

**The Equality and Opportunity Fund  
Planned Grants for Docket III  
August 29, 2011**

The Equality and Opportunity Fund (EOF) makes grants across four core areas: racial justice; immigrant rights; lesbian, gay, bisexual, transgender and queer (LGBTQ) rights; and gender justice. EOF also works to increase support for an intersectional equality agenda by supporting advocacy efforts that address two or more of EOF's core areas and may also implicate the concerns of other U.S. Programs funds and campaigns. To strengthen its intersectional grantmaking, EOF has identified two issues that highlight the shared stake that people of color, immigrants, and LGBTQ people have in advocating for equality and opportunity. The two priority issues are economic security and anti-violence advocacy. Beyond this, EOF supports two targeted initiatives that address urgent equal opportunity concerns. These are the Campaign for Black Male Achievement and the Neighborhood Stabilization Initiative.

The following are the planned EOF grants for Docket III, totaling 51 grants and \$10,253,750. Included in this docket are: 25 recommended grants from EOF totaling \$4,823,750; 9 recommended grants from the Neighborhood Stabilization Initiative totaling \$2,035,000; and 17 recommended grants from the Campaign for Black Male Achievement totaling \$3,395,000.

**RACIAL JUSTICE AND IMMIGRANT RIGHTS**

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**Four Freedoms Fund** (fiscal sponsor: Public Interest Projects)  
New York, NY (national)  
\$520,000 over one year (renewal; project support)

A project support grant to the Four Freedoms Fund (FFF) will support the funding collaborative's goals of advancing immigrant rights and integration at the state and local levels around the U.S. FFF's work is guided by the long-term vision of ensuring immigrants and refugees are fully integrated into American civic life. FFF supports national immigrant rights organizations, as well as the local, state and regional coalitions that are connected with nationally coordinated campaigns. It employs a range of strategies to nurture the immigrant rights field, including acting as a re-granting intermediary, delivering technical assistance, and hosting convenings and strategy sessions. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies. As the immigrant rights debate continues to have the most traction at the state level, FFF's leadership and nimbleness has been critical in ensuring philanthropic support meets local needs. Given OSF's reliance on FFF as a vehicle to address immigrant rights at the local level, staff recommends increased support to the collaborative. In addition, \$20,000 will go towards an evaluation of FFF.

**Border Action Network**  
Tucson, AZ (state)  
\$150,000 over two years (renewal; general support)

A general support grant to the Border Action Network (BAN) will support its efforts to strengthen the advocacy and participation of immigrant communities along the Arizona-Mexico border. With a strong membership base, BAN has successfully organized at the local level to provide its members resources and trainings to defend human and constitutional rights, hold government agencies accountable, and insert their voices into national and international policy debates on immigration and border enforcement. Since it began in 1999 as a volunteer-based organization, BAN has grown to become a member-based, nonprofit organization that is actively involved in policy discussions at the local, regional, and national levels. It has been an instrumental player in working with congressional offices and Department of Homeland Security officials. The impact of rising anti-immigrant sentiment and legislation has pushed BAN, its board and members to undergo an organizational change and strategic planning process. It should also be noted that founding Executive Director, Jennifer Allen, has begun a succession planning process. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies. This recommended grant amount is an increase of \$50,000 given BAN's increased staffing and programmatic activities.

**Center for New Community**

Chicago, IL (local, state, and national)

\$300,000 over two years (renewal; general support)

A general support grant to the Center for New Community (CNC) will support its efforts to counter anti-immigrant organizations around the country. Since its inception in 1995 by a group of religious leaders and organizers, CNC has grown to become an organization that has had significant impact through its organizing and programmatic initiatives across the nation, and become recognized internationally for its work to counter organized bigotry. CNC has had a national role in exposing the racism of the anti-immigrant movement, helping shift the nature of the national debate about immigration, and building a strong and growing network of organizations committed to effectively countering the movement's activities. The Center provides local, state and national organizations and coalitions with extensive, strategic information and opposition research about the anti-immigrant movement, as well as communications and media expertise. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. In addition, it advances the specific immigrant rights grantmaking priority of promoting immigrant integration as well as the anti-violence advocacy goals of challenging the backlash violence against immigrant communities. The recommended grant will provide renewed funding at a steady amount.

**Welcoming America** (fiscal sponsor: Tennessee Immigrant and Refugee Rights Coalition)

Atlanta, GA (state and national)

\$150,000 over one year (renewal; project support)

An unrestricted project support grant to Welcoming America will support its efforts to increase interaction and understanding between foreign-born and U.S.-born Americans. Welcoming America is a national, grassroots-driven collaborative that works to promote mutual respect and cooperation between foreign-born and U.S.-born Americans. Headquartered in Atlanta, Welcoming America currently represents 18 affiliates across 19 states. The ultimate goal of Welcoming America is to create a welcoming atmosphere – community by community – in which immigrants are more likely to integrate

into the social fabric of their hometowns. Its state and local affiliates use a combination of local leadership development, strategic communications, and public engagement to reduce anxiety and promote healthy dialogue on immigrant integration in communities across the country. Welcoming America's long-term community building efforts advance EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. In addition, it advances the specific immigrant rights grantmaking priority of promoting immigrant integration. The recommended grant will provide renewed funding at a steady amount.

**OneAmerica**

Seattle, WA (state)

\$35,000 over one year (project support)

A project support grant to OneAmerica will support the planned transition of its founding executive director. Through this grant, OneAmerica will assess and improve organizational systems, maintain strong staff and board engagement, and support the existing executive director and senior directors to lead the process effectively. OneAmerica was founded in the wake of September 11, 2001 to counter the backlash in Washington State directed against Middle Easterners, East Africans, South Asians, Muslims, Sikhs, and other immigrants and minorities. It has since grown to become the largest immigrant advocacy organization in Washington State and a national leader in its field. OneAmerica trains and works with targeted immigrant and minority communities to increase collaboration, civic participation, and advocacy to advance policy reform and the principles of democracy, justice, and human rights at the local, state, and national levels. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priorities of promoting fair immigration enforcement, detention, and deportation policies, and fostering immigrant integration. This grant will supplement a general support grant made to OneAmerica earlier this year.

**Grassroots Racial Justice Fund** (fiscal sponsor: Proteus Fund)

Amherst, MA (national)

\$400,000 over one year (project support)

A restricted project support grant to the Grassroots Racial Justice Fund (GRJF) will help to advance its goals of supporting grassroots racial justice organizations that are well-established in their communities and capable of connecting organizing with overarching policy issues to address deep-rooted structural injustice. Through targeted investments in metropolitan areas, building connections with national, state and regional efforts, integrating organizing work with policy advocacy activities, and building alliances across racial groups and with other identity-based groups, the GRJF aims to advance the structural change necessary to achieve racial equity. In addition to its grantmaking, GRJF brings together advocates and grantmakers through its convenings and also leads strategy sessions in the following areas: field building, capacity building, and civic engagement. As the racial justice field struggles to develop a coordinated vision, strong grassroots organizations are needed to engage people in local communities to push for racially just policies, ensure those policies are implemented well, and maintain and protect them over time. Because strong grassroots racial justice organizations are missing at policy tables and adequate mechanisms for participation of communities of color are nascent or non-existent, new support to the GRJF will magnify the collective voice of a community, leverage other organizations

and resources to enact policy, and promote political and social change. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism.

## **GENDER JUSTICE / LGBTQ RIGHTS**

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### **Believe Out Loud: Faith Leaders in Communities of Color Initiative – *fiscal sponsor: Intersections***

New York, NY (national)

\$100,000 over one year (new; project support)

A project grant to Intersections will support Believe Out Loud's Faith Leaders of Color Initiative. This initiative aims to identify and support faith-based leadership on behalf of LGBTQ equality. It specifically seeks to organize faith-based leaders serving communities of color. The initiative will provide such leaders with resources and opportunities to demonstrate how their faith traditions call for compassion and inclusion of LGBTQ people. In doing so, it strives to challenge the perception that communities of color, especially those rooted in strong organized religions, are categorically opposed to LGBTQ equality. Intersections supports projects that promote pluralism in emerging democracies, eradicate ignorance regarding Islam, nurture global peacemakers, dismantle systemic discrimination against the LGBTQ community and initiate conversation among disparate groups to develop new ways of addressing structural inequalities. Intersections' work encompasses three programmatic areas: amplifying marginalized voices, interfaith dialogue and cooperation and addressing the consequences of conflict. The recommended grant will advance EOF's overarching goal of supporting efforts to ensure justice and equality and to lift barriers that prevent people from participating fully in economic and social life. It will also advance EOF's specific grantmaking priority increasing the participation of diverse voices within the LGBTQ rights movement, with an emphasis on people of color and immigrants.

### **Choice USA**

Washington, DC (national)

\$200,000 over two years (renewal; general support)

Choice USA is dedicated to the leadership development and political engagement of the "millennial generation" to defend access to abortions and contraception, and promote comprehensive sex-education. Comprised of a national network of 35 chapters in 26 states, it aims to serve college students, women of color, low-income women and LGBTQ people. Through campus chapters, peer-to-peer outreach and trainings, Choice USA provides young people with the skills necessary to advocate for reproductive rights. The recommended grant furthers EOF's overarching goal of ensuring justice and equality by 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 will provide renewed funding at a reduced amount. The previous grant was a 1 year grant co-funded with the Democracy and Power Fund. The reduction is due, in part, to EOF now fully supporting the grant. While the yearly grant amount is smaller, this renewal offers the security of a multi-year commitment.

**Civil Marriage Collaborative, housed at the Proteus Fund**

Amherst, MA (national)

\$300,000 over two years (renewal; unrestricted project support; contingent grant in the second year)

An unrestricted project grant to the Proteus Fund will support the Civil Marriage Collaborative (CMC), which was launched through the efforts of OSF and six funding partners in 2004. The CMC re-grants funds to state organizations working to advance the legal recognition of same-sex relationships. CMC funds enable these historically under-funded organizations to build capacity and be more effective advocates in state-based efforts to secure marriage equality. CMC also encourages partnerships between LGBTQ and allied groups, with a special emphasis on faith-based and people of color led organizations. The recommended grant advances EOF's overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It will advance EOF's specific 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. This grant will provide multi-year funding at a reduced amount. With this grant, staff is recommending tie-off funding to free resources for deeper investments in projects seeking to promote safe-schools for LGBTQ youth and protect people from discrimination in employment and housing based on sexual orientation and gender identity.

**Funders for LGBTQ Issues (aka Funders for Lesbian and Gay Issues)**

New York, NY (national)

\$35,000 over one year (renewal; general support)

A general support grant to Funders for LGBTQ Issues constitutes OSF's institutional membership fee. For three decades, Funders for LGBTQ Issues has led philanthropic to increase support for LGBTQ issues. Funders for LGBTQ Issues aims to integrate LGBTQ concerns in the programs and grantmaking of other philanthropic institutions, increase the number of foundations supporting LGBTQ issues, and ensure a more equitable distribution of philanthropic resource to under-resourced LGBTQ communities including communities of color, transgender, and rural communities. Their signature reports, Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by US Foundations and A Global Gaze, LGBTQI Grantmaking in the Global South and East, produced biannually, are widely referred to for critical baseline data central to making the case for the need to increase financial resources for LGBTQ issues within the U.S. and internationally. This grant will advance EOF's overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It advances EOF'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. The recommended grant will provide renewed funding at a reduced amount. Earlier OSF grants supported the Racial Equity Project of Funders for LGBTQ Issues, a partnership with the Ford Foundation. By engaging donors and leveraging OSF and Ford resources through matching fund, the project sought to increase philanthropic resources for organizations addressing racial justice and LGBTQ issues. Although the project was largely unsuccessful in expanding the circle of donors supporting these issues, the goals of the project remain salient. EOF is developing partnerships with other funders and philanthropic allies to promote awareness of and investment in advocacy on behalf of LGBTQ communities of color.

**Hispanics in Philanthropy**

New York, NY (national)

\$50,000 over one year (renewal; project support)

A project grant to Hispanics in Philanthropy(HIP) will support the LGBT Latino Initiative. HIP works to strengthen Latino communities by increasing resources for the organizations serving Latinos; support Latino participation and leadership throughout the field of philanthropy; and foster policy change to achieve equity for Latinos. The LGBT Latino Initiative seeks to 1) educate Latino communities about LGBTQ issues; 2) strengthen LGBTQ Latino organizations and support LGBTQ Latino leaders; and 3) facilitate coordination between LGBTQ and Latino organizations and community leaders. The recommended grant will advance EOF's overarching goal of supporting efforts to ensure justice and equality and to lift barriers that prevent people from participating fully in economic and social life. It will also advance EOF's specific grantmaking priorities of: 1) increasing the participation of diverse voices within the LGBTQ rights movement, with an emphasis on people of color and immigrants; and 2) supporting social justice organizations that incorporate attention to LGBTQ rights and gender justice into their broader agenda. With this grant, staff is recommending a reduced amount and tie-off funding due to concerns about the long-term viability of the LGBT Latino Initiative. The initial planning grant from OSF was in collaboration with the Arcus Foundation's LGBTQ racial justice initiative. As part of that grant, HIP completed and disseminated a report mapping organizations that serve LGBT Latinos and recommendations to expand their capacity and ensure sustainability. However, leadership transitions and a re-assessment of grantmaking priorities at Arcus have placed commitments from Arcus for this project on hold. EOF recommends this small grant to sustain efforts to engage foundations and advocates on LGBTQ Latino issues. Absent a significant investment to enable re-granting and organizational support for LGBT Latino projects, EOF does not foresee future funding for this project.

### **National Gay and Lesbian Task Force**

Washington, DC (national)

\$293,750 over two years and six months (renewal; general support; contingent in 2012 and 2013)

A general support grant to the National Gay and Lesbian Task Force (NGLTF) will support its work to organize and advocate for LGBTQ equality. NGLTF seeks to strengthen the advocacy skills of the LGBTQ community through national and regional trainings for activists; providing policy analysis, research and staff resources to state and local organizations working for LGBTQ equality; and leading national policy working groups that provide administrative agencies and policymakers with the necessary information to advance LGBTQ equality. For over 37 years, the Task Force has played a significant role in nearly every landmark event in the LGBTQ movement. A grant to NGLTF advances EOF's overarching goal to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social and political life. The recommended grant will provide renewed funding at a steady annual amount.

### **Park Square Advocates d/b/a Gay & Lesbian Advocates & Defenders (GLAD), Boston, MA**

Regional: New England

\$150,000 over two years (renewal; project support)

A project grant will support 1) GLAD's Transgender Rights Project (TRP) and 2) LGBTQ Youth Project (Youth Project). TRP will provide legal support for the public education campaigns seeking legal protections for transgender individuals in Connecticut, Massachusetts, and New Hampshire. TRP will also bring litigation to enforce the rights of transgender people and expand legal resources for attorneys working with transgender clients. A grant to the Youth Project will deepen GLAD's advocacy on behalf of LGBT youth. The project will focus on four areas where youth are most likely to encounter

discrimination based on sexual orientation, gender identity, or HIV status: schools, the child welfare system, the juvenile justice system and community-based/family environments. GLAD is New England's leading legal rights organization dedicated to ending discrimination based on sexual orientation, HIV status and gender identity and expression. Through litigation, public education and field organizing, GLAD advocates for marriage equality at the regional and federal levels; for improved lives of LGBTQ youth throughout New England; and to secure legal rights for transgender people. GLAD's effective advocacy and legal expertise have made it a national leader on litigation and policy advocacy related to LGBT equality. The recommended grant will advance the Equality and Opportunity Fund's (EOF) 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.

### **Institute for Women's Policy Research**

Washington, DC (national)

\$150,000 over two years (new; project support)

A project grant will strengthen IWPR's research and advocacy on behalf of low-income women and women of color. IWPR provides policy research and advocacy support to many EOF grantees working to protect and expand opportunities for women in the areas of economic opportunity, workplace equity, and immigrant rights. IWPR will partner with civil rights and racial justice groups to conduct data and policy analysis that illustrate the specific needs of low-income women and women of color within those advocacy efforts. IWPR was established in 1987 as an independent, non-profit research organization dedicated to informing and stimulating debate on public policy issues of critical importance to women. IWPR applies a gender analysis to social problems, highlighting effective solutions to poverty and inequality. The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory 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.

### **Ms. Foundation**

New York, NY (national)

\$160,000 over one year (renewal; project support)

A project grant will support an ongoing partnership between OSF and the Ms. Foundation aimed at strengthening advocacy on behalf of women of color and low-income women within two specific sectors: economic security and immigrant rights. The project brings together funders and field leaders to develop concrete research and advocacy strategies that elevate the needs of women. OSF will partner with Ms. Foundation to disburse smaller grants to implement these collective strategies. By collaborating on specific actions to advance gender justice, the project aims to foster a network of advocates working to address the needs of women in these fields. Since its founding in 1973, the Ms. Foundation has been a leading U.S. women's fund supporting the efforts of women and girls to govern their own lives and influence the world around them. Ms. Foundation delivers strategic grants, capacity building and leadership development services to organizations at local, state, Tribal and national levels working for policy and cultural change across the areas of women's health, economic justice, ending

violence and strengthening democracy. The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It 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. In addition, the focus of the recommended project support grant on anti-violence advocacy helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equal opportunity. The recommended grant will provide renewed funding at a steady amount.

### **National Asian Pacific American Women's Forum**

New York, NY (national)

\$200,000 over two years (new; project support and general support)

A general support grant will fund NAPAWF's work to promote awareness of the needs of Asian and Pacific Islander women and girls in the United States, and strengthen the ability of this of this growing community to inform policies related to reproductive health, immigration and economic security. Project support for NAPAWF will support its work to document and expose the impact of immigration enforcement policies on women. This project is a partnership with the National Domestic Workers Alliance, an EOF and D&P grantee, and partially funded by the Ford Foundation. Founded in 1995, NAPAWF is a membership-based organization with 11 local chapters across the country, and offices in New York and Washington DC. NAPAWF fosters engagement of Asian and Pacific Islander women and girls on important issues impacting their lives by providing accurate and timely policy analysis on matters such as workplace equity, reproductive rights and immigrant rights. It couples these resources with opportunities to engage in local and national advocacy efforts. Project support will also go towards *The Right to Liberty, Right to Family Campaign*, a partnership with the National Latina Institute for Reproductive Health (see below for more on this Campaign). The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory 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.

### **National Latina Institute for Reproductive Health**

New York, NY (national)

\$200,000 over two years (new; project support and general support)

A general support grant will fund National Latina Institute for Reproductive Health's work to ensure the right to reproductive health and justice for Latinas and their families through public education, community organizing and policy advocacy. NLIRH focuses on three program areas: increasing access to abortion, eliminating reproductive health disparities, and advancing the rights of immigrant women. Founded in 1994, NLIRH is the only national Latina health and reproductive justice organization representing an increasingly diverse and growing Latina population. General support will resource NLIRH's broad efforts to address racial disparities in access to reproductive health. Project support aims to strengthen NLIRH's engagement in the broader immigrant rights field through *The Right to Liberty, Right to Family Campaign*. As one of the few national advocacy organizations versed in issues that



impact Latinas, NLIRH is increasingly called upon to articulate the experiences of Latinas in immigration issues. The Campaign is a two-year campaign effort to lift the experiences of immigrant women in the immigration enforcement and birthright citizenship debate. The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory 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.

**National Partnership for Women and Families**

Washington, DC (national)

\$200,000 over two years (new; project support)

A project grant to the National Partnership for Women and Families will support a low-wage worker and women of color initiative within their Work and Family and Workplace Fairness Programs. These programs advance policies that promote greater economic security and job stability for low-wage working women and women of color. The programs focus on advocacy for equal pay policies, job-protected paid sick days and paid family leave policies. With project support from EOF, NPWF will work with stakeholders at the national, state, and local levels to deepen the engagement of female low-wage workers and women of color in the fight for these policies, and will produce tools and materials that explain the importance of these policies for low-wage workers and women of color. The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also promotes justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Finally, 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.

**The Care Fund— *housed at Jewish Funds for Justice***

New York, NY (national)

\$150,000 over one year (new; general support)

A project grant to Jewish Funds for Justice will provide unrestricted project support to the Care Fund. The Care Fund supports Caring Across Generations, a national campaign led by the National Domestic Workers Alliance and Jobs with Justice, EOF and D&P grantees. The goal of the campaign is to develop the organizing and policy advocacy infrastructure to transform how the country cares for elders and other vulnerable members of society. It seeks to do so by improving the professional training and job quality of the workers who provide that care including home health attendants and domestic workers. Absent significant reforms in the care industry, direct care workers, the vast majority of whom are women of color, will continue to lack economic security and basic workplace rights. The recommended grant advances multiple goals of the EOF. It will advance EOF's 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. Finally, 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.

## **LOW-WAGE WORKER RIGHTS**

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**National Domestic Workers Alliance (NDWA)**; fiscal sponsor: Mujeres Unidas y Activas)

New York, NY (renewal; project support)

\$300,000 over two years – Co-funding led by EOF (\$150K) with Democracy and Power Fund (\$150K)

A project grant to the National Domestic Workers Alliance (NDWA) will support its research, capacity-building, civic engagement, and organizational development activities. Specifically, this grant will fund 1) the Strategy, Organizing and Leadership (SOL) Capacity Building Program – to provide resources and organizational development support for 30 local NDWA affiliates; 2) the dissemination of the national domestic labor industry workforce survey; and 3) the development of a business plan to diversify its funding base and generate innovative sources of long-term support. NDWA is dedicated to the recognition and inclusion in labor protections for the estimated 2.5 million domestic workers in the United States. Since its inception in 2007, NDWA has grown into an alliance of 33 local, membership-based organizations of nannies, housekeepers and caregivers for the elderly located in 17 cities and 11 states around the country. NDWA's staff and membership is reflective of the broader domestic work industry and are predominantly low-income immigrant women and women of color. Traditional perceptions of "women's work", especially when performed by women of color, have infused all workplace laws. The race and sex-based structural inequalities are starkest in caretaking work. NDWA offers domestic workers the opportunity to inform the policies impacting their lives and presents policymakers with a more accurate understanding of the value of caretaking work. The recommended grant advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, 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. The Equality and Opportunity Fund selected low-wage workers' rights as a priority area because of its potential to bridge the concerns of multiple marginalized groups. The recommended grant will provide renewed funding at a steady annual amount.

**National Day Labor Organizing Network (NDLON)**

Los Angeles, CA (renewal; project support and general support)

\$300,000 over two years EOF – Co-funding led by EOF (\$150K) with Democracy and Power Fund (\$125K), and Criminal Justice Fund (\$25,000)

Through renewed general support grant from EOF and the Democracy and Power Fund, NDLON will advocate to 1) nurture day labor leadership and advance workplace rights; 2) defend, strengthen, and promote day labor worker centers; 3) mitigate efforts to expand interior enforcement of immigration laws; and 4) achieve immigration reform that includes a path to citizenship for all workers. A project grant from the Criminal Justice Fund will support Turning the Tide, a national campaign anchored at NDLON, which seeks to confront the growing wave of criminalization and separation of immigrant families. The National Day Laborer Organizing Network (NDLON) began in 2001 as collaboration among 12 organizations and worker centers. Since then, it has grown to become a membership based organization comprised of 41 member organizations in 14 states. The recommended grant advances the

Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, 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. The Equality and Opportunity Fund selected low-wage workers' rights as a priority area because of its potential to bridge the concerns of multiple marginalized groups. This grant advances the Criminal Justice Fund's goal of eliminating harsh punishment by challenging excessive immigration enforcement practices. It also advances D&P's goal of expanding public participation through grassroots organizing, coalition building, and civic engagement in order to build power for those who do not currently have it. The recommended grant will provide renewed funding at an increased annual amount. The increase is due to CJF's project support.

**DataCenter**

\$80,000 over one year (renewal, project support)

Oakland, CA

A project grant to the DataCenter will support the National Domestic Worker Survey, a national participatory research project documenting the working conditions of domestic workers. Through renewed project support, DataCenter will continue to provide technical assistance and trainings to local NDWA affiliates. DataCenter will also develop new curricula and online toolkits to strengthen the ability of local organizations to conduct participatory research. The resources developed for this survey project can be applied to other groups of disenfranchised, low-wage workforces. Founded in 1977, DataCenter conducts original research documenting challenges faced by historically marginalized communities. DataCenter's research methods prioritize community engagement and the inclusion of people most impacted in the planning and data collection process. The recommended grant advances the Equality and Opportunity Fund's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, 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. The Equality and Opportunity Fund selected low-wage workers' rights as a priority area because of its potential to bridge the concerns of multiple marginalized groups. The recommended grant will provide renewed funding at an increased amount. DataCenter's success in engaging domestic workers from across the country to shape and contribute to the project is notable. Such engagement also comes with significant costs including translation of the survey tool into 7 different languages and extensive outreach and trainings of community-based researchers.

**ANTI-VIOLENCE ADVOCACY**

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**Alliance for Educational Justice** (*fiscal sponsor: Movement Strategy Center*)

Brooklyn, NY (national)

\$150,000 over two years (renewal; project support)

An unrestricted project grant to the Alliance for Educational Justice (AEJ) will support its work to promote non-punitive school reforms and safe learning environments for all students. AEJ is comprised of membership-based organizations committed to engagement of youth of color and their parents – two key constituencies deeply impacted by racialized achievement gaps and bias based disparities in school disciplinary policies. AEJ is anchored by Make the Road by Walking, the Philadelphia Student Union, and

Youth United for Change and has member organizations in Baltimore, Chicago, Denver, Los Angeles, New York, Oakland, Philadelphia, San Francisco and Wichita. The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific anti-violence advocacy grantmaking priority of promoting safe schools for LGBTQ youth. The recommended grant will provide renewed funding at an increased amount. Initial EOF support for AEJ seeded a successful partnership with the Gay Straight Alliance Network. The partnership led to coordination between Gay Straight Alliances and AEJ member organizations. With legal assistance from the Advancement Project, AEJ and the Gay Straight Alliance Network developed a shared policy platform that fully integrates the concerns of LGBTQ and gender non-conforming students within AEJ's broader advocacy. Increased funding will enable ongoing coordinated activities between GSA and AEJ to advance this newly integrated policy agenda.

### **American Immigration Council**

Washington, DC (national)

\$250,000 over two years (renewal/new; project support; contingent)

A grant to the American Immigration Council (AIC) will provide unrestricted project support to the Immigration Policy Center (IPC) and to the Legal Action Center (LAC), each a division of the AIC. Founded in 1987, AIC was created to honor the United States' immigrant history and to shape how Americans think and act with respect to immigration issues. AIC's policy arm, IPC, is a research and rapid response center that disseminates information and analysis to policy makers, the media, and immigrant advocates. Positioned at the crossroads of academic, policy making and advocacy circles, IPC uses publications, communications tools, and public presentations to inform public policy debates about immigration issues. It addresses a wide range of topics, including the economic contributions of immigrants, integration trends, and immigration enforcement policies. AIC's legal arm, LAC, is a litigation and legal resources center that was formed to ensure that immigration law is interpreted and implemented in a manner that is sensible and humane. LAC has established itself as a leader in litigation, information-sharing, and collaboration among immigration litigators across the country. LAC is also one of the leading providers of litigation-related legal resources for immigration advocates, including practice advisories, trainings, and litigation meetings. The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific anti-violence advocacy grantmaking priority of challenging backlash violence directed at EOF core constituencies as well as the immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies. IPC was previously funded through the Immigration Innovation Fund to support its efforts to advance comprehensive immigration reform.

### **Center for American Progress**

Washington, DC (national)

\$50,000 over one year (new; project support) – This project grant is being recommended in the Democracy and Power Fund's 2011 Docket III, alongside D&P's recommendation for \$1,000,000 over two years in general support.

A project support grant to the Center for American Progress (CAP) will support the Anti-Hate Table (the Table) to coordinate campaigns and research aimed at publicizing the underlying motivations of anti-immigrant groups, and holding organizations and individuals accountable for spreading misinformation.

The Table was launched in 2009 when few immigrant rights advocates were effectively countering the messages and policy agenda of the nativist movement, and those organizations working on the issue often operated separately and competitively. The Table is anchored at CAP and includes the following OSF grantees: Media Matters for America; Center for New Community; American Immigration Council; and America's Voice Education Fund. The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific anti-violence advocacy grantmaking priority of challenging backlash violence directed at EOF core constituencies.

## **NEIGHBORHOOD STABILIZATION INITIATIVE**

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The Neighborhood Stabilization Initiative (NSI) will recommend nine grants for inclusion in the Equality and Opportunity Fund's Docket III of 2011. The grants described below advance NSI's goals to prevent foreclosures, stabilize communities, and expand access to fair and affordable credit for communities hardest hit by the foreclosure crisis. The nine NSI recommended grants total \$2,035,000, including co-funding support.

### **Center for American Progress**

Washington, DC (national)

\$250,000 over two years (renewal; project support; contingent). This project grant is being recommended in the Democracy and Power Fund's 2011 Docket III, alongside D&P's recommendation for \$1,000,000 over two years in general support.

A project grant the Center for American Progress (CAP) will support its research and advocacy to support innovative neighborhood stabilization strategies and advance equitable principles in housing finance reform. CAP is a think tank dedicated to improving the lives of Americans through ideas and action. CAP combines bold policy ideas with a modern communications platform to help shape the national debate, expose the hollowness of conservative governing philosophy, and challenge the media to cover the issues that truly matter. The recommended grant advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations; and 2) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color. The recommended grant will provide renewed funding at a steady amount.

### **Center for Community Progress**

Flint, MI (local: Michigan and Louisiana, and national)

\$130,000 over one year (new; project support)

A project grant to the Center for Community Progress (CCP) will support its efforts to address widespread property abandonment and vacancies that have resulted from the foreclosure crisis and economic recession by expanding the organization's research and communications capacity. CCP helps cities and towns turn vacant and abandoned properties into vibrant places, using policy advocacy, technical assistance, research, coalition building, and communications. Support from NSI will enable CCP to measure and quantify the impact of more seasoned vacant property interventions to inspire

replication and encourage progressive land management policy changes at the state and local level. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and its specific grantmaking priority of facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations.

**Center for New York City Neighborhoods**

New York, NY (local)

\$500,000 over one year (renewal; general support)

With start-up support from OSF and the City of New York, the Center for New York City Neighborhoods (CNYCN) was created in 2007 to address the local repercussions of the national foreclosure crisis by serving as an intermediary between funders, community-based organizations, homeowners, banks, government and other stakeholders. Through comprehensive citywide programs that include legal services, housing counseling, and consumer education, CNYCN pursues multiple strategies to assist those at risk of losing their homes to foreclosure, both homeowners and renters alike. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) supporting innovative efforts to overcome the bottleneck in loan modifications by encouraging greater transparency and accountability in the mortgage servicing industry; 2) supporting emerging efforts to improve the legal foreclosure process in order to improve outcomes for distressed borrowers, and 3) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations. The recommended grant will provide renewed funding at a reduced amount and will serve as a tie-off grant to CNYCN.

**Center for Responsible Lending**

Durham, NC (national)

\$300,000 over two years (renewal; project support; contingent)

A project grant to the Center for Responsible Lending (CRL) will support its efforts to eliminate abusive financial practices within the mortgage lending industry. CRL is a nonprofit, nonpartisan research and policy organization dedicated to protecting homeownership and family wealth by combating predatory lending practices. Since its founding in 2002, CRL has played a key role in state and federal efforts to halt the growth of irresponsible and abusive financial practices throughout the mortgage industry. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 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, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color. The recommended grant will provide renewed funding at a steady amount.

**Baltimore Regional Housing Campaign** (*fiscal sponsor: Citizens Planning & Housing Association*)

Baltimore, MD (local)

\$125,000 over one year (renewal; project support). Grant lead by NSI and co-funded by EOF-Promote Racial Justice, respective contributions TBD.

A project grant to the Citizens Planning and Housing Association (CPHA) will support the Baltimore Regional Housing Campaign (BRHC), which represents the interests of public housing and very low-

income residents of Baltimore in the *Thompson v. HUD* litigation and related fair housing activities. The *Thompson* litigation aims to remedy over seven decades of policies established and enforced by HUD, Baltimore City and its Public Housing Authority that perpetuated racial segregation in the Baltimore region. BRHC is a unique coalition that includes the ACLU of Maryland, BRIDGE, Inc., CPHA, Faith Fund, Greater Baltimore Urban League, Innovative Housing Initiative, and the Poverty & Race Research Action Council (also an EOF grantee). BRHC's mission is to create a Baltimore region where public policies and private investments are aligned to overcome historic divisions by race and class, and where all families have the right and the means to live in high opportunity communities with excellent schools, economic prosperity, and low rates of poverty. The BRHC is using litigation in the *Thompson* case and a related state lawsuit not only as an opportunity to catalyze public policy shifts, but also to shape public dialogue about how creating affordable housing in communities of opportunity benefits the entire region. The proposed grant advances NSI's goal of stabilizing communities hardest hit by the foreclosure crisis and EOF racial justice portfolio's goal of challenging structural racism and demonstrating the shared stake all members of society have in racial equity and inclusion. The proposed grant also will help EOF develop and expand future investments to ensure full and equal access to affordable housing and neighborhood choice as a cornerstone of economic security. The recommended grant will provide renewed funding at a steady amount.

**Columbia University, Graduate School of Architecture, Planning and Preservation**

New York, NY (national and international)

\$100,000 over one year (new; project support)

A project grant to Columbia's Graduate School of Architecture, Planning and Preservation (GSAPP) will support a convening on comparative models of delivering affordable and sustainable credit to low- and moderate-income households. GSAPP is one the world's most international and experimental schools devoted to the future of the built environment. Studio-X is GSAPP's global network of advanced research laboratories for exploring the future of cities, with locations in Amman, Beijing, Moscow, Mumbai, New York, and Rio de Janeiro. With NSI support, GSAPP will host a convening in the Spring of 2012 that draws upon the resources of its Studio-X partners to identify best international practices for housing finance and expose innovations and alternatives that can inform the ongoing policy debates about the future of the U.S. housing finance system. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priority of expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color.

**National Consumer Law Center**

Boston, MA (national)

\$300,000 over two years (renewal; project support; contingent)

A project grant to the National Consumer Law Center (NCLC) will support its Foreclosure Mediation Project. NCLC is a nonprofit advocacy organization that seeks to build economic security and family wealth for low-income and other economically disadvantaged Americans. Since its founding in 1969, it has promoted access to quality financial services and sought to protect family assets from exploitive transactions that wipe out resources and undermine self-sufficiency. NCLC's Foreclosure Mediation Project, launched in 2009 with NSI support, advises advocates, courts, and state and local governments on how to adopt or improve strong mediation programs that help homeowners negotiate with their servicers to avoid foreclosure. NCLC serves as a resource center for legal aid programs around the

country that help low-income and economically disadvantaged Americans who struggle with financial and consumer problems. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) supporting innovative efforts to overcome the bottleneck in loan modifications by encouraging greater transparency and accountability in the mortgage servicing industry; and 2) supporting emerging efforts to improve the legal foreclosure process in order to improve outcomes for distressed borrowers. The recommended grant will provide renewed funding at a steady amount.

### **Neighborhood Funders Group**

Washington, DC (national)

\$30,000 over one year (new; project support), Co-funding led by NSI (\$15K) with funding from the Strategic Opportunities Fund (\$15K)

A project grant to the Neighborhood Funders Group (NFG) will support its 2011 Annual Conference, which will be held in Albuquerque, NM on October 25-27<sup>th</sup>. The theme of this year's conference is "Advancing Community Power Through Culture, Equity and Justice," and the schedule includes sessions of interest to various USP funds, including: Engage, Empower, Renew: Art, Culture, and Economic Justice in Native Communities; Organizing and Advocating for a 21st Century Workplace; and Playing for Keeps: How Civic Engagement Helps Your Cause. In addition, NSI has organized, in collaboration with the Annie E. Casey Foundation, Ford Foundation and NFG, a pre-conference session focused on "Tackling the Racial Wealth Gap: Rebuilding Home Equity in Communities of Color." NFG is a membership association of grantmaking institutions. Its mission is to strengthen the capacity of organized philanthropy to understand and support community-based efforts to organize and improve the economic and social fabric of low-income urban neighborhoods and rural communities. It provides information, learning opportunities, and other professional development activities to its membership, and encourages the support of policies and practices that advance economic and social justice. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) supporting innovative efforts to overcome the bottleneck in loan modifications by encouraging greater transparency and accountability in the mortgage servicing industry; 2) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations; 3) exposing and reversing the racial biases underlying the current mortgage crisis; and 4) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color. This grant also advances NSI's emphasis in 2011 on greater philanthropic organizing to address the disparate impact of the foreclosure and credit crisis on communities of color.

### **Sustainable Neighborhoods Development Strategies Initiative**

Atlanta, GA (local)

\$300,000 over two years (new; project support; contingent)

A project grant to Sustainable Neighborhoods Development Strategies Initiative (SNDSI) will allow it to implement a project-based rental assistance program in the Pittsburgh neighborhood of Atlanta as a replicable model to simultaneously address foreclosures, stabilize neighborhoods, create jobs and increase the stock of affordable rental housing. SNDSI is a nonprofit community-based developer that was launched by the Annie E. Casey Foundation in 2009 to coordinate revitalization efforts in the Pittsburgh neighborhood while simultaneously piloting projects and accumulating data that can inform other neighborhood-based revitalization efforts in the wake of the foreclosure crisis. With NSI support,



SNDSI will rehabilitate clustered foreclosed properties to high levels of energy efficiency and return them to the market as scattered-site affordable rental homes for working families, with rents subsidized by the local housing authority—an innovative model that directly responds to the Administration’s recent call for innovative approaches to renting foreclosed properties. The proposed project advances NSI’s general goal of stabilizing those communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 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 the hardest hit communities.

## **CAMPAIGN FOR BLACK MALE ACHIEVEMENT**

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The Campaign for Black Male Achievement (the Campaign or CBMA) is considering the following 17 grants totaling \$3,395,000 for inclusion in Docket III. The recommended grants advance all of the Campaign’s goals to: 1) ensure that black boys have the opportunity to excel academically to prepare for college and to learn skills essential to earning a living wage; 2) strengthen low-income black families through Responsible Fatherhood initiatives, policy advocacy and supporting efforts that lift barriers facing single mothers raising black boys; 3) expand and ensure 21<sup>st</sup> century family supportive wage work opportunities for black males through policy advocacy, and investing in labor best practices; 4) integrate strategic communications and arts and culture into CBMA’s work across its three core areas of Education, Family and Work to promote positive frames and messages about black men and boys; and 5) serve as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys.

### **STRENGTHEN THE FIELD**

#### **Foundation Center**

New York, NY (national)

\$120,000 over one year (new; project support)

A project support grant to the Foundation Center will support a research project aimed at looking into black male achievement funding in the U.S. and create a web-based mapping tool and distribution clearinghouse of research. In doing this, the Foundation Center strives to: 1) increase awareness and emphasize relevance of this work; 2) aid strategic decision-making among funders by providing up-to-date data; and 3) increase and leverage philanthropic investments in this field. The mission of the Foundation Center is to strengthen the social sector by advancing knowledge about philanthropy in the U.S. and around the world. The recommended grant will advance the Campaign for Black Male Achievement priority of serving as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys.

#### **Urban Underground**

Milwaukee, WI (local, project focus in Milwaukee, WI)

\$200,000 over two years (renewal; general support)

A general support grant to Urban Underground will support the organization’s commitment to promoting youth leadership development and educational opportunities. Urban Underground is a

community-based organization that seeks to train and empower a new generation of young leaders invested in building safe and sustainable communities. It has evolved from an after-school program for teens into a nationally recognized model for increasing civic participation and youth-led social change. The organization advances its mission through a social-change framework focused on juvenile justice reform, educational equity, public safety and improving health outcomes. The recommended grant advances the Campaign for Black Male Achievement's goals of 1) strengthening leadership development and civic engagement of black males; 2) investing in promising practices and model organizations advocating on behalf of black men and boys in Milwaukee, WI, one of the Campaign's target cities; and 3) supporting advocacy and organizing efforts. The recommended grant will provide renewed funding in an increased amount. With past OSF funding, Urban Underground has demonstrated their ability to responding to the challenges facing black men and boys in Milwaukee by using innovative approaches. Accordingly, CBMA staff believes an increase is justified.

### **Mentoring USA**

New York, NY (local, project focus in Newark, NJ; Chicago, IL; Philadelphia, PA; and Baltimore, MD)  
\$300,000 over two years (renewal; project support)

A project support grant to Mentoring USA (MUSA) will support the following efforts: 1) training and support for mentors to build fatherhood skills with their mentees; 2) development of multi-media messages promoting the intersections of responsible fatherhood and impactful mentoring ; 3) increasing grade level matriculation rates among MUSA's male mentees in Newark, Chicago, Philadelphia, and Baltimore; and 4) using the Muhammad Ali Center in Louisville, KY as the epicenter for training, capacity building and quarterly meetings/conferences on fatherhood, mentoring and peer mentoring. MUSA's mission is to create sustained and supportive mentor relationships for children in need ages 7-21. The program matches youth with adult mentors who can guide them in developing better self-esteem, creating healthy relationships, and making positive life choices. This grant advances CBMA's goals of 1) ensuring that black boys have the opportunity to excel academically, to prepare for college and to learn skills essential to earning a living wage; 2) strengthening low-income black families through responsible fatherhood initiatives that lift barriers facing parents raising black boys; and 3) investing in mentoring and youth development strategies. The recommended grant will provide renewed funding at an increased amount. Increased funding will allow MUSA to expand the reach and depth of its MEN-TOUR program by expanding to two new cities and incorporating the "mentoring families" model into their programming.

### **Miami Foundation**

Miami, FL (local, project focus in Philadelphia, PA)  
\$200,000 over one year (new grant; project support)

A project support grant to the Miami Foundation will support the pilot phase of the Black Male Engagement (BME) project, which celebrates and supports black men and boys as they lead others in strengthening their communities. Philadelphia and Detroit residents will share their stories of leadership in writing and video on BMEchallenge.org and entrants who submit their own stories will be eligible for project funding from the Knight Foundation during the project's second phase. The mission of the Miami Foundation is to encourage philanthropy and charitable giving by making philanthropy more effective and engaging. The recommended grant advances CBMA goals of 1) integrating strategic communications into CBMA's three core areas to promote positive frames and messages about black men and boys; 2) serving as a catalyst in the field of philanthropy for the leveraging of additional private and public funds for the field of black men and boys; and 3) investing in promising practices and model

organizations advocating on behalf of improving life outcomes for black men boys in Philadelphia, one of CBMA's target cities.

**Washington Koen Media**

New York, NY (national)

\$125,000 over one year (renewal; project support)

A project support grant will support Washington Koen Media's efforts to 1) work closely with present partners and other local organizations to implement a media and community advocacy curriculum that uses media literacy, video production, life skills and community advocacy training in conjunction with STEM (Science, Technology, Engineering, Math) components to engage black male students; 2) build a BTBP Fellows Program to further the training of committed young men from the Community Producers Program who want to be leaders in their communities; and 3) continue to develop the [beyondthebricksproject.com](http://beyondthebricksproject.com) website as a multi-faceted online community. Washington Koen Media (WKM) is a full service video production and media company focused on creating high impact media that boasts socially responsible messages. WKM's mission is to produce stories that reflect the needs communities of color have for media that connects to their everyday issues and triumphs. This grant advances CBMA's goals of 1) ensuring that black boys have the opportunity to excel academically, to prepare for college and to learn skills essential to earning a living wage and 2) integrating strategic communications into CBMA's three core areas to promote positive frames and messages about black men and boys. With this grant, staff is recommending tie-off funding because this final grant will ensure that WKM can implement programming that furthers the impact of *Beyond the Bricks* with the intent that it can eventually operate independent of CBMA funding.

**UWantGame**

New York, NY (local, project focus in New Orleans, LA)

\$50,000 over one year (new grant; project support)

A project support grant to UWantGame will fund 1) professional development for coaches as direct service providers for black male youth; 2) a summit for black male high school athletes in New Orleans that helps them parlay their athletic achievement into improved academic, health and social outcomes; and 3) a strategy briefing for current and former professional athletes to strategize around further opportunities to leverage their philanthropic dollars, celebrity, and social capital to improve opportunities for black males through mentoring and fatherhood initiatives. UWantGame is dedicated to building the personal and professional life skills of high school student-athletes. The recommended grant advances CBMA's goals of 1) improving educational outcomes for black males, 2) promoting leadership development within directly affected communities; and 3) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men boys in New Orleans, one of CBMA's target cities.

**EXPAND WORK OPPORTUNITIES**

**imapamerica (formerly Youthline America)**

Jackson, MS (local, project focus on Jackson, MS and New Orleans, LA)

\$200,000 over two years (renewal, project support)

A project support grant to imapamerica (IA) will support the project [jacksonlivehere.info](http://jacksonlivehere.info). This website has been a public repository of information created by and for Jackson city youth to map available

resources in their communities. The website and the mapping activity by young people advances IA's goals of 1) elevating its mapping-as-advocacy model; 2) making innovative online vehicles accessible to youth to connect them with needed social services; and 3) helping youth become change agents in their communities. Originally funded by the Kellogg Foundation to develop a mapping-as-advocacy curriculum, IA trains young people to map resources available in their neighborhoods and build website clearinghouses of information on local resources. IA also equips youth with the research, analytical, and advocacy skills to become engaged citizens. The recommended grant advances CBMA's goals of: 1) supporting advocacy efforts; 2) investing in placed-based school-to-work initiatives and workforce development for black males; and 3) investing in youth-led media initiatives that bridge new media technology to organizing and advocacy. The recommended grant will provide renewed funding at a steady amount.

### **Public Allies**

Milwaukee, WI (local, project focus in Baltimore, MD; Chicago, IL; and Milwaukee, WI)  
\$200,000 over one year (renewal; project support)

A project support grant to Public Allies will support the organization's efforts to 1) identify and enroll high-potential African-American men in Public Allies' service and leadership development program; 2) engage, support and mobilize networks of African-American men who are alumni of Public Allies programs to identify issues they can collaborate and organize around to make tangible impacts in their communities; and 3) strategically communicate the stories of African-American males who have transformed their lives and used that experience to improve the lives of family and community members within the Public Allies network. Public Allies is a national service program committed to advancing new leadership to strengthen communities, nonprofits and civic participation. Founded in 1992, Public Allies offers a unique community-centered, values-based approach to train the next generation of leadership. This grant advances CBMA's goals of 1) expanding and ensuring 21st century family supportive-wage work opportunities for black males and 2) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target cities of Chicago, IL; Baltimore, MD and Milwaukee, WI. The recommended grant will provide renewed funding at a reduced amount. This slightly smaller grant will require Public Allies to shift its focus from a recruitment-heavy model to developing an active alumni base of African-American men and improving the organization's communications strategies.

### **UCLA-The Los Angeles Black Worker Center**

Los Angeles, CA (local, project focus in Los Angeles, CA)  
\$400,000 over two years (renewal; project support)

A project support grant to the UCLA Black Worker Center (BWC) will support the organization's efforts to implement programs that address the black job crisis and build opportunity for Los Angeles' black working class through leadership development, research and coalition building. The BWC works to change public policies and corporate practices with the purpose of strengthening economic opportunity for African American workers and their families. The long-term goals are to: 1) dismantle the barriers of unemployment discrimination; 2) create access to quality jobs; and 3) transform low-paying, low-skilled jobs into fulfilling, sustainable careers through unionization and leadership development. The recommended grant advances CBMA's goals of 1) expanding family supportive wage work opportunities; 2) strengthening leadership and civic engagement among black men; and 3) promoting promising models that can be replicated across the country. The recommended grant will provide renewed funding at an increased amount as well as increased time frame. With earlier CBMA support,

BWC has made important progress by establishing a planning committee and completing a strategic plan. CBMA staff believes an increase is warranted in order for BWC to scale up its efforts.

## **STRENGTHEN FAMILY STRUCTURES**

### **Black Star Project**

Chicago, IL (national)

\$200,000 over two years (renewal; general operating support)

A general operating support grant to Black Star Project will support the organization's Million Father March which has created a vehicle for fathers to volunteer at their children's schools, engage in community service, and connect with other families to ensure the educational success of their children. A renewal grant will also support Black Star Project's lesser-known programs such as "Peace in the Hood," a public awareness campaign about the high levels of violence affecting black males in Chicago. The mission of the Black Star Project is to improve quality of life in less-advantaged Black communities nationwide, especially in the areas of education and positive youth development. The recommended grant advanced the Campaign for Black Male Achievement's priorities of 1) promoting responsible fatherhood and black male engagement in the lives of their children; 2) improving educational outcomes for black males, 3) promoting leadership development within directly affected communities; 4) using new media technology to organize advocacy efforts; and 5) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men boys in one of the Campaign's target cities of Chicago. The recommended grant will provide renewed funding at an increased amount. Black Star Project has had continued success and a solid track record of building constituencies to advocate for educational reform and responsible fatherhood. Accordingly, staff believes an increase is warranted to scale up its efforts.

### **Fathers, Families & Healthy Communities Initiative**

Chicago, IL (local, project focus in Chicago, IL)

\$500,000 over two years (new grant; project support)

A project support grant to the Fathers, Families and Healthy Communities Initiative (FFHC) will support its goal of addressing the disparities affecting life outcomes of black males by creating a consortium of philanthropic, direct service, and advocacy organizations focused on developing improved community-based services. FFHC seeks to improve the opportunities and outcomes of children of non-custodial fathers by enhancing the fathers' engagement with their families. This goal will be driven by three key programs: 1) programs that help low-income men make connections to the labor market, education, and workforce development; 2) programs that facilitate parenting skills development and relationship management among mothers and fathers that improve co-parenting; and 3) support services that help low-income fathers and their families navigate systems, including child support, housing support, healthcare and legal systems. The mission of the Fathers, Families and Healthy Communities Initiative is to improve the connection of non-custodial fathers to their families with a focus on African American fathers and their families. The recommended grant advances the Campaign's goals of 1) strengthening low-income black families through responsible fatherhood initiatives, policy advocacy, and supporting efforts that lift barriers facing single mothers raising black boys; 2) expanding and ensuring 21st-century family supportive wage work opportunities for black males; 3) serving as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys; and 4) developing strategies that build local coalitions to marshal resources and expertise, to improve life outcomes for black men and boys.

### **Healing Communities-The Philadelphia Leadership Foundation**

Philadelphia, PA (local; project focus in Philadelphia and Baltimore, MD)

\$200,000 over two years (new grant; project support)

A project support grant to the Philadelphia Leadership Foundation's Healing Communities (HC) will support a project that provides a framework for churches to welcome home people returning from jails and prisons. HC is a national movement focused on creating a space for reconciliation, family reunification and restorative justice to victims. It provides training and assistance to congregations to 1) offer an environment of hope and direction to encourage black men and boys while reducing stigmatization associated with incarceration; 2) build social networks of support and reconciliation around families; 3) develop mentoring relationships with black men and boys and their families; and 4) connect black males to social service providers working in the areas of employment, housing and education. The recommended grant advances the Campaign's goal of developing strategies that build local coalitions to marshal resources and expertise, to improve life outcomes for black men and boys.

### **Center for the Study of Social Policy**

Washington, DC (national)

\$50,000 over one year (new grant; project support)

A project support grant will enable the Center for the Study of Social Policy to engage in research and strategic planning for the creation of the Institute for Black Male Wellness, a national think tank dedicated to strengthening families and promoting optimal development for children, particularly black male children. Ultimately, the Institute will help underserved neighborhoods advocate for state-based policies that lead to equitable outcomes and resiliency among black men and boys. The mission of the Center for the Study of Social Policy is to secure equal opportunities and better futures for all children and families by relying on data, extensive community experience and a consistent focus on results to promote policies that improve the lives of children and their families. The recommended grant will advance the Campaign for Black Male Achievement priorities of 1) increasing investment in state strategy and 2) serving as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys.

### **Project Single Moms**

Atlanta, GA (national)

\$150,000 over two years (new grant; project support)

A project support grant to Project Single Moms (PSM) will advance their efforts to launch the Success Empowerment Center (SEC), a two-year pilot initiative created to lift barriers facing single mothers raising black boys. PSM will advance this goal by 1) providing a one-stop approach to help low to moderate income single mothers achieve economic security; 2) creating a network for single mothers to share with their peers and have access to personal empowerment, professional development and educational opportunities; and 3) providing trainings such as small business development, financial literacy, parent education and mentoring support for sons. PSM was created in 2007 as an educational and self-development organization with programs that have strengthened and engaged single mothers in the areas of educational opportunity and empowerment. Since its inception, PSM has been dedicated to expanding its reach across the country. It currently serves 2,500 single mothers in 45 states. The recommended grant advances the Campaign'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.

**Urban Institute**

Washington, D.C. (national)

\$150,000 over one year (renewal; project support)

A project support grant to the Urban Institute will support the organization's publication entitled "The Moynihan Report: Revisited," which builds upon its previous research on the effects of federal policy on low-income families and black males. This report will revisit the data presented in the original Moynihan report, comparing it with current realities and making recommendations for the development of effective programs that serve low-income fathers. The Urban Institute's mission is to foster sound public policy and effective government by gathering and analyzing data, evaluating policies and programs, offering technical assistance, and educating Americans on social and economic issues. Currently, much of the Urban Institute's research focuses on low-income families. This grant advances CBMA's goals of 1) strengthening low income black families through responsible fatherhood initiatives and policy advocacy and 2) integrating strategic communications into CBMA's three core areas and investing in building the communications capacity of the black male achievement field. The recommended grant will provide renewed funding at an increased amount. Slightly increased funding will ensure the research and resulting publication will be able to be widely disseminated.

**INCREASE EDUCATIONAL EQUITY****Equity Center at Indiana University**

Bloomington, IN (national)

\$300,000 over two years (new; project support) – Co-funded by the Campaign for Black Male Achievement (lead, \$150,000) and EOF's Combating Hate Violence portfolio (\$150,000)

A project support grant to the Equity Center will support efforts to bring together researchers, advocates, educators, parents/students and policymakers in order to develop and push a policy agenda that will lead to change in practice and policy surrounding issues of equity in school discipline, particularly as they pertain to African American males and LGBTQ students. The information collected from these stakeholder groups, as well as knowledge of the current status of research in the field will be used to identify gaps in knowledge and practice that need to be addressed. The mission of the Equity Center is to provide evidence-based information specific to issues of school discipline, school violence, special education and equality of educational opportunity for all students, and to provide support and technical assistance to educational agencies seeking to create equitable school systems. This grant furthers CBMA's goal of ensuring that black boys have the opportunity to excel academically, to prepare for college and to learn skills essential to earning a living wage. The proposed project also advances EOF's specific anti-violence advocacy grantmaking priority of promoting safe schools for LGBTQ youth.

**Mindbuilders Creative Arts Co.**

New York, NY (local; project focus in New York, NY)

\$50,000 over one year (new; project support)

A project support grant to Mindbuilders Creative Arts Co. will 1) provide 100 music scholarships to black boys; 2) provide free musical performances by teens enrolled in the program for other youth groups throughout New York City; and 3) provide youth leadership and parent workshops for families located in the Northeast Bronx. The mission of Mind-Builders Creative Arts Center is to inspire the growth of youth, families, and the community through quality arts education. This grant advances CBMA's goal of

ensuring that black boys have the opportunity to excel academically, to prepare for college and to learn skills essential to earning a living wage.