racial and economic integration in housing and public education; racial equity in the economic recovery; and education and technology. This grant will also help Kirwan improve its administrative operations, strengthen staff and internal resources, and refine its plan for long-term stability.

Name of Organization: National Legal Aid & Defender Association

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

Purpose of Grant: to support the Race Equity Advocacy Project

Previous OSI Support: \$4,623,551
 Re-Entry: \$109,253 (1998-2000); Law & Society: \$2,314,253 (1998-2002); Gideon: \$3,260,000 (2000-8); Independence of Judiciary: \$1,138,230 (1997-2004); Racial Justice: \$675,000 (2004-9); Law & Society: \$20,815 (1997-8); US Programs General Grants: \$25,000 (2007-9); Matching Gift: \$15,000 (2004-5)

Organizational Budget: \$4,201,029

Project Budget: \$125,000

Sources of Support: Ford Foundation

Amount Requested: \$125,000

Amount Recommended: \$125,000 (RJ T1: 24431)

Term: One year, beginning August 1, 2009

Matching Requirements: None

Description of Organization:

The National Legal Aid and Defender Association (NLADA) is a national professional membership organization for front-line attorneys and other equal justice professionals. It represents legal aid and defender programs, as well as individual advocates. NLADA's Race Equity and Racial Justice Initiative works to expand the capacity and commitment of public defense, civil legal aid and client advocates to promote race equity as part of the core strategies in their work. The Initiative achieves its mission by increasing NLADA's institutional capacity to support, develop and advance racial justice initiatives in civil legal aid and public defender programs; developing and disseminating information, tools and protocols to provide conceptual clarity and support concerted action; and developing a cohesive diverse and intergenerational corps of advocates/leaders in public defense and legal aid programs who are committed to transforming the advocacy of their programs to promote racial equity.

The Initiative grew out of NLADA's partnership in the Project for the Future of Equal Justice, an initiative funded by the Open Society Institute to re-energize the civil legal aid community after years of retrenchment in the 1990s. In the process of strengthening the

systems that support legal aid programs and emerging advocates, it became clear that successful organizations and aggressive advocacy had to take account of race. The Initiative works to meet the growing requests for race equity strategies and tools that has emerged from the efforts of the Project for the Future of Equal Justice – building bridges among civil legal aid, public defenders and civil rights and promoting race-based advocacy.

Description of Program for Which Funding Is Sought

The Race Equity Advocacy Project (the Project) seeks a renewed project support for its efforts to expand the capacity of the civil legal aid community to advance racial justice. Specifically, the Project plans to: 1) engage civil aid lawyers, researchers, clients, and community leaders to develop solutions to municipal under-bounding – an egregious example of structural inequality (described below); and 2) sustain its broader network of racial equity advocates through a range of strategies and resources.

Municipal Under-bounding

Municipal under-bounding refers to the use of discriminatory zoning ordinances, restrictive land use regulations, and other practices to exclude predominantly poor black and Latino sections of rural communities from incorporation. Municipal under-bounding is commonly used by municipal leaders to prevent minority groups from voting in local elections and from receiving access to public utilities, such as sewer lines, roads, sidewalks, and street lights.

Leveraging this issue as an opportunity to engage its network of advocates around a concrete example of structural inequality, the Project plans to convene lawyers, researchers, legal services clients, community leaders, and media experts from California, Ohio, and Maryland for a meeting focused on effective community collaboration and advocacy models to address municipal under-bounding.

The goals of the meeting are to:

- expand the racial justice advocacy network within the civil legal aid community;
- facilitate cross-regional learning on municipal under-bounding and other racially exclusionary practices in rural communities;
- provide leadership development training for client advocates challenging municipal under-bounding;
- identify potential research questions that can be answered by the Project’s broad network of advocates;
- facilitate collaboration between African American and Latino advocates as both communities work to address similar patterns of racial exclusion and inequality; and
- direct greater attention and resources to the issue of municipal under-bounding and increase advocacy to address it.

Broader Networking

In addition to the work described above, the Project will continue to function as a clearinghouse for the civil legal aid community on racial justice advocacy. Through use of web-based resource banks, webinars, conferences, online and in-person training, listservs, wiki postings, and online discussion forums, it will continue to mobilize the legal aid community to engage in legal representation and other advocacy strategies to promote racial justice.

Rationale for Recommendation

The Project's work advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion.

At the end of 2008, the National Legal Aid and Defender Association (NLADA) Board of Directors renewed its commitment to promoting racial justice by defining "quality representation" in its mission statement to include legal representation that promotes racial equity. Consistent with this affirmative step, NLADA is making steady progress in expanding racial justice advocacy within the legal aid community. Civil legal aid leaders have incorporated an emphasis on racial justice advocacy and promoting cultural competence among the recently adopted comprehensive legal aid standards, ABA Standards for the Provision of Civil Legal Aid. They have also re-designed training events to incorporate information on topics related to racial justice, including the June 2008 Litigation and Advocacy Directors Conference plenary titled, "Toward a Transformative Agenda Around Race: Redefining Legal Services Practice for the 21st Century."

Staff is pleased with the important strides the Project has made in strengthening the civil legal aid community's commitment to racial justice. However, having funded NLADA since 1997 to provide R&D capacity to strengthen the civil legal aid field after the 1996 funding cuts and restrictions, and later to promote racial justice within the field, staff believes it is an appropriate time to wean the Project off OSI's support.

Earlier this year, we informed the Project that EOF does not plan to renew funding for its work in 2010. We emphasized our intention to fund more direct advocacy and intersectional work. Staff is confident that the Project is secure enough to withstand the loss of OSI funding. Already Ford has begun to fund the Project's work to promote stronger collaborations between civil legal aid lawyers and public defenders.

Staff recommends a renewal grant to the Project in the amount of \$125,000 over one year.

IMMIGRATION INNOVATION

<u>Name of Organization</u>	Church World Service
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To resource and help mobilize local faith-based initiatives in several states to organize on issues related to immigrant rights and immigration reform.
<u>Previous OSI Support</u>	None
<u>Organization Budget</u>	\$71,016,813
<u>Project Budget</u>	\$834,790
<u>Sources of Support</u>	Ford Foundation (\$400,000), Carnegie Corporation (\$100,000 through America's Voice)
<u>Amount Requested</u>	\$300,000
<u>Amount Recommended</u>	\$300,000 (II T1:24441)
<u>Term</u>	2009-2011

Description of Organization

Church World Service (CWS) was created by several Protestant denominations at the end of World War II in response to the needs of refugees in Europe. Since 1946, CWS has helped more than 450,000 refugees and other newcomers begin new lives in the United States. Today, CWS serves as an umbrella organization representing 35 denominations and communions. With the help of its partner denominations, CWS operates through 33 community-based affiliates in 23 states to assist refugees and immigrants in all aspects of their lives. Of these local affiliates, 23 are certified by the Board of Immigration Appeals to provide legal services to all immigrants.

Description of Program for Which Funding Is Sought

CWS seeks project support to provide local congregations in three key regions of the country the resources needed to effectively mobilize their respective communities for immigration reform. These resources include staff time, event materials, logistical support, and coordination with other faith-based and secular advocates. The long-term goal of CWS is to establish and provide resources to local faith-based networks to mobilize around immigrant rights and immigration reform with the intention that these local networks can later be utilized to respond to other social justice issues.

CWS has identified activities that it believes are integral to garnering support from local congregations. Through these activities, CWS will further the leadership development of community members who will then be able to reach out to their respective communities to build support. These activities include:

- Connecting people of faith with immigrants and direct service providers to better understand the immigrant community and its needs.
- Hosting prayer vigils and local events to demonstrate that people of faith support immigration reform.
- Organizing in-district informational meetings between people of faith and members of Congress.
- Participating in advocacy events and Congressional visits in Washington, DC, within the 501(c)(3) parameters.
- Earning media coverage of advocacy events and faith perspectives on immigration reform.

Initial months of the grant term will be spent raising awareness within the faith communities through vigils, community events that bring together prominent community leaders and members of Congress, other educational gatherings and local media coverage. Subsequent months will be dedicated to preparing for advocacy efforts such the annual Ecumenical Advocacy Days for Global Peace with Justice. Each year, this annual convening brings together religious advocates to discuss opportunities and strategies on U.S. domestic and international policy issues and culminates with visits to members of Congress.

CWS will focus its work on the following three regions: 1) Ohio/Pennsylvania/Michigan; 2) South Carolina/North Carolina/Virginia; and 3) Washington/Oregon/Idaho. In each of these regions, CWS will supply staff and logistical support to enable mainline Protestant congregations, local interfaith coalitions, and service providers to influence public opinion. Initial efforts will begin in Ohio, South Carolina and Washington. After these states have demonstrated a strong local congregation and community leadership, CWS will continue its work in the other identified states in each respective region. Priorities and focus states were determined by closely working with the Reform Immigration for America campaign (formerly the Four Pillars Campaign) and the Interfaith Immigration Coalition, both of which are supported by OSI. CWS will work with Faith in Public Life to provide media assistance that is critical to a solid implementation of the congregational work.

Rationale for Recommendation

This grant advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's immigrant rights goals in three areas: advancing sound immigration reform; stemming the erosion of the civil and human rights of immigrants; and building a multi-ethnic, multi-constituent movement linked to a broader national agenda for social justice. This grant is being made out of the Immigration

Innovation Fund to further the overall goals of the Reform Immigration for America Campaign and in particular the field pillar.

The grassroots structure of CWS's project helps create and build a strong local base across the country poised to promote support for immigrant rights and sound immigration reform. Once established, this network will be leveraged by CWS to address other issues related to advancing human rights and social justice.

Unlike other faith organizations and coalitions that are focused on national level strategies, CWS's proposed project centers on building local voices and grassroots efforts for national impact. Based on its past work, CWS believes that the empowerment of local voices from the faith community will lend to a larger mobilization and understanding on immigrant rights. Support of this project will enhance the participation and effectiveness of local educational and outreach efforts by providing guidance from community organizers and needed resources to local faith groups. In February 2009, CWS's leadership was instrumental in bringing together more than 5,000 people of faith through 170 vigils in 133 cities. However, due to limited CWS resources and little guidance at the community level, local congregations have not been able to continue these vigils or other educational events at a desired and effective scale. OSI's support will enable CWS to scale-up and sustain its efforts in key states.

CWS's network includes 33 refugee resettlement affiliates and the formal denominational support of the United Methodist Church, American Baptists, Presbyterian Church USA, United Church of Christ, Disciples of Christ, Christian Reformed Church, and Christian Reformed Church in North America. In addition to working closely with its network, CWS holds leadership positions in interfaith coalitions such as the Interfaith Immigration Coalition (funded by OSI through the Hebrew Immigrant Aid Society).

It should also be noted that this docket contains a grant recommendation for America's Voice Education Fund, another key partner. Further, a grant to Faith in Public Life, a third partner, will be recommended in partnership with the Democracy and Power Fund for the October 2009 docket.

Funding for CWS's proposed work has been coordinated among the Ford Foundation, Carnegie Corporation and OSI. The Ford Foundation intends on a complimentary grant amount of \$400,000 in October. Carnegie Corporation has also supported this project through a \$100,000 grant to America's Voice. Since the Ford Foundation's grant will not be made until October, a grant from OSI is necessary given the time sensitivity of this project.

For the reasons explained above, staff recommends a \$300,000 grant to Church World Service.

<u>Name of Organization</u>	America’s Voice Education Fund (fiscal agent Public Interest Projects)
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To shape and drive media and communications work that is core to the Four Pillars Campaign (renamed Reform Immigration for America)
<u>Previous OSI Support</u>	\$400,000 Immigration Innovation; \$400,000 (2008-09)
<u>Organization Budget</u>	\$3,876,220
<u>Project Budget</u>	\$2,350,000
<u>Source of Support</u>	
<u>Amount Requested</u>	\$700,000
<u>Amount Recommended</u>	\$700,000 (II T1:24441)
<u>Term</u>	July 1, 2009 – December 31, 2010

Description of Organization

The mission of America’s Voice Education Fund (AV) is to create a voice in support of immigration reform rooted in the American values of earned citizenship, the rule of law, and the promise of the American Dream. It was created in May 2008 as the 501(c)(3) arm of America’s Voice, to conduct public education activities that support the Reform Immigration For America Campaign (originally known as the Four Pillars Campaign). Specifically, AV works to: 1) create a powerful narrative and accompanying messages for proponents of immigration reform; 2) significantly increase the volume and velocity of the campaign’s messages appearing in mainstream, new, and ethnic media; 3) play a leadership role in the integration of the campaign’s four pillars; and 4) increase the visibility and voices of key allies – in particular, faith communities, the labor movement, law enforcement officials, immigrant-led formations, and youth activists.

Frank Sharry, the former Executive Director of the National Immigration Forum, heads AV. He is one of the nation’s preeminent authorities on immigration policy and is highly regarded in the field. America’s Voice Education Fund’s counterpart entity, America’s Voice, is a 501(c)(4) organization funded primarily by Atlantic Philanthropies. Although both organizations are deeply involved in the new reform campaign, AV’s activities are limited to 501(c)(3) regulations.

Description of Program for Which Funding Is Sought

AV requests project support to strengthen four programs that it believes are pivotal to increasing the public's awareness and changing the debate on immigration policy reform. AV has worked closely with a wide-range of partners to ensure that these priorities are in concert with the Four Pillars campaign. The program activities include: 1) the recruitment of law enforcement leaders willing to speak out for immigration reform; 2) high-level on-camera media training with key spokespersons; 3) provision of "grass tops" media efforts in key local areas in need of public education; and 4) continuation of the "Family Unity" public awareness outreach.

1. Recruitment of law enforcement leaders to vocalize support for immigration reform.

The goal of this program is to organize and publicize support for immigration reform by prominent police chiefs and law enforcement associations. AV aims to secure support from 25 police chiefs and at least three respected law enforcement organizations that are willing to speak up for immigration reform. By publicizing the support of those who traditionally have not publicly articulated support for immigration reform, AV hopes to significantly influence the opinions of the general public and national leaders.

AV has already begun work in this area, most recently through a contract with Arturo Venegas, the former Police Chief of Sacramento. Venegas serves as the primary lead for this initiative and has already established strong contacts with local police chiefs around the country. Venegas's guidance has been instrumental in the passage of a resolution with the National Latino Peace Officers Association in favor of immigration reform.

As a result of recent efforts, the *New York Times* recently reported that police chiefs from 50 major cities are urging Congress for an overhaul of the immigration system and advocating for immigration policies that stop undermining community policing.

2. High-level on-camera media training with prominent spokespersons.

Through years of field experience, the team at AV notes that prominent pro-reform spokespeople lack the sufficient skills and media expertise needed to successfully handle mainstream, high profile media appearances. With this program, AV will strengthen the capacities of these spokespeople to create public support for immigration reform with each appearance. To achieve this, AV will provide approximately 25 targeted local and national spokespeople rigorous and repeated one-on-one on-camera media sessions. The goal is to prepare them for high-pressure, high profile media appearances, especially on cable television and talk radio. Each session lasts three hours, and is conducted by consultant Chris Dorval, who is considered one of the best in Washington, DC, and has extensive messaging and communications experience within the immigration reform debate as well as other national issue campaigns.

3. Initiate "grass tops" media efforts in key local areas in need of public education.

One known strategy for building local community support on immigration has been through continuous engagement with local media outlets. However, immigrant advocates in some localities do not have sufficient resources or the capacity to engage and sustain such media activities. Thus, through this program, AV will help such localities by generating media in targeted areas of the country to demonstrate local support for immigration reform. Specifically, AV will produce press events, generate op-eds and letters to the editor, and highlight unusual allies and messengers that serve the goal.

4. Continue the “Family Unity” public awareness outreach.

AV has made a special effort to reach out to the faith community. Through its partnership with a newly-energized and diverse group of faith leaders, they helped organize the 2008 Tour of the Faithful, which consisted of scores of prayer vigils, and the 2009 Family Unity tour, which comprised of visits to 23 cities that were headlined by local faith leaders, Rep. Luis Gutierrez, and other local members of Congress. These unprecedented events have resulted in 225 local events, a surge of community activism, and excellent media coverage. Based on this success, AV will again lead in organizing the next round of media events in the coming months. Its objective is to produce three to six high-profile events that draw big crowds, key policymakers, important constituency leaders, and positive press attention. This work will be carried out in close consultation with the Church World Service, which is being considered for support under this docket. Finally, flexible funds will be made available through this grant to allow AV to respond quickly to other areas of work during the grant period.

Rationale for Recommendation

Support to AV advances the Equality and Opportunity Fund’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF’s immigrant rights goals in three areas: advancing sound immigration reform; stemming the erosion of the civil and human rights of immigrants; and building a multi-ethnic, multi-constituent movement linked to a broader national agenda for social justice. It also advances EOF’s goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. This grant is being made out of the Immigration Innovation Fund to further the overall goals of the Reform Immigration for America Campaign and in particular the policy, field, and communications pillars.

On June 25, President Obama met with 30 bipartisan Congressional leaders at the White House to kick off the new push for immigration reform. Their timetable calls for work this summer, leading to congressional debate on a comprehensive plan beginning later this year or early 2010. This important development means that the campaign to promote immigration reform needs to be running at full speed by the end of the summer. As a result, AV has identified the four areas of work described above that require special attention in the coming months. All of these activities relate to work already underway by the various organizations that make up the Reform Immigration for America campaign,

but none of them is currently resourced or ready to be taken to the scale needed for this highly contentious national debate.

One of the lessons immigrant advocates learned from previous rounds of the debate is that the allies and constituencies in favor of reform need to come from more than the usual suspects. The Reform Immigration for America campaign and AV are focusing on targeting and recruiting a more challenging group of new faces and new allies: state and local government leaders, including law enforcement officials. Consequently, while the National Immigration Forum is taking the lead on reaching out to state and local government leaders with support from OSI, this grant to AV focuses on reaching out to law enforcement executives and associations. This support will enable these recognizable and surprising allies to speak up for reform in ways that break through with skeptics in both the general public and the political class.

This grant is also designed to address two other gaps. First, this grant will prepare prominent spokespeople to out-duel their opponents, hold their own in the face of hostile, prime-time cable TV and radio talk show hosts, and convince skeptical people of the need for reform. Second, this grant will increase media in favor of immigration reform in areas with limited immigrant advocate capacity. What is becoming clear is that in a number of key geographic areas, the capacity of immigrant advocates is limited and the need for outside parties to stimulate local expressions of support for reform is great. Immigration advocates tend to be strongest in gateway cities and states such as Los Angeles, New York Chicago, Miami, while anti-immigrant forces excel at applying pressure and intimidating policymakers in states where immigrants have recently arrived and local immigrant defense organizations are either new or nonexistent such as Ohio, Arkansas, South Carolina, and Montana. Therefore, this grant will support AV to target such areas for local press events that support for reform is strong in those areas as well. This will require an area-by-area approach that looks at who can be recruited to speak up. Faith leaders will be prime targets, but business leaders, law enforcement officials, labor leaders, and other current or former elected leaders will also be recruited as practicable. This communications work complements grants OSI approved in the spring for organizing work being done by the National Immigration Forum, the Leadership Conference on Civil Rights, the Center for Community Change, and others.

It is believed that one of the reasons that President Obama and Congressional leaders agreed to move on immigration reform in 2009 is that the pressure from local events such as the Family Unity tour made the cost of inaction unacceptably high. The 23 events to date featured churches filled with 1,000 to 3,000 persons, testimonials from U.S. citizens who have lost loved ones to the harsh regime of deportation and detention that has divided thousands of mixed-status families, impassioned sermons from well-respected local pastors and priests, and the participation members of Congress in attendance. AV plans to continue and expand this work with the faith community with support from OSI to ensure that the moral voice of religious leaders is heard like never before.

AV is one of the leading organizations behind the new reform campaign. Last September, OSI awarded an 8-month planning grant to help AV get off the ground. Staff members

play leading roles on the campaign's Management Team and in the policy, communications, and field pillars. In addition to its overall coordinating, AV is carrying the brunt of the communication efforts. It has repeatedly demonstrated the capacity to run a sophisticated and powerful communications operation. This grant complements significant support being provided by Carnegie Corporation and the Ford Foundation.

LGBTQ RIGHTS

Name of Organization: Park Square Advocates, Inc. d/b/a Gay & Lesbian Advocates & Defenders

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

Purpose of Grant: General Operating Support

Previous OSI Support: \$150,000
LGBTQ: \$50,000 (2004-5); \$50,000 (2007); \$50,000 (2008-9)

Organization Budget: \$3,291,854

Project Budget: N/A

Source of Support: Civil Marriage Collaborative; Equality Action Fund; State Equality Fund; The Boston Foundation; individual and corporate donors (partial list).

Amount Requested: \$120,000

Amount Recommended: \$120,000 (LGBTQ T1: 24432)

Term: Two years, beginning September 1, 2009

Description of Organization:

The Gay & Lesbian Advocates & Defenders (GLAD) is New England's leading legal rights organization dedicated to ending discrimination based on sexual orientation, HIV status and gender identity and expression. Through litigation, public education and field organizing, GLAD strives to meet five programmatic goals: end federal discrimination in marriage; establish marriage equality for same-sex couples in each New England state; expand outreach, public education and support for and from communities of color; establish equality around gender identity and expression in each New England state; and achieve full equality in the areas of HIV status, legal recognition of LGBTQ families and the health and safety of LGBTQ youth.

Description of Program for Which Funding Is Sought:

GLAD requests funding for general operating support.

Rationale for Recommendation:

The recommended grant will advance the LGBTQ rights portfolio's grantmaking priorities of: 1) strengthening and expanding policies that protect the rights of LGBTQ people; and 2) increasing the participation of diverse voices within the LGBTQ rights

movement, particularly transgender people. It advances the broader goals of the Equality & Opportunity Fund by supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life.

GLAD is one of the leading LGBTQ legal advocacy groups in the country and its work is highly respected in the LGBTQ rights movement. Although smaller than Lambda Legal Defense Fund or the National Center for Lesbian Rights (also OSI grantees), GLAD has played a lead role in some of the most significant LGBTQ rights cases of recent years. It represented the seven Massachusetts couples who won the historic ruling in *Goodridge v. Department of Public Health*, guaranteeing same-sex couples the equal right to marry in that state (the first such ruling in the country). And it led a multi-prong strategy of litigation, legislative advocacy and community organizing to win marriage equality in four additional New England States (Connecticut, Maine, New Hampshire, and Vermont) in the past year. Most recently, GLAD filed suit in federal court challenging the provisions of the Defense of Marriage Act (DOMA) that prohibit same-sex couples from accessing federal benefits and rights available to all married couples, including tax, employment and social security benefits.

While its marriage work has garnered significant media attention and propelled the organization into the national spotlight, GLAD is about much more than marriage equality, and its smart and effective litigation strategies advance the most cutting-edge legal issues facing LGBTQ individuals, particularly those with limited access to legal and financial resources. In 2008, GLAD launched its Transgender Rights Project to ensure full equality for transgender individuals in every New England state. In 2009, GLAD will launch its Youth Initiative to ensure that LGBTQ youth are treated fairly and equally within schools, child welfare institutions and the juvenile justice system.

By maintaining a regional focus, GLAD is able to invest heavily in local issues that have national implications. (One colleague in philanthropy called them “the movement’s best bang for the buck.”) Rather than simply bringing test cases, GLAD conscientiously builds local coalitions to pool expertise and resources, and engages partners who can help drive issues inside and outside of court. GLAD attorneys and organizers identify spokespeople in the LGBTQ community who have important messages to share with the public about their own experiences. This work not only makes the climate in which GLAD brings legal action more favorable, it has also contributed to the shift in public opinion, which over the last decade has moved towards favoring full and equal rights for LGBTQ individuals and their families. Win or lose, it is building the partnerships necessary for a sustained LGBTQ rights movement. (In this regard, GLAD also supports the priorities of OSI’s Democracy and Power Fund).

GLAD’s small staff includes some very talented attorneys, including Gary Buseck and Mary Bonauto, who have worked in the LGBTQ movement for decades. We also note

that GLAD's executive director, Lee Swislow, is doing an excellent job leading the organization through the economic crisis and neutralizing backlash against the LGBTQ movement after recent gains, particularly in New England. Her excellent relationship-building skills are critical to the state-based work and credited with keeping state coalitions together in New England.

For these reasons, we recommend a general support grant of \$120,000 to GLAD, over two years.

<u>Name of Organization:</u>	Immigration Equality
<u>Tax Status:</u>	501(c)(3) public charity
<u>Purpose of Grant:</u>	General Operating Support
<u>Previous OSI Support:</u>	\$185,000 LGBTQ: \$60,000 (2005-7); \$50,000 (2007-9) Immigrant Rights: \$25,000 (2004-5), \$50,000 (2007-9)
<u>Organization Budget:</u>	\$1,093,754
<u>Project Budget:</u>	N/A
<u>Source of Support:</u>	Arcus; David Bohnett Foundation; Haas Jr. Foundation; Ford; H. van Ameringen Foundation; individual and corporate donors (partial list).
<u>Amount Requested:</u>	\$200,000
<u>Amount Recommended:</u>	\$300,000 (\$275,000 from EOF, T1: 24023; \$25,000 from II, T1: 24441)
<u>Term:</u>	Three years, beginning August 1, 2009

Description of Organization:

Immigration Equality (IE) is a national organization that works to end discrimination against LGBTQ and HIV-positive people in U.S. immigration law. It also helps obtain asylum for individuals persecuted in their home country based on their sexual orientation, gender identity or HIV status. Through education, outreach, advocacy, and the maintenance of a nationwide network of resources, IE provides information and support to advocates, attorneys, politicians and those who are threatened by persecution or the discriminatory impact of immigration law.

IE was established in 1994 following two major shifts in U.S. immigration policy – the repeal of the ban on homosexual immigrants and Attorney General Janet Reno's declaration that sexual orientation is an immutable characteristic and therefore a valid basis for seeking asylum. These changes led to a sharp increase in the number of calls for assistance to gay and non-gay legal groups from LGBTQ asylum-seekers and binational couples. IE was founded to help meet this growing demand. Based in New York City with a staff of nine, IE now has more than 10,000 individual members throughout the U.S. and internationally. It also recently opened a Washington, D.C., office to strengthen the organization's policy advocacy capacity and deepen relationships with key Washington-based allies.

Description of Program for Which Funding Is Sought:

IE requests general operating support.

Rationale for Recommendation:

The recommended grant will advance the LGBTQ rights portfolio's grantmaking priority of strengthening and expanding policies that protect the rights of LGBTQ people, including efforts to secure legal protections for same-sex relationships and families. The grant also advances the immigrants' rights portfolio's goals of stemming the erosion of the civil and human rights of immigrants, and linking immigration to broader national issues to build a multi-ethnic, multi-constituent movement. It advances the broader goals of the Equality & Opportunity Fund by supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life.

LGBTQ and HIV-positive immigrants and their families are closer to equality under U.S. law than they have ever been before. With critical support from OSI, Immigration Equality, the *only* national organization fighting for the equal rights of LGBTQ and HIV-positive immigrant families, has dramatically increased its capacity in recent years, and it is well-positioned to achieve key policy breakthroughs in the years ahead. In 2008, IE achieved its first federal legislative victory when Congress repealed the HIV immigration and travel ban. The organization is leveraging that success to advance equal immigration benefits for all LGBTQ families. At the same time, IE will continue to pioneer the field of LGBTQ asylum and immigration law.

At this moment of remarkable intersectional opportunities, Immigration Equality's key project goals focus on the following areas for 2009-2010:

- **Family Unification** – Leverage its Washington presence to deepen relationships with immigration coalition partners and deliver LGBTQ engagement on immigration issues, with the goals of adding same-sex families to comprehensive immigration legislation reform;
- **HIV Travel and Immigration Ban** – Continue to lead the working group that is pushing for regulatory implementation of the HIV ban repeal, and conduct a two-year public education and service-provider training effort; and
- **Sustaining Programmatic Growth** – Maintain the dramatic growth in legal outreach and services that occurred in 2008. Expand representation and policy advocacy for immigrant detainees, while continuing to represent at least 180 individual asylum clients and to provide advice to at least 1,700 people via the national intake hotline.

In many respects, IE's work exemplifies EOF's mission, advocating at the intersection of two of its core issues—LGBTQ equality and immigrant rights—and working in close and productive coalition with groups in each of these movements to build bridges and cultivate a shared fate agenda. To leverage its small staff size, IE has learned to work with other groups in a truly collaborative way and has built trust and respect among the broader immigrant rights community, as well as support for issues directly affecting the LGBTQ and HIV-positive immigrant community—support that would not exist without IE's exceptional ability to work in coalition with others. Over the past several years IE expanded its identity from being the immigration group in the gay rights' world to achieving equal visibility in both fields.

For these reasons, we recommend a general support grant of \$300,000 to Immigration Equality, over three years.

Name of Organization: Sylvia Rivera Law Project

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

Purpose of Grant: General Operating Support

Previous OSI Support: \$240,000
LGBTQ: \$40,000 (2004-5); \$80,000 (2005-7);
\$120,000 (2007-9)

Organization Budget: \$489,860

Project Budget: N/A

Source of Support: Arcus Foundation; Astraea Foundation; Gill Foundation;
New York Women’s Foundation; Paul Rapoport
Foundation; Union Square Awards; individual donors
(partial list).

Amount Requested: \$140,000

Amount Recommended: \$210,000 (EOF T1: 24023)

Term: Three years, beginning July 1, 2009

Description of Organization:

The Sylvia Rivera Law Project (SRLP) is a New York-based legal services and advocacy organization that works to guarantee that all people are free to self-determine their gender identity and expression, regardless of income or race, and without facing harassment, discrimination, or violence. SRLP provides a range of free legal services to transgender, intersex and gender nonconforming low-income people and people of color, advocates for transgender inclusion in and enforcement of anti-discrimination laws, and works with transgender, intersex and gender non-conforming people who are incarcerated.

In 2002, with an OSI New York Community Fellowship, Dean Spade founded SRLP as a project of the Urban Justice Center to raise the profile of the transgender (trans) community and to improve access to various basic social, health and legal services for this marginalized population. Since its inception, SRLP has provided free legal advice and assistance to over 750 clients in areas including criminal defense, prison conditions, Medicaid and public assistance access, discrimination in housing and employment, access to education, and access to legal identity documents. In addition to providing legal services, SRLP's work includes organizing, public education and advocating for policy reform at all levels of government.

Description of Program for Which Funding Is Sought:

SRLP requests funding for general operating support.

Rationale for Recommendation:

The recommended grant will advance the LGBTQ rights portfolio's grantmaking priorities of: 1) strengthening and expanding policies that protect the rights of LGBTQ people; and 2) increasing the participation of diverse voices within the LGBTQ rights movement, particularly transgender people and people of color. It advances the broader goals of the Equality & Opportunity Fund by supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. SRLP's work also advances the Criminal Justice Fund's goal of ensuring equal and effective access to justice within the criminal justice system. EOF has begun conversations with CJF regarding the possibility of funding SRLP jointly in the future.

Transgender people have disproportionately low incomes, are disproportionately affected by discrimination and violence, and are disproportionately involved in the criminal justice system. Despite this, they are often excluded from the mainstream gay community. Over the past few years, more gay and lesbian rights groups have been incorporating transgender issues into their work in a meaningful way. This has been largely due to the emergence of a core group of national leaders focusing specifically on these issues, including the National Center for Transgender Rights, the Transgender Law Center, and the Sylvia Rivera Law Project—all OSI grantees.

SRLP uses a multi-strategy approach to address issues of extreme poverty and over-incarceration of transgender people. In the past two years, SRLP has built upon its important success in litigation efforts. Its early victories include a case establishing a transgender parent's right to visit her children, another holding that discrimination against transgender youth in foster care violates New York State's human rights law, and a third establishing that genital surgery and divorce cannot be required of transgender people in order to obtain a name change. Most recently, SRLP won a settlement in a case challenging discrimination and medical neglect of transgender youth in the juvenile justice system. Currently, SRLP is developing a case challenging the New York State Department of Correctional Services policy denying transgender health care by providing hormone treatment only for those people who have a valid prescription for hormones at the time of arrest. The current policy is particularly discriminatory towards youth, who are especially unlikely to have the required treatment records.

In addition to direct legal representation, SRLP has trained thousands of legal and social service providers on how to make their services accessible to transgender individuals and how to make their services accessible to and welcoming of transgender individuals and how to address issues of gender identity in legal and social services. To eliminate systemic barriers to justice and equal access for all transgender people, SRLP advocates

for policy reform at various levels of government. In January 2007, after three years of negotiations led by SRLP, the Department of Homeless Services, established a policy guaranteeing that transgender people cannot be forced into shelters that do not conform to their gender identities. The policy established a national norm for homeless shelters and SRLP is working to replicate the policy in other jurisdictions.

All of SRLP's activities are supported and supplemented by its public education and organizing work. SRLP conducts workshops for other organizations needing assistance in prioritizing issues of poverty and gender identity. They also put great emphasis on building relationships with non-LGBTQ organizations to raise awareness of transgender rights, which in turn builds a broader, integrated movement for equality.

In a short time, SRLP has established an impressive record of precedent-setting legal victories and has represented trans interests in the national conversation around gay rights issues. For such a small organization, SRLP has done an extraordinary amount of work on multiple fronts. With so few activists presenting this perspective and this energy, there is immense value in continuing OSI's support of this emerging organization.

For these reasons, we recommend a general support grant of \$210,000 to SRLP, over three years.

NEIGHBORHOOD STABILIZATION INITIATIVE

Name of Organization: National Coalition for Asian Pacific American Community Development

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

Purpose of Grant: To support National CAPACD's efforts to 1) identify institutional barriers that impair the ability of Asian American and Pacific Islander homeowners to obtain timely loan modifications and access foreclosure prevention resources; 2) develop and promote alternative credit standards that provide more appropriate measures of credit-readiness for immigrant communities; and 3) engage community members in efforts to challenge predatory, discriminatory, or inequitable lending practices in concert with other allied organizations and communities.

Previous OSI Support: N/A

Organization Budget: \$1,421,000

Project Budget: \$588,700

Source of Support: Freddie Mac; Homeownership Preservation Foundation; Bank of America Foundation; NeighborWorks America (*project-specific support*)

Amount Requested: \$250,000

Amount Recommended: \$250,000 (NSI T1: 21083)

Term: Two years, beginning July 1, 2009

Description of Organization:

National Coalition for Asian Pacific American Community Development (National CAPACD) is the first and largest national advocacy organization dedicated to addressing the community development needs of diverse and rapidly growing Asian American and Pacific Islander (AAPI) communities. Founded in 1999 by a network of community development organizations providing housing and community development services to AAPI immigrants, refugees and low-income populations, National CAPACD now supports over 100 member organizations in over 30 metropolitan areas in 17 states. Its member organizations use innovative affordable housing, community development, organizing and planning strategies to improve the well-being of low-income AAPI communities. Its programmatic work focuses on four core issue areas: 1) access to housing; 2) data policy; 3) economic justice; and 4) community preservation and

revitalization. It assists its members in each of these core areas through capacity-building, convenings, advocacy, policy research, and leadership development programs.

In 2008, National CAPACD created the National Foreclosure Response Network, working with a group of its members to identify opportunities to increase the capacity of non-profit housing and community development organizations to prevent foreclosures among AAPI borrowers through culturally competent and multilingual housing counseling services. It also recently partnered with National Council of La Raza and the National Urban League to form the Alliance to Stabilize our Communities, a national coalition aimed at increasing access to foreclosure counseling by communities of color in major metropolitan areas. This partnership has helped strengthen the dialogue between AAPI, Latino and African American communities.

Description of Program for Which Funding Is Sought:

National CAPACD requests project support to help strengthen and grow the advocacy and impact of its National Foreclosure Response Network. In particular, National CAPACD seeks support to expand the membership and geographic scope of the Network and engage in the following core activities:

1. Research to identify institutional barriers that impair the ability of AAPI homeowners to obtain timely loan modifications or other relief;
2. Advocacy, technical assistance and information sharing to increase the number of HUD-certified housing counseling agencies serving low-income AAPI communities;
3. Research and advocacy to develop and promote alternative credit standards that provide more appropriate measures of credit-readiness for AAPI and immigrant communities; and
4. Organizing AAPI community members to challenge predatory, discriminatory, or inequitable practices in concert with other allied organizations and communities.

National CAPACD will also continue to work with national organizations led by and serving Latino and African American communities to advocate for equity in housing recovery efforts, to ensure that federal foreclosure prevention programs are targeted to the low-income borrowers of color that are hardest hit by the crisis, and to enforce fair lending and community reinvestment laws.

Rationale for Recommendation:

The proposed project advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. Further, it supports NSI's general goal of stabilizing those communities hardest hit by the foreclosure crisis and its specific

grantmaking priorities of 1) supporting innovative efforts to overcome the servicer “bottleneck” in loan modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers and borrowers of color.

Often overlooked by policy analysis and research examining access to housing and credit by communities of color, low-income AAPI households struggle to gain economic self-sufficiency due to lack of English proficiency, overcrowded or unsafe housing conditions, discrimination and other institutional barriers. The present financial crisis has only exacerbated this racial and economic divide. According to a recent Federal Reserve Bank study, AAPIs in California are at a 60 percent greater risk of foreclosure than non-Hispanic whites, even after controlling for income and credit scores. These rates are particularly troubling because low-income AAPI households have disproportionately high percentages of assets locked into the equity in their homes. And subsets of AAPI immigrant communities in certain metropolitan areas (such as the Hmong in Minneapolis-St. Paul, Filipinos in Los Angeles and South Asians in New York City) are suffering even greater losses given their more recent entry into homeownership, greater likelihood of taking out high-cost or subprime loans, and language barriers that prevent access to mainstream financial institutions and legitimate counseling resources.

Despite the disproportionate impact of the mortgage and foreclosure crisis on low-income AAPI borrowers, scant resources have been dedicated to addressing the particular needs of AAPI borrowers in accessing foreclosure prevention services. For example, the federally-sponsored National Foreclosure Mitigation Counseling (NFMC) program currently excludes almost all community based organizations that have the language and cultural expertise to reach diverse AAPI communities. This is due to the fact that the NFMC program is structured to fund only organizations with high-capacity and a long history of foreclosure counseling, while many housing groups serving AAPI communities (i.e., National CAPACD’s members) are still in the process of building up foreclosure prevention programs. In addition, counseling organizations are not compensated under existing federal programs for providing interpretation or translation services. Combined, these factors contribute to unequal access to credible information about loan modification options and allow rescue scams to proliferate in limited English proficient communities.

National CAPACD has been at the forefront of efforts to overcome structural impediments to equal access to foreclosure prevention resources for low-income AAPI borrowers. They have played a critical role in educating policymakers and regulators about the impacts of the mortgage and foreclosure crisis on AAPI communities. Working in coalition with other civil rights organizations, they have advocated for housing recovery policies and programs that ensure that low-income immigrants and people of color who have been hardest hit by the crisis benefit equally from public interventions.

National CAPACD has been particularly effective due to its “bottom-up” approach to advocacy. It relies on a small dedicated staff and its national membership of community-based organizations serving diverse AAPI populations to identify critical gaps in existing programs and regulations and advocate for change. While this approach has been effective to date, National CAPACD will be able to beef up its advocacy efforts, sustain its representation in national multi-racial coalitions and support network members to respond to the mounting need with OSI support.

For these reasons, we recommend a project support grant of \$250,000 grant to National CAPACD over two years.

Name of Organization: National Fair Housing Alliance

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

Purpose of Grant: To support the National Fair Housing Alliance’s research and regulatory advocacy to increase transparency in national foreclosure prevention programs, improve access to quality credit for underserved populations, and promote fair lending and civil rights compliance in the financial markets.

Previous OSI Support: N/A

Organization Budget: \$3,562,496

Project Budget: \$649,545

Source of Support: Annie E. Casey Foundation; Bank of America; Fannie Mae; Nationwide Insurance; State Farm Insurance; Ford Foundation; US Dept. of Housing & Urban Development (partial list)

Amount Requested: \$261,775

Amount Recommended: \$275,000 (NSI T1: 21083)

Term: Two years, beginning August 1, 2009

Description of Organization:

The National Fair Housing Alliance (NFHA) is the nation’s only civil rights organization dedicated solely to the elimination of all forms of housing discrimination. Founded in 1988 and headquartered in Washington, DC, NFHA is a consortium of more than 220 private, non-profit fair housing organizations, state and local civil rights agencies, and individuals from throughout the United States. NFHA works to eliminate housing discrimination and to ensure equal housing opportunity for all people through leadership, education, outreach, membership services, public policy initiatives, advocacy and enforcement.

NFHA’s role as a pioneer in the fight against housing discrimination is confirmed by its many achievements over the past twenty years. NFHA conducted the nation’s most extensive investigations into the real estate industry (more than 400 tests), mortgage lending industry (600 tests), and homeowners insurance industry (400 tests). NFHA’s investigation and enforcement activities have opened housing opportunities for millions of Americans and resulted in eliminating barriers in the homeowners insurance, lending, real estate, and rental arenas.

Description of Program for Which Funding Is Sought:

NFHA is leading national advocacy efforts to incorporate fair housing and fair lending principles into federal housing recovery and economic stimulus plans, and to ensure that homeownership preservation efforts benefit under-served groups who have suffered a long history of lending discrimination. NFHA proposes to engage in three activities to help identify and correct systemic racial biases and disparities in the residential financial market and to expand access to affordable, quality credit within under-served communities. Specifically, NFHA will:

1. *Expand transparency and fair lending compliance in foreclosure prevention efforts as a part of the economic recovery process.* NFHA will advocate for the collection, reporting and public disclosure of data on the race, ethnicity, disability status and gender of applicants to the federal Home Affordable Modification Program (HAMP) and the Home Affordable Refinance Program (HARP), the two key components of the Obama administration's housing recovery plan that relate to foreclosure prevention and mass loan modifications.
2. *Improve credit access for under-served markets.* NFHA will advocate for the adoption of improved risk and credit scoring models throughout the mortgage industry in order to eliminate discriminatory elements and increase access to fair and affordable credit to borrowers of color. In particular, NFHA proposes to work with Fannie Mae and Freddie Mac, the two major government-sponsored entities (GSEs) engaged in mortgage lending, to improve the predictive power of GSE scoring models for minority borrowers through the use of nontraditional data sources.
3. *Promote fair lending and civil rights compliance and enforcement among regulatory and enforcement agencies.* This effort will focus on work with HUD, DOJ and the regulatory agencies to fulfill their current obligations under fair housing and civil rights laws and regulations. NFHA will also engage Freddie Mac and Fannie Mae in this effort because of their impact on the financial markets.

Rationale for Recommendation:

The proposed project advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. It supports NSI's general goal of stabilizing those communities hardest hit by the foreclosure crisis and its specific grantmaking priorities of 1) exposing and reversing the racial biases underlying the current mortgage crisis; and 2) expanding sustainable credit options for lower-income

borrowers and borrowers of color. Further, it supports the shared goal of the Seize the Day Fund and Transparency and Integrity Fund to promote transparency in economic recovery efforts. EOF and TIF have begun discussing strategies to ensure coordination between NFHA and other TIF grantees. NFHA is a member of the Americans for Financial Reform coalition. U.S. Programs has supported other members of that coalition through the Seize the Day Fund.

For several decades, considerable public and private resources have been devoted to increasing the level of minority homeownership in the U.S. as a means to close the considerable gap in wealth between whites and people of color. The current crisis threatens to reverse much of the progress that has been made toward this goal. Previous grant support from NSI has been directed at documenting and eliminating the discriminatory practices in loan *originations* that resulted in high rates of default and foreclosure among borrowers of color.³ The NFHA proposal seeks to address and remedy discriminatory aspects of the loan *modification* process that, in light of the virtual freeze on new credit for the vast majority of low-income households and people of color, presents the greatest fair lending challenge of the current moment.

The two federal loan modification programs with the greatest potential to stem foreclosures are the Home Affordable Modification Program (HAMP) and the Home Affordable Refinance Program (HARP). While the current HAMP and HARP programs offer much hope for borrowers of color with unaffordable mortgages, certain program features may be inherently discriminatory. For example, under HAMP, servicers may receive additional cash incentives if they modify the loan of a borrower who is not yet delinquent. Since African-Americans and Latinos were the first to bear the brunt of the predatory lending and foreclosure crisis, they are much more likely to be delinquent. Moreover, they will likely be disproportionately affected by blemished credit. Thus the program may have an unintended consequence of forgoing borrowers who are already delinquent and disproportionately Latino and African-American.

Through this project, NFHA will monitor federal foreclosure prevention policies and programs to ensure that resources are allocated equitably and in compliance with existing fair lending and civil rights laws. It starts from the premise that transparency in housing recovery efforts—specifically as they relate to help for distressed borrowers—is critical to ensuring that communities of color who have disproportionately borne the brunt of the crisis also benefit from the public resources aimed at stemming it. To this end, NFHA will advocate for the collection and public disclosure of data on the race and ethnicity of borrowers participating in federal loan modification and refinance programs. NFHA seeks to capitalize on the fact that the public and the advocacy community now has greater leverage to require institutions, including Fannie Mae and Freddie Mac, to operate their programs in a manner that affirmatively furthers fair housing since many lending

³ See, e.g., Grant 20022466 to the National Consumer Law Center to support class action fair lending litigation challenging discretionary pricing practices in the subprime market.

institutions, including the GSEs, have received federal funds through the TARP, the Federal Reserve or other federally funded programs.

NFHA has been at the forefront of monitoring lending institutions for compliance with civil rights laws for decades, and it continues to play a critical role in bringing fair lending and civil rights compliance front and center of the regulatory reform debate. It bridges the work of traditional civil rights organizations and affordable housing advocates, bringing a fair housing perspective and expertise to national civil rights efforts and a civil rights framework to the affordable housing field. NFHA serves as the Co-Chair of the Leadership Conference on Civil Rights' Fair Housing Task Force and provides leadership for the Task Force on fair lending issues. In 2008, NFHA also partnered with LCCR, the Lawyers' Committee for Civil rights Under Law, and the NAACP Legal Defense and Education Fund to co-sponsor the National Commission on Fair Housing and Equal Opportunity. NFHA is also a member of the Mortgage Coalition, a national consortium of organizations working collaboratively to address unfairness and biases in the lending markets.

For these reasons, we recommend a project support grant of \$275,000 to NFHA over two years.

<u>Name of Organization:</u>	The Reinvestment Fund
<u>Tax Status:</u>	501(c)(3) public charity
<u>Purpose of Grant:</u>	To support a comprehensive evaluation of the Philadelphia Residential Mortgage Foreclosure Diversion program to identify key determinants of program success that will guide the development of similar programs in other jurisdictions.
<u>Previous OSI Support:</u>	N/A
<u>Organization Budget:</u>	\$20,941,060
<u>Project Budget:</u>	\$332,182
<u>Source of Support:</u>	William Penn Foundation (<i>project-specific support</i>)
<u>Amount Requested:</u>	\$196,758
<u>Amount Recommended:</u>	\$200,000 (NSI T1: 21083)
<u>Term:</u>	Two years, beginning July 1, 2009

Description of Organization:

The Reinvestment Fund (TRF) is a leading innovator in the financing of neighborhood and economic revitalization. Central to its mission is a commitment to put capital and private initiative to work for the public good. TRF has made more than \$840 million in community investments, financing more than 2,300 projects since its inception in 1985. In pursuit of its mission, TRF finances housing, community facilities, schools, commercial real estate, business development and sustainable energy projects using loan, equity and other financing tools. It supports its financing with a strong research and policy analysis capacity that has become a highly regarded source of unbiased information for public officials and private investors.

TRF's Public Policy and Program Assessment (PP & PA) unit has developed a solid reputation for its work around foreclosure-related issues, including recently completing an analysis of the lending and foreclosure patterns in Pennsylvania and New Jersey in support of each state's application for federal Neighborhood Stabilization Program funds. It also contracts with state and federal agencies to analyze the impact of subprime lending on racial and ethnic minorities and to evaluate foreclosure mitigation activities.

Description of Program for Which Funding Is Sought:

TRF proposes to evaluate the Philadelphia Residential Mortgage Foreclosure Diversion program, which was created in April 2008 by the Court of Common Pleas of Philadelphia County in response to the rising number of foreclosures in the city. TRF has proposed a comprehensive multi-phase, two-year research project aimed at answering the following research questions about the program:

1. What percent of the population of owners subject to foreclosure filings participate in the diversion program?
2. What percent of the population of owners participating in the program achieve a “successful” outcome (e.g., avoid foreclosure; negotiate an affordable and sustainable loan modification or workout agreement; or are afforded more time to locate alternative housing where a modification is not possible due to borrower’s financial circumstances)?
3. What are the key determinants of successful outcomes (e.g., whether the borrower was contacted by an outreach worker, whether the borrower received assistance from a housing counselor or attorney, amount of debt-to-income or loan-to-value ratio, etc.)?

In order to answer these questions, TRF will rely on quantitative data obtained from a variety of sources, including court filings and public records, as well as interviews with stakeholders and participants in the diversion program (including borrowers, lenders, advocates and court staff). Through this project, TRF will gain a better understanding of the accomplishments and limitations of the Philadelphia program. Knowledge gained from this research will lend support and guidance to others who wish to replicate the Philadelphia program in other locales around the country.

Rationale for Recommendation:

The proposed project advances the Equality and Opportunity Fund’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it supports NSI’s general goal of stabilizing those communities hardest hit by the foreclosure crisis and its specific grantmaking priority of supporting emerging efforts to improve the legal foreclosure process in order to improve outcomes for distressed borrowers.

The Philadelphia foreclosure diversion program is the first local court diversion program in the country to respond the foreclosure crisis, and it has received significant attention both locally and nationally as a creative approach to the foreclosure problem. Not

surprisingly, desperate circumstances in cities and states around the country have prompted other jurisdictions to look at the diversion program as a model to be replicated. However, despite the appeal of the concept, remarkably little is known about the outcomes of the program or its success in preventing foreclosures. Due to limitations in court records, all we know thus far is that for the period between June and December 2008, approximately 700 cases (out of more than 3,500 cases going through the process) were “resolved” in some fashion.⁴ While 700 case resolutions is commendable, we know little about the nature, equity or sustainability of those resolutions. We have little information about what contributes to successful resolutions or failed negotiations—i.e., whether it is the court diversion program itself, other state, local and federal foreclosure prevention resources, or the larger economic climate that drives outcomes. And finally, we have no ability to evaluate the cost of the diversion program against any of the potential benefits that accrue.

After extensive discussions between local advocates, public agencies and funders (including OSI and the William Penn Foundation, which has committed to co-fund this project), TRF was selected to lead the effort to evaluate the Philadelphia diversion program and begin to answer these critical questions. TRF was chosen due to its extensive experience conducting policy research on foreclosure and predatory lending issues, its national reputation as both a solid research institution with strong empirical grounding and an effective advocacy organization with a deep commitment to reinvestment in low-income communities, and its close ties to the Philadelphia community, where it is based.

TRF’s research, while limited to evaluating the Philadelphia court diversion program, will inform local and statewide responses to the foreclosure crisis being developed around the country. It is no overstatement to characterize the Philadelphia program as the “poster child” of local responses to the foreclosure crisis,⁵ and while the program clearly holds promise, little is known about its effectiveness or limitations. TRF’s research also will complement the National Consumer Law Center’s National Foreclosure Mediation Project, funded in the Neighborhood Stabilization Initiative’s last docket, by providing a concrete and in-depth case study of the nation’s first local experiment in foreclosure diversion and mediation. TRF has already begun to work with NCLC to ensure that its findings are disseminated to a national audience of advocates and policymakers.

For these reasons, we recommend a project support grant of \$200,000 to TRF over two years.

⁴ See Association of Community Organizations for Reform Now, *Road to Rescue: How the Philadelphia Model Can Reduce Foreclosures Across the Country*, available at http://acorn.org/fileadmin/ACORN_Reports/2009/Road_to_Rescue_Report.pdf.

⁵ See, e.g., “The Miracle of Courtroom 676; Saving Lives, One Address at a Time,” *Philadelphia Inquirer*, Jan. 28, 2009; “Success Seen in Program to Save Homes,” *New York Times*, Sep 27, 2008.

CAMPAIGN FOR BLACK MALE ACHIEVEMENT

Name of Organization: Twenty-First Century Foundation

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

Purpose of Grant: To advance the work of the Black Men and Boys Initiative (BMB) and support national implementation of the *Bring Your "A" Game* community engagement campaign

Previous OSI Support: SOF – Hurricane Katrina Recovery Fund: 2006- 2007 \$100,000; CBMA, \$250,000

Organization Budget: \$8,301,000

Project Budget: \$3,562,379 for Black Men and Boys Initiative; \$400,000 for *Bring Your "A" Game* community engagement campaign

Source of Support: California Endowment; Marguerite Casey; Ford Foundation; Gates Foundation; Kellogg; Knight Foundation; Atlantic Philanthropies

Amount Requested: \$575,000 (\$500,000 for placed-based project support and \$75,000 *Bring Your "A" Game* community engagement campaign)

Amount Recommended: \$575,000 (CMBA T1: 21098)

Term: Two years, August 1, 2009 – July 31, 2011

Description of Organization

The mission of the Twenty-First Century Foundation (21CF) seeks to lead, innovate, and influence black community change through strategic philanthropy. Since its founding by economist Robert S. Browne in 1971 as a small public foundation, it has worked with donors to invest in institutions and leaders committed to addressing the persistence of poverty and inequality in the U.S. As one of the few endowed African American foundations in the U.S., 21CF has developed a range of giving vehicles through which donors can support leaders and institutions that are working to solve problems locally and nationally. Beyond financials support, 21CF provides community based organizations with grants and technical assistance to build their capacity. It seeds local, regional and national coalitions that link efforts across issues and connect place-based initiatives with larger campaigns. Finally, it identifies and invests in new tools for communication to strengthen movement building within the black community.

Description of Program for Which Funding Is Sought:

The Twenty-First Century Foundation requests renewed project support for its Black Men and Boys Initiative (BMBI) and new project support for its *Bring Your “A” Game* community engagement campaign.

BMBI rests on four principal programmatic activities:

- Capacity-building grants to community-based organizations in 21CF’s six target areas – Atlanta, Chicago, Los Angeles, New York, Oakland, and the Louisiana/Mississippi Gulf Region. To date, it has awarded \$1.15 million to 78 organizations.
- Seeding a black men and boys organizing and advocacy coalition in each target area to raise awareness of the structural barriers faced by black males, capture best practices in organizing and policy advocacy, and create tools to influence policy makers and the public.
- Incubating the 2025 Campaign for Black Men and Boys, a national coalition and information clearinghouse that brings together local, regional, and national leaders and practitioners around a broad policy agenda to improve life outcomes for black males in the U.S.
- Using the documentary film, *Bring Your “A” Game*, which was produced by 21CF, as a vehicle to galvanize communities to promote and support policies and practices that increase opportunities for black males.

With OSI funding, 21CF will continue to provide funding and technical assistance to coalitions in two of its target cities – Chicago and New Orleans. In Chicago, the challenge confronting advocates is to achieve collaboration within a non-profit community long characterized by competition and mistrust. The core group of leaders originally funded by 21CF in 2005 has made remarkable progress in a short period of time. For the first time, organizations are sharing resources, including organizing staff, and collaborating on campaigns addressing juvenile justice, youth violence, dropout rates, and high levels of youth unemployment.

In New Orleans, with earlier OSI support, a loose collection of four grassroots groups concerned with juvenile justice has grown since June 2008 into a 25-organization coalition challenging lack of equality and opportunity for New Orleans’ black men and boys. The coalition has established an informal leadership group and embarked on a six- to nine-month planning process to identify a set of policy priorities.

The recommended OSI grant will also support the *Bring Your “A” Game* community engagement campaign that will use screenings of the documentary film in 21CF’s six target areas to spur national, philanthropic, and community action to address the challenges confronting the poor educational outcomes of America’s black boys. The film features notable cultural icons from the entertainment industry, as well as prominent national education leaders and activists, including U.S. Programs Board member, Geoffrey Canada. During its pre-screening phase, the film has served as a catalyst for

intergenerational community conversations about improving academic success for black males.

Rationale for Recommendation

The Twenty-First Century Foundation's proposed work advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. It advances the Campaign for Black Male Achievement's goal of strengthening organizing and policy advocacy efforts within its core priorities of education, strengthening family structures and increasing work opportunities for black men and boys. Support of the national implementation of Bring Your "A" Game is aligned with the Strategic Opportunities Fund's efforts to promote use of arts and culture as a tool for social justice organizing and policy advocacy, as well as support of advocacy efforts in the Gulf Region.

The goals of the Black Men and Boys Initiative are consistent with the Campaign's place-based strategy focused on building local coalitions to marshal resources and expertise dedicated to improving life outcomes for black men and boys. CBMA's place-based strategy will focus on pairs of cities in the Midwest, South, and Mid-Atlantic U.S. In the Midwest, CBMA will target Chicago, Illinois and Milwaukee, Wisconsin. In the South, it will target New Orleans, Louisiana and Jackson, Mississippi. In the Mid-Atlantic region, it will target Baltimore, Maryland and Washington, D.C. U.S. CBMA deliberately chose two cities that overlap with the 21CF Black Men and Boys Initiative – Chicago and New Orleans – in order to strengthen the leveraging effect of OSI's investment. Lending OSI's credibility to the place-based grantmaking strategies there creates a more powerful incentive for other national funders to invest in those areas. CBMA will seek to complement, not duplicate 21CF's investment by playing more of an operational role than grantmaking role in the cities 21CF is also funding.

Staff is also confident that the *Bring Your "A" Game* community engagement campaign provide a powerful organizing tool for the coalitions 21CF supports. In June, CBMA screened the documentary at OSI's New York office. Conference Room 3AB was filled to capacity by youth, educators, filmmakers, organizers, funders, and journalists. Not only did the screening lead to a rich discussion primarily focused on educating black boys, it also provided a forum for networking and an exchange of strategies for educators and organizers.

Staff enthusiastically recommends a two-year grant in the amount of \$575,000 to support the operation of the 21st Century Foundation's Black Men and Boys Initiative in Chicago and New Orleans and its community engagement strategy for its film *Bring Your "A" Game*.

Name of Organization: Association of Black Foundation Executives (ABFE)

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

Purpose of Grant: To strengthen ABFE's role as a convener and information clearinghouse for philanthropy on improving life outcomes for black males

Previous OSI Support: None

Organizational Budget: \$1,079, 225

Project Budget: \$150,000

Sources of Support: \$250,000, Kellogg Foundation; \$300,000, Ford Foundation; \$210,000, The California Endowment

Amount Requested: \$150,000

Amount Recommended: \$150,000 (CBMA T1: 21098)

Term: Two years, \$75,000 per year beginning August 1, 2009

Description of Organization:

ABFE's mission is to promote effective and responsive philanthropy in black communities. As an institution, ABFE seeks to impact the community of philanthropic practice and thereby the overall health and strength of the African American community. Its current strategic plan spans the years of 2007 to 2010 and identifies four major goals:

- the staff, trustees and donors of philanthropic institutions reflect the full diversity of the U.S. and have full access to leadership development opportunities;
- the knowledge and skills of ABFE members are enhanced in ways that enable them to respond more effectively and strategically to the needs of black communities;

- philanthropic associations and other organizations work in close partnership with ABFE to address issues of concern within black communities; and
- Black communities are empowered through enhanced philanthropic resources, endowments, and the capacity-building of institutions serving black communities.

Description of the Project for Which Funding Is Sought:

ABFE requests project support to strengthen its role as a convener and information clearinghouse for philanthropy on improving outcomes for black males. Specifically, it plans to accomplish the following:

- Conduct surveys of ABFE membership to monitor grants and investments made to improve outcomes for Black males;
- Highlight specific issues facing Black men and boys in various content areas supported by ABFE members (i.e. education, child welfare, health, etc.) as well as opportunities to address them;
- Host four national and regional convenings (in partnership with regionally-based philanthropic affinity groups) for ABFE members and other funders to engage, mobilize and learn about gaps, opportunities and challenges facing philanthropy in addressing the needs of black males; and
- Provide a policy voice on issues facing this population to key audiences (including the National Governors Association, National Council of State Legislators, U. S. Conference of Mayors, National Urban League, among others).

In addition, ABFE will use its communication infrastructure (i.e. website and occasional papers) to glean lessons from foundation leaders on strategies for engaging and convincing Boards of Directors to devote more philanthropic dollars to black male issues. Specifically, ABFE will share successful strategies for cultivating champions on the Board level. It also plans to convene special committees of foundation leaders who are implementing strategies to address Black male well-being.

Rationale for Recommendation:

ABFE’s proposed work advances the Equality and Opportunity Fund’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF’s specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. It advances the Campaign for Black Male Achievement’s goal to provide catalytic leadership in the field of philanthropy and to strengthen national advocacy and policy development devoted to improving life outcomes for black men and boys.

ABFE is a critical field leader in the growing movement to direct more philanthropic dollars to black men and boys. Based on its outreach to its members and other funders, ABFE has identified two related barriers to the investment of new philanthropic resources in issues related to black male achievement. First, there is no central repository of information on past or current philanthropic efforts to address conditions faced by black males in the U.S. Second, there is no coordinated dissemination strategy to reach funders interested in investing in this area.

Over the past year, ABFE has explored approaches to breaking these barriers by engaging funders in the generation of data that ultimately supported two seminal reports: ***Cultivating Change: A Statistical Review of Grantmaking that Impacts the Lives of Black Men & Boys*** (a statistical review of 100 grants made by the 24 foundations participating in ABFE's first funder dialogue on this issue); and ***Stepping Up and Stepping Out: Profiles of Philanthropy Responding to an American Crisis*** (an ABFE-commissioned policy paper that makes the arguments for why funders should dedicate resources to support African American programming). As a result of the interest generated by these reports within ABFE's members and throughout a broad contingent of the philanthropic community, ABFE developed a field-building strategy to catalyze and institutionalize efforts within philanthropy to support positive life outcomes for black men and boys.

ABFE's proposed activities will have a powerful multiplier effect in engaging funders to invest in black male achievement. ABFE members and associated networks will acquire an increased understanding of the complex issues facing black males, and will be better armed with knowledge, leadership skills, and decision-making power to serve as strong advocates for black male achievement in the philanthropic sector. ABFE members will also be recognized as key partners and valued contributors to philanthropic efforts that strengthen the life chances of black males, and will be better networked to develop joint or coordinated strategies that leverage resources on behalf of black males.

For these reasons, CBMA staff recommends a project grant to the Association of Black Foundation Executives in the amount of \$150,000 over two years.

Name of Organization: Harlem Children’s Zone

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

Purpose of Grant: General support

Previous OSI Support: Chairman’s Grant: \$10,000 (2004)

Organizational Budget: \$64,900,000

Project Budget: N/A

Sources of Support: American Express Foundation; Annenberg Foundation; Annie E. Casey Foundation; AT&T Foundation; Atlantic Philanthropies; Carnegie Corporation of New York; Charles Hayden Foundation; Charles Stewart Mott Foundation; Gap Foundation; Gates Foundation; GE Foundation; Kellogg Foundation; Prudential Foundation; Robin Hood Foundation; and other private foundations and individual donors

Amount Requested: \$4,000,000

Amount Recommended: \$4,000,000

Term: Four years (\$1,000,000 per year beginning August 1, 2009)

Description of Organization:

Founded in 1970, Harlem Children’s Zone (HCZ) is a pioneering organization dedicated to the healthy development of children in Central Harlem. Its mission is to transform the entire Central Harlem community by providing everything children need to succeed through a new paradigm for fighting poverty that intensively focuses on the educational, social, healthy development of children through a place-based strategy that combines linked, high-quality programs, from birth through college graduation, with community organizing and revitalization.

Description of the Program for Which Funding Is Sought:

The HCZ request general operating support in the amount of \$4,000,000 over four years.

Rationale for Recommendation:

HCZ's work advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. It advances the Campaign for Black Male Achievement's goal of strengthening organizing and policy advocacy efforts within its core priorities of education, strengthening family structures and increasing work opportunities for black men and boys. Additionally, it advances the Criminal Justice Fund's and CBMA's shared goal of expanding reentry opportunities for formerly incarcerated individuals.

There are a number of interconnected HCZ programs and initiative that are helping to ensure that children and families in Central Harlem remain safe and healthy. The HCZ programs are too numerous to mention in detail in this write-up, but the following are a few highlights:

- Baby College offers a parenting course and weekly home visits for parents and other caregivers;
- HCZ Promise Academy Charter Schools offer a high quality, extended day, extended year, college preparatory education to elementary, middle and high school students;
- HCZ's Asthma Initiative is a collaborative effort that includes Harlem Hospital's Department of Pediatrics, the Columbia Mailman School of Public Health, and Volunteer Legal Services to offer children with asthma free medical, educational, legal, and other assistance;
- The Family Development Program is a comprehensive, neighborhood-based foster care prevention program that provides supportive services through crisis and therapeutic interventions;
- Community Pride is a resident-driven, neighborhood revitalization program that trains residents to become community organizers and form coalitions to promote home ownership of city-owned properties; and
- HCZ's three Single Stop sites provide free legal services, financial and credit counseling, and a Self-Sufficiency Calculator, which assesses families with their application for public benefits.

The theory of change underlying HCZ's operations requires the coordinated application of five principles:

- Serve an entire neighborhood comprehensively and at scale. Engaging an entire neighborhood achieves three goals: to reach children in numbers significant enough to affect the culture of a community; to transform the physical and social environments that impact the children's development; and to create programs at a scale large enough to meet the local need.
- Create a pipeline of support. Develop excellent, accessible programs and schools and link them to one another so that they provide uninterrupted support for children's healthy growth, starting with pre-natal programs for parents and finishing when young people graduate from college. Surround the pipeline with additional programs that support families and the larger community.
- Build community among residents, institutions, and stakeholders.
- Evaluate program outcomes and create a feedback loop that cycles data back to management for use in improving and refining program offerings.
- Cultivate a culture of success rooted in passion, accountability, leadership, and teamwork.

Central to HCZ's work is its Harlem Children's Zone Project, a three-phase, nine-year plan to transform the lives of children who live in a geographically defined area of Central Harlem. In nine years, it has reached key milestones and is now serving more than 17,000 children and families within a 97-block area. It has started two K-12 charter schools, sent several hundred youth to college, prevented foster care placement, provided extensive wraparound after-school support programs, educated new parents on child-rearing, built a new school/community center building.

According to an assessment by Roland Fryer, a Harvard economist, and Will Dobbie, a doctoral candidate at the Kennedy School, HCZ's elementary and middle schools have achieved important gains. The typical student entered the charter middle school, Promise Academy, in sixth grade scoring in the 39th percentile in math and English Language Arts among New York City students. By the eighth grade, the typical Promise Academy student was in the 74th percentile in math and the 53rd percentile in English Language Arts. In math, Promise Academy eliminated the achievement gap between its black students and the city average for white students.

The proven impact of HCZ has led the Obama administration to identify the replication of the HCZ model as the White House's leading approach to alleviating urban poverty and promoting educational equity across the country. President Obama has committed to creating 20 "Promise Neighborhoods" in America that are patterned on the blueprint of HCZ's success. Geoffrey Canada, President & CEO of HCZ, was recently honored at the White House for his innovative work at an event that highlighted the non-profit sector's

vital role in strengthening the economic, educational, cultural and social fabric of the country.

Long before receiving attention from the Obama Administration, HCZ created its Practitioners Institute to promote replication of its approach. The Institute helps communities identify needed resources and trains educators and school administrators to develop an interdisciplinary replication strategy. It has worked with more than 80 groups across the U.S. and with delegations from 24 countries.

What is unique and compelling about HCZ's approach is that it blends a structural and individualized analysis. It seeks to change the educational, healthcare, social services and other systems that often erect barriers to opportunity for marginalized communities while also providing individuals with the resources needed to be social change agents within their communities.

As it comes under intense scrutiny as a model demonstration project for combating urban poverty and education disparities, HCZ requires substantial support to continue producing high-quality services and results. Given its influence in the national debate on urban poverty and educational reform and the need to ensure the success of current replication efforts, staff recommends a four-year \$4,000,000 general operating support grant to HCZ.