

**U.S. PROGRAMS**  
**Equality and Opportunity Fund**  
**Summary of Recommended Grants**  
**Docket II, August 4, 2011**

**Program Area/Organization**

Organization	Grant Code	Recommended	Term	2011	2012
<b>Equality and Opportunity Fund</b>					
<b>Racial Justice and Immigrant Rights</b>					
Let's Breakthrough, Inc. <sup>1</sup>	T1: 24449	\$ 100,000	2 years	\$ 50,000	\$ 50,000
	T1: 21134	\$ 150,000	2 years	\$ 75,000	\$ 75,000
	T1: 21116	\$ 50,000	2 years	\$ 25,000	\$ 25,000
Detention Watch Network (Fiscal sponsor: Tides Center) <sup>2</sup>	T1: 24449	\$ 200,000	2 years	\$ 100,000	\$ 100,000
	T1: 24017	\$ 100,000	2 years	\$ 50,000	\$ 50,000
Rights Working Group (Fiscal sponsor: Tides Center) <sup>3</sup>	T1: 24449	\$ 100,000	2 years	\$ 50,000	\$ 50,000
	T1: 21134	\$ 100,000	2 years	\$ 50,000	\$ 50,000
	T1: 24017	\$ 50,000	2 years	\$ 25,000	\$ 25,000
Black Alliance for Just Immigration (Fiscal Sponsor: Bay Area Black United Fund)	T1: 24449	\$ 100,000	2 years	\$ 50,000	\$ 50,000
Fund for New Citizens (Fiscal sponsor: New York Community Trust) <sup>4</sup>	T1: 24449	\$ 45,000	1 year	\$ 45,000	
	T1: 21126	\$ 30,000	1 year	\$ 30,000	
National Partnership for New Americans (Fiscal sponsor: Illinois Coalition for Immigrant and Refugee Rights)	T1: 24449	\$ 200,000	1 year	\$ 200,000	
Native American Rights Fund	T1: 24448	\$ 300,000	2 years	\$ 150,000	\$ 150,000
New Orleans Workers' Center for Racial Justice	T1: 24448	\$ 200,000	2 years	\$ 100,000	\$ 100,000
Promise Arizona (Fiscal sponsor: Center for Community Change) <sup>5</sup>	T1: 24449	\$ 50,000	1 year	\$ 50,000	
	T1: 21117	\$ 50,000	1 year	\$ 50,000	
Advancement Project	T1: 21104	\$ 1,000,000	2 years	\$ 500,000	\$ 500,000
Equal Justice Society	T1: 24448	\$ 175,000	1 year	\$ 175,000	
National Council of La Raza <sup>6</sup>	T1: 24448	\$ 225,000	2 years	\$ 112,500	\$ 112,500
	T1: 24451	\$ 250,000	2 years	\$ 125,000	\$ 125,000
Center for Social Inclusion (Fiscal Sponsor: Tides Center) <sup>7</sup>	T1: 24448	\$ 200,000	2 years	\$ 100,000	\$ 100,000 C
	T1: 21114	\$ 200,000	2 years	\$ 100,000	\$ 100,000 C
	T1: 21107	\$ 150,000	2 years	\$ 75,000	\$ 75,000 C
<b>LGBTQ Rights and Gender Justice</b>					
Astraea Lesbian Foundation for Justice	T1: 24450	\$ 326,000	1 year	\$ 326,000	
COLAGE	T1: 24450	\$ 75,000	1 year	\$ 75,000	
National Center for Lesbian Rights	T1: 24450	\$ 225,000	2 years	\$ 112,500	\$ 112,500
Women of Color Policy Network (Fiscal sponsor: New York University) <sup>8</sup>	T1: 24450	\$ 100,000	1 year	\$ 100,000	
	T1: 21119	\$ 50,000	1 year	\$ 50,000	
	T1: 24451	\$ 50,000	1 year	\$ 50,000	
<b>Low-Wage Worker Rights</b>					
National Employment Law Project	T1: 24451	\$ 300,000	18 months	\$ 300,000	
Restaurant Opportunities Centers United	T1: 24451	\$ 150,000	2 years	\$ 75,000	\$ 75,000
Direct Care Alliance	T1: 24451	\$ 120,000	1 year	\$ 120,000	
National Immigration Law Center	T1: 24451	\$ 100,000	1 year	\$ 100,000	
<b>Total Recommended:</b>		<b>\$ 5,521,000</b>		<b>\$ 3,596,000</b>	<b>\$ 1,925,000</b>
<b>Neighborhood Stabilization Initiative</b>					
National Association for Latino Community Asset Builders	T1: 24451	\$ 300,000	2 years	\$ 190,000	\$ 110,000
National Community Reinvestment Coalition	T1: 24451	\$ 300,000	2 years	\$ 150,000	\$ 150,000
Opportunity Agenda (Fiscal Sponsor: Tides Center)	T1: 24451	\$ 500,000	2 years	\$ 250,000	\$ 250,000
<b>Total Recommended:</b>		<b>\$ 1,100,000</b>		<b>\$ 590,000</b>	<b>\$ 510,000</b>
<b>Campaign for Black Male Achievement</b>					

Twenty First Century Foundation	T1: 21122	\$ 200,000	1 year	\$ 200,000	
University of Chicago <sup>9</sup>	T1: 21122	\$ 300,000	2 years	\$ 150,000	\$ 150,000
	T1: 21115	\$ 50,000	2 years	\$ 25,000	\$ 25,000
Rada Film Group (Fiscal Sponsor: Camera News Inc., dba Third World Newsreel)	T1: 21122	\$ 300,000	2 years	\$ 150,000	\$ 150,000
Songha & Company (Fiscal Sponsor: Bay Area Video Coalition)	T1: 21122	\$ 300,000	2 years	\$ 150,000	\$ 150,000
Gulf Coast Funders for Equity (Fiscal Sponsor: Louisiana Disaster Recovery Foundation)	T1: 21122	\$ 150,000	18 mos	\$ 150,000	
Association of Black Foundation Executives	T1: 21122	\$ 300,000	2 years	\$ 150,000	\$ 150,000
Forward Ever Media (Fiscal Sponsor: The Mentoring Center)	T1: 21122	\$ 125,000	1 year	\$ 125,000	
Root Cause, Inc.	T1: 21122	\$ 260,000	9 months	\$ 260,000	
Public/Private Ventures	T1: 21119	\$ 100,000	1 year	\$ 100,000	
Lindy Boggs National Center for Community Literacy at Loyola University New Orleans	T1: 21119	\$ 200,000	2 years	\$ 100,000	\$ 100,000
Oakland Unified School District (Fiscal sponsor: East Bay Community Foundation)	T1:21120	\$ 400,000	2 years	\$200,000	\$200,000
The Smiley Group, Inc. (Fiscal Sponsor: Tavis Smiley Foundation)	T1: 21122	\$ 200,000	1 year	\$ 200,000	
Samuel DeWitt Proctor Conference <sup>10</sup>	T1: 21122	\$ 300,000	2 years	\$ 150,000	\$ 150,000
	T1: 24015	\$ 100,000	2 years	\$ 50,000	\$ 50,000
	T1: 21128	\$ 100,000	2 years	\$ 50,000	\$ 50,000
<b>Total Recommended:</b>		<b>\$ 3,385,000</b>		<b>\$ 2,210,000</b>	<b>\$ 1,175,000</b>

**GRANTMAKING TOTAL THIS DOCKET: \$ 10,006,000**

*Angela Weir*  
Approval Signature

*August 4, 2011*  
Date

<sup>1</sup> This grant of \$300,000 to Let's Break Through is co-funded by the Equality and Opportunity Fund Immigrant Rights, T1: 24449 (\$100,000); the National Security and Human Rights Campaign, T1: 21134 (\$150,000); and the Democracy and Power Fund, T1: 21116 (\$50,000)

<sup>2</sup> This grant of \$300,000 to Detention Watch Network (fiscal sponsor: Tides Center) is co-funded by the Equality and Opportunity Fund Immigrant Rights, T1: 24449 (\$200,000); and the Criminal Justice Fund, T1: 24017 (\$100,000)

<sup>3</sup> This grant of \$250,000 to Rights Working Group (fiscal sponsor: Tides Center) is co-funded by the Equality and Opportunity Fund Immigrant Rights, T1: 24449 (\$100,000); the National Security and Human Rights Campaign, T1: 21134 (\$100,000); and the Criminal Justice Fund, T1: 24017 (\$50,000)

<sup>4</sup> This grant of \$75,000 to Fund for New Citizens (fiscal sponsor: New York Community Trust) is co-funded by the Equality and Opportunity Fund, T1: 24449 (\$45,000); and the Strategic Opportunities Fund, T1: 21126 (\$30,000)

<sup>5</sup> This grant of \$100,000 to Promise Arizona (fiscal sponsor: Center for Community Change) is co-funded by the Equality and Opportunity Fund, T1: 24449 (\$50,000); and the Democracy and Power Fund, T1: 21117 (\$50,000)

<sup>6</sup> This grant of \$475,000 to the National Council of La Raza is co-funded by the Equality and Opportunity Fund, Racial Justice, T1: 24448 (\$225,000); and the Equality and Opportunity Fund, Promote Economic Security T1: 24451 (\$250,000)

<sup>7</sup> This grant of \$550,000 to Center for Social Inclusion (fiscal sponsor: Tides Center) is co-funded by the Equality and Opportunity Fund, T1: 24448 (\$200,000); the Democracy and Power Fund, T1: 21114 (\$200,000); and the Transparency and Integrity Fund, T1: 21107 (\$150,000). This is a contingent grant.

<sup>8</sup> This grant of \$200,000 to Women of Color Policy Network (fiscal sponsor: New York University) is co-funded by the Equality and Opportunity Fund, Ensure LGBTQ and Gender Equality T1: 24450 (\$100,000); the Equality and Opportunity Fund, Promote Economic Security T1: 24451 (\$50,000); and the Campaign for Black Male Achievement, Strengthening Family Structures T1: 21119 (\$50,000)

<sup>9</sup> This grant of \$350,000 to the University of Chicago is co-funded by the Campaign for Black Male Achievement, T1: 21122 (\$300,000); the Democracy and Power Fund, T1: 21115 (\$50,000)

<sup>10</sup> This grant of \$500,000 to the Samuel DeWitt Proctor Conference is co-funded by the Campaign for Black Male Achievement, T1:21122 (\$300,000); the Criminal Justice Fund, T1: 24015 (\$100,000); and the Campaign for a New Drug Policy, T1: 21128 (\$100,000)

## MEMORANDUM

**TO:** Aryeh Neier  
**FROM:** Diana Morris, Raquiba LaBrie, and EOF Staff  
**DATE:** August 2, 2011  
**RE:** Equality and Opportunity Fund Docket II, August 4, 2011

---

The mission of the Equality and Opportunity Fund (EOF) is 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 fund concentrates on four core areas of equal opportunity advocacy: racial justice, immigrant rights, LGBTQ rights, and gender justice. EOF also funds cross-cutting efforts that highlight the shared stake that people of color, immigrants, women, and LGBTQ people have in advocating for equality and opportunity. The two cross-cutting priorities are economic security and anti-violence advocacy. Beyond this, EOF houses two special initiatives: the Neighborhood Stabilization Initiative and the Campaign for Black Male Achievement.

Attached are the EOF grant recommendations for Docket II of 2011.

### **RACIAL JUSTICE AND IMMIGRANT RIGHTS**

EOF's racial justice recommendations for Docket II include proposed grants to national advocacy and research groups focused on exposing how structural exclusion is embedded in government policies and legal principles, as well as one recommended grant to a state advocacy group that seeks to tackle structural inequality at the grassroots level. EOF recommends a renewed general support grant to the **Advancement Project** to be funded through the U.S. Programs Anchor Grants budget. In 2010, U.S. Programs identified a number of long-standing grantees, including the Advancement Project, as "anchor grantees" because their work advances multiple U.S. Programs goals. With renewed funding from U.S. Programs, the Advancement Project will continue its high-impact, community-oriented lawyering in the areas of voting rights, educational equity, government accountability, immigrant justice, and dismantling the school-to-prison pipeline.

The recommended grant to the **Center for Social Inclusion** will enable it to continue its efforts to ensure equity in public and private spending on transportation and infrastructure development, broadband access, and green jobs. It will also continue to improve and expand the work of the Alston Bannerman Fellowships. The **Equal Justice Society** will strengthen its work to overturn the application of the "intent doctrine" in discrimination cases by expanding its litigation capacity. And the **Native American Rights Fund** will focus on fostering stronger relationships between Indian nations and U.S. state governments, challenging mismanagement of tribal funds,

and improving educational resources for Native American youth by securing access to federal funding.

EOF grantee the **New Orleans Workers' Center for Racial Justice** offers a prime example of how state and local groups can mobilize disparate groups who suffer similar forms of exclusion to engage in joint policy advocacy to secure racial justice and immigrant rights. Recognizing how jobs and immigration have become divisive issues for low-wage workers, the Workers' Center has built a diverse and vocal base of constituents to challenge exploitation of Indian guestworkers, African American workers displaced by Hurricanes Rita and Katrina, and Latino day laborers.

As noted in the first docket of 2011, there is an emerging consensus in the immigrant rights field that greater attention and resources should be directed to challenging harsh immigration enforcement policies, as well as developing proactive strategies to facilitate immigrant integration through direct services provision and state and local policy advocacy. For at least four years, the immigrant rights portfolio has been scaling up its investment in addressing flaws in immigration enforcement policy. In this docket, we recommend renewed support to **Rights Working Group, Detention Watch Network, and Let's Breakthrough**, which are making impressive strides in influencing officials within the Department of Homeland Security and Immigration Customs and Enforcement to adopt reforms while strengthening grassroots campaign advocacy to challenge detention and deportation practices and policies.

To increase support for state-level immigrant rights advocacy, EOF recommends grants to the **National Partnership for New Americans**, which represent the most effective statewide immigrant rights groups in the U.S., and **Promise Arizona**.

The grant to the **Black Alliance for Just Immigration** will help build support for immigration reform within the African American community and strengthen the leadership of black immigrants within the broader immigrant rights movement. The grant to the **Fund for New Citizens** will support the continuation of its role in securing Temporary Protected Status for members of New York City's Haitian community. Finally, a grant to **National Council of La Raza**, a core EOF grantee, will renew both our general operating support grant and our targeted investment in its Wealth-Building Project, which has proven to be a key partner for the Neighborhood Stabilization Initiative.

## **GENDER JUSTICE AND LGBTQ RIGHTS**

One touchstone for EOF's LGBTQ rights grantmaking is the critical importance of supporting groups led by and serving the most vulnerable LGBTQ communities, especially low-income people, people of color, immigrants, and transgender people. The recommended grant to the **Astraea Lesbian Foundation for Justice** enables it to continue its work providing technical assistance and re-grants to LGBTQ grassroots organizations that are beginning to reach regional and national audiences, but are often overlooked by mainstream funders because they are rooted

in low-income communities of color and immigrant communities. The recommended renewal grant to the **National Center for Lesbian Rights** will support its work on behalf of the most marginalized LGBTQ communities, including representation of LGBTQ immigrants, provision of legal services in rural communities, and policy advocacy on behalf of LGBTQ youth in the juvenile justice or school discipline system.

EOF grantee **Children of Lesbians and Gays Everywhere** (COLAGE) is the only national organization dedicated to specifically supporting young people with LGBTQ parents. Renewed support for COLAGE will help it provide resources and information to teachers, social workers, foster care and adoption placement agents, medical and mental health professionals, and legislators about the unique challenges facing children of LGBTQ parents.

EOF's gender justice portfolio focuses on 1) protecting the past gains of the reproductive rights movement and 2) strengthening economic security for women, with a focus on the rights of low-wage women workers. The recommended grant to the **Women of Color Policy Network at New York University** (WOCPN) advances the latter goal. A project grant will support WOCPN's original research and development of policy briefs on the following topics: work supports for women and communities of color; state level immigration enforcement policies and women of color; single-mothers and wealth and asset accumulation; sex-based wage disparities; and job creation and unemployment among Black and Latino workers. CBMA is co-funding this grant to seed exploration of issues related to labor and occupational segmentation and punitive economic policies that prevent black men and women from building long-term economic security.

## **LOW-WAGE WORKER RIGHTS**

To highlight the shared interest that multiple marginal groups have in advocating for equality and to spark the development of policy solutions to address widespread inequality, EOF places priority on low-wage worker rights. In this docket, we recommend a project support grant to the **National Employment Law Project** (NELP) to support its efforts to strengthen the safety net for unemployed workers as well as to expand workplace protections for workers in the informal economy. The grant will draw on NELP's expertise as a national advocacy and research organization to supply data and legal and policy guidance to local and regional organizations working on behalf of low-wage people of color, women, and immigrant workers. NELP will also focus on preserving federal and state unemployment insurance assistance for unemployed workers.

The recommended general support grant to **Restaurant Opportunities Centers United** will advance its efforts to improve wages and working conditions for restaurant workers, increase their access to living wage jobs, and address race and gender discrimination within the restaurant industry. Similarly, a general support grant to the **Direct Care Alliance** will advance its goals to ensure that the growing direct care industry is comprised of high-quality jobs with equitable

work conditions and is governed by laws that protect workers and the seniors and disabled clients who rely on direct care services. Finally, a grant to the **National Immigration Law Center**, a cross-cutting EOF grantee, will help it to challenge state and local enforcement of immigration laws and address workplace exploitation of low-wage immigrant workers. This grant will also help it to address an unexpected budget shortfall due to loss of government funding.

## **NEIGHBORHOOD STABILIZATION INITIATIVE**

The Neighborhood Stabilization Initiative (NSI) grants recommended in this docket advance a number of the initiative's goals, including: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations; 3) expanding access to fair and affordable credit for lower-income borrowers and borrowers of color; 4) protecting the rights of renters in foreclosed properties; and 5) reversing the racial biases underlying the foreclosure crisis.

The renewed general support grant to **National Community Reinvestment Coalition** (NCRC) will support its work to increase fair and equal access to credit, capital, and banking services for low-income families and underserved communities. In the past three years, NCRC has emerged as an expert advisor and reliable partner to NSI and its grantees on issues related to predatory lending and compliance with the Community Reinvestment Act. A project grant to the **National Association for Latino Community Asset Builders** will support two projects: 1) the Neighborhood Stabilization Consortium, which works to stabilize predominantly Latino communities with high concentrations of foreclosures through job creation and property reuse strategies; and 2) the Emerging Communities Program, which strengthens the capacity of Latino-serving nonprofits in underserved areas of the United States to weigh in on housing and infrastructure policy debates that directly affect Latinos.

To combat growing public sentiment, fueled by right-wing media and Tea Party rhetoric, that the current housing and credit crisis is the result of government policies that "forced" banks to lend to "risky" minority borrowers, NSI is working with funding partners to develop a counter-strategy. One element of this strategy includes providing joint support from Ford, Annie E. Casey and OSF to EOF grantee the **Opportunity Agenda** (OA) to develop a national strategic communications campaign. The campaign will address the devastating and unequal impact of foreclosures on households and communities of color, and promote a fair and sustainable system of housing finance and homeownership into the future. Specific activities include the development of a shared communications framework or "core narrative" for use by advocates seeking to persuade and mobilize key audiences of the need for sustainable solutions to foreclosures and credit disparities in communities of color, as well as development of advocacy tool kits and trainings.

## **CAMPAIGN FOR BLACK MALE ACHIEVEMENT**

The Docket II grants recommended by the Campaign for Black Male Achievement (CBMA or the Campaign) advance its substantive goals of strengthening family structures and ensuring educational equity for black males. They also rely on strategies such as cultivating philanthropic partnerships, faith and youth organizing, or employing arts and culture to draw attention to the particular challenges black males face and to strengthen the field of black male achievement.

### *CBMA Leadership and Sustainability Institute*

Since submitting its recommendation for a \$1.4 million grant to **Root Cause** in Docket I, CBMA has had a chance to consider concerns about the scope and cost of the activities outlined in Root Cause's original proposal to design and launch the CBMA Leadership and Sustainability Institute. Staff has consulted with the CBMA Board Advisors, Geoffrey Canada and Sherrilyn Ifill, and pared down the Root Cause proposal significantly. In this docket, CBMA recommends a grant of \$260,000 to Root Cause to develop a detailed, multi-year business plan for the proposed institute and organize a one-day convening to generate buy-in from national and state funders to support the Institute's work and generally increase their investments in black male achievement.

### *Strengthening Family Structures*

Increasingly, the federal government and private philanthropy are investing in efforts to support fathers and hold them accountable. The Department of Health and Human Services launched a new iteration of its Responsible Fatherhood Grants program in 2010. The White House Domestic Policy Office is working with other federal agency officials to implement targeted fatherhood initiatives and lift administrative barriers that inhibit fathers' engagement in parenting. Two grants in this docket add to this momentum. The recommended grant to **Public/Private Ventures** will help to coordinate the work of private philanthropy, fatherhood practitioners and government in promoting responsible fatherhood and leverage increased investment in fatherhood initiatives in CBMA's target cities. The grant to the **New Orleans Fatherhood Consortium** will support data collection on service delivery to low-income fathers in New Orleans with an eye towards improving and coordinating the delivery of those services.

### *Educational Equity*

The recommended renewal grant to the **Oakland Unified School District's Department of African American Male Achievement** will bolster its efforts to close the achievement gap for black male students in Oakland, California. The Department, which is the only one of its kind in the country, will continue to evaluate current disparities, research both school and student performance across the district, and develop and implement new systems to eliminate disparities.

### *Strategic Communications/Arts and Culture*

From the Campaign's inception, it has sought to integrate strategic communications and arts and culture strategies across its three core areas to promote positive frames and message about black men and boys. Four grants in this docket are well-positioned to advance this goal. The renewal grant to **Songha & Company** for its *Question Bridge: Black Males* project will engage public audiences through partnerships with local community organizations and nationally recognized museums, art galleries and institutions. The project's goal is to document the experiences of black males in the U.S. through art and video and, ultimately, to connect black males to advocacy projects in their communities. Similarly, the recommended grant to **Forward Ever Media's** Game Changers Project will produce "mini-documentaries" about black men and boys in America who are "changing the game" and exercising leadership in areas such as education, mentoring and youth employment. The grant to **Rada Film Group** will support its *Our Promise* community engagement campaign, developed in connection with the documentary film *An American Promise*, to empower and equip parents and other key stakeholders committed to improving academic outcomes for black male youth. With CBMA support, the **Black Youth Project** will redesign its website to better utilize social media tools to link online activities to offline, community-based advocacy activities that civically engage black male youth in their communities. Finally, the Tavis Smiley Foundation will launch a broad-based public awareness and advocacy campaign to close the education gap and address other disparities affecting black boys.

### *Faith and Youth Organizing*

CBMA regularly seeks opportunities to mobilize new constituencies to advocate for black male achievement. A new project support grant to the **Samuel DeWitt Proctor Conference** will support its partnership with Michelle Alexander, former Soros Justice Fellow, to build the capacity of The Campaign to End the New Jim Crow. The proposed campaign will capitalize on the momentum generated by Alexander's book, *The New Jim Crow*, which examines the negative impact of mass incarceration on black and Latino communities. CBMA support will target the mobilization of youth and faith leaders to challenge the ways in which incarceration contributes to the political, economic, and social isolation of black males in the U.S.

### *Cultivating Philanthropic Partnerships*

The Campaign cultivates partnerships with funders in order to leverage its own funds and increase funding for black male achievement. It also works with other funders to reach local grassroots groups that it does not have the capacity to identify and support as a national funder. The recommended grant to the **Association of Black Foundation Executives** is intended to raise awareness of the plight of black men and boys within philanthropy and to increase and



coordinate investments in the field. The grants to **21<sup>st</sup> Century Foundation** and the **Gulf Coast Funders for Equity** are intended to raise awareness but also to take advantage of each organization's presence in CBMA's targeted regions to reach grassroots groups that CBMA might otherwise miss.

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

**Equality and Opportunity Fund**  
**Table of Contents**  
**Docket II**

**Racial Justice and Immigrant Rights**

Let’s Breakthrough, Inc. ....	10
Detention Watch Network .....	14
Rights Working Group .....	18
Black Alliance for Just Immigration.....	22
Fund for New Citizens.....	26
National Partnership for New Americans.....	30
Native American Rights Fund .....	34
New Orleans Workers’ Center for Racial Justice.....	38
Promise Arizona .....	42
Advancement Project.....	46
Equal Justice Society .....	49
National Council of La Raza .....	52
Center For Social Inclusion .....	56

**LGBTQ Rights & Gender Justice**

Astraea Lesbian Foundation for Justice.....	62
COLAGE .....	66
National Center for Lesbian Rights .....	70
Women of Color Policy Network.....	73

**Low-Wage Worker Rights**

National Employment Law Project .....	79
Restaurant Opportunities Centers United .....	85
Direct Care Alliance .....	89
National Immigration Law Center.....	92

**Neighborhood Stabilization Initiative**

National Association for Latino Community Asset Builders .....	97
National Community Reinvestment Coalition.....	101
Opportunity Agenda .....	104

**Campaign for Black Male Achievement**

Twenty-First Century Foundation .....	109
Black Youth Project.....	112
Rada Film Group .....	117
Songha & Company.....	121
Gulf Coast Funders for Equity.....	125
Association of Black Foundation Executives .....	129
Forward Ever Media.....	133
Root Cause, Inc.....	137
Public/Private Ventures .....	142
Lindy Boggs National Center for Community Literacy .....	146
Oakland Unified School District .....	150
The Smiley Group, Inc. ....	154
Samuel DeWitt Proctor Conference, Inc. ....	158

**RACIAL JUSTICE  
&  
IMMIGRANT RIGHTS**

**Grant ID:** 20033021

**Legal Name of Organization:** Let's Breakthrough, Inc.

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to Let's Breakthrough will further its efforts to utilize education, media and popular culture to mobilize support for human rights. Breakthrough is a media organization whose work spans the United States and India and addresses critical issues, including violence against women, sexuality and HIV/AIDS, and immigrant rights and racial justice. The recommended general support grant advances the Equality and Opportunity Fund's goals of challenging the structural racism and exclusion faced by people of color and immigrants and of supporting the development of structural policy solutions that address widespread inequality. It also advances the Fund's goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation.

**Previous OSF Support:** \$740,000  
Constitutional and Legal Policy: \$120,000 (2005-06)  
Strategic Opportunities Fund: \$100,000 (2009-2011);  
\$100,000 (2004-2005); \$20,000 (2005-2006)  
USJ Communications Fund: \$200,000 (2007-2009)  
Immigrant Rights: \$100,000 (2009-2011)  
National Security and Human Rights Campaign: \$100,000  
(2009-2011)

**Organization Budget:** \$2,086,500

**Project Budget:** n/a

**Major Sources of Support:**

Ford Foundation	\$350,000
Nathan Cummings Foundation	\$75,000
The Overbrook Foundation	\$45,000
Proteus Fund	\$50,000
Sigrid Rausing Trust	\$450,000
Starry Night Fund, Tides Foundation	\$300,000
U.S. Human Rights Fund	\$62,500

**Amount Requested:** \$300,000 over 2 years

**Is this a contingent grant?** No

**Amount Recommended:** \$300,000  
(\$100,000 from the Equality and Opportunity Fund, T1: 24449; \$150,000 from the National Security and Human Rights Campaign, T1: 21134; and \$50,000 from the Democracy and Power Fund, T1: 21116)

**Term:** 2 years, beginning May 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Let's Breakthrough, Inc. (Breakthrough) is a human rights organization that uses education, media and popular culture to transform public attitudes and promote values of equality, justice and dignity. It works in the United States and in India with the goal of building more equitable and democratic societies invested in sustaining human rights. While Breakthrough's overarching goal is to protect and promote the human rights of the most vulnerable communities, in the United States it focuses its work in two main areas: 1) the application of human rights principles to domestic social justice issues; and 2) the reframing of immigration and national security debates in human rights terms.

Breakthrough is based in New York City and is led by a strong staff, including its founder and director Mallika Dutt, a former Ford Foundation program officer and current U.S. Programs Board Member.

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

Breakthrough requests general support.

**Rationale for Recommendation:**

This recommended grant to Breakthrough aligns with several U.S. Programs priorities. It furthers the Equality and Opportunity Fund's overarching goals and, in particular, the immigrant rights' portfolio's goal of challenging punitive immigration policies that lead to immigrant criminalization, detention and deportation. In addition, this grant furthers the National Security and Human Rights Campaign priorities of ending arbitrary and indefinite detention domestically and internationally and of supporting communications capacity to differentiate immigration from the "war on terror." The grant also supports the key Democracy and Power Fund goal of expanding public participation in open society efforts through innovative means of social engagement through arts, culture, and technology.

A general support grant to Breakthrough will further its efforts to promote human rights through education, media and popular culture. It applies a human rights framework to a range of linked

issues, including violence against women, national security and human rights, sexuality and HIV/AIDS, and immigrant rights and racial justice. In the United States, it has carved out a unique niche by pioneering the use of new and alternative media to advance change in the areas of racial justice, immigrant rights and national security and by training advocates to use these tools.

Breakthrough engages its primary audience of 18 to 35 year olds through music videos, video stories, animation and video games – tools with content that young people can understand and use as a springboard to deeper engagement in policy debates. To disseminate its content, it relies heavily on social networking and online engagement strategies (e.g., Facebook, Twitter, blogs, YouTube, and other media-sharing sites). Earlier this year, Breakthrough released “America 2049,” a 12-week game in which players are sent on a mission to capture an alleged terrorist and, through that process, deepen their understanding on issues such as sex trafficking, racism, religion, labor and immigration. More than 20,000 people have played, and there are more than 1,000 posts to the game's internal discussion boards, and more on a Facebook fan page. The game has received considerable press coverage from mainstream media such as *The Washington Post*, *The Atlantic*, *TIME*, MSNBC, and *Huffington Post*. Breakthrough is currently engaged in a comprehensive evaluation process with an external agency to assess the reach and impact of the game.

With renewal funding, Breakthrough plans to expand its ongoing work, including its *Restore Fairness* campaign, which consists of video stories and related public events. *Restore Fairness* was initially developed in close alignment with OSF grantee Rights Working Group's *Hold DHS Accountable!* campaign, which called for an end to immigration enforcement policies that violate due process protections and other basic rights guaranteed by the Constitution. The campaign has since expanded, in alignment with Rights Working Group's campaign against racial profiling, to address the need to create public awareness of the extent of racial profiling in the U.S. and to eliminate agreements between federal immigration and local law enforcement agencies that result in racial profiling in immigration enforcement. *Restore Fairness* has had more than 90,000 visitors to its website. Its videos and blogs are used regularly by groups to strengthen their public education and advocacy work, including at global forums such as the U.N. Universal Periodic Review of the U.S. Human Rights Record in Geneva, Switzerland.

Beyond its collaboration with Rights Working Group (recommended for funding in this docket), Breakthrough also works with community-based groups and other Open Society Foundations grantees, including the ACLU, Detention Watch Network (recommended for funding in this docket), the Center for Constitutional Rights, Immigration Equality, and the International Coalition of Sites of Conscience.

Breakthrough is an effective advocate for the proposition that fair immigration and national security policies must be grounded in open society values of due process and protection of human rights. Not only has Breakthrough developed a clear and coherent message about immigration, national security, and human rights generally, but it has also developed successful ways of communicating that message to ensure maximum impact. For that reason, staff enthusiastically recommends a renewed general support grant.

**Accordingly, staff recommends \$300,000 in general support to Breakthrough. This grant will be co-funded by EOF (\$100,000), the National Security and Human Rights Campaign (\$150,000), and the Democracy and Power Fund (\$50,000).**

**Grant ID:** 20033020

**Legal Name of Organization:** Detention Watch Network

**Tax Status:** Other

**Name of Fiscal Sponsor:** The Tides Center

**Purpose of Grant:** To support the Detention Watch Network

**Grant Description:** An unrestricted project support grant to Detention Watch Network (DWN) will help to ensure that immigration enforcement issues are a core part of broader advocacy efforts for immigration reform. Formed in 1997 in response to the rapid growth of the immigration detention system, DWN is comprised of more than 93 organizations and individuals from across the U.S. Members 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. DWN advocates for an immigration enforcement system that emphasizes alternatives to detention and upholds safe and humane detention conditions. It also works on the continuum of Immigration and Customs Enforcement actions (including workplace raids, home invasions, agreements that permit the federal government to delegate immigration enforcement powers to state and local officers and border militarization). The recommended grant advances the Equality and Opportunity Fund's goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation. It also advances the Criminal Justice Fund's goal of securing a fair justice system and eliminating racial disparities.

**Previous OSF Support:** \$505,000  
\$325,000 from Immigrant Rights, 2007-2011  
\$100,000 from Immigration Innovation, 2008-2009  
\$ 80,000 from US Program General Grants, 2002-2003

**Organization Budget:** \$81,901,725

**Project Budget:** \$541,127

**Major Sources of Support:**

Ford Foundation	\$200,000
U.S. Human Rights Fund	\$160,000
Four Freedoms Fund	\$96,000
Herb Block Foundation	\$20,000



**Amount Requested:** \$300,000 over 2 years

**Is this a contingent grant?** No

**Amount Recommended:** \$300,000  
(\$200,000 from the Equality and Opportunity Fund - Immigrant Rights, T1: 24449; and \$100,000 from the Criminal Justice Fund, T1: 24017)

**Term:** 2 years, beginning July 1, 2011

**Matching Requirements:** None

**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 include 93 organizations as well as many individuals across the country, such as 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. Director Andrea Black is a former Soros Justice Fellow.

The Tides Center serves as DWN's fiscal agent, providing back-office services, a legal framework, and capacity-building support.

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

DWN seeks renewed project support to advance the following four long-term objectives:

1. Challenge mandatory immigrant detention policies;
2. Ensure that detention is used only as a last resort and community-based alternatives to detention are used instead;
3. Uphold safe and humane detention practices based on enforceable standards and independent oversight; and
4. End enforcement programs that seek to criminalize immigrants.

To advance these objectives, DWN employs a range of strategies. It uses grassroots education and organizing to help local communities better understand the operation of the immigrant detention system and develop community campaigns. To influence key decision-makers, it engages in federal and state policy advocacy, including serving on the Department of Homeland Security (DHS) Advisory Group on Detention and Immigration and Customs Enforcement (ICE) Working Group, which provide forums for advocates to communicate directly with enforcement officials. DWN supplies its member organizations with advocacy resources and tools, including

the DWN and Visitation Network Listserves, its blog, the Online Research Library, an interactive Detention Map, and a range of fact sheets and public education materials. Additionally, through its communications advocacy, DWN seeks to expose the role of the private prison lobby in fueling the growth of the immigrant detention system and to educate the public about policies that pit the “criminal alien” against the “good immigrant.”

### **Rationale for Recommendation:**

The recommended project support grant advances the Equality and Opportunity Fund’s goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation. It also advances the Criminal Justice Fund’s goal of securing a fair justice system and eliminating racial disparities.

While abuses in the U.S. criminal justice system are widely known and reported, only recently have abuses in the immigrant detention system begun to attract attention from the media and public. In large part, this increasing awareness is due to the steady drumbeat of advocacy led by OSF grantees such as DWN. Since its founding in 1997, DWN has been at the forefront of advocacy to address the threats to open society posed by the U.S. immigrant detention and deportation system. The following are a few examples of the harsh conditions it seeks to expose and address. More than eighty percent of detained immigrants navigate the detention and deportation system without a lawyer even if they are legally entitled to one. Many are detained mandatorily without the opportunity to seek a bond hearing. Detainees are often subjected to substandard conditions of confinement, denied adequate medical care and access to counsel or family. Since 2003, a reported 120 people have died in immigration custody.

To curb these injustices, DWN has developed an effective “inside-outside strategy.” Its base of 93 local and state organizational members include groups representing formerly incarcerated and detained people, community and faith groups, legal services providers and law school clinics. Through the provision of technical assistance and trainings on organizing, DWN helps its members launch campaigns to challenge detention and deportation policies in their communities. Most recently, its members helped the ACLU of Pennsylvania wage a successful effort to halt the construction of a new immigrant detention facility.

To complement its grassroots advocacy, DWN also targets Washington insiders. DWN and its members held a series of meetings with President Obama’s staff on detention and enforcement issues and participated in a White House review of immigration enforcement policy and practice. It has also conducted a Congressional briefing and led other presentations of proposed reforms. As a member of the Department of Homeland Security’s Advisory Group on Detention and the ICE Working Group, DWN consistently brings to bear its grassroots members’ unique expertise in immigration enforcement, detention and deportation. Last year, its members made important contributions to Immigration and Customs Enforcement’s detention reform agenda, including by helping to develop a risk assessment tool, the Online Detainee Locator System, providing input on ICE’s draft policy guidance on the use of immigration detainees, and aiding with the development of the 2010 Performance Based Detention Standards.

DWN's unique strength lies in its ability to persuade disparate constituencies that they have a shared interest in advocating for a fair and humane reform of the detention and deportation system. It has succeeded in building a broad-based constituency that is diverse in terms of race, ethnicity, class, age, gender and sexual orientation. Given its effective blend of grassroots and elite policy advocacy and continued high performance, staff recommends renewed support.

**Accordingly, EOF recommends continued project support to the Detention Watch Network. This grant will be co-funded by EOF (\$100,000) and the Criminal Justice Fund (\$200,000) for a total of \$300,000.**

**Grant ID:** 20033022

**Legal Name of Organization:** Rights Working Group

**Tax Status:** Other

**Name of Fiscal Sponsor:** Tides Center

**Purpose of Grant:** To support its efforts to stop harsh immigration enforcement programs by educating immigration enforcement, criminal justice, and national security advocates

**Grant Description:** An unrestricted project support grant to Rights Working Group will further its efforts to stop harsh immigration enforcement and detention and to educate RWG members about the ways in which the issues of immigration enforcement, criminal justice, and national security intersect. Rights Working Group is a D.C.-based coalition of more than 323 civil liberties, national security, immigrants' rights, and human rights member organizations from across the nation. The coalition uses advocacy, field mobilization, and campaigns to address the structural causes of the harsh immigration enforcement and detention systems. The coalition's leadership and staff represent directly affected constituencies. A primary goal of the coalition's work is to bring diverse communities together to combat racial discrimination and anti-immigrant measures. The recommended grant advances the Equality and Opportunity Fund's goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation. It also advances the Criminal Justice Fund's goal of securing a fair justice system and eliminating racial disparities. Further, it advances the National Security and Human Rights Campaign's priority of developing progressive immigration policies that protect national security while respecting human rights.

**Previous OSF Support:** \$1,235,000  
\$260,000 from NSHR Campaign (2009)  
\$100,000 from Equality and Opportunity Fund (2009)  
\$50,000 from Criminal Justice Fund (2009)  
\$800,000 from USP Immigration Innovation (2007-2009)  
\$25,000 from USJ Immigrants' Rights (2006)

**Organization Budget:** \$81,901,000

**Project Budget:** \$1,340,000

**Major Sources of Support:** Atlantic Philanthropies \$625,000  
US Human Rights Fund \$150,000  
Ford Foundation \$200,000  
Four Freedoms Fund \$70,000

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

**Is this a contingent grant?** No

**Amount Recommended:** \$250,000  
( \$100,000 from the Equality and Opportunity Fund -  
Immigrant Rights, T1: 24449; \$100,000 from the National  
Security and Human Rights Campaign, T1: 21134; and  
\$50,000 from the Criminal Justice Fund, T1: 24017)

**Term:** 2 years, beginning June 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Founded in 2004 and based in Washington, D.C., the Rights Working Group (RWG) is a national coalition of more than 323 civil liberties, national security, immigrants' rights, and human rights member organizations. RWG members join the coalition by pledging to support eight core principles, including due process and the right to fair trial for all people jailed by the government and the abolition of arbitrary and indefinite detentions and unfair deportations. RWG is committed to protecting the rights of all people in the U.S., particularly those of Arab, Middle Eastern, Muslim, and South Asian and immigrant communities, which have become the targets of profiling by law enforcement agencies since 9/11. Core to RWG's mission is ensuring that everyone in the U.S. is guaranteed human rights protections, regardless of citizenship status, race, national origin, religion, ethnicity, or belief.

RWG is a project of the Tides Center. Tides provides services to hundreds of nonprofit projects across the U.S. that vary in size from one volunteer to a staff of hundreds and that are working for progressive change in the areas of social justice, economic development, civic engagement, environmental sustainability, environmental justice, human rights, community development, international affairs, and non-profit capacity building.

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

RWG requests renewed project support for its efforts to stop harsh immigration enforcement programs and to promote due process and human rights protections within the immigration system. It employs a range of strategies, including policy advocacy, field organizing, strategic communications, and membership building. With support from the Equality and Opportunity Fund, RWG will:

- Continue to organize and mobilize member organizations to advocate for reforms of Department of Homeland Security (DHS) immigration enforcement and detention policies and procedures;
- Engage in administrative advocacy to abolish agreements that permit the federal government to delegate immigration enforcement powers to state and local officers (Section 287(g) of the Immigration and Nationality Act) and the practice of ICE officers remotely screening immigration status by checking inmates' fingerprints against federal databases (the Secure Communities program), as well as to improve detention conditions and promote alternatives to detention;
- Pressure ICE to create new mechanisms for data collection, monitoring of compliance with civil rights laws, and for holding its agents and local law enforcement agencies accountable for rights violations; and
- Offer training and capacity building on the human rights framework for member organizations and allies.

### **Rationale for Recommendation:**

The recommended grant advances the Equality and Opportunity Fund's goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation. It also advances the Criminal Justice Fund's goal of securing a fair justice system and eliminating racial disparities. Further, it advances the National Security and Human Rights Campaign's priority of developing progressive immigration policies that protect national security while respecting human rights.

Early advocacy efforts by RWG focused on the introduction of the Civil Liberties Restoration Act, which sought to overturn several post-9/11 policies and programs that resulted in discrimination against particular immigrant and ethnic communities. In 2008, RWG launched the *Hold DHS Accountable!* campaign and, in 2009, with Open Society Foundations support, RWG initiated its *Racial Profiling: Face the Truth* campaign to ban racial and religious profiling at all levels of government.

For the last three years, RWG has worked to restore due process to the immigration enforcement system and to reform the immigration detention system. Its members and allies have achieved important progress toward many of its campaign goals, including:

- The Obama Administration called a halt to the large-scale worksite immigration raids that resulted in hundreds of detentions without due process and the unnecessary separation of families.
- DHS implemented reforms to the 287(g) program following a strongly critical investigation by its Inspector General.
- DHS established an Office of Detention Policy and Planning to monitor and improve immigration detention facilities.
- ICE adopted reforms, including a detainee locator system and a new risk assessment tool, to prevent vulnerable populations from being detained.
- RWG staff was involved in two of the original victories of local jurisdictions "opting out" of the Secure Communities program— in Washington, DC, and Arlington,

Virginia--and has continued to encourage other local and state government officials to follow suit.

- RWG advocated forcefully for reducing the backlog in naturalization applications that delayed the process for applicants from Arab, Muslim, and South Asian countries. The backlog has been largely eliminated.

RWG also played a leadership role within the Reform Immigration for America Campaign by serving as a co-chair of the legislative working group on immigration enforcement, detention and due process. (Open Society Foundations grantee, Detention Watch Network (also recommended for funding in this docket), served as the other co-chair.) In the working group, RWG was a steady advocate for critical reforms in the immigration enforcement and detention systems when most of the Campaign's activity focused on building a pathway to legalization for undocumented immigrants. At the request of federal policymakers, RWG has coordinated submissions from advocacy groups on enforcement, detention, and due process issues to aid in the development of policy proposals that respect the rights of immigrants. It also serves as the co-chair of the Civil Rights Civil Liberties Committee, which convenes advocates on a quarterly basis with officials in the DHS Office of Civil Rights and Civil Liberties.

Recently, over 70 RWG members and partners attended its June Southeast Regional Membership Meeting in Nashville, Tennessee. The event, co-hosted by the Tennessee Immigrant and Refugee Rights Coalition, created an opportunity for organizers and advocates to think creatively about strategies to combat harsh enforcement policies in the South.

Since the demise of comprehensive immigration reform, the national discussion about immigration enforcement has shifted to center stage. Administration officials and Congressional members debate how to be tougher on immigration enforcement, while advocates who ignored enforcement concerns in the past are now joining the calls for reform. What distinguishes RWG is its long-standing commitment to enforcement reform, its depth of enforcement expertise, and its strength in coalition-building across multiple sectors, including criminal justice, immigrant rights, and national security advocates.

**Accordingly, staff recommends renewed core project support for RWG. This grant will be co-funded among the Equality and Opportunity Fund (\$100,000), the National Security and Human Rights Campaign (\$100,000) and the Criminal Justice Fund (\$50,000) for a total of \$250,000.**

**Grant ID:** 20032999

**Legal Name of Organization:** Black Alliance for Just Immigration

**Tax Status:** Other

**Name of Fiscal Sponsor:** Bay Area Black United Fund

**Purpose of Grant:** To support the Black Immigration Network

**Grant Description:** A project support grant to Black Alliance for Just Immigration (BAJI) to amplify the work of its Black Immigration Network. BAJI was founded in April 2006 to build support for immigration reform between African American and black immigrant communities. This grant will provide continued support for BAJI's national network of African American and black immigrant organizations working to advance immigration reform and improve inter-group relations. The recommended general support grant advances the Equality and Opportunity Fund's goal of challenging the structural racism and exclusion faced by people of color and immigrants and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion.

**Previous OSF Support:** \$100,000 (Immigration Innovation Fund, 2009)

**Organization Budget:** \$275,000

**Project Budget:** \$100,000

<b><u>Major Sources of Support:</u></b>	Evelyn & Walter Haas, Jr. Fund	\$38,567
	Akonadi Foundation	\$16,457
	San Francisco Foundation \$	\$20,000
	Funding Exchange	\$15,000
	Common Counsel	\$5,000
	Hill Snowdon Foundation	\$2,500
	USA for Africa	\$1,500

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

**Is this a contingent grant?** No

**Amount Recommended:** \$100,000  
(EOF – Immigrant Rights, T1: 24449)

**Term:** 2 years, beginning July 1, 2011



**Matching Requirements:** None

**Description of Organization:**

Black Alliance for Just Immigration, (BAJI) was founded in 2006 to enlist the support of African Americans and other communities to challenge flawed U.S. immigration policy. BAJI is an education and advocacy group comprised of African Americans and black immigrants from Africa, Latin America and the Caribbean. BAJI provides the African American community with a progressive analysis and framework on immigration that links the interests of African Americans with those of immigrants of color.

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

BAJI requests project support to continue the work of its Black Immigration Network (the Network). The Network's primary goal is to cultivate a national coalition of people and organizations of the African Diaspora in the United States concerned with elevating the leadership of black immigrants in the broader immigrant rights movement and building a base of support among native-born blacks for immigration reform. The Network's core areas of work are as follows:

*Strategy Development and Information-sharing:* The Network offers briefings on migration patterns of black immigrants from Africa, the Caribbean, and Latin America and convenes strategy sessions with its members and other immigrant rights groups to build alliances between native-born black communities and black immigrant communities.

*Joint Projects and Campaigns:* The Network recently formed a multi-ethnic campaign to oppose deportation of Haitians following the 2010 earthquake and worked in coalition with Liberian groups to advocate for Deferred Enforced Departure Status for Liberian Refugees.

*Technical Assistance and Training:* The Network provides trainings on alliance-building, media outreach, and other topics to its members.

*Policy Papers:* The Network prepares policy papers on a range of issues and resource guides on bridging the concerns of native-born Americans and immigrants with a focus on black communities.

*Communications:* The Network has begun to build a website ([www.blackimmigration.net](http://www.blackimmigration.net)) to make its positions, projects, campaigns and resources readily available to member, potential members and the public.

**Rationale for Recommendation:**

A project support grant to the Black Alliance for Just Immigration will advance the Equality and Opportunity Fund's goals of challenging the structural racism and exclusion faced by people of

color and immigrants and of supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion.

Rev. Kelvin Sauls, a minister who immigrated to the U.S. from South Africa, and Rev. Phillip Lawson, a longtime U.S. civil rights leader, co-founded BAJI five years ago in response to real and perceived tensions between native-born blacks and the immigrant rights community. They were prompted by an outpouring of opposition to the proposal for comprehensive immigration reform pending in Congress from both the immigrant rights community and the native-born black community. Immigrant rights advocates considered the proposal too tepid while some within the native-born black community expressed concerns about competition for jobs and other resources that would flow from legalization. Recognizing the common interests shared by both native-born blacks and immigrants, Rev. Sauls and Rev. Lawson decided to form BAJI to strengthen support for immigration reform within the black community and to strengthen both communities' commitment to low-wage worker rights, educational equity and other issues that affected them equally.

Gerald Lenoir, who is widely respected in African American and immigrant circles, is the executive director of BAJI. Before assuming his position at BAJI, he was the executive director of the Black Coalition on AIDS, which also sought to build awareness of an issue that was considered unpopular at the time, but which directly affects the black community. That relevant experience, combined with Lenoir's nonprofit management consulting experience, greatly benefits BAJI. Furthermore, the organization's Board reads like a "who's who" of prominent, progressive black leaders, including former Oakland City Council member Wilson Riles, San Pablo Mayor Leonard McNeil, and Dr. Steven Pitts of U.C. Berkeley's Labor Center. To round out its staff capacity, BAJI recently hired an impressive African immigrant organizer who used to work for Puente, an Arizona-based immigrant rights organization also funded by EOF.

BAJI does unique work in two areas: engagement of black immigrants from Africa, the Caribbean and other countries who are often not heard or consulted in the immigration debate and building alliances between immigrant and African American communities. As mentioned above, BAJI's Black Immigration Network is securing important victories as it seeks to bridge the divide that sometimes separates native blacks and black immigrants. In 2009, the Network worked in coalition with a number of other groups to advance a campaign that won temporary immigration status for 30,000 undocumented Haitian immigrants after the 2010 earthquake, which allowed them to remain in the United States without fear of deportation. This past year, the Network began a media project that yielded 28 media hits in the Bay Area and a feature story in the *New York Times*. The project amplifies the voices of black pastors as they present a values-based narrative of shared interests and common goals between African Americans and immigrants. The Network has also helped to increase the presence of black immigrants in immigrant rights organizations and coalitions.

While BAJI has made important strides since it was founded, it continues to grapple with identifying its appropriate geographic role – whether it should focus its work locally in California or build a larger national presence. Staff is hopeful that the capacity-building support BAJI receives through the Strategic Opportunities Fund's Technical Assistance Initiative will

help it to clarify its role and scope. Staff is also coordinating with the Haas Jr. Foundation to provide other technical assistance to BAJI.

Because of the unique role BAJI and the Black Immigration Network play in the broader immigrant rights field, staff recommends renewed project support.

**Accordingly, EOF recommends a project support grant of \$100,000 to the Black Alliance for Just Immigration.**

**Grant ID:** 20033250

**Legal Name of Organization:** Fund for New Citizens

**Tax Status:** Other

**Name of Fiscal Sponsor:** New York Community Trust

**Purpose of Grant:** To enable the Fund for New Citizens to coordinate legal services and outreach to secure Temporary Protected Status for New York City's Haitian community

**Grant Description:** A project support grant to the Fund for New Citizens will support the continuation of its role in securing Temporary Protected Status (TPS) for members of New York City's Haitian community. Established in response to the impact of the Immigration Reform and Control Act of 1986 on New York City, the Fund for New Citizens has evolved to address the gamut of issues that prevent immigrants from fully integrating into the civic and economic life of the city. The recommended grant advances the rapid response efforts of the Strategic Opportunities Fund and the goals of the Equality and Opportunity Fund to challenge the structural racism and exclusion faced by people of color and immigrants and to support the development of structural policy solutions that address widespread inequality.

**Previous OSF Support:** \$225,000  
\$75,000 from US Programs Grants, 2003-2004  
\$25,000 from USP Immigrant Rights, 2004-2005  
\$62,500 from the Equality and Opportunity Fund, 2010-11  
\$62,500 from the Strategic Opportunities Fund, 2010-11

**Organization Budget:** \$1,035,800

**Project Budget:** \$380,000

**Major Sources of Support:**

Altman Foundation	\$50,000
The New York Community Trust	\$150,000
Morton K. and Jane Blaustein Foundation	\$60,000
Charles Evans Hughes Memorial Foundation	\$25,000
Clark Foundation	\$100,000
Rockefeller Brothers Fund	\$20,000

**Amount Requested:** \$75,000 over 1 year

**Is this a contingent grant?** No

**Amount Recommended:** \$75,000  
(\$45,000 from the Equality and Opportunity Fund – Immigrant Rights, T1: 24449; and \$30,000 from the Strategic Opportunities Fund, T1: 21126)

**Term:** 1 year, beginning June 1, 2011

**Matching Requirements:** None

**Description of Organization:**

The Fund for New Citizens (FNC) is a donor collaborative comprised of fourteen foundations and donors, including The New York Community Trust, which staffs the Fund with two seasoned attorneys. FNC was established in 1987 to organize a collaborative foundation response to the impact of the Immigration Reform and Control Act of 1986 on New York City. Since then, the Fund has evolved to address issues preventing immigrants from fully integrating into the civic and economic life of the City. Other members include the *Altman Foundation, Morton K. and Jane Blaustein Foundation, Booth Ferris Foundation, Charles Evans Hughes Memorial Foundation, The Clark Foundation, Ford Foundation, Interest on Lawyer Account Fund of the State of New York, Rockefeller Brothers Fund, Twenty-First Century ILGWU Heritage Fund, and UJA-Federation of New York*. The Fund members act as its advisors, set priorities, and make recommendations for grants, and The Trust formally approves the grants. Since it began, the Fund has awarded over \$14 million in grants to promote the integration of immigrants into the civic and economic life of the City, challenge discriminatory anti-immigrant policies and laws, and increase the availability of immigration legal services.

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

The Fund for New Citizens requests renewed project support to coordinate outreach and legal services to NYC's Haitian population. Soon after the 2010 earthquake in Haiti, U.S. Secretary of Homeland Security Janet Napolitano announced that Haitians living in the U.S. prior to the earthquake would be eligible for Temporary Protected Status (TPS.) Because of coordinated outreach and legal services, approximately 13,791 Haitians applied for TPS in 2010. On May 19, 2011, Secretary Napolitano announced that TPS had been extended through January 23, 2013 and that Haitians who arrived to the U.S. after the earthquake would also qualify for TPS. FNC estimates that, with the re-designation, an additional 2,000 - 3,000 Haitians who arrived in New York after the earthquake will also be eligible for TPS. Further, FNC believes that many of the eligible Haitians who did not previously apply for TPS due to misinformation and language barriers would now be more inclined to apply.

The requirements for renewing TPS status and obtaining this status through the re-designation of TPS for Haiti will need to be disseminated throughout the Haitian community. The deadline and procedures – including employment authorization and filing fees – are different for each of the respective TPS eligibility categories. Based on its success last year, FNC will again focus its support on three primary areas: 1) direct grants to CAMBA Legal Services and Bronx Defenders

to assist and process TPS applications; 2) the New York Immigration Coalition's role as a clearinghouse for information among legal service providers; and 3) the amplification of Church World Service's existing media outreach to the Haitian community. This multi-prong strategy will ensure that more Haitians are aware of TPS and its benefits and that those interested in applying have the resources and support needed.

Specifically, each of the sub-granted groups will complete the following:

- CAMBA will coordinate educational trainings on TPS at key Haitian establishments. Because of its long-standing ties in the Haitian community, CAMBA will conduct trainings in Brooklyn and arrange for the New York Immigration Coalition and Church World Service to do trainings in Queens. CAMBA will also translate important documents in Creole for the trainings and outreach. Last year, CAMBA reached out to over 58,000 Haitian nationals and provided direct legal services to 597, of which 241 applied for TPS. CAMBA has already begun to hold group and individual processing clinics.
- The New York Immigration Coalition will continue its role as coordinator among authorized TPS legal service providers and provide support to CAMBA and Church World Service. Last year, the New York Immigration Coalition provided weekly updates to its members and other community-based organizations about TPS workshops and deadlines. It also participated in meetings with the US Citizenship and Immigration Services and disseminated updates to legal service providers. New York Immigration Coalition will continue to serve as a clearinghouse on TPS information, bring legal service providers together each month, conduct trainings on requirements needed for the TPS application process, and collect data on the number of Haitian served.
- Church World Service will continue to coordinate media outreach to the Haitian community. Last year, Church World Service produced 30,000 brochures in Creole, French and English, 200 posters and a public service announcement (PSA) that ran multiple times a day on four Haitian radio stations. This year, Church World Service will diversify its print outreach through advertisements in *Haiti Progres* and *Haiti Libertie*, two major Haitian newspapers. After last year's TPS process, FNC realized that there is a considerable number of illiterate Haitians for whom outreach needs to be directed to formal and informal community space. It therefore plans to amplify its verbal outreach through increased number of PSAs and presentations at churches and upcoming festivals.

### **Rationale for Recommendation:**

A renewed grant to the Fund for New Citizens will support time-sensitive action to provide legal services and craft media messages that will encourage eligible Haitian immigrants to apply for Temporary Protected Status. It specifically advances the efforts of the Strategic Opportunities Fund to respond rapidly and effectively to urgent situations and time-sensitive opportunities to advance open society -- in this case by supporting Haitians residing in the U.S. in the aftermath of the devastating 2010 earthquake. It likewise advances the goals of the Equality and

Opportunity Fund to challenge the structural racism and exclusion faced by people of color and immigrants and to support the development of structural policy solutions that address widespread inequality.

FNC has a strong reputation for its effective coordination of time-sensitive philanthropic responses to disasters and events that have affected the lives of New York City's diverse immigrant community. Prior to the 2010 earthquake, FNC was recognized for its coordination of a pooled fund to provide emergency legal assistance for those affected by the post 9-11 program that required the registration of men from Arab, Middle Eastern, Muslim, and South Asian countries. Integral to its philanthropic efforts are its strong ties with local, immigrant-serving service providers. Its leadership and support were critical in the forming of the New York Immigrant Coalition, which now serves as a leading voice for regional and national advocacy efforts.

Although the U.S. government has traditionally extended TPS for communities affected by political or natural disasters, the unanticipated combination of the re-designation and extension of TPS for Haitians calls for a deeper level of coordination among service providers and greater engagement with the Haitian community. Immediately following the 2010 earthquake, FNC began coordinating local outreach and the provision of legal services to New York City's Haitian community. An initial rapid response grant made by the Strategic Opportunities Fund and the Equality and Opportunity Fund was instrumental in providing the time-sensitive outreach and legal services needed to ensure that the maximum number of eligible Haitians applied for TPS. At the end of last year's process, FNC realized that, in spite of its tailored outreach, there was still a great deal of misinformation among the Haitian community and that a substantial number of eligible Haitians did not apply due to language barriers or misinformation. The renewal of this grant will enable FNC to use its expertise and evaluation of last year's TPS efforts to reach Haitians who have not yet taken advantage of the TPS program.

**Accordingly, staff recommends a project support grant to the Fund for New Citizens. This grant will be co-funded by EOF (\$45,000) and the Strategic Opportunities Fund (\$30,000) for a total of \$75,000.**

**Grant ID:** 20033024

**Legal Name of Organization:** National Partnership for New Americans

**Tax Status:** Other

**Name of Fiscal Sponsor:** Illinois Coalition for Immigrant and Refugee Rights

**Purpose of Grant:** To support the National Partnership for New Americans

**Grant Description:** A core support grant to the National Partnership for New Americans will support its network of 12 state immigrant rights coalitions that have collaborated on a wide range of campaigns and issues, including comprehensive immigration reform and naturalization policy. These organizations were lead members of the "field pillar" of the original Reform Immigration for America campaign created to secure comprehensive immigration reform. Each of these member organizations engages in substantial direct services delivery, including English as a Second Language courses, financial literacy instruction, and naturalization services, to address the needs of their constituencies and to ensure their policy advocacy is responsive to the actual needs of their base. The recommended grant will support the Equality and Opportunity Fund's goals of strengthening the capacity building and advocacy of key immigrant rights groups capable of advancing sound and humane immigration reform and stemming the erosion of the civil and human rights of immigrants.

**Previous OSF Support:** \$100,000 from the Equality and Opportunity Fund, Immigrant Rights 2010-2011

**Organization Budget:** \$7,796,719

**Project Budget:** \$662,000

**Major Sources of Support:** JM Kaplan Fund \$50,000  
National Immigrant Integration Conference Funders \$350,000

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

**Is this a contingent grant:** No

**Amount Recommended:** \$200,000  
(EOF – Immigrant Rights, T1: 24449)

**Term:** 1 year, beginning July 1, 2011



**Matching Requirements:** None

**Description of Organization:**

The National Partnership for New Americans (NPNA) is comprised of 12 state immigrant rights coalitions that have collaborated on a wide range of campaigns and issues, including comprehensive immigration reform and naturalization policy. These organizations were lead members of the "field pillar" of the Reform Immigration for America campaign funded by Open Society Foundations. Each of these member organizations engages in substantial direct services delivery, including English as a Second Language courses, financial literacy instruction, and naturalization services, to address the needs of their constituencies and to ensure their policy advocacy is responsive to the actual needs of their base.

NPNA was formed in 2009 by the following member groups: CASA de Maryland; Coalition for Humane Immigrant Rights in Los Angeles; Florida Immigrant Coalition; Illinois Coalition for Immigrant and Refugee Rights; Massachusetts Immigrant and Refugee Advocacy Coalition; National Korean American Service and Education Consortium; New York Immigration Coalition; One America; Pineros y Campesinos Unidos del Noroeste/CAUSA; and Tennessee Immigrant and Refugee Coalition. Since then, the Colorado Immigrant Rights Coalition and Voces de La Frontera have joined the coalition.

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

NPNA seeks core project support to promote immigrant integration at the state and federal levels, including citizenship and civic participation. It will employ the following strategies: (1) policy advocacy campaigns; (2) grassroots organizing and civic engagement; (3) convening immigrant integration conferences; (4) alliance-building with new and established allies; and (5) communication strategies.

1. Policy Advocacy Campaigns: NPNA will implement a full citizenship campaign titled "Democracy for All," focused on reducing the systemic and structural barriers to citizenship. It will advocate for a change to the citizenship fee structures that present a barrier for lower-income people. It will also produce a research study with the University of Southern California Immigrant Integration Center that analyzes the benefits of citizenship, including its function in furthering integration.
2. Grassroots Organizing and Civic Engagement: NPNA will develop a civic engagement strategy that will allow member organizations to be better coordinated, creating opportunities for full democratic participation.
3. National Immigrant Integration Conference: This annual conference is NPNA's signature event and brings together between 500 and 600 advocates, policy experts, community members, and officials from city, state, and federal government as well as officials from foreign governments and international NGOs to discuss best practices and

share lessons learned in the immigrant integration field. The 2011 conference will be hosted by OneAmerica in Seattle, Washington.

4. Alliance-building: In the coming year, NPNA will deepen its relationships with local groups in immigrant gateway communities by working with EOF grantee, Welcoming America.
5. Communication Strategies: NPNA's work requires a national communication strategy with the ability to customize messages for local markets and campaigns. It will focus on creating a website, implementing an email advocacy plan, and generating media coverage and publicity for its activities and events.

### **Rationale for Recommendation:**

A grant to NPNA will advance the Equality and Opportunity Fund's goals of strengthening the capacity building and advocacy of key immigrant rights groups capable of advancing sound and humane immigration reform and stemming the erosion of the civil and human rights of immigrants.

The current economic and political climate has posed unforeseen delays and other challenges to advancing comprehensive immigration reform. As immigrant rights advocates rethink their strategies, coordination and information-sharing are vital. Yet, as is true of so many of the fields that OSF supports in the United States, in the immigrant rights field there is an ongoing tension between national beltway groups and state coalitions. In its proposal, the NPNA makes a compelling case that the immigrant rights field is at risk of losing momentum and possible victories due to inadequate collective planning, insufficient replication of successful models, and too few seats at the national tables for state and local groups.

The national immigrant rights movement depends on state coalitions for on-the-ground press, mobilization, and engagement of national policy makers by their constituents. But this work is usually contracted organization-by-organization and campaign-by-campaign. NPNA is now attempting to devise strategies to coordinate state coalitions' initiatives, advance joint policy recommendations, and elevate local successes on immigrant integration to find greater voice in national policy debates.

Several NPNA member organizations have achieved notable victories in advancing immigrant integration over the past year. These victories are critical for the immigrant communities in the states in which they were adopted, but also serve as models for other states. Examples include:

- The Illinois Coalition for Immigrant and Refugee Rights was instrumental in advancing the passage of the Illinois DREAM Act and ending the state's participation in the Secure Communities program.
- CASA de Maryland led a successful campaign to pass the Maryland DREAM Act, which provides in-state tuition rates for undocumented immigrant students, and defeated all anti-immigrant bills proposed in the state legislature in 2011.

- OneAmerica led a successful campaign in Washington in 2011 to preserve driver licenses for all (one of only two states to do so) and to preserve over \$15M in state funding for naturalization, medical interpreters, basic health care and food assistance.
- Massachusetts Immigrant and Refugee Advocacy Coalition helped to win the restoration of health care for 40,000 legal immigrants and defeated all anti-immigrant amendments in the state legislature.
- The Colorado Immigrant Rights Coalition led Colorado to become the first state to achieve a modified Secure Communities MOU and defeated all Arizona copycat legislation in 2011.

With a planning grant from the Open Society Foundations, NPNA began a process to analyze how its member organizations could best advance immigrant integration and engage in coordinated work to achieve systemic change at the state and federal level. This process included a series of facilitated retreats with members, conversations with external partners, consultation with the Migration Policy Institute and the University of Southern California regarding the various areas of integration in which NPNA could intervene, and the design of coordinated campaigns.

EOF has shared NPNA's proposal with our funding partners within the Four Freedoms Fund and with Knight, Carnegies, and Haas Jr. – our likely partners in funding scaled-up naturalization services throughout the country. As a lead funder supporting NPNA's development, staff is confident we will be able to leverage our investment to secure support from other funders.

**According, EOF recommends continued project support to the National Partnership for New Americans in the amount of \$200,000.**

**Grant ID:** 20025520

**Legal Name of Organization:** Native American Rights Fund

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to the Native American Rights Fund (NARF) will amplify its efforts to defend and promote the legal rights of Indian people on issues essential to their tribal sovereignty, their natural resources and their human rights. Founded in 1970, NARF has been the premier organization dedicated to serving Native American communities and has represented over 200 tribes across 31 states. Its five priorities include: (1) the preservation of tribal existence; (2) the protection of tribal natural resources; (3) the promotion of human rights; (4) the accountability of governments to Native Americans; and (5) the development of Indian law and the education of the public about Indian rights, laws, and issues. The recommended general support grant advances the Equality and Opportunity Fund's goal of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions that address widespread inequality.

**Previous OSF Support:** \$575,000  
\$ 50,000 from the Strategic Opportunities Fund, 2004-5  
\$525,000 from the Racial Justice Initiative, 2004-11

**Organization Budget:** \$7,181,153

**Project Budget:** n/a

<b><u>Major Sources of Support:</u></b>	Bureau of Justice Assistance	\$1,175,000
	Ford Foundation	\$400,000
	Chickasaw Nation	\$250,000
	Bay and Paul Foundation	\$25,000
	Yocha Dehe Wintun Nation	\$500,000
	Mississippi Band of Choctaw Indians	\$50,000
	Poarch Band of Creek Indians	\$50,000
	San Manuel Band	\$50,000

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

**Is this a contingent grant:** No

**Amount Recommended:** \$300,000  
(EOF – Racial Justice, T1: 24448)

**Term:** 2 years, beginning June 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Founded in 1970, the Native American Rights Fund (NARF) is a national leader in defending and promoting the legal rights of Indian people. NARF represents over 200 tribes in 31 states and has established five priorities of engagement: (1) the preservation of tribal existence, jurisdiction, and sovereignty; (2) the protection of tribal natural resources including rights to hunting and fishing, land rights, and access to clean water; (3) the promotion of human rights for indigenous peoples throughout the world; (4) the accountability of governments to Native Americans; and (5) the furthering of Indian Law and public education on Indian issues. Executive Director John Echohawk has led the organization since 1977. Its thirteen-member board of directors is composed entirely of Native Americans.

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

NARF requests general support.

**Rationale for Recommendation:**

Continued support to the Native American Rights Fund (NARF) advances the Equality and Opportunity Fund's goal of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions that address widespread inequality.

Unlike other Native American organizations, NARF's advocacy efforts are rooted in providing high-quality legal representation to indigenous people and dispossessed tribes in the U.S. Paramount to its legal work is a commitment to the inherent sovereign powers of a tribe to hold land, govern tribal members, and be recognized by the U.S. government. As tribal sovereignty has increasingly been undermined at the state and federal levels, many of NARF's recent cases have focused on safeguarding sovereignty. Over the next two years, NARF's efforts will also focus on improving educational resources for Native Americans through access to federally-funded programs; addressing the mismanagement of tribal trust funds; and fostering stronger collaborations with state governments.

With OSF support, NARF has achieved a number of successes over the past grant term, including two important victories in Alaska. In a lawsuit over enforcement of the federal Voting Rights Act, *Nick v. Bethel and State of Alaska*, it reached a settlement with the State of Alaska in 2010. The

comprehensive settlement agreement requires translation and interpretation assistance for all Alaska Natives speaking the Yup'ik language throughout the entire voter registration and voting process. In a second case, *Hogan v. Kaltag Tribal Council*, the United States Supreme Court declined to hear the State of Alaska's appeal, thus letting stand a decision of the Ninth Circuit of Appeals holding that tribal courts in Alaska have authority to initiate and fully adjudicate Native children's cases. This case reaffirms the rule that tribal court decisions are entitled to full faith and credit in state courts. NARF also played an instrumental role in persuading President Obama that the United States should reverse its previous negative vote and endorse the United Nations Declaration on the Rights of Indigenous Peoples.

In recent conversations with NARF, EOF staff has been pleased to learn that NARF, like a number of other OSF grantees, has been actively advocating for reform in connection with re-authorization of the Elementary and Secondary Education Act (ESEA). Through its client, the Tribal Education Departments National Assembly, NARF has advocated for tribal governments to have a stronger leadership role in schools that serve Native American students with the goal of improving performance and graduation rates. The Tribal Education Departments National Assembly has made a series of ESEA recommendations, including authorizing Indian tribes to apply for funding currently designated for states in the ESEA and allowing education inter-governmental agreements among states, local educational agencies, and Indian tribes. Recently, the Administration announced its support for the recommendations that would authorize tribes to be eligible for ESEA funding and allow Indian tribes to operate ESEA-funded education programs in Indian country. EOF staff plans to connect NARF to the several other U.S. Programs grantees advocating for reform in connection with ESEA reauthorization.

In collaboration with Native Americans in Philanthropy, the Foundation Center released *Foundation Funding for Native American Issues and Peoples*. This 2011 report captures recent trends in grantmaking to Native American communities, highlights changes, and presents opportunities to amplify support to effective, Native-led organizations. A major finding is that support for Native American causes and communities decreased from .5 percent to .3 percent of total U.S. giving from 2000 to 2009. Even among the top 10 funders with the highest level of grantmaking dollars to Native American issues, the median support is only 4.1 percent of their entire grantmaking budget. While the economic downturn has impacted the entire nonprofit sector, the report contends that grantmaking to Native Americans suffered the most severe decline with reduced support from multiple funders.

Mindful of the lack of funding flowing to Native communities and the fact that one obvious gap in EOF's racial justice grantmaking is Native American rights, staff raised in the EOF mid-term review program memo to the U.S. Programs Board whether EOF should deepen its investment in this area. Because the civil rights challenges facing Native Americans are so vast and stark, it is difficult to identify where EOF grantmaking could make a meaningful difference. One approach could be to select an area in Indian country for U.S. Programs to target as it expands its city and state grantmaking initiative. Staff looks forward to continuing to explore with the Board what more U.S. Programs can do in Indian country.

It is worth noting that the recommended grant to NARF reflects an increase of \$100,000 over two years. Given NARF's consistently high-quality advocacy on behalf of Native people, staff believes the increase is well-justified.

**For these reasons, EOF recommends continued general support to the Native American Rights Fund in the amount of \$300,000.**

**Grant ID:** 20033005

**Legal Name of Organization:** New Orleans Workers' Center for Racial Justice

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to the New Orleans Workers' Center for Racial Justice will further its efforts to minimize the exploitation and exclusion of low-wage workers. Its organizing role was critical in the post-Katrina reconstruction as poor and working class African Americans were excluded from employment opportunities while immigrant workers were subjected to exploitive working and living conditions. Since then, the New Orleans Workers' Center for Racial Justice has continued to focus on the rebuilding of the Gulf region, where the current economic climate has made jobs and immigration sharply divisive issues. In addition to building a shared understanding and base across the spectrum of day laborers, guest workers, and homeless residents in New Orleans, the Workers Center has engaged in important federal advocacy on behalf of its members. The recommended general support grant advances the Equality and Opportunity Fund's goals of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions that address widespread inequality.

**Previous OSF Support:** \$200,000 (Immigration Innovation Fund, 2009)

**Organization Budget:** \$1,006,308

**Project Budget:** n/a

**Major Sources of Support:**

Unitarian Universalist Veatch Program at Shelter Rock	\$35,000
New World Foundation	\$20,000
General Service Foundation	\$30,000
Wallace Global Fund	\$45,000
Greater New Orleans Foundation	\$20,000
Surdna Foundation	\$150,000
Ford Foundation	\$200,000
Akonadi Foundation	\$50,000

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



**Is this a contingent grant:** No

**Amount Recommended:** \$200,000  
(EOF – Racial Justice, T1: 24448)

**Term:** 2 years, beginning August 1, 2011

**Matching Requirements:** None

**Description of Organization:**

The New Orleans Workers' Center for Racial Justice (the Workers' Center) is dedicated to organizing workers in the Gulf region across race and industry to build the grassroots leadership and civic participation of workers and communities in the Gulf region. Founded in August 2006 in the aftermath of the Hurricane Katrina, the Workers' Center has grown into a constituency organization with 10 staff and close to 4,000 workers and residents from immigrant and African American communities who are the driving force behind its campaigns at local, state, and national levels.

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

The Workers' Center requests general support.

**Rationale for Recommendation:**

Continued support to the Workers' Center will further the Equality and Opportunity Fund's goals of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the proactive development of structural policy solutions that address widespread inequality.

The Workers' Center anchors three membership organizations:

- The **Congress of Day Laborers** is a membership organization of day laborers and reconstruction workers from across the Greater New Orleans area. Although the Congress started as a New Orleans-focused project, it now has members in three cities and is preparing for statewide expansion.
- The **National Guestworker Alliance** (the Alliance) is the only national membership organization of "guest workers," more than one million of whom work in the U.S. on visas. The Alliance has organized across labor camps and industries to win key organizing and policy victories for guest workers to protect their civil and labor rights. The Alliance launched in 2007 as the Alliance of Guestworkers for Dignity, a Louisiana-based project. Four years later, it has members and active campaigns in 10 states and a national organizing, policy, research, and litigation campaign strategy. In May 2011, it signed a national partnership agreement with the AFL-CIO.

- **STAND With Dignity (STAND)**, a grassroots membership project of low-income unemployed, under-employed, and displaced African Americans who are survivors of Hurricane Katrina. Members of STAND are frontline participants in the rebuilding of New Orleans' civil society and civic infrastructure. In the past three years, STAND has won key organizing and policy victories on issues of displacement, evacuation standards, and job access. STAND with Dignity is now carrying out an effort to build the participation of unemployed and under-employed African Americans across many neighborhoods and industries to win policy solutions that create full and fair employment in their city.

In the last five years, the Workers' Center has built impressive grassroots membership projects to organize three distinct constituencies: day laborers on corners across the Greater New Orleans area; homeless and displaced African American residents in Louisiana; and guest workers nationwide. Together, these groups have been fighting to improve local working conditions and winning significant battles with local government and corporate forces. For instance, in 2008, it won back wages and damages totaling \$63,000 for exploited guest workers and won a watershed National Labor Relations Board decision on behalf of workers who faced retaliation for organizing. It also helped to free a day laborer, Antonio Ocampo, who was incarcerated for nearly 100 days after ICE requested that the Orleans Parish Prison hold him pursuant to what is known as an "immigration detainer." This detainer instructs a jail or prison to hold a particular detainee for an additional 48 hours after the detainee's release date to allow ICE to determine whether the individual is violating immigration laws. Yet after the 48-hour detainer expired, the Orleans sheriff failed to release Ocampo. The Workers' Center used its in-house legal capacity to challenge Ocampo's detention and persuaded a federal judge to free Ocampo's after finding a violation of his constitutional right to due process.

The organization has garnered public recognition for its cutting-edge reports including: *And Injustice for All: Workers' Lives in the Reconstruction of New Orleans, Detention Conditions and Human Rights Under the Obama Administration* and *Through My Eyes: Louisiana's First Independent Evacuation Shelter Monitoring Report*. Its advocacy efforts have been covered widely in major national publications including: National Public Radio, the Times-Picayune, the New York Times, and the Associated Press.

Overall, the Workers' Center's organizing role was critical in the post-Katrina reconstruction, as poor and working class African Americans were excluded from employment opportunities while immigrant workers were subjected to exploitive working and living conditions. Since then, the Workers' Center has continued to focus on the rebuilding of the Gulf, where the current economic climate has made jobs and immigration sharply divisive issues.

In addition to building a shared understanding and base across day laborers, guest workers, and homeless residents in New Orleans, the Workers' Center has engaged in important federal advocacy on behalf of its constituencies. Its advocacy led the U.S. Citizenship and Immigration Services to conclude that Indian guest workers hired to work for Signal International, an oil rig company, had been subject to involuntary servitude and were entitled to visas set aside for victims of human trafficking.

A grant from OSF will allow the Workers' Center to take its work to the next level. The cross-community alliances created between low-wage African American workers and immigrant workers as well as with labor and faith communities can serve as a model for other communities experiencing anti-immigrant sentiments emanating from tensions between these groups. The grant also helps to deepen OSF's reach in the South and to advance an immigrant rights agenda that prioritizes racial justice and workers' rights.

**For these reasons, EOF recommends continued general support to the New Orleans Workers' Center for Racial Justice in the amount of \$200,000.**

**Grant ID:** 20033023

**Legal Name of Organization:** Promise Arizona

**Tax Status:** Other

**Name of Fiscal Sponsor:** Center for Community Change

**Purpose of Grant:** To support Promise Arizona

**Grant Description:** An unrestricted project support grant to Promise Arizona (PAZ) will further its efforts to respond to Arizona’s anti-immigrant policies. Founded in June 2010 in response to the rapid growth of anti-immigrant sentiment, PAZ recruits, trains, and supports a new generation of leaders from across Arizona to develop its community organizing and policy advocacy programs. PAZ uses advocacy, field mobilization, and campaigns to challenge harsh immigration enforcement and detention systems in Arizona. The recommended grant advances the Equality and Opportunity Fund’s goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation. This grant advances a Democracy and Power Fund core goal to invest in the strategic engagement of OSF priority constituencies – in this instance, immigrants, Latinos, and young people – in order to expand their impact in open society advocacy campaigns.

**Previous OSF Support:** n/a

**Organization Budget:** \$10,557,310

**Project Budget:** \$428,000

<b><u>Major Sources of Support:</u></b>	Discount Foundation/CASE	\$10,000
	Campaign for Community Change	\$40,000
	New Organizing Institute	\$75,000
	Individual contributions	\$2,000

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

**Is this a contingent grant?** No

**Amount Recommended:** \$100,000  
((\$50,000 from the Equality and Opportunity Fund – Immigrant Rights, T1: 24449; and \$50,000 from the Democracy and Power Fund, T1: 21117)

**Term:** 1 year, beginning January 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Promise Arizona (PAZ) is a newly formed membership organization dedicated to ensuring that all Arizonans have the opportunity to achieve their full potential. Founded in June 2010 in response to the rapid growth of anti-immigrant sentiment, PAZ recruits, trains, and supports a new generation of leaders from across Arizona to develop its community organizing and policy advocacy programs. PAZ uses advocacy, field mobilization, and campaigns to challenge harsh immigration enforcement and detention systems in Arizona.

Founded in 1968 to honor the life and values of Robert F. Kennedy, the Center for Community Change has served hundreds of grassroots organizations, helping them improve economic opportunities, develop housing, and cope with policy changes. It carries out its mission by strengthening, connecting, and mobilizing grassroots groups to enhance the leadership, voice, and power of low-income people. It has 65 staff members, about half of whom are based in the Washington D.C. headquarters, with the other half of the staff working elsewhere to provide direct technical and policy assistance to community groups. In the coming years, it will continue to strengthen the capacity of community-based organizations and their power to influence the public debate through opportunities to engage state and national policymakers. Executive Director Deepak Bhargava was appointed to the U.S. Programs Board in November 2007.

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

PAZ is requesting core project support to help it grow into a strong state-wide organization equipped to meet the state's civic engagement and policy advocacy needs. PAZ was formed when community leaders came together to challenge SB 1070 and the rising anti-immigrant sentiment that surrounded the legislation. In response to the passage of SB 1070, seven young leaders began a vigil that ultimately brought together tens of thousands of immigrants, youth, faith leaders, and allies. The vigil continued from April 19, 2010 until July 29, 2010, when Judge Bolton issued an injunction against multiple components of the bill. With a strong volunteer base and leadership, PAZ was able to use the contact information collected at the vigil to engage people in subsequent community actions and civic participation efforts. Through its "Faith, Hope, Vote" nonpartisan, voter mobilization initiative, PAZ registered over 13,000 new voters and was recognized as the largest volunteer-led electoral effort in Arizona.

Over the coming year, PAZ aims to secure its incorporated nonprofit status; grow its membership base to effectively oppose anti-immigrant policies in Arizona through organizing and policy advocacy programs; provide leadership trainings to increase the impact of its volunteer base; and continue the expansion of its movement-building electoral model. Across each of these areas, PAZ will specifically dedicate its efforts to:

1. *Recruit new members through community house meetings.* Since January 2011, PAZ volunteers have hosted more than 75 community house meetings, which were successful in gaining new supporters and building institutional partnerships.
2. *Deepen its immigration reform advocacy.* Through trainings, community meetings, direct actions and earned media, PAZ will continue to counter anti-immigrant policies while at the same time advocating for proactive immigration reform at the state and national levels.
3. *Expand its civic engagement and leadership development programs.* Through its outreach, PAZ has already recruited more than a thousand volunteers. By 2012, PAZ aims to partner with its volunteers to register and mobilize at least 25,000 new voters.
4. *Incorporate and secure 501 (c)(3) nonprofit status.* The Center for Community Change currently serves as PAZ's fiscal sponsor. By incorporating and obtaining its independent 501(c)(3), PAZ will be able to respond nimbly to changes in the field, especially in response to anti-immigrant violence and legislation.

### **Rationale for Recommendation:**

A core support grant to Promise Arizona advances the Equality and Opportunity Fund's goal of challenging punitive immigration policies that lead to increased border militarization, immigrant criminalization, and detention and deportation. This grant also advances a Democracy and Power Fund core goal to invest in the strategic engagement of OSF priority constituencies – in this instance, immigrants, Latinos, and young people – in order to expand their impact in open society advocacy campaigns.

In 2010, the Equality and Opportunity Fund participated in a donor tour of Arizona. Organized in response to the rising presence and strength of the anti-immigrant policies and sentiment, the tour mapped out the needs and ability of the state's immigrant-serving organizations to counter anti-immigrant actions. One of the challenges consistently raised by local advocates and funders was the geographic silos that hindered coordinated statewide action. Through the momentum generated in response to SB 1070 and strategic engagement with community leaders, advocates and residents, PAZ has been able to navigate those longstanding separations and build a robust organization with statewide reach.

The Center for Community Change and the New Organizing Institute, both OSF grantees, have provided tremendous support in incubating PAZ. Through the movement building trainings sponsored by the Center for Community Change and the New Organizing Institute, PAZ was able to organize its large-scale electoral program. Within one year of its formation, PAZ has already developed a strong organizational structure and is in the process of securing its own 501 (c) 3 status, which it expects to acquire by September 2011. Because of its connections to a number of important national organizations, PAZ has been able to traverse the local, state, and national segments of the immigrant rights field. Staff believes that ensuring more immigrant rights organizations are able to straddle the multiple layers of the field is critical to the success of future comprehensive immigration reform efforts. Thus, staff recommends support to PAZ not only because it operates in a state that is of critical interest for the field but also because it offers a model for building state capacity that is vertically integrated across the local, state, and national levels.

**For these reasons, staff recommends project support to Promise Arizona. This grant will be co-funded by EOF (\$50,000) and the Democracy and Power Fund (\$50,000) for a total of \$100,000.**

**Grant ID:** 20033253

**Legal Name of Organization:** Advancement Project

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to the Advancement Project (AP) will support its role as a national civil rights organization that seeks to build a just, multi-racial democracy in the U.S. To advance its mission, AP uses a range of strategies including litigation, community organizing support and technical assistance, public policy reform, and strategic communications. What makes AP's legal representation model unique is its focus on cultivating strong relationships with grassroots groups and connecting them to national policy and legal resources. AP is a U.S. Programs anchor grantee. Its work on voting rights, educational equity, government accountability, immigrant justice, inclusive development and the school-to-prison pipeline – all filtered through a racial justice lens – aligns with the priorities of the Equality and Opportunity, Transparency and Integrity, Criminal Justice and Democracy and Power Funds, as well as the Campaign for Black Male Achievement and OSI-Baltimore.

**Previous OSF Support:** \$4,215,275.00  
\$500,000 from the Law & Soc Access to Legal, 2000-02;  
2002-04  
\$50,000 from the US Programs General Grants, 2002-03  
\$150,000 from Gov & Policy, 2002-03  
\$150,000 from USJ Policy & Research, 2002-05  
\$360,000 from USP Independence of Judiciary, 2004-05  
\$700,000 from Racial Justice (2005-10)  
\$200,000 from USJ Re-Entry (2005-06)  
\$1,310,000 from Strategic Opportunities Fund (2006-11)  
\$400,000 from Progressive Infrastructure (2006-08)  
\$65,000 from OSI Baltimore (2007-08)  
\$400,000 from Transparency and Integrity Fund (2008-10)  
\$60,275 from JEHT Foundation Emergency Fund (2009-10)

**Organization Budget:** \$5,800,000

**Project Budget:** n/a



<b><u>Major Sources of Support:</u></b>	Atlantic Philanthropies	\$1,814,590
	Ford Foundation	\$656,000
	Kellogg Foundation	\$550,000
	Wallace Foundation	\$50,000
	Democracy Alliance	\$200,000
	Bauman Foundation	\$50,000
	Akonadi Foundation	\$50,000
	Public Interest Projects	\$62,500

**Amount Requested:** \$1,000,000 over 2 years

**Is this a contingent grant:** No

**Amount Recommended:** \$1,000,000  
(US Programs Anchor Grants, T1: 21104)

**Term:** 2 years, beginning July 1, 2011

**Matching Requirements:** None

**Description of Organization:**

The Advancement Project (AP) is a national civil rights organization that seeks to build a fair and just, multi-racial democracy in America through litigation, community organizing support, public policy reform and strategic communications. Based in Washington, D.C. and with an office in Los Angeles, AP functions as an advocacy organization and intermediary providing technical assistance to communities to challenge systemic barriers to equality. Strategically, it represents a new lawyering model that links communities with external resources such as legal support, journalists, policy analysts, data and relevant research to advance opportunity and social justice. Its core issue areas include voting rights, educational equity, government accountability, immigrant justice, inclusive development and dismantling the school-to-prison pipeline.

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

AP seeks general support.

**Rationale for Recommendation:**

Since 1999, AP has been a core grantee of several OSI portfolios, achieving success and national recognition in challenging threats to open society. AP's work on voting rights, educational equity, government accountability, immigrant justice, inclusive development and the school-to-prison pipeline -- all filtered through a racial justice lens -- aligns with the priorities of the Equality and Opportunity, Transparency and Integrity, Criminal Justice and Democracy and Power Funds, as well as the Campaign for Black Male Achievement and OSI-Baltimore.

AP's work is organized into three areas: Power and Democracy; Opportunity to Learn; and Strategic Initiatives. Under its Power and Democracy program, it focuses on increasing democratic participation in communities of color by investigating barriers to voting and voter suppression as well as by building support for restoration of voting rights for formerly incarcerated people. In 2010 and 2011, AP has been in the process of wrapping up settlement negotiations in Colorado and Michigan that will put an end to voter-roll purging practices that violate the National Voter Registration Act. It also expects to resolve successfully litigation in Florida to reduce barriers to voting for applicants whose personal information cannot be matched in the Social Security Administration or state motor vehicle databases. In Virginia, it will continue its targeted efforts to restore voting rights to people with felony convictions by establishing a hotline, providing technical assistance and trainings, and advancing a public awareness campaign.

Under its Opportunity to Learn Program, AP works with its grassroots partners as well as at the national level to expose and eliminate discriminatory K-12 disciplinary policies. It works closely with school districts by rewriting their discipline codes to develop alternatives to suspension and criminalization practices. It leverages the lessons and stories generated at the grassroots level to attempt to influence state and federal policy. For example, the accounts of six-year-old children being arrested by police for misbehavior in school have proven powerful in AP's advocacy efforts to ensure that federal policies such as the Elementary and Secondary Education Act do not perpetuate the school-to-prison pipeline. In the coming year, AP plans to expand the network of grassroots organizations and local and state campaigns to reform zero tolerance policies and practices. It also plans to increase pressure on the Department of Education to enforce federal civil rights laws that could close the school-to-prison pipeline.

AP's Strategic Initiatives include its support of post-Katrina rebuilding efforts in New Orleans, immigrant rights advocacy, and work on inclusive development. Despite setbacks in AP's litigation to prevent the demolition of public housing in New Orleans, it will continue to pursue legal claims to provide just compensation for displaced residents. In 2011 and 2012, it will continue to document and challenge exploitation of immigrant workers and demonstrate the linked fate of immigrant and non-immigrant groups in confronting threats to open society. It has begun to work with local groups to oppose Secure Communities, the program that allows state and local police to check the fingerprints of individuals they are booking into jail against the Department of Homeland Security immigration databases.

AP was founded by two former NAACP Legal Defense Fund lawyers, Judy Browne and Penda Hair, whose position is that structural racism can be combated most effectively through the multi-racial action of organized communities assisted by well-trained lawyers. Accordingly, AP provides strategic counsel to grassroots groups waging racial justice advocacy campaigns. AP develops urgent and well-crafted racial justice messages to educate reporters, producers, and other stakeholders to reframe the debate and set a racial justice agenda. As a national organization, AP remains unique in its commitment to strengthening advocacy led by and for directly affected groups.

**Accordingly, staff recommends continued general support to the Advancement Project in the amount of \$1,000,000 from the U.S. Programs' anchor grants.**

**Grant ID:** 20033355

**Legal Name of Organization:** Equal Justice Society

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to the Equal Justice Society (EJS) will enable it to advance its mission of heightening awareness of the role race plays in the law and popular discourse. EJS is one of few organizations focused on overturning current barriers to implementing protections in the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution. Currently, U.S. Supreme Court jurisprudence requires plaintiffs to prove a perpetrator's discriminatory "intent" in order to win an anti-discrimination claim. Because contemporary discrimination is frequently structural in nature, unconscious, and/or hidden beneath alternative excuses for a decision maker's behavior, the showing of intent becomes a near impossible burden. EJS supports advocacy organizations that are litigating cases addressing structural racism and engaged in broader advocacy to overturn the intent doctrine. In the coming year, EJS will continue its efforts to monitor discrimination cases and increase its research and litigation capacity. The recommended general support grant advances the Equality and Opportunity Fund's goals of challenging the structural racism and exclusion faced by people of color and other marginalized groups and supporting the development of structural policy solutions that address widespread inequality.

**Previous OSF Support:** \$3,195,000  
USP Independence of Judiciary (\$300,000, 2003-04; \$150,000, 2004-05; \$100,000, 2005-06)  
Racial Justice Initiative (\$30,000, 2005; \$100,000, 2006-07; \$110,000, 2007-08; \$125,000, 2008-09; \$125,000, 2009-10)  
Progressive Infrastructure Grantmaking (\$200,000, 2005-06; \$30,000, 2006; \$25,000, 2006-07; \$100,000, 2006-07; \$350,000, 2007-08; \$100,000, 2007-08; \$700,000, 2008-10)  
Democracy and Power (\$100,000, 2008-09)  
Transparency and Integrity Fund (\$100,000, 2009-10, \$75,000 from 2010-11)  
\$175,000 from the Equality and Opportunity Fund, 2010-11

**Organization Budget:** \$1,606,500

**Project Budget:** n/a

<b><u>Major Sources of Support:</u></b>	Ford Foundation	\$275,000
	Akonadi Foundation	\$25,000
	WA Gerbode Foundation	\$75,000
	WK Kellogg Foundation	\$300,000
	Public Interest Projects: Fulfilling the Dream Fund	\$125,000
	Rosenberg Foundation	\$60,000

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

**Is this a contingent grant:** No

**Amount Recommended:** \$175,000  
(EOF – Racial Justice, T1: 24448)

**Term:** 1 year, beginning July 1, 2011

**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 and based in San Francisco, EJS is dedicated to the long-term goal of reshaping jurisprudence to ensure that the equal protection of all are expanded, rather than diminished, by our courts and policy makers.

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

EJS requests general support.

**Rationale for Recommendation:**

The recommended grant to EJS advances the Equality and Opportunity Fund's overarching goals of challenging the structural racism and exclusion faced by people of color and other marginalized groups and supporting the development of structural policy solutions that address widespread inequality.

The Open Society Foundations began funding EJS in 2002 shortly after the organization was formed. At that time, EJS and groups such as the American Constitution Society, another OSF grantee, advocated for increased investment in the generation and packaging of ideas that undergird U.S. social justice advocacy. Their argument was rooted in the concern that conservative advocacy groups were winning the “war of ideas” on a broad range of issues, from judicial independence to racial inequality, because conservative foundations provided their grantees with long-term, flexible support to influence public policy.

After EJS demonstrated its staying power within the field of progressive legal advocacy groups, OSF's Progressive Infrastructure Fund provided it with substantial capacity-building support in late 2007. Since then, U.S. Programs' racial justice portfolio has funded EJS's efforts to challenge current U.S. Supreme Court jurisprudence requiring proof of discriminatory intent in race discrimination claims.

EJS is one of few organizations explicitly focused on overturning current barriers to implementing protections in the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution. Its signature issue is dismantling the intent doctrine. Currently, U.S. Supreme Court jurisprudence requires plaintiffs to prove a perpetrator's discriminatory intent in order to win an anti-discrimination claim. Because contemporary discrimination is frequently structural in nature, unconscious, and/or hidden beneath alternative excuses for a decision maker's behavior (despite the fact that a tangible harm has resulted from his or her actions), the showing of "intent" becomes a near impossible burden. In the coming year, EJS will continue its efforts to monitor discrimination cases and increase its research and litigation capacity to dismantle the intent doctrine. Activities will include exploring model test cases focused on the death penalty and municipal disparities, seeking intent-related cases for EJS to serve as co-counsel, and refining EJS's amicus brief strategy to seek existing or pending cases that would advance its agenda.

Beyond this, it is a key participant in several California coalitions fighting to defend and expand diversity and affirmative action programs. It staffs a national effort to provide legal and public education resources to state coalitions facing challenges to race-conscious policies. It is also an effective bridge-builder. EJS has lent its weight to LGBTQ and immigrant rights campaigns in an effort to nurture common cause among various marginalized constituencies.

In June of this year, EJS's Director of Law and Policy, Reginald Shuford, resigned to join the American Civil Liberties Union of Pennsylvania as its executive director. While at EJS, Shuford was tasked with scaling up EJS's litigation capacity. Going forward, EJS's Executive Director, Eva Paterson, an experienced civil rights litigator, will take the lead in strengthening EJS's litigation capacity. Paterson believes she will be able to assume these new programmatic responsibilities as EJS now has a fully staffed development department that is prepared to lighten her fundraising load and she has increased staff support for budgeting, personnel and general administrative issues.

Other U.S. Programs grantees and civil rights advocates continue to affirm the important role EJS is playing in tackling the intent doctrine. Because of the important niche it fills, EOF staff continues to believe that the grant to EJS is an important investment. TIF, on the other hand, has decided to suspend its support of EJS for its work on state level judicial nominations because its budget has decreased over the past three years for this field. Depending on future funding and forthcoming Board guidance, TIF may re-enter this field but has decided not to fund EJS at this time.

**Accordingly, EOF recommends continued general support to Equal Justice Society in the amount of \$175,000.**

**Grant ID:** 20032880

**Legal Name of Organization:** National Council of La Raza

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To provide general support as well as project support for its Wealth-Building Policy Project

**Grant Description:** A combined general and project support grant to the National Council of La Raza (NCLR) will support the organization's core activities advocating for the civil rights of Latino and immigrant families as well as specific measures to increase access to fair and affordable credit for Latino and immigrant families. NCLR is the largest national Latino civil rights and advocacy organization in the United States. The general support portion of the recommended grant advances the Equality and Opportunity Fund's goal of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions that address widespread inequality. The project support portion of the recommended grant advances the Neighborhood Stabilization Initiative's goals of: 1) supporting innovative efforts to overcome the bottleneck in mortgage modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers and borrowers of color.

**Previous OSF Support:** \$3,785,000  
\$1,125,000 ELF Grants (1996-2000)  
\$ 100,000, Gov & Pol Dev – Effective Govt (1999-2000)  
\$ 300,000, Re-entry (2000-2002)  
\$ 175,000, USP General Grants (2001-2004)  
\$ 285,000, Policy & Res – Public Education (2003-2004)  
\$ 425,000, Immigrants' Rights (2004-2010)  
\$ 750,000, Progressive Infrastructure (2006-2009)  
\$ 200,000, Immigration Innovation (2007-2009)  
\$ 425,000, Immigrant Rights & Neighborhood Stabl  
(2009-2011)

**Organization Budget:** \$42,962,664

**Project Budget:** \$975,243 (Wealth Building Policy Project in 2011)

<b><u>Major Sources of Support:</u></b>	Atlantic Philanthropies	\$600,000
	California Endowment	\$500,000
	Charles Stewart Mott Foundation	\$120,000
	Evelyn & Walter Haas, Jr. Fund	\$75,000
	Ford Foundation	\$1,300,000
	MacArthur Foundation	\$870,000
	Rockefeller Foundation	\$500,000

**Amount Requested:** \$475,000 over 2 years

**Is this a contingent Grant?** No

**Amount Recommended:** \$475,000  
(\$225,000 from EOF - Racial Justice, T1: 24448 and  
\$250,000 from EOF - Economic Security, T1: 24451)

**Term:** 2 years, beginning November 1, 2011

**Matching Requirement:** None

**Description of Organization**

The National Council of La Raza (NCLR) is the largest national Latino civil rights and advocacy organization in the United States. Through its network of nearly 300 affiliated community-based organizations, NCLR reaches Latinos in 41 states, Puerto Rico, and the District of Columbia. To achieve its mission of improving opportunities for Latinos, 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, which work at the state and local levels to advance opportunities for individuals and families.

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

NCLR requests general support for its core advocacy efforts and project support for its Wealth-Building Policy Project. The Wealth-Building Policy Project focuses on protecting homeownership as the foundation for family and inter-generational wealth through three strategies: 1) stabilizing Latino households and communities and preventing further loss of wealth; 2) promoting fair and responsible homeownership opportunities for Latino and immigrant families; and 3) empowering Latino leaders to engage in policy debates on homeownership preservation and opportunities.<sup>1</sup>

---

<sup>1</sup> In a recent out-of-docket request, NSI recommended project support for NCLR in its role as lead agency for the Alliance for Stabilizing Our Communities (ASOC), a multiracial coalition focused on supporting culturally and linguistically appropriate foreclosure mitigation services to communities of color and immigrants. ASOC is comprised of NCLR, the National Coalition for Asian and Pacific Islander Community Development (also an EOF grantee), and the National Urban League (NUL), with initial funding from Bank of America. A relatively small portion of that grant will support NCLR's Wealth-Building Policy Project as convener of the ASOC and provide technical assistance to NCLR affiliates. NSI staff is recommending a reduced project grant to NCLR's Wealth-Building Policy Project in this docket to offset the grant for the ASOC project.

## **Rationale for Recommendation**

The general support portion of the recommended grant advances the Equality and Opportunity Fund's goal of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions to address widespread inequality. The project support portion of the recommended grant advances the Neighborhood Stabilization Initiative's goals of: 1) supporting innovative efforts to overcome the bottleneck in mortgage modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers and borrowers of color.

A general support grant will help NCLR continue to 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 that directly affect them. NCLR also expects this work will support and expand its immigration work on two fronts: 1) strengthening state-level immigrant rights advocacy to challenge harsh immigration enforcement policies; and 2) developing proactive strategies to facilitate immigrant integration through direct services provision and policy advocacy.

Both areas of work tap NCLR's network of organizations in emerging Latino communities where additional advocacy and education on immigration issues are needed but organizational infrastructure is low. This grant will also leverage NCLR's relationships with its affiliate network, its connections to Latino employee affinity groups, and its ongoing citizenship and voter registration efforts to build online diverse community of Latino voices that can engage forcefully in support of immigration reform.

Beyond the important role NCLR plays in advocating for immigration reform, it is one of the leading civil rights groups defending the rights of Latino population generally, as it grows in size and influence. Latinos are now the largest minority group in the U.S. with a population of 50.5 million. According to new U.S. Census Bureau data, the growth rate for the Latino population was 43% over the past ten years compared with 6% for non-Hispanic whites, and 12% for non-Hispanic blacks. The growth rate for Asian Americans was also 43%.

The recommended general support grant to NCLR helps to address the breadth of issues affecting Latinos. For example, it addresses the lack of language assistance and culturally effective information that bars Latinos from accessing public services and benefits. As hate crimes and racial profiling directed at Latinos has risen over the past decade, NCLR has been active on Capitol Hill advocating for policy reform to address these problems. And, as outlined below, the project support portion of this grant will enable NCLR's Wealth-Building Policy Project to restore homeownership opportunities for Latino families by expanding sustainable home finance options and advancing policies that help Latinos build wealth through home equity.



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 coordination with other Neighborhood Stabilization Initiative grantees, such as the National Consumer Law Center, the National Coalition for Asian Pacific American Community Development and the Lawyers' Committee for Civil Rights, 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.

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, which are eroding the wealth and financial security established by Latino households over the last ten years. At the same time, the current housing crisis 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. The housing crisis also creates political capital that could allow federal government to close the dangerous loopholes in mortgage and fair lending protections. It is critical that policymakers not repeat their mistake of encouraging homeownership without ensuring sound consumer protection and enforcement.

In the past two years, NCLR has served as a key advisor to NSI staff and a leader in the emerging coalition of civil rights, housing advocates and consumer rights organizations that have rallied to demand equitable and enduring solutions to the current mortgage crisis and remedy longstanding disparities in access to credit and affordable housing. NCLR's effectiveness is driven in part by its recognition that, while the housing and credit crisis disproportionately harms Latinos, its repercussions ripple throughout the economy and have widened disparities across a broad range of populations, all of whom have been inadequately served by mainstream financial institutions. NCLR has adopted a "big tent" approach to advocacy in this area, which has proven particularly effective at bringing in unlikely allies and raising the profile of seemingly obscure regulatory issues that will have broad consequences for racial equity and economic security in this country.

**Accordingly, EOF recommends general support in the amount of \$225,000 and project support from NSI to the Wealth Building Project in the amount of \$250,000 to the National Council of La Raza.**

**Grant ID:** 20033254

**Legal Name of Organization:** Center for Social Inclusion

**Tax Status:** Other

**Name of Fiscal Sponsor:** Tides Center

**Purpose of Grant:** To provide core support for the Center for Social Inclusion

**Grant Description:** An unrestricted project support grant to the Center for Social Inclusion (CSI) will support its efforts to challenge specific policies that perpetuate structural racism and strengthen leadership within communities of color to advance racial justice. CSI was founded in 2002 to develop strategies to dismantle structural racism – the arrangements among institutions, policies and practices in society that isolate and exclude communities of color and reduce opportunities for everyone. It is a national policy advocacy organization that seeks to connect academic and policy research to grassroots activism in order to create more effective strategies for securing equality for marginalized groups. The recommended grant advances the Equality and Opportunity Fund’s goals of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions that address widespread inequality. This grant also furthers Democracy and Power Fund’s goal of supporting organizations that engage critical constituencies, nurture new leaders, and generate innovative ideas and solutions to address threats to democracy. In addition, this grant advances the Transparency and Integrity Fund’s goal of supporting information policy that ensures an open, democratic communications infrastructure for speech, information, and knowledge exchange.

**Previous OSF Support:** \$1,500,000  
Racial Justice Initiative (\$100,000, 2010-11; \$100,000, 2009-10; \$25,000, 2009; \$100,000, 2008-09; \$75,000, 2007-08; \$75,000, 2006; \$100,000, 2005) USP Seize the Day Fund (\$300,000, 2009-10) USP Democracy & Power Fund (\$100,000, 2010-11; \$100,000, 2009-10; \$100,000, 2008-09) Transparency and Integrity Fund (\$50,000, 2010-11) Strategic Opportunities Fund (\$125,000, 2006-07; \$75,000, 2003-04) US Programs General Grants (\$75,000, 2002-03)

**Organization Budget:** \$81,901,725

**Project Budget:** \$2,680,139

<b><u>Major Sources of Support:</u></b>	Ford Foundation	\$350,000
	Marguerite Casey Foundation	\$300,000
	Media Democracy Fund of the Proteus Fund	\$25,000
	New World Foundation	\$50,000
	Quixote Foundation	\$300,000
	Starry Night Fund	\$200,000
	Surdna Foundation	\$100,000
	Underdog Fund of the Tides Foundation	\$10,000
	W. K. Kellogg Foundation	\$1,800,000

**Amount Requested:** \$800,000 over two years

**Is this a contingent grant:** Yes

**Amount Recommended:** \$550,000, of which \$275,000 is contingent in 2012 (\$200,000 from EOF – Racial Justice, T1: 24448, \$200,000 from the Democracy and Power Fund, T1: 21114, and \$150,000 from the Transparency and Integrity Fund, T1: 21107)

**Term:** 2 years, beginning July 1, 2013

**Matching Requirements:** None

**Description of Organization:**

CSI was founded in 2002 by Maya Wiley as a Project of the Tides Center to develop strategies to dismantle structural racism – the arrangements between institutions, policies and practices in society that isolate and exclude communities of color and reduce opportunities for everyone. CSI is a national policy advocacy organization, serving as a bridge between policy research and grassroots activism in order to create more effective strategies for promoting equality and opportunity. It disseminates its research for use as an advocacy tool to inform strategy development by local, state and national organizations and to inform the public conversation about race and solutions.

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

CSI plans to obtain its independent 501(c)(3) status by late 2011. In subsequent years, staff would likely recommend general support to CSI. Given that it is still a project of the Tides Center, staff recommends unrestricted project support for the full range of its core activities, including:

*Transportation/Infrastructure Policy Advocacy*

CSI will focus its advocacy efforts on transportation reauthorization opportunities to ensure fair distribution of resources, especially for transit. Through alliance building, communication and education trainings, CSI will support local leaders to advance local policy goals. CSI is in

conversation with the Greater Birmingham Ministries in Alabama and the Children's Defense Fund's Southern Rural Women's Development Initiative, with members in Georgia, Louisiana and Mississippi, to co-develop trainings and communications strategies.

### *Broadband*

CSI recognizes that communities of color need affordable access to high speed Internet for education, health, employment, and civic engagement. Yet low-income households and people of color are still far less likely than others to have regular Internet access at home and in their communities. These communities have not been effectively engaged in the issues and debates surrounding broadband access because their priorities and needs have not been highlighted or advanced. CSI advocacy and research addresses the need for new models of Internet infrastructure delivery and adoption that will improve access to health care in rural areas and literacy programs and increase job creation. Over the next two years, CSI will deepen its work with local groups in New York and in the South, while leveraging its position as an intermediary to inform state and federal policy development. This will include interaction with media democracy groups, civil rights and community-based non-profits, and for-profit allies.

### *Green Economy*

Green jobs have been a focal point for CSI and community economic development advocates over the past three years. CSI will continue to conduct research and develop case studies to expand its efforts to advocate for community-scale, renewable energy strategies.

### *Deep South Leaders Network*

From 2007 to 2010, CSI convened the Deep South Leaders Network. The group continues to meet independently and CSI's continues to support this network by providing research and training support. CSI also develops strategy and communications trainings on health care reform implementation strategy over the past year in Texas, Louisiana and Mississippi. As part of its training, CSI conducts applied research on structural racialization and how opportunities are distributed and empirical testing research on how to communicate more effectively about race in policy debates. Over the next two years, CSI will create strategy and communications manuals to broaden its ability to support the field to be more strategic in producing transformative policies in the South, Southwest, rust belt and west coast.

### *Alston Bannerman Leadership Initiative*

CSI continues to manage the Alston Bannerman Leadership Initiative that expands opportunities for organizers of color to build a national leadership network. The program supports eight grassroots advocates with sabbatical fellowships and senior fellowships to foster the development of new ideas and strategies. Now numbering over 200, the Alston Bannerman fellows aim to produce and disseminate a set of multi-racial strategy ideas and disseminate this information to policy advocates and philanthropic partners.

### **Rationale for Recommendation:**

This recommended core project support grant to CSI aligns with several U.S. Programs priorities. It furthers the Equality and Opportunity Fund's overarching work and, in particular, advances its interest in challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of structural policy solutions that address widespread inequality. This grant also furthers Democracy and Power Fund's goal of supporting organizations that engage critical constituencies, nurture new leaders, and generate innovative ideas and solutions to address threats to democracy. In addition, this grant also advances the Transparency and Integrity Fund's goal of supporting information policy that ensures an open, democratic communications infrastructure for speech, information, and knowledge exchange.

Within the racial justice movement, there are few intermediary organizations that help grassroots racial justice organizations challenge structural inequality. Advancement Project (recommended for funding in this docket) provides grassroots groups with legal and other technical assistance to advance social change. Similarly, CSI seeks to ensure that local activism is strengthened by supplying up-to-date policy analysis and research and nurturing the development of ambitious policy ideas. Because CSI's work is not confined to a single policy area, it can nimbly tackle issues of structural racism that cut across multiple systems. There is an increasing need for strategic guidance in building multi-ethnic and multi-racial alliances by grassroots racial justice organizations to which CSI responds.

CSI continues to demonstrate its critical role in developing and deploying transformative policy ideas, strategies and relationships through the following accomplishments:

- **Healthcare Implementation:** CSI conducted communications trainings in Texas, Louisiana and Mississippi to arm advocates for the fights on health care implementation. In Texas, advocates from Children's Defense Fund's Southern Rural Women's Development Initiative and La Fe incorporated CSI's empirically tested messaging in their 2011 legislative advocacy on healthcare and budget issues. The Congressional Progressive Caucus also asked Maya Wiley to present CSI's testing results at its strategy session in January 2011.
- **Broadband:** CSI has effectively developed a pilot model for broadband and job creation in low-income rural and urban communities that can leverage federal dollars for community-scale infrastructure. CSI has identified two pilot areas in the heavily Latino and black South Bronx, New York and the heavily black Mississippi delta region.
- **Information Development and Dissemination:** CSI released *The Promise and Challenge of Community-Scale Broadband Models* which sheds light on communities left behind in the Digital Age and explores innovations and models of community and municipally-owned broadband projects and their eligibility for Universal Service Fund grants. CSI researched, drafted and released *2011 Recession Impact Index*, an updated recession impact analysis based on the racial makeup of the hardest hit states. CSI used this report to educate journalists on the issues of the racial wealth divide, home mortgage crisis, unemployment and health care issues facing people of color. CSI also drafted *Race Reaction: Voter Responses to Tea Party Messages in Economically-Stressed Communities*, an analysis of race, foreclosure and the 2010 mid-term elections to elevate

both the importance of the foreclosure crisis on white voter insecurity and its impact on electoral results.

As OSF seeks to increase its support for “idea generation,” CSI is precisely the type of organization OSF should target. It is steadfast in its efforts to develop new policy solutions to intractable problems facing communities of color and low-income communities. Its work to develop policy solutions to rural and urban transit challenges is gaining traction with the Department of Transportation. It is exploring new ownership models for broadband projects to help ensure low-income communities and communities of color have broadband access. Its development of the Equity and Government Accountability and Performance Project, in partnership with OSF grantees OMB Watch, Transportation Equity Network, and Good Jobs First, represents a visionary attempt to capture inequities in how government dollars are spent.

For a relatively young and small organization, CSI has a large presence within the racial justice field. Maya Wiley, the Executive Director of CSI, is considered a very effective spokesperson on a wide range of racial justice issues. The organization is sought out for guidance and technical assistance by many local organizing groups, particularly in the Black Belt South. It is also widely regarded as a good collaborator. Given its strong track record, staff recommends renewed support to CSI.

**Accordingly, staff recommends continued support to the Center for Social Inclusion in the amount of \$550,000 over two years as a contingent grant. This grant will be co-funded by EOF (\$200,000), the Democracy and Power Fund (\$200,000), and the Transparency and Integrity Fund (\$150,000).**

# **LGBTQ RIGHTS AND GENDER JUSTICE**

**Grant ID:** 20032873

**Legal Name of Organization:** Astraea Lesbian Foundation for Justice

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

**Purpose of Grant:** To provide support for two projects: 1) Astraea's US General Fund, which makes small sub-grants; and 2) an OSF-advised grant-making partnership that provides larger grants to small and/or emerging organizations advocating at the national and regional levels for the rights of the most vulnerable LGBTQ communities

**Grant Description:** A project support grant to Astraea Lesbian Foundation for Justice (Astraea) will support two projects: 1) renewed and increased support for its US General Fund, which makes small grants of up to \$10,000 to LGBTQ people of color organizations working to advance racial justice and LGBTQ rights; and 2) renewed support for an OSF-advised grant-making partnership that provides larger grants to small and/or emerging organizations advocating at the national and regional levels for the rights of the most vulnerable LGBTQ communities. Astraea supports social, racial and economic justice in the U.S. and internationally; it is a global leader in grantmaking in support of lesbians, transgender people and other communities marginalized due to discrimination based on sexual orientation and/or gender identity. The recommended grant will further the Equality and Opportunity Fund'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, with an emphasis on people of color and transgender people. It advances the broader goals of the Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

**Previous OSF Support:** \$784,500  
\$60,000: USP General Grants (2003)  
\$350,000: USJ – LGBT Rights (2005 – 11)  
\$374,500: Equality and Opportunity (2010-2012)

**Organization Budget:** \$3,040,000

**Project Budget:** \$537,644

**Major Sources of Support:** Drelinden (international re-granting) \$250,000  
Various individual donors



**Amount Requested:** \$326,000 over one year

**Is this a contingent grant?** No

**Amount Recommended:** \$326,000  
(EOF – LGBTQ and Gender Equality, T1: 24450)

**Term:** 1 year, beginning July 1, 2011

**Matching Requirements:** None

### **Description of Organization**

The Astraea Lesbian Foundation for Justice (Astraea) is a public charity established to advance social, racial and economic justice in the U.S. and internationally. Astraea is an international leader in grantmaking in support of lesbians, transgender people and other communities marginalized due to homophobia and discrimination based on sexual orientation and/or gender identity. Astraea also sponsors philanthropic education and advocacy programs to broaden the community of foundations and donors concerned about LGBTQ issues and communities.

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

Astraea requests support for two projects: 1) renewed and increased support for its US General Fund, which makes small grants of no more than \$10,000 to LGBTQ organizations engaging people of color and other vulnerable LGBTQ communities to advocate for LGBTQ rights; and 2) renewed support for an OSF-advised grant-making partnership that provides larger grants to small and/or emerging organizations advocating at the national and regional levels for the rights of the most vulnerable LGBTQ communities.

### **The U.S. General Fund.**

Astraea's U.S. General Fund grantmaking program supports state and local LGBTQ organizations across the country. Grantees receive general support or project-specific funding up to \$10,000. The goals of Astraea's U.S. General Fund are to:

- Provide financial support to organizations that work for LGBTQ rights and social justice, with a particular focus on groups with limited access to traditional sources of funding (particularly groups led by people of color);
- Support a range of social, political, economic, health and cultural initiatives that benefit a broad constituency including youth, elders, communities of color, people with disabilities, immigrants, and artists;
- Educate donors to increase support for LGBTQ social justice issues, and promote the work of organizations that are working on long-term societal and institutional change (with an understanding of multi-issue frameworks and strategies); and
- Facilitate collaboration, information sharing, skills building, and networking among LGBTQ organizations and activists working for social justice.

## **OSF-Astraea Partnership**

The purpose of this re-granting partnership is to enable OSF, with assistance from Astraea, to support a cohort of emerging and/or small organizations working at the national and regional levels to advocate for the rights of the most vulnerable LGBTQ communities. While grants from Astraea's US General Fund provide much-needed resources for small projects, organizations poised to have a national or regional impact require larger grants to support programs and technical assistance to create sound organizational infrastructure, nurture a board, engage constituents and allies, and take on the myriad tasks required to develop into stable and effective organizations. Grants from this partnership will range from \$25,000 to \$100,000 and will seek to provide small organizations (annual budgets under \$750,000) the financial stability necessary to move their programs from an "emergent" phase into more strategic, stable and long-term endeavors.

The first cycle of this partnership resulted in grants to the following organizations: Audre Lorde Project; Brown Boi Project; National Queer Asian Pacific Islander Alliance; Southerners On New Ground; Unid@s; and the Jordan Rustin Coalition. Each of these organizations seeks to engage constituencies often overlooked, yet most directly affected by unjust policies. With support from OSF, members of the first cohort have made significant progress towards engaging communities directly affected by unjust policies in advocacy efforts and reaching a regional and national audience. Some examples include:

The National Queer Asian Pacific Islander Alliance in partnership with Asian Pacific Islanders in Philanthropy organized the first White House Briefing on LGBTQ Asian and Pacific Islanders. The event featured LGBTQ Asian American youth and advocates who advocated for safe-schools, comprehensive anti-discrimination protections, and improved data collection to better understand the needs of LGBTQ and Asian American communities.

Southerners on New Ground (SONG), based in Atlanta, Georgia, educated and organized LGBTQ members to participate in efforts to block adoption of policies that increase local enforcement of federal immigration laws. As an organization whose membership is comprised largely of LGBTQ immigrants and people of color, SONG serves as an important bridge between sometimes disparate LGBTQ and immigrant rights advocacy efforts.

The proposed second cycle will offer renewal grants to grantees that have demonstrated success in two key ways: 1) measurable increased engagement with their core constituents and allies and 2) stronger organizational infrastructure through sound budgeting and program planning. Funds permitting, there will be one to two new partners. Candidates currently in the pipeline for consideration include the LGBT Coalition for Health and the National Black Justice Coalition.

## **Rationale for Recommendation**

The recommended grant will advance the Equality and Opportunity Fund's grantmaking priorities of: 1) strengthening and expanding policies that advance LGBT rights; and 2) increasing the participation of diverse voices within the LGBT rights movement, with an emphasis on people of color and transgender people. It advances the broader goals of the

Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

Throughout its 30-year grantmaking history, Astraea has demonstrated skill and expertise in making small grants with a big impact. Its record of accomplishment in this field includes identifying and incubating small and emerging organizations that grow with Astraea's support. The partnership that Astraea forms with its grantees is one that many grantees have leveraged to grow into strong and enduring organizations, with a diverse pool of foundation and individual donors, as well as strong leadership and broad-based membership. Astraea's significant experience in this area has nurtured a national network of organizations serving the most vulnerable LGBTQ communities, especially low-income people, people of color, immigrants, and transgender people. The recommended grant provides a particularly effective vehicle for EOF to direct resources to support small but important players in the LGBTQ rights movement.

The most recent report from Funders for LGBTQ Issues found a 12.7% decline in funding for LGBTQ organizations.<sup>1</sup> LGBTQ concerns remain grossly underfunded with only 0.2% of all institutional philanthropic dollars directed to LGBTQ issues. National organizations received the majority of these resources. Resources for national organizations are critical to improve the lives of LGBTQ people, but they must be complemented with support for smaller local and regional organizations that are better positioned to serve the most vilified and vulnerable LGBTQ people – transgender individuals, people of color, and low-income LGBTQ people. Astraea has historically provided leadership and expertise in building and sustaining the innovative work of smaller organizations that are overlooked by national funders.

EOF and Astraea share a commitment to serving the most vulnerable LGBTQ communities. The recommended grant allows EOF both to support Astraea's critical efforts to seed and grow LGBTQ organizations and leverage Astraea's expertise and technical assistance to provide a springboard for smaller organizations to expand their impact and eventually garner the support of national allies and foundation partners.

**For these reasons, EOF recommends project support grants of \$150,000 to the US General Fund and \$176,000 for an OSF-Astraea advised grant-making partnership.**

---

<sup>1</sup> Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by U.S. Foundations, 2009, Funders for LGBTQ Issues, available at: <http://www.lgbtfunders.org/resources/pub.cfm?pubID=52>

**Grant ID:** 20032878

**Legal Name of Organization:** COLAGE

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** To provide renewed general support to Children of Lesbians and Gays Everywhere (COLAGE). As the only national organization dedicated specifically to supporting young people with LGBTQ parents, COLAGE plays a unique role in the broader advocacy for legal protections for LGBTQ families. COLAGE provides resources and information to teachers, social workers, foster care and adoption placement agents, medical and mental health professionals, and legislators about the unique challenges facing children of LGBTQ parents. Legal and policy advocates work with COLAGE to highlight the precarious legal situation many LGBTQ parents and their children face due to the lack of legal family recognition. Since it was founded almost two decades ago, COLAGE has grown to 59 local chapters in 30 states, plus three international chapters. Understanding the importance of serving the full spectrum of the LGBTQ community, COLAGE has expanded its racial and economic justice work in order to engage communities of color and low-income LGBTQ families. In the coming year, COLAGE will grow its chapters in the South (with a new staff member based in Atlanta, Georgia), and expand its national advocacy work to reach new audiences, including policymakers, LGBTQ advocates, and educational equity advocates. The recommended grant will advance the Equality and Opportunity Fund's grantmaking priorities of: 1) strengthening and expanding policies that advance LGBTQ rights; and 2) increasing the participation of diverse voices within the LGBT rights movement, with an emphasis on people of color and transgender people. It also advances the broader goals of the Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

**Previous OSF Support:** \$300,000  
LGBTQ Rights: \$275,000 (2004-2011)  
Youth Development: \$25,000 (2005-6)

**Organization Budget:** \$650,000

**Project Budget:** n/a

**Major Sources of Support:** Educational Foundation of America \$80,000  
Arcus Foundation \$75,000  
Wellspring Advisors \$300,000  
San Francisco Department of Children, Youth, and Their Families,  
\$18,000

**Amount Requested:** \$75,000 over one year

**Is this a contingent grant?** No

**Amount Recommended:** \$75,000 over one year  
(EOF – LGBTQ and Gender Equality, T1: 24450)

**Term:** 1 year, beginning August 1, 2011

**Matching Requirements:** None

**Description of Organization**

Children of Lesbians and Gays Everywhere (COLAGE), the only national organization specifically supporting young people with LGBTQ parents, helps ensure that children’s voices are heard in debates about LGBTQ families. COLAGE provides resources and information to teachers, social workers, foster care and adoption placement agents, medical and mental health professionals, and legislators about the unique challenges facing children of LGBT parents. Legal and policy advocates work with COLAGE to highlight the precarious legal situation many LGBT parents and their children face due to the lack of legal family recognition. Since it was founded almost two decades ago, COLAGE has grown to 59 local chapters in 30 states, plus three international chapters.

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

COLAGE requests general support.

**Rationale for Recommendation**

The recommended grant will advance the Equality and Opportunity Fund’s grantmaking priorities of: 1) strengthening and expanding policies that advance LGBT rights; and 2) increasing the participation of diverse voices within the LGBT rights movement, with an emphasis on people of color and transgender people. It advances the broader goals of the Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

COLAGE seeks to provide LGBTQ families and their children the tools to be effective advocates on policy matters than deeply impact their lives. There are approximately 10 million children who have LGBTQ parents in the U.S. today (out of a total of 72.3 million children under 18 recorded by the 2000 Census) – thus COLAGE’s constituency accounts for almost 14% of all children in the U.S. LGBTQ-headed families reflect the diversity of the broader society in terms of race, ethnicity, religion, geography, and socio-economic status. COLAGE’s advocacy aims to remedy the harms that result when LGBTQ families are denied legal recognition.

COLAGE’s long-term goals are to: (1) ensure youth and adults with LGBTQ parents, and their families gain the legal rights, protections, recognition and respect that all families deserve; (2) work with allies to illustrate the experience, needs and assets of children of LGBTQ parents and improve their real, lived experience in the social and cultural environments of which they are a part; (3) break the isolation that children, youth, and adults with LGBTQ parents often experience and empower them to advocate for positive change at all levels of their lives; and (4) deepen the integration of and commitment to racial and economic justice at all levels of the organization.

Over the last grant period, COLAGE:

- Developed and disseminated the resource guide, *Let’s Get this Straight: The Ultimate Handbook for Youth with LGBTQ Parents*;
- Provided direct leadership and activism training to 300 youth and 40 adults through multiple 1-day, 3-day, and week-long family camps, conferences, a bi-annual chapter convention, and the first ever summit for people of color COLAGE members;
- Wrote and released the *Donor Insemination Resource Guide*; and
- Partnered with the New Beginnings Initiative<sup>1</sup> (a 26 member collaboration through the National Gay and Lesbian Task Force) to advocate successfully to persuade the Department of Labor to include LGBT families in policies governing family leave and hospital visitation for federal workers.

Currently, COLAGE’s policy advocacy is focused on securing legal recognition for LGBTQ families and safe-schools. Working in alliance with state and local organizations, COLAGE identifies and trains local LGBTQ parents and their children to participate in public education campaigns to build support for LGBTQ equality. COLAGE currently has 17 chapters in states across the country, with varying levels of participation.<sup>2</sup> It plans to increase participation in each of its chapters by at least 10% during the coming year. By the end of the grant period, at least ten of the active chapters will have a steering committee of five individuals, 15 active participants, and a mailing list of 40-60 individuals.

---

<sup>1</sup> The New Beginnings Initiative was established with support from a grant from the Seize the Day Fund and receives ongoing support from EOF.

<sup>2</sup> “Active chapters” are chapters that have a chapter leader, host monthly or quarterly meetings, and whose members participate in local events. Chapters are currently active in the following locations: Detroit, MI; Knoxville, TN; New York, NY; Portland, ME; Providence, RI; Sacramento, CA; San Francisco, CA; Washington, DC; and Wilmington, DE. In addition, COLAGE has a number of chapters in the fledgling stages of development and in progress to launch in 2011. Locations include: Atlanta, GA; Baltimore, MD; Boston, MA; Boulder, CO; Cincinnati, OH; Ft. Lauderdale, FL; New Orleans, LA; and St. Louis, MO.

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 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 working with both LGBTQ parents and children, COLAGE effectively blunts a wedge that is commonly used to splinter support for LGBTQ rights – the notion that LGBTQ parents are a danger to their children. This targeted attack on LGBTQ families is a common and effective message in a number of anti-LGBTQ rights campaigns. COLAGE offers members the advocacy skills necessary to draw on their experiences to present an accurate picture of LGBTQ parents and their children.

EOF looked to this past year as a decisive grant year for COLAGE, wanting to see a demonstrable growth in its chapters and stronger linkages to policy advocacy. The organization has made progress in its expansion and has outlined a sound plan to manage programs in the midst of funding challenges. On the policy level, COLAGE continues to represent a unique and critical constituency in the fight for legal recognition of LGBTQ families and the broader struggle for LGBTQ rights.

**For these reasons, EOF recommends a general support grant of \$75,000 over one year.**

**Grant ID:** 20032875

**Legal Name of Organization:** National Center for Lesbian Rights

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To provide general support.

**Grant Description:** To provide renewed, increased, general support to the National Center for Lesbian Rights (NCLR), a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education. NCLR litigates precedent-setting cases at the trial and appellate court levels; advocates for equitable public policies affecting the LGBTQ community; provides free legal assistance to LGBTQ people and their legal advocates; and conducts community education on LGBTQ legal issues. The recommended grant will advance the Equality and Opportunity Fund'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, with an emphasis on people of color and transgender people. It advances the broader goals of the Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

**Previous OSF Support:** \$500,000  
USP General Grants: \$50,000 (2003-5)  
LGBTQ Rights: \$100,000 (2004-6); \$50,000 (2006-7); \$50,000 (2006); \$75,000 (2007-8); \$75,000 (2008-9); \$150,000 (2009-2011)

**Organization Budget:** \$3,767,500

**Project Budget:** n/a

**Major Sources of Support:**

Anonymous	\$500,000
Arcus Foundation	\$75,000
Ford Foundation	\$50,000
Gill Foundation	\$125,000
Haas Jr. Fund	\$180,000
Levi Strauss Foundation	\$15,000



Overbrook Foundation \$10,000  
van Ameringen Foundation \$50,000

**Amount Requested:** \$225,000 over two years

**Is this a contingent grant?** No

**Amount Recommended:** \$225,000  
(EOF – LGBTQ & Gender Equality, T1: 24450)

**Term:** 2 years, beginning July 1, 2011

**Matching Requirements:** None

### **Description of Organization**

The National Center for Lesbian Rights (NCLR) is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education. NCLR litigates precedent-setting cases at the trial and appellate court levels; advocates for equitable public policies affecting the LGBTQ community; provides free legal assistance to LGBTQ people and their legal advocates; and conducts community education on LGBTQ legal issues.

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

National Center for Lesbian Rights requests general support.

### **Rationale for Recommendation:**

The recommended grant will advance the Equality and Opportunity Fund’s (EOF) 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, with an emphasis on people of color and transgender people. It advances the broader goals of the Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

NCLR is one of four anchor legal organizations in the national LGBTQ movement.<sup>1</sup> Its work focuses on LGBTQ people who are the most vulnerable in the legal and political system, including LGBTQ immigrants, LGBTQ people of color, and low-income lesbian, bisexual, and transgender women. With its longstanding commitment to advocating on behalf of the most marginalized LGBTQ people, NCLR stands in stark contrast to other established LGBTQ organizations that have failed to address the needs and aspirations of these communities.

---

<sup>1</sup> The others are Lambda Legal Defense and Education Fund (a grantee in U.S. Programs’ Transparency and Integrity Fund), the ACLU LGBTQ Rights Project, and Gay & Lesbian Advocates and Defenders (a grantee in EOF’s LGBTQ Rights portfolio).

Since 1994, NCLR's Immigration Project has provided free legal assistance to thousands of LGBTQ immigrants nationwide. Recognizing the disproportionate challenges faced by LGBTQ youth, NCLR's Youth Project has intentionally undertaken major work on the needs of LGBTQ youth in the foster care and juvenile justice systems, where youth of color are disproportionately represented. NCLR has also increasingly invested in programs that address the needs of low-income LGBTQ people. These include the Family Protection Project, which seeks to ensure that low-income LGBTQ families can benefit from legal and policy advances, and *Proyecto Poderoso*, a program that partners with California Rural Legal Assistance to advocate for low-income LGBTQ people in rural communities. These projects have built deep relationships between the poverty law and LGBTQ law communities.

NCLR continues to be a leader in key LGBTQ coalitions such as the New Beginnings Initiative,<sup>1</sup> the LGBTQ Legal Roundtable, Freedom to Marry, and California's Equality for All (including about 50 LGBTQ and allied organizations, such as SEIU and the California Teachers Association). NCLR has also built strong partnerships that bridge advocacy sectors and illustrate a commitment to increasing the ability of non-LGBTQ organizations to serve LGBTQ clients effectively. Notable partners include the National Juvenile Defender Center, Child Welfare League of America, American Association of Retired Persons, American Bar Association, National Council of La Raza, Legal Services for Children, California Rural Legal Assistance, Family Builders by Adoption, National Collegiate Athletic Association, the National Network for Immigrant and Refugee Rights, and the American Immigration Lawyers Association. NCLR also offers extensive legal trainings for legal services providers seeking to address issues of particular concern to LGBTQ communities.

NCLR's leadership in LGBTQ advocacy and the focus on women, communities of color and immigrants throughout its programs are aligned closely with EOF's grantmaking priorities. NCLR's litigation and public policy activities consistently address structural barriers to equality and opportunity and often cut across multiple areas of interest to US Programs.

**For these reasons, EOF recommends a general support grant of \$225,000 over two years.**

---

<sup>1</sup>The New Beginnings Initiative is a national coalition formed with grants from EOF and Seize the Day. NBI is focused on federal agency reforms as a means to protect LGBT people from discrimination, ensure equitable federal funding for LGBT needs, and include LGBT communities in data collection efforts such as the Census.

**Grant ID:** 20032877

**Legal Name of Organization:** Women of Color Policy Network

**Tax Status:** Other

**Name of Fiscal Sponsor:** New York University

**Purpose of Grant:** To support the Connected Communities convening and report and the Women of Color and Economic Opportunity discussions and reports

**Grant Description:** The Women of Color Policy Network at New York University's Wagner Graduate School of Public Service, is a national think tank and policy center that conducts research and collects critical data on women of color to inform public policy at the local, state, and national levels. The Network also serves as a hub for women of color scholars, leaders, and practitioners. Project support will focus on developing policy briefs and conducting original research on the following topics: work supports for women and communities of color; state level immigration enforcement policies and women of color; single-mothers and wealth and asset accumulation; sex based wage disparities; and job creation and unemployment amongst Black and Latino workers. The Network will work with and provide data analysis, research, and policy analysis to policymakers, practitioners, advocates, and other stakeholders to ensure that women of color have an independent voice on policy at the local, state, and national levels. The recommended grant will advance the Equality and Opportunity Fund's (EOF) overarching goal of ensuring justice and equality, prohibiting arbitrary and discriminatory government action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF's gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity.

**Previous OSF Support:** None

**Organization Budget:** \$1,126,531

**Project Budget:** \$240,234 total  
\$84,165: Connected Communities  
\$156,069: Women of Color and Economic Opportunity

<b><u>Major Sources of Support:</u></b>	Ford Foundation	\$225,000
	Kellogg Foundation	\$400,000
	American Express Philanthropies	\$100,000
	Annie E. Casey Foundation	\$32,000

**Amount Requested:** \$200,000 over one year  
 \$75,000: Connected Communities  
 \$125,000: Women of Color and Economic Opportunity

**Is this a Contingent Grant?** No

**Amount Recommended:** \$200,000  
 (\$100,000 from EOF - LGBTQ and Gender Equality, T1: 24450; \$50,000 from EOF – Economic Security, T1: 24451; \$50,000 from CBMA – Strengthen Family Structures, T1: 21119)

**Term:** 1 year, beginning October 1, 2011

**Matching Requirements:** None

**Description of Organization**

Founded in 2000, the Women of Color Policy Network (WOCPN) at New York University’s Robert F. Wagner Graduate School of Public Service is the country’s only research and policy institute focused on women of color in one of the country’s top school of public affairs. WOCPN conducts research and collects data on women of color to inform public policy at the local, state, and national levels. It also serves as a hub for women of color scholars, advocates, and service providers.

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

WOCPN requests project support to develop policy briefs, conduct original research, and engage in public education activities to expand economic opportunities and strengthen the social safety net for low-income women and men of color. Specifically, WOCPN will develop five to six policy briefs on:

- Work supports for women and communities of color: paid sick and medical leave;
- The impact of state-level immigration enforcement policies on women of color;
- Single-women mothers and wealth/asset accumulation;
- Gender-based wage gaps and income disparities; and
- Job creation and unemployment among black and Latino workers.

The WOCPN will also produce and disseminate three new research reports, outlined below. It will work closely with EOF, the Campaign for Black Male Achievement, advocates and scholars

to conduct a series of advocacy strategy meetings and policy briefings related to each report. Proposed report topics include:

***Connected Communities: Understanding the Income, Wages and Assets of Black Men and Women in the New Economy.*** This report will examine the income, wages and assets of black men and women in order to understand how to build the economic security of the entire community. It will also explore issues related to labor and occupational segmentation and punitive policies that prevent African Americans from accumulating assets and wealth. The report will recommend policies to support black men and women in building long-term economic security. In order to ensure that the report is informed by the communities most impacted by wage and income disparities, WOCPN will partner with EOF and CMBA staff to bring together scholars, service providers, and advocates working on racial justice, gender equity and economic security. The meeting will help to identify supplemental materials that advocates can use to push for related reforms at the local, state and federal levels. A policy briefing targeting policymakers will be held in partnership with the Center for Law and Social Policy (CLASP).

***TANF at 15.*** WOCPN will produce a report that examines the impact of TANF on low-income women, women of color and families to better understand what policies are needed to help build the long-term economic security of women and families. Specifically, the report will focus on four issues: time limits, sanctions, caseload reduction, and economic security (work and job security). This report will be a collaboration with Legal Momentum, an EOF grantee, CLASP, the National Women's Law Center and others.

***Transgender Leaders of Color Report.*** In 2009, as a result of a convening in partnership with the Ms. Foundation and others, WOCPN conducted interviews with 20 transgender leaders working in various movements for social change. Drawing on these interviews, this qualitative study will examine the unique challenges that transgender and gender non-conforming (TGNC) leaders of color face as social change leaders. It will also explore how these activists define leadership, the policy barriers they encounter, and successful advocacy strategies. The WOCPN will issue companion briefs to this report and host a panel discussion to disseminate findings. This work seeks to inform advocates and funders committed to LGBTQ equality and, in particular, to developing strategies to support a pipeline of transgender leaders.

### **Rationale for Recommendation**

The recommended grant will advance the Equality and Opportunity Fund's (EOF) overarching goal of ensuring justice and equality, prohibiting arbitrary and discriminatory government action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF's gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity.

The recommended grant also furthers the Campaign for Black Male Achievement's goal of strengthening low-income black families through responsible fatherhood initiatives, policy

advocacy and supporting efforts that lift barriers facing single mothers raising black boys. Specifically support for the Connected Communities project reflects a year of strategic discussions and due diligence between the Campaign for Black Male Achievement (CBMA) and the EOF's LGBTQ-Gender Justice portfolio to ensure the concerns and voices of black women are at the center of discussions on fatherhood. Since 2009, CBMA has been in discussion with a number of thought leaders Women in Fatherhood Inc., the Urban Institute, and Center for Urban Families to focus on the relationship between the wealth and income disparities faced by black women and the broader well-being of black families and communities. Through project support for Connected Communities, CBMA seeks to address the lack of policy advocacy materials and opportunities for advocates and service providers to address the relationship between barriers to economic opportunities facing single black mothers and those facing black men and boys.

Since its founding, WOCPN has grown from a mainly New York-centric institute to a national think tank and policy center with a reputation for high quality applied research on women of color, their families, and communities. It has partnered with numerous EOF grantees to make academic research on paid-sick leave, safety-net programs, structural poverty, immigration policy, and income inequality accessible and useful to advocates and service providers.<sup>1</sup>

Given deepening investments in economic security by EOF and CBMA and the U.S. Programs Board's increased attention to employment and job creation, the recommended grant to WOCPN is timely. Its work will provide the data and analysis needed to strengthen advocacy across multiple U.S. Programs priorities.

EOF also prioritizes low-wage worker rights and economic security within its gender justice grantmaking for several reasons. First, women of color and immigrant women are disproportionately represented in minimum wage and other low-wage sectors. Domestic work and direct care services, sectors where women of color comprise the majority of workers, are not governed by standard workplace protections and are rife with workplace abuses. Second, the wage gap persists and is most stark for women of color. Third, women are increasingly the primary breadwinners in the household, but continue to bear a disproportionate share of family caretaking responsibilities at home. With only 25% of low-wage workers having access to paid-sick leave, women workers must often choose between caring for a sick family member or losing a job.

The recommended research and public education activities to be conducted by WOCPN will document and offer policy solutions to the inter-locking challenges faced by low-income women of color, immigrant women, and black men. WOCPN's commitment to sound social science research on key issues affecting low-income women of color and other vulnerable communities makes it a strong partner for EOF, CBMA and many USP grantees. With this grant, EOF and CBMA seek to support research and informed dialogue among advocates, scholars, policymakers

---

<sup>1</sup> A select list of organizations that have partnered with the Network over the last two years include: The Center for American Progress, the Human Rights Project at the Urban Justice Center, the Coalition for Asian American Children and Families, the Insight Center for Community and Economic Development, Community Voices Heard, National Partnership for Women and Families, Migration Policy Institute, the Applied Research Center, Center for Reproductive Rights, the National Council of La Raza, and the Third Wave Foundation.

and thought leaders to generate new approaches to entrenched problems caused by structural inequalities.

**For these reasons, staff recommends project support of \$200,000 over one year. This grant will be co-funded by EOF (\$150,000) and CBMA (\$50,000).**

## **LOW-WAGE WORKER RIGHTS**



**Grant ID:** 20033035

**Legal Name of Organization:** National Employment Law Project

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To support its efforts to strengthen the safety net for unemployed workers as well as to expand workplace protections for workers in the informal economy

**Grant Description:** A project support grant to the National Employment Law Project (NELP) will support its efforts to strengthen the safety net for unemployed workers as well as to expand workplace protections for workers in the informal economy. A national advocacy organization for employment rights of lower-wage workers, NELP has partnered with national, state and local allies to promote policies that create good jobs, enforce core labor standards, end exclusions from workplace protections, and help unemployed workers regain economic security. This project support grant will enable NELP to lend its significant legal and policy expertise to smaller local and regional organizations working on behalf of low-wage people of color, women, and immigrant workers. These partnerships will focus on ensuring protections for traditionally excluded workers and coordinating administrative advocacy efforts with the U.S. Department of Labor. NELP will also focus on preserving federal and state unemployment insurance assistance for unemployed workers through research, policy advocacy, and engagement with grassroots organizations. The recommended grant advances two goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, the focus on low-wage workers' rights is intended to spur the development of structural policy solutions that address widespread inequality.

**Previous OSF Support:** \$1,120,000  
\$370,000 from U.S. Justice Fund, 2007, 2005  
\$50,000 from U.S. Programs, 1997  
\$300,000 from Criminal Justice Fund, 2010-2012  
\$400,000 from Seize the Day Fund, 2010-2012

**Organization Budget:** \$5,731,800

**Project Budget:** \$1,237,291 for the Justice & Jobs program and \$1,265,336 for the Safety Net program

<b><u>Major Sources of Support:</u></b>	Ford Foundation	\$1,975,000
	Rockefeller Foundation	\$820,000
	Public Welfare Foundation	\$600,000
	Annie E. Casey Foundation	\$262,000
	Rosenberg Foundation	\$220,000
	Individual contributions	\$134,500
	New York Community Trust	\$125,000
	Service Employees International Union	\$120,000
	Joyce Foundation	\$107,034
	Robert Sterling Clark Foundation	\$80,000
	Discount Foundation	\$50,000
	Panta Rhea Foundation	\$80,000
	General Service Foundation	\$60,000
	New World Foundation	\$40,000
	Scherman Foundation	\$30,000
	Peggy Brown Fund	\$16,000
	East Bay Community Foundation	\$12,500
	Solidago Foundation	\$10,000

**Amount Requested:** \$325,000 2 two years

**Is this a contingent grant:** No

**Amount Recommended:** \$300,000  
(EOF – Economic Security, T1: 24451)

**Term:** 18 months for entire grant; July 1, 2011 – June 30, 2012 for the Justice & Jobs program; July 1, 2012 – December 31, 2012 for the Safety Net program

**Matching Requirements:** None

**Description of Organization:**

The National Employment Law Project (NELP) was founded in 1974 as a legal organization funded by the federal government to promote the employment rights of the working poor and unemployed through legal services for low-income communities. In 1994, as welfare reform was sweeping the country and Congress eliminated NELP's federal funding, NELP began expanding its constituency to include a broader community of organizers, policy advocates, policymakers, and unions serving the interests of all low-wage workers. Today, it is a leading national research authority and advocacy organization dedicated to promoting employment opportunities, building a stronger safety net, and enforcing labor standards on behalf of the working poor. With offices located in New York City, Michigan, California, and Washington

State, NELP's diverse staff of legal and policy advocates has advanced a broad range of progressive employment policies at both the state and federal levels and engaged the labor movement, progressive advocates, and other major allies.

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

The National Employment Law Project requests project funding to enhance economic opportunity and security for vulnerable workers and their families by strengthening the safety net for unemployed workers and by improving working conditions and job opportunities for low-wage workers.

Specifically, with OSF funding, NELP will engage in the following:

#### **1. Preserve economic security for the unemployed**

*Modernize unemployment insurance.* NELP will extend its program of technical assistance to state-based partners working on modernization, including legal analysis, strategic advice, communications assistance and cost analyses. To bolster modernization campaigns, NELP will conduct new research and analysis that provide information on the impact and costs of proposed reforms.

*Sustain federal extended benefits.* NELP will continue to serve as the center of a campaign to sustain the extension of federal benefits by conducting timely research and active public relations, coalition-building, and educating stakeholders and policymakers. NELP will redesign [www.unemployedworkers.org](http://www.unemployedworkers.org), an information and action portal, to be more interactive in order to engage more jobless workers in various campaigns and to strengthen and improve unemployment benefits and infrastructure.

*Secure unemployment insurance amid state financial crises.* NELP will work with other national partners to educate and assist state-based policy groups, labor unions, government agencies, and policymakers in upcoming state financing and benefit reduction debates. It will conduct national and regional trainings, perform policy research, and, upon request, provide testimony before state panels.

*Strengthen states' benefit delivery infrastructure.* NELP will advocate for the U.S. Department of Labor to enforce federal unemployment insurance standards and encourage replication of model state policies.

#### **2. Enforce and Expand Labor Protections for Low-Wage and Immigrant Workers**

*Support immigrant worker centers in wage theft campaigns to improve enforcement of worker protections.* NELP will continue its partnership with major worker center networks: the National Day Laborer Organizing Network, Interfaith Worker Justice, the Restaurant Opportunities Centers United, the National Domestic Workers Alliance, and National People's Action.<sup>1</sup> NELP will also continue to support individual centers with fewer resources in states across the country,

---

<sup>1</sup> NDLO, IWJ, and NDWA are current EOF grantees. EOF is recommending a grant in this docket to ROC-U.

and is already supporting campaigns in Arizona, Colorado, Michigan, Iowa, Kansas, Ohio, Florida, Massachusetts, Rhode Island, New Jersey, and Washington. NELP helps to develop grassroots capacity through campaign strategy advice, legal and policy research, and technical assistance. NELP also plays a critical role in linking groups to enforcement agencies, private attorneys, legal services offices, and to each other.

*Support state and local campaigns to combat wage theft.* NELP will use its new wage theft guide, *Winning Wage Justice*, and its *Toolkit for Collaborating with the U.S. Department of Labor to Recover Unpaid Wages* to streamline collaborations with advocates wanting to initiate state and local wage theft campaigns. It will continue to host webinars on specific topics and provide trainings and presentations at regional and national conferences of immigrant worker centers and other allies.

*Provide technical support to grassroots worker organizing efforts.* NELP will continue to provide economic research support to grassroots allies, both by assessing campaign needs and advising on research design, as well as helping to implement campaign research agendas (in particular, NELP sits on the research advisory boards of the National Domestic Workers Alliance and the Food Chain Workers' Alliance, and regularly advises the Restaurant Opportunities Centers-United and its affiliates on a range of research projects).

*Increase US Department of Labor's effectiveness as the enforcer of workers' rights.* NELP will continue to lead and coordinate the *Just Pay Working Group's* advocacy for administrative and regulatory changes in the US Department of Labor in order to restore the agency as an effective and vibrant enforcer of the country's workplace laws. NELP will work to ensure that the *Just Pay Working Group* serves as a central convener of local, state and national stakeholders to voice policy recommendations that strengthen the enforcement of basic workplace rights of low-wage and immigrant workers.

*Advocate for federal and state policy and enforcement reforms to rein in independent contractor misclassification.* NELP will develop a comprehensive set of policy resources on independent contractor misclassification, including reports on the nature and magnitude of the problem and the best state and federal reform models. The goal of this effort is to secure employee status and rights for millions of workers who have been misclassified.

### 3. Research and develop a campaign for viable job creation policies.

*Build a comprehensive inventory of job creation policies at the federal and state level.* NELP has begun the process of researching and documenting in detail the full range of job creation policies that have been proposed in the past or that are currently being developed. NELP is currently building an inventory of three broad categories of policies: public jobs (both creation and preservation), private sector incentives, and sectoral investments such as infrastructure and green jobs. A key focus is to identify funding mechanisms that leverage private investments and do not entirely rely on government.

*Develop a "recovery policy agenda" for state advocates.* Drawing on the above inventory, NELP plans to develop a recovery policy agenda, consisting of a menu of job creation, job

quality, job access, and safety net policies that advocates can adopt in state and local campaigns over the next two years. NELP will work with others in building this agenda and prioritizing the highest-impact policies. From this menu, it will identify one or more concrete campaigns led by grassroots allies that it would support at the state level over the next several years.

### **Rationale for Recommendation:**

The recommended grant advances multiple goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers' rights helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity.

Almost two years after the official end of the Great Recession, millions of working families continue to struggle with joblessness, low wages and stagnant household incomes. The national unemployment rate exceeded nine percent for 21 consecutive months, finally dipping slightly below that level early this year and then rising again to nine percent in April. Job growth resumed in February 2010, but it has been tepid, and not nearly enough to erase the enormous deficit of lost jobs. As troubling, NELP's recent report *A Year of Unbalanced Growth: Industries, Wages, and the First 12 Months of Job Growth After the Great Recession* documented that the industries accounting for most of last year's job growth pay low to moderate wages. Furthermore, as documented in NELP's groundbreaking study, *Broken Laws, Unprotected Workers*, wage theft and other workplace violations are on the verge of becoming common business strategy in low-wage industries, impacting millions of workers – from hotel room cleaners, dishwashers, retail sales workers, and home health aides to garment factory workers, taxi drivers, janitors, and construction laborers. If this trend continues, the recovery will cement America's growing reliance on low-wage and often exploitative jobs which offer no road to sustainable employment.

The good news is that the past decade has seen exciting innovation in strategies to secure compliance with workplace laws and create living wage jobs and a strong safety net for unemployed workers. These strategies have emerged with the growth of new forms of organizing, especially with the formation of national worker center networks and a renewed focus on immigrant worker organizing by key service sector unions.

In short, the months and years of recovery ahead will bring both challenges and opportunities to shape a public debate about the 21st century workplace and economy—and to support new organizing in the low-wage and immigrant communities that were already falling behind before the recession hit.

EOF believes that NELP is singularly qualified to address these complicated and critical issues challenging our society. It has been the premier national organization keeping a spotlight on the unemployment crisis, developing and publicizing crucial empirical analyses informing policy development, and bringing the voices of jobless workers directly into public debates. NELP is also one of the leaders of the national movement to combat unfair and illegal working conditions, providing research to document its scope and the policy solutions needed to shift more

employers towards compliance and partnering with immigrant worker centers, unions, legal services advocates and policymakers to promote reform at the federal, state, and local levels to help bring jobs out of the underground economy. NELP is the lead provider of technical, legal, and economic research assistance to the living wage movement, by helping organizations design and draft new policies, overcome legal hurdles, and by providing the crucial research and case studies making the argument that reforms are economically realistic and will not stall growth or cost jobs.

**Accordingly, EOF recommends \$300,000 in project support to the National Employment Law Project.**

**Grant ID:** 20033256

**Legal Name of Organization:** Restaurant Opportunities Centers United

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to Restaurant Opportunities Centers United (ROC) advances its efforts to improve wages and working conditions for restaurant workers, increase their access to living wage jobs, and address race and gender discrimination within the restaurant industry. Initially founded to support to restaurant workers displaced as a result of the World Trade Center tragedy, ROC has grown into a national restaurant workers' organization with close to 7,500 members across eight states. ROC employs a multi-prong strategy that includes: 1) coordinating national campaigns and litigation against high profile restaurants in violation of labor and employment laws; 2) promoting model practices through partnerships with responsible employers, support to worker-owned restaurants, and workforce development programs; and 3) national research and advocacy, with a current emphasis on the tipped minimum wage and its impact on women, immigrants and communities of color. The recommended grant advances multiple goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers' rights advances EOF's goals of highlighting the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity, and developing structural policy solutions to widespread inequality.

**Previous OSF Support:** n/a

**Organization Budget:** \$1,976,314

**Project Budget:** n/a

<b><u>Major Sources of Support:</u></b>	Akonadi Foundation	\$50,000
	Discount Foundation	\$40,000
	Ford Foundation	\$166,071
	General Services Foundation	\$25,000
	Public Welfare Foundation	\$120,000
	Rockefeller Foundation	\$114,286

Solidago Foundation	\$25,000
Surdna Foundation	\$25,000
Ms. Foundation	\$30,000
Nathan Cummings Foundation	\$75,000

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

**Is this a contingent grant?** No

**Amount Recommended:** \$150,000  
(EOF - Economic Security, T1: 24451)

**Term:** 2 years, beginning June 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Initially founded to support to NYC-based restaurant workers displaced as a result of the World Trade Center tragedy, Restaurant Opportunities Centers United (ROC) has grown into a national restaurant workers’ organization with close to 7,500 members across eight states (Los Angeles, Chicago, Maine, Miami, Michigan, New Orleans, New York, and Washington D.C.) ROC was officially launched in 2008 with leadership from the local NYC chapter and now serves as a national restaurant workers’ organization. Based in NYC, ROC has incubated local restaurant worker centers around the U.S. using a multi-prong strategy that includes: 1) coordinating national campaigns and litigation against high profile restaurants in violation of labor and employment laws; 2) promoting model practices through partnerships with responsible employers, support to worker-owned restaurants, and workforce development programs; and 3) national research and advocacy, with a current emphasis on the tipped minimum wage and its impact on women, immigrants and communities of color. Through its work, ROC strives to build the voice of restaurant workers to demand improved wages and working conditions, increase access to living wage jobs, and create racial and gender equity within the restaurant industry.

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

ROC requests general support.

**Rationale for Recommendation:**

Support to ROC advances multiple goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers’ rights advances EOF’s goals of highlighting the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity, and developing structural policy solutions to widespread inequality.



With over 10 million employees, the restaurant industry is one of the largest private sector employers in the nation. The vast majority of these workers are low-wage workers, and substantial numbers are immigrants and people of color. Census data show that, in regions across America, the restaurant industry and service sector in general clearly represent an increasingly important aspect of the economy, rapidly replacing declining manufacturing jobs, and potentially providing living wage jobs and career ladders; waiters in fine dining restaurants can earn between \$50,000 and \$100,000 annually.

Over the last ten years, ROC has published nine major reports on the restaurant industry, based on almost 5,000 surveys of restaurant workers nationwide, 240 in-depth employer interviews, 240 worker interviews, government data analysis, and more. ROC's previous extensive research on the industry has demonstrated that, while the industry continues to grow, the vast majority of workers suffer under poverty wages with little or no access to benefits and very little mobility to the few living-wage jobs the industry has to offer. According to the Bureau of Labor Statistics, the national median hourly wage for food preparation and service workers is only \$8.89 including tips, which means that half of all restaurant workers nationwide actually earn less. In the eight regional studies, nine out of ten restaurant workers (89.7%) surveyed reported that they do not have health insurance through their employers and 87.7% do not have paid sick days. In addition, many workers in each local study have reported overtime and minimum wage violations, lack of health and safety training, and failure to implement other health and safety measures in restaurant workplaces.

In all eight regions studied, ROC found that it is largely workers of color who are concentrated in the industry's low-wage jobs while white workers tend to disproportionately hold the few jobs with sustainable wages. Workers also reported discriminatory hiring, promotion and disciplinary practices. These challenges resulted in a \$3.71 wage gap between white restaurant workers and workers of color in the eight regions, with the median hourly wage of all white workers surveyed in the eight localities being \$13.25 and that of workers of color being \$9.54.

Over the coming year, ROC will continue its industry research with particular attention to tipped minimum wage and discriminatory hiring practices, launch a national workplace justice campaign against a high-profile discriminatory restaurant chain, and further its efforts to promote a more equitable alternative through partnerships with fair employers and workforce development programs. ROC seeks to strengthen national advocacy and obtain industry-wide reforms through the strengthening of local affiliates. In each of its regions (Los Angeles, Chicago, Maine, Miami, Michigan, New Orleans, New York, and Washington D.C.), ROC works with local groups to identify the training and campaign needs of the respective area while at the same time connecting workers across the regions through national programs and campaigns.

Affiliates maintain autonomy regarding local events, committees, and fundraising but adhere to a memorandum of understanding shared across all ROC affiliates. This MOU ensures that the ROC network is robust enough to withstand any local challenges that may arise for an affiliate. Through its ongoing check-ins and tailored support, ROC helps build each of its affiliates so that they can become separate nonprofit organization. Because the opposition is so well-resourced and equipped to lobby for anti-worker policies, ROC works closely with the affiliates on local

fundraising, data analysis for survey projects, and communications even after they spin off into independent entities.

ROC is led by two well-respected immigrant worker advocates, Saru Jayaraman and Fekkak Mamdouh. They co-founded ROC-NY after September 11<sup>th</sup> and directed it for seven years before founding ROC-United in January 2008. A graduate of UCLA, Yale Law School and the Harvard Kennedy School of Government, Jayaraman has founded and run three national organizations and is also an Assistant Professor of Political Science at Brooklyn College. She is currently writing a book profiling ROC and its work on paid sick days. Fekkak Mamdouh has 17 years' experience in the restaurant industry and is the co-author of *The Accidental American*, a recent book about his life and the story of ROC. Over the past three years, they have helped launched ROC affiliates in seven additional locations.

ROC's commitment to being an organization led by and for restaurant workers is illustrated by its staff composition. With each local, ROC makes every effort to have the staff composition represent the population in which they are working. The staff currently consists of twenty individuals who are people of color, including first generation immigrants, 12 of whom are former restaurant workers. ROC staff members are all people of color, and more than half are former restaurant workers. The staff includes attorneys as well as organizers with experience in the restaurant industry that makes them uniquely qualified to organize their fellow workers.

ROC is playing a leading role in bringing both racial and economic justice to the hearts and minds of America- because every American eats out. ROC's eight local affiliates each conduct worker-led research and policy work that informs national research and policy work. Through all of this research, ROC has been able to demonstrate to consumers that their dining experience is compromised by the fact that low-wage workers of color are exploited and discriminated against. This research is the basis for powerful new workplace justice campaigns, employer organizing, and policy work.

**Accordingly, EOF recommends \$150,000 in general support to the Restaurant Opportunities Centers United.**

**Grant ID:** 20033260

**Legal Name of Organization:** Direct Care Alliance

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to the Direct Care Alliance (DCA) advances its goals to ensure that the growing direct care sector is comprised of high quality jobs with equitable work conditions, offers high quality treatment to patients, and is governed by laws that protect workers and the seniors and disabled clients who rely on direct care services. DCA is a national and state-based alliance comprised of direct care workers, employers and recipients of long-term care. Its three core programs include: 1) a leadership institute to train direct care workers in advocacy and organizing to help build worker-led associations and coalitions; 2) state and federal level advocacy on issues that impact direct care workers; and 3) a national credentialed workforce program to help direct care workers build relevant, competitive skills. By improving poor working conditions – including low wages, lack of paid sick leave, and limited opportunities for training and career growth – DCA ultimately seeks to improve the quality of patient care. The recommended grant advances multiple goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers’ rights advances EOF’s goals of highlighting the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity and developing structural policy solutions to widespread inequality.

**Previous OSF Support:** n/a

**Organization Budget:** \$944,000

**Project Budget:** n/a

<b><u>Major Sources of Support:</u></b>	Atlantic Philanthropies	\$375,000
	Ford Foundation	\$175,000
	Charles Stewart Mott Foundation	\$100,000
	Langeloth Foundation	\$74,000
	National Academy of Social Insurance	\$15,000
	Center for Cooperative Development	\$15,000

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

**Is this a contingent grant:** No

**Amount Recommended:** \$120,000  
(EOF - Economic Security, T1: 24451)

**Term:** 1 year, from August 1, 2011 - July 31, 2012

**Matching Requirements:** None

**Description of Organization:**

Based in New York City, the Direct Care Alliance (DCA) is a national organization dedicated to supporting direct care workers through federal and state level organizing and advocacy. DCA's efforts are centered on the belief that, when direct care workers are able to successfully negotiate fair paying jobs with benefits and opportunities for growth, the quality of care improves. DCA is comprised of direct care workers, employers and recipients of long-term care. DCA's three core areas of work include a leadership institute, federal and state advocacy, and a credentialed program for direct care workers.

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

DCA requests general support.

**Rationale for Recommendation:**

The recommended grant to DCA advances multiple goals of the Equality and Opportunity Fund (EOF). First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers' rights advances EOF's goals of highlighting the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity, and developing structural policy solutions to widespread inequality.

A core principle of DCA's advocacy is that improving working conditions for direct care workers (e.g., nursing assistants and home health aides) will lead to better care for the elderly, infirm and disabled. DCA works towards such improvements through a strategic alliance that brings together direct care workers, employers, and care recipients. Reflecting this commitment to working with all stakeholders in the direct care sector, the DCA Board is comprised not only of advocate and direct care workers, but also caregiving institutions and employers, professional trainers, and academics.

DCA's overarching strategy is to build state worker associations in regions where unions have a limited presence. It has executed memorandums of understanding with direct care worker associations in seven states: Arizona, Florida, Maine, New Mexico, Pennsylvania, Texas, and

Wisconsin. DCA provides tailored technical assistance to these associations on advocacy, fundraising, and member engagement. Although these worker associations operate primarily at the state and local levels, DCA connects them to federal advocacy efforts. This strategy has led to thousands of direct care workers having an impact on health care reform, the development and enforcement of workplace regulations, and the strengthening of organized labor's presence in the direct care sector.

DCA is a leader of the Caring Across Generations campaign, an effort to address the direct care crisis through proactive job creation policies. This is a national effort in partnership with the National Domestic Workers Alliance (an EOF and D&P grantee), AFSCME, SEIU, Jobs with Justice (a D&P grantee), and others. Earlier this year, DCA led a campaign to extend minimum wage and overtime protections, prompting the U.S. Department of Labor to announce a notice of proposed rulemaking on this issue in October, 2011. DCA is also the lead organization supporting the Direct Care Workforce Empowerment Act, which would take critical steps to improving direct care jobs, including basic labor protections for home care workers. This legislation is expected to be reintroduced in this congressional session as the Direct Care Job Creation and Quality Improvement Act.

EOF is particularly enthusiastic about DCA's advocacy because it offers smart solutions to the job crisis that appeal to the self-interest of three seemingly disparate constituencies. First, DCA appeals to the interests of aging baby boomers whose demand for at-home, specialized care will continue to grow. The anticipated need for direct care is approximately 1 million new workers over the next decade. Second, it appeals to the interests of direct care workers who are overwhelmingly poor and underpaid women and excluded from basic wage and hour protections because of the lack of uniform professional and legal standards in the sector. Third, DCA engages caregiving institutions and employers of direct care workers that are motivated by profit but also the need to attract and retain well-trained, qualified workers. By deliberately engaging these stakeholders, DCA is building a diverse and vocal constituency for: job training, job creation and career ladders for direct care workers; fair labor standards for direct care workers; and the adoption of professional standards within the sector to ensure quality care.

EOF believes DCA's work to improve conditions in the low-wage direct care sector is of critical importance. As a growing sector that cannot be exported, it is a fertile area for job creation programs. Furthermore, DCA's advocacy most significantly affects millions of low-wage women of color and immigrant women – core EOF constituencies. Finally, the strategy of engaging direct care workers, caregiving institutions and employers, unions, and educators builds durable relationships among stakeholders that increase DCA's likelihood of success.

**Accordingly, EOF recommends \$120,000 in general support to the Direct Care Alliance.**

**Grant ID:** 20033255

**Legal Name of Organization:** National Immigration Law Center

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** A general support grant to the National Immigration Law Center (NILC) will support the organization's role as one of the leading national legal advocacy organizations dedicated to defending and advancing the rights of low-income immigrants and their families. Through its policy and legal advocacy, NILC has led campaigns to: address workplace exploitation of low-wage immigrant workers; secure the right of undocumented youth seeking higher education; challenge state and local enforcement of immigration laws; ensure due process rights for immigrants in detention; and restore federal funding for pregnant immigrant women and their children in need of critical health care. The recommended general support grant advances the Equality and Opportunity Fund's goal of challenging the structural racism and exclusion faced by people of color and immigrants and supporting the development of systemic policy solutions that address widespread inequality.

**Previous OSF Support:** \$2,900,000  
\$1,025,000 from ELF Direct Services, 1997-1998  
\$475,000 from ELF Advocacy & Policy Grants, 1999-2000  
\$30,000 from ELF Los Angeles Office, 1999-2000  
\$405,000 from the Immigrant Rights, 2004-2010  
\$320,000 from Immigration Innovation, 2007-2011)  
\$345,000 from the Strategic Opportunities Fund, 2005-2007  
\$100,000 from USJ-Women's Rights, 2008-2009  
\$200,000 from the USP Equality and Opportunity Fund, 2010-12

**Organization Budget:** \$3,642,987

**Project Budget:** n/a

<b><u>Major Sources of Support:</u></b>	Ford Foundation	\$333,333
	David and Lucile Packard Foundation Packard	\$246,281
	The California Wellness Foundation	\$55,000
	The Four Freedoms Fund	\$72,500
	The California Endowment	\$300,000

Unbound Philanthropy	\$150,000
Public Welfare Foundation	\$100,000
Hagedorn Foundation	\$100,000
Carnegie Corporation	\$150,000
Haas Jr. Fund	\$125,000

**Amount Requested:** \$100,000 over one year

**Is this a contingent grant:** No

**Amount Recommended:** \$100,000  
(EOF - Economic Security, T1: 24451)

**Term:** 1 year, from July 1, 2011 – June 30, 2012

**Matching Requirements:** None

**Description of Organization:**

Established in 1979 in Los Angeles, National Immigration Law Center (NILC) is a national legal advocacy organization focused exclusively on promoting and advancing the rights and opportunities of low-income immigrants and their families. For nearly three decades, NILC has been widely recognized and trusted as a national leader and partner in the ongoing struggle to ensure that low-income immigrants have access to vital safety-net programs and services, economic and educational opportunities, and fair treatment under U.S. immigration laws and the Constitution.

NILC uses multiple strategies to carry out its mission, including co-counseling law reform and impact litigation, providing legal analysis and support to public interest advocates, researching and analyzing federal and state policies affecting immigrants, providing training, and producing and disseminating educational materials for a broad spectrum of audiences. NILC provides immigrant rights organizations a range of tools that they can use to help shape local, state, and federal policies affecting the lives of immigrants.

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

NILC requests general operating support.

**Rationale for Recommendation:**

Continued general support to NILC advances the Equality and Opportunity Fund’s mission of prohibiting arbitrary and discriminatory government action and lifting barriers that prevent people from participating fully in economic, social and political life. NILC’s focus on low-income immigrants and workplace issues are squarely aligned with EOF’s commitment to low-wage worker rights and strengthening economic security for marginalized groups.

NILCs focus on the needs and concerns of low-income immigrants over the years has allowed it to develop unique expertise and a particular focus on racial and economic justice issues, distinguishing it from other national immigrants' rights organizations. Being based in California also enables NILC to play a unique role among the various national organizations in the immigrants' rights field. Given NILC's "beyond-the-beltway" perspective, a broad range of local, state and national groups see it as a trustworthy, reliable partner that is committed to helping often over-looked constituencies voice their perspectives on policies and proposals that affect immigrants' lives. Policymakers, community organizers, legal advocates, and the media recognize NILC staff as experts on a wide range of issues that affect the lives of immigrants in the U.S. and frequently call upon us to explain the real-life impact of immigration-related laws and policies.

Through innovative policy and legal advocacy strategies, NILC has won landmark decisions protecting fundamental due process and civil rights and warded off policy changes that would have led to devastating consequences for marginalized members of our society. Recent accomplishments include:

- Leading efforts in 2010 to educate policymakers about the need to provide undocumented young people who have lived in the U.S. since childhood with the legal status they need to realize their life and educational goals. Working closely with the United We DREAM Network and other allies, NILC helped ignite an educational, organizing, and advocacy campaign that inspired policymakers to advance the DREAM Act farther than it has since it was first introduced nearly 10 years ago.
- Leading national legal partners in the only class-action lawsuit challenging SB 1070, Arizona's unconstitutional and dangerous "papers please" law that gives local police officials new powers to identify, prosecute and deport people they suspect are in the country without proper authorization. Its lawsuit is the only case still pending, besides a lawsuit brought by the U.S. Department of Justice.
- Advocating successfully that pregnant, immigrant women and their children who are lawful residents of the U.S. should have access to critical health care services. This restoration of federally-funded health care coverage was the result of more than a decade of work to reverse damaging restrictions on health care for immigrants.

Critical to NILC's mission is its commitment to working in coalitions. Most recently, NILC has partnered with the ACLU to challenge the enforcement policies outlined in the Utah Compact, H.B. 497. In May 2011, a New York Times article featured NILC's partnership with the ACLU and their collective efforts to protect the immigrant community from harsh enforcement of racial profiling policies designed at the state level.

NILC's focus on improving working conditions and preserving safety-net services for low-income immigrants makes it a critical partner in the current economic and political climate. Numerous research studies can be cited to illustrate the intolerable economic and social conditions under which low-income immigrant families are forced to live. Many immigrants in the U.S. work in jobs that do not provide a pathway out of poverty. And immigrant families struggle for basic survival due to other barriers as well, including immigration status, language and cultural differences, and lack of knowledge about fundamental rights. Furthermore,



although some indications are that the worst of the nation's economic crisis may be subsiding, continued high unemployment levels disproportionately plague immigrant workers. According to a Department of Labor Bureau of Labor Statistics economic news release, "Foreign-Born Workers: Labor Force Characteristics in 2009," the unemployment rate among immigrants that year was higher than that of native born workers for the first time since 2003. Compounding these statistics, undocumented immigrants and other lawfully present immigrants are shut out from many of the necessary economic supports that exist to help families through tough times, such as unemployment benefits. With many states proposing severe cuts to safety net programs and services for the poor in order to deal with continuing budget crises, low-income immigrant families will face increasingly bleak circumstances in the coming years.

Over the past three years, NILC has increased its staff by close to 40 percent, undergone an executive leadership transition, completed an organizational restructuring process, and, most recently, completed a strategic planning process. Throughout, NILC staff kept foundation partners up to date about their planning processes and financial status. Through the strategic planning process, NILC refined its goals through 2013. This process helped NILC make changes in the organization's structure to streamline management, increase organizational efficiency, and be best equipped to meet the needs of the communities it serves. While continuing to advocate for broader immigration reform, given the political and economic climate and its severe impact on low-income immigrant families, NILC will focus on opportunities to engage in administrative advocacy. NILC will continue to lead efforts to educate policymakers and advocate about the negative repercussions of restrictive, immigration enforcement measures that undermine the civil liberties of immigrants and citizens alike.

This recommended grant comes at a critical time for NILC as it, like so many USP grantees, must meet the daunting challenge of meeting an increasing need for services for and advocacy on behalf of vulnerable communities in the face of shrinking philanthropic and government support. In particular, this recommended grant will mitigate the financial strain of the unexpected loss of a previously stable, multi-year grant from the U.S. Department of Labor, which was eliminated as a result of federal budget cuts. The Ford Foundation will also be recommending additional resources. NILC has also reached out to Atlantic Philanthropies and Carnegie to seek assistance in filling its funding gap. EOF will continue to monitor the fiscal health and financial planning of the organization and direct technical assistance resources to it where available.

**Accordingly, EOF recommends \$100,000 in general support to the National Immigration Law Center.**

# **NEIGHBORHOOD STABILIZATION INITIATIVE**

**Grant ID:** 20032881

**Legal Name of Organization:** National Association for Latino Community Asset Builders

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To support the Neighborhood Stabilization Consortium and Emerging Communities Program

**Grant Description:** A project grant to the National Association for Latino Community Asset Builders (NALCAB) will support two projects: 1) the Neighborhood Stabilization Consortium, which works to stabilize predominantly Latino communities with high concentrations of foreclosures through job creation and property reuse strategies; and 2) the Emerging Communities Program, which strengthens the capacity of Latino-serving nonprofits in underserved areas of the South, Midwest and Northwest United States. NALCAB represents and serves a geographically and ethnically diverse group of more than 70 Latino-led asset building organizations, which include affordable housing developers, micro-lenders, economic development corporations and consumer counseling agencies. The recommended grant advances the Neighborhood Stabilization Initiative's goals of: 1) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations; and 2) linking neighborhood stabilization to workforce development and broader economic opportunities for residents of those communities.

**Previous OSF Support:** None

**Organization Budget:** \$1,160,000

**Project Budget:** \$965,848 over two years

**Major Sources of Support:**

Mary Reynolds Babcock Foundation	\$189,000
Northwest Area Foundation	\$120,000
US Department of Housing and Urban Development	\$270,000

**Amount Requested:** \$300,000 over two years

**Is this a contingent grant?** No

**Amount Recommended:** \$300,000  
(EOF – Economic Security, T1: 24451)

**Term:** 2 years, beginning August 1, 2011

**Matching Requirements:** None

**Description of Organization**

Founded in 2002 and based in San Antonio, Texas, NALCAB's mission is to build financial and real estate assets as well as human and technology resources in Latino communities. NALCAB achieves this mission by supporting local nonprofits to access capital and by building their capacity to utilize capital most effectively. NALCAB represents and serves a geographically and ethnically diverse group of more than 70 Latino-led asset-building organizations, which include affordable housing developers, micro-lenders, economic development corporations and consumer counseling agencies.

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

NALCAB requests support for two projects: 1) the Neighborhood Stabilization Consortium, which works to stabilize predominantly Latino communities with high concentrations of foreclosures through job creation and property reuse strategies; and 2) the Emerging Communities Program, which strengthens the capacity of Latino-serving nonprofits in underserved areas of the South, Midwest and Northwest United States.

*Neighborhood Stabilization Consortium*

In late 2009, NALCAB organized fifteen of its member organizations to apply for funding under the US Department of Housing and Urban Development's Neighborhood Stabilization Program (NSP) to revitalize neighborhoods in eight states and the District of Columbia that had been negatively affected by foreclosures and abandoned properties. In January 2010, the members of NALCAB's Neighborhood Stabilization Consortium were awarded \$137 million in NSP funds, which constitutes one of the largest single federal investments ever made that specifically targets predominantly Latino communities. While the NSP funds will produce close to 2,000 affordable housing opportunities and generate hundreds of new jobs in some of the nation's communities that have been hardest hit by the foreclosure crisis, no resources are included in the award to link local residents with jobs in the real estate and construction sectors. To address this gap, NALCAB seeks a grant from OSF to support two staff positions.

The first, an Economic Opportunity Coordinator, will provide technical assistance to help Consortium members connect their NSP-related real estate development efforts with job training and placement as well as small business development services. Specifically, NALCAB's Economic Opportunities Coordinator will work directly with the staff of Consortium members to structure and implement systems for: 1) establishing or strengthening partnerships with workforce development and entrepreneurial training organizations; 2) conducting outreach to residents of the targeted neighborhoods; 3) ensuring contracting processes that gives priority to

local businesses; and 4) tracking job creation and contracting and completing all HUD Section 3 reporting requirements.<sup>9</sup>

The second position, a Policy Coordinator, will be responsible for coordinating research and evaluation of the Consortium's efforts (both on the affordable housing and job creation fronts), documenting and disseminating best practices within the Consortium network, and communicating lessons learned from this effort to policymakers.

### *Emerging Communities Program*

NALCAB also seeks project support to strengthen the capacity and production of nonprofits that pursue community and economic development in emerging Latino communities in the South, Midwest, and Northwest US. Launched in 2009 with start-up support from the Northwest Area Foundation and the Mary Reynolds Babcock Foundation, NALCAB's Emerging Communities Program aims to build robust regional networks of nonprofit organizations that deliver a range of culturally relevant asset-building services in regions with fast growing Latino populations that lack existing infrastructure and whose needs are not currently being adequately addressed by other national organizations. It accomplishes this goal through a combination of technical assistance and training, pass-through grants for capacity building, and leadership development.

The Emerging Communities Program currently provides technical assistance and capacity building grants to twenty-five local asset-building organizations and hosts the Fellowship for Next-Generation Latino Leaders in Asset Building. NALCAB seeks OSF support to expand the Emerging Communities Program to fifteen additional organizations and to add four additional fellows to the next class of Next-Generation Latino Leaders.

### **Rationale for Recommendation**

The proposed project advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF's specific goal of challenging structural racism and supporting proactive efforts to demonstrate the shared stake all members of society have in racial equity and inclusion. Further, it supports NSI's general goal of stabilizing those communities hardest hit by the foreclosure crisis and its specific grantmaking priorities of: 1) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations; and 2) linking neighborhood stabilization to workforce development and broader economic opportunities for residents of those communities.

The recommended grant will leverage a historic \$137 million HUD Neighborhood Stabilization Program (NSP) award to NALCAB to revitalize predominantly Latino neighborhoods in eight states and the District of Columbia that have been negatively impacted by foreclosures and abandoned properties. While the NSP program focuses on addressing foreclosed and abandoned

---

<sup>9</sup> The HUD Section 3 program requires that recipients of certain HUD financial assistance, to the greatest extent possible, provide job training, employment, and contract opportunities for low- or very-low income residents in connection with projects and activities in their neighborhood.

properties, the success of the program may be judged as much on the extent to which it creates jobs and economic opportunities in communities that have been hardest hit by the economic recession. Although HUD seeks to enforce its Section 3 regulations that require the creation of economic opportunities for low-income residents, the NSP grant does not have designated resources for this purpose. Our investment would allow NALCAB to hire staff to fulfill the promise of the Section 3 program and demonstrate its effectiveness in placing low-income residents from predominantly Latino and immigrant communities into jobs in the real estate and construction trades.

In addition to directly advancing NSI's grantmaking priority of linking neighborhood stabilization to workforce development programs, OSF support for NALCAB's Neighborhood Stabilization Consortium would also demonstrate the value of targeted federal investments in culturally relevant asset-building services. The NSP award constitutes one of the largest single federal investments ever made that specifically targets predominantly Latino communities and recognizes not only the demographic growth of Latinos, but also the extent to which Latinos have been disproportionately affected by the foreclosure crisis. However, the Consortium recently found itself the target of conservative members of the House of Representatives who have sought to repeal the HUD NSP program; indeed, during Congressional hearings in March, the award to the NALCAB Consortium was singled out in questioning and floor speeches.

This focus has placed the Consortium at the center of the public debate about both the efficacy of federal investments to stabilize communities that have been heavily impacted by foreclosures generally and the utility of race-conscious interventions specifically. There is clearly a need for evidence-based research to demonstrate the effectiveness of federal investment in organizations that are grounded in communities of color and immigrant communities and that provide outreach and services in a culturally relevant and linguistically appropriate manner.

Moving beyond the current foreclosure crisis—and in order to avoid its recurrence in the future—it will be critical to have a strong network of Latino asset-building institutions in place to that can identify and address the particular challenges Latinos encounter in securing sustainable credit and acquiring affordable homes. The second component of the recommended grant will support the expansion of NALCAB's successful Emerging Communities Program into geographic areas with growing Latino populations but that lack a strong non-profit infrastructure serving Latino communities, particularly with regard to asset-building services.

**For these reasons, staff recommends a \$300,000 project support grant to NALCAB over two years.**

**Grant ID:** 20032879

**Legal Name of Organization:** National Community Reinvestment Coalition

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant :** To provide general support.

**Grant Description:** A general support grant to National Community Reinvestment Coalition (NCRC) will support its work to increase fair and equal access to credit, capital, and banking services for our nation's low-income families and underserved communities. Since 1990, 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, capacity-building, and business development to its network of over 300 actively engaged community-based affiliates. The recommended grant would provide renewed general support to NCLC and advance the Neighborhood Stabilization Initiative's goals of: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers and borrowers of color.

**Previous OSF Support:** \$400,000 Neighborhood Stabilization Initiative (2009-2011)

**Organization Budget:** \$10,079,453

**Project Budget:** n/a

**Major Sources of Support:**

Annie E. Casey Foundation	\$15,000
Atlantic Philanthropies	\$250,000
Bank of America Foundation	\$350,000
Fannie Mae	\$275,000
The F.B. Heron Foundation	\$150,000
The Ford Foundation	\$250,000
HSBC	\$240,000
NeighborWorks America	\$454,914
U.S. Department of Housing and Urban Development	\$3,722,648

**Amount Requested:** \$400,000 over two years

**Is this a contingent grant?** No

**Amount Recommended:** \$300,000 over two years  
(EOF – Economic Security, T1: 24451)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

### **Description of Organization**

The mission of the National Community Reinvestment Coalition (NCRC) 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, 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, capacity building, and business development to its network of over 300 actively engaged community-based affiliates in 39 states, the District of Columbia, and Puerto Rico.

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: fair housing investigations; regulatory advocacy; trainings; research on bank performance; communications and media 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 civil rights, affordable housing, and economic justice organizations.

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

NCRC requests general support.

### **Rationale for Recommendation**

The recommended grant would provide renewed general support to NCRC and advance EOF's overarching goal of supporting efforts to ensure justice and equality, to 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) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers and borrowers of color.

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 also has served as an expert advisor and reliable partner to NSI and its grantees, participating in a roundtable discussion with George Soros and OSF 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 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 loans after the mortgage meltdown—providing a policy counterpoint to the reckless and destructive lending practices within the subprime industry.

Nonetheless, CRA continues to be 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.<sup>10</sup> Inaccurate representations of CRA are perpetuated in the media and policy forums, stunting efforts to strengthen this critical consumer protection law.

NCRC has led the charge to counter these attacks, heading a coalition of over 300 actively engaged community-based affiliates that are working together to debunk myths about CRA and the financial crisis and advocate for local community reinvestment policies that require banks to disclose data on lending and investments in underserved communities. With OSF 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; promote a national dialogue regarding financial institutions' responsibility to communities; and educate policymakers about key elements of reform that are necessary to expand the impact of community reinvestment and financial inclusion policies.

**For these reasons, staff recommends a \$300,000 general support grant to NCRC over two years.**

---

<sup>10</sup> For example, a 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).

**Grant ID:** 20032883

**Legal Name of Organization:** Opportunity Agenda

**Tax Status:** Other

**Name of Fiscal Sponsor:** The Tides Center, a 501(c)(3) public charity

**Purpose of Grant:** To support a national strategic communications campaign to address the unequal impact of foreclosures on communities of color

**Grant Description:** A project grant to the Opportunity Agenda (OA) will support a national strategic communications campaign designed to address the devastating and unequal impact of foreclosures on households and communities of color and to promote a fair and sustainable system of housing finance and homeownership into the future. OA is a national organization committed to building public will for equal opportunity in America through active partnerships with advocates, organizers, researchers and policymakers. The recommended grant advances the Neighborhood Stabilization Initiative's goals of: 1) exposing and reversing the racial biases underlying the current mortgage crisis; and 2) expanding sustainable credit options for lower-income borrowers and communities of color.

**Previous OSF Support:** \$1,630,000  
\$200,000, Seize the Day (2009-2010)  
\$ 25,000, Strategic Opportunities Fund (2009)  
\$ 25,000, Strategic Opportunities Fund (2010)  
\$150,000, General Grantmaking (2007-2008)  
\$ 30,000, Racial Justice Initiative (2005)  
\$150,000, Racial Justice Initiative (2006-2007)  
\$450,000, EOF and CBMA (2010-2012)  
\$200,000, Racial Justice & Progressive Infrastructure (2007-2008)  
\$400,000, Racial Justice & Democracy & Power (2008-2010)

**Organization Budget:** \$3,260,978

**Project Budget:** \$900,000 over two years

**Major Sources of Support:** Annie E. Casey Foundation \$100,000  
Ford Foundation \$100,000

**Amount Requested:** \$500,000 over two years

**Is this a contingent grant?** No

**Amount Recommended:** \$500,000  
(EOF – Economic Security, T1: 24451)

**Term:** 2 years, beginning June 1, 2011

**Matching Requirements:** None

### **Description of Organization**

The Opportunity Agenda (OA) was founded in 2004 with the mission of building public will to expand opportunity for all populations in America. Through active partnerships with advocates, organizers, researchers and policymakers, OA develops strategies to persuade all Americans of the shared stake they have in equality and opportunity. Specifically, OA identifies and advocates for policies that expand equal opportunity for low-income communities, communities of color, and other vulnerable populations; synthesizes and translates policy analysis and research on barriers to opportunity, providing advocates with tools to highlight the needs of vulnerable communities; and trains and supports social justice leaders around innovative communications strategies, so that they may successfully advocate and address structural inequalities.

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

OA requests project support to develop and implement a national strategic communications campaign designed to address the devastating and unequal impact of foreclosures on households and communities of color and to promote a fair and sustainable system of housing finance and homeownership into the future. Specifically, the recommended grant will allow OA to engage in the following activities:

1. *Media analysis.* OA will synthesize public opinion research and conduct media analysis aimed at understanding popular messages and existing narratives about the root causes of the current foreclosure and mortgage crisis.
2. *Narrative development.* Building upon its research, and in consultation with key stakeholders in the housing, consumer rights and civil rights fields, OA will coordinate the development of a shared communications framework or “core narrative” for use by advocates seeking to persuade and mobilize key audiences of the need for sustainable solutions to foreclosures and credit disparities in communities of color.
3. *Development of communications tools.* OA will incorporate elements of the core narrative into a set of communications tools, including a messaging memo and talking points, and disseminate them to stakeholders, accompanied by briefings on their use.

4. *Trainings.* OA will host a Communications Institute through which 12-15 leading advocates will receive four days of intensive communications training. It also will lead 6-10 shorter trainings on effective messaging in conjunction with existing conferences and events in order to reach a broader audience of stakeholders.
5. *Media cultivation and placement.* Following the Communications Institute, OA will conduct five months of follow-up assistance with media placement for participants. It also will host at least one high-profile public event that would serve as a catalyst for media coverage.

### **Rationale for Recommendation**

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

A consistent theme has emerged among NSI’s partners in our shared efforts to rebuild communities devastated by foreclosures and restore fair and equitable access to credit in this country—we are losing the battle of words, with very dangerous and material consequences for low-income people and communities of color. Perversely, perhaps the most pernicious legacy of the current housing and credit crisis may lie not in the sheer volume of homes lost and families displaced due to foreclosure, but in the backlash against the very public policies that could have prevented the crisis in the first instance. There is a growing public sentiment, fueled by right-wing media and Tea-Party-infused spin, that the current housing and credit crisis is the result of government policies that “forced” banks to lend to “risky” minority borrowers. This anti-regulatory rhetoric is disproven by countless empirical studies showing that loans covered by the Community Reinvestment Act or insured by the Federal Housing Administration (the two main targets of conservative attack) perform significantly better than the unregulated subprime loans into which many borrowers of color were improperly steered. Nonetheless, absent a concerted and visible effort to replace this “blame the victim” tale with a fact-based and historically accurate account, we face a systematic unraveling of gains made in fair lending and community reinvestment principles in the past several decades.

For this reason, NSI has prioritized support for organizations that are coming together for the first time to develop a concerted communications strategy aimed at building public support for public policies and practices that address the disparate impact of foreclosures on communities of color. Working closely with the Annie E. Casey Foundation, NSI staff have convened field leaders (including virtually all of the national advocacy organizations and community organizing networks in the NSI portfolio as well as EOF grantees Poverty and Race Research Action Council and Leadership Conference on Civil Rights) to begin to develop a strong national

communications infrastructure aimed at debunking myths about the foreclosure crisis and building support among key decision-makers at the local, state and federal levels for fair lending principles. As part of this effort, the Casey Foundation commissioned a report from the Opportunity Agenda earlier this year that outlines a comprehensive national communications strategy to expose the root causes of the crisis, rebut myths that stymie policy solutions, and build support for effective action. The current recommended grant would implement this plan, which has been thoroughly vetted and endorsed by a diverse cross section of field leaders. Recognizing the value of this project and the need to craft a different narrative on the crisis, the Casey Foundation and Ford Foundation have already committed to support communications strategy (\$100,000 each in the first year, with an expectation of increased support in the second year).

**For these reasons, staff recommends a \$500,000 project support grant to the Opportunity Agenda over two years.**

# **CAMPAIGN FOR BLACK MALE ACHIEVEMENT**

**Grant ID:** 20033046

**Legal Name of Organization:** Twenty-First Century Foundation

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

**Name of Fiscal Sponsor:** n/a

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

**Grant Description:** To provide general support to the Twenty-First Century Foundation (21CF). Founded in 1971, the 21CF's mission is to lead, innovate, and influence black community change through strategic philanthropy. As one of the few African American endowed public foundations in the U.S., 21CF works to advance the welfare of the black community by providing small grants to organizations committed to racial and social justice. Today, 21CF continues to be a leader and philanthropic champion in support of efforts to improve the life outcomes of black men and boys, both through its own initiatives and as the incubator of the 2025 Campaign for Black Men and Boys. The grant advances the following CBMA goals: 1) to strengthen low-income black families through responsible fatherhood initiatives, policy advocacy and efforts to lift barriers facing single mothers raising black boys; 2) to ensure that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage; 3) to expand and ensure wage work opportunities for black males; 4) to develop a strategic communications effort aimed at challenging negative stereotypes of black boys and men; and 5) to serve as a philanthropic catalyst that leverages additional private and public funds for the field of black men and boys.

**Previous OSF Support:** \$825,000, Campaign for Black Male Achievement, 2008-2011

**Organization Budget:** \$3,968,000

**Project Budget:** n/a

**Major Sources of Support:** n/a

**Amount Requested:** \$200,000

**Is this a contingent grant?** No

**Amount Recommended:** \$200,000 (Campaign for Black Male Achievement, T1: 21122)

**Term:** 1 year, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

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

In addition to providing grants and technical assistance to support the work and capacity of its grantees, 21CF also leads a number of donor-advised funds that support individuals who want to effectively invest their resources to address pressing issues in the African American community. In recent years, 21CF has taken a leadership role in promoting new models of black philanthropy, including the launch of its Black Men and Boys Initiative and the Gulf Coast Organizing, Advocacy and Leadership (GOAL) program. GOAL was launched in response to the Hurricanes Katrina and Rita but has gone on to serve a broader role as a key convener for funders committed to rebuilding the Gulf region.

**Description of Project for Which Funding is Sought:**

21CF requests general support.

**Rationale for Recommendation:**

The recommended grant to 21CF will advance the following goals of the Campaign for Black Male Achievement: 1) strengthening low-income black families through responsible-fatherhood initiatives, policy advocacy and efforts to lift barriers facing single mothers raising black boys; 2) ensuring that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage; 3) expanding and ensuring opportunities to earn a wage capable of supporting a family; 4) developing a strategic communications effort to challenge negative stereotyping of black boys and men; 5) serving as a catalyst for leveraging additional private and public funds into the field of black men and boys.

This year will mark the fortieth anniversary of the 21CF. Over its long history, the foundation has left a significant imprint on the field of philanthropy on behalf of African Americans.



Particularly, 21CF has raised the national visibility of the inequities plaguing black communities through its two major programs: the Gulf Coast Organizing, Advocacy and Leadership project and the Black Men and Boys Initiative.

Since 2008, CBMA has been a core supporter of 21CF's efforts to increase the positive life outcomes of black men and boys. It was one of the first foundations to directly respond to the crisis of black males and has continued to do so in support of the 2025 Campaign for Black Men and Boys, a coalition of organizations and groups dedicated to building a movement for the educational, social, emotional, physical, political, and economic development and empowerment of black men and boys in the United States.

In 2009-10, 21CF experienced a decline in revenue support and the departure of several key staff members, including the foundation's president Erica Hunt. These changes, combined with the ongoing effects of the economic recession, significantly impacted the organization's fundraising and grantmaking efforts. In response to these external and institutional changes, the 21CF board held a transitional planning and restructuring meeting, which included 21CF staff, board members and a number of philanthropic supporters, including senior colleagues from the Kellogg Foundation, Ford Foundation, the California Endowment, Atlantic Philanthropies, and OSF/CBMA staff.

During this planning session, 21CF staff and board were forthright about the challenges they currently face. 21CF staff also highlighted key opportunities and laid out a plan to address the current economic challenge through a strategic planning and restructuring phase. After the meeting, all of the major national foundations made a commitment to support the 21CF transition plan through 2012.

Over the next year, the foundation will focus a great deal of its resources and time on stabilizing as an institution and meeting its fundraising goals despite the ongoing economic downturn. Additionally, 21CF program staff will continue to focus on strengthening the field of black men and boys by integrating its three core strengths—policy advocacy, technical assistance and coalition building—and by focusing on capacity building through a series of gatherings and webinars that would be efficient and cost effective.

In light of the philanthropic commitment our partners have made to the 21CF and the essential leadership role the organization plays in the field of black male achievement, CBMA staff strongly recommends that OSF provide a transitional general support grant to 21CF. Additionally, as the proposed grant is a one-year grant, CBMA will treat this year as a trial period. CBMA staff members have communicated to 21CF staff that any additional or renewed funds will be contingent on 21CF's success over the coming year in securing additional resources and stabilizing the organization so that it can continue to serve as an institutional partner for the field of black men and boys.

**For these reasons, CBMA recommends a general support grant of \$200,000 over one year to the Twenty-First Century Foundation.**

**Grant ID:** 20033014

**Legal Name of Organization:** University of Chicago

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To support the Black Youth Project website, an organizing tool that is connected to a national outreach and organizing strategy for politically and civically engaging black male youth

**Grant Description:** The Black Youth Project (BYP), based at the University of Chicago, is a nationally recognized research initiative focused on examining and documenting the political and civic engagement habits and attitudes of African American youth ages 15-30. BYP's mission is to heighten the voices of black youth, in particular black males, in political and civic engagement spaces where they are often absent or marginalized. Project support will enhance the current BYP initiative by (1) redesigning its current website to better utilize social media tools and reach larger numbers of black male youth; (2) producing and disseminating information and data that counters negative perceptions of black youth, especially males; 3) linking online activities to offline, community-based advocacy activities that civically engage black male youth in their communities; and 4) hosting a series of national gatherings focused on training black male youth to become self-aware and self-informed community advocates around key issues, such as education reform and youth employment. The project advances the following CBMA priorities: (1) integrating strategic communications into CBMA's work across its three core areas to promote positive frames and messages about black men and boys; (2) promoting education equity and the dismantling of the school-to-prison pipeline to ensure that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage; and (3) promoting leadership development and advocacy/organizing training for young black males by providing them with the tools to become empowered citizens and informed advocates for themselves and their communities.

**Previous OSF Support:** \$662,305, various programs, 1995-2002

**Organization Budget:** \$2,801,121

**Project Budget:** \$478,590

**Major Sources of Support:** McArthur Foundation \$10,000  
Ford Foundation \$50,000  
University of Chicago \$30,000

**Amount Requested:** \$400,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$350,000  
(\$300,000 from the Campaign for Black Male Achievement, T1:21122 and \$50,000 from the Democracy and Power Fund, T1:21115)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Founded in 2005, The Black Youth Project (BYP) at the University of Chicago is the only national research initiative in the country dedicated to examining and highlighting the political attitudes, resources and culture of African American youth ages 15-30. In 2009, the BYP research team, under the leadership of Dr. Cathy Cohen, launched a website to disseminate its research findings to a broader audience and serve as an online hub for scholars, educators, community activists, youth allies and young people. Today, the BYP website (blackyouthproject.com) is one of the only online spaces where African American youth can investigate, explore and discuss the political and social issues that affect them and their communities.

In addition to disseminating key research findings and summaries of the political attitudes and perspectives of black youth, the BYP website offers other key features, including regular news updates on issues impacting black youth; a youth-led blog section that features the ideas and opinions of young black men and women; and a BYP education curriculum on black youth and civic engagement that teachers and youth practitioners can use in their classrooms.

One of BYP's core objectives is to develop the next generation of black male youth civic leadership. As a result, over half of BYP's weekly bloggers are young black men under the age of 25 who come from diverse backgrounds and whose writings provide a powerful counter to the negative images of young black men in the media.

**Description of Project for Which Funding is Sought:**

The Black Youth Project seeks support for the expansion and redesign of its civic engagement online tools as part of its national outreach and community-organizing strategy for black male

youth. By enhancing and developing its civic engagement outreach campaign, BYP plans to accomplish the following outcomes:

- Expand the capacity of the BYP website so it is better equipped to manage and maintain a series of online mobilizing campaigns for black youth. Specifically, the site will highlight issues central to the lives of young black Americans, with a special focus on concerns of interest to young black men.
- Produce new site content that will attract more black male youth to debate and engage around issues in the months leading up to and following the 2012 presidential election. BYP will look to further increase the number of young black male bloggers for its website as part of its content-development phase.
- Train at least five young black men to serve as youth civic-engagement reporters. Each reporter will be given a flip camera and provided with journalism training; reporters will be responsible for uploading weekly video reports about issues, both national and local, of concern to them and their peers. These expanded features will be linked to BYP's Facebook, Twitter and YouTube pages, which will increase traffic to the site.
- Develop offline community outreach and engagement campaigns in partnership with community-based organizations, advocates, schools and alternative institutions. BYP will work with partner groups to incorporate its digital civic engagement curriculum and website tools into the existing projects of community organizations.
- Host at least three in-person regional convenings of black youth activists, supported by online discussion groups developed for young black male activists and organizers. BYP will work directly with CBMA grantees to identify approximately 25 activists to be invited to each regional meeting. These two-day gatherings will provide participants new-media organizing tools and new data on black youth to incorporate into their work.

Finally, during the summer of 2013, BYP will host a national meeting for black youth activists with a focus on young black male civic leadership. The convening will provide attendees with an opportunity to reflect on their work after the 2012 election and identify new strategies for mobilizing young blacks, especially young black men, to local community efforts and projects.

### **Rationale for Recommendation:**

The recommended project support to Black Youth Project would advance the following CBMA priorities: (1) integrating strategic communications into CBMA's work across its three core areas to promote positive frames and messages about black men and boys; and 2) promoting leadership development and advocacy/organizing training for young black males, by providing them with the tools to become empowered citizens and informed advocates for themselves and their communities.

The proposed grant also addresses the Democracy and Power Fund's interest in supporting projects that catalyze youth engagement and leadership development, and promote advocacy innovation through the use of art, culture, and social media.

Data collected by numerous sources, including the Center for Civic Information and Research on Civic Learning and Engagement and the Black Youth Project, consistently identify a significant gap in the civic and political participation of young black people, especially young black males. For example, data from the Black Youth Project shows that young black men are less likely to report being civically engaged or involved in organized volunteer and community work than white and Latino youth.<sup>11</sup> These sources have also noted that civic and political engagement is a precursor of, and directly related to, academic achievement in high school and college.<sup>12</sup>

Over the past year, CBMA has been working in partnership with the Democracy and Power Fund (D&P) to identify projects and initiatives that will increase the civic engagement of black male youth, and black youth generally. The Black Youth Project is part of a series of proposed grants that D&P and CBMA have identified as potentially having lasting and sustained impact on the field of black civic engagement and organizing.

In 2009, the CBMA staff began outreach to the Black Youth Project, based on the suggestion of colleagues from the Ford Foundation who were aware of BYP's research on challenges faced by black male youth. From its inception and under the leadership of Dr. Cathy Cohen, BYP has always had a particular focus on engaging black male youth, as they continue to be the least engaged compared to their peers of other ethnicities and gender.

Most recently, BYP participated in a national convening co-hosted by D&P and CBMA. The convening was designed to provide OSF staff with a clear picture of the current black civic engagement and organizing landscape, and to guide staff's efforts to support a field that has historically been underfunded.

BYP has emerged as a strong project that will have both regional and national impact on black youth civic engagement and participation in 2012 and beyond. Today, there is no other online mechanism that targets and speaks to black youth aged 15-25 and has a specific objective of focusing on black male youth civic engagement. In addition, BYP has a network of regional and national partners and will coordinate with other CBMA grantees. BYP already has strong ties to existing D&P grantees, including the League of Youth Voters, the National Coalition on Black Civic Participation, and the Hip Hop Caucus.

Finally, through its website, BYP already has a strong media online platform that has the potential to become a true hub for black youth civic engagement. As research from PEW has repeatedly documented, young people use new media technologies and platforms such as smart phones, laptops, Facebook, YouTube, and Twitter on a daily basis to communicate with friends and to access political information.<sup>13</sup> BYP is poised to utilize its website to maximize these

---

<sup>11</sup> Cathy J. Cohen. 2005. "Black Youth Culture Survey." Chicago, IL: *Black Youth Project*. Data set accessed at <http://www.blackyouthproject.com>.

<sup>12</sup> Ibid.

<sup>13</sup> Katherine Zickuhr. "Generations Online in 2010," PEW Internet and American Life Project, December 16, 2010, <http://pewresearch.org/pubs/1831/generations-online-2010>.

social media tools and reach broader networks of black youth. Through its research capacity and its growing online presence and use of social media tools, BYP can serve as a key resource and point of connection for groups associated with D&P and CBMA as they seek to engage their participants in greater civic and political activities.

**For these reasons, CBMA and D&P are pleased to recommend a project grant of \$350,000 over two years to the Black Youth Project and its national civic engagement and outreach initiative. CBMA will contribute \$300,000 and D&P will contribute \$50,000.**

**Grant ID:** 20033037

**Legal Name of Organization:** Rada Film Group

**Tax Status:** Other

**Name of Fiscal Sponsor:** Camera News, Inc. dba Third World Newsreel

**Purpose of Grant:** To support the launch and execution of its national community engagement campaign connected to the release of its documentary film *An American Promise*.

**Grant Description:** To provide project support to the Rada Film Group's national *Our Promise* community engagement campaign, which has been developed in connection with its documentary film *An American Promise*. The campaign will use the film as an organizing and advocacy tool to empower and equip parents and other key stakeholders committed to improving the academic outcomes for black male youth. For nearly 20 years, Rada Film Group (Rada) has produced socially relevant films and programming aimed at engaging and empowering multicultural audiences to address the complex issues of race, class, and ethnicity. The *Our Promise* community-engagement campaign has been developed over the past two years in preparation for the September 2012 premiere of Rada's film *An American Promise*. During the planning phase of this project, Rada has built a committed network of partner organizations poised to address the educational issues of African American boys. The grant will advance the following CBMA priorities: 1) to promote education equity and ensure that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage 2) to integrate strategic communications into CBMA's work across its three core areas as a means of promoting positive frames and messages about black men and boys; and 3) to promote leadership development and advocacy/organizing training for young black males by providing them with the tools to become empowered citizens and informed advocates for themselves and their communities.

**Previous OSF Support:** \$75,000 Campaign for Black Male Achievement, 2010

**Organization Budget:** \$3,551,757

**Project Budget:** \$1,845,777

**Major Sources of Support:** n/a

**Amount Requested:** \$435,360

**Is this a Contingent Grant?** No

**Amount Recommended:** \$300,000 (Campaign for Black Male Achievement, T1:21122)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Rada Film Group was founded in 1992 by Joe Brewster and Michele Stephenson with the goal of creating compelling visual stories that provoke critical debate and mobilize viewers to take action in their communities. Over the past 18 years, Rada's films have played key roles in a variety of social justice campaigns, giving voice to issues critical to communities of color, including education reform and environmental justice.

Rada has worked with such media outlets as PBS, Sundance Channel and MTV, as well as non-profit and philanthropic organizations such as the Opportunity Agenda, National Economic and Social Rights Initiative and the Ford Foundation. In addition to its film production work, Rada has increasingly incorporated new media and Web 2.0 technology to enhance its community engagement and education efforts.

Rada's recent film, *An American Promise*, documents the educational experiences of two African American boys over the span of 12 years. The film begins in 1999, when Rada's founders, Joe Brewster and Michele Stephenson, began documenting the experiences of their five-year-old son Idris and his best friend, Seun Summers. The film, which was completed in 2011, provides a compelling window into the complexities of the academic achievement gap for black male youth. The film has continued to garner significant attention, with the Sundance Institute and Tribeca Film Institute committing to support the film. Currently, Rada film has gotten commitments from ten local PBS affiliates to premiere the film but they are also in discussions with HBO, ITVS and PBS to negotiate a national broadcast of the film.

**Description of Project for Which Funding is Sought:**

Rada seeks project support to implement a national outreach and community engagement campaign utilizing its documentary film, *An American Promise*. The *Our Promise* campaign will be part of a two-year outreach strategy incorporating multi-media platforms and tools designed to engage parents, students and teachers in advocacy activities aimed at closing the academic achievement gap for black boys.

The *Our Promise* national community engagement and outreach campaign strategy will use the film to 1) raise awareness of the complex factors contributing to the educational achievement gap between black male youth and peers of other racial groups; 2) support solution-based policy



advocacy and community organizing among parents, educators and students; and 3) utilize multi-media and online technology to increase public awareness and inspire grassroots educational equity advocacy campaigns in CBMA's targeted cities.

Over the last year, with support from CBMA, Rada has worked with key partner institutions with expertise designing film-related campaign projects that have measurable impact on community engagement and advocacy. During this planning phase, Rada solicited the help of three key partners: Outreach Extensions, a national consulting firm that specializes in comprehensive, high-profile educational and community outreach campaigns for media projects; Tomorrow Partners, a socially conscious web-development and branding firm; and Active Voice, an organization with a long history of developing successful community engagement policy campaigns in partnership with community organizations and foundations.

These key partners have participated in designing key elements of the campaign's outreach efforts. They have already taken the following steps: (1) identified key campaign issues that will resonate with core target audiences; (2) advised the campaign on effective audience-engagement strategies and parent-empowerment activities; (3) collaborated on developing educational materials and toolkits; (4) hosted smaller community screenings and events; (5) co-hosted town-hall dialogues and focus-group workshops to address the educational inequity issues raised in the film; (6) developed multi-media platforms, such as the *Our Promise* website and mobile applications, which will carry the campaign's messages, information and resources to youth, parents and educators; and (7) disseminated campaign resources for parent organizing and educational reform.

The actual implementation and roll out of the campaign will begin in January 2012, with the launch of the *Our Promise* website. The website will serve as the campaign's online information hub, providing updates on the film and news feeds focused on the achievement gap and other education issues impacting black male youth.

### **Rationale for Recommendation:**

Rada's *Our Promise* national community engagement campaign will advance the CBMA's commitment to: 1) promoting education equity and ensuring that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage 2) integrating strategic communications into CBMA's work across its three core areas as a means of promoting positive frames and messages about black men and boys; and 3) promoting leadership development and advocacy/organizing training for young black males, by providing them with the tools to become empowered citizens and informed advocates for themselves and their communities. The grant will further CBMA's place-based approach by engaging community groups that build local coalitions to advocate for black male achievement in CBMA's target cities of Chicago, IL; Milwaukee, WI; Jackson, MS; New Orleans, LA; Philadelphia, PA; and Baltimore, MD.

African American males continue to lag far behind their white counterparts in the United States: fewer than 50% of all African American boys finish high school, and this number dips as low as 17% in some communities. Black males are more likely to be placed in special education and

more likely to be excluded from advanced placement and honors courses. Compared to their white peers, middle-class African American males also lag significantly behind both in grade-point average and on standardized tests.<sup>14</sup>

The *Our Promise* public awareness campaign will raise awareness of the complex factors leading to the racial achievement gap in education. The campaign will provide the tools and resources that parents, educators, students and other stakeholders need in order to advocate for education reform and advance black male achievement. To date, Outreach Extensions and the Rada Film Group have obtained commitments from partner organizations that collectively serve and reach over 7,000,000 African American parents, youth and educators.

These committed national partners include the following CBMA grantees: the Coalition of Schools Educating Boys of Color; the Congressional Black Caucus Foundation; Black Alliance for Educational Options; and the Twenty-First Century Foundation. The committed national partners also include the following groups: the Achievement Gap Initiative at Harvard University; Project Implicit; the National Association of Elementary School Principals; College Summit; the Conference of National Black Churches (50,000 congregations, 21 million African Americans); the National Urban League (100 local affiliates); and the Morehouse Male Initiative at Morehouse College.

Another key element of the campaign will be the development of the Promise Tracker mobile application. Rada Group began development of the Promise Tracker app at the 2011 Bay Area Video Coalition Producers' Institute for New Media, with the help of Dr. Ivory Toldson of the Congressional Black Caucus Foundation. The Promise Tracker app will be designed with help from Tomorrow Partners; the application will help families set goals and build local parent advocacy networks.

CBMA views the use of films such as *An American Promise* as an important part of its communication strategy to reach diverse audiences through multiple approaches. Rada's proposal makes a compelling case for its film's potential to advance a multi-media strategy aimed at two key goals: raising awareness of the challenges facing black males and their parents in navigating the educational system, and equipping them with the tools necessary to become advocates for reform.

Finally, the Ford Foundation and the Fledgling Fund are already supporting the production of *An American Promise* and the *Our Promise* outreach and community-engagement strategy. CBMA believes that funding this project will further leverage other foundations' philanthropic commitment to issues affecting black male achievement.

**For these reasons, CBMA recommends a grant of \$300,000 over two years for the Rada *Our Promise* community engagement campaign.**

---

<sup>14</sup> Noguera, Pedro. "The Trouble with Black Males: The Role and Influence of Environmental and Cultural Factors on the Academic Performance of African American Males."

**Grant ID:** 20033040

**Legal Name of Organization:** Songha & Company

**Tax Status:** Other

**Name of Fiscal Sponsor:** Bay Area Video Coalition, Inc.

**Purpose of Grant:** To support the launch and execution of a national program based on Songha & Company's *Question Bridge: Black Males*, an art and community-engagement multi-media project

**Grant Description:** Open Society Foundation's U.S. Programs funding will support the dissemination of Songha & Company's *Question Bridge: Black Males*, an art and community engagement project aimed at facilitating a national awareness and discussion of the economic, political and cultural issues impacting black men and boys. The Question Bridge project will engage public audiences in efforts to improve the positive life outcomes of black males through partnerships with local community organizations and nationally recognized museums, art galleries and institutions. The project's goal is to directly engage and impact 200,000 black males and connect them to ongoing initiatives advocating on behalf of black men and boys. The project advances the following CBMA priorities: 1) strengthen the field of black male achievement by integrating strategic communications into CBMA's work across its three core areas to promote positive frames and messages about black men and boys; and 2) promote leadership development and advocacy/organizing training for young black males by providing them with the tools to become empowered citizens and informed advocates for themselves and their communities.

**Previous OSF Support:** \$40,000, Campaign for Black Male Achievement, 2010

**Organization Budget:** \$1,300,000

**Project Budget:** \$532,000

**Major Sources of Support:** n/a

**Amount Requested:** \$200,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$300,000 (Campaign for Black Male Achievement, T1:21122)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Founded in 2006, Songha & Company is a multi-media company and artists' collective committed to empowering communities of color to engage with art and other forms of cultural production. Since its inception, Songha & Company has developed compelling art and media projects and delivered them over multiple platforms and mediums, including public art installations, gallery exhibitions, film screenings, theatrical performances, traditional broadcast, books, and other print publications.

Through the guidance of its co-director and founder, Hank Willis Thomas, Songha & Company's projects have successfully created dialogues around race and gender, rooted in art's ability to serve as an impetus for dialogue around divisive issues.

To advance its mission of empowering communities of color to engage in art practice, the collective employs a four-part strategy: 1) using compelling art and media across multiple platforms to reach a broad audience; 2) directly engaging community members in the production of art; 3) developing accredited art curriculum programs for high schools and colleges; and 4) applying new media technology in the dissemination and distribution of projects beyond traditional art institutions and gallery spaces.

The project was founded and named in memory of Hank Willis Thomas' cousin Songha Thomas, who was murdered during a robbery. In honor of Songha, the artists and projects developed through Songha & Company have had a specific focus on black men in the areas of education, family and work, with the goal of addressing the social conditions leading to the negative life outcomes of black men and boys.

**Description of Project for Which Funding is Sought:**

Songha & Company seeks project support for the launch and execution of a national outreach and public education initiative based on the *Question Bridge: Black Males* community engagement project. *Question Bridge* is both a film and multi-media installation designed to facilitate a collective dialogue among black men from different backgrounds who may feel alienated from other black men due to differences in class, sexual orientation, profession, or geography.

The *Question Bridge: Black Males* project presents a collection of video conversations between black men asking questions of each other. The video exchanges are assembled to form a coherent narrative that advances a broader discussion on conceptions of black masculinity. By presenting these video exchanges between black males, the project hopes to achieve the following goals:

- Raise awareness of the diversity and dynamics within a demographic group often viewed as homogeneous, by juxtaposing the achievements, successes and disappointments of activists, politicians, artists, businessmen, religious leaders and incarcerated men;
- Present “life lesson” stories that are both inspiring and instructive and highlight the emergence of popular and academic responses to the negative images of black men; and
- Spark discussions about the complex social and economic challenges black men face.

Finally, some of the key outcomes from the project will include: 1) installing public media exhibits in ten major museums in the United States, including the Brooklyn Museum, Oakland Museum, Birmingham Museum, Smithsonian Institution, and the High Museum; 2) creating a public art version of the exhibition at ten community centers in predominantly African American, low-income communities; 3) hosting a community summit at each museum or a nearby venue in conjunction with the exhibition to engage communities in improving the positive life outcomes of black males; 4) directly engaging a minimum of ten influential African American institutions and community-based organizations and 100 young black male ambassadors per city; 5) developing and disseminating a companion *Question Bridge: Black Male* educational curriculum; and 6) arranging school tours of the *Question Bridge* exhibition for the 12 local high schools implementing the *Question Bridge* curriculum.

### **Rationale for Recommendation:**

Songha & Company’s proposed *Question Bridge: Black Males* community engagement project furthers CBMA’s priorities of: 1) strengthening the field of black male achievement by integrating strategic communications into CBMA’s work across its three core areas, and by promoting positive frames and messages about black men and boys; and 2) promoting leadership development and advocacy/organizing training for young black males, providing them with the tools to become empowered citizens and informed advocates for themselves and their communities.

By using art to engage community members, *Question Bridge: Black Males* aims to radically revise conventional notions of what it means to be a black man. The project presents facilitated conversations among African American men from a broad range of backgrounds, including ambassadors, civil rights leaders, celebrities, incarcerated males, gay males, corporate executives, and teenagers. The project ultimately attempts to raise awareness and promote advocacy about the damaging stereotypes and staggering statistics facing black males.

Over the past two years, the filmmakers and artists have taped subjects in seven cities: New York, New Orleans, Birmingham, Philadelphia, Atlanta, Oakland, and San Francisco. During this time, *Question Bridge: Black Males* has captured what black males are thinking and feeling about institutional and internalized racism. The project also explores the complex relationships men have regarding gender, sexuality, family life and work.

Last year, OSF provided an initial planning grant to support the *Question Bridge: Black Males* project. Since then, the project has garnered additional support and commitments from community organizations, school districts and foundations. For example, the City of Atlanta’s Cultural Affairs Department has invested significant resources in incorporating the *Question*

*Bridge: Black Males* curriculum for all ninth graders in the Atlanta public school system. A similar project is being considered by the Oakland Unified School District's African American Male Initiative, which may use the *Question Bridge: Black Males* curriculum in a special pilot class for African-American boys in six Oakland High Schools. That pilot program, scheduled to begin in January 2012, is called "Man Up."

To date, the project has secured exhibitions at the Brooklyn Museum of Art (opening September 2011) and the Oakland Museum of Art (January 2012); designed and launched a temporary website that gives users access to key question-and-answer exchanges ([www.questionbridge.com](http://www.questionbridge.com)); and started developing a strategy and framework for the community engagement component of the project by soliciting research and distribution partners, including the Schomburg Center for Research in Black Studies, the National Center for Civil and Human Rights, the National Black Arts Festival, Joy DeGruy Publications and the International Center of Photography.

Since Songha & Company has a consistent track record of building solid community and institutional collaborations to produce socially relevant programming, CBMA views the *Question Bridge: Black Males* project as a critical and innovative strategic communications vehicle, advancing social justice and working to improve the positive life outcomes of black males by challenging negative perceptions and stereotypes.

Finally, CBMA is providing support to a similar pilot initiative, Black Male Identity, in Baltimore, Maryland. The initial positive responses to and outcomes from the Black Male Identity in Baltimore suggest that these types of initiatives are an effective means of advancing our priorities and have the potential to go beyond meeting the expected impacts and goals.

**For these reasons, CBMA is pleased to recommend a two-year project support grant in the amount of \$300,000, for the Songha & Company's *Question Bridge: Black Males* community engagement project.**

**Grant ID:** 20033018

**Legal Name of Organization:** Gulf Coast Funders for Equity

**Tax Status:** Other

**Name of Fiscal Sponsor:** Louisiana Disaster Recovery Fund

**Purpose of Grant:** To provide project support for Gulf Coast Funders for Equity (GCFE), which supports emerging and growing grassroots social change organizations in the Gulf Region with capacity-building mini-grants and technical assistance aimed at strengthening organizational sustainability.

**Grant Description:** Gulf Coast Funders for Equity (GCFE) is a consortium of grant-makers committed to the Gulf Region's equitable development and the participation of grassroots leaders in the redevelopment process following hurricanes Rita and Katrina. CBMA will provide project support to enable GCFE's Small Grants and Technical Assistance Fund to continue its work with emerging and growing social change groups active in the Gulf Region. GCFE proposes to administer small capacity-building grants and technical assistance to grassroots organizations that are seeking to address issues specific to black men and boys in Louisiana and Mississippi. GCFE will advance CBMA's priority to invest in the leadership and sustainability of organizations working to advance black male achievement. During the proposed grant period, GCFE will administer a total of \$50,000 in small grants and deliver capacity-building technical assistance to 15-20 groups in the Gulf Region.

**Previous OSF Support:** None

**Organization Budget:** \$335,250

**Project Budget:** \$150,000

<b><u>Major Sources of Support:</u></b>	Mary Reynolds Babcock Foundation	\$75,000
	Louisiana Recovery Disaster Fund	\$50,000
	Foundation for the Mid-South	\$37,500.

**Amount Requested:** \$150,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$150,000 (Campaign for Black Male Achievement, T1:21122)

**Term:** 18 months, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Founded in 2005, following the severe impact of hurricanes Katrina and Rita on low-income communities of color, the Gulf Coast Funders for Equity (GCFE) is a consortium of grant-makers concerned with the Gulf's equitable development and grassroots leaders' participation in the civic engagement and redevelopment process. GCFE provides a vehicle through which social-change leaders in organized philanthropy can disburse strategic resources aimed at promoting a bottom-up approach and a sustained strategy for recovery in the Gulf Region. GCFE's goal is to ensure that all affected Gulf residents—particularly those most historically marginalized—are central to decision making and implementation of the on-going rebuilding efforts. GCFE members identify opportunities for cooperative funding, and encourage other funders to prioritize projects that support for systemic change in the region. GCFE members include the Mary Reynolds Babcock Foundation, the Foundation for the Mid-South, and the Louisiana Disaster Recovery Fund.

GCFE fulfills its mission primarily through the Small Grants and Technical Assistance Fund. The funds objectives are to 1) improve areas devastated by the hurricanes by supporting grassroots leaders and grassroots organizations engaged in community organizing; 2) support grassroots leaders and grassroots organizations with a combination of grants and technical assistance; 3) promote a rebuilding based on principles of racial and economic equity and social inclusion; 4) assist grantees with support for travel to meetings, strategic gatherings and partnership-building opportunities that will contribute to the long-term recovery in the Gulf.

**Description of Project for Which Funding is Sought:**

GCFE requests project support to enable its Small Grants and Technical Assistance Fund to continue supporting emerging and growing social change groups active in the Gulf Region. GCFE proposes to administer small capacity-building grants and technical assistance to local grassroots organization that are specifically seeking to address issues faced by black men and boys throughout Louisiana and Mississippi. GCFE proposes to support and partner with organizations, some of which may already be within the CBMA portfolio, to provide vital organizational support. During the proposed grant period, GCFE will administer a total of \$50,000 in small grants and deliver the following activities and outcomes:

- Build the sustainability of local leadership within community-based organizations by offering tailored technical assistance and conducting capacity-needs assessments with grassroots organizations in the Gulf Region;
- Support each grantee with funding for tailored capacity-building based on the needs identified by assessment and agreed to by the grantee organization; and
- Convene, facilitate and develop a learning community for grassroots organizations in the Gulf Region, using conference calls and small meetings.



Gulf Coast Funders for Equity's (GCFE) technical assistance will go to small organizations that receive a small grant via a community request for proposal process. However, GCFE will open up the technical assistance process to CBMA grantees in the region that feel they could benefit. GCFE expects to impact eight to twelve organizations depending on the size of the grant award not including CBMA grantees that participate in the technical assistance process. Previous participants in the small grants and technical assistance program include:

**Louisiana:**

Black Men United for Change, Justice and Equity  
Children & Family Action Network (CFAN)  
Critical Resistance  
Faith United for Empowering Leadership (FUEL)  
Louisiana Housing Alliance  
Mossville Environmental Action Now (M.E.A.N.)  
Wildflower Community Development Corporation

**Mississippi:**

Action Communication and Education Reform, Inc.  
Asian Americans for Change  
Biloxi Branch NAACP  
Center for Environmental and Economic Justice, Inc.  
Gulf Coast Fair Housing Center  
Immaculate Heart Community Development Corporation

**Alabama:**

Balwin Housing Alliance, Inc  
Emerging ChangMakers Network  
Operation HomeCare, Inc.  
South Bay Communities Alliance

GCFE understood from its inception that equity in the Gulf Coast region would be achieved only through persistent advocacy for increased resources, combined with a long-term perspective on the opportunities and challenges facing the Gulf Coast. Given the extreme hardship the region has suffered, the process of achieving social equity will be long and multi-faceted.

To support its local capacity-building work in the region, GCFE will continue its on-going partnership with the Weather's Group, which conducts capacity-needs assessments to help leaders to better understand their organizations' growth process and to help them develop a long-term plan for thoughtful growth. GCFE will utilize *The Healthy Nonprofit Assessment* tool designed by The Weathers Group, which will establish a baseline, allowing organizations to determine where they stand in terms of successful practices and procedures. This instrument will help organizational leaders make proactive decisions, anticipate challenges, plan for future needs and determine appropriate adjustments.

Following are the nine critical focus areas of The Healthy Nonprofit Assessment tool:

Governance; Planning; Development and Fundraising; Finances; Human Resources; Legal; Technology; Program Evaluation; and Change Readiness

The information gathered will help leaders develop the strategies that are fundamental to operating a healthy, well-managed and properly directed organization.

**Rationale for Recommendation:**

The proposed grant to the Gulf Coast Funders for Equity advances CBMA's goal to strengthen the field of black male achievement through philanthropic leadership and to invest in regional leadership development and organizational sustainability. The grant is also aligned with the Campaign's priority to invest in donor collaboratives and affinity groups designed to leverage philanthropic resources to organizations in the CBMA's three core investment regions. This grant also allows the Campaign to support smaller grassroots organizations, many of which have annual budgets of less than \$200,000, by building on GSFE's current relationships with organizations in the Gulf Region. Funding of this project will strengthen the field of black male achievement, a goal staff highlighted in the recent CBMA two-year budget narrative. Support of this project will result in 1) increased capacity and sustainability for 15-20 grassroots organizations in Louisiana and Mississippi; and 2) increased coordination and information exchange among local, state, regional, and national funders working on the issue of black male achievement in the Gulf Region.

Project support of GCFE's Small Grants and Technical Assistance programs enables CBMA to partner with other foundations that are investing in the Gulf Region and seeking to leverage and mobilize philanthropy to address the systemic inequities within the Gulf Coast region. Hurricanes Katrina and Rita created a unique opportunity for systemic change in the region, and GCFE, a respected intermediary organization in the region, is well-positioned to continue to capitalize on this unique opportunity to address systemic inequities that have long plagued the Gulf Region.

In the five years since Hurricanes Katrina and Rita ravaged cities and towns along the Louisiana, Mississippi and Alabama coastline, a diverse, mission-centered coalition of grassroots activists, regional advocates and philanthropies have worked together to rebuild the community. The coalition has fostered dynamic community leadership and forward-thinking public policy, and has begun the process of realizing equity and shared prosperity in the Gulf Coast region. GCFE has already made significant contributions toward building this base of regional support for grassroots leaders and organizations.

Finally, the proposed grant to GCFE responds to the cross-cutting themes and collaboration goals in CBMA's three-year strategic plan, which calls for field-building activities, such as providing technical assistance to organizations working to advance black male achievement, and partnerships that foster collaboration among those organizations.

**For these reasons, CBMA is recommending an 18-month grant to Gulf Coast Funders for Equity in the amount of \$150,000.**

**Grant ID:** 20033013

**Legal Name of Organization:** Association of Black Foundation Executives

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To support the creation of a *Black Male Funders Learning and Action Network*

**Grant Description:** To provide renewed project support to the Association of Black Foundation Executives (ABFE) in support of its *Black Male Funders Learning and Action Network* initiative. ABFE was founded in 1971 to promote effective and responsive philanthropy in black communities. To further this mission, ABFE developed a “framework for responsive philanthropy” designed to rapidly and effectively address the most pressing concerns and issues facing the black community. To broaden this framework, ABFE has proposed to create a *Black Male Funders Learning and Action Network* (the Network) among philanthropic stakeholders concerned and committed to improving life outcomes for black men and boys. The goal of the Network will be to communicate and share information among funders about strategies, results and lessons learned through their investments in black men and boys. Through the Network, ABFE hopes to develop a collective philanthropic response that leverages resources and expertise to improve the life outcomes of black males. By serving as a catalyst for leveraging additional funds into the field of black men and boys, the grant will advance the Campaign for Black Male Achievement’s priority to strengthen the field of black men and boys.

**Previous OSF Support:** \$150,000, Campaign for Black Male Achievement, 2009

**Organization Budget:** \$1,062,943

**Project Budget:** \$622,066

<b><u>Major Sources of Support:</u></b>	The California Endowment	\$160,000
	W.K. Kellogg Foundation	\$1,400,000
	Casey Foundation	\$100,000
	Mott Foundation	\$100,000

**Amount Requested:** \$300,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$300,000 (Campaign for Black Male Achievement, T1:21122)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

ABFE was founded in 1971 to promote effective and responsive philanthropy in black communities. In furtherance of that mission, ABFE has been committed to the professional and leadership development of its members, who are African American staff at philanthropic organizations. The organization has been credited with advancing diversity in the philanthropic field through its efforts to provide networking and professional development opportunities to its constituency.

Under the current leadership of Susan Batten Taylor, ABFE continues to carry out its mission by ensuring that: 1) the philanthropic sector has an increased understanding of the complex issues facing black communities and ABFE members are well positioned to serve as effective leaders and advocates within the philanthropic sector; 2) ABFE and its members are key partners in philanthropic efforts that strengthen black communities; 3) the philanthropic sector is better linked to develop joint or coordinated strategies that leverage resources for the greatest social benefit to black communities; and 4) the philanthropic sector invests new and more effective resources targeted to priorities issues/policies that impact black people and communities.

Today, ABFE continues to serve as a convener and repository of information and resources on behalf of black communities. It has also served as a model for affinity groups focused on other marginalized communities of color, including Hispanics in Philanthropy and Asian American and Pacific Islanders in Philanthropy.

**Description of Project for Which Funding is Sought:**

ABFE seeks renewed project support for its *Black Male Funders Learning and Action Network Initiative* (the Network). The goal of the Network will be to communicate and share information among funders about strategies, results and lessons learned on investments for black men and boys. Through the Network, ABFE hopes to establish a commitment to develop a collective response to improving the life outcomes for black males. The following efforts will be undertaken to achieve the project's goals:

- Establish a regular convening space, where national and local funders with direct investments in black male-related efforts (organizations, programs, research, policy advocacy, etc.) will work collectively to improve the quality of life outcomes for black men and boys;

- Develop a shared “learning agenda” among Network members that reflects their collective interests and helps to create greater opportunities for black males and their families;
- Develop a more efficient web-based platform that allows for better access to and dissemination of data, research, and examples of the “best and promising practices” being employed to positively impact black males;
- Produce two publications: one sharing stories of the impact of key philanthropic initiatives that have a specific focus on black males, and the other reporting on work in the field since 2009 and presenting recommendations on how to effectively build a collective response to the issues and concerns of black men and boys.

ABFE expects the project to have the following outcomes: 1) participating foundations will gain an increased understanding of the activities of, and lessons learned by, member organizations focusing on black males, and are better equipped with the knowledge, leadership skills, and decision-making power they need to serve as strong advocates for black male initiatives in the institutional and the philanthropic sector; 2) ABFE members and participating institutions will be recognized as key partners and valued contributors to philanthropic efforts that strengthen black male initiatives; 3) ABFE members will develop collective strategies that leverage resources for the greatest social benefit to black males; and 4) ABFE will create a framework for a “responsive philanthropy approach” that takes immediate and effective action to address the needs and crises facing black communities, specifically black men and boys.

### **Rationale for Recommendation:**

The recommended grant to the Association of Black Foundation Executives will advance the Campaign for Black Male Achievement’s priority to strengthen the field of black men and boys by leveraging additional private and public funds into the field of black men and boys.

ABFE continues to be a critical field leader in the efforts to direct more philanthropic resources to black men and boys’ issues. Since 2008, ABFE has supported two seminal reports: *Cultivating Change: A Statistical Review of Grantmaking that Impacts the Lives of Black Men & Boys* (a statistical review of 100 grants made by the 24 foundations participating in ABFE’s first funder dialogue on this issue); and *Stepping Up and Stepping Out: Profiles of Philanthropy Responding to an American Crisis*.

As a result of the interest generated by these reports among ABFE’s members and throughout the philanthropic community, ABFE developed a field-building strategy to catalyze and expand philanthropic efforts to support positive life outcomes for black men and boys.

This year also marks ABFE’s fortieth anniversary. As part of this year’s anniversary, CBMA co-sponsored with ABFE a gathering of foundation representatives from across the country who have committed to investing in issues impacting black men and boys and males of color. One key outcome of the meeting was the commitment to the creation of a *Black Male Funders Learning and Action Network*.

Based on ABFE’s extensive networks and its role as a partner to other foundations, the Campaign has confidence in ABFE’s ability to facilitate and develop the Network. Additionally,

ABFE's general framework for responsive philanthropy in black communities will be reflected in the Network, which will help align current grantmaking strategies that support black men and boys; this alignment will in turn further the Campaign's goal of leveraging additional resources to this issue.

One of the largest challenges facing the field for black men and boys has been the absence of a collective and coordinated response to address the limited resources explicitly targeted for black men and boys. A second challenge has been the absence of effective communication regarding best practices and the impact of current investments for black men and boys. The Network will help establish new measures to help funders demonstrate the impact of current investments on the life outcomes of black men and boys. The Network will also connect stakeholders and enable them to share best practices and research and to take collective action that maximizes impact on the lives of black men and boys.

**For these reasons, CBMA recommends a grant of \$300,000 over two years to the Association of Black Foundation Executives.**

**Grant ID:** 20033030

**Legal Name of Organization:** Forward Ever Media

**Tax Status:** Other

**Name of Fiscal Sponsor:** The Mentoring Center

**Purpose of Grant:** To support its Media's Game Changers Project

**Grant Description:** Open Society Foundations' funding will provide renewed project support to Forward Ever Media's Game Changers Project, which is designed to nurture the next generation of community reporters and filmmakers, who will then capture and share the stories of black men and boys. The Game Changers fellows will regularly film, edit, and produce 3-minute "mini-documentaries" about black men and boys in America who are "changing the game" by addressing critical issues such as education, mentoring and youth employment. Since 2007, Forward Ever Media has led the public awareness and online organizing and advocacy for the 2025 Campaign for Black Men and Boys – a national collaborative of organizations committed to improving the life outcomes of black males. Through its innovative online tools and its use of digital arts and technology, Forward Ever Media has raised the visibility of issues facing black males in education, employment, juvenile justice, health, and family structures. The proposed project will advance CBMA's priorities to: 1) integrate strategic communications into CBMA's work across its three core areas to promote positive frames and messages about black men and boys; and 2) invest 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, Illinois; New Orleans, Louisiana; Philadelphia, Pennsylvania and Milwaukee, Wisconsin.

**Previous OSF Support:** \$114,575, Campaign for Black Male Achievement, 2010

**Organization Budget:** \$912,500

**Project Budget:** \$124,575

**Other Sources of Support:** Twenty-First Century Foundation \$22,000  
Heinz Endowment \$50,000

**Amount Requested:** \$250,000

**Is this a contingent grant?** No

**Amount Recommended:** \$125,000 (Campaign for Black Male Achievement, T1:21122)

**Term:** 1 year, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Based in Oakland, California, Forward Ever Media is a communications consulting firm founded in 2005 by award-winning journalist, author, and educator Cheo Tyehimba. Forward Ever Media works with its clients to improve their organizational and strategic communications, with a focus on achieving social change through storytelling. The firm specializes in implementing the latest social media and technology platforms. Since 2007, Forward Ever has managed and led the online presence, strategy, and advocacy for the 2025 Campaign for Black Men and Boys, a national collaborative of organizations committed to improving life outcomes for black males.

Forward Ever Media's fiscal sponsor and community partner is The Mentoring Center (TMC) of Oakland, California. Founded in 1991, TMC provides technical assistance and training services to public and private organizations working with high-risk youth. TMC also provides direct services to adjudicated, detained, and other high-risk youth through its Transformational Mentoring groups and juvenile justice programs.

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

Forward Ever Media seeks renewed project support for its Game Changers Project, a national digital storytelling and media literacy program committed to reframing the images of African American males. The Game Changers Project provides three-month fellowships to emerging young black male filmmakers who are between the ages of 18-25. The fellows report and tell the stories of black men and boys working to "change the game" by leading positive programming and advocacy in their communities. Through the Game Changers Project, Forward Ever Media will provide three-month paid fellowships to 11 African American males in CBMA's targeted regions.

Fellows are selected in collaboration with a local advocacy organization that helps to identify and host the fellows in each region. Forward Ever Media in partnership with local organizations helps to disseminate the application for the fellowship and also provides the fellowship application online. The host organizations help to ensure that the fellows are producing videos related to key policy areas and the work of the local advocacy groups. Additionally, the fellow must identify a partner organization on their application and the organization's executive director must sign the application to verify the partnership.

Over the course of the project, the fellows use handheld digital flip cameras and are trained to produce multi-media content. Each fellow will also learn basic journalism and reporting techniques, critical thinking skills, media literacy and production, and e-advocacy skills. They



will use those skills to report on and produce short video documentaries profiling black men working to be “game-changers” in their communities. Game Changers Project fellows will work closely with the local community-based organizations they are filming, immersing themselves in the organizations’ daily work.

The Game Changers Project’s primary activities will include:

- A Forward Ever Media training program, as well as technical assistance on media and journalism skills, for community-based groups that provide either direct services or lead advocacy efforts that serve black males;
- The distribution of the videos to national media outlets, such as MSNBC’s [www.theGrio.com](http://www.theGrio.com), with which Forward Ever Media has a formal partnership, which will provide fellows the opportunity to be featured on MSNBC news programs; and
- Fellows will each produce four mini-video documentaries that will be used to advance and tell the stories of the organizing and advocacy efforts of partner organizations working to improve the positive life outcomes of black men and boys.

Some of the project’s key outcomes will include: 1) development of a trained and trusted network of media fellow advocates who can provide a positive, asset-based frame for issues related to black men and boys in the media; and 2) promoting positive stories of black men and boys to inform the public, philanthropic, and policy discourse. By the end of the project, Game Changers Project will have helped participants produce at least 44 mini- documentaries.

### **Rationale for Recommendation:**

The proposed project will advance CBMA’s priorities to: 1) integrate strategic communications into CBMA’s work across its three core areas to promote positive frames and messages about black men and boys; and 2) invest 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, Illinois; New Orleans, Louisiana; Philadelphia, Pennsylvania and Milwaukee, Wisconsin.

In 2010, OSF provided Forward Ever with a seed grant to launch the Game Changers Project. At the time, the project was designed to recruit, retain, and reward emerging storytellers and filmmakers from CBMA regions across the country who work to re-frame the image of black males in mainstream media. The work grew out of Forward Ever Media’s advocacy work for the 2025 Campaign for Black Men and Boys. In January 2011, Forward Ever Media negotiated a partnership with MSNBC’s [www.theGrio.com](http://www.theGrio.com) and launched “The Game Changers Online Web Series,” an ongoing platform for the fellows’ videos that is accessible from the website’s homepage. To date, nearly 11 fellows have completed the first year of the project. Given the success the project has achieved, CBMA is excited about the growing opportunity this project presents.

Forward Ever Media also continues to manage the 2025 website, [www.2025bmb.org](http://www.2025bmb.org), which has become a leading information clearinghouse for groups working to increase the positive life outcomes of black males.

The Game Changers Project provides black males of diverse experiences and backgrounds the opportunity to record, share, and preserve their life stories. Combining narratives and images, the fellows will deepen public and philanthropic understanding of the challenges and opportunities facing black males at this critical moment in the country's history. These multi-media stories will also equip community-based organizers with narratives to engage, advance, and inform their policy advocacy work.

**For these reasons, CBMA recommends a grant of \$125,000 over one year to the Mentoring Center to support Forward Ever Media.**

**Grant ID:** 20033354

**Legal Name of Organization:** Root Cause, Inc.

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To develop a business plan and assist with the launch of a Leadership & Sustainability Institute to strengthen the black male achievement field

**Grant Description:** OSF funding will provide Root Cause with project support to develop a business plan and assist with the launch of the A Leadership & Sustainability Institute (the Leadership Institute), which will be dedicated to strengthening individual organizations and the field dedicated to black male achievement. To develop the plan, Root Cause will engage multiple key stakeholder groups, including CBMA grantees, funders across the country, and other key leaders in the field of black male achievement. The grant will support two primary project components: 1) developing a business plan for the proposed Leadership Institute; and 2) convene a national meeting in New York City to launch the Institute. The development of a leadership institute is at the core of CBMA's scale-up plan, as the project has the potential to advance many of CBMA's goals and strategies: building the brand of black male achievement, cultivating philanthropic partnerships, strengthening the field, and identifying and promoting promising practices and model organizations in one or all of the Campaign's foundational grantmaking areas -- education, work and family. The Institute is ultimately aimed at sustaining the goals of the Campaign and increasing the impact of the field over the long term.

**Previous OSF Support:** None

**Organization Budget:** \$2,728,969

**Project Budget:** \$260,000

**Major Sources of Support:** n/a

**Amount Requested:** \$260,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$260,000 (Campaign for Black Male Achievement, T1:21122)

**Term:** 9 months, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Root Cause is a nonprofit research and consulting firm that partners with nonprofits, philanthropy, government, and business to advance local and national solutions to today's toughest social issues. Founded in 2004, Root Cause has worked with more than 130 organizations and collaborative groups on projects, ranging from nonprofit business plans and performance-measurement systems to innovative philanthropic collaboratives and multi-sector, place-based strategies for addressing specific social issues. As a result of Root Cause's multi-sector work, over \$50 million in new capital has been invested to date in Root Cause's nonprofit clients.

In its first seven years, Root Cause has had significant success — both in supporting organizations to achieve better outcomes and in advancing the fields of social innovation and social problem-solving. Root Cause has: launched an urban small business development program that has since expanded to over 20 cities nationwide; worked with nonprofit and city leaders to build business plans for the out-of-school time sectors in Chicago, New York, Providence, and Washington, D.C.; and worked with former Louisiana Lt. Governor Mitch Landrieu to create the business plan for the country's first state-based Office of Social Entrepreneurship. Root Cause has also worked with a significant number of both direct service organizations and advocacy organizations in the area of social justice and within CBMA's focus areas of education, family and work. In client follow-up evaluations, 85% of Root Cause clients have stated that their performance improved (32% significantly) after their work with Root Cause, and 89% of those clients reported that Root Cause made a real contribution (68% strong or significant) to that improvement.

**Description of Project for Which Funding is Sought:**

Root Cause requests \$260,000 in project-support funding for a nine-month process to create specific plans for the following: the structure of the Leadership & Sustainability Institute (the Leadership Institute or the Institute); the types of services and resources the Institute will provide to CBMA grantees and other organizations; strategies for sustaining the Institute; and appropriate metrics to evaluate the work of the Institute in its support of black male achievement organizations and the broader field.

The planning phase will consist of two primary components: 1) Sustainability Planning; and 2) a national convening in New York City. Following are brief descriptions of these two project components:

**Sustainability Planning:** Root Cause will work closely with the CBMA team and stakeholders to lead a nine-month comprehensive and collaborative planning process. During the planning process, Root Cause will assess the needs of CBMA grantees through a survey and individual

interviews aimed at determining the unique capacity-building needs of organizations focused on black male achievement. In addition, the planning process will focus on how the Institute can sustain itself in both the short and long term.

The planning process will engage a wide range of key stakeholders, including a working group of 10-15 strategically selected CBMA anchor grantees and funders, who will provide critical on-going advice and support in the development of the Institute plan. The CBMA grantees that will be invited to participate in the planning process include the Center For Urban Families, the Coalition Of Schools Educating Boys Of Color, PolicyLink, the Children's Defense Fund and the UCLA Labor Center. Invited funders will include Knight, Skillman, The California Endowment and the Kellogg Foundation. In addition, during the plan's development, an advisory/support network of up to 50 additional key stakeholders, including CBMA grantees, funders, government agencies, academic institutions, capacity builders, OSF staff and Board members, and community leaders.

In sum, the business planning will yield the following deliverables and outcomes:

### **Deliverables**

- Multi-year business plan for the Institute
- Outline of programs and services to be provided by the Institute
- Map of the Institute's leadership team and governance structure
- Grantee survey and analyzed data results
- Piloting and dissemination of best-in-class content, based on grantee needs
- Post-process evaluation results

### **Outcomes**

- A clear roadmap and fundraising tool that will be used to secure resources
- An established collaborative network of 12 working group members and up to 50 other key stakeholders that will build momentum and support for the Institute's launch
- Early development of local funder bases with a specific commitment to the field of black male achievement and the potential to provide increased financial and other support
- Knowledge and skill-building in key topics for grantees and possibly others

**National Convening-NYC:** This one-day event in New York City will serve to galvanize national and local funder bases to support capacity building in the black male achievement field, build momentum for the overall campaign, and support a soft launch of the Leadership Institute. The approximately 100 invitees will include representatives of foundations, corporations, and government, along with CBMA grantees and other leaders in the field of black male achievement. The convening will provide an opportunity to share leadership and organizational development content that Root Cause has compiled, showcase examples of what is working thus far, and provide guidance on how to further invest in organizations and the field. The convening will yield the following outcomes:

### **Outcomes**

- Soft launch and increased awareness of the Leadership Institute and CBMA's work among black male achievement leaders

- Strengthening and further development of national and local funder bases, including support for the Institute
- Increased understanding among funders and black male achievement leaders of what programs and strategies work in the field

**Rationale for Recommendation:**

Support for the planning and launch of the Leadership & Sustainability Institute advances one of the key new components in the May 2010 CBMA Scale-up Strategy presented to the U.S. Programs Board of Directors. Support for the Institute also advances the following CBMA goals and strategies: build the brand of black male achievement; cultivate philanthropic partnerships; strengthen the field of black male achievement; and identify and promote promising practices and model organizations in one or all of the Campaign’s grantmaking areas: education, work and family

Over the past three years, CBMA has learned that the relative under-development and inconsistent funding of organizations dedicated to black male achievement compound the challenges facing black males. While there are many assets within the field of black male achievement, and numerous leaders and advocates across the country who have dedicated their lives to this issue, the sustainability of organizations has been a significant challenge. This challenge is illustrated by the fact that, of the 51 organizations focused on improving the life outcomes of black men that were scanned by the Urban Institute in 1995, less than a quarter still existed in 2005. CBMA has observed that organizations working in the black male achievement field have faced, and continue to face, increased hurdles relative to the overall nonprofit sector. Some of the more pronounced barriers include:

- *Field-related challenges* - The black male achievement field has been plagued by two key barriers: inconsistent philanthropic support and entrenched structural barriers that make it difficult to achieve reform.
- *Isolation* - Organizations often work in isolation from one another: many work in segregated neighborhoods and have minimal access to networks and resources that would expand their impact. Furthermore, efforts to coordinate the field are often short-term, inconsistent, and unstructured.
- *Insufficient capacity-building support* - Available capacity-building resources may lack sufficient cultural context or focus on organizations working in this field, and those few technical assistance providers that are dedicated to the field are often small, geographically scattered, and already strained themselves.

There is sound, documented evidence that providing leadership and organizational capacity-building support can help to build strong and sustainable nonprofit organizations and businesses. The planning and launch of the Leadership Institute responds to CBMA’s commitment to making strategic investments that will strengthen the leadership pipeline, enhance organizational sustainability, and promote of best practices in the field of black male achievement.

After the completion of a successful nine-month planning process CBMA will have a clear scope of the Institute, which will help OSF staff determine the structure and implementation of the Leadership Institute going into its first year of operation. With a strengthened brand, increased awareness, and a mobilized network of stakeholders, CBMA and the Institute will be able to directly benefit grantees and other leading organizations in the field of black male achievement. During the Institute's first year, we will also be in a position to incorporate a wide range of lessons that will be learned throughout the planning process, and to expand the Institute's base of long-term support.

**Because of these reasons CBMA is recommending a project grant in the amount of \$260,000 over nine months to Root Cause.**

**Grant ID:** 20033036

**Legal Name of Organization:** Public/Private Ventures

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

**Name of Fiscal Sponsor:** n/a

**Purpose of Grant:** To leverage philanthropic and public partnerships and funding opportunities that will support low-income black fathers and their families

**Grant Description:** Public/Private Ventures (P/PV) is a national nonprofit organization that works to improve the lives of children, youth and families in high-poverty communities by making social programs more effective. P/PV seeks project support to advance the responsible fatherhood field by: 1) cultivating collaborations among private philanthropy, fatherhood practitioners and government; and 2) documenting and funding priorities of private philanthropy and government with the goal of leveraging additional funding opportunities for the fatherhood field within the Campaign's targeted investment regions. The proposed grant will enable P/PV to foster partnerships between funders and organizations working in CBMA target regions to advance responsible fatherhood initiatives. Specifically, P/PV will aim to cultivate partnerships among private foundations, government agencies and fatherhood practitioners and leverage resources. During the grant period P/PV will: 1) organize and facilitate quarterly Fatherhood Roundtable meetings in Washington, DC for funders, government leadership and practitioners; and 2) conduct and disseminate research on best practices, policy recommendations and funding opportunities for the field.

**Previous OSF Support:** None

**Organization Budget:** \$9,200,387

**Project Budget:** \$100,000

<b><u>Major Sources of Support:</u></b>	OJJD	\$8,553,598
	Atlantic Philanthropies	\$753,978
	Lenfest Foundation	\$565,589
	Mott Foundation	\$549,267
	Wallace Foundation	\$445,908



**Amount Requested:** \$100,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$100,000 (Campaign for Black Male Achievement, T1:21119)

**Term:** 1 year, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

Public/Private Ventures (P/PV) is a national nonprofit organization that works to improve the lives of children, youth and families in high-poverty communities by making social programs more effective. P/PV examines factors that limit opportunity for people living in poverty and identifies gaps in existing programs designed to address these problems. The organization uses this knowledge to stimulate new program ideas, develop and execute appropriate research, manage demonstration projects, and replicate the most effective approaches.

Throughout its history, P/PV has focused on understanding and improving on-the-ground practice in social programs and helping nonprofit organizations to use data to strengthen their performance. To realize its organizational mission, P/PV works with program staff and leaders, funders and policymakers to design evaluations that determine not just whether programs work, but how and why. At the national level, P/PV seeks to encourage new approaches to program evaluation that meet rigorous standards, to fully engage practitioners and funders as partners, and to provide essential guidance for program improvement and growth. P/PV disseminates its findings nationally to encourage more programs to adopt effective practices and to generate support for these practices from funders and policymakers.

P/PV's also evaluated Fathers at Work, a national demonstration funded by the Charles Stewart Mott Foundation, which was designed to help low-income noncustodial fathers increase their employment and earnings, become more involved in their children's lives, and provide them with more consistent financial support. Participants were largely young males of color. They had an average age of 26, and about three quarters were African American and 18 percent were Hispanic. The Fathers at Work programs offered a unique combination of job training and placement, child support and fatherhood services at six well-established community-based across the country. The findings from the demonstration project suggested that the programs produced important benefits for participants, including increased earnings and child support payment.

P/PV is perhaps best known for its work in the mentoring field. Over several decades, P/PV has partnered with Big Brothers Big Sisters (BBBS) to evaluate and improve its mentoring services and other youth programming. In the mid-1990s, P/PV completed an influential study that showed that BBBS's high-quality mentoring had tangible and significant effects on positive youth development outcomes, including a lower likelihood of starting to use drugs or alcohol, enhanced peer and parent-child relationships, fewer absences from school, and improved confidence about schoolwork. Ten years later, P/PV completed a similar study of BBBS' school-

based mentoring, which highlighted both the promise of this rapidly expanding model as well as areas that should be strengthened in mentoring agencies across the country.

### **Description of Project for Which Funding is Sought:**

P/PV seeks project support to advance the responsible fatherhood field by: 1) cultivating collaborations among private philanthropy, fatherhood practitioners and government; and 2) documenting and funding priorities of private philanthropy and government with the goal of leveraging additional funding opportunities for the fatherhood field within the Campaign's targeted investment regions.

P/PV will build on the recent collaborative work that CBMA has initiated with the *Responsible Fatherhood Roundtable* – a quarterly forum for peer sharing, learning and activity coordination among private foundations, units of the federal government and leading responsible fatherhood organizations. Over the grant period, P/PV will take over responsibility for the coordination and facilitation of the Responsible Fatherhood Roundtable, working toward the following outcomes:

- Increasing understanding and field knowledge of public, nonprofit and philanthropic efforts to support fathers, children and families;
- Coordinating public, philanthropic and nonprofit sector strategies and investments made in support of fathers, children and families within the Campaign's three regional investment areas; and
- Identifying and cultivating partnerships between and among public, nonprofit and philanthropic entities that will improve outcomes for fathers, children and families.

To realize these objectives, P/PV proposes to convene quarterly meetings of the Responsible Fatherhood Roundtable over the proposed grant period. Management of Roundtable gatherings will include setting the agenda, securing guest presenters/speakers, managing meeting logistics, documenting meetings, and analyzing, summarizing and disseminating meeting proceedings. P/PV will work with CBMA staff and select Roundtable members to develop the agenda content and gather information on developments in all sectors between quarterly meetings.

P/PV also proposes to document and bridge the funding priorities of philanthropic and public sources. Specifically, P/PV will gather information and data regarding the grantmaking goals, results achieved, target population, geographic focus and other defining characteristics of public and philanthropic funding initiatives designed to advance responsible fatherhood in the black community. P/PV will document and map relevant public and philanthropic investments targeted to support responsible fatherhood in CBMA's target communities. This analysis will serve the following purposes: a) inform public and philanthropic funders about the existence of additional funds that might be leveraged to support common objectives; b) produce data that funders could use to improve coordination of their grants; and c) help funders—public and private—identify opportunities for collaborative grantmaking. The results of this analysis would be presented in a report disseminated to the responsible fatherhood field.

### **Rationale for Recommendation:**

Support of Public/Private Ventures advances the Campaign's core goal to strengthen low-income black families by supporting responsible fatherhood initiatives and broader policy advocacy. It also advances the CBMA goal to strengthen the field of black male achievement by serving as a philanthropic leader that strategically connects donors and, as described in the Campaign's recent two-year budget narrative, helps regional fatherhood groups access federal and state funds.

In response to the challenges faced by males on the margins of society, private philanthropy and the Obama Administration have responded with programs and strategic funds designed to expand opportunities and improve the lives of black men and boys. At least half a dozen national private foundations and a number of smaller regional and local funders have implemented grantmaking priorities targeted at improving the life outcomes of low-income boys and men of color. Additionally, with the recent announcements of fatherhood grants by the Department of Health and Human Services, the White House has advanced public policy and budget priorities aimed at supporting—and holding accountable—males, notably non-custodial fathers. The President's Domestic Policy staff and administrators within and across federal departments are funding national research demonstration projects, implementing targeted funding initiatives, integrating males into existing departmental priorities and seeking to remove administrative barriers that inhibit engagement and support of males, especially fathers.

Support of this grant advances CBMA's scale-up strategy, which calls for an increase in investments and program activities designed to leverage federal dollars to support the Campaign's priorities in its three core investment areas of family, work and education. This grant will allow CBMA to take full advantage of the current moment of increased attention to and resources for the responsible fatherhood field and expand opportunities to support fatherhood groups in its targeted investment regions.

**For these reasons, CBMA is pleased to recommend a grant of \$100,000 over one year to Public/Private Ventures.**

**Grant ID:** 20033034

**Legal Name of Organization:** The Lindy Boggs National Center for Community Literacy

**Tax Status:** Other

**Name of Fiscal Sponsor:** Loyola University New Orleans

**Purpose of Grant:** To support the New Orleans Fatherhood Consortium and its “Righting and Writing Our Own Destiny” project

**Grant Description:** The Lindy Boggs National Center for Community Literacy at Loyola University, New Orleans has served as the convener of the New Orleans Fatherhood Initiative since 2007, building a coalition of local organizations and leaders committed to advancing responsible fatherhood policies, particularly for black men in New Orleans and across the state of Louisiana. The mission of the New Orleans Fatherhood Consortium (NOFC) is to develop comprehensive social supports, programs, public awareness and policies that help fathers reach their fullest potential. The proposed grant will support NOFC’s “Righting and Writing Our Own Destiny” project through: (1) research and dissemination of current key data concerning black fathers in New Orleans, which will be produced in a “State of Our Fathers” report; (2) coordination with local partners to create civic engagement events aimed at giving local fathers opportunities to shift public perceptions of black males; (3) delivery of professional development and capacity-building trainings for local social service providers; (4) hosting of a symposium for fathers, local leaders and policymakers that will seek to galvanize the NOLA community around recommendations that emerge from the “State of Our Fathers” report; and (5) engagement of local fathers in arts and culture, including exhibits, performances and community gatherings that promote positive portrayals of black fathers.

**Previous OSF Support:** None

**Organization Budget:** \$159,024,000

**Project Budget:** \$323,861

**Major Sources of Support:** Loyola University \$118,835

**Amount Requested:** \$205,026

**Is This a Contingent Grant?** No

**Amount Recommended:** \$200,000 (Campaign for Black Male Achievement, T1:21119)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

The *Lindy Boggs National Center for Community Literacy* (Boggs Center) at Loyola University New Orleans was established in 1999 as part of Loyola's J. Edgar and Louise S. Monroe Library. The Boggs Center, named for Lindy Boggs, former Congresswoman and ambassador to the Vatican, was established by a grant from the U.S. Department of Housing and Urban Development.

The mission of the Boggs Center is to promote adult literacy as a vehicle for personal, economic, and community empowerment. To carry out its mission, the Boggs Center employs the following strategies:

- Serving as a catalyst in the local community to strengthen adult literacy;
- Providing professional development, technical assistance, evaluation support, and networking opportunities to organizations devoted to increasing adult literacy;
- Creating and maintaining an information-services network for local, state, national, and international providers, which focuses on the relationship between adult literacy, racism, and poverty;
- Developing and implementing a community-based research agenda focused on the impact of racism and poverty on adult literacy; and
- Fostering service-learning opportunities for Loyola University students and faculty.

The Boggs Center led the formation of the New Orleans Fatherhood Consortium (NOFC) in 2007 and is the fiscal sponsor of NOFC. Concern about the plight of low-income children, families, and neighborhoods in New Orleans—especially the fathers connected to them—inspired a coalition of faith- and community-based organizations, educational organizations, and criminal justice, health, and social-service entities to begin working together and form NOFC.

NOFC's mission is to develop comprehensive social supports, programs, public awareness and policies that assist fathers in reaching their fullest potential. The Boggs Center/NOFC engages in the following activities to advance the responsible fatherhood agenda in New Orleans and throughout Louisiana: 1) raising public awareness of fathering issues through the media, technology, and collaborative activities; 2) sharing national and local best practices on fathering; 3) promoting responsible fatherhood policy agendas at the national, state, and local levels; 4) advocating for programs and policies that support the social and economic development of fathers while benefiting their children, families, and community; 5) using a participatory action-research agenda to keep a finger on the pulse of men's issues and voices.

### **Description of Project for Which Funding is Sought:**

The New Orleans Fatherhood Consortium seeks support for the “Righting and Writing Our Own Destiny” project, which seeks to further its work through research, policy advocacy, promotion of positive images of black fathers, and capacity-building of responsible fatherhood initiatives. The project’s overarching goal is to improve the lives of men, their children, and their families in the greater New Orleans area.

With support from the Campaign for Black Male Achievement, the Boggs Center/NOFC plans to gather data depicting the plight of black fathers in New Orleans and disseminate a “State of Our Fathers” report to inform the work of policymakers, practitioners and local advocates. Working with key institutions and through a community-based research agenda, the Boggs Center will collect data on the quality of life of poor fathers in New Orleans and throughout Louisiana. Data points will include numbers of incarcerated fathers, fathers paying child support, and fathers participating in training and employment initiatives. The project will also collect data on service delivery for fathers. The “State of Our Fathers” report will capture data relevant to broader policy decisions and to improved coordination and delivery of services to low-income fathers and men.

The data and recommendations compiled for the “State of Our Fathers” report will also serve as a catalyst for the following activities of the “Righting and Writing Our Own Destiny” project: 1) Loyola University will convene a symposium featuring Dr. William Julius Wilson, which will gather fathers, philanthropists, practitioners and policymakers to address the relationship between poverty and race for low-income fathers; 2) NOFC will facilitate four professional development trainings aimed at positioning local human services organizations to better respond to the needs of fathers and their families; 3) in partnership with the Ashé Cultural Arts Center (an SOF grantee) and other local partners, NOFC will organize civic engagement activities that highlight the local work of black fathers, engage them in key institutions and organizations, and help shift public perceptions of black fathers—from deficits to assets—in the greater NOLA community.

Lastly, the proposed project will utilize the Ashé Cultural Arts Center to develop artistic and cultural activities that promote responsible fatherhood and positive images of black men and fathers as assets to their community. Following the example of the Baltimore-based “Black Male Identity Project,” the Boggs Center/NOFC will produce a photography exhibit, special events during its annual “Favorite Fathers” event, and inter-generational activities rooted in New Orleans artistic and cultural traditions.

Through this project, the Boggs Center/NOFC intends to produce unique, positive images of local fathers and to gather specific information and data regarding fathers in New Orleans and Louisiana. The project will highlight the importance of fathers not only to children and families but also to the revitalization of the city. The project aims: to connect key leaders who are concerned about men, fathers, and families; to raise awareness among policy-makers regarding the importance of fathers to their children, families and communities; and to develop and disseminate research, policies, practices, and family-strengthening strategies.

### **Rationale for Recommendation:**

Support of The Lindy Boggs Center/New Orleans Fatherhood Consortium “Righting and Writing Our Destiny” project advances the Campaign’s goal to strengthen low-income black families by supporting responsible fatherhood initiatives, advocating for effective policies, and lifting barriers preventing black men from being more engaged in their families and communities. The proposed grant also responds to the CBMA scale-up strategy of increasing investments in current state and local programs that could serve as regional resource hubs. Such hubs would 1) strengthen and coordinate the work of CBMA grantees and other organizations with similar goals; and 2) provide on-the-ground capacity and field coordination.

Support of this project also advances the Campaign’s strategy to 1) identify and promote promising practices and model organizations in one or all of the Campaign’s three foundational grantmaking areas and 2) strengthen leadership, civic engagement and advocacy among black men.

The Campaign is committed to investing in regional organizations that have a long-standing commitment to advancing black male achievement. The Boggs Center has a twelve-year history of serving as a convener and catalyst for change in New Orleans. Its community-building successes have laid the foundation for the accomplishments of the New Orleans Fatherhood Consortium, which include 1) coordinating statewide policy forums at the state capitol on responsible fatherhood, in partnership with CBMA grantees Women in Fatherhood, Inc., and the National Fatherhood Leadership Group; 2) serving as a catalyst for the Annie E. Casey Foundation’s funding of the Central City Fatherhood Initiative, which recruited fathers to participate in local service-delivery programs; and 3) developing and disseminating local policy briefs addressing fatherhood issues and best practices.

Additionally, support of this project will strengthen the role of the Boggs Center/New Orleans Fatherhood Consortium as a convener and coalition-builder with local groups such as Loyola University New Orleans Office of Marketing and Communications; Ashé Cultural Arts Center; Tulane University’s Men’s Health Projects; The Brotherhood Project; Louisiana Council on Black Men and Boys health workgroup; Central City Renaissance Alliance; New Orleans Police and Justice Foundation; and Louisiana Office of Support Enforcement.

Over the past three years, CBMA has emerged as the leading national funder for responsible fatherhood initiatives and has demonstrated philanthropic leadership by launching quarterly fatherhood meetings, which gather federal agency leaders, philanthropic partners and leading practitioners in the field and supports critical coalition-building activities in New Orleans.

**For these reasons, CBMA is pleased to recommend a grant of \$200,000 over two years for The Lindy Boggs/New Orleans Fatherhood Consortium.**

**Grant ID:** 20033087

**Legal Name of Organization:** Oakland Unified School District

**Tax Status:** Other

**Name of Fiscal Sponsor:** East Bay Community Foundation

**Purpose of Grant:** To support the Department for African American Male Achievement within the Oakland Unified School District

**Grant Description:** To provide renewed project support for the Department of African American Male Achievement at the Oakland Unified School District (OUSD). OUSD is dedicated to closing the achievement gap for Oakland’s lowest-performing demographic group – young black males. To close this achievement gap, OUSD will work in partnership with the East Bay Community Foundation to launch the Department of African American Male Achievement (AAMA), a six-year initiative focused on serving African American male youth. AAMA will implement several initiatives, including assessing the district’s systems, institutionalizing new processes, collecting research and best practices, and implementing innovations at high-need schools. These initiatives are aimed at doubling graduation rates among African American males by 2014. The proposed project will advance the following CBMA’s goals: 1) ensuring that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage; 2) supporting advocacy efforts aimed at education reform, fair discipline policies, and elimination of school push-out tactics that fuel the school-to-prison pipeline

**Previous OSF Support:** \$100,000 from the Campaign for Black Male Achievement, 2010

**Organizational Budget:** \$5,116,828

**Project Budget:** \$1,000,000

**Sources of Support:** Kaiser Permanente, \$100,000; Stuart Foundation, \$50,000; Other foundation sources, \$250,000

**Amount Requested:** \$400,000

**Is this a contingent grant?** No

**Amount Recommended:** \$400,000 (T1:21120)



**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of Organization:**

The Oakland Unified School District (OUSD) was founded with a mission to ensure that all students: graduate as caring, competent, and critical thinkers; become fully informed, engaged, contributing citizens; and are prepared to succeed in college and career.

OUSD comprises over 103 schools and has a diverse student population of more than 38,000 students. It is California's most improved school district over the past five years, in large part due to its philanthropic, community and corporate collaborations.

Under the direction of OUSD's Superintendent Dr. Tony Smith, the district recently formed a partnership with the East Bay Community Foundation to create a Department of African American Male Achievement (AAMA) within the school district. AAMA's goal is to improve the educational outcomes of OUSD's black male students.

Established in 1928, East Bay Community Foundation was northern California's first community foundation. East Bay Community Foundation and OUSD previously partnered under the Expect Success initiative, which successfully instituted broad cooperation, structural improvements and educational reform in Oakland public schools.

**Description of the Project for Which Funding Is Sought:**

On behalf of the Oakland Unified School District, the East Bay Community Foundation seeks renewed project support for the Department of African American Male Achievement (AAMA Department) within the Oakland Unified School District; the AAMA Department's goal is to close the achievement gap for Oakland's black male students.

To close the achievement gap, OUSD will work with the East Bay Community Foundation to: 1) assess the impact of the district's education systems on black male students; 2) institutionalize new district-wide processes; 3) research school and student performance and identify best practices; and 4) implement innovations at high-need schools to double graduation rates among African American males by 2014.

To achieve these outcomes, the AAMA Department will continue to execute the following initiatives:

- Provide support of the newly formed African American Male Achievement Task Force, which will review relevant data and develop a comprehensive communications plan to bring city-wide attention to this crisis and the new department;
- Conduct regular district-wide reviews and audits of relevant OUSD departments to assess their progress in advancing African American male achievement;

- Implement a system-wide strategy to integrate and connect various departments and programs within the district, so that they can share best practices, recommendations and solutions for improving African American male academic achievement; and
- Provide support for an African American Male Achievement Institute to develop a train-the-trainer program, aimed at sharing best practices and further institutionalizing the AAMA model for both statewide and national replication.

The project will also measure its impact based on seven key indicators: 1) significantly reducing the gap between white children and African American male children in the city of Oakland; 2) doubling the high school graduation rate for African American males; 3) closing the gap in fourth grade literacy between African American males and others; 4) eliminating any significant disproportion in suspension rates for African American males; 5) increasing attendance rates for African American males by 75 percent; 6) decreasing incarceration rates for African American males by 50 percent; and 7) achieving middle school academic performance in 2016 that is on par with district averages for GPA, community service, and school holding power.

For each of the years prior to 2016, OUSD will also measure annual progress across the seven key indicators. Additionally, the AAMA Department will publish an annual report on the progress of organizational change within the school system.

### **Rationale for Recommendation:**

The recommended project support grant will advance CBMA's goals of: 1) ensuring that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage; and, 2) supporting advocacy efforts aimed at education reform, fair discipline policies, and elimination of school push-out tactics that fuel the school-to-prison pipeline.

In the Oakland Unified School District (OUSD), like elsewhere in the United States, African American males continue to fall far behind their peers in academic performance. By third grade, 79% of white students are reading at grade level, compared to only 28% of African American students. By ninth grade, 51% of white students are passing algebra, whereas only 7% of African American students are passing.

In response to the needs of the Oakland community, and the poor educational outcomes of students in Oakland's schools, OUSD implemented aggressive reforms, including: the establishment of community-oriented schools focused on engaging parents and families; the extension of learning and instruction time for students; and the creation of a student-based funding model to distribute funds to schools based on student needs, as opposed to traditional budgeting models, which fund schools based on the number of staff needed at particular schools.

In 2010, with support from OSF, OUSD created an Office of African American Male Achievement tasked with addressing and alleviating the achievement gap for Oakland's African American males. With the grant, OUSD was able to secure an Executive Director for the AAMA Department, who is a member of the superintendent's cabinet. The Executive Director, in

partnership with the superintendent, helps guide the whole district toward greater equity for all students, with a focus on African American males.

The District also created a partnership with the local Urban Strategies Council to support the collection, analysis, and presentation of data for the seven key indicators of the AAMA Department's success. It shared this data with community members and has generated great interest among local African American families, local churches, and a diverse service mix of organizations with a stake in improving academic achievement for black male youth. Over 100 community members have joined Task Force teams for each of the seven indicator areas and have proposed recommendations for changes in policies and practices to advance the goals.

Finally, CBMA staff members have been in regular communication with The California Endowment about our joint investment in the AAMA Department and the broader goal of impacting all boys of color in the OUSD. The California Endowment has also begun to invest throughout the state of California to address the root causes of disadvantages experienced by boys and young men of color and to develop strategies to address those root causes.

Finally, due to OUSD's successful reforms, improved academic performance, the state and national attention generated by its approach, and the potential for replication of its efforts, CBMA staff considers it an important investment with the potential to leverage additional philanthropic and public resources to improve the life outcomes of black men and boys.

**For these reasons, CBMA recommends a grant of \$400,000 over two years to the East Bay Community Foundation on behalf of the Oakland Unified School District.**

**Grant ID:** 20033045

**Legal Name of Organization:** The Smiley Group, Inc.

**Tax Status:** Other

**Name of Fiscal Sponsor:** Tavis Smiley Foundation, Inc.

**Purpose of Grant:** To provide support for “Too Important to Fail,” a national awareness and advocacy campaign to galvanize public attention to education disparities facing black boys

**Grant Description:** Project support for “Too Important to Fail” will enable social commentator Tavis Smiley to leverage his national media and digital platform to ignite a broad-based public awareness and advocacy campaign to galvanize a broad, community-based effort to close the education achievement gap facing black boys in the United States. The “Too Important to Fail” campaign is based on the premise that, just as America responded to its financial crisis by rescuing financial institutions that were deemed “too big to fail,” the government must launch a similar effort to rescue the human capital of black boys who are failing within America’s public education system. “Too Important to Fail” will address the achievement gap crisis in America through the following platforms: 1) a PBS special designed to heighten awareness of the status of America’s adolescent black boys; 2) a monthly series on Tavis Smiley’s weeknight PBS show; 3) a six-part radio series on National Public Radio’s The Tavis Smiley Show; 4) an on-line portal that connects communities across the country and documents best practices in the effort to close America’s achievement gap; and 5) a series of Parent Summits in churches across the country, including in targeted CBMA cities, designed to support local parent efforts to organize and advocate in response to the national education crisis facing black boys.

**Previous OSF Support:** None

**Organization Budget:** \$700,000

**Project Budget:** \$1,393,910

<b><u>Major Sources of Support:</u></b>	National Education Association	\$250,000
	Corporation for Public Broadcasting	\$500,000
	The California Endowment	\$100,000
	W.K. Kellogg Foundation	\$150,000.

**Amount Requested:** \$200,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$200,000 from Campaign for Black Male Achievement, T1:21122

**Term:** 1 year, beginning September 1, 2011

**Matching Requirements:** None

**Description of organization:**

Founded in 1997, The Smiley Group, Inc. (TSG) has led the way in using media, education, and events to address social inequities in the African American community. The *New York Times* described Tavis Smiley as a “cultural phenomenon.” He is progressive, yet rooted in traditional core values—faith, self-advancement, social service. For 12 years, TSG has engaged millions of African Americans with a nationally televised discussion called the “State of the Black Union.” These discussions led to several books—*The Covenant with Black America*, *THE COVENANT In Action*, and *Accountable*—designed to motivate the African American community and others to make America better in the 21<sup>st</sup> century. These books led to the first televised discussion by presidential candidates that specifically addressed issues important to communities of color. The “State of the Black Union” black church discussion led to the formation of organizations like the Samuel DeWitt Proctor Conference for pastors, a forum and organization created to forge common ground among 19 church denominations in the African American community, which have influence of over 10 million African Americans. The goals of TSG’s events are to develop, nurture, and create space for others to lead.

**Description of project for which funding is sought:**

The Tavis Smiley Group requests project support for “Too Important to Fail,” a multi-media and community advocacy campaign designed to bring broader attention to the education crisis facing black boys in America and stimulate action in response. The campaign seeks to employ a multi-platform awareness and advocacy strategy, including television, radio, digital and faith-based town hall meetings. It will highlight the fact that, in many states, less than 50% of young black males graduate from high school and that these low graduation rates combined with high rates of placement in special education classes and disproportionate use of suspension and expulsion add up to a crisis point for young black males on the brink of adulthood.

The “Too Important to Fail” Campaign intends to publicize the link between illiteracy and high school drop-out rates among African American boys, develop a sense of urgency to respond, and identify resources that could improve literacy. The Campaign will use media and outreach activities to promote alternative, positive messages about black men and boys. The Smiley Group proposes to employ the following strategies and activities during the grant period.

## **Multi-Media Campaign**

A PBS special will launch the national campaign and examine what it will take to ensure that these at-risk males are not dismissed as throwaway kids. Looking beyond cultural and behavioral deficits that ignore social injustices and release the broader society from shared responsibility, the report will demonstrate the need for a community-wide response to help black males succeed in school. The PBS special will air in the fall of 2011.

In addition to the PBS special, *Tavis Smiley*, a 30-minute, weeknight PBS show, will provide a platform for influential and progressive thought-leaders to participate in a monthly series on education, also entitled “Too Important to Fail.” Each month the show will highlight critical issues facing black boys and focus on broad solutions for improving our educational system.

The “Too Important to Fail” Campaign will also leverage the platform of Tavis Smiley’s syndicated radio show on National Public Radio. *The Tavis Smiley Show* will produce a six-part radio series depicting the struggles and success of: 1) a single mothers raising black boys; 2) national efforts to get black boys reading on grade-level by the third grade; and 3) teachers in low-income urban schools. The goal of this series is to explore the challenges that the general public, and more specifically parents and community leaders, do *not* see. Each episode ends with the guests indicating ways they feel they can best change their situations, whether through awareness of resources, parent or student advocacy, or government policy. A final report will circle back to each parent, teacher, and student to measure the progress of each individual. The participants will come from different places around the country. The series will also profile people, schools, organizations and businesses trying to enact change.

## **Leveraging Technology**

The website [www.tooimportanttofail.com](http://www.tooimportanttofail.com) will launch on the same night as the PBS broadcast special. The site will be an open forum to increase the dialogue among organizations, constituents, and public and private sector organizations. This forum will allow participants to share priorities and ideas for advancing the well-being of African America youth and teens. The broadcast of a virtual town hall meeting on the *Tavis Smiley* show on PBS will launch the discussion and encourage visitors to share ideas, vote them up or down, comment and share on Facebook and Twitter, and ask questions, all while earning “reputation badges” for their contributions to reversing the poor educational outcomes of black boys. The goal of the site is to connect with constituents and generate actionable insights as well as to create, organize, moderate, and house online conversations that will advance the “Too Important to Fail” initiative. The project’s web portal will feature on-air conversations as starting points to connect people and serve as a resource tool for statistics, research, surveys and other information pertaining to the plight of African American boys and education.

## **Faith-based Outreach & Organizing**

Tavis Smiley Foundation will organize Parent Summits in ten churches across the country, including in three to six of the CBMA target cities, to heighten awareness among parents of black boys in the target age group. Many of the key research findings are not trickling. The Tavis Smiley Foundation will partner with CBMA grantees such as the Coalition Of Schools Educating Boys of Color, The Raising Him Alone Campaign and the Black Alliance for Education Options to engage parents and caregivers. Key outcomes from the Parent Summits will include: 1) teaching parents to assess their children's reading skills; 2) teaching parents to identify and better utilize existing resources in their children's school district; and 3) embracing parents' role as the primary advocate for their child's educational success.

## **Rationale for recommendation:**

The proposed grant to the Tavis Smiley Foundation advances CBMA's grantmaking priorities of 1) ensuring that black boys have the opportunity to excel academically, prepare for college, and learn skills essential to earning a living wage; 2) integrating strategic communications into CBMA's work across its three core areas in order to promote positive frames and messages about black men and boys; and 3) identifying and promoting promising practices and model organizations that advocate on behalf of improving life outcomes for black male youth in CBMA's grantmaking areas of education. CBMA also recommends support for this project as it responds to its three-year strategic plan to invest in innovative strategies that lift barriers preventing black men from fully participating in social, political, economic and educational mainstream of American life.

Support of the "Too Important to Fail" Campaign also responds to recommendations in the recent CBMA scale-up plan, which called for deeper investments in technology and strategic communications aimed at advancing black male achievement. Black men and boys disproportionately face myriad interlocking obstacles to opportunity. These challenges are compounded by conscious and unconscious stereotypes, among both the public at large and black males themselves, resulting in a cycle of marginalization. Understanding these perceptions, and the mechanisms by which they are transmitted, is critical to shifting the way society thinks and talks about black males and the way black males think and talk about themselves and their role in society. This attitude change is an important requirement for transformative policy change.

Campaign staff sees this project as a critical investment that will raise the national discourse about the education crisis of black boys in America. What is most appealing about this project is that Tavis Smiley has an established, broad national platform and an impressive history of organizing critical conversations within the African American community through his convenings and multi-media products. For 20 years, he has been brought issues that impact African Americans disproportionately to the forefront—on both a local and national level.

**For these reasons the Campaign for Black Male Achievement recommends a grant of \$200,000 over one year to the Tavis Smiley Foundation for the Smiley Group.**

**Grant ID:** 20033042

**Legal Name of Organization:** Samuel DeWitt Proctor Conference, Inc.

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

**Name of Fiscal Sponsor:**

**Purpose of Grant:** To launch the Campaign to End the New Jim Crow, a new racial justice movement, that seeks to end the mass incarceration of people of color, particularly black men, and to forge a new moral consensus about how the United States responds to poor people of color

**Grant Description:** Founded in 2003, the Samuel DeWitt Proctor Conference, Inc. (SDPC), with a network of more than 3000 African-American congregations nationwide, continues the rich legacy of the faith community's engagement in issues of social justice. SDPC will build on its vast faith-based and youth organizing network to launch the roll out of a public education and consciousness raising campaign to inspire thousands to join in a movement, *The Campaign to End the New Jim Crow*, to end mass incarceration. The campaign will be based in large part on former Soros Justice Fellow Michelle Alexander's book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, which explains why and how the War on Drugs and "get tough on crime" movement turned back the clock on racial progress and created a new racial under-caste in this country, resulting in the disproportionate incarceration of thousands of black men in America. The grant will support youth and faith-based organizing efforts in targeted communities as well as implement an aggressive social media and online strategy to develop a set of shared principles, philosophies, and advocacy priorities that engage the faith-community, youth and formerly incarcerated individuals in a campaign to end mass incarceration.

**Previous OSF Support:** None

**Organization Budget:** \$1,395,000

**Project Budget:** \$1,400,000

<b><u>Major Source of Support:</u></b>	Ford Foundation	\$290,000
	Board Member Contributions	\$175,000
	Other Grants & Donations	\$435,000



**Amount Requested:** \$500,000

**Is this a Contingent Grant?** No

**Amount Recommended:** \$500,000  
(\$300,000 from Campaign for Black Male Achievement, T1:21122; \$100,000 from Criminal Justice Fund, T1: 24015; \$100,000 from Campaign for a New Drug Policy, T1: 21128)

**Term:** 2 years, beginning September 1, 2011

**Matching Requirements:** None

**Description of organization:**

The Samuel DeWitt Proctor Conference (SDPC) brings together a cross-section of progressive African American faith leaders and their congregations from throughout the United States. The SDPC was founded in 2003 to continue the rich legacy of the faith community's engagement in issues of social justice. Its network extends to more than 3000 congregations nationwide. The SDPC's mission is to nurture, sustain, and mobilize the African American faith community, in collaboration with civic, corporate, and philanthropic leaders, to address critical needs of human and social justice within local, national, and global communities. Through education and advocacy, SDPC strives to strengthen the individual and collective capacity of leaders and activists in the church, academy, and community.

In its eight years of existence, SDPC has earned a strong reputation for informing and mobilizing the black faith community. Its key activities include an annual convening of nearly 1000 leaders from congregations, denominations, academia, community-based organizations, labor, as well as the foundation and private sector, to address issues of social justice and equity. The gathering brings together activists across generations.

SDPC has launched educational and advocacy initiatives on worker justice, restoration in New Orleans and Haiti, healthcare equity, and the criminal justice system. Its partners and funding sources have included the Fund for Theological Education, Gamaliel Foundation, Ford Foundation, and the Annie E. Casey Foundation. SDPC has led efforts around youth imprisonment and prison privatization. In this area, SDPC has partnered with the Children's Defense Fund, Harry Belafonte and the Gathering, The Advancement Project and the ACLU.

During the next two years, SDPC's agenda will be shaped by the framework laid out in *The New Jim Crow*. It has already developed a faith-based study guide for the book to facilitate consciousness-raising about mass incarceration and to transform traditional views of prison ministries and support services. The organization is well prepared to help lead consciousness-raising efforts in churches, seminaries, and youth ministries and to convene faith and youth leaders who share its mission and goals.

### **Description of project for which funding is sought:**

The Samuel DeWitt Proctor Conference requests project support from the Campaign for Black Male Achievement, Criminal Justice Fund and Campaign for a New Drug Policy to ignite a large-scale public education effort designed to end the mass incarceration of people of color in America. In particular, SDPC seeks to reverse the prevailing public perception that people caught up in the criminal justice system are failures, undeserving of moral concern, and fundamentally “no good.”

The project will be based in large part on Michelle Alexander’s book, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*. Based on the framework laid out in the book, the project will seek to launch a bold, innovative public education campaign that will challenge and inspire thousands to learn more, get involved, and commit to building a movement to end mass incarceration. By partnering with the faith community, targeted youth organizing groups, Historically Black Colleges and Universities (HBCUs), and formerly incarcerated individuals, the campaign will encourage debate and dialogue in colleges and universities, high schools, churches, barber shops, and prisons as well as on street corners. The project’s public education strategies will include:

**Engaging Educators:** SDPC and its partners will ensure that the information contained in *The New Jim Crow* is introduced in classrooms, along with other relevant books, film, and materials that support a critical examination of the system of mass incarceration and possible responses to it. SDPC is currently developing relationships and partnerships with thought leaders and executives in K-12 publishing, the National Alliance of Black School Educators and the American Federation of Teachers to facilitate the project’s engagement of educators and students. Michelle Alexander will be giving a keynote address at the California Teachers Association Conference next year, and has been invited to address numerous teachers’ unions and associations, creating further opportunities for building effective alliances with educators.

**Social Media:** *The Campaign to End the New Jim Crow* will be amplified through strategic use of the internet, social media, video, radio, and other grassroots media. These outlets will afford SDPC’s national partners another venue for effective messaging and collaboration. SDPC will develop multi-message strategies, which will be shaped by various stakeholders, including persons formerly incarcerated, crime victims and youth.

**Website Development:** Once the outreach efforts have reached and inspired people, SDPC will use its website to outline concrete ways in which they can get involved. SDPC will create a well-designed, visually appealing, and interactive website that will serve as an educational resource for all those who are interested in learning more about the system of mass incarceration and how it operates in their home state or community, and who want to connect to advocacy efforts and organizations locally and nationwide. Once the website is fully constructed, visitors will be able to click their state on a map and access information about prison policy and advocacy in their state and community. In addition, the website will provide a platform for information sharing about breaking news and updates regarding consciousness-raising efforts nationwide.

**Youth & Faith Gatherings:** During the grant period, SDPC will facilitate between six to eight youth and faith convenings aimed at mobilizing people of faith and young people to take leadership roles in the *Campaign to End the New Jim Crow* in their particular communities. SDPC intends to partner with grantees of the Campaign for Black Male Achievement, Criminal Justice Fund and Campaign for a New Drug Policy to support the content and structure of these convenings. Youth will be fully engaged at all levels of the planning and organization of the convenings, though the meetings will be intergenerational. By gathering veterans of earlier movements, advocates from current movements, and young people aspiring to make a meaningful contribution to a movement to end mass incarceration, SDPC expects these convenings to provide young people with the historical and social context to understand the challenges presented by the current moment. SDPC will design the convening to provide a space in which young people are free to imagine bold and creative ways of responding to this crisis.

The following is a brief summary of the project's expected outcomes:

- The emergence of a vibrant national debate and dialogue, particularly among youth, people of faith, and those most impacted by mass incarceration, about the harms of mass incarceration on poor communities of color and what can be done to challenge the caste-like system that has emerged in the United States.
- A shared commitment among SDPC youth and faith partners to end the War on Drugs, to dismantle the unjust collateral consequences of criminal convictions, and to shift to a more restorative and transformative approach to violence.
- The development of a vast network of educators and professional organizations, ranging from high school teachers to university professors, and from teachers associations to Black Studies departments, that will work collaboratively to ensure that students are empowered to think critically about the system of mass incarceration and potential responses to it.
- The creation of an arsenal of public education and consciousness-raising materials, including videos, study guides, fact sheets and podcasts, that will be made available to thousands of churches, faith organizations, youth groups, and educators nationwide.
- The development of an extensive on-line platform that will serve as an invaluable resource for advocates and others who seek to learn more about the system of mass incarceration in their state or region, and about how to get involved in efforts in their communities to advance the movement for education not incarceration—jobs, not jails.
- At least eight convenings of youth and faith leaders that produce: 1) a set of shared principles and priorities; 2) a commitment to roll out advocacy campaigns simultaneously in different regions of the country; and 3) tactics that can be replicated by others nationwide.

- By the end of the two-year grant period, major advocacy campaigns will have been launched by hundreds of congregations and broad youth organizations committed to ending mass incarceration in the United States.

### **Rationale for recommendation:**

Support of SDPC responds to CBMA's three-year strategic plan to invest in innovative strategies that lift barriers preventing black men from fully participating in the social, political, economic and educational mainstream of American life. This grant also responds to the recent CBMA scale-up plan, which calls for deeper cross-fund investments to advance black male achievement. The grant also advances the Criminal Justice Fund's priorities of reducing mass incarceration, eliminating racial disparities and securing a fair system of justice. Finally, support of this project also advances the Campaign for a New Drug Policy's goal of engaging the African American faith community and those directly affected by current drug policies in an effort to shift U.S. drug policy from a punishment-centered, law-enforcement approach to one that is health-based.

As with other constituent-based advocacy efforts, the identity of the messenger is crucially important. By centering debate around Michelle Alexander's book and eliciting her participation, SDPC will engage communities and segments of the African American population that, in the past, have been hesitant to support a fundamental overhaul of current drug policies. CNDP support of this project is an important complement to our support for the NAACP, the Institute for the Black World 21st Century and other grantees aligned with the priorities of CBMA.

Over the past year, CBMA staff has had several conversations with our board advisors about how the Campaign could better engage the faith community to advance black male achievement. This grant effectively responds to this call to action. Black churches are among the very few organized support systems that still exist in poor black communities today. SDPC's work with black faith communities will make it far more likely that people released from prison will find a church that opens its doors to them and provides them and their families desperately needed support. The cultivation of a critical consciousness among people of faith will also help to heal and unify the black community, replacing shame and blame with more understanding, acceptance, and possible redemption. Churches also play a critical role in shaping opinion and influencing attitudes in the African American community. A growing number of faith leaders calling for the end of mass incarceration will help to birth a new moral consensus.

In conclusion, historically, the criminal justice system has targeted black males to an extreme that defies mathematical logic. A U.S. Bureau of Justice Department report estimates that, as of 2008, there were more than 846,000 black men in prison. This figure accounted for more than 40 percent of all inmates in correctional facilities. Indeed, Alexander's data suggest the unthinkable—that the number of African American males incarcerated today in the United States is greater than the total numbers who were held in slavery.

**For these reasons, staff recommends a grant of \$500,000 over two years to Samuel DeWitt Proctor Conference. This grant will be co-funded by CBMA (\$300,000), the Criminal Justice Fund (\$100,000) and the Campaign for a New Drug Policy (\$100,000).**