

**U.S. Programs
Equality and Opportunity Fund
Summary of Recommended Grants
Docket III
October 27, 2009**

<u>Priority Area/Organization</u>	<u>Grant Total</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
<u>Equality & Opportunity General (Charged to 24023 except as otherwise noted)</u>				
Asian American Justice Center	\$ 900,000	\$ 300,000	\$ 300,000	\$ 300,000
National Council of La Raza	\$ 425,000	\$ 212,500	\$ 212,500	
Center for New Community	\$ 300,000	\$ 150,000	\$ 150,000	
National Black Justice Coalition	\$ 50,000	\$ 50,000		
Subtotal:	\$ 1,675,000	\$ 712,500	\$ 662,500	\$ 300,000
<u>Racial Justice (Charged to 24023 except as otherwise noted)</u>				
Equal Justice Society	\$ 225,000	\$ 225,000		
Regents of the University of Minnesota on behalf of the Institute on Race and Poverty	\$ 100,000	\$ 100,000		
The Regents of the University of California at Los Angeles on behalf of Civil Rights Project	\$ 80,000	\$ 80,000		
University of North Carolina Chapel Hill on behalf of Center for Civil Rights	\$ 100,000	\$ 100,000		
Subtotal:	\$ 505,000	\$ 505,000		
<u>Immigrants' Rights (24434)</u>				
Border Action Network	\$ 100,000	\$ 50,000	\$ 50,000	
Tides Center on behalf of Detention Watch Network	\$ 125,000	\$ 125,000		
Grantmakers Concerned with Immigrants and Refugees	\$ 75,000	\$ 75,000		
Subtotal:	\$ 300,000	\$ 250,000	\$ 50,000	
<u>LGBTQ Rights (Charged to 24023 except as otherwise noted)</u>				
Children of Lesbians and Gays Everywhere	\$ 75,000	\$ 75,000		
Proteus Fund on behalf of Civil Marriage Collaborative	\$ 245,000	\$ 245,000		
Freedom to Marry	\$ 100,000	\$ 100,000		
National Center for Transgender Equality	\$ 200,000	\$ 200,000		
Subtotal:	\$ 620,000	\$ 620,000		
TOTAL RECOMMENDED FOR THIS DOCKET:				\$ 3,100,000
<u>EOE Targeted Initiative: Neighborhood Stabilization Initiative (21083)</u>				
Lawyers Committee for Civil Rights Under Law	\$ 274,406	\$ 274,406		
National Community Reinvestment Coalition	\$ 400,000	\$ 200,000	\$ 200,000	
National Housing Law Project	\$ 150,000	\$ 100,000	\$ 50,000	
Neighborhood Funders Group	\$ 50,000	\$ 50,000		
Vera Institute	\$ 108,379	\$ 108,379		
Subtotal:	\$ 982,785	\$ 732,785	\$ 250,000	
TOTAL RECOMMENDED FOR THIS DOCKET:				\$ 982,785

OK
Angel Neis
October 27, 2010

**U.S. Programs
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EOF Targeted Initiative: Campaign for Black Male Achievement (21098)

Black Alliance for Educational Opportunities	\$ 300,000	\$ 150,000	\$ 150,000
The Black Star Project	\$ 150,000	\$ 75,000	\$ 75,000
Children's Defense Fund ⁴	\$ 200,000	\$ 200,000	
Center for Law and Social Policy ⁵	\$ 375,000	\$ 187,500	\$ 187,500
Men Can Stop Rape, Inc.	\$ 100,000	\$ 100,000	
Men to Boys, Inc.	\$ 75,000	\$ 75,000	
President and Fellows of Harvard University on behalf of Charles Hamilton Houston Institute for Race and Justice ⁶	\$ 100,000	\$ 100,000	
Tides Center on behalf of The Gathering for Justice ⁷	\$ 100,000	\$ 100,000	
Youthline America	\$ 175,000	\$ 87,500	\$ 87,500
Subtotal:	\$ 1,575,000	\$ 1,075,000	\$ 500,000

TOTAL RECOMMENDED FOR THIS DOCKET: \$ 1,575,000

¹ Total grant is \$425,000; split as IR T1: 24434, \$225,000; NSI T1: 21083, \$200,000

² Total grant is \$225,000; split as EOF T1: 24023, \$125,000; TIF T1: 21093, \$100,000

³ Total grant is \$200,000; split as EOF T1: 24023, \$125,000; TIF T1: 21093, \$75,000

⁴ Total grant is \$200,000; split as CBMA T1: 21098, \$175,000; CJF T1: 24027, \$25,000

⁵ Total grant is \$375,000; split as STF: 21079, \$200,000; CBMA T1: 21098, \$175,000

⁶ Total grant is \$100,000; split as EOF T1: 24023, \$25,000; CBMA T1: 21098, \$50,000; CJF T1: 24027, \$25,000

⁷ Total grant is \$100,000; split as CBMA T1: 21098, \$75,000; D&P T1: 21091, \$25,000

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Angel Neir
October 27, 2010

MEMORANDUM

TO: Aryeh Neier

FROM: Ann Beeson; Raquiba LaBrie; and EOF Staff

DATE: October 19, 2009

RE: EQUALITY AND OPPORTUNITY FUND DOCKET III

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 III of 2009.

Intersectional Grantmaking

To highlight the shared interest that people of color, immigrants, women and LGBTQ people have in promoting equal opportunity policies, EOF makes "intersectional" grants that implicate at least two of its core issue areas. In this docket, EOF recommends four intersectional grants. The first three are general support grants to the **Asian American Justice Center (AAJC)**, the **National Council of La Raza (NCLR)**, and the **Center for New Community**, all of which work to demonstrate the close connections between racial justice and immigrant rights advocacy. AAJC is a long-standing OSI grantee and is one of the nation's leading authorities on civil rights issues affecting Asian Americans, including immigration, affirmative action, language access, Census policy and voting rights. It is known for its ability to play well with others within and outside of the Asian American civil rights community. NCLR is the largest national Latino civil rights organization in the U.S. and offers important leadership on a range of racial justice and immigration policy issues. Given that NCLR also plays a critical role in advocating on behalf of Latino and immigrant homeowners whose financial security has been disproportionately impacted by bad mortgage loans and record high foreclosure rates, NSI is making a substantial contribution to the NCLR grant. The Center for New Community is a multi-racial organization that challenges structural inequality experienced by U.S.-born people of color and immigrants. It has been particularly adept at identifying issues that unite African Americans and immigrants. For example, it has excelled in educating and mobilizing African Americans around anti-immigrant attacks that directly affect their communities. It has also worked to promote ethical workplace standards – a shared concern of low-wage workers who are immigrants and U.S.-born. The fourth intersectional grant is to the **National Black Justice Coalition**, which advances the civil rights of LGBTQ African Americans and works to eliminate the barriers they face in the black community and the LGBTQ community.

Racial Justice

In this docket, the Transparency and Integrity Fund (TIF) and EOF are recommending a joint grant to the **Equal Justice Society (EJS)**. EJS's innovative work challenging the intent doctrine in race discrimination claims and its advocacy for fairness and transparency in the federal judicial nominations process advance the programmatic goals of both TIF and EOF. Beyond the EJS grant, EOF recommends tie-off grants to three university-based think tanks that were funded through the former Racial Justice Initiative. As mentioned in previous dockets and in the EOF strategic plan, staff is in the process of launching a new field-building strategy to coordinate the efforts of emerging racial justice organizations and traditional civil rights groups. To free up resources to fund a wider range of racial justice advocacy groups, EOF has decided to limit its support of racial justice think tanks to four core grantees: Center for Social Inclusion, Applied Research Center, Poverty and Race Research Action Council and Kirwan Institute. As a result, EOF is tying off support to three groups recommended for one-year support in this docket. They are the **Institute on Race and Poverty**, **Civil Rights Project/Proyecto Civiles at U.C.L.A.**, and the **Center for Civil Rights at U.N.C.**

Immigrant Rights

EOF's immigrant rights portfolio recommends a grant to **Detention Watch Network**, a national organization that uses organizing, public education, and communications strategies to reform the U.S. immigration detention system. EOF also recommends a grant to the **Border Action Network**, a community-based organization working along the Arizona-Mexico border to defend the rights of immigrants. To coordinate the efforts of various funders to address the challenges facing newcomers and their host communities, EOF recommends a grant to **Grantmakers Concerned with Immigrants and Refugees**.

There are no Immigration Innovation grants recommended in this docket.

LGBTQ Rights

As EOF sharpens its focus on the most marginalized populations within the LGBTQ community, staff has made donor organizing a lead priority. Clearly, OSI needs funding partners to increase resources to the most marginalized LGBTQ people. Further, as one of the only national non-LGBTQ-identified funders in this field, we have much to learn from our funder colleagues. The LGBTQ rights grants recommended in this docket advance our aims of maintaining strong ties to funders in this field and responding to priorities identified by the most marginalized groups.

In 2004, OSI partnered with six other funders to launch the **Civil Marriage Collaborative (CMC)**. Our investment in CMC has had positive ripple effects on the policy front and secured our place among an influential network of funders in the LGBTQ rights field. EOF uses its seat on the CMC Strategy Committee to advocate for channeling the grassroots momentum around marriage equality into broader social justice campaigns that implicate other core EOF and USP priorities. Because we believe that our "marriage dollars" are best spent through CMC, staff has decided to end our funding to **Freedom to Marry (FTM)**. FTM has played an invaluable role in the struggle to secure civil marriage rights for LGBTQ people in the U.S. However, as EOF

increases its emphasis on intersectional advocacy, we believe that FTM's singular focus on marriage equality, while effective, does not advance a broader equality agenda. Accordingly, EOF recommends a one-year general support close-out grant to FTM.

Also recommended for funding are **Children of Lesbians and Gays Everywhere (COLAGE)** and the **National Center for Transgender Equality (NCTE)**. COLAGE is the only national organization specifically supporting young people with LGBTQ parents. It recently launched a multi-year Racial Equity project, which aims to make COLAGE resources more relevant and accessible for people of color with LGBTQ parents. NCTE seeks funding to support the Transgender Health Policy Collaborative, which is comprised of three EOF grantees – NCTE, Transgender Law Center, and National Center for Lesbian Rights. Through a combination of policy research, public education, and regulatory and administrative advocacy, Collaborative members aim to remove the structural barriers that impede greater access to health care for transgender people. Because of bias and discrimination, barriers to employment, disproportionate job loss, a much-higher-than-average lack of insurance, and general bias and discrimination, health care access is one the leading civil rights concerns for transgender people. Regardless of the outcome of the current push for health care reform, the Collaborative will work to ensure the needs of transgender individuals are addressed throughout the implementation phase of reform.

Neighborhood Stabilization Initiative

The NSI grants recommended in this docket advance a number of NSI's goals, including 1) exposing and reversing the racial biases underlying the mortgage crisis; 2) protecting the rights of renters in foreclosed properties; 3) supporting emerging efforts to improve the legal foreclosure process in order to improve outcomes for distressed borrowers; and 4) expanding access to fair and affordable credit for low-income borrowers and borrowers of color. The recommended grant to the **Lawyers Committee for Civil Rights Under Law** will support the development of the National Mortgage Rescue Scam Task Force, a nationally coordinated effort to protect distressed homeowners, particularly people of color and limited English proficient people, against predatory mortgage rescue scams. The recommended general support grant to the **National Community Reinvestment Coalition** will allow it to continue to exercise leadership in promoting a national dialogue regarding financial institutions' responsibility to communities and advocating for reforms to expand the impact of community reinvestment and financial inclusion policies. NSI recommends an add-on grant to the **National Housing Law Project** to enable it to respond to new demands created by the Protecting Tenants at Foreclosure Act of 2009, which contains new federal protections for tenants in foreclosed properties. A grant to the **Neighborhood Funders Group** will support the development of a foreclosure prevention module and a related funder education campaign. Finally, a grant to the **Vera Institute of Justice** will support an evaluation of NSI-funded workforce development programs in neighborhoods with concentrated foreclosures in Detroit, Indianapolis, Los Angeles, Milwaukee, and New York.

Campaign for Black Male Achievement

The Campaign for Black Male Achievement (CBMA) docket is its richest to date. To varying degrees, this docket advances each of CBMA's five goals. They are as follows:

1. To strengthen low income black families through responsible fatherhood initiatives, policy advocacy and supporting efforts that lift barriers facing single mothers raising black boys.
2. To ensure that black boys have the opportunity to excel academically, to prepare for college, and to learn skills essential to earning a living wage.
3. To expand and ensure 21st century family supportive wage work opportunities for black males.
4. To integrate strategic communications into CBMA's work across its three core areas to promote positive frames and messages about black men and boys.
5. To serve as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys.

This docket also marks CBMA's first step towards implementing its place-based strategy. Because many of the policies that perpetuate black male exclusion are state and local policies that affect people in specific places, the Campaign has adopted a place-based grant making approach for the majority of its work. CBMA will focus on the following geographic regions:

1. **The Midwest, with a focus on Chicago, Illinois and Milwaukee, Wisconsin;**
2. **The Gulf Region, with a focus on New Orleans, Louisiana and Jackson, Mississippi; and**
3. **The Mid-Atlantic, with a focus on Baltimore, Maryland and Washington, DC.**

To strengthen family structures and promote responsible fatherhood, CBMA recommends a number of important grants. The first is to the **Black Alliance for Educational Options (BAEO)**, which will support parent advocacy training to inform parents about their rights and role in the education process and how to become forceful advocates for education reform. With CBMA funding, BAEO will scale up its work in three of CBMA's target cities – New Orleans, Milwaukee, and Washington, D.C. The recommended grant to **Men to Boys** will expand its campaign to increase fathers' and mentors' participation in addressing the crisis facing black boys to ten urban cities, including three of CBMA's target cities: Chicago, Jackson, and Washington, D.C. The Campaign also recommends a renewal grant to **The Black Star Project**, a nationally recognized pioneer in promoting responsible fatherhood that has captured the attention and praise of key policy makers, including U.S. Department of Education Secretary Arne Duncan. Renewed CBMA support will allow the Black Star Project to expand and strengthen its annual Million Father March and other school-based strategies to engage black male mentors and tutors in the Chicago public school system.

To address the damage wrought by the school-to-prison pipeline, disproportionate minority confinement, and other policies that contribute to negative life outcomes for black males, CBMA recommends grants to the **Charles Hamilton Houston Institute at Harvard Law School** and the **Gathering for Justice**. CBMA will partner with the Criminal Justice Fund and EOF to fund

the Houston Institute to continue its efforts to dismantle the school-to-prison pipeline and ultimately reduce the number of students who are suspended, expelled, and arrested in school under zero tolerance disciplinary policies. The former Racial Justice Initiative funded the Houston Institute to develop advocacy strategies and provide technical assistance to defend voluntary public school integration programs. Now that there is a closer fit between the Institute's work and the priorities of CBMA and CJF, EOF will look to CBMA and CJF to take the lead in managing U.S. Programs' relationship with the Institute. A grant to **The Gathering for Justice** will advance its work to mobilize community organizations in Chicago and Milwaukee to play a more active and vocal role in challenging policies that have led to negative life outcomes for black males.

To mobilize youth as agents of change in challenging the conditions faced by black men and boys in the U.S., CBMA recommends grants to the **Children's Defense Fund (CDF)**, **Men Can Stop Rape**, and **Youthline America**. With CBMA funding, CDF plans to train nearly 400 black men and boys as community organizers and advocates for education reform in their local communities in Mississippi and Louisiana. **Men Can Stop Rape** plans to scale up a range of school-based initiatives to engage young men of color in Washington, D.C. and Baltimore to reverse gender-based violence and challenge harmful aspects of traditional masculinity that threaten black male achievement. **Youthline America** seeks funding to engage youth in Jackson, Mississippi to build a website that will be a public repository of information of interest to youth, such as resources on schools, jobs, and health care.

Finally, a grant to the **Center for Law and Social Policy (CLASP)** will enable it to engage in policy research and advocacy to address the particular needs of disconnected young men of color as the Workforce Investment Act is reauthorized and implemented. The grant is recommended by CBMA for funding from the Seize the Day Fund given that CLASP is taking advantage of the current political moment to address the most challenging issues, increase public participation in policy reform efforts by directly affected constituencies, and promote accountability and equity in implementation of economic recovery plans.

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

EOF INTERSECTIONAL GRANTS

<u>Name of Organization</u>	Asian American Justice Center
<u>Tax Status</u>	501 (c)(3) public charity
<u>Purpose of Grant</u>	To provide general support
<u>FPOS Grant Description</u>	A general support grant to the Asian American Justice Center will allow it to continue advancing civil and human rights for Asian Americans and building an equitable society for all.
<u>Previous OSI Support</u>	\$1,370,000 (1999-2009)
<u>Organization Budget</u>	\$2,569,303
<u>Project Budget</u>	
<u>Source of Support</u>	Center for American Progress; Ford Foundation; Leadership Conference on Civil Rights; State Farm; The Tides Foundation
<u>Amount Requested</u>	\$900,000
<u>Amount Recommended</u>	\$900,000 for three years (EOF T1: 24023)
<u>Term</u>	October 1, 2009 – September 31, 2012

Description of Organization

Founded in 1991, Asian American Justice Center (AAJC) works to advance the human and civil rights for Asian Americans, and build and promote a fair and equitable society for all. AAJC is one of the nation’s leading experts on issues of importance to the Asian American community including affirmative action, anti-Asian violence prevention/race relations, census, health, immigration and immigrant rights, adult English Language Learning, media diversity, and voting rights.

In 1995, AAJC founded the Community Partners Network, which consists of 100 Asian American community-based organizations in 44 cities, 24 states, and the District of Columbia. The network builds the capacity of local communities and has helped AAJC have a presence at the local level. AAJC president and executive director Karen Narasaki is a prominent civil rights leader and a frequent media commentator. AAJC and Narasaki have been widely acknowledged by the media, policymakers and government officials and communities throughout the U.S.

Description of Program for Which Funding Is Sought

AAJC is requesting a grant for general support.

Rationale for Recommendation

Continued support to AAJC will further EOF's overarching goals 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. It also furthers EOF's immigrant rights goals of stemming the erosion of the civil and human rights of immigrants and creating a multi-ethnic, multi-constituent movement.

In the coming years, AAJC's work will focus on public awareness programs and advocacy on issues related to rights and integration of Asian Americans. Specific goals include: strengthening effectiveness and funding of Adult English Language Learning; building awareness among policy makers and the general public to ensure opportunities in education, employment and government contracting for Asian Americans; increasing outreach to Asian Americans communities for accurate representation in the 2010 Census; building access to health care resources and information; raising awareness on immigration policy that meets the needs of Asian Americans; and addressing the barriers that limit the voting participation of Asian Americans.

Of particular interest is AAJC's work on the Census. AAJC will work at the community level to help communities understand how the Census works and how their communities benefit from accurate reporting. Alongside its outreach efforts, AAJC will also work closely with the Census Bureau to improve the language assistance programs.

As the nation moves forward on federal legislation on health care and immigration, AAJC's public awareness and advocacy efforts will ensure that the voices and needs of Asian Americans are not excluded. With respect to health care, AAJC advocates for culturally and linguistically sensitive educational materials as well as the inclusion of Asian Americans in health care research studies. As discussions on immigration policy reform grow, AAJC will continue to inform policymakers and the general public about the impact of immigration policy on Asian American communities. Through its Community Partners Network of 100 Asian American community organizations, AAJC will increase local and national level discussions about immigrant rights and services. AAJC leads the policy work on family reunification and the effectiveness and funding for adult English Language Learning programs. Karen Narasaki has demonstrated immense leadership in leveraging support among policy makers, community leaders, and other immigrant advocates towards strategically advancing fair and equitable immigration policy.

Over the years, AAJC has created an array of initiatives that address the unmet needs of Asian Americans. Through this spectrum of programs AAJC successfully addresses multiple objectives from improving the public's awareness and perception of Asian Americans to advancing key policy issues that secure Asian Americans' access to resources. AAJC also has demonstrated its ability and commitment to strategically collaborate with other communities struggling with similar issues.

To date, AAJC has been successful in raising awareness about the challenges faced by Asian Americans. AAJC has worked with Latino organizations to denounce hate crimes and appeal for meaningful federal hate crime legislation. AAJC has contributed to setting priorities with the

U.S. Census Bureau to outreach to traditionally hard to count communities. Its English Language Learning research has been used by multiple organizations and think tanks to develop policy recommendations and community programs on adult literacy and English language learning partnerships between employers and nonprofits. Central to AAJC's work has been its continued engagement with immigration policy. AAJC has collaborated with other Asian American coalitions to ensure that major television networks (including ABC, CBS, FOX and NBC) keep to their commitment to promote diversity of Asian Americans on and off screen. This includes the fair portrayal of Asian Americans on primetime television shows while also creating opportunities for Asian Americans working in the field in other capacities.

One of AAJC's greatest strengths is its ability to strategically collaborate with other communities struggling with similar issues. This intersectional approach has led to alliances with organizations such as the National Council of La Raza, the NAACP and MALDEF, the Leadership Conference on Civil Rights, the National Urban League and the National Association of Latino Elected and Appointed Officials (NALEO). Through these partnerships, AAJC has demonstrated how concerns such as hate crimes and the inclusion of traditionally hard to count communities in the Census impact multiple communities.

Multiple impending issues impacting the rights of Asian Americans indicate the need to continue support of the AAJC. Current discussions on comprehensive immigration reform and the 2010 census are key opportunities for AAJC to ensure that the needs of Asian Americans are addressed. AAJC is a longtime OSI grantee and continued support will not only benefit AAJC's work but its extensive member network.

Accordingly, EOF recommends a three-year general operating support grant in the amount of \$900,000.

<u>Name of Organization</u>	National Council of La Raza
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To provide general support
<u>FPOS Grant Description</u>	A general support grant to the National Council of La Raza will enable it to build a powerful Latino advocacy voice, by intensifying outreach and collaborative partnerships with its network of affiliates and other allies.
<u>Previous OSI Support</u>	\$2,610,000 (1996 through 2009)
<u>Organization Budget</u>	\$38,566,971
<u>Project Budget</u>	N/A
<u>Source of Support</u>	Evelyn and Walter Haas, Jr. Fund; Ford Foundation; Carnegie Corporation of New York
<u>Amount Requested</u>	\$425,000
<u>Amount Recommended</u>	\$425,000 for two years (\$225,000 IR T1: 24434; NSI T1:21083, \$200,000)
<u>Term</u>	November 1, 2009 – October 31, 2011

Description of Organization

The National Council of La Raza (NCLR), the largest national Hispanic civil rights and advocacy organization in the United States, works to improve opportunities for Hispanic Americans. Through its network of nearly 300 affiliated community-based organizations, NCLR reaches Hispanics each year in 41 states, Puerto Rico, and the District of Columbia. To achieve its mission, NCLR conducts applied research, policy analysis, and advocacy, providing a Latino perspective in five key areas: assets/investments, civil rights/immigration, education, employment and economic status, and health. In addition, it provides capacity-building assistance to its Affiliates who work at the state and local levels to advance opportunities for individuals and families.

Description of Program for Which Funding Is Sought

NCLR requests a general support grant.

Rationale for Recommendation

A grant to NCLR will further EOF's priorities in multiple ways. NCLR's work on comprehensive immigration reform aligns with EOF's immigrant rights goals of advancing sound immigration reform and building a multi-ethnic, multi-constituent movement linked to a broader national agenda for social justice. Through NCLR's continuous outreach and collaboration with its local affiliates, a grant to NCLR also advances EOF's goal of lifting barriers that prevent people from participating fully in economic, social, and political life of the country. Further, it supports the Neighborhood Stabilization Initiative's general goal of stabilizing communities hardest hit by the foreclosure crisis and its specific grantmaking priorities of exposing and reversing the racial biases underlying the current mortgage crisis and expanding sustainable credit options for lower-income borrowers and borrowers of color.

This general support grant will help NCLR build a powerful Latino advocacy voice, by intensifying outreach and collaborative partnerships with its network of affiliates and other allies. Over the long term, this work will help elevate Latino participation and perspectives in a number of policy debates affecting the Hispanic and sister communities. NCLR also expects this work will support and expand its immigration work on two fronts: 1) support NCLR's advocacy capacity-building work in strategic locations, where NCLR will provide local groups communications support and technical assistance to facilitate their engagement in the immigration debate; and 2) engage its affiliate network and other partners in a list-building collaboration aimed at strengthening the Latino voice in the immigration debate through online strategies and tools. These two elements complement and expand upon current NCLR work on immigration, which OSI supports.

The first area of work taps NCLR's network of organizations in emerging Latino communities, which tend to match areas where additional advocacy and education on immigration issues is needed but organizational infrastructure is low; and the second seeks to leverage relationships with NCLR's affiliate network, connections to Latino employee affinity groups, and citizenship and voter registration efforts, to build an online community of Latino voices that can engage at key moments of the immigration debate and can help push back on anti-immigrant forces that have successfully blocked progress toward reform.

NCLR plays an important role in the fight for comprehensive immigration reform, serving as a major representative for Latino perspectives in the debate, and as a lead partner in the developing campaign to achieve workable and humane immigration legislation. As the effort builds, demands on NCLR are also increasing, and expanding its capacity to assist local groups and fully leverage its potential to grow the number of advocates on the issue will add an important dimension to its work and the fight for reform.

Through its Wealth-Building Policy Project, NCLR also seeks to restore homeownership opportunities for Latino families by expanding sustainable home finance options and advancing policies that help Latinos build wealth through home equity. For Latinos home equity is an even greater share of their household net worth than for other American families. However, lax enforcement of consumer protection laws and unchecked market forces resulted in the proliferation of bad mortgage loans and record high foreclosure rates that are eroding the wealth

and financial security established by Latino households over the last ten years. At the same time, the turbulent housing market has created a watershed moment where falling home prices could open the door for millions of Latino and immigrant families to purchase their first home and creates political capital that could allow federal government to close the dangerous loopholes in mortgage and fair lending protections. It is critical that policymakers regulators not repeat their mistake of encouraging homeownership without also backing the commitment with sound consumer protection and enforcement.

The NCLR Wealth-Building Policy Project conducts research, analysis, and advocacy on Latino homeownership and represents the Latino and immigrant perspective in the homeownership policy debate. It also works in close with other Neighborhood Stabilization Initiative grantees, such as the National Consumer Law Center, the National Coalition for Asian Pacific American Community Development and the Lawyer's Committee for Civil Rights (also recommended in this docket) to fight predatory mortgage "rescue" scams that threaten to result in successive waves of equity-stripping and foreclosure, particularly in immigrant communities and communities of color.

The Equality and Opportunity Fund recommends a general support grant in the amount of \$425,000 for two years. The Equality and Opportunity Fund will contribute \$225,000 and The Neighborhood Stabilization Initiative will contribute \$200,000 towards this grant.

<u>Name of Organization</u>	Center for New Community
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To provide general support
<u>FPOS Grant Description</u>	A general support grant to the Center for New Community will allow it to continue its national work to create a multi-ethnic, multi-issue movement to address the intersection of structural inequities that face communities of color.
<u>Previous OSI Support</u>	\$350,000
<u>Organization Budget</u>	\$1,270,000
<u>Project Budget</u>	
<u>Source of Support</u>	Akonadi Foundation; Carnegie; Hagedorn Foundation; Ford Foundation; J.M. Kaplan Fund; Unbound Philanthropy; The Lilly Endowment; Robert Wood Johnson Foundation; Catholic Campaign for Human Development; the Otto Bremer Foundation
<u>Amount Requested</u>	\$300,000
<u>Amount Recommended</u>	\$300,000 for two years (EOF T1: 24023)
<u>Term</u>	January 1, 2010 – December 31, 2011

Description of Organization

The Center for New Community (CNC) was established in 1995 by a group of religious leaders and seasoned organizers following a two-year dialogue about the role of the faith community in addressing the nation's mounting social, economic and racial injustices. CNC's mission is to build community, justice, and equality. Since its founding it has grown from a vision to an organization that has had significant impact through its organizing and programmatic initiatives across the nation. Based in Chicago, CNC works at the national and local levels. It is recognized internationally for its work to counter organized bigotry.

Description of Program for Which Funding Is Sought

CNC is seeking general support.

Rationale for Recommendation

Continued support to CNC will further EOF's overarching goals 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. Fundamental to CNC's work is its commitment to addressing structural inequality so that people of color have access to more opportunities in their neighborhoods, communities, and workplaces. This commitment to improving the opportunities for people of color coupled with CNC's emphasis on community organizing exemplifies EOF's dedication to supporting marginalized communities to becoming informed advocates.

CNC's work is organized around three main focus areas:

Defending Democracy: CNC's longest standing focus has been democracy building through the research and analysis of white nationalism. It provides regular updates to other progressive civil rights organizations on the activities and threats of white nationalist groups. CNC has received support from OSI in the past for its work educating and mobilizing African Americans around anti-immigrant attacks that directly affect their communities. One of its current initiatives is focused on countering the anti-immigration work of the Federation for American Immigration Reform (FAIR) and its partner organizations by challenging the credibility of their leaders and their work. CNC's state-based strategies will focus in Arkansas, Arizona, California, Colorado, Florida, Georgia, Iowa, Illinois, Maryland, Michigan, Mississippi, North Carolina, Nevada, New York, Ohio, Pennsylvania, Texas, and Virginia. The local, state and national level networks formed through this work will be leveraged for subsequent efforts on issues such as comprehensive immigration reform.

Empowering Communities: CNC is working in three Midwest states organizing immigrant workers and families to secure better health care. It is also building support within the Hip-Hop community to empower it to stand united against bigotry. Through outreach and online organizing, CNC's Hip-Hop initiative is building coalitions in Phoenix and Chicago to respond to anti-immigrant activities that threaten multiracial communities.

Promoting Equality: Among the various programs that promote justice and equality, its Food Justice Initiative focuses on advancing worker justice issues in the U.S. food system. It is addressing issues such as exploitative employment practices and discrimination, structural forms of racism towards workers in the industry, and dangerous working conditions. As these issues impact the lives of immigrants and other people of color, CNC will be collaborating with the Kirwan Institute, Jewish, Muslim and Christian leaders and their respective faith-based groups, and community based organizations working with people of color. By working together they aim to promote ethical workplace standards and other issues related to worker justice and race.

CNC has been internationally recognized for its instrumental role in coalition building. Since its inception, CNC has worked closely with multiple movements and communities

to create a multi-ethnic, multi-issue movement to address the intersections of structural inequalities that face communities of color. CNC works directly with immigrant, civil and human rights organizations, community and civic groups, organized labor, and religious institutions. As EOF's work moves more toward an integrated intersectional approach, a two-year grant to CNC will allow it to continue working with other organizations and movements to address a host of issues affecting immigrants and people of color.

Accordingly, EOF recommends a two-year general operating support grant to CNC in the amount of \$300,000. This represents a slight increase from past years' support to recognize and appropriately resource the work CNC does across multiple EOF priorities.

Name of Organization: National Black Justice Coalition

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

Purpose of Grant: To support organizational development activities—including strategic planning, board development, financial systems management and human resources management—at a critical moment of leadership transition for the organization.

FPOS Grant Description: A project support grant to the National Black Justice Coalition will support organizational development activities at a critical moment of leadership transition for the organization.

Previous OSI Support: \$285,000
LGBTQ Rights: \$185,000 (2005-9)
Racial Justice: \$100,000 (2005-9)

Organization Budget: \$1,375,000

Project Budget: \$78,000

Sources of Support: Arcus Foundation; Astraea Lesbian Foundation for Justice; David Bohnett Foundation; Freedom to Marry; Gill Foundation; Evelyn and Walter Haas, Jr. Fund; Wellspring Advisors (Anonymous); individual and corporate donors (partial list)

Amount Requested: \$50,000 over six months

Amount Recommended: \$50,000 over six months (EOF T1: 24023)

Term: Six months, beginning November 1, 2009

Description of Organization:

The National Black Justice Coalition (NBJC) was formed in December 2003 to serve as the national voice for LGBTQ African Americans and it continues to be the only national black LGBTQ civil rights organization in the U.S. NBJC works to increase the visibility of LGBTQ African Americans and break down the barriers of prejudice in black communities through education and engagement.

Description of Program for Which Funding Is Sought:

NBJC requests project support for organizational development activities at a critical moment of leadership transition for the organization. In the past year, NBJC's longtime executive director stepped down from the organization and a new executive director was recently appointed. With OSI support, NBJC will lay the groundwork to build a sustainable future for NBJC through the following five activities:

1. *Strategic Planning* – engage in a strategic planning process to re-evaluate mission, goals and objectives, roles and responsibilities, and develop a long-term program plan.
2. *Board Development* – develop a board profile, recruitment strategy, orientation materials, and plan for ongoing board support.
3. *Staffing Structure* – assess current staffing structure, develop a revised staffing structure and organizational chart, and formalize job descriptions.
4. *Financial Systems* – analyze and improve accounting, payroll and other financial management systems.
5. *Human Resource Management* – provide on-site training, formalize employee handbook and assess benefit plans.

The first three areas (strategic planning, board development and staffing structure) will be facilitated by a consultant, Michael Bell of the Rockwood Leadership Institute, with full participation from the board and staff. The last two areas (financial systems and human resource management) will be contracted to a third party vendor who will lead the board and staff through an internal review of current practices and systems and provide recommendations for improvement of internal systems.

Rationale for Recommendation:

The proposed project advances the Equality and Opportunity Fund's overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It also advances the LGBTQ rights portfolio's grantmaking priorities of: 1) strengthening and expanding policies that protect the rights of LGBTQ people, including efforts to secure legal protections for same-sex relationships and families; and 2) increasing the participation of diverse voices within the LGBTQ rights movement, particularly LGBTQ people of color. The organization also meets the strategic grantmaking interests of EOF's racial justice portfolio by protecting civil opportunities for historically disenfranchised racial communities in the United States.

In May 2009, NBJC's founding executive director, H. Alexander Robinson, stepped down from his position at the organization. During his five-year tenure, Mr. Robinson helped strengthen NBJC's leadership at the intersection of mainstream civil rights groups and mainstream LGBTQ organizations, advocating for the unique needs of African American LGBTQ individuals that are often relegated to the sidelines of both movements. Under his leadership, NBJC also successfully launched several successful projects, including the annual Black Church Summit, Religious Affairs Program and NAACP Outreach Initiative. The NBJC Board recently announced the appointment of Sharon Lettman as NBJC's new executive director. Ms. Lettman

joins NBJC from People For the American Way, where she most recently served as Executive Vice President for Leadership Programs and External Affairs.

Mr. Robinson's departure and Ms. Lettman's appointment represent both a challenge and opportunity for NBJC and the movement to advance the civil rights of LGBTQ African Americans generally. While a dynamic and high-profile leader, Mr. Robinson was not an effective financial manager, which was reflected in previous docket recommendations in which staff noted the organization's cash flow difficulties and fundraising shortfalls. We are hopeful that, with Ms. Lettman's appointment and a short-term infusion of resources from NBJC funders to assist with core organizational development needs, the organization can fulfill its promise as the national advocacy voice for LGBTQ African Americans.

We are now at a moment that seemed unthinkable a few short years ago. African Americans that had felt abandoned by the political process have seen the impact we can make at the highest levels of our government; and marriage equality laws are on the books in several states and moving through the legal system in many others. The LGBTQ movement has made great progress, and NBJC is poised to make even bigger strides towards EOF's twin goals of eradicating racism and eliminating homophobia.

For these reasons, we recommend a general support grant of \$50,000 to the National Black Justice Coalition over six months.

RACIAL JUSTICE

Name of Organization: Equal Justice Society

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

Purpose of Grant: To provide project support for the Dismantling Intent and Judicial Nominations projects

FPOS Grant Description: A project support grant to the Equal Justice Society will enable it to challenge jurisprudence requiring proof of discriminatory intent in race discrimination claims and advocate for fairness and transparency in the federal judicial nominations process.

Previous OSI Support: \$2,720,000
Democracy & Power, \$100,000 (2008-9)
Independence of Judiciary, \$550,000 (2002-6)
Progressive Infrastructure, \$1,705,000 (2006-10)
Racial Justice Initiative, \$365,000 (2005-7)

Organizational Budget: \$1,437,100

Project Budget: \$225,000 (Dismantling Intent: \$125,000, \$100,000: Judicial Nominations)

Sources of Support: WK Kellogg Foundation, Ford Foundation, Akonadi Foundation (partial list, general operating support)

Amount Requested: \$225,000 (\$125,000 from the Equality & Opportunity Fund, \$100,000 from the Transparency & Integrity Fund)

Amount Recommended: \$225,000 over one year (\$125,000 from the Equality & Opportunity Fund TI: 24023 for Dismantling Intent, and \$100,000 from the Transparency & Integrity Fund TI: 21093 for Judicial Nominations projects)

Term: One year, beginning September 1, 2009

Matching Requirements: None

Description of Organization:

Equal Justice Society (EJS) is a national organization of scholars and advocates advancing progressive legal strategies and public policy reform for enduring social change in America. Established in 2000, EJS is dedicated to the long-term goal of reshaping jurisprudence to ensure that the equal protection rights of all are expanded, rather than diminished, by our courts and policy makers.

Description of Program for Which Funding Is Sought

EJS seeks project support for its Dismantling Intent and Judicial Nominations projects.

Dismantling Intent

To challenge current U.S. Supreme Court jurisprudence requiring proof of discriminatory intent in race discrimination claims, EJS has focused on redefining the legal understanding of race discrimination and how it operates. It has convened legal scholars, litigators, and social, cognitive and neurological scientists to develop strategies to raise awareness of the pervasiveness of unintentional bias and structural racism. It has also worked with relevant stakeholders to develop short-term and long-term strategies to incorporate an awareness of unintentional bias and structural racism into litigation and public policy formulation.

Currently, EJS is working with a range of partners to brainstorm potential test cases and vet potential strategies for securing disparate impact relief. Possible test cases include:

- Challenging the siting of toxic waste plants in and near communities that are disproportionately of color and low-income;
- Challenging racial disparities in county healthcare spending; and
- Challenging racial disparities in distribution of federal farm subsidies.

EJS is also in the process of identifying states that do not require proof of intent when plaintiffs sue under state anti-discrimination laws and examining analysis of these state laws by federal courts. In the coming year EJS will continue to conduct litigation training, provide amicus support for litigators, and produce educational briefs on implicit bias and structural racism to seed content for legal arguments, opinions and policies.

Judicial Nominations

Over the past four years, EJS has served as coordinator of *Californians for Fair and Independent Judges* (CFIJ) – a coalition of close to 30 public interest and social justice organizations committed to ensuring fairness and transparency in the federal judicial nominations process. Coalition member organizations include leading organizations representing California’s environmental justice, people of color, women’s pro-choice, and disability communities.

CFIJ advances its goals in two ways: by conducting research on nominees (and potential nominees) to the Ninth Circuit U.S. Court of Appeals and the U.S. District Courts in California; and through public education and advocacy about judicial nominations across the state. Since its founding, the coalition has hosted numerous briefings with key national strategists from the Leadership Conference on Civil Rights and People for the American Way. It is committed to working closely with leading strategists on the East Coast to implement a visible and sustainable public education effort that reaches key decision makers.¹ At the same time, it brings to those relationships a strong state and local perspective that is missing in the broader coalition.

¹ EJS engages in some lobbying activities through a section 501(h) election. It has provided a bifurcated budget differentiating between lobbying and non-lobbying expenses and showing that project expenses that are not for

CFIJ's target audiences include moderate Republicans, editorial boards, the business community and – most importantly – the coalition members' own diverse constituencies. Goals for the campaign include basic public education about the importance of an independent judiciary (particularly for people of color constituencies lacking political power) and creating public demand for an inclusive, consultative judicial nominations process (as opposed to the confrontational approach employed in recent years).

Rationale for Recommendation

The recommended grant to EJS 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 the Transparency and Integrity Fund's goal of supporting the development of effective models for grassroots education and organizing related to federal judicial nominations.

With OSI support, EJS's Dismantling Intent Program has grown from an ambitious idea conceived of several years ago to a working partnership that includes nationally recognized legal scholars, advocates and institutions. EJS collaborates with the National Legal Aid and Defender Association, the Equal Employment Opportunity Commission, the National Campaign to Restore Civil Rights, and others to build their institutional capacity to engage a broad network of frontline practitioners seeking to overturn barriers to the protections inherent in the Equal Protection Clause of the Fourteenth Amendment. No other national organization is playing a comparable role in spearheading doctrinal change to bolster equal protection jurisprudence.

EJS's Judicial Nominations project has exhibited significant leadership in activating a coalition of West Coast groups concerned with a range of issues related to judicial nominations and the impact of the judiciary on issues of importance to the coalition: racial justice, the rule of law, government accountability, and constitutional rights. The coalition includes locally-based groups as well as local chapters of national organizations. These efforts have added significant racial, ethnic and regional diversity to the national mobilization around judicial nominations, coordinated through the Leadership Conference's Coalition for a Fair and Independent Judiciary. Renewal support would help to build organizational strength for nominations work outside the beltway, an important component of our evolving judicial nominations strategy. Along with the Infinity Project (focused on the Eighth Circuit) and the National Council of Jewish Women (focused on Pennsylvania, Nebraska, and Ohio), this grant would serve as one of three models of field-based organizing at the local, state, and regional level.

EOF and TIF decided to make a one-year combined project support grant to EJS – as opposed to a multi-year general support grant – for two principal reasons. In the past, EJS has experienced cash flow difficulties and fundraising shortfalls. Staff plans to do a site visit this fall to probe the

lobbying are greater than the amount of the recommended grant, per OSI guidelines. It has also submitted a satisfactory financial report for the prior year's grant.

state of EJS's financial management. Second, TIF is in the process of refining its grantmaking strategy around judicial nominations and has not determined whether it will continue to fund EJS in the future.

Notwithstanding challenges noted above, EJS has steadily laid the groundwork for redefining the legal understanding of race discrimination and exercised needed leadership in advocating for diversity in the courts.

Staff recommends a renewal project support grant in the amount of \$225,000 over one year with \$125,000 to be drawn from the EOF budget and \$100,000 from the TIF budget.

Name of Organization: Institute on Race and Poverty

Tax Status: Project of Regents of the University of Minnesota, a 501 (c)(3) public charity

Purpose of Grant: General Support

FPOS Grant Description: A general support grant to the Institute on Race and Poverty will enable it to document and expose the ways that ways in which racial inequality is rooted in and perpetuated by an inequitable system of regional development.

Previous OSI Support: \$300,000
Racial Justice Initiative, \$300,000 (2006-9)

Organizational Budget: \$665,000

Project Budget: N/A

Sources of Support: Ford Foundation, Otto Bremer Foundation, McKnight Foundation, Minneapolis Foundation, & Robina Law, Public Policy and Society Research Fund (partial list)

Amount Requested: \$ 100,000

Amount Recommended: \$100,000 (EOF T1: 24023)

Term: One year, beginning September 1, 2009

Matching Requirements: None

Description of Organization:

The Institute on Race and Poverty (IRP) investigates the systemic ways that policies and practices disproportionately affect people of color. Through research, communications, mapping and legal advocacy, the IRP provides resources to policymakers, civil rights advocates, and the general public to address the structural disadvantages based upon race and class. Established in 1993, the Institute works to increase access to social and economic opportunity in areas of high concentration of poverty by promoting regional equity, education reform and sustainability. IRP is particularly focused on residential and educational segregation, transit equity, the effects of urban sprawl, and promoting regional solutions for fair housing. IRP is directed by Myron Orfield, professor of law at the University of Minnesota Law School.

Description of Program for Which Funding Is Sought

IRP requests general support.

Rationale for Recommendation

The recommended grant to IRP 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.

IRP played a critical role in shaping the intellectual foundation of U.S. Programs' former Racial Justice Initiative. IRP is one of a number of groups, including the Kirwan Institute and PolicyLink, that focus on the ways in which racial inequality is rooted in and perpetuated by an inequitable system of regional development. For example, highway investments consistently favor the far-flung employment centers in the outer suburbs that are only accessible by car. Often these growing employment centers emerge in suburbs that offer little affordable housing, resulting in a spatial mismatch between potential workers at the urban core and economic opportunity at the outer edge of metropolitan areas. IRP makes the compelling case that a three-pronged strategy of tax reform, land use reform, and regional governance reform is needed to reverse the negative effects of suburban sprawl and concentrated center city poverty.

EOF staff understands and endorses IRP's view that the growth patterns of regional development are straining U.S. metropolitan areas and feeding the social and economic divide. With limited resources, however, EOF has decided to scale back support for university-based think tanks, such as IRP, in order to free up funds to support civil rights and racial justice advocacy groups working at the grassroots, state and national levels. Accordingly, staff has communicated to IRP that we do not plan to renew general support funding for IRP. This does not mean that EOF's racial justice portfolio would not consider future support for IRP in the event that its work coincides more directly with the portfolio's priorities in the future. Staff also plans to share IRP materials with Criminal Justice Fund colleagues who may be interested in IRP's research on racial disparities in sentencing in Minnesota and CBMA colleagues who may be interested in IRP's evaluation of the effectiveness of charter schools in improving educational outcomes for youth of color.

Staff recommends a one-year general support grant to IRP in the amount of \$100,000.

Name of Organization: Civil Rights Project/Proyecto Derechos Civiles

Tax Status: Project of University of California Los Angeles, a 501(c)(3) public charity

Purpose of Grant: General Support

FPOS Grant Description: A general support grant to the Civil Rights Project will enable it to challenge resegregation in public education and housing.

Previous OSI Support: \$300,000
Progressive Infrastructure, \$300,000 (2007-9)

Organizational Budget: \$1,523,700

Project Budget: N/A

Sources of Support: Ford Foundation, Bill & Melinda Gates Foundation, Carnegie Foundation, Irvine Foundation, Spencer Foundation (partial list)

Amount Requested: \$100,000

Amount Recommended: \$80,000 (EOF T1: 24023)

Term: One year, beginning September 1, 2009

Matching Requirements: None

Description of Organization:

The mission of the Civil Rights Project/Proyecto Derechos Civiles (CRP) is to help renew the civil rights movement by bridging the worlds of ideas and action, to be a preeminent source of intellectual capital within the movement, and to deepen the understanding of the issues that must be resolved to achieve racial and ethnic equity. The Civil Rights Project was founded at Harvard University to provide multi-disciplinary research and policy analysis to assist policy makers, civil rights advocates and journalists. In 2007 CRP moved to UCLA and became the Civil Rights Project/Proyecto Derechos Civiles with founding co-director Gary Orfield and new co-director, Patricia Gandara. It focuses primarily on education reform.

Description of Program for Which Funding Is Sought

CRP requests general support.

Rationale for Recommendation

The recommended grant to IRP 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 goals of challenging structural racism, supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity, and linking immigration to broader policy issues.

The former Racial Justice Initiative funded CRP to conduct rapid response research for school districts whose voluntary integration plans were at risk under *Parents Involved in Community Schools*, the U.S. Supreme Court decision that prohibited assigning students to public schools solely for the purpose of achieving racial integration and declined to recognize racial balancing as a compelling state interest. With OSI support, CRP helped to renovate and assess desegregation plans with local school districts. CRP has also been active in producing a wide variety of information related to desegregation. It has helped to edit a new book containing research on a number of leading desegregation experiments now underway. It has also published numerous reports containing new national and local data on segregation trends.

CRP has identified several organizational priorities for the coming year, including:

1. inserting civil rights analysis and advocacy into the debate on school choice (e.g., charter and magnet schools);
2. resegregation risks and strategies for stable integration in suburbia;
3. documenting the benefits of multiracial integration;
4. Latino segregation; and
5. the effects of the financial crisis on communities and schools.

CRP's work on segregation in the context of schools and housing is a critically important piece of broader advocacy to protect civil rights and secure racial equality in the U.S. Instead of focusing on the particular harms caused by segregation, however, EOF has decided to devote a substantial amount of its racial justice resources to strengthening the relevance and capacity of traditional civil rights organizations and connecting them to the field of emerging racial justice organizations. EOF has also decided to scale back its support of university-based think tanks such as CRP in order to support advocacy organizations operating at the grassroots, state, and national levels.

Given CRP's focus on educational policy, EOF staff believes CRP's priorities may be more closely aligned with the goals of the Campaign for Black Male Achievement or the Strategic Opportunities Fund's grantmaking related to No Child Left Behind Act reauthorization, and has shared the CRP proposal with CBMA and SOF colleagues.

To allow CRP adequate time to replace EOF support, staff recommends a one-year tie-off grant to CRP in the amount of \$80,000.

Name of Organization: Center for Civil Rights

Tax Status: Project of UNC School of Law, a 501 (c)(3) public charity

Purpose of Grant: General Support

FPOS Grant Description: A general support grant to the Center for Civil Rights will enable it to promote fair opportunities in K-12 education and community development, and strengthen its organizational capacity.

Previous OSI Support: \$100,000
Racial Justice Initiative: \$300,000 (2007-9)

Organizational Budget: \$830,000

Project Budget: N/A

Sources of Support: Ford Foundation, Z. Smith Reynolds Foundation, AT&T of North Carolina (partial list)

Amount Requested: \$100,000

Amount Recommended: \$100,000 (EOF T1: 24023)

Term: One year starting January 1, 2010

Matching Requirements: None

Description of Organization:

The UNC Center for Civil Rights (the Center), a project of the UNC School of Law, is committed to the advancement of civil rights and social justice, especially in the American South. The Center sponsors research and advocacy and convenes students, faculty, visiting scholars, policy advocates and practicing attorneys to confront structural inequality. The Center’s work focuses on education, housing, community development, economic justice, and voting rights.

Description of Program for Which Funding Is Sought

The Center requests general support.

Rationale for Recommendation

The recommended grant to IRP 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 goals of challenging structural racism, supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion.

The former Racial Justice Initiative funded the Center to conduct legal research and advocacy in three programmatic areas:

- *Strengthening Democracy.* The Center conducted research around Voting Rights Act reauthorization and redistricting, and to support the development of a training institute to encourage social scientists of color to engage in work around the 2010 Census.
- *Fostering Social Inclusion and Economic Development in Communities of Color.* The Center worked to expand supports for grassroots groups in two North Carolina counties challenging municipal underbunding.
- *Creating Equal Education Opportunity for Children of Color.* The Center convened advocates to explore model school assignment programs in light of the U.S. Supreme's decision striking down racially explicit voluntary integration programs.

In 2010, the Center will focus on the following areas:

- *Promoting Fair Opportunities in K-12 Education.* Specifically, the Center will provide litigation support and technical assistance to advocates working to achieve racial integration in two North Carolina school districts. The Center also plans to mobilize NAACP branches in the South to lead the charge for racially integrated schools.
- *Promoting Fair Community Development and Inclusion.* The Center will work with two new excluded communities in North Carolina as they advocate for equitable access to municipal services and fuller political participation. The Center is also involved in fair housing litigation in North Carolina that is helping to raise awareness of the persistence of residential segregation.
- *Organizational Development.* The Center will build the capacity and participation of its Advisory Board; secure new funding for additional student interns; and upgrade its website.

The Center's efforts to challenge structural racism and to exercise leadership in the South to advance a racial justice agenda are consistent with EOF's mission. However, as indicated in other racial justice grant recommendations contained in this docket, EOF is in the process of launching a new field-building strategy to coordinate the efforts of emerging racial justice organizations and traditional civil rights groups. It is possible that after taking time to reflect on broader field needs, EOF may find a way to support the Center's work in the future. But at this time EOF, it is critical for EOF to free up resources to assemble a cohort of grantees that includes the traditional civil rights organizations, various legal defense funds, and multi-racial social justice organizations.

Accordingly, EOF recommends a one-year tie-off grant to the Center for Civil Rights in the amount of \$100,000.

IMMIGRANT RIGHTS

<u>Name of Organization</u>	Border Action Network
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To provide general support
<u>FPOS Grant Description</u>	A general support grant to the Border Action Network will strengthen its ability to expose and stop human and civil rights violations in border communities and to give them a voice in the national and international policy arenas.
<u>Previous OSI Support</u>	N/A
<u>Organization Budget</u>	\$386,000
<u>Project Budget</u>	
<u>Source of Support</u>	
<u>Amount Requested</u>	\$100,000
<u>Amount Recommended</u>	\$100,000 (IR T1:24434)
<u>Term</u>	January 1, 2010 - December 31, 2011

Description of Organization

Border Action Network (BAN) is a community-based organization working with immigrant communities along the Arizona-Mexico border. Its mission is to ensure that the rights and human dignity of those residing in border communities are protected and upheld. With a strong membership base, BAN has successfully organized at the local level to provide its members resources and trainings to: defend human and constitutional rights; hold government agencies accountable for violations of people's rights; and insert their voices into national and international policy debates on immigration and the U.S.-Mexico border.

BAN was formed in 1999 as a volunteer run organization to ensure that the immigrant families and border communities in rural and urban southern Arizona have the resources to insert their voices into policy debates. Since then, BAN has grown to become a full fledged member-based, nonprofit organization that is actively involved in policy discussions at the local, regional and national levels.

Description of Program for Which Funding Is Sought

BAN is seeking general support.

Rationale for Recommendation

Support to BAN will advance EOF's immigrant rights main goals of 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. BAN's mission and goals are also aligned with EOF's commitment to building the capacities of marginalized communities to become informed voters and advocates for their communities.

Paramount to all of its work is community organizing, strengthening leadership capacity, building alliances with other organizations and government agencies, influencing media representation of border communities, and raising public awareness of border related policies. BAN's five main areas of work are:

Exposing and Stopping Human and Civil Rights Violations: This annual documentation program begins each fall with outreach to border communities to document human rights violations committed by government authorities. The documented violations are compiled into a report that is used to substantiate local campaigns and to promote policy change.

Accountability on the Border: BAN has been active in the Arizona chapter of the U.S.-Mexico Border and Immigration Task Force, which OSI has supported through the El Paso-based Border Network for Human Rights. This task force has been instrumental in promoting over 70 policy recommendations regarding humane border enforcement policies.

Reframing the Border: This initiative aims to broaden the media coverage of border communities beyond the common portrayal of undocumented immigrant men and drug cartels. BAN will produce footage from events to be used by media outlets, create Spanish-language public service announcements, develop effective messages, place editorials in national publications and contribute to blogs. It will also continue publication of its own newspaper, "Ya Basta," a bilingual, 16-page newspaper that is distributed to 12,000 households in Arizona.

Challenging the State of Hate: In 2006, BAN collaborated with ally organizations throughout Arizona to impede the passage of anti-immigration bills in the state legislature. Since then, BAN has continued to work in concert with other organizations through this initiative to prevent the passage of any anti-immigration bill.

Building the Organizing Capacity of Immigrant Communities in Arizona: This work is aimed at raising awareness about civic participation through trainings in things such as how to sign postcards, send emails, receive text alerts, and make phone calls to officials. This will also help expand its network of Human Rights Promoters, which are a solid base of leaders who will be able to sustain efforts at the local level on issues related to immigration reform and border policies.

To date, BAN has played a critical role in educating residents about their human rights and strengthening their ability to advocate for safe and healthy communities along the U.S. – Mexico border. BAN has leveraged these local networks to influence and engage with national networks working towards comprehensive immigration reform. BAN has a strong working relationship with Border Network for Humane Rights, a current OSI grantee. Beyond working solely on immigration policy, BAN's efforts are dedicated to long-term policy change that impacts the rights and living conditions of those residing in border communities. Through its work with the U.S.-Mexico Border and Immigration Task Force, BAN has been very effective in engaging with congressional offices and Department of Homeland Security officials to include a rights-based framework when discussing border policy recommendations.

An OSI grant to BAN will also help leverage support from other major donors and allow it to continue to flourish on issues related to border policy and immigrant rights. Accordingly, EOF recommends a two-year general operating support grant to BAN in the amount of \$100,000.

<u>Name of Organization</u>	Detention Watch Network (fiscal agent Tides Center)
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To support Detention Watch Network's organizing, education, advocacy and communications initiatives that work towards reforming the U.S. immigration detention and deportation system.
<u>FPOS Grant Description</u>	To support Detention Watch Network's organizing, education, advocacy and communications initiatives that work towards reforming the U.S. immigration detention and deportation system.
<u>Previous OSI Support</u>	\$300,000
<u>Organization Budget</u>	\$424,709
<u>Project Budget</u>	\$332,846
<u>Source of Support</u>	Abell (\$25,000 for FY 2010); Firedoll (\$25,000 for FY 2010); Ford Foundation (\$170,000 for FY 2009-2010; \$200,000 for 2010-2011); Four Freedoms Fund (amount TBD)
<u>Amount Requested</u>	\$125,000
<u>Amount Recommended</u>	\$125,000 (IR T1:24434)
<u>Term</u>	November 1, 2009 – April 30, 2011 (18 months)

Description of Organization

The Detention Watch Network (DWN) is a national member-led coalition that works locally and nationally to educate the public, media and policy makers about the injustices of the U.S. immigration detention and deportation system and advocate for humane reform. Network members (84 organizations, as well as many individuals across the country) include formerly detained people and their families, community- and faith-based groups, legal service providers, national and regional advocates, law school clinics, and concerned citizens. Formed in 1997 in response to the rapid growth of the immigration detention system, it is still the only national coalition exclusively addressing the detention and deportation crisis facing immigrants in the United States.

The Tides Center serves as DWN's fiscal agent. The Tides Center has a thirty-year history providing back-office services, a legal framework, and capacity-building support for projects that share their vision of a just, healthy and sustainable world. Tides Center provides infrastructure and services to hundreds of nonprofit projects across the country. Projects work to effect change in the areas of social justice, economic development, civic engagement, environmental

sustainability, environmental justice, human rights, community development, international affairs, and nonprofit capacity building, among others.

Description of Program for Which Funding Is Sought

DWN carries out its work through (1) grassroots education and organizing, (2) national and local advocacy, (3) development of resources and tools, (4) proactive communications and messaging, and (5) network building.

1. Grassroots Education and Organizing: DWN's new "No New Beds" campaign supports its members' efforts to organize against ICE enforcement, detention and deportation policies in their local communities. This grassroots level campaign will call for the reduction of detention centers and an increase of alternatives to detention programs and government appointed counsel. The public launch is scheduled for November 2009.
2. National and Local Advocacy: DWN's objective is to coordinate and facilitate national legislative and advocacy efforts for detention, due process and enforcement reform. DWN members' advocacy will focus on four key priorities: improving detention center conditions, alternatives to detention, mandatory detention, and local enforcement. DWN will also engage in comprehensive immigration reform work at the national level so that detention and enforcement issues are properly addressed in any reform efforts. DWN will provide capacity building support to its members and assist with the coordination and facilitation of activities.
3. Resources and Tools: As the only national coalition solely dedicated to addressing detention and deportation, DWN seeks to strengthen its role as a central resource center. DWN will deepen its education and advocacy resources through the continued development of its website, and the interactive detention map and social media tools.
4. Proactive Communications and Messaging: In anticipation of the increased media attention on immigration in the coming months, DWN will ensure a consistent and proactive voice on detention and deportation issues among its members. This work includes a media plan for the "No New Beds" campaign, media outreach for immigration policy advocacy efforts and the development of other media resources to influence the public's perception on immigration detention and enforcement.
5. Networking: DWN will continue to increase and diversify its membership through an intentional member recruitment plan incorporated into all of its activities and campaigns. The goal is to significantly expand its network of 84 member organizations (which includes formerly detained people and their families, community- and faith-based groups, legal service providers, national and regional advocates, law school clinics, and concerned citizens).

Rationale for Recommendation

Continued support to DWN will further EOF's overarching goals 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. It also furthers EOF's immigrant

rights goals of stemming the erosion of the civil and human rights of immigrants, advancing sound immigration policy, and creating a multi-constituent movement to address immigrant detention and deportation.

Over the last few years, DWN has done substantial work to create a strong foundation of member organizations and allies, public education, resource development, and policy recommendations around enforcement, detention and deportation issues. DWN has developed an effective “inside-outside strategy,” playing an important adjunct role in the immigration reform debate while working proactively on detention and enforcement reforms. DWN and its members held a series of meetings with President Obama’s transition team and new staff, conducted a Congressional briefing and led other presentations of proposed reforms. These interactions have influenced the Administration’s recently announced plans to reform the detention system.

DWN is recognized as a key resource to support local and national advocacy. Its members bring varied expertise and skill sets. They are also diverse in terms of race, ethnicity, class, age, gender and sexual orientation. DWN’s unique strength lies in its ability to persuade different constituencies that they have a shared interest in advocating for a fair and humane reform of the detention and deportation system. DWN’s director Andrea Black is a former Soros Justice Fellow.

To allow DWN to continue to actively advocate for an immigration enforcement system which emphasizes alternatives to detention and ensures that any detention system upholds safe and humane detention conditions, EOF recommends an 18 month grant to DWN in the amount of \$125,000.

<u>Name of Organization</u>	Grantmakers Concerned with Immigrants and Refugees
<u>Tax Status</u>	501(c)(3) public charity
<u>Purpose of Grant</u>	To provide general support
<u>FPOS Grant Description</u>	A general support grant to Grantmakers Concerned with Immigrants and Refugees will strengthen its ability to provide resources that foundations need to address the challenges facing newcomers and their host communities and to strengthen society as a whole.
<u>Previous OSI Support</u>	\$ 85,000
<u>Organization Budget</u>	\$ 710,986
<u>Project Budget</u>	
<u>Source of Support</u>	
<u>Amount Requested</u>	\$ 75,000
<u>Amount Recommended</u>	\$ 75,000 (IR T1:24434)
<u>Term</u>	November 1, 2009 – October 31, 2010

Description of Organization

Founded in 1990, Grantmakers Concerned with Immigrants and Refugees (GCIR) provides resources that foundations need to address the challenges facing newcomers and their host communities and to strengthen society as a whole. Its mission is to influence the philanthropic field to advance the contributions and address the needs of the country's growing and increasingly diverse immigrant and refugee populations.

GCIR is governed by a board of directors comprising 14 philanthropic leaders who represent local, regional, and national foundations in the United States. Its work is implemented by a staff of five talented individuals and a core group of consultants who lend issue-specific expertise. In addition to closely collaborating with its member foundations, GCIR works with immigrant service and advocacy organizations, regional associations of grantmakers, and funder affinity groups whose constituents have an interest in immigrant and refugee issues.

Description of Program for Which Funding Is Sought

GCIR is seeking general support.

Rationale for Recommendation

GCIR's work to influence philanthropy's impact on advancing immigrant rights and other related policies furthers EOF's immigrant rights goals of advancing sound immigration reform and building a multi-ethnic, multi-constituent movement linked to a broader national agenda for social justice. It also advances EOF's goal of lifting barriers that prevent people from participating fully in economic, social, and political life of the country.

With a core focus on the United States, GCIR provides information resources, collaboration, networking, and learning opportunities to enhance philanthropy's awareness of issues affecting immigrants and refugees. GCIR expands the field's understanding of how these issues are integral to community building in today's social, economic, and political environment and works to increase philanthropic support for strategies that benefit newcomer populations and strengthen society as a whole. Many foundations, especially in the newer immigrant destinations, are struggling to find ways to address demographic changes and to integrate newcomers into the fabric of their communities. GCIR has become an invaluable resource to such foundations, whether by creating immigration-specific funding initiatives or incorporating an immigrant and refugee component into core grantmaking programs. Through its ongoing engagement with funders across the U.S., and more recently with international funders as well, GCIR continues to play a pivotal role in building coordinated and targeted strategies.

Over the next year, GCIR will continue to focus its efforts on educating funders about the need to strengthen the immigrant integration infrastructure across the country. It will expand its regional programs, national webinars, and information resources including its e-newsletter, website content, and email updates tailored to the interests of individual members. This allows GCIR to share recent research and reports with grantmakers, respond to members' specific interests, facilitate networking and learning among peers, and provide a learning space for funders to discuss implications of any changes to immigration policy. In addition, GCIR plans to create regional programming that is targeted to existing immigrant strongholds as well as emerging gateways. All of these programs and services help create and strengthen robust infrastructure and capacity at the local, state, and regional levels to address the rights of immigrants and refugees.

GCIR is now embarking on a strategic planning process in preparation to mark its 20-year anniversary in 2010. This process will help identify GCIR's potential to help leverage greater and targeted philanthropic investment in refugee and immigration-related issues. A general support grant to GCIR will assist in the development of its resources and programs and contribute to the 2010 annual convening and 20th anniversary activities. GCIR is a longtime OSI grantee and has been recognized as a key player in coordinating state, regional and national funding efforts. Maria Teresa Rojas is a current GCIR board member.

EOF recommends a one-year general support grant to GSIR in the amount of \$75,000.

LGBTQ RIGHTS

Name of Organization: Civil Marriage Collaborative

Tax Status: Project of the Proteus Fund, a 501(c)(3) public charity

Purpose of Grant: General Operating Support

FPOS Grant Description: A general support grant to the Civil Marriage Collaborative (CMC) will renew OSI's membership and support CMC's re-granting to state-based organizations working for same-sex marriage equality, increasing the capacity of these organizations to be more effective advocates.

Previous OSI Support: \$1,495,000
LGBTQ Rights: \$1,495,000 (2004-9)

Organization Budget: \$7,140,228 (Proteus Fund)

Project Budget: \$2,167,548 (CMC)

Sources of Support: Atlantic Philanthropies, Calamus Foundation, David Bohnett Foundation, Evelyn and Walter Haas Jr. Fund, Gill Foundation, Horizons Foundation, Kevin J. Mossier Foundation, Overbrook Foundation, Wellspring Advisors/Anonymous.

Amount Requested: \$250,000 over one year

Amount Recommended: \$245,000 over one year (EOF T1: 24023)

Term: One year, beginning January 1, 2010

Description of Organization:

The Civil Marriage Collaborative Fund (CMC) re-grants funds to state organizations working to advance the legal recognition of same-sex relationships. CMC grants help these historically under-funded organizations to build capacity and be more effective advocates in state-based efforts to secure marriage equality.

The Collaborative was launched in 2004 through the efforts of OSI and six funding partners: Gill Foundation, Columbia Foundation, Overbrook Foundation, David Bohnett Foundation, Haas Jr. Fund, and an anonymous donor. Four new members have since joined the Collaborative: Calamus Foundation, Horizons Foundation, Mossier Foundation and, most recently, Atlantic Philanthropies. CMC was created to fill an important gap identified by movement leaders, who recognize that state public education and advocacy campaigns cannot succeed without effective local leadership. CMC also encourages partnerships between LGBTQ and allied groups, with a special emphasis on faith-based and people of color led organizations.

Description of Program for Which Funding Is Sought:

CMC requests general support.

Rationale for Recommendation:

The recommended grant will advance the LGBTQ rights portfolio's specific grantmaking priority of strengthening and expanding policies that protect the rights of LGBTQ people. It also advances the broader goals of the Equality & Opportunity Fund (EOF) 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.

Marriage is a defining cultural, social, and economic institution that confers hundreds of tangible protections and responsibilities on couples and their children, as well as intangibles such as legitimacy, security and respect. The denial of these protections, responsibilities and societal acceptance translates into real economic loss, lack of opportunity, and psychological hardship for the LGBTQ community and their loved ones. Same-sex couples unable to access civil marriage are denied over 1,000 legal, economic and other basic protections that heterosexual couples enjoy. Low-income and poor families, families with disabled members, and the elderly face the most harm from a denial of the right to marry because individuals within these populations often cannot afford to "buy into" health services and other benefits and legal protections that marriage confers automatically. The denial of full equality to LGBTQ families is unfair and unworthy of a free and democratic society.

The LGBTQ rights movement's efforts to secure the right to marry also have had a positive ripple effect on other efforts to win civil and human rights protections, for both LGBTQ and non-LGBTQ individuals and families. In response in part to the national conversation about marriage equality, bills have been introduced in Congress to ban hate crimes and employment discrimination based on sexual orientation or gender expression and identity. States like New Jersey have passed dozens of civil rights protections unrelated to marriage for LGBTQ people. And the freedom to marry movement has propelled the adoption of domestic partnership and other family-recognition measures that often affect seniors and unmarried heterosexuals as well as LGBTQ couples and their children. For this reason, non-LGBTQ-identified social justice and human rights funders, such as Atlantic Philanthropies, have followed OSI's lead and joined CMC to support state-based advocacy.

As EOF continues to refine the priorities of its LGBTQ rights portfolio and sharpen its focus on the most marginalized populations within the LGBTQ community, it is essential that we maintain strong ties to other funders in this field. The benefits of networking with other funders are two-fold. First, EOF staff is able to learn about the range of advocacy funded by the leading LGBTQ rights funders and to identify funding gaps where OSI resources can make a meaningful difference. Second, EOF staff is able to influence other funders to recognize the inequality experienced by the most marginalized LGBTQ communities (particularly people of color and transgender people), not only in mainstream U.S. society, but also within the LGBTQ rights movement. OSI serves on the CMC Strategy Committee, where it is able to advocate within the Collaborative for channeling the grassroots momentum around marriage equality into broader social justice work that implicate other core EOF and USP priorities. This type of donor

organizing is a critical part of our efforts to increase resources to the most marginalized LGBTQ communities.

For these reasons, we recommend a general support grant of \$245,000 to Civil Marriage Collaborative/ Proteus Fund for one year.

Name of Organization: Children of Lesbians and Gays Everywhere (COLAGE)

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

Purpose of Grant: General Operating Support

FPOS Grant Description: A general support grant to COLAGE will support their work to provide resources and information to LGBTQ parents, teachers, and legislators about the unique challenges facing children of LGBTQ parents, and especially to undertake special projects that address racial justice.

Previous OSI Support: \$150,000
LGBTQ Rights: \$125,000 (2004-9)
Youth Development: \$25,000 (2005-6)

Organization Budget: \$850,000

Project Budget: N/A

Source of Support: Wellspring Advisors, Arcus Foundation, Ford Foundation, Haas, Jr. Fund (partial list)

Amount Requested: \$75,000

Amount Recommended: \$75,000 (EOF T1: 24023)

Term: One year, beginning September 1, 2009

Description of Organization:

Children of Lesbians and Gays Everywhere (COLAGE) is the only national organization specifically supporting young people with LGBTQ parents – ensuring that children’s voices are heard in debates over LGBTQ families. COLAGE provides resources and information to LGBTQ parents, teachers, and legislators about the unique challenges facing children of LGBTQ parents. The organization has provided workshops and training to over 400 COLAGERS in each of the past two years and maintains an active network of chapters throughout the country and internationally.

Description of Program for Which Funding Is Sought:

COLAGE requests 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, including efforts to secure legal protections for same-sex relationships and families; and 2) increasing the participation of diverse voices within the LGBTQ rights movement, particularly youth. 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. The recommended grant to COLAGE will also connect to CBMA's new strategic plan, which includes a commitment to explore how the LGBTQ community can advocate for the positive development of black boys with attention paid to the needs of both LGBTQ parents and LGBTQ youth. COLAGE's plan for the upcoming year directly connects with CBMA's work to advance educational equity, support youth organizing and leadership, and to strengthen diverse family structures and change public perceptions of black boys and men.

COLAGE has played a significant role in the dramatic change in public perception of LGBTQ families. The organization represents a unique and critical constituency in the fight for legal recognition of diverse LGBTQ families. One of the key strategies of anti-gay forces is to convince people that same-sex relationships are harmful to children. Children with gay parents have been drawn into the debate over LGBTQ families because they provide the proof to refute these homophobic myths. COLAGE helps children of LGBTQ parents join the debate on their own terms.

COLAGE provides a model for transforming a service-oriented mutual support organization into an effective advocacy organization to advance LGBTQ rights. In the past few years, the group was particularly active in the fight against the same-sex adoption ban in Florida and in winning victories for marriage equality in Iowa and several New England states, where COLAGE members collaborated with state equality organizations to collect letters, images and personal stories from young people and their families. COLAGE trains young people to be effective spokespersons on their own behalf and has been instrumental to virtually every major media story including children of LGBTQ families. COLAGE members have provided powerful testimony about issues that affect their lives and LGBTQ communities in state and federal hearings, resulting in institutional policy and practice changes. COLAGE also has submitted amicus briefs in key custody cases, shaping the way family law treats same-sex parents.

In addition to family recognition, COLAGE's advocacy and public education initiatives address school safety. Last year, COLAGE collaborated on groundbreaking research documenting the impact of anti-LGBTQ harassment and discrimination in schools on students with LGBTQ parents. The organization and its members remain active in efforts to pass state and federal safe schools laws. With support from the Arcus Foundation, COLAGE also recently launched a multi-year Racial Equity Project, which aims to make COLAGE programming and resources more relevant and accessible to people of color with LGBTQ parents and to develop the organization's capacity to consistently address social, racial, and economic justice issues throughout its movement-building work.

For these reasons, we recommend a general support grant of \$75,000 to COLAGE for one year.

Name of Organization: Freedom to Marry

Tax Status: Project of Astraea Lesbian Foundation for Justice, a 501(c)(3) public charity

Purpose of Grant: General Operating Support

FPOS Grant Description: A general support grant to Freedom to Marry will enable it to continue the fight to end discrimination in marriage nationwide through strategic leadership, advice and counsel and central message delivery.

Previous OSI Support: \$550,000
LGBTQ Rights: \$550,000 (2003-9)

Organization Budget: \$3,478,000

Project Budget: N/A

Sources of Support: Arcus Foundation, Calamus Foundation, Columbia Foundation, Evelyn and Walter Haas Jr. Fund, Gill Foundation, Overbrook Foundation, Tides Foundation, Wellspring Advisors/Anonymous, individual donors (partial list).

Amount Requested: \$200,000 over two years

Amount Recommended: \$100,000 over one year (EOF T1: 24023; close-out grant)

Term: One year, beginning July 1, 2009

Description of Organization:

Based in New York, Freedom to Marry (FTM) is the strategic engine of the marriage equality movement in the U.S. It works with over 30 national, state and local partner organizations, melding state and local marriage equality efforts into a cohesive national campaign. FTM plays a unique and important role – facilitating the work of partner organizations in the marriage equality movement, enhancing strategic focus within the field, helping to frame the marriage debate and expanding outreach to new allies. In working to secure equal access to civil marriage, FTM places LGBTQ issues squarely into both the legal and societal discourse about equality and justice in this country.

FTM plays four key roles in the national campaign for marriage equality: (1) Strategist and alliance builder for the movement; (2) Advisor and technical assistance provider to the field; (3) Catalyst organization that drives and influences the message on marriage equality ; and (4) Funding engine helping to steer needed resources to local, state and national marriage equality efforts.

FTM’s fiscal agent is the Astraea Lesbian Justice Foundation, a public foundation also based in New York, whose grantmaking and philanthropic advocacy programs help lesbians and allied communities challenge oppression and claim their human rights.

Description of Program for Which Funding Is Sought:

FTM requests general operating support.

Rationale for Recommendation:

The recommended grant will advance the LGBTQ rights portfolio's specific grantmaking priority of strengthening and expanding policies that protect the rights of LGBTQ people. It also 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.

FTM undoubtedly has played an invaluable role in the struggle to secure civil marriage rights for LGBTQ people in the United States. It is the only national organization dedicated solely to the goal of ending discrimination in marriage and, for years, this leanly staffed organization has served as the powerful engine of a growing national equality movement. FTM's effective and highly visible founding director, Evan Wolson (formerly a senior attorney at Lambda Legal Defense Fund, another OSI grantee), is the architect of the national strategy for winning marriage equality, which emphasizes winning acceptance through public education and grassroots outreach on a state-by-state basis as a way of shoring up support to end marriage discrimination at the federal level. This strategy has proved successful, and it would be no overstatement to claim that absent FTM's leadership, the movement would not have achieved full legal recognition for same-sex marriages in six states in such a short time. Its leadership will continue to be essential as the movement strives to win more states and hold existing victories despite divisive and misleading—but extremely well-funded—anti-gay campaigns led by shell groups like the right-wing National Organization for Marriage.

That said, after significant deliberation among staff, we recommend treating this grant as a close-out grant to FTM. With limited resources available to simultaneously help core national LGBTQ rights organizations weather the economic crisis and expand our LGBTQ rights portfolio to reach grassroots groups serving the most marginalized populations, staff has had to make difficult decisions about whether to continue support for several longstanding grantees. We believe that, in the long run, our "marriage dollars" are better spent through the Civil Marriage Collaborative (also recommended in this docket), which provides an opportunity to leverage additional philanthropic support for state-based marriage equality campaigns and strengthen our connection to other funders in the LGBTQ rights field. In addition, due to the Equality and Opportunity Fund's increased emphasis on intersectional advocacy, we believe that FTM's singular focus on marriage victories, while extremely effective, does not as clearly advance a broader equality agenda. Unlike our grant to FTM, virtually all of OSI's grant to the Civil Marriage Collaborative is re-granted to state-level LGBTQ equality organizations that are working on ending discrimination against LGBTQ people and families across a range of policies and institutions.

For these reasons, we recommend a close-out general support grant of \$100,000 to Freedom to Marry for one year.

Name of Organization: National Center for Transgender Equality

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

Purpose of Grant: To support the Transgender Health Policy Collaborative, a joint project with the Transgender Law Center and the National Center for Lesbian Rights to remove structural barriers to health care faced by transgender individuals

FPOS Grant Description: A project support grant to the National Center for Transgender Equality will support the Transgender Health Policy Collaborative, a joint project with the Transgender Law Center and the National Center for Lesbian Rights to remove structural barriers to health care faced by transgender individuals.

Previous OSI Support: \$200,000
LGBTQ Rights: \$200,000 (2007-10)

Organization Budget: \$500,000

Project Budget: \$200,000

Sources of Support: Education Foundation of America, Gill Foundation, Haas, Jr. Fund, Bohnett Foundation, Arcus Foundation, Wellspring Advisors

Amount Requested: \$200,000

Amount Recommended: \$200,000 over one year (\$125,000 from EOF T1: 24023; \$75,000 from TIF, T1:21093)

Term: One year, beginning October 1, 2009

Description of Organization:

The National Center for Transgender Equality (NCTE) was founded in 2003 by transgender advocates and allies who saw the need for an effective voice in Washington, D.C. to work on national/federal policy issues of concern to the transgender community. NCTE focuses on public education and advocacy strategies, with an emphasis on collaboration with other LGBTQ organizations, and empowering transgender people to engage in their own human rights struggle. NCTE's advocacy work focuses primarily on federal policy issues that affect transgender people, including antidiscrimination legislation, federal prison policy, federal collection of hate crime statistics, identity documents and privacy issues, and access to healthcare.

Description of Program for Which Funding Is Sought:

The Transgender Health Policy Collaborative (the “Collaborative”) is a joint project of the National Center for Transgender Equality (NCTE), Transgender Law Center (TLC), and the National Center for Lesbian Rights (NCLR)—each grantees of U.S. Programs’ Equality and Opportunity Fund. Through a combination of policy research, public education, and regulatory and administrative advocacy, Collaborative members aim to remove the structural barriers that impede greater access to health care for transgender people.

While health care access is a crisis in America broadly speaking, it is especially acute for transgender people who, due to bias and discrimination, face significant barriers to employment and disproportionate job loss and, therefore, a much-higher-than-average lack of insurance. Even transgender people who have insurance are routinely barred from accessing needed care because most private and public health insurance plans contain explicit, discriminatory exclusions for transgender-related care. For example, the federal Medicare program excludes coverage of basic procedures needed by transgender people. This exclusion not only denies coverage for medically necessary treatment to Medicare beneficiaries, but also signals to a range of public and private health insurers that it is permissible to exclude such coverage in their own programs.

The Collaborative seeks OSI support for expanded efforts to ensure that, regardless of the outcome of the current push for health care reform, the needs of transgender individuals are addressed throughout the implementation phase of health care reform. Specifically:

- If reform is enacted that includes positive policies for transgender people, particularly no harmful transgender-related exclusions, the Collaborative will focus on full implementation of trans-positive policies by insurance companies and health care providers.
- If reform is enacted that includes some positive and some negative aspects for transgender people, the Collaborative will focus on informing, educating, and advocating for policies that can take best advantage of the positive aspects and mitigate the negative aspects.
- If reform is not enacted this year, or enacted in a form that does not improve health access for transgender people, the Collaborative will focus its work on building support among insurance providers and health care community and in educating the public and policy experts about the necessity and efficacy of transgender health care for future reform efforts.

NCTE will serve as the fiscal sponsor for the Collaborative, and it will house a full-time Health Care Policy Analyst in its Washington, D.C. office during the grant period. In addition, OSI support will enable the Transgender Law Center to hire a Health Care Access Manager (0.75 FTE) in its San Francisco office. NCLR will devote a portion of senior and staff attorney time to the project (0.4 FTE). Project and senior staff at all three organizations will work closely together to accomplish the Collaborative’s goals.

Rationale for Recommendation:

The recommended grant to the Collaborative will advance the LGBTQ Rights portfolio's grantmaking priorities of: 1) strengthening and expanding policies that advance LGBTQ rights; 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 (EOF) by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. The recommended grant also advances the strategic goals of the Transparency & Integrity Fund by guaranteeing access to targeted data of high quality, in usable form and in real time; and creating effective mechanisms for use of data that maximize impact in organizing and advocacy efforts.

For many transgender individuals, access to affordable healthcare—on equal terms with non-transgender individuals—is a critical civil rights issue. Studies show that discrimination against transgender people by healthcare providers is rampant, and this discrimination significantly and negatively affects their ability to fully participate in all other aspects of society and life.² And for many transgender individuals, access to trans-specific health services (such as transition-related care and medical certification of gender identity) is critical to securing a host of other legal rights and privileges. Removing structural barriers to health care access would go a long way in reversing rampant discrimination against transgender individuals in many other social institutions. For this reason, access to health care has become a major priority in transgender rights organizing and advocacy.

While specific local and state efforts by transgender advocates have attempted to improve the cultural and medical competence of providers and challenge insurance exclusions, current federal health care reform efforts provide an unprecedented opportunity for addressing these unjust exclusions in a systemic way at the national level. Regardless of the outcome of federal health care legislation, the Collaborative will fight for access to non-discriminatory, inclusive healthcare for transgender people through a carefully-designed communications and regulatory and administrative advocacy strategy aimed specifically at protecting the needs of transgender people in the implementation phase of federal health care reform.

The Collaborative also will promote transparency by advocating for improved data collection on the health care needs of transgender individuals. Government agencies understandably rely heavily on data when deciding on programs, funding and support, but to date transgender people have not been included in any government studies or surveys. The Collaborative will advocate for inclusion of transgender people in federally-funded research on health issues and provide technical assistance to implementing agencies to ensure that such studies are conducted in ways

² For example, a recent survey of transgender adults in California found that 42% reported postponing care for illness/preventive care because they could not afford it; 25% reported health conditions that worsened because they postponed care; 15% were denied gender-specific care; and 11% reported that a doctor or other provider had refused any treatment—even treatment unrelated to the person's transgender status—because the respondent was transgender. *See* TRANSGENDER LAW CENTER, STATE OF TRANSGENDER CALIFORNIA (March 2009), *available at* www.transgenderlawcenter.org/pdf/StateofTransCAFINAL.pdf

that accurately include transgender people, their health care needs and the impact of health care changes on this vulnerable population.

The Collaborative also will promote transparency by advocating for improved collection and dissemination on the health care needs of transgender individuals. Government agencies understandably rely heavily on data when deciding on programs, funding and support, but to date data collection related to transgender people has not been included in any government studies or surveys. The Collaborative will advocate for inclusion of information on transgender people in federally-funded research on health issues and provide technical assistance to implementing agencies to ensure that such studies are conducted in ways that accurately include transgender people, their health care needs and the impact of health care changes on this vulnerable population.

For these reasons, the EOF and TIF recommend a project grant of \$200,000 over one year to NCTE to support the Transgender Health Policy Collaborative.

NEIGHBORHOOD STABILIZATION INITIATIVE

Name of Organization: Lawyers Committee for Civil Rights Under Law

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

Purpose of Grant: to support the creation of a National Mortgage Scam Rescue Task Force

FPOS Grant Description: A project support grant to the Lawyers Committee for Civil Rights will support the development of the National Mortgage Rescue Scam Task Force, a nationally coordinated effort to protect distressed homeowners, particularly people of color, against predatory mortgage rescue scams.

Previous OSI Support: \$1,379,000
Progressive Infrastructure: \$150,000 (2007-2008)
USJ- Re-Entry: \$100,000 (2004)
Racial Justice: \$450,000 (2005-10)
Independence of Judiciary: \$163,000 (2002-5)
Law & Soc Judicial Indep: \$330,000 (1998-2001)
Law & Soc Legal Prof: \$106,000 (2000-01)
Law & Soc Access to Legal: \$80,000 (2000-1)

Organization Budget: \$6,300,000

Project Budget: \$1,865,300

Source of Support: Fannie Mae, Freddie Mac, Ford Foundation (project support, partial list)

Amount Requested: \$200,000 over one year

Amount Recommended: \$274,406 over one year (NSI T1:21083)

Term: One year, beginning November 1, 2009

Description of Organization:

The Lawyers' Committee for Civil Rights Under Law (LCCR) was formed in 1963 to involve the private bar in providing legal services to address racial discrimination. The principal mission of LCCR is to secure, through the rule of law, equal justice under law. LCCR's major objective is to use the skills and resources of the bar to obtain equal opportunity for minorities by addressing factors that contribute to racial justice and economic opportunity. LCCR implements its mission and objectives by marshaling the pro bono resources of the bar for litigation, public policy advocacy, and other forms of service by lawyers to the cause of civil rights.

Description of Program for Which Funding Is Sought:

LCCR seeks project support for the National Mortgage Scam Rescue Task Force, a coordinated effort among key stakeholders to address the growing national problem of mortgage “rescue” scams, which disproportionately harm minority, immigrant and lower-income borrowers.

In the wake of a mortgage crisis that has already taken a dramatic economic and social toll, a new breed of financial exploitation has emerged that threatens to further strip away wealth from the hardest hit communities. In recent years, the same unscrupulous mortgage brokers and fly-by-night finance companies that were responsible for originating the worst subprime loans have retooled themselves as foreclosure “rescue” operations that prey upon borrowers desperate to save their homes. These companies charge borrowers steep upfront fees without providing any meaningful assistance, often exploiting (and undermining) federal responses to the crisis by claiming to help borrowers access the “Obama Plan” for mortgage relief. Rescue scammers also routinely rely on affinity-marketing techniques that appeal to the homeowners’ belief that people who share similar ethnic, racial, religious or age profiles are their advocates, while actually steering unwitting borrowers away from the resources they need most.

In what has been described as a “giant game of whack-a-mole,”³ law enforcement agencies across the country have filed suit against hundreds of rescue scam companies, but they continue to proliferate and the number of consumer complaints continue to rise. In response, LCCR created the National Mortgage Scam Rescue Task Force in partnership with Fannie Mae to coordinate the resources and efforts of key government agencies, housing counseling groups, and other private sector stakeholders, such as major lenders and servicers.⁴

OSI support will enable LCCR to lead the private enforcement efforts of the Task Force. LCCR will create resources and train staff at major servicers, the national HOPE hotline and housing counseling agencies to spot potentially fraudulent activity. Borrowers who appear to have been victims of scams will be referred to the Lawyers’ Committee, which will maintain a national database of all complaints. The Lawyers’ Committee will then refer borrowers to a national network of pro bono attorneys or local law enforcement agencies, as appropriate, to provide legal assistance to borrowers or prosecute offenders. The Lawyers’ Committee also will review information in the database with an eye toward bringing high-impact civil litigation against scammers.

Rationale for Recommendation:

The proposed project advances EOF’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

³ Paul Keil, *Why Authorities Haven’t Stopped the Foreclosure ‘Rescue’ Boom*, PROPUBLICA, Sept. 24, 2009, available at www.propublica.org/ion/bailout/item/why-authorities-havent-stopped-the-foreclosure-rescue-boom-924

⁴ Several government agencies have recently joined the Task Force, including the Federal Trade Commission (FTC), the Department of Justice, the Department of Treasury, the Department of Housing and Urban Development (HUD) and several state Attorneys General. Joining from the private sector are Freddie Mac, Hope Now, NeighborWorks, and the National Fair Housing Alliance (an OSI grantee).

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 emerging efforts to improve the legal foreclosure process in order to improve outcomes for distressed borrowers and 2) exposing and reversing the racial biases underlying the current mortgage crisis.

LCCR has taken the lead in stepping up the private bar's response to the growing national issue of mortgage rescue scams (described above), which many observers describe as the "second wave" of the foreclosure crisis. LCCR's efforts will be essential to supplement the government's response and ensure consistent enforcement across regions. Within the next year, LCCR plans to recruit, train and manage over 2,000 legal volunteers who will interact directly with up to 50,000 potential victims to assist in filing complaints with appropriate law enforcement agencies. It will also maintain a national fraud prevention database that will serve as a central clearinghouse for distressed borrowers to connect with needed legal help and track the most egregious offenders.

LCCR will model the Task Force's enforcement efforts on its successful 2008 Election Protection, in which thousands of legal volunteers donated over \$31 million in attorney time to assist voters and prevent election fraud. It will channel the same resources within its vast network of local legal committees, pro bono attorneys, law firms and law schools to combat the growing problem of mortgage fraud. Cognizant of the disproportionate numbers of limited English proficient persons victimized by foreclosure scams, especially in immigrant communities, LCCR also will work closely with other OSI grantees National Council of La Raza (recommended in this docket) and the National Coalition for Asian Pacific Community Development (National CAPACD) to overcome language and cultural barriers, and to ensure that the campaign has the broadest reach possible.

For these reasons, we recommend a project support grant of \$274,406 to LCCR over one year to support the National Mortgage Scam Rescue Task Force.

Name of Organization: National Community Reinvestment Coalition

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

Purpose of Grant: General support

FPOS Grant Description: A general support grant to the National Community Reinvestment Coalition will enable it to build a powerful national advocacy voice for low-income families and underserved communities to expand access to fair and affordable credit.

Previous OSI Support: N/A

Organization Budget: \$9,630,888

Project Budget: N/A

Source of Support: N/A

Amount Requested: \$400,000 over two years

Amount Recommended: \$400,000 over two years (NSI T1:21083)

Term: Two years, beginning November 1, 2009

Description of Organization:

The National Community Reinvestment Coalition’s mission is to increase fair and equal access to credit, capital, and banking services for our nation’s low-income families and underserved communities. Since 1990, the National Community Reinvestment Coalition (NCRC) has been at the forefront of the community and economic development movement in the U.S., bringing nationally recognized housing counseling, financial education, fair housing advocacy, CBO capacity-building, and business development to its network of over 600 community-based affiliates.

NCRC has created a comprehensive and diverse set of programs which enable it to serve its members and the communities they represent by providing access to wealth-building opportunities for low-income families. These programs include: comprehensive fair housing and lending research; advocacy; communications division and outreach; the Washington, D.C. Minority Business Enterprise Center; the National Homeownership Sustainability Fund; the Center for Responsible Appraisal and Valuations; the National Training Academy; a global fair banking program; and technical assistance and organizational development opportunities for grassroots economic justice coalitions.

Description of Program for Which Funding Is Sought:

NCRC requests a general support grant.

Rationale for Recommendation:

The proposed grant advances EOF'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. The grant also advances the Neighborhood Stabilization Initiative's goal of stabilizing communities hardest hit by the foreclosure crisis and its specific grantmaking priorities of: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) facilitating the transfer of foreclosed properties to productive local ownership; 3) linking neighborhood stabilization to broader economic opportunities for low-income residents; 4) exposing and reversing the racial biases underlying the current mortgage crisis; and 5) expanding access to fair and affordable credit for lower-income borrowers and borrowers of color.

NCRC's work cuts to the core of NSI's mission to stabilize communities hardest hit by the foreclosure crisis and to prevent the recurrence of the crisis in the future. Well before the subprime lending and foreclosure crisis became a national priority, NCRC recognized that the level of subprime lending was unsustainable and warned of the consequences of such reckless practices. In early 2007, for example, NCRC president and CEO John Taylor testified before Congress about the dangers presented by predatory and irresponsible lending. NCRC has published over a dozen fair lending reports, including the ground-breaking 2003 study, "The Broken Credit System," which documented price discrimination at the national level. NCRC also has served as an expert advisor and reliable partner to NSI and its grantees, participating in a roundtable discussion with George Soros and OSI staff in April 2008 to discuss national efforts to stem the (then nascent) subprime mortgage crisis.

NCRC's leadership and advocacy for sound reinvestment by the financial sector in underserved neighborhoods is now more urgent than ever. NCRC and its over 600 local affiliates serve as the nation's watchdog groups to monitor compliance with the Community Reinvestment Act (CRA), which was designed to help reverse decades of racial redlining and other discriminatory credit practices by encouraging banks to invest in lower income and minority communities. CRA-covered loans have proven to be the most resilient and affordable after the mortgage meltdown—providing a policy counterpoint to the reckless and destructive lending practices within the subprime industry.

Nonetheless, CRA recently has become a target for pundits and policymakers seeking to shift the blame for the financial crisis away from inadequate regulatory oversight to minority- and low-income borrowers. They argue that CRA forced financial institutions to make loans to unqualified consumers, despite ample evidence to the contrary.⁵ Inaccurate representations of

⁵ For example, a recent study by the Federal Reserve Bank of San Francisco found that just 6 percent of high-cost mortgages made to low- and moderate-income borrowers during the years of the subprime boom were covered by CRA regulation, and that these loans are now half as likely to go into foreclosure as non-CRA-covered loans. See Elizabeth Laderman & Carolina Reid, *CRA Lending During the Subprime Meltdown*, in REVISITING THE CRA: PERSPECTIVES ON THE FUTURE OF THE COMMUNITY REINVESTMENT ACT (2009).

CRA are perpetuated in the media and policy forums, and stunting efforts to strengthen this critical consumer protection law.

NCRC has led the charge to counter these attacks, heading a coalition of over 30 national organizations and 200 community organizations to debunk myths about CRA and the financial crisis through editorials, op-eds and other media pieces. With OSI support, NCRC will be able to continue to strengthen local coalitions of community leaders to increase their capacity to reinvigorate CRA and other community reinvestment initiatives; to promote a national dialogue regarding financial institutions' responsibility to communities; and to educate policymakers about key elements of reform that are necessary to expand the impact of community reinvestment and financial inclusion policies.

For these reasons, we recommend a general support grant of \$400,000 to NCRC over two years.

Name of Organization: National Housing Law Project

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

Purpose of Grant: To expand NHLP’s research and advocacy to protect the rights of tenants in foreclosed properties and to promote transparency in the implementation of the federal Neighborhood Stabilization Program

FPOS Grant Description: A project support grant to National Housing Law Project will support advocacy to protect the rights of tenants in foreclosed properties and to promote transparency in the implementation of the federal Neighborhood Stabilization Program. This grant responds to increased demand placed on the organization due to recent changes in federal foreclosure law and housing recovery policies.

Previous OSI Support: \$300,000
Neighborhood Stabilization Initiative (2009-11)

Organization Budget: \$1,268,967

Project Budget: \$450,000

Source of Support: Ford Foundation; Foundation of the State Bar of California; James Irvine Foundation; The John D. and Catherine T. MacArthur Foundation; Surdna Foundation (partial list, organizational support)

Amount Requested: \$150,000 over two years

Amount Recommended: \$150,000 over two years (NSI T1:21083)

Term: Two years, beginning April 1, 2009

Description of Organization:

The National Housing Law Project (NHLP) advances housing justice for poor people by increasing and preserving the supply of decent, affordable housing; by improving existing housing conditions; by expanding and enforcing low-income tenants' and homeowners' rights; and by increasing housing opportunities for racial and ethnic minorities.

NHLP was established in 1968 to provide specialized legal assistance on housing and urban development issues to attorneys working for the then newly created legal services program. Since then, NHLP has expanded its mission to advance housing justice for poor people by increasing and preserving the supply of decent, affordable housing; by improving existing housing conditions, including physical conditions and management practices; by expanding and

enforcing low-income tenants' and homeowners' rights; and by increasing housing opportunities for racial and ethnic minorities.

Description of Program for Which Funding Is Sought:

NHLP requests project support to strengthen its research and advocacy efforts to protect the rights of tenants in foreclosed properties and to promote transparency in the implementation of the federal Neighborhood Stabilization Program. This grant supplements an earlier grant of \$300,000 to NHLP made in the Equality and Opportunity Fund/Neighborhood Stabilization Initiative's first docket of 2009.⁶ The program addresses the same issues raised in the previous docket recommendation but, as described below, responds to increased need placed on the organization due to recent changes in federal foreclosure law and housing recovery policies.

Rationale for Recommendation:

The proposed project advances the Equality and Opportunity Funds'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 also supports NSI's general goal of stabilizing those communities hardest hit by the foreclosure crisis and its specific grantmaking priorities of 1) protecting the rights of renters in foreclosed properties; 2) developing and testing models aimed at the productive reuse of foreclosed properties; and 3) linking neighborhood stabilization to workforce development and broader economic opportunities. Further, it advances the Transparency and Integrity Fund's interest in ensuring a transparent democracy and an engaged citizenry through support for government watchdog groups.⁷

In its proposal for project support earlier this year, NHLP demonstrated that it was filling a critical gap in foreclosure relief efforts by coordinating legal strategies and providing tools to local advocates to protect the rights of tenants in foreclosed properties. It also proposed to serve as a national watchdog group and provide back-up support to local providers to ensure that federal housing relief dollars generally—and the \$6 billion Neighborhood Stabilization Program specifically—would be used to increase affordable housing opportunities for low-income families. While its early accomplishments on both fronts have been impressive, NHLP now requests supplemental funds to respond to federal legislative and administrative changes not anticipated in its original proposal or budget. Staff believes this request is strongly merited and, if approved, will enable NHLP to deepen its impact and remain responsive to a rapidly unfolding crisis and evolving political landscape.

Since NHLP launched these efforts, President Obama signed the Protecting Tenants at Foreclosure Act of 2009, which created new federal protections for tenants in foreclosed properties by requiring a foreclosing lender to abide by the terms of an existing lease. While a victory for tenants advocates, this law also created new demands for NHLP and its affiliate legal

⁶ See Grant Number 20025482, approved April 17, 2009.

⁷ While TIF joins in the recommendation for additional support to NHLP—specifically for its work to promote transparency in housing relief efforts—any approved add-on grant will be funded entirely from the Neighborhood Stabilization Initiative's grantmaking budget.

service providers. Since the law is “self-executing” (i.e., no public enforcement mechanism is provided in the bill), NHLP acted quickly to educate advocates, tenant organizers, lenders, regulators and public agency staff, the tenant bar, and landlord tenant judiciary about the new requirements. However, due to widespread and persistent non-compliance, NHLP now seeks to pursue a litigation strategy to secure compliance.

NHLP also has taken the lead in national efforts to increase transparency, accountability and public participation in the implementation of the federal Neighborhood Stabilization Program (NSP), which represents the largest source of federal funds to assist neighborhoods impacted by the foreclosure crisis. Unlike other federal housing programs, the legislation authorizing NSP allows jurisdictions applying for funds to bypass local public hearing requirements, and even minimal public notice requirements included in the legislation have been feebly enforced (another unanticipated development since NHLP submitted its original proposal). Through a combination of federal regulatory advocacy and technical assistance to local advocates, NHLP has been at the forefront of a national campaign to require citizen participation in the NSP process—a critical prerequisite to ensuring that NSP funds are benefiting low-income families.

For these reasons, EOF recommends an add-on project support grant of \$150,000 to NHLP over two years.

Name of Organization: Neighborhood Funders Group

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

Purpose of Grant: To develop a foreclosure prevention module on its website and a related philanthropic education campaign around effective foreclosure prevention and neighborhood stabilization strategies

FPOS Grant Description: A project grant to Neighborhood Funders Group will support the development of a foreclosure prevention module on its website and a related philanthropic education campaign around effective foreclosure prevention and neighborhood stabilization strategies

Previous OSI Support: N/A

Organization Budget: \$1,065,000

Project Budget: \$125,000

Source of Support: Kresge Foundation (project support)

Amount Requested: \$100,000

Amount Recommended: \$50,000 over 8 months (NSI T1:21083)

Term: One year, beginning October 1, 2009

Description of Organization:

The Neighborhood Funders Group (NFG) is a professional association of 250 member foundations. Founded in 1980, NFG has evolved into an effective vehicle for grantmakers to explore issues and strategies, to develop new partnerships, and to expand sources of support for neighborhood development. NFG's mission is to strengthen the capacity of philanthropy to understand and support community-based efforts to organize and improve the economic and social fabric of low-income urban neighborhoods and rural communities.

Description of Program for Which Funding Is Sought:

In March of this year, NFG published *The Foreclosure Crisis: A Blueprint for Foundation Intervention*, which highlights key strategies that foundations can pursue to address the subprime mortgage crisis and presents original data on foundation-funded foreclosure interventions. In preparing the *Blueprint*, it became clear to NFG that there is a growing number of funders supporting projects to mitigate the crisis or seeking information on how to curb foreclosures in their own communities. Based on feedback on the report, NFG also discovered a tremendous unmet demand among funders for new and updated information on proactive responses to the crisis at the local, regional and national levels.

In order to meet this demand, NFG proposes to create a section of its website that will serve as a central resource guide on foreclosures and a database of foundation-funded initiatives from around the country. The Foreclosure Online Intervention Resource will be a one-stop information resource for funders working on foreclosure-related issues, offering sections to help funders keep up-to-date on foreclosure news, statistics and data sources; to learn about project grants and model interventions; and to network with colleagues on foreclosure-related issues.

With OSI support, NFG will also launch a related philanthropic education campaign around effective foreclosure prevention and neighborhood stabilization strategies. NFG staff will host funder briefings on the foreclosure crisis at national philanthropic gatherings, such as the Council on Foundations' annual conference, and recruit NFG members to host local and regional funder briefings to discuss foreclosure responses, such as its recent well-attended briefing at Philanthropy New York. The education campaign and website expansion will complement each other: participants in funder briefings will be referred to the website for additional resources and NFG will maintain on its website an ongoing calendar of foreclosure-related events.

Rationale for Recommendation:

The proposed grant advances EOF'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. The grant also advances the Neighborhood Stabilization Initiative's goal of stabilizing communities hardest hit by the foreclosure crisis.

As part of its mission to educate the funding community on a variety of issues related to social and economic justice, NFG already has published several useful resources that cut across the Neighborhood Stabilization Initiative's three broad focus areas: preventing foreclosures, stabilizing communities hardest hit by the foreclosure crisis, and expanding access to fair and affordable credit. It now seeks to expand upon this research and organize the philanthropic community to more effectively respond to the foreclosure crisis through an online module and education campaign.

With the proposed grant, OSI has the opportunity to leverage a relatively modest investment into much greater resources dedicated to supporting innovative solutions to the crisis. As the national affinity group for funders supporting community-based efforts to organize and improve the economic and social fabric of low-income urban neighborhoods, NFG has a large and growing membership eager to learn more about what approaches are working in other parts of the country. Unfortunately, to date, there is no single online resource to point funders to proactive solutions.

NSI staff is intimately familiar with this knowledge gap and has led or participated in very successful funder briefings in New York City and Baltimore to generate support and co-funding opportunities. The proposed NFG project would enhance these efforts, provide a central resource for us to learn about emerging models elsewhere, and leverage additional philanthropic resources to help revitalize communities ravaged by foreclosures in a sustained, informed and coordinated manner.

For these reasons, we recommend a project support grant of \$50,000 to Neighborhood Funders Group, over eight months.

Name of Organization: Vera Institute of Justice

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

Purpose of Grant: to support research evaluating OSI-funded workforce development programs in neighborhoods with concentrated numbers of foreclosures in Detroit, Indianapolis, Los Angeles, Milwaukee, and New York

FPOS Grant Description: A project support grant to Vera Institute will support research evaluating OSI-funded workforce development programs in neighborhoods with concentrated numbers of foreclosures in Detroit, Indianapolis, Los Angeles, Milwaukee, and New York.

Previous OSI Support: \$4,837,524
Strategic Opportunities Fund, \$425,000 (2004-10)
Re-Entry, \$726,000 (1999-2007)
Sentencing & Incarceration Alternatives (2004-7)
Gideon, \$48,769 (2000)
Special Opportunities, \$350,000 (2004-6)
Law & Society Criminal Justice, \$24,000 (1999-2000)
General African Initiatives, \$110,755 (2001-2)
President Grants Passive, \$1,422,500 (1997–2006)
NF Law Other Programs, \$1,588,000 (2000-2)
Police & Prison Reform, \$100,000 (2003)

Organization Budget: \$21,552,874

Project Budget: \$500,000 (projected budget for total research project)

Source of Support: Booth Ferris Foundation; Carnegie Corporation; Starr Foundation (general support, partial list)

Amount Requested: \$108,379

Amount Recommended: \$108,379 (NSI T1:21083)

Term: Six months, beginning November 1, 2009

Description of Organization:

The Vera Institute of Justice combines reliable research and partnerships with leaders in government and civil society to achieve measurable improvements to the justice system. Each Vera project begins with an empirical investigation into how some part of the justice system operates. In some cases, Vera uses its research to design a practical experiment; in other cases, it brings officials together to plot a rational course for reform. Through its studies of social issues

and current responses and its innovative, affordable programs that often grow into self-sustaining organizations, Vera provides practical advice and assistance to government officials in the U.S. and around the world. It has more than two dozen separate, justice-related projects, including efforts to serve troubled youth at home instead of in juvenile institutions, reduce violence against women, help state leaders develop affordable and humane sentencing policies, and strengthen police-community relations.

Description of Program for Which Funding Is Sought:

Vera seeks support for a research project to evaluate OSI-funded workforce development programs in neighborhoods with concentrated numbers of foreclosures in Detroit, Indianapolis, Los Angeles, Milwaukee, and New York. These pilots provide supported work opportunities for difficult-to-employ populations while mitigating neighborhood blight and property abandonment associated with foreclosures.

Within the past year, OSI's Neighborhood Stabilization Initiative has funded several neighborhood intervention strategies that engage individuals facing multiple barriers to employment to improve the appearance of neighborhoods with high concentrations of foreclosed and abandoned properties. The first grant, to the Center for New York City Neighborhoods (CNYCN), is already being implemented in Jamaica, Queens, where a local supported work agency, Wildcat Service Corporation, has hired formerly incarcerated individuals and individuals on public assistance to engage in neighborhood beautification and property rehabilitation.⁸ The second grant, to the Local Initiatives Support Corporation (LISC), expands the basic premise of this project to four additional cities where LISC has strong local workforce development affiliates: Detroit, Indianapolis, Los Angeles, and Milwaukee.⁹ The LISC cities are now completing their site-specific program plans and moving to implementation.

Since originating these grants, NSI staff has met with LISC and Wildcat and jointly identified the need to conduct a cross-site evaluation in order to determine the effectiveness of these projects in reaching their stated goals and to cull best practices to benefit communities across the country. NSI staff has worked with the Vera Institute to develop a comprehensive, multi-year research agenda that will measure the outcomes of these pilot projects for individuals and communities with an eye towards national replication.

Vera currently seeks grant support for two components of this broader research project: 1) an *implementation evaluation* study that will identify initial strengths and weaknesses of the different neighborhood interventions and help us understand how contextual factors or structural barriers impacted program implementation; and 2) a *research design* component that will refine the research questions and methodology required to accurately capture the impact that these programs are having on individuals and communities.

⁸ See Grant Number 20024846, approved November 11, 2008.

⁹ See Grant Number 20025513, approved April 17, 2009.

Rationale for Recommendation:

The proposed project supports NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and its specific interest in linking neighborhood stabilization to workforce development and broader economic opportunities for residents of those communities. It also advances EOF's interest in lifting barriers that prevent people from participating fully in all aspects of economic, social and political life; the Campaign for Black Male Achievement's efforts to promote economic opportunities for black males; and the Criminal Justice Fund's interest in creating meaningful employment opportunities for people returning to their communities from prison.

The rationale for this grant largely echoes that provided for the earlier, related program grants: NSI staff continue to believe that using supported work programs to clean and improve public spaces and secure and repair foreclosed homes represents a novel solution to two major public policy problems that OSI seeks to address – neighborhood stabilization and economic opportunity for difficult-to-employ populations. Pairing investments in the human and physical infrastructure of struggling communities is an intervention that can help slow the cycle of community disinvestment and abandonment, while providing jobs for individuals facing multiple barriers to employment.

Yet, while each of the sites NSI has funded share this common goal, housing and labor market conditions and the political landscape vary from site-to-site, providing a unique opportunity to conduct a cross-site study that will enable us to isolate critical determinants of program success. The Vera Institute is uniquely positioned to conduct this research due to its extensive experience with program evaluation and its substantive interest in the relationship between environmental factors and crime reduction.

For these reasons, we recommend a general support grant of \$108,379 to Vera Institute, over one year.

CAMPAIGN FOR BLACK MALE ACHIEVEMENT

Name of Organization: Black Alliance for Educational Options (BAEO)

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

Purpose of Grant: To address racial disparities in education, employment, and health for African American male youth through violence prevention programming.

FPOS Grant Description: OSI funding would allow BAEO to lead an educational parent advocacy organizing institutes in one city in each of the Campaign's three target regions (New Orleans, LA; Milwaukee, WI; Washington, DC), to engage low-income parents in becoming effective school-based and education policy advocates for black males in grades K – 12. The BAEO parent advocacy organizing institutes will inform parents about their rights and role in the education process, and how to use grassroots policy advocacy organizing tools to effectively influence educational reform.

Previous OSI Support: None

Organizational Budget: \$4,000,000

Project Budget: \$300,000

Sources of Support: Walton Family Foundation, \$900,000; Gates Foundation, \$510,000; Alliance for School Choice/All Children Matter, \$500,000

Amount Requested: \$300,000 over one year

Amount Recommended: \$300,000 over two years (CMBA T1:21098)

Term: Two years, beginning January 1, 2010

Description of Organization:

Since 1999, The Black Alliance for Educational Options (BAEO) has been committed to expanding the educational options available to all black children, regardless of income, by working actively to empower families and support parental choice. As the preeminent national membership organization for black parents, BAEO believes that any serious effort to achieve education reform in the U.S. must be informed by parental opinion and choice. Its main strategy for advancing this mission has been to equip black parents and care-givers to become effective education policy advocates. Based in Washington, D.C., BAEO seeks to protect and/or expand existing parental choice programs by deploying BAEO members and supporters to implement effective strategies and tactics in collaboration with allies throughout their regions which include

Pennsylvania, Wisconsin, Louisiana, Ohio, Georgia, and Missouri. BAEO believes all children deserve equal educational opportunity.

Description of the Project for Which Funding Is Sought:

BAEO seeks project support to further its efforts to empower black parents, care-givers and families with the advocacy tools to increase quality educational options for their children. Specifically, funding will assist BAEO with implementing parent educational advocacy organizing institutes in three CBMA target cities – New Orleans; Milwaukee; and Washington, DC. The institutes will educate and engage low-income and working class parents and care-givers to become effective educational policy advocates for black male youth who attend a public or private school in grades 1 through 12.

During the proposed grant period, BAEO will focus on building a network of parent advocates by using the following strategies:

1. **Parent Advocacy Training Institute** BAEO uses its parent advocacy training institutes to inform parents about their rights and role in the education process, the purpose of education for their child, and how to use their voice and feet in powerful ways to advocate for education reform. The institutes offer a unique one-day training module that covers topics such as:
 - a. The role and rights of a parent in ensuring their black male child receives a high-quality education.
 - b. The role and rights of a teacher and principal, and how to effectively work with both groups.
 - c. Best practices for participating in education reform advocacy and engaging policy makers.

Upon completion of the training module, parents and BAEO staff work together to create an Education Success Plan (ESP), which serves as a roadmap for ensuring their children and relevant teachers and school administrators fulfill their responsibilities.

2. **Parent Advocacy Leader** A parent or care-giver who completes the BAEO parent advocacy training institute and is interested in becoming a parent advocacy leader (P.A.L.) will be offered an opportunity to attend a three-day advocacy training class that focuses more intently on the topics discussed in the parent advocacy training institute. Upon completion of the three-day class, each P.A.L. will facilitate a parent advocacy training institute in her or his community as needed, and will support BAEO staff in organizing community service projects and advocacy events for parents to address education reform regionally. The ultimate goal is to generate a pipeline of parents training parents.
3. **Faith-Based Outreach** BAEO has successfully recruited the strongest parent advocates in their network from faith institutions. To capitalize on this success, BAEO plans to continue to work with local faith institutions to host parent advocacy training institutes;

Rationale for Recommendation:

The proposed project grant for the Black Alliance for Educational Options (BAEO) will further CBMA's strategies to promote educational equity for black males, and to strengthen family structures by engaging black fathers and caregivers. In addition, the proposed grant advances CBMA's place-based funding support of promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target cities of New Orleans, Milwaukee, and Washington, DC. It also advances EOF's interest in lifting barriers that prevent individuals from participating on an equal basis with others in all aspects of economic, social and political life.

Since 1999, BAEO has built a solid reputation and track record as a champion for parental choice among black community leaders, advocates, and members. BAEO has secured significant support from major funders, including the Bill & Melinda Gates Foundation, which funded BAEO with a \$4,000,000 grant to help establish small-school models. As a result of its local work, both through its parent educational advocacy and small-school models, BAEO has been able to develop key state mobilization efforts that engage trained parent advocates and the broader community including members of the faith community and elected officials.

BAEO has successfully built capacity in targeted regions including Connecticut, Florida, Georgia, Louisiana, Missouri, Ohio, Pennsylvania, Wisconsin, and Washington, D.C. for educational options through their parent advocacy trainings and annual national symposiums. Through these trainings and gatherings for example BAEO worked with over 13,000 black parents and community members and educated them about their rights under the No Child Left Behind Act.

In 2008, BAEO's national symposium brought together more than 600 parental choice supporters from coast to coast in New Orleans, Louisiana, to engage in conversations and networking opportunities in order to continue the fight for quality educational options for black children. No other national organization exists that works on education issues with a specific target on engaging black parents to be advocates on their children's behalf.

Some additional examples of BAEO's proven success includes: 1) hosting 21 parent advocacy trainings in Philadelphia, PA that resulted in 60 certified parent advocates. These parents later organized 14 buses for parents and other community organizers to attend an education rally on a Pennsylvania State capitol in 2008 and 2009; and 2) trained BAEO parent advocates in Ohio leading parent outreach campaigns in Columbus, Dayton, and Springfield that resulted in 1,588 new students enrolling in a statewide program geared to help students attending failing public schools.

As the only national parent advocacy organization focused on advancing educational options for black youth, BAEO fills a critical void by providing advocacy tools and information to parents

who want to play a role in education reform. BAEO is squarely placed to advance the priorities of the Campaign in Milwaukee, Washington, D.C. and New Orleans where they currently have staff on the ground.

For these reasons, staff recommends a two-year project support grant of \$300,000 to Black Alliance for Educational Options.

Name of Organization: The Black Star Project

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

Purpose of Grant: To provide renewal support for the Million Father March and school-based strategies to engage black male mentors and tutors in the Chicago public school system.

FPOS Grant Description: Project support will allow the Black Star Project to continue to build its school-based organizing and training of black men to serve as school-board leaders, mentors and tutors throughout the Chicago public school system; it will also support the implementation of its national social marketing campaign, the Million Father March, which seeks to increase fathers' engagement in the educational outcomes of their children.

Previous OSI Support: \$50,000, Campaign for Black Male Achievement (2009)

Organization Budget: \$700,000

Project Budget: \$300,000

Source of Support: Schott Foundation, \$20,000; Chicago Public Schools, \$20,000; ComEd, \$15,000; Individual Contributions, \$4,000; Board Contributions, \$1,000

Amount Requested: \$125,000

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

Term: October 2009 – October 2011; (2 years)

Description of Organization:

The Black Star Project was founded in 1996 to improve the quality of life for black and Latino communities in Chicago, Illinois by eliminating the racial academic achievement gap. The Project believes that by focusing on improving academic outcomes, many other quality-of-life gaps (e.g., employment, civic engagement, and health) will also improve for black and Latino students, their families and their communities. Its multiple programs and varied approaches to closing the gap focus on parent leadership development, student engagement, educational advocacy, and public awareness campaigns.

Description of Program for Which Funding Is Sought:

The Black Star Project requests renewed project support for its Million Father March initiative, as well as further implementation of its school-based strategies for engaging black men as

mentors and tutors in the Chicago public school system. These two initiatives build on the Black Star Project's existing efforts to promote and strengthen fathers' engagement in the lives of their children by employing multiple strategies, including direct services provision, community organizing and advocacy, youth civic engagement, and public awareness campaigns.

The Million Father March:

Launched in 2004, the Million Father March grew out of recognition of the positive impacts that could be achieved by involving fathers and other males in the education of black students. By organizing the annual Million Father March, the Project has created a vehicle for fathers to volunteer at their children's schools, engage in community service, meet their children's teachers and principals, and connect with other fathers around their shared interest in the educational success of their children. The fathers participating in the march also serve as escorts to children on the first day of school to ensure their safety, and to offer encouragement and support. As a result, gang recruitment, bullying and school-based violence, which are common on the first day of school, have decreased at schools participating in the Million Father March.

The Million Father March has taken place at thousands of schools across the U.S. and in other parts of the world. About 400,000 men from 238 cities participated in the 2007 Million Father March. In 2008, an estimated 600,000 men from 475 cities participated in the Million Father March. In 2009, the number of participants increased to 700,000 men across 500 cities. Participants include fathers, grandfathers, foster fathers, stepfathers, uncles, cousins, big brothers, significant male caregivers and friends. Although this event was created by and for black men, women and men of all ethnicities are invited to and participate in the march. Additional support from OSI will help expand the list of participating cities to 550 for 2010 and increase the number of participating males to an estimated 800,000.

School-Based Strategies for Engaging Black Male Mentors and Tutors in the Chicago Public School System:

With renewed OSI support, the Black Star Project plans to expand its current outreach efforts to engage more black males as mentors and volunteers. It also plans to use a range of communication strategies to reach prospective volunteers and key decision-makers. In addition to an internet-based outreach strategy that currently reaches over 23,000 people twice weekly, the Black Star Project will identify credible spokespeople who can write op-eds in mainstream and ethnic press to make the case for tutoring and mentoring as crucial solutions to current social problems and to highlight programs that provide opportunities for black men to become community and education advocates.

Rationale for Recommendation:

The Black Star Project's two proposed initiatives continue to advance the following CBMA grantmaking priorities: 1) promoting responsible fatherhood and black male engagement in the lives of their children; 2) improving educational outcomes for young black males; 3) promoting leadership development within directly affected communities; 4) bridging new media technology to organizing and advocacy; and 5) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's

. This work also advances the Equality and Opportunity Fund's goal of lifting barriers that prevent individuals from participating on an equal basis with others in all aspects of economic, social and political life.

A growing body of research supports the Black Star Project's approach to promoting black male achievement. A recent study commissioned by the National Fatherhood Initiative found that when fathers and male caregivers are substantially and regularly involved in the education and social development of children, the children have higher grade point averages, higher standardized test scores, higher attendance rates, and higher high school graduation rates. Additionally, these children have lower rates of suspension, expulsion and arrest; fewer incidents of violent behavior; and are less likely to engage in substance abuse or premature sex.

At a time when Chicago has attracted national attention because of the latest spate of youth violence, it is critically important to shore up the work of on-the-ground groups such as the Black Star Project. It counters calls for increased reliance on police and incarceration to reduce youth violence by offering compelling, evidence-based alternatives. Those alternatives include many of the strategies the Black Star Project has already begun to implement such as: building strong and functioning family units; providing mentors for young people; teaching youth conflict-resolution skills; and ensuring youth have solid educational foundations that lead to real economic opportunities.

In the past year with OSI support, the Black Star Project has increased the number of cities that have signed on to be part of the Million Father March. It has built stronger ties with national partners such as 100 Black Men of America Inc. to further promote the Million Father March. It has led and organized an aggressive "Peace in the Hood" public awareness campaign about the violence engulfing young black males in Chicago. Finally, the Black Star Project has extended its reach to key decision makers. In August, the Black Star Project hosted a press conference with the U.S. Department of Education's Secretary Arne Duncan to promote the *National Fathers Take Children to School Day* in an effort to connect responsible fatherhood to the educational outcomes of children.

Given the continued success and solid track record of the Black Star Project's efforts to build constituencies to advocate for educational reform and responsible fatherhood, and to engage youth civically to address the most pressing issues impacting their lives, staff recommends a two-year grant of \$150,000.

Name of Organization: President and Fellows of Harvard University on behalf of the Charles Hamilton Houston Institute for Race and Justice at Harvard Law School

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

Purpose of Grant: To re-direct the school-to-prison pipeline by advancing policies, practices, and reforms that will reduce the numbers of students who are suspended, expelled and arrested in school

FPOS Grant Description: With OSI funding, the Charles Hamilton Houston Institute plans to employ strategies to dismantle the school-to-prison pipeline, both in Massachusetts and nationally, such as improving and expanding the quality of legal representation available to low-income students facing suspension and expulsion from school; filing administrative compliance complaints against school districts for system-wide abuses; writing and widely releasing reports and policy papers that identify effective alternatives to the use of harsh discipline in schools; convening and organizing community forums; and developing web-based tools for use by advocates, educators, and others committed to reforming policies within specific schools and districts.

Previous OSI Support: \$171,000
U.S. Justice Fund, General Grantmaking: \$100,000 (2007-9);
OSI-Baltimore: \$71,000 (2009)

Organizational Budget: \$1,500,000

Project Budget: \$165, 074

Sources of Support: Choate, Hall and Stewart Law Firm, \$25,074; Safeco Insurance Foundation, \$25,000; Reginald Lewis Foundation, \$15,000

Amount Requested: \$100,000

Amount Recommended: \$100,000 (CBMA T1: 21098, \$50,000; EOF T1:24023, \$25,000; CJF T1:24027, \$25,000)

Term: One year, beginning November 1, 2009

Description of Organization

Established in 2005 by legal scholar, litigator and activist, Charles Ogletree, Jr., the Charles Hamilton Houston Institute for Race and Justice (the Institute) at Harvard Law School is committed to using the law to reverse the unjust consequences of past discrimination, structural

racism and present-day prejudice embedded in every sector of our society. Today, CHHIRJ brings together students, scholars, civil rights and business leaders, community advocates, lawyers and policymakers in a variety of forums, conferences and meetings to put into place the building blocks for a strategy that strengthens efforts of community advocates as well as civil rights litigators to advance the cause of racial justice in the courtroom.

Description of the Project for Which Funding Is Sought

The Institute seeks project support to develop legal and policy strategies to address the multiple phenomena that comprise the “school to prison pipeline.” The Institute defines the school to prison pipeline in four parts. First, there is the increasing use of expulsion and suspension to address student violations of behavioral codes, even minor ones. Second, there is the practice of educators and police referring students to the criminal justice system for relatively minor infractions that might have been handled previously within the school. Third, there is the proliferation of a criminal justice culture, apparatus and architecture in places of learning, such as lockdowns, metal detectors, and random drug searches. Finally, there is the fact that the students who travel the pipeline from school to prison are disproportionately black and Latino males.

The Institute proposes to work in concert with local and national partners to redirect the pipeline using a combination of activities that include: (1) research, documentation and widespread dissemination; (2) development of print and web-based tools and materials for use by advocates, lawyers, educators and others; (3) convening and coalition-building; (4) collaborating with law firms and legal advocacy groups to improve and expand legal representation to low-income children facing suspension and expulsion from school.

The specific deliverables and timeline for this project are as follows:

1. Release policy brief on best/promising school-based practices and policies for stemming the school to prison pipeline and reducing suspensions and expulsions (fall 2009);
2. Write and release case studies of schools that are using restorative justice practices to reduce disciplinary referrals (spring-summer 2010);
3. Organize, in partnership with other groups, at least three community forums addressing the school to prison pipeline, with a focus on identifying promising strategies for reducing arrests, suspensions and expulsions (ongoing);
4. Launch a collaborative website containing tools and maps that can be used by community advocates, parents, students and educators to address the pipeline in their communities (spring 2010); and
5. Organize and videotape focus groups with students (each focus group will consist of at least 50% black males) about their treatment in school and their perspectives on the administration of discipline within their schools (beginning fall 2009, ongoing through Spring 2010).

Rationale for Recommendation

The proposed grant to the Institute advances CBMA's grantmaking priorities of: 1) supporting advocacy and organizing efforts, especially those that empower black males, to advocate for education reform, ensure fair discipline policies, and avoid school push-out tactics that fuel the school-to-prison pipeline; and 2) promoting educational equity to improve the life outcomes of black men and boys. The grant further advances the goals of the Equality & Opportunity Fund by supporting efforts to ensure justice and equality, prohibiting arbitrary and discriminatory government action, and lifting barriers that prevent people from participating fully in economic, social, and political life. Finally, the grant supports the Criminal Justice Fund's goal to reduce the destructive impact of current criminal justice policies on the lives of individuals, families, and communities in the United States by challenging the overreliance on incarceration and harsh punishment.

In the past three years since its founding, the Institute has become a significant advocate for advancing racial justice through its model of facilitating continuous dialogue among community advocates, lawyers and scholars to ensure legal scholarship reaches beyond the academy walls to train and equip new lawyers and organizers willing to address the increasing civil rights challenges in society. It has used its research, data and legal analysis to identify barriers to equal opportunity and has made the school to prison pipeline one of its major priorities in order to illuminate the way structural inequality operates inside the education system.

Unfortunately, existing racial barriers in the education system continue to lead a majority of black males into the pipeline as schools, especially in urban areas, become more intertwined with the criminal justice system. With an overreliance on harsh disciplinary codes that push out rather than keep students in schools, students often drop out, which increases the likelihood they will become involved with the criminal justice system. The Schott Foundation for Public Education's most recent report on black male graduation rates reveals that nationally black males are graduating below the 50% mark and in some urban areas the graduation rate is as low as 32%. African American students are also three times more likely than their white counterparts to be suspended which is often a major determinant to a student dropping out of school. According to Harvard sociologist Bruce Western, 60% of black male high school dropouts will spend some time in prison. To help reverse this trend, the Institute will build upon its existing network of local, regional and national partners that includes existing OSI grantees such as the Advancement Project and ACLU to identify and explore new avenues and strategies for reform around school disciplinary policies.

The Institute has already established a strong track record for success to support its request. It was one of five organizations funded by OSI's former racial justice initiative to develop advocacy strategies and technical assistance programs to defend voluntary public school integration programs and increase public awareness of social science research that points to a long list of negative outcomes associated with schooling children in racially segregated, high-poverty environments. Beyond this, it has published reports on issues ranging from the impact of exposure to violence on a child's ability to succeed in school to promising practices combining housing and educational desegregation, and effective strategies and approaches to reducing gang violence. In several instances, these have become the basis for, or cited in,

Congressional hearings. It has also conducted research on the role and impact of policing in schools that will be published in a special edition of the *New York Law School Law Review* focused on the school-to-prison pipeline. A number of leading national papers, including *The New York Times* and *Boston Globe*, have published the Institute's editorials.

For these reasons, staff recommends a general support grant of \$100,000 to Charles Hamilton Institute for Race and Justice, over one year. CBMA will invest \$50,000 with additional co-funding contributions from EOF (\$25,000) and CJF (\$25,000).

Name of Organization: Children’s Defense Fund

Tax Status: a 501(c)3 public charity

Purpose of Grant: To support CDF’s youth development and leadership programming to increase the civic engagement of young black males and equip them with the leadership and organizing skills to advocate for education reform in Louisiana and Mississippi

FPOS Grant Description A project support grant to the Children’s Defense Fund (CDF) will enable it to train nearly 400 black men and boys in community organizing and mobilization tactics, and equip them with the necessary tools and skills to advocate for education reform and increase black male civic participation in their local communities in Mississippi and Louisiana.

Previous OSI Support: \$75,000, USP / General Grantmaking (1997-8)

Organizational Budget: \$23,700,000

Project Budget: \$2,206,207

Sources of Support: \$1,000,000, Prudential; \$500,000, Ford Foundation; \$400,000, Robert Wood Johnson Foundation; \$300,000, Kellogg Foundation

Amount Requested: \$200,000

Amount Recommended: \$200,000 (CBMA T1: 21098, \$175,000; CJF T1:24027, \$25,000)

Term: One year, beginning January 1, 2010

Description of Organization:

Since 1973, The Children’s Defense Fund (CDF) has been the foremost national organization committed to providing a strong, effective voice for all the children of America who cannot vote, lobby or speak for themselves. In 2008, CDF’s board of directors affirmed four specific goals to advance their mission, which include: health coverage for all children and pregnant women; ending childhood poverty by building family economic stability; dismantling the pipeline to prison for children and youth, particularly the poor and those of color; and engaging the next-generation of youth leaders in child advocacy. CDF achieves these goals by forging a national conscience and movement for children through employing a range of advocacy tools, including public awareness and education, leadership and community development, and research and policy analysis. Marian Wright Edelman has led the organization since its founding.

Description of the Project for Which Funding Is Sought:

CDF seeks project support to increase the civic engagement of young black males and equip them with the leadership and organizing skills to advocate for education reform in Louisiana and Mississippi – two regions the Campaign plans to target with its place-based grantmaking strategy. CDF will use two of its established initiatives – the CDF Freedom Schools and the Young Advocates Leadership Training programs to accomplish its objectives.

CDF Freedom Schools

CDF Freedom Schools provide summer and after-school instruction for poor children. As countless studies indicate, poor children tend to fall behind their middle class counterparts because of lack of access to quality enrichment programs after school and during the summer. The Freedom Schools seek to remedy this problem by providing academic enrichment as well as leadership development activities and trainings designed to increase the civic engagement of young people. Currently there are 47 CDF Freedom Schools in Louisiana and Mississippi, where almost half (46.9%) of the student participants in the program are black boys. An increase in black male leadership in these programs will have a significant impact on retention, as well as recruiting additional black male leaders and youth scholars.

Young Advocates Leadership Training Programs

CDF's Young Advocates Leadership Training (YALT) programs bring together college-aged youth from across the country to match their passion for social justice with concrete community organizing skills. YALT begins with a three-day intensive organizing training that connects a cohort of roughly 120 adults with CDF's policy campaigns and priorities, with a focus on educational reform. Participants are taught campaign strategies that can be implemented in their communities and on college campuses. CDF facilitates peer mentoring, monthly conference calls, and provides technical assistance to young advocates implementing campaigns in their communities.

The anticipated outcomes for the proposed project will be an increase in the participation of black males in the YALT program. CDF will track and evaluate YALT participants' implementation of action plans. A minimum of 50 YALT participants will commit to a year-long internship at a CDF Freedom School or participate in another CDF leadership development program. Ultimately, CDF will reach 500 young scholars (student program participants) through their *Freedom Schools*, 90% of whom are black, in Mississippi and Louisiana. Additionally, a year of participant review and follow up will result in an evaluation guide and report, which will serve to enhance future *YALT* models designed to civically engage black males around social justice issues.

Rationale for Recommendation:

The proposed grant to CDF advances CBMA's grantmaking priorities of: 1) supporting advocacy and organizing efforts, especially those that empower black males, that call for education reform, ensure fair discipline policies, and avoid push-out tactics that fuel the school-to-prison pipeline - or as CDF calls the *cradle-to-prison pipeline*; 2) promoting educational equity to improve the life

outcomes of black men and boys; 3) strengthening leadership development and civic engagement of black males; and 4) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target-cities of Jackson, MS and New Orleans, LA. It advances EOF'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.

With regional offices in both Jackson, MS and New Orleans, LA, CDF has the capacity to successfully implement the proposed project. With Mississippi ranking 50th among states in many measures of child welfare, per pupil expenditures, percentage of children who are poor, percentage of babies born at low birth weight and infant mortality, the need for coordinated advocacy and investment in Mississippi and the broader Gulf Region is abundantly apparent. Given the dearth of state and regional funding sources, many national foundations have stepped in. CDF's Jackson regional office has leveraged current investments from a number of national foundations, including W.K. Kellogg Foundation, Marguerite Casey Foundation, and Ford Foundation, to increase the number of children enrolled in CHIP from fewer than 700 to more than 60,000 in four years. CDF has also worked with legislative leaders to ensure that the Mississippi Adequate Education Program was fully funded. Investment by OSI will help CDF scale up its efforts in the region.

CDF has partnerships with the following Mississippi and Louisiana organizations, a number of which are OSI grantees: Schoolhouse to Jailhouse Project (coalition member); Southern Echo (Hollis Watkins, co-founder, teaches at CDF Freedom Schools national training yearly); Mississippi Health Advocacy Program; Mississippi NAACP; Young People's Project; Mississippi Youth Justice Project; Fathers Active in the 'Hood; Mississippi ACLU; and the Southern Poverty Law Project.

To cultivate a new generation of racial justice leaders committed to solving social justice problems in their communities, the type of coordinated advocacy and leadership development proposed by CDF is essential. CDF seeks to marry the interest of young people in getting involved with contemporary civil rights battles with the advocacy skills they need to achieve policy reform. CDF is also deliberate in creating its own pipeline of leaders who graduate from its leadership training programs and return to work as leaders in the CDF Freedom Schools. And it has the capacity to make immediate and effective use of OSI's investment.

For these reasons, staff recommends a project support grant of \$200,000 to CDF over one year. CBMA will contribute \$175,000 and the Criminal Justice Fund will contribute \$25,000.

Name of Organization: Center for Law and Social Policy

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

Purpose of Grant: To implement a research, communications, and advocacy strategy to address the particular needs of disconnected young men of color as the Workforce Investment Act is reauthorized and implemented.

FPOS Grant Description: A project support grant to the Center for Law and Social Policy will support the development of a research, communications, and advocacy strategy to address the particular needs of disconnected young men of color as the Workforce Investment Act is reauthorized and implemented.

Previous OSI Support: \$475,000
Gov & Pol Dev: \$100,000 (1999-2003)
US Programs: \$100,000 (1997)
US Campaign Reform: \$100,000 (1998-99)

Organization Budget: \$9,910,456

Project Budget: \$397,000

Source of Support: Atlantic, AARP, Buffett, California Endowment, Casey, Ford, Gates, Gund, Joyce, MacArthur, Robert Wood Johnson, Louisiana Disaster Relief Foundation, Mott, Public Welfare (partial list)

Amount Requested: \$375,000 over two years

Amount Recommended: \$375,000 over two years (\$200,000 from Seize the Day T1:21079; \$175,000 from CBMA T1:21098)

Term: Two years, beginning October 1, 2009

Description of Organization:

The Center for Law and Social Policy (CLASP) develops and advocates for policies at the federal, state and local levels that improve the lives of low-income people. Founded as a public interest law firm in 1968, CLASP has since evolved into a nationally recognized and highly respected social policy and advocacy organization. In recent years, CLASP has been credited with key roles in securing flexibility within the federal TANF program to allow states to better meet families' needs, expanding access to federal higher education grants for low-income, non-traditional students; and shifting the mission of the federal child support system from welfare cost recovery to serving families.

Description of Program for Which Funding Is Sought:

CLASP seeks project support to advocate for improved access to education, job training and employment opportunities for disconnected young men of color. Its specific goals are to:

- advocate for increased resources to expand opportunities for young men of color in policy debates around Workforce Investment Act (WIA) reauthorization and related federal workforce initiatives;
- ensure that federal funding streams reach communities of high youth distress and expand access to education and employment-related supports for young men of color;
- promote strategic use of data by community advocates, administrators, and affected youth to change the education and employment landscape for men and boys of color at the local level; and
- implement effective accountability mechanisms for government agencies serving disconnected youth.

To accomplish its goals, CLASP will use the following four-pronged strategy:

- write issue briefs focused on WIA and related issues to influence the way federal resources are used to support interventions for disconnected youth;
- implement a communications and advocacy strategy working with two U.S. Programs grantees, Color of Change and the Twenty-First Century Foundation, to increase public awareness of how existing workforce policies negatively fail to address the needs of young males of color;
- develop and disseminate profiles of youth distress in 13 cities – Atlanta, Buffalo, Cleveland, Columbus, Houston, Jackson, Kansas City, New Orleans, Minneapolis, San Diego, Seattle, St. Louis, and Washington – to galvanize support for increased investment; and
- assemble community teams in six to eight cities to leverage action and set advocacy goals.

Rationale for Recommendation:

CLASP's proposed work advances a number of OSI priorities. Consistent with the goals of the Seize the Day Fund, CLASP will address the most challenging issues, including structural inequality. It will increase public participation in policy reform efforts by those most impacted, including people of color and low-income communities. It will promote accountability and equity in the development and implementation of economic recovery plans. Beyond this, CLASP's proposal advances the Campaign for Black Male Achievement's goal of expanding and ensuring 21st century family supportive wage work opportunities for black males. It also advances the Equality and Opportunity Fund's goal of lifting barriers that prevent people from participating fully in economic, social, and political life and the Criminal Justice Fund's goal of eliminating employment and other barriers faced by people returning to their communities from prison.

More than a decade ago, the Workforce Investment Act was passed with both adult and youth provisions that should have led state and local communities to implement programs and policies directed at the most disadvantaged populations, such as young men of color who are formerly incarcerated or who dropped out of high school. However, retrenchment in funding for the WIA system, a WIA program evaluation system that steers resources to individuals facing the fewest barriers, and the lack of an accountability mechanism to insure service delivery to high-risk populations have resulted in a workforce system that has failed to meet the needs of youth and adults facing the toughest barriers to employment.

Despite the tremendous high school dropout problem in this country and the disproportionate incarceration of males of color, only one quarter of the youth who exited the WIA youth system in 2007 (27,681) were high school dropouts and only 9% were formerly incarcerated. WIA reauthorization presents an opportunity to address this gap by increasing targeted resources to communities of high youth distress, creating a more strategic focus on populations facing significant barriers, increasing access to education and training for youth of color, and ensuring that plans developed by state and local boards and youth councils explicitly address how they will serve young males of color.

CLASP is heavily engaged in the policy debates surrounding WIA. With the infusion of additional WIA funds through the American Recovery and Reinvestment Act of 2009, it has worked to assure funds reach and have their intended impact in distressed communities with the hardest to serve youth populations. In addition, it has championed the cause of increasing federal investment to reconnect “disconnected youth” by co-chairing for the last three years the Campaign for Youth Coalition, which is dedicated to building an on-the-ground constituency to raise the visibility of this population. During the past three years, CLASP has also been engaged with CBMA grantee the Twenty-First Century Foundation’s Campaign for Black Men and Boys, which sets goals for black male achievement across multiple issue areas. With OSI funding, CLASP will be able to continue its efforts to expose fund gaps and structural inequality created by WIA implementation and to propose sound policy changes.

To equip CLASP to play the role of watchdog and advocate in WIA implementation, staff recommends a project support grant of \$375,000 to CLASP over two years. The Seize the Day Fund will contribute \$200,000 to the grant and CBMA will contribute \$175,000.

Name of Organization: Men Can Stop Rape, Inc.

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

Purpose of Grant: To support Men Can Stop Rape's male youth violence prevention training and community engagement program in Washington, DC public schools, and its expansion to Baltimore, MD.

FPOS Grant Description: Project support will allow Men Can Stop Rape to increase their engagement with young men of color through their school and community based organizing trainings, with the goals of reversing gender-based violence trends, and challenging confining definitions of masculinity. MCSR's mission is to build young men's capacity to challenge harmful aspects of traditional masculinity, to value alternative visions of male strength, and to embrace their vital role as allies with women and girls in fostering healthy relationships and gender equity. Funding will be used to support MCSR's comprehensive twenty-two-week MOST Club Curriculum and Community Strength Projects in the District of Columbia and in Baltimore.

Previous OSI Support: None

Organizational Budget: \$1,316,716

Project Budget: \$299,966

Sources of Support: Ford Foundation, \$100,000; DC Office of Victim Services, \$100,000; Novo Foundation, \$75,000; Morris & Gwendolyn Cafritz Foundation, \$40,000; DC Children & Youth Investment Trust Corporation, \$34,000

Amount Requested: \$100,000

Amount Recommended: \$100,000 (CMBA T1:21098)

Term: One year, beginning October 1, 2009

Description of Organization:

Founded in 1997, Men Can Stop Rape, Inc. (MCSR) mobilizes men to challenge traditional notions of masculinity in order to create cultures free from violence - especially men's violence against women. Today, MCSR has successfully broadened its work, reaching male youth through public education and advocacy programming, focused on violence prevention. The MCSR programming is designed to inspire young men to create their own positive definitions of masculinity, manhood, and strength with an eye towards ending violence and building healthy,

safe communities. MCSR's school-based youth development and public education programming has become the cornerstone of its work in preventing school related violence and preparing young men, especially young men of color, to become social change agents. The MCSR school-based program has grown from one site at Ballou High School in Washington, DC, launched in 1999, to locations throughout the District of Columbia, New York City, North Carolina, Ohio, and California. MCSR is based in Washington, DC.

Description of the Project for Which Funding Is Sought:

MCSR seeks project support to expand its high school and middle school-based violence prevention programming known as Men of Strength (MOST) Clubs in Washington, D.C. and Baltimore, Maryland. By the end of 2010, MCSR plans to deepen its work in all 17 public high schools in the District of Columbia and expand its work to all 14 of the District's public middle schools. It will begin to identify and meet with local partners in Baltimore, Maryland to expand the operation of MOST Clubs there.

MOST Clubs offer a 22-week school-based curriculum to empower young males to envision and embrace a masculinity that is healthy, strong, equitable and non-violent. This curriculum consists of four parts:

MOST Club Meetings: MOST Clubs incorporate education, consciousness raising, critical thinking, peer-to-peer mentoring, community action, and group facilitation into weekly meetings. Club members work with trained facilitators to analyze music, print ads, and articles, and keep goal-setting journals to help them unpack what unhealthy masculinity looks like. Facilitators then offer club members the tools, language and strategies to intervene when they see dangerous and damaging expressions of traditional masculinity.

Community Strength Projects: Community Strength Projects are activities that allow MOST Club members to take what they learn in the classroom and apply those lessons in their communities. For example, every year in April, MCSR conducts a month-long violence prevention and public education initiative to coincide with Sexual Assault Awareness Month. This initiative encourages students to incorporate anti-violence advocacy in their daily lives by, for example, speaking out against sexist comments, fundraising for a domestic violence shelter or rape crisis center, or inviting a friend to a Take Back the Night rally. Other possible Community Strength Projects include internships with mentoring groups or developing programming for the MOST Club public access television series, which serves as a forum for Club members to discuss masculinity and its effect on young men and society.

Trainings: MCSR will hold intensive two-day trainings during the summer and fall of 2010 for facilitators to provide them with the knowledge, skills, and materials necessary to effectively establish, facilitate and evaluate middle and high school MOST Club sites. The 2009 trainings focused on a range of topics, including the latest research on young men's health and expressions of masculinity and how they are informed by gender socialization and norms; relationships between violence against women and other public health and social problems; how to adapt the MOST Club curriculum to different environments and cultures; and evaluating program impact. MCSR will also offer trainings for the parents and caregivers of MOST Club members.

Rationale for Recommendation:

The proposed grant to MCSR advances multiple CBMA priorities, including: strengthening leadership development and civic engagement of black males; changing negative perceptions of black males through youth-led media initiatives; and reversing the trend of young men being expelled, suspended and pushed out from school due to violence-related incidents. It advances EOF'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. Finally, the grant supports EOF's emerging efforts to bridge its four priority areas by focusing on violence and harassment as a common threat experienced by women, people of color, immigrants, and LGBT people.

MCSR is widely viewed as a national leader on engaging young men in gender related violence prevention and advocacy. MCSR has appeared in such media outlets as CNN, Fox News, CBS News, Lifetime Television, National Public Radio, *The Washington Post*, *The Washington Times*, *The New York Times*, *Christian Science Monitor*, *Chicago Sun Times*, *Cincinnati Enquirer*, *Detroit Free Press*, *USA Today*, and *O—the Oprah Magazine*. The *MOST Club*— which was named one of the most promising “50 Strategies to Prevent Violent Domestic Crime” by the National Crime Prevention Council—has a strong presence across the country. This coming year, MCSR will bring the *MOST Club* to over 50 sites nationwide, and 31 of those sites will be in Washington, D.C.

Additionally, MCSR has received recognition from The Ms. Foundation for Women, which honored the organization with a Gloria Award, the first given for efforts focusing on men; the D.C. *Catalogue for Philanthropy*, which featured MCSR in its premier edition and presented them with a Promotion of Philanthropy Award; and the Robert Wood Johnson Foundation – a CBMA partner in the Marginalized Male Funder's Group – which honored MCSR with the 2006 Robert Wood Johnson Changemaker Award.

MCSR's *Most Club* project has received strong support from the office of Washington, D.C. Public Schools Chancellor Michelle Rhee. As *MOST Club* members in Washington, D.C. are primarily black male youth, their initiative directly reaches the Campaign's target population. As a national organization, MCSR also fosters civic engagement among young men through their community service projects, and serves as a replicable model for other communities to utilize locally, regionally, and nationally in advocating for social change. A grant to Men Can Stop Rape will further expand its successful model and advance OSI's overall commitment to create a society that allows all people to participate actively and equitably in political, economic, and cultural life.

For these reasons, staff recommends a project support grant of \$100,000 to MCSR over one year.

<u>Name of Organization:</u>	Men to Boys, Inc.
<u>Tax Status:</u>	a 501(c)3 public charity
<u>Purpose of Grant:</u>	To support Project COURAGE (Community Organizing Uniting Rallying and Galvanizing Events), a campaign to increase fathers' and mentors' participation in addressing the crisis facing black boys through community-based and faith-based organizations and initiatives.
<u>FPOS Grant Description</u>	Funding from the Campaign will allow Men to Boys to partner with organizations in Chicago, IL, Jackson, MS, and Washington, D.C. to raise awareness and develop policy advocacy strategies to expand mentoring and responsible fatherhood opportunities designed to improve the life outcomes of black men and boys. Each city will develop a specialized campaign, using grassroots arts and cultural advocacy to leverage the film <i>Men to Boys</i> into a tool for community mobilization and organizing
<u>Previous OSI Support:</u>	None
<u>Organizational Budget:</u>	\$252,350
<u>Project Budget:</u>	\$252,350
<u>Sources of Support:</u>	\$40,000, In-kind donations
<u>Amount Requested:</u>	\$75,000
<u>Amount Recommended:</u>	\$75,000 (CMBA T1:21098)
<u>Term:</u>	One year, beginning October 1, 2009

Description of Organization:

Men to Boys, Inc.(MTB) is a non-profit arts and community-based organization committed to strengthening the connection between non-custodial black fathers and their children. To accomplish its mission, MTB uses art and media as a social advocacy tool to change public perception of African American males, and engages fathers and mentors as advocates and positive roles models. MTB's primary initiative is its national community engagement campaign, Project COURAGE (Community Organizing Uniting Rallying and Galvanizing Events). Project COURAGE uses MTB's 45-minute documentary film *Men II Boys* as an organizing tool to encourage community dialogue and promote advocacy efforts related to the challenges faced by boys and young men of color. MTB was founded by award-winning documentary filmmaker Janks Morton.

Description of Program for Which Funding Is Sought:

MTB seeks project support to expand its Project COURAGE community engagement campaign to ten urban cities in 2010, including three of CBMA's target cities: Chicago, IL; Jackson, MS; and Washington, DC. Project COURAGE will use the film *Men II Boys* to foster collaboration among local fatherhood, mentoring, and community organizing initiatives in each city. The film *Men II Boys* captures black men from all walks of life delivering words of wisdom to boys and young men of color on the tools they need to succeed in life. Among others, the film features African American leaders and celebrities, including Congressman Elijah E. Cummings, former NFL star Daniel Wilcox, University of Maryland President Dr. Freeman Hrabowski III, and Black Entertainment Television talk show host and activist Jeff Johnson.

Using the film as a community engagement tool, Project COURAGE will seek to address specific needs identified by organizations in each participating city. In three of CBMA's target cities, Project COURAGE will:

- Advance the work of the Black Star Project in Chicago in advocating for responsible fatherhood and recruiting male mentors and tutors;
- Advance the work of the Young People's Project by using the *Men II Boys* film to recruit black male college and high school students for its school-based math literacy work; and
- Support the community and relationship building strategy of the D.C. Police Department and the Boys and Girls Club of Greater Washington to address juvenile crime prevention, truancy and gang activity among school-aged black male youth.

To measure its success, Project COURAGE will consider the following factors: screening/event attendance; collection of commitment cards used to recruit individuals to work with community-based organizations; recruitment of new mentees, mentors and organizations to join emerging campaigns for black male achievement.

Finally, Project COURAGE will bridge its project to the faith community by working in collaboration with Dr. A.R. Bernard, Senior Pastor and Founder of the Christian Cultural Center in Brooklyn, New York, to develop a *Men II Boys* Manhood Curriculum, which will be informed by the feedback gathered at community engagement events held in 2009.

Rationale for Recommendation

MTB's proposed project advances the Campaign's priority to strengthen low-income family structures through fatherhood initiatives. It also advances the Campaign's commitment to 1) fund organizations working to challenge negative perceptions and stereotypes of black men and boys through media and social marketing campaigns; and 2) to focus on place-based approaches that build local coalitions in CBMA's target cities Chicago, IL; Jackson, MS; and Washington, DC, to advocate on behalf of improving life outcomes for black men and boys. It also addresses EOF's interest in lifting barriers that prevent individuals from participating on an equal basis

with others in all aspects of economic, social and political life. Additionally, support of the place-based implementation of Project COURAGE and the *Men II Boys* film is aligned with U.S Program's interests in using arts and culture as a tool for social justice organizing.

MTB has garnered tremendous community support through the engagement strategy of Project COURAGE and its use of the *Men II Boys* film. Every screening of the film has attracted sold-out crowds, with one event reaching 4,000 attendees. *Men II Boys* adds to a growing collection of films that raise the national profile of the crisis among black men and boys. CBMA's support will seize the momentum of this movement, using these films to advance local and regional advocacy efforts. The Campaign sees the support and distribution of films like *Men II Boys* as a precursor to deeper advocacy campaigns.

In 2009, MTB sponsored a number of successful events using the *Men II Boys* film as the centerpiece. In Maryland MTB has held over 12 regional screenings that have resulted in a partnership with the Congressional Black Caucus Foundation (CBCF) through Congressman Elijah Cummings. The CBCF used the *Men II Boys* film as part of a recent panel "Men to Boys: Lessons to Uplift Our Community," to educate lawmakers on the issues facing black male youth.

MTB has also designed a study guide companion, downloadable from their website, to accompany the film. Finally, MTB has nurtured relationships with existing CBMA grantees, including a screening/community discussion of *Men II Boys* at the Urban Leadership Institute's Raising Him Alone conference in March 2009, and a screening hosted at the national COSEBOC (The Coalition of Schools Educating Boys of Color) conference in May 2009.

It is for these reasons that staff recommends a one year grant in the amount of \$75,000, for the Men to Boys' placed-based community engagement strategy for its Project COURAGE initiative.

Name of Organization: The Gathering for Justice

Tax Status: The Tides Center, a 501(c)3 public charity, is the fiscal agent for The Gathering for Justice

Purpose of Grant: To extend the Gathering's grassroots organizing training program to the greater Chicago and Milwaukee areas

FPOS Grant Description: OSI funding would support The Gathering's regional Chicago and Milwaukee leadership development and organizing trainings, which will equip black males with the advocacy, grassroots mobilizing / organizing, and facilitation skills to address structural inequities in their communities. The Gathering will leverage their advocacy trainings to foster collaborative relationships between organizations in Chicago and Milwaukee, in order to develop shared strategies for multi-issue policy advocacy and community change.

Previous OSI Support: None

Organizational Budget: \$647,200

Project Budget: \$103,000

Sources of Support: Ford Foundation, \$150,000; NoVo Foundation, \$25,000; Akonadi Foundation, \$25,000; Paul Newman Foundation, \$20,000

Amount Requested: \$100,000

Amount Recommended: \$100,000 for one year (\$75,000 from the Campaign for Black Male Achievement T1:21098 and \$25,000 from Democracy and Power Fund T1:21091)

Term: One year, beginning October 1, 2009

Description of Organization:

The Gathering for Justice (The Gathering) was founded in 2005 by actor, activist and civil rights leader, Harry Belafonte, in response to growing youth incarceration rates and disproportionate incarceration of youth of color. The Gathering embodies and has adapted the successful campaigns and history of the U.S. civil rights movement to build a national intergenerational movement for the 21st Century focused on ending child incarceration and addressing broader racial inequality and discrimination. The Gathering achieves its goals by supporting community-led organizing and grassroots advocacy campaigns through the provision of technical assistance and regional trainings. Its trainings seek to sharpen the skills of grassroots organizers working in rural communities and urban centers by exposing them to technological innovations; educating

them on the latest policy analysis and research on the harms caused by disproportionate minority confinement and related civil rights challenges; and networking organizers regionally and nationally. To date, the Gathering has worked with local organizations in Chicago, IL; Little Rock, AR; Erie, PA; New York, NY and Oakland, CA.

Description of the Project for Which Funding Is Sought:

The Gathering seeks project support from the Campaign for Black Male Achievement (CBMA or the Campaign) to build black men and boys' leadership development programs in Chicago, Illinois and Milwaukee, Wisconsin – two cities the Campaign plans to target with its place-based grantmaking strategy. The proposed leadership development programs will replicate a successful model the Gathering has used in other regions, where a series of community-based convening and grassroots advocacy training sessions have led to the creation of a coordinated advocacy plan for achieving discrete policy goals identified by community members. For example, the Gathering has been working with local organizations in Erie, Pennsylvania to work with the Mayor's office, the Erie City Council, the Erie School District, and the Erie School Board to call for a youth council that will engage young people in the policy decisions that affect them and ensure representation when youth programs are being created.

As in the other regions the Gathering has targeted previously, it will use formal grassroots advocacy trainings and some informal community outreach in Chicago and Milwaukee to identify the racial justice and social justice concerns that community members consider to be the most pressing. Information gathered at trainings and community forums will help the Gathering to determine the type of ongoing technical assistance needed to help community groups launch advocacy campaigns and to address particular leadership development needs.

The Gathering's ultimate aim for its Midwest programs is to activate community members – with a focus on black males – to become civically engaged and play a direct role in reversing the trends in their community that have led to disproportionate incarceration of black youth. Specifically, the Gathering will employ the following strategies to engage black males:

- 1) Create a circle of black men and boys with coalition members that include established Chicago community-based organizations, such as Southwest Youth Collaborative, The Simba Circle, Fathers for the Future, MAGIC (Metropolitan Area Group for Igniting Civilization, Inc) and others to foster a safe space for training and support around personal transformation - leading to community transformation;
- 2) Reach out to existing programs working with black men and boys, and create an analysis of how these programs actually work on the ground, and how the Gathering can support their community engagement activities;
- 3) Create a dialogue and have a black male achievement day program to discuss the policies needed to reverse negative life outcomes of black males in Chicago; and
- 4) Begin to strengthen relationships with existing contacts in Milwaukee (e.g., The League, a current OSI grantee) to assess strategies for providing support to a limited cohort of groups working to advance civic engagement and community participation among black men and boys.

Rationale for Recommendation:

The proposed grant advances CBMA's priorities of: 1) strengthening leadership development and civic engagement of black males; and 2)) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target-cities of Chicago, IL and Milwaukee, WI. The Gathering's focus on criminal justice reform also implicates CBMA's and the Criminal Justice Fund's shared interest in ending the criminalization of youth of color and reversing the school-to-prison pipeline. The grant will advance the key Democracy & Power Fund's goal: *To build a healthy, long-lasting, and dynamic social justice ecosystem through youth organizing and engagement and development of a leadership continuum that supports multiple layers of social justice leadership, from new activists to movement elders.*

Finally, the grant 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.

The Gathering has hosted six national convenings over the past year and half. Collectively, over 1,000 youth and 200 elders have come together and declared their commitment to end child incarceration and rebuild communities devastated by unjust and punitive criminal justice and economic policies.

Already in 2009, the Gathering has begun to extend its reach in to the Midwest by conducting a large group grassroots advocacy organizing training in Chicago, where 30 young people committed themselves to becoming trainers. The Chicago Public School System has also requested that the Gathering conduct its organizing program in the 50 most violent Chicago public schools.

The value of the Gathering is that it provides a safe space for organizing skill-building and coordination that is necessary to build an integrated grassroots movement. As a trusted national and regional convener that has the ability to bridge racial, ethnic and inter-generational divides, the Gathering can play a critical role in fostering civic engagement and grassroots leadership among community members, especially black males, in the Chicago and Milwaukee regions. With its success and trained staff and leadership, a grant to the Gathering would further advance OSI's overall commitment to investing in organizational capacity to work for long- term social change in communities directly affected by unjust public policies.

For these reasons, staff recommends a project support grant of \$100,000 to The Gathering for Justice, over one year. CBMA will invest \$75,000 with an additional \$25,000 contribution from D&P.

<u>Name of Organization:</u>	Youthline America
<u>Tax Status:</u>	a 501(c)(3) public charity
<u>Purpose of Grant:</u>	To support creation of a website known as <i>jackson.ilivehere.info</i> , which will be built by and for young people
<u>FPOS Grant Description</u>	With OSI funding, Youthline America will train a cohort of Jackson, Mississippi youth to collect information on available social services and other resources in their communities to be included in a website, <i>jackson.ilivehere.info</i> , which will be built by and for young people.
<u>Previous OSI Support:</u>	None
<u>Organizational Budget:</u>	\$1,391,131
<u>Project Budget:</u>	\$200,000
<u>Sources of Support:</u>	\$25,000, Kellogg Foundation; \$52,000, The Greater New Orleans Afterschool Partnership
<u>Amount Requested:</u>	\$175,000
<u>Amount Recommended:</u>	\$175,000 over two years (CMBA T1:21098)
<u>Term:</u>	Two years, beginning November 1, 2009

Description of Organization:

Youthline America (YA) is a national nonprofit that helps young people, especially non-college-bound youth, low-income youth and youth of color, gain the skills to build innovative online vehicles that connect youth with needed social services and help them advocate for change in their communities. YA was originally funded by the W.K. Kellogg Foundation to develop a mapping-as-advocacy curriculum. The YA curriculum trains young people to map the resources available in their neighborhoods and build websites that are clearinghouses of information on local youth resources. With young people lacking access to safe and accurate information to help them make critical decisions related to school, jobs, healthcare and other vital services, YA trains youth to identify available resources in their communities while also equipping them with the research, analytical, and advocacy skills to become engaged citizens.

Description of the Project for Which Funding Is Sought:

YA seeks project support to develop a website known as *jackson.ilivehere.info* – a free, searchable site. The website will be a public repository of information collected by and for youth in Jackson, Mississippi – one of the cities targeted by CBMA’s place-based grantmaking strategy. YA has already used its mapping-as-advocacy curriculum to train youth in New York City, Northern Minnesota, and New Orleans. With OSI funding, YA will extend its work to Jackson to train a cohort of youth who are interested in mapping opportunities and resources in their neighborhoods and learning to advocate for new resources, such as after-school programs, job training programs, and healthcare clinics.

To implement the project, YA will partner with two organizations: the Young People’s Project, a current CBMA grantee, that will take the lead in recruiting youth participants; and the Greater New Orleans Afterschool Partnership, whose current cohort of YA mapping project-trained youth will train the local Jackson youth on how to gather, input, and update relevant information for the *jackson.ilivehere.info* website. Significantly, the New Orleans Mapping project was just recognized as one of the 50 Entrepreneurial Education Innovators of 2009 by the New Orleans "City Business" publication.

The project will be executed in three phases:

1. *Mapping Jackson, Mississippi* – YA will use its mapping-as-advocacy curriculum in school and after-school settings to train youth to interview relevant organization leaders and map available resources. Youth participants will be provided with a stipend or given school credit to gather data.
2. *Building and Launching the jackson.ilivehere.info Website* – The *jackson.ilivehere.info* website will be built with software that enables YA participants update and augment the information they contribute to the site. The website will allow people visiting the site to generate, analyze and use information specific to their address and zip code.
3. *Building a Digital Corps of Youth* – Through the building and continued management of the website, YA participants will acquire essential, transferable 21st century work skills and develop advocacy and analytical skills needed to bring about positive change in their communities. Youth will be taught to analyze the trends in data, and then advocate based on the disparities that are indicated.

Youthline America’s budget includes: 1) the cost of two years of software; 2) staff to support on the ground capacity building in Jackson, MS; 3) travel associated with outreach and trainings; and 4) ongoing technical assistance. Over 50% of funding support will be allocated for hiring a cohort of young people (primarily black male youth) in Jackson, MS to equip them with the skills to build, maintain and expand the *jackson.ilivehere.info* website.

Rationale for Recommendation:

The proposed grant to YA directly advances CBMA’s grantmaking priorities of: 1) supporting advocacy and organizing efforts; 2) investing in placed-based school-to-work initiatives and workforce development opportunities for black males; and 3) investing in youth- led media

initiatives and bridging new media technology to organizing and advocacy. It also advances EOF's goal of lifting barriers that prevent people from participating fully in economic, social, and political life of the country.

As noted in *Given Half a Chance*, the Schott Foundation's 50 State Report on Public Education and Black Males, Mississippi is a "red alert" state, which graduates only 49% of its black males. The high school graduation rate is more alarming in the city of Jackson, with a 32% graduation rate for black males. These negative statistics simultaneously cast black males as research subjects and highlight an urgent need to develop tools and resources to educate and engage them. The mapping training and development of the *jackson.livehere.info* website will allow and encourage these black males to turn the tables and step into the role of researcher as they map their environment. By equipping youth participants with the skills to generate information that informs themselves and their community the project will also challenge public and self-perception of young black males.

The YA project will provide a safe environment for youth to advocate on behalf of their community for resources that may be lacking. Beyond benefiting youth participants, the YA mapping project will give in-school and out-of-school educators and advocates the tools they need to successfully guide young people through the mapping process. Finally, the project complements CBMA's grant to the Young People's Project, a Jackson-based youth development and advocacy organization and strengthens the case for national replication of the mapping-as-advocacy model.

For these reasons, staff recommends a project support grant of \$175,000 to Youthline America, over two years.