

U.S. PROGRAMS
Equality and Opportunity Fund
Summary of Recommended Grants
Docket I, May 10, 2012

Program Area/Organization

Organization	Grant Code	Recommended	Term	2012	2013
Equality and Opportunity Fund					
Immigrant Rights and Racial Justice					
National Immigration Forum, Inc.	T1: 24449	\$ 325,000	1 year	\$ 325,000	
National Immigrant Law Center	T1: 24449	\$ 630,000	2 years	\$ 330,000	\$ 300,000
LatinoJustice PRLDEF	T1: 24448	\$ 250,000	2 years	\$ 125,000	\$ 125,000
NAACP Legal Defense and Educational Fund, Inc. ¹	T1: 24448	\$175,000	2 years	\$ 87,500	\$ 87,500
	T1: 24017	\$175,000	2 years	\$ 87,500	\$ 87,500
Kirwan Institute for the Study of Race and Ethnicity	T1: 24448	\$ 150,000	1 year	\$ 150,000	
Applied Research Center	T1: 24448	\$ 200,000	1 year	\$ 200,000	
LGBTQ Rights and Gender Justice					
Immigration Equality ²	T1: 24450	\$ 80,000	1 year	\$ 80,000	
	T1: 24449	\$ 50,000	1 year	\$ 50,000	
State Equality Fund (fiscal sponsor: Tides Foundation)	T1: 24450	\$ 250,000	1 year	\$ 250,000	
Western States Center	T1: 24450	\$ 125,000	1 year	\$ 125,000	
Sylvia Rivera Law Project	T1: 24450	\$70,000	1 year	\$70,000	
Astraea Lesbian Foundation for Justice	T1: 24450	\$450,000	1 year	\$450,000	
Total Recommended:		\$ 2,930,000		\$ 2,330,000	\$ 600,000
Neighborhood Stabilization Initiative					
Rockefeller Family Fund	T1: 24451	\$ 150,000	8 mos.	\$ 150,000	
Total Recommended:		\$ 150,000		\$ 150,000	\$ -
Campaign for Black Male Achievement					
Center for Law and Social Policy	T1: 21122	\$ 250,000	1 year	\$ 250,000	
National Transitional Jobs Network (fiscal sponsor: Heartland Alliance for Human Needs & Human Rights)	T1: 21121	\$ 250,000	2 years	\$ 125,000	\$ 125,000
Living Cities	T1: 21122	\$ 160,000	1 year	\$ 160,000	
Big Brothers Big Sisters of the Greater Chesapeake, Inc.	T1: 21122	\$ 400,000	2 years	\$ 200,000	\$ 200,000
Opportunity Agenda (fiscal sponsor: Tides Center)	T1: 21122	\$ 400,000	2 years	\$ 200,000	\$ 200,000
Total Recommended:		\$ 1,460,000		\$ 935,000	\$ 525,000
GRANTMAKING TOTAL THIS DOCKET:		\$ 4,540,000			


Approval Signature

May 10, 2012
Date

¹ This grant of \$350,000 to the NAACP Legal Defense and Educational Fund, Inc. is co-funded by the Equality and Opportunity Fund, Racial Justice T1: 24448 (\$175,000) and the Criminal Justice Fund, T1: 24017 (\$175,000)

² This grant of \$130,000 to Immigration Equality is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$80,000) and the Equality and Opportunity Fund, Immigrant Rights, T1: 24449 (\$50,000)

MEMORANDUM

TO: Aryeh Neier
FROM: Diana Morris, Raquiba LaBrie, and EOF Staff
DATE: May 2, 2012
RE: Equality and Opportunity Fund Docket I, May 10, 2012

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 I of 2012.

RACIAL JUSTICE AND IMMIGRANT RIGHTS

As EOF works with the Board to rethink U.S. Programs' substantive priorities in the areas of race and marginalization, staff believes we should continue our investments in a small cadre of the traditional civil rights organizations. Although debates persist about whether these organizations rely on a sufficiently broad range of tools to protect the interests of marginalized groups, staff is persuaded that they continue to be relevant and effective in using the courts and traditional policy channels to preserve past civil rights gains and advance change. In this docket, EOF recommends grants to two legal defense funds with proven track records – the **NAACP Legal Defense and Educational Fund (LDF)** and **LatinoJustice/PRLDEF**. LDF's work advances core U.S. Programs' priorities from criminal justice and voter protection to dismantling the school-to-prison pipeline. EOF and the Criminal Justice Fund are recommending co-funded renewal support for LDF along with a \$50,000 increase to cover leadership transition costs as the organization begins its search for a new Director-Counsel following the sudden death of John Payton in March. The recommended grant to LatinoJustice/PRLDEF will support its civil rights advocacy, most notably in the areas of voting rights and challenging the growing number of local anti-immigrant ordinances on the East Coast and in the Southeast.

EOF also recommends grants to two racial justice think tanks that are undergoing organizational changes. The first is to the **Kirwan Institute for the Study of Race and Ethnicity** at Ohio State University. After its former Executive Director John A. Powell left the university in January 2012 to go to U.C. Berkeley, Kirwan appointed law professor, celebrated author and racial justice scholar Sharon L. Davies as its new executive director. In its initial talks with Ms. Davies, staff has been impressed by her expertise in criminal law and procedure and by her breadth of knowledge of the full range of racial justice concerns. Erring on the side of caution, EOF has decided to make a one-year grant to Kirwan to allow staff time to confirm whether it will continue to recommend multi-year support to the organization. Being equally cautious, EOF

recommends a one-year general support grant to the **Applied Research Center**, an organization devoted to deepening public understanding of how structural inequality operates and affects policy development. The Applied Research Center is in the process of scaling up its communications, journalism and online activism work, which represents a new direction for the organization. EOF plans to use the next few months to confirm whether these changes will fit within its evolving priorities.

Finally, EOF recommends support to two national immigrant rights policy advocacy organizations – the **National Immigration Law Center** and the **National Immigration Forum**. Both organizations focus on the most urgent immigrant rights concerns from distinct vantage points. The National Immigration Law Center engages in litigation and outside advocacy to secure reform in the areas of immigration enforcement, immigration status and system reform, workers’ rights and safety net issues. The Forum focuses on a similar set of federal reform issues, but seeks to shore up support from moderate and conservative faith leaders, business and law enforcement through education and advocacy.

GENDER JUSTICE AND LGBTQ RIGHTS

Pursuant to U.S. Programs Board guidance, EOF is winding down its gender justice and LGBTQ rights grantmaking by the end of 2012. This docket includes recommendations for tie-off grants to five LGBTQ rights and gender justice grantees. A project support grant to the **Astraea Lesbian Foundation for Justice** will provide funding for a final cycle of grants to small or emerging organizations serving low-income LGBTQ individuals, LGBTQ people of color, and transgender people. A general support grant to the **Immigration Equality** will support its work to provide direct legal services to LGBTQ individuals in immigration detention centers and to eliminate discrimination in immigration policy based on sexual orientation, gender identity, and HIV status. Staff also recommends a general support grant to the **Sylvia Rivera Law Project** for its legal services to low-income LGBTQ New Yorkers, policy advocacy to remove barriers LGBTQ people face in securing public benefits and in homeless shelters, and the development of national legal resources for lawyers serving low-income LGBTQ and transgender clients. The recommended grant to the **State Equality Fund** will support re-grants to state organizations working to include sexual orientation and gender identity provisions in state and local non-discrimination policies governing employment, housing, public accommodations, schools, and access to public benefits. A grant to the **Western States Center** will support its efforts to strengthen social justice infrastructure that deepens coordination among LGBTQ rights, racial justice, immigrant rights, and gender justice organizations in the Pacific Northwest region, Idaho, Montana, Wyoming, Utah, Nevada and Alaska.

As the Race and Marginalized Populations Working Group continues its research and planning through the coming summer, it will explore how and to what extent U.S. Programs’ future work will address the concerns of LGBTQ people and women. The working group intends to hold two discussions – one on the connections between race and sexual orientation, and the other on race and gender. Staff will support the working group process by identifying relevant experts, scholarship, and framing questions for discussions, as well as by participating in the deliberations.

NEIGHBORHOOD STABILIZATION INITIATIVE

In 2011, EOF's Neighborhood Stabilization Initiative wound down a substantial amount of its grantmaking. For 2012, EOF has identified two interim goals that build on NSI's past work and may well serve as a bridge to the goals that the U.S. Programs Board and staff decide to pursue in the areas of economic equity, race and marginalization. The first interim goal is to secure past gains and address ongoing threats to fair credit access by working with peer funders to counter efforts by the lending industry and conservative media to advance the false narrative that over-reaching homebuyers and government programs caused the mortgage and foreclosure crisis. Working with colleagues at the Annie E. Casey and Ford foundations, staff is engaged in donor outreach to support efforts to document accurately the cause and effects of the crisis and promote government oversight of mortgage lending to prevent the emergence of a "dual credit market" that excludes the majority of individuals of color, immigrants and lower-income from fair and affordable mortgages. Staff will be recommending grants in future dockets that directly advance this goal.

The second interim goal is to maximize the impact of the historic multi-state attorneys general settlement announced earlier this year, which resolved a specific set of charges brought against the six largest loan servicers in the U.S. All of these servicers (Ally, GMAC, Bank of America, Citi, JPMorgan Chase, and Wells Fargo) were charged with engaging in servicing abuses, which resulted in their improperly foreclosing on hundreds of thousands of borrowers across the country. EOF's goal is to ensure that the settlement is implemented properly and to seek a full accounting of the practices of loan servicers and their role in the mortgage and foreclosure crisis. To that end, EOF is recommending a grant in this docket to support the national **Campaign for a Fair Settlement**. The Campaign has succeeded in bringing pressure to bear to ensure a fair outcome in the above-referenced attorneys general mortgage settlement. It now seeks support for a second phase of its work, in which it will push for a full investigation into the origination abuses and fair lending violations that contributed to the housing collapse.

CAMPAIGN FOR BLACK MALE ACHIEVEMENT

The Docket I grants recommended by the Campaign for Black Male Achievement (CBMA) advance three of its core goals: ensuring that black boys have the opportunity to excel academically, to prepare for college, and to learn skills essential to earning a living wage; strengthening family structures; and challenging negative perceptions and images of black males. They also rely on strategies such as leadership development and cultivating philanthropic partnerships to strengthen the field of black male achievement.

Ensuring That Black Boys Have the Opportunity to Excel Academically, Prepare For College, and Learn Skills Essential to Earning a Living Wage

The recommended grant to the **Center for Law and Social Policy** will support national policy research and advocacy as well as local programming to expand education and employment supports for hard-to-employ black males. Similarly, the grant to the **National Transitional Jobs Network** will support its national, state and local efforts to link the work of the transitional jobs and responsible fatherhood fields to better address the economic and employment needs of low-

income black males, particularly non-custodial fathers seeking entry into the labor market and individuals returning from prison.

A project support grant to **Big Brothers Big Sisters of Greater Chesapeake** will seek to improve life outcomes for black boys in Baltimore, Maryland by matching them with trained adult mentors who commit to the mentoring relationship for at least one year.

Challenging Negative Perception and Images of Black Men and Boys

In 2011, with CBMA support, the Opportunity Agenda conducted three research studies examining perceptions of and by black men and boys, their relationship to the media, and the impact of perception on opportunities afforded to black males. With renewed support, the Opportunity Agenda plans to use its findings and recommendations to provide on-going communications support to practitioners, policy advocates and researchers in the black male achievement field.

Supporting Philanthropic Leadership

A project support grant to the **Admiral Center** will expand its capacity to engage celebrity athletes and entertainers to increase philanthropic support for, and public awareness of, the black male achievement field.

We look forward to meeting with you on May 10 to discuss this docket and any other issues pertaining to the Equality and Opportunity Fund.

Equality and Opportunity Fund
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**RACIAL JUSTICE
&
IMMIGRANT RIGHTS**

Grant ID: 20035910

Legal Name of Organization: National Immigration Forum, Inc.

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

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: This grant would provide general support to the National Immigration Forum (the Forum). Since its founding in 1982, the Forum has pursued its mission of advocating for the value of immigrants and immigration to the country. The Forum coordinates and implements policy analysis, advocacy, and communications strategies that work toward fair and forward-looking policy reform in the United States. Working across the political spectrum with stakeholders from faith, labor, immigrant, non-immigrant, civil rights, and business communities, the Forum represents a broad set of organizations involved in the immigration reform movement. In the coming year, the Forum will continue its efforts to advance immigration reform with a focus on enforcement reform and coalition building approaches that reach beyond traditional partners and engage conservative groups. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priorities of promoting fair immigration enforcement, detention, and deportation policies, as well as promoting immigrant integration.

Previous OSI Support: \$6,057,151.80 from Immigrant Rights (1999-2011)

Organization Budget: \$2,260,653

Project Budget: n/a

Major Sources of Support: Carnegie Corporation of NY \$500,000
Ford Foundation \$250,000

Vista Hermosa Foundation	\$100,000
Four Freedoms Fund	\$120,000
Haas, Jr. Fund	\$130,000
Annie E. Casey Foundation	\$ 50,000

Amount Requested: \$325,000 over one year

Is this a contingent grant? No

Amount Recommended: \$325,000 over one year (Equality and Opportunity Fund Immigrant Rights, T1: 24449)

Term: One year, beginning March 1, 2012

Matching Requirements: n/a

Description of Organization

Since its founding in 1982, the National Immigration Forum (the Forum) has pursued its mission of advocating for the value of immigrants and immigration to the country. It coordinates and implements policy analysis, advocacy, and communications strategies that work toward fair and forward-looking policy reform in the United States. Working across the political spectrum with stakeholders from faith, labor, immigrant, non-immigrant, civil rights, and business communities, the Forum represents a broad set of organizations involved in the immigration reform movement. Building bridges between leaders in these fields, the Forum is able to ensure the widest possible umbrella under which to create common ground. In 2008, realizing the need for broader and more cohesive coalitions, the Forum underwent a strategic positioning process to reassess its mission, role, and priorities. A key outcome of this process was the Forum’s identification of coalition-building as a core competency of its work. The Forum also took the lead in managing the national Reform Immigration for America campaign; while the campaign was successful in organizing its base and a wide range of other communities such as labor, faith, and civil rights, it did not succeed in securing comprehensive immigration reform.

Description of Program for Which Funding Is Sought

The Forum requests general support.

Rationale for Recommendation

The recommended grant advances EOF’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priorities of promoting fair immigration enforcement, detention, and deportation policies, as well as promoting immigrant integration

The Forum occupies a unique position in the immigrant rights field. Its ultimate aim is to build right-left consensus in support of immigration reform by targeting leadership within moderate and conservative faith communities, business, and law enforcement. Accordingly, it leads with approaches that emphasize the need for policy change that is consistent with religious values. It works hand-in-hand with government. It also adopts messages that place priority, for example, on “a fully legal workforce that levels the playing field, allowing business owners to focus on rebuilding our economy rather than acting as immigration enforcement agents.” Consistently, its messages and bi-partisan outreach strategies have been effective in garnering the support of moderates and conservatives. The following are highlights of its successes in building partnerships with and securing support from unusual allies.

Faith

In the last ten months, the Forum has organized a national table of evangelical leadership to craft and implement a national immigration reform strategy. This work has enabled the Forum to engage evangelical leaders to support administrative changes to immigration enforcement at the federal level, including increased prosecutorial discretion for Immigration and Customs Enforcement (ICE) officials and the implementation of a waiver system to promote family unity within mixed-status families. The evangelical table has also been engaged at the state and local levels, voicing opposition to harsh anti-immigrant policies, such as Alabama’s H.B. 56.

Fiscal Conservatives and Business

The Forum partnered with the Texas Border Coalition, which includes business leaders, elected officials and border advocates, and with the fiscally conservative Taxpayers for Common Sense to convene a January 2011 Hill briefing, “Securing the Border without Breaking the Bank: A Border Security Spending Plan for the 112th Congress.” The event focused on spending on border enforcement and examined enforcement through the lens of fiscal waste and abuse. Further, the Forum’s white paper, “Cut Here: Reducing Wasteful Spending on Immigration Enforcement,” highlighted the cost of immigration enforcement overall, and offered recommendations for savings that could be achieved if enforcement were targeted wisely.

Law Enforcement

The Forum continues to co-chair the Department of Homeland Security Civil Rights Civil Liberties Committee with EOF grantee the Rights Working Group. In this capacity, it convened meetings this January between immigrant rights groups and representatives from the Department of Homeland Security (DHS) Office for Civil Rights and Civil Liberties and the DHS Office of the Inspector General. Leveraging its close relationship with government, the Forum has begun to capture the attention of the White House and Secretary Napolitano on ICE’s aggressive and haphazard conduct of worksite raids. It is also a core participant in the ICE/NGO Enforcement Working Group, a coalition that has tackled redrafting ICE detention standards, improving the parole process for asylum seekers, and demanding corrective action in ICE access programs which charge state and local law enforcement agencies to enforce federal immigration law.

In the coming year, OSF funding would provide much-needed support for the Forum to: 1) capitalize on defensive battles at the state and federal levels to educate and energize the base of immigrant rights supporters; 2) persuade the middle by deepening relationships with low-wage worker, faith, business, and conservative leaders; and 3) marginalize anti-immigrant voices by partnering with government and fiscal watchdog organizations to strengthen a fiscal responsibility narrative that is supportive of immigrant rights.

More specifically, the Forum will support campaigns related to the following areas:

- *State Compacts:* In 2010, the Forum succeeded in mobilizing Utah business, law-enforcement, political, and religious leaders to endorse the Utah Compact, a statement of principles meant to address with moderation and fairness the challenges of illegal immigration. Working with key local and national partners, the Forum will assist in the development of compacts in Florida, Colorado, Illinois, Texas and Ohio.
- *Enforcement Advocacy:* The Forum will work with national and local partners to promote alternatives to detention, pressure the Administration to focus interior enforcement programs only on serious criminals, and fully implement prosecutorial discretion policies and family unity waiver guidelines.
- *Economy and Workforce:* Building upon the success of a February 2012 EOF convening focused on immigrant rights and the economy, the Forum will strengthen its relationships with three EOF grantees—the National Domestic Workers Alliance, Restaurant Opportunity Center, and New Orleans Workers’ Center for Racial Justice—and use its position as a centrist voice to create communications and policy strategies that address the challenges of the low-wage worker sector. In the past, the Forum has not devoted significant attention to the low-wage immigrant worker sector. However, given its strong ties to business and protracted economic challenges, the Forum is in a unique position to enlist its diverse network to challenge immigration enforcement activities that target vulnerable workers and deprive businesses of needed labor.

As a centrist immigrant rights organization, the Forum is well-positioned not only to align disparate stakeholders in support of rational and humane immigration policy, but also to leverage the new relationships and capacity built through the 2010 push for immigration reform. EOF staff believes strongly that the organization merits OSF's continued investment.

The Equality and Opportunity Fund therefore recommends a general support grant to the National Immigration Forum the amount of \$325,000 over one year.

Grant ID: 20035908

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 allow it to continue to serve 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 accomplish the following: address workplace exploitation of low-wage immigrant workers; secure access to higher education for undocumented youth; 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 grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies, as well as promoting immigrant integration.

Previous OSF Support: \$3,000,000
\$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
\$300,000 from the USP Equality and Opportunity Fund, 2010-12

Organization Budget: \$3,642,987

Project Budget: n/a

<u>Major Sources of Support:</u>	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: \$630, 000 over two years

Is this a contingent grant: No

Amount Recommended: \$630,000 (EOF – Immigrant Rights T1: 24449)

Term: Two years, beginning July 1, 2012

Matching Requirements: None

Description of Organization:

Established in 1979 in Los Angeles as a legal services back-up center, the National Immigration Law Center (NILC) is now an independent, 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. It 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.

In 2008, Marielena Hincapié became the National Immigration Law Center’s executive director, after serving on its staff for eight years. Under her leadership, NILC has begun to place greater attention on employing a broad range of strategies to advance its mission. While litigation continues to be a mainstay of its advocacy, NILC also engages in or supports the field’s use of policy advocacy, communications, and alliance-building strategies to defend and protect immigrants’ rights. While litigation continues to be a mainstay of its advocacy, NILC has directed organizational resources to increase communications efforts, engage in sophisticated public policy, and forge alliance building strategies, which all ultimately defend and protect immigrants’ rights.

Description of Program for Which Funding Is Sought:

NILC requests general 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. At the helm of coalition efforts working to counter the rising level of state and municipal anti-immigrant legislation, NILC's efforts advance EOF's immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies, as well as promoting immigrant integration.

What distinguishes NILC from other national immigrant rights advocacy groups is its demonstrated ability to integrate the field horizontally and vertically. It is respected and trusted by other national civil rights groups and has succeeded in persuading groups such as the ACLU Immigrant Rights Project, MALDEF, Asian American Justice Center, and NAACP LDF to co-counsel litigation or adopt shared policy statements on behalf of vulnerable immigrants. It provides technical assistance and litigation support to state and local immigrant rights groups and helps to connect their stories and policy advocacy to work going on nationally. Ethnic and mainstream media call upon NILC frequently to explain the real-life impact of restrictive immigration laws and policies.

With EOF support, NILC accomplished the following over the previous grant period:

- Working closely with the United We DREAM Network and other allies, NILC helped to lead a 2010 campaign to secure passage of the federal DREAM Act, which would have provided a path to citizenship for undocumented youth who have lived in the U.S. since childhood. Although the campaign was ultimately defeated, it came closer to securing passage than any other national efforts launched since the bill was first introduced ten years ago.
- NILC led national civil rights organizations to co-counsel the only class-action lawsuit challenging SB 1070, Arizona's restrictive "papers please" law that gives local police new powers to arrest and detain people they suspect are in the country without proper authorization. In anticipation of the April 25 Supreme Court hearing of *U.S. v. Arizona*, the federal government's lawsuit challenging SB 1070 on preemption grounds, NILC is leading outreach efforts to raise public awareness about the harms caused by the law. After Alabama passed an immigration law even more restrictive than Arizona's, NILC's rapid response efforts in the state helped provide urgently needed legal services and know your rights information to affected immigrants. To date, NILC has succeeded in enjoining implementation of the most dangerous provisions of a string of other Arizona copycat laws, including Utah's HB 497, Indiana's SB 590 and HB 1402, Georgia's HB 87, and South Carolina's SB 20 until courts can decide if they are constitutional.

- NILC’s efforts helped to ensure that lawfully present immigrant families are covered by the Affordable Care Act (ACA). In addition, NILC secured legal protections to address enrollment barriers for mixed-status families by offering practical policy recommendations and building a broad coalition of advocates raising immigrant inclusion as a priority. Due to NILC’s advocacy efforts, ACA limits the breadth of verification requirements, protects confidentiality, and explicitly ensures that low-income immigrant families excluded from Medicaid are able to afford coverage provided in the new health insurance exchanges.
- NILC led a broad coalition to prevent restrictions that were proposed to the Child Tax Credit for Low-Income Families as a way to pay for the extension of the payroll tax reduction and Unemployment Insurance. The proposed restrictions would have required tax filers to have a Social Security number in order to qualify for the tax credit, which would have barred approximately two million families—including up to four million U.S. citizen children—from claiming a tax credit worth an average of \$1,800 per household.

A general support grant will enable NILC to continue to engage in cutting-edge litigation and policy advocacy while helping to build the capacity of the immigrant rights field at the state and local levels. Its work will be confined to the following project areas: immigration enforcement; immigration status and system reform; workers’ rights; health care and public benefits; and education.

Over the past four years, NILC has increased its staff by close to 40 percent, undergone an executive leadership transition, completed an organizational restructuring process, and completed a strategic planning process. Throughout these transitions, NILC staff kept EOF staff apprised of progress and setbacks. The strategic planning process helped NILC make changes in the organization’s structure to streamline management, increase organizational efficiency, and meet the needs of the communities it serves in a more effective way.

Like many US Programs grantees, NILC is confronting a dual challenge. Its target constituency – low-income immigrants – is experiencing increasing needs as NILC struggles to increase its capacity with shrinking government support. Staff believes that NILC is managing this challenge exceedingly well. Last year, NILC worked with a consultant to improve its outreach to individual donors. It has improved its budgeting process by developing multi-year budget plans and developing systems to anticipate shortfalls. Given the critical role NILC plays in shaping policy to improve the lives of low-income immigrants and supporting the broader immigrant rights field, staff recommends renewed funding to NILC at an increased amount in unrestricted support to challenge anti-immigrant laws across the country, protect the rights of vulnerable immigrant workers, and lead collaborations with communications and advocacy organizations to develop affirmative state policies in light of the upcoming Supreme Court decision in *U.S. vs. Arizona*.

Accordingly, EOF recommends \$630,000 in general support over two years to the National Immigration Law Center.

Grant ID: 20035699

Legal Name of Organization: LatinoJustice PRLDEF

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

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: A grant to provide renewed general support to LatinoJustice PRLDEF (LatinoJustice). Using the power of the law together with education and advocacy, LatinoJustice PRLDEF protects opportunities for all Latinos using three guiding principles – protecting civil rights, cultivating Latino leadership, and increasing civic participation. Over the next two years, LatinoJustice will continue to pursue impact litigation for ongoing and new work, increase its immigrant workplace justice initiatives, and expand organizational efforts to protect Latino voting rights. The recommended grant advances EOF’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism. This grant also advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies.

Previous OSI Support: \$710,000
\$510,000 from Immigrant Rights (2007-12)
\$200,000 from Equality and Opportunity Fund (2010-2011)

Organization Budget: \$2,880,273

Project Budget: n/a

Major Sources of Support:

Ford Foundation	\$885,000
Four Freedoms Fund	\$150,000
Hagedorn	\$ 50,000
LSAT Fees	\$ 80,000

Individual and Corporations \$210,000
Law School Admission Council \$75,000

Amount Requested: \$200,000 over two years

Is this a contingent grant? No

Amount Recommended: \$250,000 over two years (Equality and Opportunity Fund Racial Justice, T1: 24448)

Term: Two years, beginning May 1, 2012

Matching Requirements: n/a

Description of Organization

LatinoJustice PRLDEF (LatinoJustice) was founded in 1972 to promote civil rights for Latinos, with particular attention to the rights and advancement of Puerto Ricans. Since then, LatinoJustice has expanded its focus to representing the rights of all Latinos. Its work fully embraces the diversity of the Latino community - especially the most vulnerable - including new immigrants and the poor. It is recognized as one of the foremost pan-Latino civil rights organizations in the country. LatinoJustice's work encompasses three guiding principles: protecting civil rights, cultivating Latino leaders, and increasing civic participation.

For 40 years, LatinoJustice has argued landmark cases that have had profound implications for Latinos throughout the United States. It fought discriminatory hiring policies for civil service jobs, obtained equal access to public housing, secured public assistance services in Spanish, created pathways for success for Spanish-speaking children in public schools, and protected the constitutional rights of migrant workers. More recently, it has fought for the right of day laborers to gather in public places in search of work; challenged New York State's authority to strip hundreds of thousands of immigrants of their driver's licenses on the basis of immigration status; and litigated to protect Latino voting rights.

Headquartered in New York City, the organization works primarily in the Northeast, mid-Atlantic, and Southeastern United States, and on the island of Puerto Rico. Juan Cartagena, formerly General Counsel of the Community Service Society of New York and an attorney with decades-long civil rights experience, took the helm of the organization in 2011 as President and General Counsel. A 24-member board, led by David Arroyo, Director of Legal Affairs at Scripps Networks, governs the organization.

Description of Program for Which Funding Is Sought

LatinoJustice PRLDEF requests general support.

Rationale for Recommendation

The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism. This grant also advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies.

In the past decade, the Latino population in the United States grew 43 percent from 35.3 million to just over 50 million. Growth has been particularly sharp in areas of the country that saw little presence of Latinos just a decade ago. Over the last several years, this diverse population – including longstanding U.S. citizen communities and recent immigrant arrivals – has become the principal target of harsh anti-immigrant laws passed at the state and local levels. These laws facilitate discrimination, undermine fundamental constitutional rights, and threaten access to basic economic and social rights, including employment, housing, and education. Other critical social justice issues facing Latinos, particularly the substantial Puerto Rican community residing in New York City, include persistently low rates of school enrollment and educational attainment, high rates of poverty, and racial profiling by law enforcement.

These negative trends have coincided with emerging opportunities for Latinos in the areas of political participation and civic engagement. An analysis by the Pew Hispanic Center indicated that Hispanic voters are nearly three times more prevalent in states that gained congressional seats and Electoral College votes in the 2010 reapportionment than they are in the states that lost seats. These changes to the electoral map hold the promise that Latinos can play a larger role in national politics and civic discourse in the years to come.

Through its impact litigation and other programs, LatinoJustice addresses discriminatory government action towards Latinos and seeks to reduce barriers that limit the economic and civic participation of Latinos. With its last grant from EOF, LatinoJustice continued its active litigation docket, which included the following: 1) contesting selective evictions of Latinos; 2) challenging discriminatory hiring practices; 3) defending against discriminatory and unconstitutional immigration raids; 4) supporting the rights of day laborers; and 5) protecting the rights of immigrants more broadly. In its public education and community outreach programs, LatinoJustice worked to encourage Latino participation in the 2010 Census and educated the Latino community about the redistricting process. The organization also launched a new initiative, the Latinas at Work project, to provide information, referrals, and legal advocacy to vulnerable immigrant women subject to labor exploitation in Long Island.

With the recommended grant, LatinoJustice will continue to do the following:

- *Impact litigation and legal work.* Examples of ongoing and anticipated impact litigation would include challenges to: 1) Arizona SB 1070 copycat anti-immigrant laws; 2) laws sanctioning employers or landlords who hire or rent to undocumented immigrants; 3) abusive raids and unconstitutional enforcement tactics by the U.S. Immigration and

Customs Enforcement Division (ICE); 4) policies that promote the harassment and intimidation of day laborers; and 5) selective evictions without prior notice.

- *Immigrant Workers' Rights Initiatives.* LatinoJustice will continue to advocate for low-wage Latino immigrant workers through two special initiatives— *LAW: Latinas at Work* and the *Immigrant Workplace Justice Project*. These initiatives will offer free, bilingual legal workshops, “Know Your Rights” trainings, “Train-the-Trainer” workshops, toll-free bilingual hotline support, and, when appropriate, assistance filing complaints with the U.S. Equal Employment Opportunity Commission.
- *Community outreach, engagement and redistricting.* LatinoJustice will strengthen its advocacy capability through media, public education and governmental relations; provide counseling and legal referrals; and strengthen its partnerships with other civil rights groups, including AALDEF, MALDEF, the NAACP Legal Defense Fund, the ACLU, and People for the American Way. It will continue to provide legal and technical expertise on redistricting at the local level.

LatinoJustice PRLDEF continues to play an important role in defending the civil rights of Latinos. Because it is often compared to MALDEF, it is worth highlighting the differences between the two organizations. LatinoJustice’s docket is primarily focused on voting rights, redistricting, and challenging anti-immigrant local ordinances and state laws. It pays some attention to criminal justice and education policy, including DREAM Act advocacy, but these areas comprise a relatively small fraction of its overall work. Its geographic scope includes the Northeast, mid-Atlantic, Southeastern United States, and Puerto Rico. MALDEF is the larger of the two organizations with a docket that includes immigrant rights generally, voting, redistricting, employment, and education. MALDEF’s geographic scope includes the West Coast, Southwest, and South. The relationship between the two organizations is quite collaborative. In fact, LatinoJustice began to do more advocacy challenging anti-immigrant ordinances after MALDEF referred several cases to it.

Given its strong track record, the Equality and Opportunity Fund recommends a general support grant to the LatinoJustice PRLDEF in the amount of \$250,000 over two years.

Grant ID: 20035706

Legal Name of Organization: NAACP Legal Defense & Educational Fund, Inc.

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

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: A grant to provide renewed general support to the NAACP Legal Defense & Educational Fund, Inc. (LDF). LDF is a leading legal advocacy institution dedicated to advancing issues related to race and justice in the education, economic justice, voting rights, and criminal justice arenas. Through advocacy efforts, public education and work in the nation's courts, LDF pursues justice to move our nation toward a society that fulfills the promise of equality for all Americans, especially traditionally marginalized and underserved populations. LDF's current case docket reflects its continued commitment to combating discrimination and its effects, ensuring equality of opportunity, and promoting inclusion of those who have been excluded from full participation in American society. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism. This grant also advances the Criminal Justice Fund's goals of eliminating racial disparities and securing a fair and equitable system of justice.

Previous OSI Support: \$2,908,000
\$200,000 from Campaign for Black Male Achievement-2011
\$358,000 from Equality and Opportunity Fund, 2010-2011
\$750,000 from Criminal Justice Fund, 2008-2011
\$350,000 from Progressive Infrastructure Initiative, 2007

\$400,000 from U.S. Justice Fund, 2005
 \$250,000 from Criminal Justice Initiative, 2003
 \$300,000 from Center on Crime, Communities
 & Culture, 2000
 \$25,000 from Center on Crime, Communities
 & Culture Initiative, 1996
 \$250,000 from the U.S. Programs
 Board/Chairman's Fund, 2011

Organization Budget: \$13,895,578.00

Project Budget: n/a

Major Sources of Support:

Ford Foundation	\$6,000,000
Atlantic Philanthropies	\$ 700,000
Tides/FFJP	\$ 70,000

Amount Requested: \$350,000 over two years

Is this a contingent grant? No

Amount Recommended: \$350,000 over two years (*\$175,000 from the Equality and Opportunity Fund Racial Justice, T1: 24448 and \$175,000 from the Criminal Justice Fund, T1: 24017*)

Term: Two years, beginning June 1, 2012

Matching Requirements: n/a

Description of Organization

Founded in 1940 by Thurgood Marshall, the NAACP Legal Defense and Educational Fund (LDF) is a non-profit legal organization with the mission of achieving racial equality for African-Americans and, ultimately, all Americans. LDF has a rich history that includes the landmark 1954 victory before the U.S. Supreme Court in the school desegregation case of *Brown v. Board of Education*. Though the promise of *Brown* remains unfulfilled half a century later, LDF remains committed to the premise that quality education, along with meaningful economic opportunities, the right to vote and fully participate in democracy, and the right to a fair criminal justice system, are fundamental human rights.

Headquartered in New York City with an office in Washington, DC, the organization has 65 staff members, including 26 attorneys, and is governed by a 27-member board. In March 2012, LDF's President and Director-Counsel, John Payton, died unexpectedly. Debo Adegbile, LDF's longstanding Associate Director-Counsel and Director of Litigation, will serve as Acting President and Director-Counsel until the organization identifies Payton's successor.

Description of Program for Which Funding Is Sought

The NAACP Legal Defense and Educational Fund requests general support.

Rationale for Recommendation

The recommended grant advances the goals of the Equality and Opportunity Fund and the Criminal Justice Fund. It advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism. This grant also advances CJF's goals of eliminating racial disparities and securing a fair and equitable system of justice.

LDF focuses its work in four primary areas, each of which intersects with US Programs priorities:

- Criminal Justice: Advocacy related to capital punishment, indigent defense, the war on drugs and disparate sentencing, and discrimination in jury selection;
- Voter Protection: Challenges to felony disenfranchisement schemes and litigating cases arising under the U.S. Constitution and the Voting Rights Act;
- Economic Justice: Challenges to employment, housing and minority business discrimination; and
- Education: Advocacy to dismantle the school-to-prison pipeline, challenge the re-segregation of public schools, and break down the barriers to equal access to higher education.

LDF uses litigation, policy advocacy, research, and public education to advance its goals. Its current projects include: increasing equity in education by increasing graduation rates (K-16) among African Americans; increasing the adoption of racially equitable and research-based approaches to school discipline; protecting minority participation in the electoral process; pursuing restoration of the voting rights of people with felony convictions in multiple states; continuing work to eliminate all juvenile life without parole sentences; and continuing to challenge and commute state and federal death penalty sentences.

While LDF's historic work focused on African Americans, its evolving and ongoing activities are keyed to providing protection for and increasing the effective participation of diverse minority groups. Its recent achievements include the following:

- In July of 2011, LDF successfully represented African American homeowners in a housing discrimination lawsuit brought against the U.S. Department of Housing and Urban Development and the State of Louisiana regarding the "Road Home" program, which was designed to provide compensation to Louisiana homeowners affected by Hurricanes Katrina or Rita.

- After over a decade of litigation, in May 2011 the U.S. Court of Appeals for the Seventh Circuit ruled in favor of a class of over 6,000 qualified African-American firefighter applicants represented by LDF who were denied the opportunity to work for the Chicago Fire Department.
- In 2010, LDF, along with CJF grantee the National Association of Criminal Defense Lawyers and the Charles Hamilton Houston Institute for Race and Justice, filed a friend of the court brief challenging the constitutionality of juvenile life without parole sentences. The United States Supreme Court declared that children convicted of non-homicide offenses cannot be sentenced to life in prison without the possibility of parole.
- In partnership with the NAACP, National Urban League, National Coalition on Black Civic Participation, and black bar associations, LDF undertook an ambitious strategic public education campaign aimed at substantially increasing the participation of African Americans in the 2010 Census.

Staff believes that LDF's proven track record in the racial justice and criminal justice fields warrants a co-funded general support grant from EOF and CJF. LDF is making important, incremental steps towards expanding its tool kit to include a range of policy advocacy strategies beyond litigation. This general support grant complements a 2011 USP project support grant to LDF that seeks to reduce the inappropriate and harmful use of suspensions, expulsions, and arrests in public schools in an effort to dismantle the school to prison pipeline.

In response to the sudden death of John Payton, LDF has started its search for its seventh President and Director-Counsel. With support from OSF, the organization will hire a consultant to engage staff, board, and stakeholders in a process to identify and develop a new executive director and to develop secondary leadership.

EOF recommends funding for NAACP LDF as well as two other legal defense funds – Latino Justice PRLDEF and the Mexican American Legal Defense and Educational Fund. USP staff believes that all three of these organizations continue to play an important role in defending and maintaining past civil rights gains and addressing structural inequality. Staff recognizes that the legal defense funds are often viewed as over-relying on litigation to advance social change. We have begun frank conversations with these grantees about their goals and strategies and will continue to monitor their work to ensure that they are advancing a broad and inclusive multi-racial agenda using a diverse set of strategies to effect change.

For all these reasons, the Equality and Opportunity Fund and the Criminal Justice Fund recommend a general support grant to the NAACP Legal Defense and Educational Fund in the amount of \$350,000 over two years, to be drawn equally from EOF and CJF.

Grant ID: 20035697

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

Tax Status: Other

Name of Fiscal Sponsor: Ohio State University Foundation

Purpose of Grant: To support the Kirwan Institute for the Study of Race and Ethnicity

Grant Description: A project grant will support the core activities of the Kirwan Institute for the Study of Race and Ethnicity, an interdisciplinary research and policy center established at the Ohio State University in May 2003. Kirwan is best known for pioneering an “Opportunity Communities” model to diagnose structural conditions driving racial and ethnic inequality and to identify strategic intervention points for advocacy and policy. As an applied research center, Kirwan’s opportunity mapping initiatives have a direct impact on policy decisions and help target public and private resources to low-opportunity neighborhoods. During the grant period, Kirwan will expand its Opportunity Communities model to additional policy areas in which racial segregation perpetuates inequality, including criminal justice and health. It also will launch a new “rapid response” communications capacity to contextualize important social and political developments within the dual frameworks of structural racism and implicit bias that it has helped to pioneer. 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.

Previous OSF Support: \$1,271,000
 \$350,000 from USJ Grantmaking (2007-2008)
 \$775,000 from USJ Racial Justice (2006-2012)
 \$146,000 from the Campaign for Black Male Achievement (2010-2011)

Organization Budget: \$4,900,000,000 (Ohio State University Foundation)

Project Budget: \$2,470,000 (Kirwan Institute)

Major Sources of Support:

Kellogg Foundation	\$1,100,000
Ford Foundation	\$ 200,000
Northwest Area Foundation	\$ 50,000
California Endowment	\$ 50,000
Greater New Orleans Foundation	\$60,000

Amount Requested: \$300,000 over two years

Is this a contingent grant? No

Amount Recommended: \$150,000 over one year (Equality and Opportunity Fund Racial Justice, T1: 24448)

Term: One year, beginning April 1, 2012

Matching Requirements: n/a

Description of Organization

Founded in 2003, the Kirwan Institute for the Study of Race and Ethnicity (Kirwan) is an interdisciplinary research and policy center based at Ohio State University in Columbus, Ohio. Its goal is to deepen an understanding of the causes of, and solutions to, racial and ethnic disparities. Kirwan brings together a diverse and creative group of scholars and researchers from various disciplines to focus on the history, present conditions, and the future prospects of racially and ethnically marginalized people.

Kirwan's work has two analytical "bookends." One is structural racism, which emphasizes systems dynamics and the interaction of institutions, policies, and collective practices and their cumulative impact on group-level outcomes for racial and ethnic minorities. The other bookend exposes the reality of unconscious cognitive bias, its behavioral manifestations, and its implications for effective communication and policy around race and ethnicity. Kirwan also focuses on the interrelatedness of race and ethnicity with other factors such as gender, class, and culture and how these are embedded in structures and systems.

Building from a strong analytical foundation, and recognizing the need to translate theories of race into practical tools for social transformation, Kirwan applies its intellectual heft and solid research capacity to solving real-world problems. It supports racially equitable policy and capacity building primarily through its Opportunity Communities model. This model considers the multiplicity of factors such as housing, education, jobs, transportation, health, and engagement that stand at the center of one's life and community. All of the work of the Kirwan Institute begins with the premise that everyone should have fair access to the critical "opportunity structures" and the social infrastructure needed to succeed in life, and the belief that

affirmatively connecting people to opportunity creates positive, transformative change in communities. The Opportunity Communities model takes a regional approach, advocating that it is necessary to make a fair investment in all of a region's people and neighborhoods to improve the outcomes and health of the entire regions.

Between 2003 and 2011, under the leadership of law professor and renowned civil rights expert John A. Powell, Kirwan grew into the largest university-based center of race and social justice research in the country. In January 2012, after Powell left the university, law professor, author and racial justice scholar Sharon L. Davies was appointed Kirwan's new Executive Director.

Description of Program for Which Funding Is Sought

Kirwan requests support for its core activities. Because it is a project of the Ohio State University and does not have independent 501(c)(3) status, this grant, if approved, would be for unrestricted project support.

Rationale for Recommendation

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 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.

After supporting Kirwan for six years, U.S. Programs staff continues to view it as a national leader in analyzing, defining, and addressing problems associated with racial inequality in this country. It is a research institute and think tank, but it strives to make its research and policy analysis useful for equal opportunity and racial justice advocacy campaigns. Kirwan has been particularly effective in producing research and evaluative tools that help advocates expose how the persistence of segregation in housing and public education stands in the way of progress on critical social challenges. It also plays an important role in convening researchers, civic leaders, advocates and policymakers to have open and honest conversations about race across disciplines and ideologies. Its recent conference, "Transforming-Race 2012: Visions of Change," attracted over 400 participants to engage in productive discussions around the future of race in America and strategies to dismantle structural barriers that impede full equality.

One of Kirwan's signature contributions to the racial justice field has been its popular "opportunity maps," which locate a community's assets, such as high quality schools, transit, health care institutions and employment centers, and visually identify the distance of its resident subgroups to those assets. Kirwan's opportunity maps have been utilized to advocate for more equitable public policies, to strengthen civil rights litigation, to support more effective community organizing and coalition building, and to improve service delivery.¹

¹ See *Mapping a Better World*, ECONOMIST, June 4, 2009 (profiling Kirwan's mapping technology and how it is being used by advocacy groups across the country to promote racial equity and equal opportunity).

Working at the state level, Kirwan has used its opportunity maps to redress the harms caused by segregation and to ensure that government funds flow to the most marginalized communities. In *Thompson v. HUD*, the Baltimore housing desegregation lawsuit brought by the ACLU of Maryland and funded in part by OSF, Kirwan produced maps that graphically depicted the limited availability of jobs, health care, public transportation and other resources in the predominantly African American sections of Baltimore. These maps were used in the litigation to show how geographic segregation by race has profoundly limited access to crucial resources and wealth-building opportunities in the Baltimore region. The maps also have proven instrumental in developing effective remedies during settlement negotiations. In Florida and Massachusetts, Kirwan has helped target millions of dollars of federal funding under the Neighborhood Stabilization Program into high-need, low-opportunity communities.

Recognizing the value of Kirwan's opportunity maps, federal agencies have enlisted its aid. The U.S. Department of Housing and Urban Development recently adopted opportunity mapping methodology to assist with meeting federal fair housing goals. It has retained Kirwan to provide technical assistance on implementing its new Fair Housing Equity Assessment tool.

During the coming grant period, Kirwan will expand its Opportunity Communities model to additional areas in which racial segregation perpetuates inequality, including the criminal justice system. It also will launch a new "rapid response" communications capacity to contextualize important social and political developments within the dual frameworks of structural racism and implicit racial bias that it has helped pioneer.² It will publish and disseminate a series of brief "Quick Look" papers designed to illuminate concepts related to structural racism and implicit racial bias in language that is accessible to lay audiences. And, through editorials and media outreach, it will apply these concepts to help the public understand breaking developments that are racially-charged, such as the killing of Trayvon Martin.³

In its first decade, Kirwan has emerged as a racial justice field leader that supports a range of policy advocates. The appointment of Sharon Davies in January 2012 as Kirwan's new executive director will enable the Institute to build on the work it has done to deepen understanding of the reality and consequences of structural racism and expand that work into the criminal justice realm, an area in which Professor Davies has extensive expertise. Davies is a nationally-respected expert in the field of criminal law and procedure and has written extensively on race and criminal justice in a number of the nation's leading law journals. She has been involved with Kirwan since its founding, first as a member of the search committee that identified Powell as its founding director and later as a Senior Faculty Fellow and a member the

² Recognizing the synergies between its work in this area and the Opportunity Agenda's emphasis on strategic communication around racial inequality, Kirwan has already begun to partner with the Opportunity Agenda (another EOF grantee) to create a pool of academics, researchers and social justice advocates who can act as first responders when issues involving racial and ethnic justice attract national attention. The goal of this emerging partnership will be to promote consistent, positive, research-based messaging when questions such as racial profiling, diversity in the workforce, affirmative action in higher education, fair housing, mass incarceration, health disparities, achievement gaps, wealth and income disparities, unconscious bias, etc., move into the national spotlight.

³ For a "quick look" at some of the coverage Kirwan has been able to generate in the Trayvon Martin, including linking the facts of the case to implicit racial bias theory, see the Kirwan's webpage on the topic: <http://www.kirwaninstitute.org/category/staff-blogs/trayvon-martin-coverage/>.

Institute's faculty oversight committee. With this background, Davies is uniquely qualified to shepherd Kirwan into its second decade of effective racial justice research and advocacy.

Accordingly, the Equality and Opportunity Fund recommends a project grant of \$150,000 over one year to the Kirwan Institute for the Study of Race and Ethnicity.⁴

⁴ OSF has provided multi-year support to the Kirwan Institute in the past. Staff recommends a renewal grant for a single year in this docket to allow us to monitor the success of the leadership transition. We plan to revisit the possibility of multi-year support once Professor Davies has demonstrated her leadership and made strides in implementing her vision for an expanded scope for the Institute.

Grant ID: 20035745

Legal Name of Organization: Applied Research Center

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

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: This grant would provide renewed general support to the Applied Research Center (ARC), a racial justice think tank. ARC produces national policy analysis and research, provides training to grassroots organizations, and conducts communication campaigns to illustrate the role of race in public policy. ARC generates new ideas and analysis to challenge structural inequality in a range of policy contexts, including the economy, immigration, and health care. It has also been recognized for its online publication, Colorlines.com, which offers news analysis, investigative reporting, and opinion pieces on racial inequality in the U.S. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. It also advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism.

Previous OSI Support: \$1,380,000
\$315,000 from Equality and Opportunity (2009-2012)
\$300,000 from Democracy and Power (2009-2012)
\$7,500 from Strategic Opportunities (2007)
\$357,500 from Racial Justice Initiative (2004-2009)
\$100,000 from Education Program (2000-2001)
\$200,000 from US Programs General Grants (1999-2002)
\$100,000 from Government & Pol Dev/Effective Government (1999-2000)

Organization Budget: \$2,681,750

Project Budget: n/a

<u>Major Sources of Support:</u>	Kellogg Foundation	\$500,000
	Arcus Foundation	\$200,000
	The Nation Institute	\$125,000
	Marguerite Casey	\$100,000
	Atlantic Philanthropies	\$100,000
	Lambent	\$ 50,000

Amount Requested: \$200,000 over one year

Is this a contingent grant? No

Amount Recommended: \$200,000 (Equality and Opportunity Fund Racial Justice, T1: 24448)

Term: One year, beginning May 1, 2012

Matching Requirements: n/a

Description of Organization

Founded in 1981 in Oakland, California, the Applied Research Center (ARC) is a racial justice organization that produces national advocacy-based research, provides training to grassroots organizations, and conducts communication campaigns to illustrate the role of race in public policy. Through its three programs, Media and Journalism, Strategic Research and Policy Analysis, and the Racial Justice Leadership Action Network, it generates stories and content that offer new frames and ideas to challenge structural inequality in the U.S. ARC publishes *ColorLines* magazine, a well-regarded print and online journal that offers news analysis, investigative reporting, and opinion pieces on racial inequality in the U.S.

ARC's staff of 26 operates out of field offices in Chicago, New York City, and Oakland. Its board is comprised of 10 advocates from racial justice organizations and media outlets. Board members include OSF grantees Rashad Robinson from Color of Change and Deepa Iyer of South Asian Americans Leading Together.

Description of Program for Which Funding Is Sought

Applied Research Center requests general support.

Rationale for Recommendation

Continued general support to ARC will advance EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. It will

also advance the specific racial justice grantmaking priority of challenging racial barriers and structural racism.

ARC's mission is to deepen public understanding of how structural inequality works in order to dismantle it. Its core contention is that inadequate public understanding of how institutional policies limit opportunity for people of color results in weak public support for policies designed to achieve racial equity. ARC identifies its core issue areas as immigration, LGBT rights, gender equity, environment/green economy, election issues, the millennial generation, and race and the economy. Its three departments are:

Leadership Action Network – Through this program ARC offers trainings and strategic coaching, hosts its biennial Facing Race conference, and coordinates a network of state organizations using legislative report cards, policy guides, and budget analysis to evaluate whether policy is advancing racial equality.

Strategic Research – ARC conducts research on a range of issues, including immigration, youth views on race, and the positioning of LGBT issues within the U.S. racial justice and civil rights fields. One of its recent reports is *Shattered Families*, which explores the extent to which children in foster care are prevented from uniting with their detained or deported immigrant parents and the failures of the child welfare system and Immigration and Customs Enforcement to adequately work to reunify these families.

Media and Journalism – ARC publishes daily content on its online magazine, Colorlines.com. It was able to more than double the number of its unique visitors from 2010 to 2011, reaching more than 2.5 million readers over the past year. The magazine covers immigration, gender and sexuality, health care, media policy, and other areas.

ARC engages in activities across a broad range of issues, which is both its strength and weakness. On the one hand, its breadth allows ARC to share its analysis with many audiences. On the other hand, its breadth potentially diffuses its efforts, raises questions about its organizational identity, and makes it difficult to evaluate overall effectiveness. OSF staff has begun conversations with ARC leadership about the scope and impact of the organization's work.

Executive Director Rinku Sen is a leading figure in the racial justice movement. She previously served as the Communications Director and the Director of the Transnational Racial Justice Initiative at ARC. Sen has expressed enthusiasm for the planned expansion of ARC's online presence and communications capacity. ARC is exploring ways to engage Colorlines.com's readership in campaigns related to the posted news and analysis articles. By 2013, ARC will launch the "Solutions Channel" on the Colorlines website, which will post a monthly solutions-focused opportunity, inviting readers to get involved in local, state or national policy campaigns.

Building on ARC's communications strengths, the Kellogg Foundation's Racial Equity and Healing program has named ARC as one of its nine anchor groups and has funded it to lead a communications project focused on crafting shared narratives that groups can use to advance their racial justice advocacy. The other anchors are the NAACP, the National Council of La

Raza, the National Congress of American Indians, the National Urban League, the Poverty and Race Research Action Council, the Advancement Project, the Asian Pacific Islander Health Forum, and South Asian American Leaders of Tomorrow. This work will feed into a series of training modules and essays on how to change a race frame from one that is focused on routing out the “racist” to one that addresses the institutional causes of racial inequity.

While ARC’s expansion of its media and journalism work is notable, this shift in direction poses fundamental questions about its organizational identity and future programmatic work. Founded as a “think-tank” and capacity building institution, ARC has historically positioned itself as a resource for the grassroots racial justice field. This is strategically distinct from the communications, journalism, and online activism work that are increasingly the core of its programs. To date, discussions with ARC have not yielded enough clarity about the future direction of its work to lead staff to recommend a multi-year grant. Therefore, EOF staff recommends a one-year renewal grant at the same annualized level as the last grant. In the next few months, staff plans to continue conversations with ARC leadership and conduct additional due diligence to gain a stronger sense of the impact and reach of its work. This additional investigation will enable us to confirm whether and how to support ARC’s work going forward.

The Equality and Opportunity Fund recommends a general support grant to ARC in the amount of \$200,000 over one year.

LGBTQ RIGHTS AND GENDER JUSTICE

Grant ID: 20035853

Legal Name of Organization: Immigration Equality

Tax Status: 501(c)3

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: Immigration Equality works to end discrimination based on sexual orientation and HIV status in U.S. immigration law and reduce its negative impact on the lives of LGBTQ and HIV-positive people. It also helps obtain asylum for individuals persecuted in their home countries based on their sexual orientation, gender identity, or HIV status. Through education, outreach, and advocacy, and by maintaining a nationwide network of resources, Immigration Equality provides information and support to advocates, attorneys, politicians, and those threatened by persecution or discrimination. 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.

Previous OSI Support: \$485,000

- \$25,000 from USJ-Immigrant Rights (2004-2005)
- \$60,000 from USJ-LGBTQ Rights (2005-2007)
- \$50,000 from USJ-Immigrant Rights (2007-2009)
- \$50,000 from USJ-LGBTQ Rights (2007-2009)
- \$275,000 from E&O Fund Grants (2009-2012)
- \$25,000 from Immigration Innovation (2009-2012)

Organization Budget: \$2,343,747

Project Budget: n/a

Major Sources of Support:

Anonymous/ Wellspring	\$ 80,000
Arcus Foundation	\$100,000

Ford Foundation	\$ 75,000
Henry van Ameringen	\$ 50,000
MAC AIDS	\$125,000

Amount Requested: \$130,000

Is this a contingent grant? No

Amount Recommended: \$130,000
 (\$80,000 from T1: 24450 and \$50,000 from T1: 24449)

Term: One year, beginning May 1, 2012

Matching Requirements: n/a

Description of Organization:

Immigration Equality works to end discrimination in U.S. immigration law and reduce its negative impact on the lives of LGBTQ and HIV-positive people. It also helps obtain asylum for individuals persecuted in their home countries based on their sexual orientation, gender identity, or HIV status. Through education, outreach, and advocacy, and by maintaining a nationwide network of resources, Immigration Equality provides information and support to advocates, attorneys, politicians, and those threatened by persecution or discrimination.

To combat the discrimination its constituents face, Immigration Equality advocates for policy changes throughout the immigration system, brings impact litigation, builds coalitions, and drives media attention to the human toll of discrimination against LGBTQ immigrants. Headquartered in New York City, with a policy office in Washington, D.C., Immigration Equality offers services to clients nationwide. Its 501(c)(4) sister organization, Immigration Equality Action Fund, lobbies for federal legislative reforms.

Description of Program for Which Funding Is Sought:

Immigration Equality 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 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.

Immigration Equality (IE) is the first and only organization in the United States devoted to achieving full equality for LGBTQ and HIV-positive immigrants. Founded in 1994, it has pioneered the field of LGBTQ and HIV-related immigration and asylum law. It was founded to achieve three core objectives: 1) end the HIV travel ban, which barred anyone living with HIV

from entering the US; 2) obtain asylum for LGBTQ people fleeing persecution; and 3) establish fair immigration policies for bi-national families.

IE's two complementary roles—as lawyers providing free legal advice and counsel to thousands of LGBTQ/HIV-positive immigrants each year and as advocates pressing for policy changes to end the discrimination its constituents face—make it a uniquely qualified and effective champion for LGBTQ/HIV-positive immigrants.

With previous OSF support, IE has achieved a number of immigration policy reforms and trained numerous administrative officials, asylee and refugee adjudication officers, and attorneys in private practice. Notable achievements include:

- At the request of the Department of Homeland Security, IE developed training materials on sexual orientation and gender-based asylum. IE staff provided in-person trainings for Department officials across the country. The substance of these trainings was incorporated into written guidance in January of 2012.
- IE works closely with Gay and Lesbian Advocates and Defenders, Lambda Legal Defense and Education Fund, the ACLU, and the National Center for Lesbian Rights (all EOF grantees) on a coordinated strategy to overturn the Defense of Marriage Act (DOMA). When DOJ announced it would no longer defend DOMA, IE partnered with the American Immigration Lawyers Association, and EOF grantee the American Immigration Council, to create and disseminate a series of practice advisories responsive to the new legal landscape.
- In 2010, Immigration Equality fielded 2,740 inquiries to its legal hotline, won hundreds of asylum claims for LGBTQ and HIV+ people fleeing persecution abroad, and delivered more than \$12 million in donated legal services. Its clients and staff appeared in countless media, including *The New York Times*, *The Washington Post*, *CNN*, *MSNBC*, *Countdown with Keith Olbermann*, *National Public Radio*, *The San Francisco Chronicle*, *Associated Press*, *The Nation*, *The Los Angeles Times*, and other press outlets.

EOF staff has reviewed reports and informal program updates from IE and recently conducted a site visit to meet with founding Executive Director, Rachel Tiven, staff attorney Clement Lee, and Development Director Win Chesson. Tiven is a strong manager and remains a well-respected leader among funders and advocates. In addition to overseeing a vast expansion in its direct services and policy advocacy, she has successfully built a diverse source of funding for IE that includes foundation grants, pro bono support from law firms, and individual donations. It is notable that no single funding source comprises more than 10% of IE's budget. Tiven's fundraising abilities are remarkable, given the paucity of foundation resources available for programs serving LGBTQ immigrants and the perpetual challenge of garnering support for direct legal services and impact litigation.

Staff also discussed IE's strategy to support the growing number of LGBTQ leaders in the broader immigration reform debate. The leadership of the United We Dream Network (an EOF grantee) and Pulitzer Prize winning journalist Jose Antonio Vargas are notable examples of such

leadership.¹ IE is already working with Vargas and his Define American campaign, which is aimed at highlighting positive immigrant contributions to the US.² IE has also expressed a strong commitment to lending its legal and policy advocacy expertise to the United We Dream Network leadership.

During a site visit in February 2012, EOF immigration and LGBT program officers were impressed by IE's staff, governance structure, and discipline in advancing its mission. For this reason, EOF now recommends increasing the annualized amount of IE's grant by \$30,000. Furthermore, given the important role IE plays in elevating the concerns of LGBTQ and HIV-positive immigrants in the broader immigration reform debate, EOF will continue to support the organization through USP's immigrant rights portfolio.

Accordingly, the Equality and Opportunity Fund recommends a general operating support grant of \$130,000 over one year to Immigration Equality.

¹ Jose Antonio Vargas shared his experience in his highly acclaimed New York Times Magazine essay, My Life as an Undocumented Immigrant, available at <http://www.nytimes.com/2011/06/26/magazine/my-life-as-an-undocumented-immigrant.html?pagewanted=all>

² Define American is a national public education campaign to focus the broader immigration discourse on positive contributions of immigrants in the US, <http://www.defineamerican.com/>

Grant ID: 20035853

Legal Name of Organization: State Equality Fund

Tax Status: other

Name of Fiscal Sponsor: Tides Foundation

Purpose of Grant: To support the State Equality Fund

Grant Description: This grant would support the State Equality Fund (SEF), a funder collaborative aimed at advancing state-level LGBTQ policies in the areas of non-discrimination, parenting rights, safe schools, and relationship recognition. 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. With this grant, staff is recommending tie-off funding, at a decreased amount, in line with recent program direction from the USP Board.

Previous OSI Support: \$500,000:

- \$300,000 from Equality and Opportunity Fund, 2011
- \$200,000 from Equality and Opportunity Fund, 2010

Organization Budget: \$2,350,000

Project Budget: n/a

Major Sources of Support:

Ford Foundation	\$300,000
Gill Foundation	\$600,000
Evelyn and Walter Haas, Jr. Fund	\$500,000
Wellspring Advisors	\$700,000

Amount Requested: \$250,000

Is this a contingent grant? No

Amount Recommended: \$250,000 (T1: 24450)

Term: One year, beginning August 1, 2012

Matching Requirements: n/a

Description of Organization:

The State Equality Fund (SEF) is a national funder collaborative aimed at advancing state-level LGBTQ policies in the areas of non-discrimination, parenting rights, safe schools, and relationship recognition. Established in 2007, SEF is a partnership among the Evelyn and Walter Haas Jr. Fund, the Ford Foundation, the Gill Foundation, the Ford Foundation, and Wellspring Advisors, LLC. Together, these donors represent the largest funders of LGBTQ equity, making SEF a powerful vehicle for developing and resourcing a coordinated state-based strategy for LGBTQ rights.

SEF works closely with grantees and prospective grantees to develop viable work plans. It gives priority to grantees proposing work that emphasizes coordination with other LGBTQ organizations and non-LGBTQ identified allies, engagement with communities of color and faith-based communities, and investment in long-term advocacy infrastructure.

Description of Program for Which Funding Is Sought:

SEF requests support for its efforts to advance state-level LGBTQ rights policy reforms. SEF invests in policy change at the state level that is achievable in a one- to five-year period, and at the local level on a three-year timeline when statewide policy changes are remote. Since its founding in 2007, it has disbursed nearly \$9,700,000 to 62 organizations in 40 states. It was created in part to fill the non-marriage advocacy gap left by the Civil Marriage Collaborative. Thus, SEF does not fund the marriage equality efforts funded by the Civil Marriage Collaborative.

SEF's first tier of grants includes organizations receiving \$100,000 or more per year. These grants support the achievement of the following statewide policy changes within three years:

- 1) Statewide nondiscrimination statutes for all LGBTQ in the areas of employment, public accommodations, and housing, including the addition of gender identity and expression to existing statutes.
- 2) Statewide family recognition for LGBTQ families, including foster parenting and individual, joint, and second-parent adoption.
- 3) Enumerated statewide safe schools policies for LGBTQ and LGBTQ-perceived students, preferably with mandatory training and statewide reporting.
- 4) Statewide broad relationship recognition for same sex couples, also known as domestic partnerships and civil unions.

The second tier of SEF grants are up to \$50,000 per year. They are aimed at achieving the following within three years as incremental steps towards the highest priorities, listed above:

- 1) Nondiscrimination ordinances, executive orders, private employer policies, and statutes for less than all LGBTQ people in the areas of employment, public accommodations, and housing. Gender marker changes are also included.
- 2) Enumerated district-level safe schools policies for LGBTQ and LGBTQ-perceived students, preferably with mandatory training and reporting.
- 3) Incremental statewide relationship recognition rights for LGBTQ couples, such as hospital visitation and state employee domestic partner benefits.

Rationale for Recommendation:

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.

Most policies affecting the lives of LGBTQ people are governed by state or local laws. Laws relating to marriage, civil unions, domestic partnerships, foster parenting, adoption, and the like are all made at a state level. Furthermore, policies banning discrimination in employment, accommodations and services, be they administrative, legislative, or private, can also be made at a state or even local level. While there is a great need and potential for state level policies that protect LGBTQ equality, over 70% of the US population lives without LGBTQ-specific statewide protections against employment discrimination and school bullying, and more than 75% lives without any sort of meaningful legal recognition of lesbian and gay relationships. Thus, while national advocacy is essential, it must be partnered with a coordinated state strategy.

SEF grantees have participated in successful efforts to include statewide relationship recognition protections for lesbian and gay couples in Hawaii, Illinois, Nevada, Washington, and Wisconsin. Other victories include a statewide LGBTQ-inclusive safe schools law in North Carolina, and district-level safe schools policies in Montana and Illinois. Grantees are also spearheading LGBTQ non-discrimination protections in Ohio, Pennsylvania, Connecticut, Georgia, Maryland, Massachusetts, Montana, Nevada, Utah, South Carolina, and South Dakota.

To ensure its investments yield concrete policy changes, SEF considers a number of criteria, including which categories of reform are ripe for change, which states have significant political will to support reform, and which states have seasoned advocates capable of delivering reform. Not only does SEF provide financial support, it also works closely with grantees and prospective grantees to develop viable work plans. This depth of partnership increases the advocacy capacity of grantee organizations and leads to stronger coordination across the field. Each year EOF staff participates in at least two in-person meetings with other SEF donors to review proposals and review grantmaking strategies. Staff also conducts regular site visits to evaluate prospective SEF grantees.

SEF recognizes that advocacy on behalf of statewide non-discrimination policies requires more coordinated and scaled-up campaigns than most state LGBTQ advocacy infrastructure can support. Strategically, such campaigns must engage a broad coalition of social justice advocates and other stakeholders such as businesses and faith based institutions. Recognizing the need for

larger resources focused in a smaller number of states, SEF has set aside \$1,000,000 for a targeted initiative to support statewide non-discrimination advocacy in one state. It will give priority to grantees proposing work that emphasizes coordination with other LGBTQ organizations and non-LGBTQ identified allies, engagement with communities of color and faith-based communities, and investment in long-term advocacy infrastructure. SEF is working with the Equality Federation to conduct an extensive assessment of the advocacy landscape for potential states for this initiative, including Missouri, North Carolina, Ohio, and Pennsylvania. SEF will decide upon a specific grantmaking strategy at its regularly scheduled June meeting of donors.

With this grant, staff is recommending tie-off funding in line with recent program direction from the USP Board. The decrease from the previous grant is due to staff belief that, as a large donor collaborative with steady projected funding, SEF is relatively well positioned to absorb the loss.

The Equality and Opportunity Fund recommends a grant of \$250,000 over one year to the State Equality Fund.

Grant ID: 20035851

Legal Name of Organization: Western States Center

Tax Status: 501(c)3

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support.

Grant Description: Western States Center (WSC), a Portland, Oregon based nonprofit, builds social justice infrastructure in the eight Western states of Oregon, Washington, Idaho, Montana, Wyoming, Utah, Nevada and Alaska. WSC is organized around three goals: 1) to develop long-term capacity for greater constituent mobilization; 2) to deepen skills in issue-based and community organizing; and 3) to build regional and state networks of leaders and organizations that can work effectively as allies on a wide range of 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. With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

Previous OSI Support: \$1,335,049

- \$200,000: US Poli Camp Reform (1997–1999)
- \$450,000: Gov & Pol Camp Finance Reform (1999–2002)
- \$35,059: USJ Sent & Incarc Alt (2002 – 2003)
- \$200,000: Progressive Infrastructure (2006 – 2008)
- \$300,000: Democracy & Power (2008 – 2012)
- \$150,000 from Equality & Opportunity Fund (2010 – 2012)

Organization Budget: \$1,501,000

Project Budget: n/a

Major Sources of Support:

Alki Fund	\$ 50,000
Ford Foundation	\$125,000
General Service Fund	\$ 35,000

Overbrook Foundation \$30,000
Unitarian Universalist Veatch \$40,000

Amount Requested: \$125,000

Is this a contingent grant? No

Amount Recommended: \$125,000 (T1: 24450)

Term: One year, beginning October 1, 2012

Matching Requirements: n/a

Description of Organization:

The Western States Center (WSC) builds social justice infrastructure in eight Western states: Alaska, Idaho, Montana, Nevada, Oregon, Utah, Washington, and Wyoming. WSC operates in a region that has served as “ground zero” for an array of right wing and religious extremist initiatives, especially violent white supremacist agitation and virulent anti-gay and anti-abortion organization. WSC seeks to build a sustainable and effective network of organizations to challenge extremist attacks and promote progressive issues. To that end, WSC’s goals are to: 1) develop long-term capacity for greater constituent mobilization; 2) deepen skills in issue and community organizing, organizational development and strategic planning; and 3) build a network of leaders and organizations who can work effectively as allies beyond single-issue approaches.

Description of Program for Which Funding Is Sought:

WSC 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 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.

WSC has received previous multi-year general support from EOF and the Democracy Fund. It is a leader of social justice movements in the Pacific Northwest, a region with active white supremacist and militia communities, and an alarming number of public policy campaigns that are antithetical to core open society values. Progressive organizations in the region are small and often geographically dispersed. Within this landscape, WSC serves as an important hub to amplify the efforts of smaller groups to achieve state and regional impact. Over its history, WSC has nurtured dozens of organizations, from local and statewide groups such as Progressive Leadership Alliance of Nevada, Equality State Policy Center, Partnership for Safety and Justice, and the Rural Organizing Project, to national organizations such as the National Institute on

Money in State Politics and Democracy Fund grantee, the Ballot Initiative Strategy Center. It also a regional leader in bridging and integrating racial justice, immigrant rights, gender justice and LGBTQ rights into a broader policy and organizing agenda.

Recent accomplishments illustrate WSC's ability to work core EOF issues and offer technical assistance that increases the capacity of organizations to engage in effective advocacy:

- Development and dissemination of Oregon's first *Legislative Report Card on Racial Equity*, which provides policymaking standards for Oregon legislators by assessing the equity implications of new and proposed state policies. Modeled on the tool developed by the Applied Research Center (an EOF grantee), the Report Card covers a wide range of policy areas, including health, education, employment, taxation, civil rights and criminal justice, and immigrant and refugee issues. The goal of the Report Card is to show how policies can support the full inclusion of marginalized communities while strengthening the well-being of all Oregonians.
- Strengthen support for LGBTQ rights within the immigrant rights and racial justice sectors. With support from WSC's Uniting Communities program, community groups have accomplished the following:
 - WSC partnered with Basic Rights Education Fund (an EOF grantee through the State Equality Fund) on its leadership development program for LGBTQ people of color called "Standing Together." This program resulted in the "Our Families" campaign aimed at raising the visibility of LGBTQ communities of color. Four videos were just released in October 2011 featuring everyday Oregonians talking about what it means to come out in one's own ethnic community. The videos have garnered more than 18,000 views in the last few months.
 - CAUSA, Oregon's largest Latino immigrant rights coalition, has hired its first out LGBTQ Latino immigrant community organizers and continues to be a leading advocate on issues of LGBTQ inclusion in the state and, increasingly, nationally. CAUSA's leadership as a voice for LGBTQ rights has enabled it to garner support from other national funders with LGBTQ portfolios, including the Gill Foundation and Haas Jr. Fund.
 - Indigenous Ways of Knowing, a Native American leadership and education program based at Lewis and Clark University, organized two trainings for the staff of regional Native American organizations. Trainings were attended by over 200 people and successfully elevated the leadership of indigenous Two-Spirit people across western tribes and sought to identify points of shared interest with the broader LGBTQ rights agenda.

Over the course of the grant, EOF staff met multiple times with Kelley Wiegel, Executive Director, and Kalpana Krishnamurthy, Director of Gender and Racial Justice Programs. Wiegel's recent transition into the Executive Director position has been seamless, and her fiscal management of WSC in a challenging fundraising landscape is notable. EOF staff participated

in a number of conferences and funder education events with Krishnamurthy; she remains a powerful, yet wholly accessible, voice for racial justice and gender justice. WSC's ability to build sustainable, effective, and long-term relationships among organizations working on different issues and within diverse communities is highly regarded among advocates and funders across the country. In particular, WSC's work with Basic Rights Education Fund is considered the "gold standard" for alliance-building between LGBTQ rights and racial justice advocates.

With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

The Equality and Opportunity Fund recommends a general support grant of \$125,000 over one year to Western States Center.

Grant ID: 20035848

Legal Name of Organization: Sylvia Rivera Law Project

Tax Status: 501(c)3

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support.

Grant Description: The Sylvia Rivera Law Project (SRLP) works to guarantee that all people are free of harassment, discrimination, or violence based on their gender identity or expression. SRLP advocates for policy reforms that ensure transgender and gender non-conforming individuals are treated with dignity within the criminal justice system and when seeking health care or attempting to access public benefits. SRLP provides free legal services to people facing discrimination based on their gender identity or expression and serves as a legal resource for attorneys nationwide on matters related to their transgender clients. 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. With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

Previous OSI Support: \$450,000

- \$40,000 from USJ-LGBT Rights (2004-2005)
- \$80,000 from USJ-LGBT Rights (2005-2007)
- \$120,000 from USJ-LGBT Rights (2007-2009)
- \$210,000 from E&O Fund Grants (2009-2012)

Organization Budget: \$586,674

Project Budget: n/a

Major Sources of Support:

Wellspring Advisors	\$65,000
Arcus Foundation	\$70,000
Equal Justice Works Fellowship	\$39,000

New York Women’s Foundation \$74,960
Events & Individuals \$104,000

Amount Requested: \$70,000

Is this a contingent grant? No

Amount Recommended: \$70,000 (T1: 24450)

Term: One year, beginning July 1, 2012

Matching Requirements: n/a

Description of Organization:

The Sylvia Rivera Law Project (SRLP) works to guarantee that all people are free of harassment, discrimination, or violence based on their gender identity or expression. SRLP advocates for policy reforms that ensure transgender and gender non-conforming individuals are treated with dignity within the criminal justice system and when seeking health care or attempting to access public benefits. Based in New York City, SRLP provides free legal services to clients facing discrimination based on their gender identity or expression. It serves as a legal resource for attorneys nationwide on matters related to their transgender clients.

SRLP began in 2002 through a fellowship supported by U.S. Programs’ New York City Community Fellowship Program. It has since grown to become an independent, community-based collective with seven staff members. Since its inception, SRLP has provided free legal services to over 1,200 transgender clients and trained over 6,000 service providers, students, and attorneys.

Description of Program for Which Funding Is Sought:

The recommended grant is for 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 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.

Transgender and gender nonconforming individuals continue to face persistent and severe discrimination in employment, housing and education. This discrimination leads to disproportionate poverty and homelessness and increased engagement in criminalized economies such as sex and drug work in order to survive. Most institutions in which poor people are over-represented (e.g., prisons and jails, homeless shelters, group homes, and residential drug

addiction treatment centers) are sex-segregated. For those whose gender identity or expression does not match their birth sex, these systems are particularly inaccessible and unsafe.

During the previous grant period, SRLP provided direct legal services to over 500 clients, established two new legal clinics, and trained over 2,000 individual service providers, students and activists on transgender rights and non-discrimination policies. SRLP's legal advocacy and services model is designed to enable its clients to advocate on their own behalf and, ultimately, to more fully participate in civil society. Towards this end, SRLP has recently produced "Know Your Rights" resources for youth in foster care and a detention guide for transgender immigrants. SRLP also published *Participating in Direct Action: A Guide for Transgender People*, in partnership with the National Center for Transgender Equality, to further the inclusion of transgender issues in economic justice advocacy work. To ensure widespread impact of its work, SRLP trains and advises other groups engaged in similar policy change initiatives in at least ten jurisdictions within and outside of New York City per year.

SRLP's policy work and litigation has led to significant victories, including:

- policies prohibiting discrimination on the basis of sexual orientation and gender identity and expression in juvenile justice facilities and foster care in New York City;
- public support by the National Commission on Correctional Healthcare for the provision of appropriate healthcare to transgender inmates in correctional settings; and;
- non-discrimination policies and procedures at New York City's Human Resources Administration, which administers public benefits.

SRLP bolsters the national impact of its policy and legal work by developing resources used by advocates and community members across the country. In the last two years SRLP developed the following legal resources for transgender youth and transgender prisoners:

- *Tips for Communicating with Trans Clients in Prisoners' Rights Cases*; and a section of the Center for Constitutional Rights' *The Jailhouse Lawyer's Handbook: How to Bring a Federal Lawsuit to Challenge Violations of Your Rights in Prison*;
- *A Place of Respect: A Guide for Group Care Facilities Serving Transgender and Gender Non-conforming Youth*, published in collaboration with the National Center for Lesbian Rights, which provides comprehensive guidance about the treatment of transgender youth in group care facilities – including detention centers, correctional facilities, and group homes; and
- *Transgender and Gender Non-Conforming Youth in School*, a fact sheet about the law as it pertains to transgender students

EOF staff has met with SRLP's core leadership: Elana Redfield, Director of Policy and Legal Services; Daniel McGee, Director of Finance and Development; and Puja Gehi, Director of Litigation and Advocacy. As evidenced by their partnerships with larger national legal organizations such as the Center for Constitutional Rights and the National Center for Lesbian Rights, SRLP's staff is widely respected and committed to collaboration. Operated as a collective, SRLP remains the only legal organization run by and for transgender and gender non-conforming people that focuses specifically on the needs of low-income people and people of color. Through the provision of direct legal services to communities facing the worst consequences of discrimination and poverty, SRLP is removing barriers to participation while

building one-on-one relationships with individuals who are directly affected by systemic gender-based injustices. The provision of direct legal services gives SRLP a deep and nuanced understanding of the legal issues facing low-income transgender people and uniquely situates it to make relevant policy demands and bring impact litigation cases.

With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

The Equality and Opportunity Fund recommends a grant of \$70,000 over one year to the Sylvia Rivera Law Project.

Grant ID: 20035849

Legal Name of Organization: Astraea Lesbian Foundation for Justice

Tax Status: 501(c)3

Name of Fiscal Sponsor: n/a

Purpose of Grant: To increase the capacity of and leverage resources for marginalized LGBTQ communities of color

Grant Description: A project grant will allow the Astraea Lesbian Foundation for Justice to increase the capacity of and leverage resources for marginalized LGBTQ communities of color. Specifically, OSF's support will enable the organization's U.S. General Fund to continue to fund LGBTQ organizations working to advance racial justice and LGBTQ rights. Astraea's key strategies in this area include issuing small grants (under \$10,000) to LGBTQ organizations focused on advancing racial justice providing intensive capacity building and organizational development resources to grantee partners and conducting donor education to underscore the needs of marginalized LGBTQ people of color. Second, in partnership with OSF, the recommended grant will provide renewed support for a program that provides larger grants (in the \$25,000 to \$75,000 range) to small and/or emerging organizations working to address the needs of LGBTQ communities of color. Founded in 1978, the Astraea Lesbian Foundation for Justice is an international 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 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. With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

Previous OSI Support: \$1,202,800

\$60,000 USP General Grants (2003)
 \$50,000 from USJ – LGBT Rights (2005-2006)
 \$50,000 from USJ – LGBT Rights (2007-2008)
 \$50,000 from USJ – LGBT Rights (2008-2009)
 \$200,000 from USJ–LGBT Rights (2009-2011)
 \$374,500 from Equality and Opportunity (2010-2012)
 \$326,000 from EOF Ensure LGBT Gender Equality (2011-2012)
 \$15,000 from China Human Rights & Justice (2010-2011)
 \$15,000 from LGBTI Rights (2010-2011)
 \$15,000 from MENA Women’s Rights (2010-2011)
 \$23,650 from China Human Rights & Justice (2011-2012)
 \$23,650 from LGBTI Rights (2011-2012)

Organization Budget: \$3,256,005

Project Budget: \$1,063,750 for US General Fund
 \$300,000 for OSF-Astraea Partnership Grants

Major Sources of Support:

Arcus Foundation	\$250,000
Ford Foundation	\$400,000
W. K. Kellogg Foundation	\$400,000
Wellspring	\$250,000

Amount Requested: \$750,000

Is this a contingent grant? No

Amount Recommended: \$450,000 (T1:24450) total, for two projects:
\$150,000 for US General Fund
\$300,000 for OSF-Astraea Partnership Grants

Term: One year, beginning July 1, 2012

Matching Requirements: n/a

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 globally. It is an international leader in grantmaking in support of lesbians, transgender people and other communities marginalized due to discrimination based on sexual orientation and/or gender identity. Astraea’s grantmaking

extends to 81 countries and 46 states in the U.S. It 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:

A project grant would be applied to two areas of work. First, OSF's support will enable Astraera's U.S. General Fund to continue to fund LGBTQ organizations working to advance racial justice and LGBTQ rights. Astraera's key strategies in this area include issuing small grants (under \$10,000) to LGBTQ organizations focused on advancing racial justice. Second, the recommended grant will provide renewed support for an OSF grant-making partnership that provides larger grants (in the \$25,000 to \$75,000 range) to small and/or emerging organizations working to address the needs of marginalized LGBTQ communities of color.

The US General Fund

Astraera's U.S. General Fund provides financial support to state and local LGBTQ organizations across the country. These sub-grantees receive general support or project-specific funding up to \$10,000. The goals of Astraera'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 LGBTQ constituency, including youth, elders, communities of color, people with disabilities, immigrants, and artists;
- Educate donors to increase support for LGBTQ social justice issues and to promote the work of organizations that are working on long-term societal and institutional change; and
- Facilitate collaboration, information sharing, skills building, and networking among LGBTQ organizations and activists working for social justice.

OSF-Astraera Partnership

The purpose of the OSF-Astraera re-granting partnership is to enable OSF 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 Astraera's U.S. 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/or technical assistance. The latter creates sound organizational infrastructure, nurtures a board, engages constituents and allies, and identifies and addresses 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 organizations with annual budgets under \$750,000 the financial stability necessary to move their programs from an "emergent" phase into more strategic, stable and long-term endeavor.

In the past, this partnership has 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, the National LGBT Health Coalition, National Black Justice Coalition, and the Jordan Rustin Coalition. Each of these organizations seeks to engage constituencies often overlooked, yet most directly affected by unjust policies.

The recommended grant will offer tie-off grants to select organizations of this partnership that have demonstrated success in two key ways: 1) measurably increased engagement with their core constituents and allies; and 2) a stronger organizational infrastructure through sound budgeting and program planning. Funds will also be used for tie-off grants to FIERCE and Queers for Economic Justice, two smaller LGBTQ organizations that currently receive direct EOF 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 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 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.

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 have subsequently grown 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. Staff also recommend using a grant to Astraea as an efficient means to provide tie-off funding to Queers for Economic Justice and FIERCE, rather than as direct grants. This will streamline EOF's process for winding down its LGBTQ grantmaking and enable these two groups to be part of the larger community of Astraea's grantees.

The most recent report from Funders for LGBTQ Issues found a 12.7% decline in funding for LGBTQ organizations.¹ LGBTQ receive 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 often overlooked by national funders.

¹ 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>

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

EOF staff met several times with Astraea's new Executive Director, J. Bob Alotta, to discuss her vision for Astraea. Alotta has already begun to draw on her communication expertise and background as a filmmaker to craft an organizational narrative that underscores the particular equality concerns of women and lesbians and make a strong case for Astraea. Strengthening the case for Astraea and the organizations it nurtures is critical at a time when support for women's funds and intermediary grantmakers is on the decline. Alotta has also made important senior staffing decisions. Most notable is the hiring of Sangeeta Budhiraja as the Director of Programs. Budhiraja, formerly a program officer at the Ms. Foundation for Women for economic security and low-wage workers, is highly regarded for her ability to provide strategic support to smaller groups and to foster strong and sustainable relationships amongst organizations of varying sizes and approaches working on similar issues.

With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

For these reasons, EOF recommends project support grants of \$150,000 to the US General Fund and \$300,000 for an OSF-Astraea advised grant-making partnership for a combined total of \$450,000.

NEIGHBORHOOD STABILIZATION INITIATIVE

Grant ID: 20036065

Legal Name of Organization: Rockefeller Family Fund

Tax Status: 501(c)3

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support the Campaign for a Fair Settlement.

Grant Description: A project grant to the Rockefeller Family Fund will support the national Campaign for a Fair Settlement. The Rockefeller Family Fund is serving as the fiscal sponsor and coordinating agency for the Campaign for a Fair Settlement, which uses a combination of field organizing, advocacy, and communications strategies to support the public investigation of the unfair and fraudulent lending practices that caused and perpetuate the foreclosure crisis. The Campaign is staffed by members of the Leadership for the Common Good (a current grantee of the Democracy Fund) and the Working Families Organization, and it works in close partnership with the national community organizing networks PICO and National Peoples Action (grantees of both the Equality and Opportunity Fund and Democracy Fund). The Campaign already has succeeded in advocating for more transparent and equitable terms in the recently announced multi-state attorneys general settlement against the nation’s largest mortgage servicers. It now seeks support for a second phase of its work, in which it will push for a full investigation into the origination abuses and fair lending violations that contributed to the housing collapse. The recommended grant advances the Equality and Opportunity Fund’s goal of stabilizing communities hardest hit by the economic crisis and its specific grantmaking priorities 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 OSI Support: \$500,000

- \$100,000 from *Seize the Day Fund*, 2009-2010
- \$200,000 from *Transparency & Integrity Fund*,

2009-2010

- \$100,000 from *Seize the Day Fund, 2010-2011*
- \$100,000 from *Transparency & Integrity Fund, 2010-2011*

Organization Budget: \$19,274,575

Project Budget: \$1,280,000

Major Sources of Support:

Arca Foundation	\$150,000
Ford Foundation	\$150,000
Panta Rhea Foundation	\$ 23,000
Veatch Foundation	\$ 10,000

Amount Requested: \$150,000

Is this a contingent grant? No

Amount Recommended: \$150,000 (T1: 24451)

Term: Eight months, beginning May 1, 2012

Matching Requirements: None

Description of Organization:

Martha, John, Laurence, Nelson, and David Rockefeller created the Rockefeller Family Fund (the Fund) in 1967. For more than three decades, the Fund has worked at the cutting edge of advocacy in such areas as environmental protection, advancing the economic rights of women, and helping citizens hold public and private institutions accountable for their actions. The Fund is best known for its creative and leveraged grantmaking, its role as a catalyst in the nonprofit and philanthropic communities, and its record of public policy innovation. The Fund's core programs are: Citizen Participation and Government Accountability; Economic Justice for Women; Environment; and Institutional Responsiveness.

The Fund is serving as the fiscal sponsor and coordinating agency for the Campaign for a Fair Settlement, described below. The Campaign is staffed by members of the Leadership for the Common Good (a current grantee of the Democracy Fund) and the Working Families Organization, and it works in close partnership with the national community organizing networks PICO and National Peoples Action (grantees of both the Equality and Opportunity Fund and Democracy Fund).

Description of Program for Which Funding Is Sought:

A project grant to the Rockefeller Family Fund will support the national Campaign for a Fair Settlement. Launched in November 2011, the Campaign uses a combination of field organizing,

advocacy, and communications strategies to push for a full public investigation of unfair and fraudulent lending practices that contributed to and perpetuate the ongoing foreclosure crisis. Already the Campaign has succeeded in advocating for more transparent and equitable terms in the recently announced multi-state attorneys general settlement against the nation's largest mortgage servicers. It now seeks support for a second phase of its work, in which it will push for a full investigation into the origination abuses and fair lending violations that contributed to the housing collapse and advocate for aggressive mortgage principal reductions as a means of jumpstarting our nation's economy.

During the grant period, the Campaign will engage in the following two core activities aimed at maximizing public investigation and enforcement as a vehicle for lasting relief for homeowners and communities devastated by foreclosures:

- ***Lead a national communications and messaging strategy*** that paints a picture of what a fair settlement would look like, explains how it would be beneficial to the American public, and counters industry arguments against a fair settlement. This will involve the following activities: placing op-eds and commentary in key media outlets; briefing reporters covering the issue on the need for a fair settlement; and mobilizing campaign partners to educate the public through their social media channels. Online organizing will be a critical component of this work. Campaign partners, which include MoveOn.org, Color of Change, and Credo, collectively represent well over a million Twitter and Facebook followers and several million email addresses.
- ***Lead a national field operations campaign*** that focuses on jurisdictions with high foreclosure rates, such as Florida, Nevada, and Pennsylvania. Campaign staff will provide technical assistance and messaging support to dozens of field partners in these states, including local affiliates of Campaign member organizations, Leadership Center for the Common Good and New Bottom Line. They also will lead an effort to provide direct outreach to "underwater" homeowners in order to expand their base of individuals most affected by the crisis, while partnering with local housing counseling agencies to make referrals for those homeowners who require immediate relief.

These two prongs of the Campaign's work are interrelated, as the field campaign will inform and support its communications strategy. Part of the importance of having a centralized and well-networked effort such as the Campaign leading the push for a full investigation and fair settlement is its ability to move quickly to circulate stories of homeowners to national media outlets, putting a human face on these issues.

Rationale for Recommendation:

The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. It also advances the 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 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.

On February 9, 2012, the Obama administration and attorneys general from 49 states and the District of Columbia announced an unprecedented \$26 billion settlement with the nation's largest banks to address widespread fraud and abuse in the mortgage servicing industry, which led to hundreds of thousands of homes being wrongfully foreclosed over the past several years. In the weeks leading up to the settlement, the Campaign for a Fair Settlement worked tirelessly and effectively to persuade attorneys general from key states to ensure that claims that had never been fully investigated would be "carved out" of the releases in the settlement. These claims include the unscrupulous and unsafe origination practices that led to the foreclosure crisis and ongoing fair lending and civil rights issues that keep the nation so deeply mired in it. The Campaign also fought hard for structural changes in mortgage servicing practices to be included in the settlement and for greater resources to be dedicated to principal reductions, which most economists and industry observers agree is essential to lasting foreclosure relief and our nation's economic recovery.¹ In a remarkably short amount of time, the Campaign demonstrated that it was able to work nimbly and effectively to rebrand earlier, watered-down versions of the settlement as a "sweetheart deal" for the banks and to push successfully for the more potent and fair terms that were eventually included.²

Although the existing settlement constitutes the largest infusion of funds into national mortgage relief efforts since the crisis began, the real work lies ahead. The main challenges going forward are three-fold: 1) to vigilantly monitor the settlement to ensure that banks comply with its terms and that funds are directed to real relief for the hardest hit communities, rather than diverted for budgetary shortfalls or other political purposes; 2) to continue to press the administration's new federal mortgage task force to fully investigate and prosecute the much more substantial claims that were carved out of the settlement; and 3) to fight to ensure that the federal government itself adopts the same fair lending practices that it now demands from banks.

The recommended grant to support the Campaign for a Fair Settlement will primarily address the first two of these challenges. Working with Equality and Opportunity Fund staff, the Campaign has developed a proposal to track state-level settlement implementation plans and provide local organizations with resources to advocate for directing funds to hardest hit communities. And, as described above, it will apply pressure on the Obama administration to pursue a more aggressive second settlement with the nation's largest banks that addresses the full range of mortgage abuses that continue to stifle a lasting recovery. The principal target of its efforts to push for a future fair settlement will be the newly created federal Mortgage Fraud Task Force, which is housed in the Department of Justice and co-chaired by New York State Attorney General Eric Schneiderman. In the months ahead, this Task Force will focus on coordinating efforts by federal and state agencies to curb mortgage abuses and identifying claims that are not currently being litigated for additional investigation.

¹ See, e.g., Laurie Goodman, et al., *The Case for Principal Reductions*, J. STRUCTURED FIN., Fall 2011 at 29.

² See, e.g., Brady Dennis, *Foreclosure Deal Doesn't Go Far Enough, Some Groups Say*, WASH. POST Feb. 6, 2012, available at http://www.washingtonpost.com/business/economy/foreclosure-deal-doesnt-go-far-enough-some-groups-say/2012/02/06/gIAh6E9uQ_story.html

At a recent funder briefing that the Open Society Foundations co-sponsored with the Arca and Ford foundations, Attorney General Schneiderman described his role as co-chair of the new Task Force and emphasized the need for continued pressure from advocates to ensure a fair and lasting settlement. Schneiderman recognized the “absolutely essential” role that the Campaign played in securing the gains in the initial settlement and the need for ongoing community engagement and organizing to “keep the momentum going” for a future settlement.¹ The Campaign has already proven its capacity to turn the dial on settlement talks towards real relief for working Americans saddled with excessive mortgage debt. With support from the Open Society Foundations, it will carry this work into this next and crucial phase.

Accordingly, the Equality and Opportunity Fund recommends a grant of \$150,000 over eight months to the Rockefeller Family Fund.

¹ For details and an audio recording of the full funder briefing with Attorney General Schneiderman, see the Neighborhood Funders Group webpage for the event:
<http://www.nfg.org/index.php?ht=d/EventDetails/i/22054/pid/1446>

CAMPAIGN FOR BLACK MALE ACHIEVEMENT

Grant ID: 20035909

Legal Name of Organization: Center for Law and Social Policy

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To expand opportunities for young black men by undertaking national policy advocacy and linking it to local, state and regional advocacy efforts

Grant Description: Renewed project support to the Center for Law and Social Policy (CLASP) will allow it to continue its work to expand opportunities for young black men by bridging national policy work with local, state, and regional advocacy efforts. Specifically, the grant will enable CLASP to make recommendations as to how the Workforce Investment Act, Elementary and Secondary Education Act and other federal workforce and job creation initiatives can be used to increase and channel resources to black male youth. Part of CLASP's core mission is to promote policies that improve the lives of low-income and marginalized groups. The recommended grant would advance two CBMA goals: 1) promoting education equity, to ensure that black boys have the opportunity to excel academically, to prepare for college, and to learn the skills essential to earning a living wage; and 2) expanding and ensuring 21st century family supportive wage work opportunities for black males through policy advocacy and investing in labor best practices. The grant also advances CBMA's grantmaking priority of developing strategies that build local coalitions to marshal resources and expertise in order to improve life outcomes for black men and boys.

Previous OSI Support: \$2,375,000
\$100,000 from US Programs, 1997
\$100,000 from US Political Campaign Reform, 1998
\$200,000 from Government and Policy Development Fund, 1999-2000
\$75,000 from Government and Policy Development Fund, 2001
\$175,000 from Campaign for Black Male Achievement, 2009
\$200,000 from the Seize the Day Fund, 2009
\$525,000 from the Special Fund for Poverty Alleviation, 2010
\$1,000,000 from USP Special Fund for Poverty Alleviation, 2011

Organization Budget: \$5,775,212

Project Budget: \$250,000

Major Sources of Support: n/a

Amount Requested: \$250,000

Is this a contingent grant? No

Amount Recommended: \$250,000 (T1: 21122)

Term: One year, beginning June 1, 2012

Matching Requirements: n/a

Description of Organization:

The Center for Law and Social Policy (CLASP), based in Washington, DC, develops and advocates for policies at the federal, state and local levels that improve the lives of low-income people. Founded as a public interest law firm in 1968, CLASP has since evolved into a nationally recognized and highly respected non-partisan social policy and advocacy organization. CLASP provides nonpartisan research, policy analysis, and targeted technical assistance to advocates, policymakers, and government administrators at the federal, state, and local levels.

Committed to promoting racial and social justice, CLASP advances work to support policy solutions that strengthen families and create pathways to a high quality education. Its core areas of focus include disadvantaged and disconnected youth, safety net programs, child welfare,

postsecondary education access and success, workforce development and training, job quality, child care and early education, poverty elimination, and civil legal aid.

Description of Program for Which Funding Is Sought:

CLASP seeks renewed project support to continue and strengthen its advocacy for policy changes that expand employment and educational opportunities for young black men. Specifically, the grant will enable CLASP to achieve the following four objectives: 1) help federal funding streams reach communities in ways that will meaningfully increase access to opportunity for young black men, who historically experience greater barriers in securing quality, living-wage employment; 2) ensure education and employment-related supports are expanded for youth in high-risk situations, particularly young black men with criminal records and those with limited academic and job skills; 3) ensure a measure of accountability in federally funded workforce programs for increasing service levels for these traditionally disconnected populations; and 4) support programming on the ground designed to focus on connecting youth—especially young black men—to education and training opportunities that prepare them for secondary, postsecondary, and employment success.

CLASP will achieve these objectives through the following activities:

- Identify and promote effective policy changes within the Workforce Investment Act, the Elementary and Secondary Education Act and related federal workforce and job creation initiatives to increase resources to expand opportunities for young men of color;
- Educate policymakers about the labor market disconnect affecting young black men and the opportunities to address those disconnections in the federal reauthorizations and related regulatory activities and the state and federal implementation process;
- Promote the strategic use of data by community advocates, administrators of youth programming, and workforce development leaders to increase public will to change the education and employment landscape for black men and boys at the local level;
- Ensure that communities are positioned to help implement federal policy changes effectively at the state and local levels once they are enacted;
- Place the Community Youth Distress Profile Data that it has developed on its website along with online advocacy materials, a data finder tool, and an interactive map; and
- Produce a report on the status of black male employment, unemployment, and access to economic opportunity.

Additionally, CLASP will assemble a cross-discipline working group to elevate attention to the education and labor market challenges confronting young black men and craft a common set of recommendations for national policy and programmatic interventions that can be championed across various constituencies. Some organizations that have been identified as potential partners are the Joint Center on Political and Economic Studies, the National League of Cities, the Advancement Project, the College Board, Council on Great City Schools, Campaign for High School Equity, Jobs for the Future, the National Association of Secondary School Principals, as well as scholars from institutions of higher learning.

Rationale for Recommendation:

The recommended grant to the Center for Law and Social Policy would advance the CBMA's goals of: 1) promoting education equity to ensure that black boys have the opportunity to excel academically, to prepare for college, and to learn the skills essential to earning a living wage; and, 2) expanding and ensuring 21st century family supportive wage work opportunities for black males through policy advocacy and investing in labor best practices. The grant also advances CBMA's specific grant making priority of developing strategies that build local coalitions to marshal resources and expertise to improve life outcomes for black men and boys.

CLASP's youth policy research and advocacy has helped to shine a spotlight on the need to improve education, employment, and life outcomes for youth of color, particularly young black men. In January 2011, CLASP partnered with the 2025 Campaign for Black Men and Boys to publish a report, entitled "We Dream a World: The 2025 Vision for Black Men and Boys." The report identified concrete policy solutions to close educational achievement gaps, ensure workforce success, reduce health disparities, improve conditions for low-income fathers, and improve the overall well-being of black men, their families, and communities. CLASP is also engaged in a project with the Robert Wood Johnson Foundation as a part of its new initiative, *Forward Promise: Promoting Opportunities for the Health and Success of Young Men of Color*. This is an effort to identify and expand successful education, employment, and health policies and programs serving middle and high school-aged boys of color.

CLASP has succeeded in making its policy work relevant to local communities. Over the past several years, it has brought together advocates and municipal leaders from its Communities Collaborating to Reconnect Youth (CCRY) network to discuss ways to improve life outcomes for young black men. As a result, half of the 16 communities in the network introduced new policies, programs, or partnerships to enhance dropout recovery or to improve the connection of dropouts to the labor market and to postsecondary pathways.¹¹

CLASP has provided policy expertise to advance the conversation and outcomes for black males. Particularly, CLASP has worked in cities with distressed communities and vulnerable populations to engage stakeholders and educate city officials about solutions to address issues such as homelessness, educational disengagement, delinquency, joblessness and disproportionate contact with the criminal justice system. Within this space CLASP is the only organization leading the charge to ensure a holistic approach to improving local policies that promote positive labor market outcomes for black boys. For example, CLASP has worked with the Center for Labor Market Statistics to take a deeper look into the labor market trends for youth of color and teenage unemployment, and is developing a tool kit for communities to improve employment opportunities for youth of color. Additionally, working with mayoral leadership, local WIBs, and Youth Development Service Providers, CLASP has helped cities such as Los Angeles, Seattle, and Baltimore advance innovative programming that creates alternative pathways to success (i.e. credentials, accreditation, A.A. or vocational degree and sustainable employment) and promotes cross-system collaboration between post-secondary institutions, local employers community based organizations and schools. In other communities such as Brockton, Massachusetts, CLASP

¹¹ The CCRY Network is comprised of 13 member communities. These member communities are Baltimore, Boston, Brockton, Denver, Hartford, Houston, Indianapolis, Kansas City, Los Angeles, Oakland, Philadelphia, San Diego, Seattle, and S.E. Arkansas.

has worked closely with local partners and businesses to develop an employer engagement pipeline model, which will connect disconnected youth with significant barriers, to employment and job training.

CLASP has also helped to advance the following legislative victories that have direct or indirect impact on CBMA's goals, including: 1) securing in the American Recovery and Reinvestment Act of 2009 \$2 billion in new discretionary funding for child care, \$2.1 billion for Head Start and Early Head Start, temporary restoration of \$1.1 billion for the child support program, and a \$5 billion TANF Emergency Contingency Fund; 2) developing the Race to the Top Early Learning Challenge fund and obtaining increased funding in the final FY 2011 and FY 2012 appropriations for Head Start and Early Head Start, the Child Care and Development Block Grant and the Early Learning Challenge fund; and 3) helping states draw down all of the \$5 billion TANF Emergency Fund, which prevented severe service cuts, aided needy families during the economic crisis, and created 250,000 jobs.

As co-chair of the Campaign for Youth, CLASP works closely with many of the major youth organizations, including the Corps Network, National Youth Employment Coalition, American Youth Policy Forum, National Council of La Raza, YouthBuild USA, Institute for Educational Leadership, First Focus, Forum for Youth Investment, Jobs for the Future, National League of Cities, Conference of Mayors, and PolicyLink. CLASP also serves in an advisory capacity to the Coalition of Schools Educating Boys of Color and the Opportunity Agenda (both CBMA grantees) as well as the National Collaboration for Children and Youth, and the Institute for Higher Education Policy.

As Congress deliberates the re-authorization of the Workforce Investment Act, CLASP will continue to identify ways within the current statute to channel resources to programs addressing the particular needs of young black men.

The recommended grant will provide renewed funding at a decreased amount because CLASP provided a proposal that was focused on one-year initiatives. They will be considered for possible renewal in 2013.

For these reasons, staff strongly recommends a grant of \$250,000 over one year to the Center for Law and Social Policy.

Grant ID: 20035914

Legal Name of Organization: National Transitional Jobs Network

Tax Status: Other

Name of Fiscal Sponsor: Heartland Alliance for Human Needs & Human Rights

Purpose of Grant: To link the work of the transitional jobs and responsible fatherhood fields to better address the needs of low-income black males

Grant Description: A project support grant to the National Transitional Jobs Network (NTJN) will promote the creation and dissemination of policy briefs and recommendations designed to educate stakeholders on the employment and advancement needs of low-income black men, particularly non-custodial fathers returning from prison and seeking entry into the labor market. Additionally, NTJN will use funds from the Campaign to establish a community of practice to strengthen integration of the transitional jobs field with other fields pursuing black male achievement, particularly the responsible fatherhood field. The grant advances the Campaign's goal of expanding access to work opportunities that provide family supportive wages for black males and strengthening responsible fatherhood initiatives, including CBMA targeted cities.

Previous OSI Support: None

Organization Budget: \$31,495,281

Project Budget: \$445,000

Major Sources of Support: The Joyce Foundation, \$150,000;
Charles Stewart Mott Foundation, \$85,000;
Annie E. Casey Foundation, \$75,000;
Membership Fees, \$10,000

Amount Requested: \$250,000

Is this a contingent grant? No

Amount Recommended: \$250,000 (T1: 21121)

Term: Two years, beginning June 1st, 2012

Matching Requirements: n/a

Description of Organization:

The National Transitional Jobs Network (NTJN) is a coalition of city, state, and federal policymakers; community workforce organizations; anti-poverty nonprofit service providers and advocacy organizations committed to advancing and strengthening transitional jobs programs across the country. NTJN is part of Heartland Alliance for Human Needs & Human Rights. Heartland advances the human rights, and responds to the human needs, of marginalized populations through the provision of comprehensive services and the promotion of permanent policy solutions to the problems poor people face.

NTJN works to promote strong and effective workforce solutions for America's hardest to employ. It is the leading provider of technical assistance to subsidized employment programs for vulnerable populations providing consultation, assessment, and materials to community-based organizations, regional consortia, and government entities. NTJN serves as the repository of best practices and innovations in subsidized employment programming and addressing the needs of disadvantaged workers. It also engages in advocacy to promote policy solutions to support employment entry, advancement and retention of hard-to-employ individuals. NTJN has had many efforts that focus on opening doors to employment using their federal policy advancement strategy. As a result, six federal funding opportunities were made in 2011 for disadvantaged jobseekers: Enhanced Transitional Jobs Demonstration; Subsidized and Transitional Jobs Demonstration; Child Support Planning Grants; Workforce Innovation Funds; Second Chance Act funds, and Pathways Back to Work Act. NTJN uses multi-pronged strategies by leveraging local and state members of their coalition, other national coalitions, agencies and thought-leaders while applying data and research.

For over a decade, NTJN has advanced employment solutions by partnering with local, state, and national nonprofit anti-poverty and workforce groups, advocacy, government, community-based, and faith based organizations as well as state and federal Departments of Correction, Human Services, Child Support, and Labor. It has over 5,000 active members across the country and partners closely with policy advocacy organizations that champion economic advancement for vulnerable populations, including a number of US Programs grantees. Its partners include the Center for Law and Social Policy, Center on Budget and Policy Priorities, the HIRE Network, National Employment Law Project, National Alliance to End Homelessness, Center for Community Change, and the Sargent Shriver National Center on Poverty Law. NTJN continuously leverages program development and best practice identification projects to influence systems and implementation, funding decisions and research questions.

Description of Program for Which Funding Is Sought:

NTJN requests project support to link the work of the transitional jobs and responsible fatherhood fields to better address the economic and employment needs of low-income black males, their families and their communities. CBMA support will enable NTJN to engage in policy advocacy and the provision of technical assistance to workforce development and

fatherhood programs in the CBMA target cities of Milwaukee, Baltimore, Chicago and possibly New Orleans and Philadelphia. As a result of these activities over the two-year grant period, NTJN expects to increase funding opportunities, strengthen collaborations, and share effective practices for targeted organizations working to increase the number of low-income black males attaining employment, succeeding in the labor market, and fulfilling their parental obligations.

NTJN's project will seek to advance the following three goals:

Goal One: Increase access to employment and advancement opportunities for black men through federal public policy development and progress, education of decision-makers, and engagement of the workforce development field.

Project support will enable NTJN to help ensure that federal safety net and workforce policies are accountable to the employment needs and interests of low-income black men. NTJN will advance this goal by disseminating policy briefs, educating and mobilizing relevant stakeholders in connection with the planned reauthorization of, or appropriations for, major pieces of federal legislation. These policy briefs and recommendations will help guide legislative and administrative changes to support employment and advancement of black men and boys. It will focus on the Workforce Investment Act and Temporary Assistance for Needy Families reauthorizations and explore how they can address the needs of noncustodial parents and individuals returning from prison. It will also evaluate how the Second Chance Act and Criminal Justice Reinvestment Act can be used to strengthen economic security for vulnerable black males.

Goal Two: Increase partnerships and collaboration to integrate the fields of transitional employment and responsible fatherhood.

NTJN will establish a community of practice to connect the transitional jobs field to other fields working to advance black male achievement. During the grant term, NTJN will identify potential participants in the fields of responsible fatherhood, criminal justice and community economic development. Activities will include outreach and recruitment; convening of participants, with at least one in-person convening and approximately six webinars; documentation and dissemination of materials featuring the findings, challenges, strategies and solutions identified through the development of this community of practice. As a result of this activity, NTJN will develop sustained partnerships among members; promote pilot programs; increase the number of transitional jobs programs that incorporate fatherhood services in their programming; and increase the number of fatherhood agencies that adopt employment strategies and services. Additionally, NTJN will conduct research, write and disseminate a literature review on the impacts of employment on fatherhood, child support compliance, and child and family outcomes as it relates to black male achievement.

Goal Three: Demonstrate advancements in the field of transitional jobs to better serve low-income, marginalized black fathers.

NTJN proposes to influence the implementation of employment programs to reflect best practices by researching and publishing a series of best-practice briefs, including at least two

new best practice guides and revised, expanded versions of NTJN briefs addressing reentry and noncustodial fathers. The published best-practice briefs will be disseminated to a wide cross-section of service providers, policymakers, researchers and funders. NTJN also will develop a child-support agency toolkit that provides strategies for partnerships between transitional jobs initiatives and responsible fatherhood programs that will help low-income non-custodial fathers navigate the child-support system.

Rationale for Recommendation:

The grant to the National Transitional Jobs Network advances CBMA's goals of 1) expanding and ensuring 21st century family-supporting wage opportunities for black males and 2) strengthening low-income black families through responsible fatherhood initiatives. Additionally, the grant will advance EOF's overarching goal of ensuring justice and equality and lifting barriers that prevent people from participating fully in economic, social, educational and political life.

The recommended grant to NTJN seeks to respond to the confluence of factors that prevent many black men from succeeding: disproportionately high unemployment; poverty; and barriers to employment. The following are a few relevant statistics:

- In 2011, black unemployment averaged 15.8 percent—twice the white average and while the overall unemployment rate fell, the rate for African Americans was the same at the beginning of 2011 as it was at the end. Black men and young men in particular comprise a large share of the unemployed. Of great concern is the youth unemployment rate: black male workers ages 16 to 19 had unemployment rates above or near 45 percent for the past 3 years. Studies have shown that unemployment early in one's working life has negative lifelong consequences.
- Over 2 million working age black men are living in poverty in the United States, a rate of 1 in every 5. Median earnings for black men age 16 and over are dismal at \$26,242 annually. Many of these men are non-custodial parents, and are part of the child support system.
- Low-income black men and non-custodial fathers face multiple employment barriers, including lack of a high school degree (1 in 5 black men have no high school degree), low literacy, limited work experience, physical and mental health issues, racial bias in hiring, and having a criminal record (1 of every 3 African American males born today can expect to go to prison in his lifetime).

Given the inter-related challenges low-income black males face, CBMA staff believes it is important to develop solutions that are mutually reinforcing. Responsible fatherhood, transitional jobs and employment are areas that lend themselves to an analysis of how success in one of these areas can support success in the other. In its proposal, NTJN cites evaluation outcomes that suggest that combining employment programming with fatherhood programming can increase participants' earnings, increase child support payments, and lead fathers to assume a fuller parental role. For example, Fathers at Work, an initiative involving six such programs—two of

which included transitional jobs—produced an average annual income increase of \$6,400 and an average increase in formal child support payments by about \$32 per month.

With CBMA support, NTJN will seek to scale up policies and programs that are making connections between fatherhood, transitional jobs and sustained employment. NTJN’s proposed activities will call policymakers’ attention to the needs of those workers and families with the greatest need for earned income and access to the labor market, among which black families are disproportionately represented. By building partnerships between fatherhood programs and employment initiatives and related fields, and leveraging the resulting knowledge, NTJN can ensure that transitional jobs and fatherhood programs are as effective as possible in addressing the economic advancement needs of low-income black fathers and their families. The ultimate goal is to demonstrate how disadvantaged job seekers can access employment opportunities, earn income to support their families, and access onramps to basic education and training programs to move up the career ladder.

Given the nexus between NTJN’s work and CBMA’s goals of promoting responsible fatherhood and increasing work opportunities that provide family supportive wages for black males, CBMA recommends a \$250,000 grant over two years to the National Transitional Jobs Network.

Grant ID: 20035828

Legal Name of Organization: Living Cities

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support the Admiral Center’s efforts to increase philanthropic awareness, engagement, and leadership among celebrity entertainers and athletes to expand support for the black male achievement field

Grant Description: A project support grant to the Admiral Center at Living Cities will expand its capacity to engage celebrity athletes and entertainers to increase philanthropic support for and public awareness of the black male achievement field. Living Cities was launched in 1991 as a partnership among seven foundations and an insurance company with a commitment to help improve under-invested urban neighborhoods and local community development organizations. The Admiral Center will create a number of bridge-building opportunities to inform high net worth athletes and entertainers about issues affecting black men and boys in America. The ultimate aim is to mobilize key people in the sports industry to serve as advocates for advancing issues and organizations that promote black male achievement. Funded activities will include: 1) convening three events to educate and engage high-profile celebrities about the need to support the field of black male achievement; 2) connecting athletes/celebrities to CBMA organizations and events; and 3) enlisting Living Cities members to participate in black male achievement funding opportunities. The proposed project advances CBMA’s goal to strengthen the field of black male achievement by supporting efforts in strategic communications, philanthropic leadership, capacity building, and leadership development.

Previous OSI Support: n/a

Organization Budget: \$658,502

Project Budget: \$188,875

<u>Major Sources of Support:</u>	Knight Foundation	\$200,000
	Living Cities	\$100,000
	JP Morgan Chase Foundation	\$ 50,000
	Robert Wood Johnson Foundation	\$ 30,000

Amount Requested: \$169,500

Is this a contingent grant? No

Amount Recommended: \$160,000 (T1: 21122)

Term: One year, beginning June 1, 2012

Matching Requirements: n/a

Description of Organization:

Founded as an initiative of Living Cities in partnership with NBA Hall-of-Famer David Robinson in 2009, the Admiral Center works with the Living Cities network of foundations to design philanthropic strategies for major celebrities.

The Admiral Center’s mission is to help athletes and celebrities use their resources and influence to advance effective and sustainable solutions to the nation’s most pressing social programs. It works to harness the power of celebrity to drive systemic change for low income people. The Center employs this strategy because the extraordinary influence celebrities wield allows them to act as multipliers and accelerators of change and potentially accelerate the tipping point of major issues facing low-income people.

The Admiral Center has a proven track record of working with celebrities and athletes to focus and harness their philanthropic activities. For example, it shaped the development of NBA All-Star Chris Paul’s philanthropic strategy, resulting in a grant of \$500,000 over three years to CBMA grantee Partnership for Youth Development in New Orleans. The program is the first replication of the successful Providence, Rhode Island-based Afterzone model and currently serves 200 kids in Central City, New Orleans. The Center also developed the philanthropic strategy of Grammy Award-winning artist Dave Matthews, which has led to a total of a million dollars invested in education programs, including \$250,000 to CBMA grantee Youth Empowerment Project, a nonprofit focused on juvenile reentry in New Orleans. Finally, it recently developed a strategic plan for NBA All-Star Dwyane Wade to focus his attention on the field of responsible fatherhood and has introduced several CBMA grantees to his foundation Wade’s World.

The Admiral Center has grown from an organization that works with athletes and celebrities to improve the effectiveness of their nonprofits to one that harnesses the power of celebrities to accelerate social change. As more celebrity nonprofits fold underneath the weight of their own un-sustainability, celebrities are becoming more aware of the complexities of nonprofit

engagement and are realizing how missteps in their philanthropic efforts can be detrimental to their public image and brand. The Center works with members to help them understand how to identify and implement a sound strategy and properly leverage assets to create the same impact in philanthropy that they have on the marketplace.

Description of Program for Which Funding Is Sought:

To achieve its goals of increasing philanthropic awareness among celebrity entertainers and athletes to leverage resources for the black male achievement field, the Admiral Center will implement the following two strategies: 1) link the field's core concerns to the philanthropic agendas of celebrities and professional athletes; and 2) mobilize sports industry professionals to invest in CBMA's core areas of education, work, and family. The Admiral Center's planned activities include the following:

1. **Strategic Convenings** - Organize three events for high-profile celebrities and influencers to discuss and learn about opportunities to leverage their philanthropy to advance change and increase opportunity for black males. One model for this approach is a gathering organized by the Admiral Center in April 2012 during the Final Four Basketball Championship games in New Orleans. At this event, CBMA and Robert Wood Johnson Foundation staff introduced industry professionals to their respective strategies to advance black male achievement.
2. **Engaging Living Cities Members** – The Center will create opportunities to engage the 22 foundation and corporate members of Living Cities in the field of black male achievement. It will: 1) identify members interested in investing in strategies to improve the life outcomes of black men and boys; 2) scan and access the individual work of members in the field of black male achievement; 3) increase the members' knowledge of CBMA priorities and connect them to investment opportunities in the field; and 4) identify opportunities to integrate this work into the core work of Living Cities as part of its overall strategy to increase opportunity for low income people living in cities.
3. **Sports Landscape Research** – The Admiral Center has explored the idea of assessing the profitability of black males in sports enterprises in high revenue-generating sports. It will conduct a landscape analysis of the sports industry, with a focus on identifying the enterprises whose business models rest largely on black male players in order to map their philanthropic and corporate social responsibility target areas.
4. **Sports Industry Convening** – Bringing together 10 – 15 sports industry leaders who are responsible for their enterprises' philanthropic and corporate social responsibility initiatives. The convening will accomplish the following:
 - a. Demonstrate why it is important to allocate philanthropic and social capital to black male achievement;
 - b. Share strategies for how these enterprises can invest in and evaluate their potential impact on improving life outcomes of black males; and

- c. Discuss how the Admiral Center and CBMA can connect the philanthropic and community efforts of sports enterprises to black male achievement.
5. **Produce and Disseminate a Publication on the Potential of the Sports Industry to Improve Black Male Life Outcomes** – The Admiral Center will produce a publication that summarizes its research as well as the results of the sports industry convening. The report will provide specific recommendations and opportunities for sports industry leaders, philanthropists and high net-worth athletes on strategies to improve the life outcomes of black males. The publication will make a case for why these audiences should make financial and programmatic investments in black male achievement. The Center will partner with CBMA, Living Cities, corporate social responsibility networks and a variety of media outlets to disseminate the findings of the paper.

Rationale for Recommendation:

The proposed project of the Admiral Center to cultivate strategic partnerships with its celebrity networks and the Living Cities member foundations advances CBMA's goal to strengthen the field of black male achievement by supporting efforts in strategic communications, philanthropic leadership, capacity building, and leadership development. The grant further advances the Equality and Opportunity Fund's interest in supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life.

The Admiral Center will capitalize on a growing trend of foundations partnering with celebrities to advance social justice issues. The California Endowment and the MacArthur Foundation recently partnered with popstar Lady Gaga to launch the Born This Way Foundation to provide philanthropic support to youth empowerment organizations, including groups working with LGBT youth. The Association of Black Foundation Executives is launching a Sports & Entertainment Philanthropy Institute as part of its annual conference to introduce its foundation members to partnership opportunities with celebrities and professional athletes.

CBMA has made significant strides over the past three years to help establish the field of black male achievement and is at the center of a groundswell of increased attention to improving the life outcomes of black men and boys. The activism of basketball stars Carmelo Anthony, LeBron James and Dwyane Wade around the recent Trayvon Martin case demonstrates the willingness of high-profile athletes to use their status to challenge racial discrimination. CBMA envisions its partnership with the Admiral Center as an important opportunity to galvanize professional athletes and celebrities to improve the outcomes of black men and boys, similar to how athletes in the late 60's made statements in support of the Civil Rights Movement.

For these reasons, staff recommends a grant of \$160,000 over one year to Living Cities to support the Admiral Center.

Grant ID: 20035806

Legal Name of Organization: Big Brothers Big Sisters of Greater Chesapeake, Inc.

Tax Status: 501 (c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To improve youth development outcomes and strengthen low-income single parent households by engaging adolescent black boys in one-on-one mentoring relationships in Baltimore, Maryland

Grant Description: A project support grant to Big Brothers Big Sisters (BBBS) will help it close the mentoring gap for black boys in Baltimore, Maryland. BBBS's goal is to reduce the number of African American boys on its waiting list of 422 by 40% by the summer of 2014. The recommended grant will also advance CBMA's goal of matching 15,000 black boys in mentoring relationships by the end of 2014 by matching 168 black boys. BBBS will engage in the following activities to close the mentoring gap in Baltimore: 1) expand mentor-led recruitment strategies to increase the number of volunteers in the agency; 2) increase its use of social and traditional media to raise awareness about the high number of black boys waiting for mentoring relationships in Baltimore; and 3) strengthen and leverage existing and new community partnerships to advance the mentoring movement in Baltimore. The recommended project support grant will further 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) strengthening the field of black male achievement by building the capacity of organizations working to improve the life outcomes of black boys.

Previous OSI Support: n/a

Organization Budget: \$2,258,813

Project Budget: \$471,633

Major Sources of Support: Abell Foundation (project support) \$71,633
Under Armour \$50,000

Wachovia/Wells Fargo	\$50,000
France-Merrick Foundation	\$50,000

Amount Requested: \$400,000

Is this a contingent grant? No

Amount Recommended: \$400,000 (T1: 21122)

Term: Two years, beginning June 1, 2012

Matching Requirements: n/a

Description of Organization:

The mission of Big Brothers Big Sisters of Greater Chesapeake, Inc. (BBBS) is to help children reach their fullest potential through professionally supported, one-to-one mentoring relationships and a full range of youth mentoring programs, all with measurable impact. BBBS aspires to expand the presence of caring adults in the life of every child in need within their targeted communities to ensure that children excel academically and develop the skills to become productive members of society.

BBBS of Greater Chesapeake has trained and matched mentors with the most vulnerable children throughout the state of Maryland since 1952 and is supported by its national organization of Big Brothers Big Sisters of America, which was founded in 1904. Locally, BBBS has led successful campaigns to provide professionally supported mentors to children who have been involved with the juvenile justice system, children of incarcerated parents, and children in the foster care system.

BBBS conducts outreach to youth for under-resourced and vulnerable communities, while also reaching out to corporations and institutions that are sources for new volunteers to serve as mentors for the young people. The organization involves both mentors and youth in an engagement and matching process, which includes criminal background checks of mentors. Once mentors and mentees are matched, BBBS provides on-going match support and training to ensure that the mentoring relationships are structured, safe and focused on achieving the academic and youth development outcomes.

In February of 2012, BBBS of Central Maryland, Southern Maryland, the Eastern Shore, and the Maryland Mentoring Partnership (MMP) began operating as Big Brothers Big Sisters of the Greater Chesapeake. BBBS and MMP over the years worked together on projects as their missions, resources needed, and services offered often overlapped. By combining these entities, BBBS attained a new training and technical assistance arm and has a wider range of programs and services to offer clients. This new agency brings more than 100 years of experience through research, training, and direct mentoring service to the state of Maryland. Through its affiliations with Big Brothers Big Sisters of America and MENTOR, BBBS has access to their national

research, advocacy, replicable models, and technical assistance. From providing direct services to helping providers implement safe and healthy practices, it ensures at-risk youth have access to enduring nourishing mentoring relationships. Overall, BBBS seeks to uplift grassroots and local mentoring groups who provide service to marginalized populations by working as a collaborative network in order to meet the needs of all children in Maryland.

Description of Program for Which Funding Is Sought:

BBBS of the Greater Chesapeake requests project support to provide trained mentors to 168 black boys in single mother households which will decrease their current waiting list of 422 by 40%. Seventy percent of the black boys on the waiting list reside in Baltimore City and surrounding areas where capacity and outreach efforts will be expanded. Last year, over 1,000 BBBS volunteers were recruited from Baltimore City and surrounding areas. BBBS will employ the following outreach strategies to raise awareness for and increase the number of mentors recruited for black boys in Maryland:

- **Direct Marketing:** BBBS will expand the activities of its current Ambassadors Circle, which engages current mentors, former mentors, former mentees, mentoring program providers, and community members who understand the power of mentoring, to recruit mentors for their program. The Ambassadors Circle serves as a bridge between the agency and the broader community and includes the facilitation of bi-monthly meetings to give the Ambassadors an opportunity to engage in public awareness and recruitment activities.
- **Social Media Marketing:** BBBS will expand its use of social media platforms such as Facebook, Twitter, and other tools to raise awareness and engage potential mentors. The organization will build on its current base of over 1,500 mentors and 6,000 newsletter subscribers to help make a large social-media push. BBBS will also engage in mentoring public awareness and recruitment campaigns via local newspapers and television stations.
- **Community Outreach and Partnerships:** BBBS will conduct traditional outreach at volunteer fairs, health and wellness days, local businesses, government agencies, and other traditional venues for mass outreach. The Director of Partnerships and Community Engagement, in collaboration with the organization's Outreach Coordinator, will engage businesses, schools, and other organizations as long-term partners and as regular sources for potential mentors. Targeted partners will include organizations such as Concerned Black Men, 100 Black Men-Baltimore, Pan Hellenic Council, and local churches.

As a result of the increased public awareness and recruitment strategies, BBBS will match the 168 black boys on its current waiting list with trained adult mentors who commit to the mentoring relationship for at least one year. The project will strengthen support for low-income families, particularly for single mothers raising black boys, and provide the young men with the number one indicator for increasing their resiliency: an opportunity to develop a meaningful relationship with a caring adult.

Rationale for Recommendation

The recommended project support grant will further 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) strengthening the field of black male achievement by building the capacity of organizations working to improve the life outcomes of black boys. The project advances the priority of the CBMA scale-up strategy to increase investments in direct service mentoring strategies that support the youth development outcomes of black boys. It also advances the Equality and Opportunity Fund's goal of lifting barriers that prevent people from participating fully in economic, social, educational and political life of the country.

Over the past seven months, CBMA has hosted two gatherings of mentoring leaders at the Muhammad Ali Center in Louisville to develop regional and national coordination to help reach its goal of engaging 15,000 black boys in mentoring relationships by the end of 2014. One of the prevailing themes that emerged during the gatherings was that local mentoring programs, particularly grassroots and faith-based programs, required additional capacity-building support to more effectively meet the needs of both mentors and mentees. This need was expressed most urgently on the "supply side" of the mentoring movement: the recruiting, screening, and training of more male mentors to meet the demand of adolescent boys to be matched in positive relationships with caring adult mentors.

According to *Recruiting Male Volunteers: A Guide Based on Explanatory Research by the Corporation For National Service*, men have historically volunteered for social service programs in lower numbers than women, and this absence is especially noticeable in mentoring programs. BBBS will build on its current track record of community-based mentoring in Baltimore, working with some of the most vulnerable youth populations, to respond to the growing need to match adolescent boys with screened and trained male mentors. BBBS of Greater Chesapeake has developed a solid list of local and national partners to support the goals of this project, including: Baltimore Department of Social Services, MENTOR/National Mentoring Partnership, Baltimore's Mayor's Office, 100 Black Men, and the Baltimore Mentoring Collaborative, among others.

BBBS has led successful mentoring campaigns in the past. Through AMACHI (Nigerian phrase meaning "Who knows what God has brought us through this child" started by former Philadelphia Mayor Wilson Goode), the mentoring of children of prisoners program, the agency matched more than 1,600 children with professionally supported mentors. Most recently, in partnership with Atlantic Philanthropies, East Baltimore Development Inc., and Elev8 Baltimore, BBBS matched more than 300 children from East Baltimore with professionally supported mentors. Through this initiative the agency was able to target children on the waiting list who lived in neighborhoods with the highest rates of juvenile and adult crime, violence, and chronic absenteeism.

Finally, support of this project responds to a recommendation made by the Schott Foundation for Public Education in its recent 50 State Report on Public Education and Black Males. The report states that one sound response to the staggeringly low high school graduation rates among black males is to ensure "safe and educationally sound living and learning communities through community wrap-around supports and multi-sector partnerships like the National

CARES Mentoring program.”

For these reasons staff recommends a grant of \$400,000 over two years for project support to Big Brothers Big Sisters of the Greater Chesapeake, Inc.

Grant ID: 20035918

Legal Name of Organization: The Opportunity Agenda

Tax Status: Other

Name of Fiscal Sponsor: The Tides Center

Purpose of Grant: To provide strategic communications support to the field of black male achievement to challenge and reframe the negative perception and images of black men and boys.

Grant Description: Renewed project support will enable the Opportunity Agenda to continue to strengthen communications capacity within the field of black male achievement. Through its strategic partnerships with advocates, organizers, researchers, and policymakers, the Opportunity Agenda connects applied research and advocacy to develop a stronger, more strategic communications capacity for the social justice community. The recommended grant advances CBMA’s goal of strengthening the black male achievement field by supporting efforts in strategic communications, philanthropic leadership, capacity building, and leadership development. The grant also advances CBMA’s specific grantmaking priority of challenging negative perceptions and stereotypes of black men and boys.

Previous OSI Support: \$1,480,000
\$330,000 from Racial Justice Initiative, 2005-2010
\$100,000 from Progressive Infrastructure, 2007
\$150,000 from USJ, 2007
\$50,000 from Strategic Opportunities Fund, 2009-2010
\$200,000 from Democracy and Power Fund, 2010
\$200,000 from Seize the Day Fund, 2010
\$250,000 from Equality and Opportunity Fund, 2010
\$200,000 from Campaign for Black Male Achievement, 2010

Organization Budget: \$3,408,099

Project Budget: \$600,000

Major Sources of Support:

Amount Requested: \$440,000

Is this a contingent grant? No

Amount Recommended: \$400,000 (T1: 21122)

Term: Two years, beginning June 1, 2012

Matching Requirements: n/a

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. By utilizing its active partnerships with advocates, organizers, researchers and policymakers, OA develops strategies to persuade Americans of the shared stake they have in equality and opportunity for all. Specifically, OA organizes its work around the following three strategies: 1) expanding opportunity and access for all people, especially low-income communities, communities of color, immigrants and other vulnerable populations; 2) synthesizing and translating policy analysis and research on barriers to opportunity, providing advocates with tools to highlight the needs of vulnerable communities; and 3) training and supporting social justice leaders around innovative communications strategies so that they may advocate successfully to address structural inequalities.

Description of Program for Which Funding Is Sought:

The Opportunity Agenda requests renewed project support to continue its current work to reshape public perception of black males. In 2011, with OSF support, OA conducted three research studies examining perceptions of and by black men and boys, their relationship to the media, and the impact of perception on the opportunities afforded to black males. The three research studies include:

- A social science literature review on media representations and the impact on the lives of black men and boys;
- A review of public opinion research related to black male achievement; and
- A media market research review on media consumption trends among black men.

This research represents a critical first step toward understanding the way the public perceives and discusses black males, and the way that black males perceive and discuss themselves and their role in society.

Over the next two years, OA plans to use its findings and recommendations to provide ongoing communications support to practitioners, policy advocates and researchers in the black male achievement field. OA plans to engage in the following activities:

1. Host a two-day summit on framing, messaging and communications strategy. At this event, scheduled for early 2013, national communications experts and key leaders in the field will share research, experience, and best practices to inform the field of black male achievement on how to improve its communications efforts.
2. Lead a series of social justice communication trainings for leaders in the field of black male achievement.
3. Provide a research toolkit to support the media outreach activities of CBMA communication grantees to support their media outreach activities.
4. Present a series of briefings for journalists on current research about black men and boys.
5. Conduct new public opinion research to build on findings from past research. The new research will allow OA to maintain the ability to offer timely and accurate communications guidance to the field of black male achievement.

Most recently, in connection with the Trayvon Martin shooting, this CBMA-commissioned research on black men and boys has been referenced by a number of media outlets, including CNN, Huffington Post, New York Times and other national and local news organizations. Finally, over the next two years, OA will build on its successful record and help translate the current research it has produced to provide communications and advocacy tools and trainings, brief the field on innovative approaches, and serve as a public voice on television and in the political blogosphere.

Rationale for Recommendation:

The proposed project to the Opportunity Agenda advances the CBMA goal of strengthening the field of black male achievement by providing strategic communications, philanthropic leadership, capacity building, and leadership development. The grant also advances CBMA's specific grantmaking priority of challenging negative perceptions and stereotypes of black men and boys through the use of traditional media, social media, new technology, and the arts to ensure that issues facing black men and boys remain at the center of philanthropic, policy, and public discourse. The grant further advances the Equality and Opportunity Fund's interest in supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social and political life.

Based in New York City, the Opportunity Agenda is a national organization, with a strong history of developing long-term communications strategies to change hearts, minds and policy. With past OSF support from the Equality and Opportunity Fund, Democracy Fund, and the Campaign for Black Male Achievement, OA has helped a range of U.S. social justice fields develop a stronger and more strategic communications approach that is grounded in research and sophisticated advocacy strategies.

As noted in a recent report by OA, over the past 50 years, African Americans have made remarkable progress in toppling legal segregation and discrimination, in accessing economic and educational opportunities, and in participating in our political process—including, most notably, the election of the first African-American president of the United States. Nevertheless, significant obstacles to opportunity remain in the African-American community, particularly for males. Manufacturing jobs and unionization that so many used to access the middle class are on a steep decline. Diminishing resources for public education, job training, and other pathways to opportunity frequently leave black males further isolated. And engagement with the criminal justice system continues to remove black men from their families, neighborhoods, and the political system. Improving public and personal perceptions of black males will require a long-term effort that engages a wide variety of stakeholders, from advocates to media makers to business leaders to thought leaders.

During the last grant period, OA created an Advisory Committee, which includes CBMA grantee partners and relevant thought leaders and stakeholders. The composition of the Advisory Committee also reflects the range of issues covered by CBMA, helping to ensure that the research would speak to the specific needs and communications challenges facing the field of black male achievement. Advisory Committee members serve as ambassadors of the approaches championed by OA, modeling the incorporation of OA findings into their organizations' communications activities.

CBMA would like to note two challenges related to this particular grant. The first is the need to attract more donors to this area of work. CBMA, in partnership with OA, will be working to find ways to interest other funders in this growing field of research related to perception, implicit bias, and their impact on the life outcomes of black men and boys. The second challenge is the transition of the lead project manager for this initiative, Janet Dewart Bell, the wife to the late legal scholar and advocate Derrick Bell. She will end her tenure as OA's Director of Communications in the summer of 2012, possibly continuing to some work on the project as a consultant. Nonetheless, OA has decided that its next Communications Director will have ultimate oversight over its black male research to ensure its work in this area is fully and effectively staffed.

Despite the noted challenges, staff is confident that OA will be able to continue its high quality contributions to research and strategic communications advice relating to CBMA and the broader black male achievement field. The leadership for the project will include Alan Jenkins, Executive Director; and Eleni Delimpaltadaki Janis, Public Opinion and Media Research Coordinator. Eleni oversees OA's communications research operations and initiatives, and co-lead the first research report for CBMA with Janet Dewart Bell. In her role, Eleni Delimpaltadaki Janis provides strategic consultation on communications and research projects for numerous social justice leaders and groups across the country; and designs and authors research studies to translate findings to build communications strategy.

In general, OA has built a strong reputation as a leader on effectively creating dialogue and advancing policy solutions around racial disparities through the use of communications research and strategy. Some key recent achievements include successfully placing equal opportunity provisions in the Office of Management and Budget's spending guidelines for the \$700 billion

stimulus bill in 2009 and working with the Department of Justice to ensure the provisions were enforced; contributing to the creation of a landmark commission on racial health disparities in Connecticut; and ongoing efforts to raise the profile of the *de facto* school segregation that has arisen in the years since *Brown v. Board of Education of Topeka* as well as the range of legal options available to school districts seeking to remedy it.

Over the last two months, OA has helped the black male achievement field rapidly respond to the issue of stereotyping in the Trayvon Martin case. Given its recent activities and past success working with a number of other Open Society Foundation programs and funds, it is clear that the organization's mission and activities are aligned to a host of issues and values important to OSF.

For these reasons, staff strongly recommends a grant of \$400,000 over two years to the Opportunity Agenda.