

Equality and Opportunity 2012
Planned Grants for Docket II

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

The following are the planned EOF grants for Docket II, totaling 24 grants totaling \$7,550,000. Included in this docket are: 7 recommended grants from EOF totaling \$1,925,000; 2 recommended grants from the Neighborhood Stabilization Initiative totaling \$275,000; and 15 recommended grants from the Campaign for Black Male Achievement totaling \$5,350,000.

Immigrant Rights and Racial Justice

Equal Justice Society

San Francisco, CA (national)

\$175,000 over one year (renewal; general support)

A general support grant to the Equal Justice Society (EJS) will enable it to advance its mission of heightening awareness of the role race plays in the law and popular discourse. EJS is one of few organizations focused on overturning current barriers to implementing protections in the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution. Currently, U.S. Supreme Court jurisprudence requires plaintiffs to prove a perpetrator's discriminatory "intent" in order to win an anti-discrimination claim. Because contemporary discrimination is frequently structural in nature, unconscious, and/or hidden beneath alternative excuses for a decision maker's behavior, the showing of intent becomes a near impossible burden. EJS supports advocacy organizations that are litigating cases addressing structural racism and engaged in broader advocacy to overturn the intent doctrine. In the coming year, EJS will continue its efforts to monitor discrimination cases and increase its research and litigation capacity. It will also conduct lawyer, judicial and legislative education sessions on existing social science and persisting structural racism to seed content for legal arguments, opinions, and policies. 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. The recommended grant will provide renewed funding at a steady amount.

Catholic Legal Immigration Network, Inc.

Washington, D.C. (national)

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

A general support grant to Catholic Legal Immigration Network (CLINIC) will support its mission to promote the dignity and protect the rights of immigrants across the U.S. Founded in 1988, CLINIC is a

subsidiary corporation of the United States Conference of Catholic Bishops (USCCB). CLINIC seeks to promote the dignity and safeguard the rights of immigrants, without distinction based upon age, ethnicity, gender, national origin, race, religion, or any other grounds. CLINIC's affiliates constitute the nation's largest network of private, charitable immigration agencies, serving more than 600,000 immigrants per year. These formally affiliated legal service providers include Catholic and other faith-based agencies, ethnic associations, immigrant-led organizing groups, refugee resettlement programs, and anti-domestic violence agencies. Over the next two years, CLINIC anticipates strengthening its public awareness campaigns to counter the negative immigrant sentiments, assist communities to respond to punitive county and state enforcement issues, and advance the infrastructure of its charitable legal immigration network. 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. The recommended grant will provide renewed funding at a steady amount.

National Partnership for New Americans

Chicago, IL (national)

\$700,000 over one year (renewal; general support and project support for Naturalization project)

A project support grant to provide core support and project support for naturalization efforts. The National Partnership for New Americans is comprised of 12 state immigrant rights coalitions that have collaborated on a wide range of campaigns and issues, including comprehensive immigration reform and naturalization policy. These organizations were lead members of the "field pillar" of the original Four Pillars campaign created to secure comprehensive immigration reform. Each of these member organizations engages in substantial direct services delivery, including ESL courses, financial literacy instruction, and naturalization services, to address the needs of their constituencies and to ensure their policy advocacy is responsive to the actual needs of their base. The member groups came together in 2009 to create the National Partnership for New Americans. OSF support will also amplify NPNA's leadership in a national coalition focused on integrating national, state and local organizations working to promote naturalization across 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. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies, as well as promoting immigrant integration. The recommended grant will provide renewed funding at an increased amount.

Gender Justice and LGBTQ Rights

Groundswell Fund, housed at the New Venture Fund

Oakland, CA (national)

\$360,000 over 1 year (tie-off; general support)

The Groundswell Fund, fiscally sponsored by the New Venture Fund, supports a stronger, more effective U.S. movement for reproductive justice by generating new funding and offering capacity building resources to grassroots organizing and policy change efforts. Considering the harsh reproductive health disparities facing women of color, Groundswell focuses on organizations that directly engage low

income women and women of color in advocacy and leadership development. It provides deep technical assistance to its grantees in the areas of civic engagement, program evaluation, and organizational development. It also serves as an expert amongst reproductive rights and health funders on matters related to women of color, youth, and low-income communities. In this capacity, Groundswell educates and expands philanthropic support for reproductive justice organizations focused on the most marginalized communities. The recommended grant advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF's gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity. With this grant, staff is recommending tie-off funding, at an increased annualized amount, in line with recent program direction from the USP Board.

Low-Wage Worker Rights

Direct Care Alliance

New York, NY (national)

\$120,000 over 1 year (tie-off; general support)

A general support grant to the Direct Care Alliance (DCA) will support efforts to ensure the growing direct care sector is comprised of quality jobs, offers quality treatment of patients, and is governed by laws that protect both workers and the seniors and disabled clients who rely on direct care services. DCA is a national and state-based alliance comprised of direct care workers, employers and recipients of long-term care. Its three core programs include a leadership institute to train direct care workers in advocacy and organizing to help build: 1) worker-led associations and coalitions; 2) state and federal level advocacy on issues that impact direct care workers; and 3) a national credential workforce program to help direct care workers build relevant, competitive skills. DCA has supported the establishment and growth of 12 state-based worker associations nationwide, including a recently formed association in Minnesota. As part of its advocacy efforts, DCA is heavily involved in multiple coalitions including the USP-supported Caring Across Generations and the Paid Sick Days Coalition. The recommended grant advances multiple goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers' rights helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity. With this grant, staff is recommending tie-off funding, at a steady annualized amount, in line with recent program direction from the USP Board.

Family Values at Work: A Multi-State Consortium

Milwaukee, WI (national)

\$100,000 over 1 year (tie-off; general support)

To provide general support for Family Values @ Work: A Multi-State Consortium (the Consortium), a national network of 14 grassroots state coalitions working to expand access to paid sick days and family leave insurance. Founded in 2003 with a planning grant from the Annie E. Casey and Ford Foundations, the Consortium developed essential public education and civic engagement strategies to support the adoption of paid sick leave or family leave laws in Washington, Washington D.C., New Jersey and the cities of San Francisco and Milwaukee. The Consortium is comprised of coalitions in the following states:

California, Colorado, Georgia, Maine, Massachusetts, New Jersey, New York, Washington and Wisconsin. Local advocacy prioritizes the engagement of women in low-wage jobs, the constituency most impacted by the lack of job protections and family leave benefits. Consortium staff and members are nationally recognized experts on workplace policies who have advised numerous state, local, and federal policymakers on workplace policies to promote family economic security. The recommended grant advances multiple goals of the Equality and Opportunity Fund. First, it ensures justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. Second, its focus on low-wage workers' rights helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity. 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 Care Fund— housed at Bend the Arc, formerly known as Jewish Funds for Justice

New York, NY (national)

\$270,000 over one year (renewal; general support)

A project grant to Bend the Arc will provide unrestricted project support to the Care Fund. The Care Fund supports Caring Across Generations, a national campaign led by the National Domestic Workers Alliance and Jobs with Justice, EOF and D&P grantees. The goal of the campaign is to develop the organizing and policy advocacy infrastructure to transform how the country cares for elders and other vulnerable members of society. It seeks to do so by improving the professional training and job quality of the workers who provide that care including home health attendants and domestic workers. Absent significant reforms in the care industry, direct care workers, the vast majority of whom are women of color, will continue to lack economic security and basic workplace rights. The recommended grant advances multiple goals of the EOF. It will advance EOF's overarching goal of ensuring justice and equality, prohibiting arbitrary and discriminatory government action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF's gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity. Finally, its focus on low-wage workers' rights helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equality and opportunity.

Neighborhood Stabilization Initiative

National Housing Resource Center

Philadelphia, PA (national)

\$150,000 over six months (new, project support)

A project grant to the National Housing Resource Center (NHRC) will support its efforts to maximize the impact of the recent \$25 billion multi-state attorneys general settlement with the nation's largest servicers. Launched last year, NHRC organizes local housing counseling agencies and national intermediaries to uplift the role of housing counseling in creating and sustaining affordable housing options for underserved populations and to advocate for fair and equitable housing policies. The proposed project will create a national infrastructure to maximize the impact of attorneys general settlement through the following activities: 1) monitoring state plans for allocating discretionary settlement funds to ensure that such funds are used for foreclosure prevention or other housing-related

purposes and that the plans reflect best practices in the housing counseling industry; 2) educating housing counselors on the settlement terms and new developments in enforcement; 3) building a national communication network among counselors to achieve better resolutions; 4) escalating complaints and analyzing the success of different escalation paths; and 5) tracking servicer performance and identifying patterns of non-compliance. 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.

Neighborhood Funders Group

Washington, DC (national)

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

A project grant to the Neighborhood Funders Group (NFG) will support the creation of a new Housing Justice and Community Transformation Working Group. NFG builds the capacity of philanthropy to advance social justice and community change. It provides information, learning opportunities, and other professional development activities to its membership, and encourages the support of policies and practices that advance economic, racial and social justice. Based on the model of its successful Working Group on Labor and Community Partnerships, NFG proposes to launch a new Housing Justice and Community Transformation Working Group, which will convene and organize funders and field leaders to address the physical manifestations of inequality in the built environment and identify strategies to overcome inequalities in housing, financial services, and infrastructure. The Working Group concept grew out of several successful and popular funder briefings and convenings on the disparate impacts of the foreclosure crisis on communities of color organized by the Annie E. Casey Foundation, Ford Foundation and Open Society Foundations. Once launched, it will be the only housing-themed funder affinity groups in the nation, filling a critical gap as the national economy and local communities continue to suffer from the destabilizing effects of foreclosure and housing policy has renewed prominence in politics and public debate. 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) exposing and reversing the racial biases underlying the current mortgage crisis and 2) expanding sustainable credit options for lower-income borrowers and borrowers of color. The grant also advances EOF's emphasis in 2012 on greater philanthropic organizing to address the disparate impact of the foreclosure and credit crisis on communities of color.

Campaign for Black Male Achievement

STRENGTHENING FAMILIES

Dovetail Project

Chicago, IL (local focus)

\$175,000 over two years (new, project support)

Founded in 2011 by a 23-year old formerly incarcerated dad and incubated within CBMA Chicago grantee partner MAGIC, the Dovetail Project provides young black fathers (ages 15-24) with the parenting, life, and job readiness skills needed to better prepare them for fatherhood while giving them tools and resources to establish and strengthen their economic viability to provide for their

families. Dovetail is a structured 12-week curriculum-based program addressing issues of fatherhood, personal responsibility, and career development. The curriculum was developed through research at the University of Illinois-Chicago and focuses on providing options for young low-income fathers.

The proposed grant will support the organization's efforts to: 1) support 120 young black male fathers establish a positive parental relationship with their children and increase both the quantity and the quality of time spent with the children on a long-term basis; 2) enroll young black male fathers who have either dropped out of school or have been engaged in the criminal justice system into GED or certificate programs to obtain relevant educational and job readiness skills; and 3) lead to an evaluation of the Dovetail curriculum and programming to identify areas for growth and replication. The recommended grant advances CBMA's goal of strengthening low-income black families through responsible fatherhood initiatives, policy advocacy, and supporting efforts that lift barriers facing single mothers raising black boys. The grant also advances CBMA's specific grantmaking priority of developing strategies that build local coalitions to marshal resources and expertise, to improve life outcomes for black men and boys. A portion of grant dollars will be dedicated to helping support development, capacity building and strategic planning for the Dovetail Project.

Father's Day Rally Committee

Philadelphia, PA (local focus)

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

The Father's Day Rally Committee (FDRC) was started in 1989 as a response to the persistent challenges black men faced in society and particularly in the city of Philadelphia. FDRC's mission is to promote positive action and interaction among individuals to prompt more aggressive hands-on action to resolve problems in the black community. It prioritizes engagement with the most marginalized black males, including formerly incarcerated individuals and the chronically unemployed or under-employed. FDRC achieve its mission through implementing targeted programs such as Project LifeLine, an intervention program to help facilitate better communication between fathers and their family members to strengthen relationships; The Philadelphia Black Male Agenda, a coalition of Philadelphia organizations that was started as a gathering in 2010 to address the Philadelphia murder rate among the black male population, and focuses on addressing health, economics, criminal justice, and education issues; and The Black Values Movement, a series of convenings in New York, Philadelphia, and Washington, DC to create a national dialogue addressing the most pressing needs in the black community in the areas of education and economic development. The proposed grant will support the organization in building a framework of support to mobilize the community toward systemic change. FDRC will also incorporate a system of advanced data management and reporting to better evaluate the progress of their programs. The recommended grant advances CBMA's goal of strengthening low-income black families through responsible fatherhood initiatives, policy advocacy, and supporting efforts that lift barriers facing single mothers raising black boys. It also advances CBMA's placed-based strategy of investing in targeted cities such as Philadelphia.

INCREASING WORK OPPORTUNITIES

iMapAmerica

New York, NY (local, project focus on Chicago, IL and Philadelphia, PA)

\$450,000 over two years (renewal, project support)

iMapAmerica's mission is to build tools for youth to map their communities and populate the website ilivehere.info, with the people, places and opportunities all youth need to make better life decisions. A project support grant to iMapAmerica (formerly YouthLine America) will support its efforts to create and mobilize a Digital Corps of young black males, with the goal of building a safe and sustainable communication system for and by young people in Chicago, IL and Philadelphia, PA. The project will specifically support iMapAmerica to: 1) create a Digital Corps led by 40 black males in Philadelphia and Chicago; 2) recruit and train 300 adolescent black males to serve as community youth mappers to collect, analyze and disseminate youth resources and gaps in targeted Chicago and Philadelphia neighborhoods; 3) build the *Philadelphia.ilivehere.info* and *Chicago.ilivehere.info* websites; 4) support a civic engagement and outreach strategy for Digital Corps to address local issues; and 5) recruit and identify strategic partners and collaborators in Philadelphia and Chicago through a challenge grant to mobilize young black males through the mapping initiative and workforce development project. Fifty per cent of the grant dollars will be re-granted to employ young black men from local organizations working in Philadelphia and Chicago to serve as the Digital Corps members. The recommended grant will provide renewed funding at an increased amount and advances CBMA's grantmaking priority of increasing work opportunities by matching young men with workforce development programs to learn software and technology management skills and CBMA's goal of challenging negative perceptions and stereotypes of black men and boys through the use of traditional media, social media, new technology, the arts, and film to ensure that the issues facing black men and boys remain at the center of philanthropic, policy, and public discourse. The grant also responds to the CBMA 2010 scale-up plan which proposed an increase in strategic communications and technology grantmaking designed to advanced black male achievement.

Workers Center for Racial Justice

Chicago, IL

\$75,000 (new, project support)

The mission of the Workers Center for Racial Justice (WCRJ) is to eliminate structural barriers to sustainable and living wage employment for black workers and workers of color generally. A CBMA project support grant to WCRJ will enable it to: 1) run strategic organizing campaigns at the local and state levels to eliminate barriers to living wage work opportunities for black workers; 2) build a base of grassroots members throughout Chicago and across the state; 3) engage in public awareness and civic engagement campaigns around the structural barriers that perpetuate high black unemployment for black men; and 4) advocate for greater access to job training that directly channels black workers to quality jobs. WCRJ is partnering with former CBMA grantee, the UC Berkeley Labor Center, and its national Black Worker Center Project led by labor economist, Dr. Steven Pitts. The recommended grant advances CBMA's goal of expanding 21st century family supportive wage work opportunities for black males through policy advocacy and investing in labor best practices.

EDUCATIONAL EQUITY/MENTORING

Kenwood Oakland Community Organization

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

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

Kenwood Oakland Community Organization (KOCO) is a leading grassroots organization that has been engaged in social justice work on the South Side of Chicago for the past 44 years. Through the sustained organizing of low-income and working families, KOCO has developed generations of youth and adult

leaders committed to improving the quality of life of Chicago residents. KOCO is also member of the Voices of Chicago Youth in Education (VOYCE) Coalition, a multi-ethnic coalition of youth leaders who are working with their peers to reduce the high school drop-out rate, and increase college enrollment through curriculum and college preparatory reforms. A project support grant to KOCO will support the organization's continued work to 1) facilitate its Youth Employment Campaign to engage black males (ages 13-24) from the North Kenwood and Oakland neighborhoods to advocate for summer and year-round youth employment opportunities; 2) increase the number of black males graduating from high school by engaging youth, particularly black male youth, in local organizing efforts to stop the school-to-prison pipeline; and 3) engage black male youth in leadership development training to increase civic engagement and participation. The recommended grant advances CBMA's goal of 1) promoting education equity, and dismantling the school-to-prison pipeline, 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. In addition, the proposed grant strengthens CBMA's support of promising practices and models aimed at improving life outcomes for black men and boys in the Campaign's targeted region of Chicago, IL.

Steve and Marjorie Harvey Foundation

Dallas, TX (national)

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

The mission of The Steve & Marjorie Harvey Foundation is to share, empower, and to provide young men with tools to achieve their dreams and become productive and responsible citizens for themselves and their communities. It advances its mission by leading and convening influential individuals and celebrities to raise public awareness, supporting advocacy efforts at the state and local level to advance mentoring and responsibility fatherhood; and creating a national platform to engage black men and boys across America to increase awareness on key issues impacting them and their communities. A project support grant to the Steve and Marjorie Harvey Foundation will support CBMA's goal to create strong mentoring relationships for 15,000 black boys over the next two years. The project will: 1) utilize the Steve Harvey radio and television brand to launch a national outreach and marketing campaign to identify caring and responsible mentors in CBMA cities of New York, Chicago, Philadelphia, and New Orleans; and 2) partner with local and national mentoring organizations like Big Brothers/Big Sisters, Mentoring USA and the "Mentoring Brothers" Campaign to lead local mentor-recruitment drives in CBMA targeted cities, including high-profile Steve Harvey Mentoring Weekends in New York City, Chicago, Philadelphia and New Orleans. The recommended grant advances CBMA's goals of 1) promoting education equity, and dismantling the school-to-prison pipeline, 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) strengthening low-income black families through responsible fatherhood initiatives, policy advocacy, and supporting efforts that lift barriers facing single mothers raising black boys. The grant also advances CBMA's scale-up plan strategy of investing in mentoring strategies to ensure that 15,000 boys are matched in safe, structured mentoring relationships by 2014.

Higher Achievement

Baltimore, MD (local; project focus in Baltimore, MD)

\$275,000 over two years (new, project support)

Higher Achievement was founded in 1975 in Washington, DC, as a program to create learning opportunities for underserved middle school youth. In 2009, Higher Achievement launched its second affiliate in Baltimore, MD, opening two centers to serve some of the highest-need youth in East and

West Baltimore. A project support grant to Higher Achievement will support the organization's efforts to strengthen recruitment, engagement, attendance, and retention of black male middle school students (Higher Achievement scholars) and black male mentors in Baltimore. Specifically, support to Higher Achievement will allow the organization to provide mentoring, high-quality afterschool and summer learning time and high school placement services for nearly 300 students, and to increase its pool of mentors by 30 percent. Using a proven model of providing successful academic instruction and mentoring to black male students, Higher Achievement plans to improve grades, test scores, and attendance. The recommended grant advances CBMA's goals of 1) promoting education equity, and dismantling the school-to-prison pipeline, 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) strengthening low-income black families through responsible fatherhood initiatives, policy advocacy, and supporting efforts that lift barriers facing single mothers raising black boys. The grant also advances CBMA's scale-up plan strategy of investing in mentoring strategies to ensure that 15,000 boys are matched in safe, structured mentoring relationships by 2014.

Morehouse College

Atlanta, GA (local; project focus on Chicago, IL; Milwaukee, WI; Baltimore, MD; Philadelphia, PA; New Orleans, LA; and Jackson, MS)

\$275,000 over one year (new, project support)

A project planning support grant to Morehouse College will allow the school to design a certified teaching fellowship program to increase the number of black male teachers in STEM (Science, Technology, Engineering and Math) public schools within CBMA's core investment cities. Morehouse College's Division of Sciences and Mathematics produces the nation's largest percentage of African American male graduates in the sciences and math. As a result of recent discussions with CBMA staff and its Board advisors, the College is seeking to design a targeted program that will increase black male teachers' presence in CBMA cities through the development of a scholars program which will include: 1) a two-year fellowship for Morehouse students; scholarship assistance; 2) a 13-week teacher certification program; 3) participation in leadership development program; and 4) community service projects in targeted CBMA cities. CBMA support will enable Morehouse to design a plan for teacher training, including specific pedagogy in technology training for black male students, and pre-college preparation and recruitment strategies that increase the number of matriculating students who will study to become STEM teachers in CBMA cities. This grant advances CBMA's goal to ensure that black boys have the opportunity to excel academically, prepare for college and to learn skills essential to earning living wage. It also advances CBMA's goal to strengthen the field through capacity building and leadership development.

National CARES Mentoring Movement

Chicago, IL (national; project focus in Chicago)

\$400,000 over two years (new, project support)

Founded in 2005 by Susan L. Taylor, former executive editor of Essence Magazine, the mission of the National CARES Mentoring Movement is to ensure that vulnerable black children thrive through mentoring. CARES serves as the leading public awareness and recruitment organization in the nation focusing exclusively on mentoring black children. Since its inception seven years ago, National CARES Mentoring Movement has developed its national network into almost 60 volunteer-led CARES Mentor Recruitment Circles/Affiliates. CBMA project support will enable National CARES' Chicago affiliate Windy City CARES to launch "The Rising: Elevating Education, Expectations and Self-Esteem," a school-based

mentoring strategy at Chicago's Harlan High School which will match 150 boys in mentoring relationships, including the facilitation of Wellness Mentoring Circles at the school with leaders from the local chapters of the Association of Black Psychologists, Black Psychiatrists of America and the National Black Nurses Association. The recommended grant advances CBMA's goal of promoting education equity, and dismantling the school-to-prison pipeline, 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. The grant also advances CBMA's scale-up plan strategy of investing in mentoring strategies to ensure that 15,000 boys are matched in safe, structured mentoring relationships by 2014.

STENGTHENING THE FIELD

Community Investment Network

National

\$100,000 over one year; renewal; project support

The Community Investment Network (CIN) is a national, member-led organization focused on increasing individual philanthropic activity in communities of color. Founded in 2005, CIN works to reverse the under-investment in black communities from institutional funding sources through the expansion and strengthening of local Giving Circles. Giving Circles serve as a learning space for individual donors and participants to reflect on the history of community giving, become civically engaged through philanthropy, and ultimately effect community change. CIN will build upon the organization's previous accomplishments in CBMA target cities of Jackson, MS and Milwaukee, WI, where CIN facilitated the following activities: 1) the development of 30 core Giving Circle leaders in Jackson and Milwaukee; and 2) the creation and dissemination of the report, *Beyond Concern*, which examines giving circles as a civic engagement strategy and recounts CIN's role in circle formation.

Renewed CBMA project support will enable Community Investment Network to accomplish the following three goals: 1) form an additional seven giving circles in two new CBMA cities; 2) deepen membership outreach and recruitment through a series of webinars for black donors and regular member to member conference calls; and 3) sharing best practices throughout CIN's Giving Circle Network. This grant advances the Campaign for Black Male Achievement's goal of strengthening the field by serving as a catalyst in the field of philanthropy to leverage additional private and public funds for the field of black men and boys.

Frontline Solutions (One Voice, Jackson, MS Fiscal Sponsor)

National

\$100,000 over one year; project support

Frontline Solutions is a social change organization that develops knowledge, informs policy, and improves practice in a number of fields, most notably the field of black male achievement. Over the past decade Frontline Solutions has proven to be one of the most influential and informative organizations partnering with philanthropy to improve the life outcomes of black men and boys, including their research reports on black male achievement *Why We Can't Wait* and *Momentum* (Ford Foundation). These reports provided much-needed data and analysis about the investment in positive life outcomes for black males to CBMA and other initiatives focused on black male achievement just as Open Society Foundations was launching the Campaign for Black Male Achievement.

A new project support grant to Frontline Solutions will create a cohesive and integrated strategy for engaging faith institutions as collaborators and leaders in the advancement of the black male achievement field. Frontline Solutions will conduct field and secondary research, develop a faith

institution advisory board, and convene a national gathering of faith leaders. Through this multi-pronged approach, Frontline Solutions will provide CBMA and its partners with a thorough understanding of the roles faith institutions and leaders currently play in advancing the black male achievement field, an issue that CBMA board advisors have asked the staff to further explore. The grant will result in a strategy paper that the field will use to cultivate the broader involvement of the faith community in improving the lives of black men and boys. This project support grant advances CBMA's goal of serving as a catalyst in the field of philanthropy and investing in leadership development to advance black male achievement.

National League of Cities Institute

\$500,000 over two years (renewal, project support at increased level)

The National League of Cities is the oldest and largest national organization representing municipal governments throughout the United States. Its mission is to strengthen and promote cities as centers of opportunity, leadership, and governance. A project support grant to the National League of Cities Institute (NLCI) will support the organization to further strengthen municipal leadership committed to promoting black male achievement in CBMA target cities. The grant will specifically allow NLCI to 1) serve as the lead facilitator of an emerging national effort called *Cities United* which addresses a specific issue that is increasingly engaging the attention of urban mayors across the country: the crisis levels of violence and homicide that continue to plague young African American males in U.S. cities; and 2) provide technical assistance and peer-learning support to municipal officials to help them explore and adopt promising practices for improving outcomes for young black males in their cities. By providing intensive, site-level support to municipal officials in CBMA cities, NLCI will help accelerate the pace of local progress by: 1) providing a city assessment that identifies strengths, challenges, and opportunities for future progress; 2) helping cities to set and reach locally defined benchmarks; 3) brokering access to federal agencies and national experts on topics such as educational equity, strengthening families, vulnerable youth in transition, and employment strategies; 4) providing a sustainable multi-city peer learning network that would allow municipal leaders to work on cross-system collaboration strategies for black males.

The recommended grant to NLCI 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 will provide renewed funding at an increased amount. With previous OSF funding, NLCI helped Philadelphia Mayor Michael Nutter and New Orleans Mayor Mitch Landrieu convene fellow mayors, federal agency representatives, foundation leaders, youth leaders and youth-serving organizations to launch *Cities United*, a national initiative to identify effective strategies for reducing the number of homicides of young, African-American males in America's cities and towns. CBMA has provided philanthropic thought leadership in the initial organizing efforts of *Cities United*.

Root Cause, Inc.

\$1,000,000 over two-years (renewal, project support at increased level)

Founded in 2004, Root Cause is a nonprofit research and consulting firm that partners with nonprofits, philanthropy, government, and business to advance local and national solutions to today's toughest social issues. Root Cause has worked with more than 130 organizations and collaborative groups on projects, ranging from nonprofit business plans and performance-measurement systems to innovative philanthropic collaboratives and multi-sector, place-based strategies for addressing specific social issues.

In September 2011 Root Cause was awarded a grant to lead the planning of the Leadership & Sustainability Institute for Black Male Achievement (LSI). LSI represents one of the core innovative strategies of the CBMA scale-up plan, approved by the USP Board in May 2010. A project support grant to Root Cause will allow it to co-lead, in partnership with PolicyLink (listed below), the launch and implementation of LSI over the next two years. Root Cause will specifically manage the following LSI components: 1) the Social Innovation Accelerator, which will support a cohort of 5 – 8 proven organizations to grow their work, demonstrate and communicate their impact, and elevate their leader and the work as nationally-recognized strategies for advancing policy and practice to promote black male achievement; and 2) the Capacity Building & Sustainability Center which will assess key capacity-building strategies for 100+ organizations to sustain their black male achievement activities across the field by developing and coordinating a centralized portfolio of resources including leadership and organizational assessment, peer support, and capacity-building services. Additional services delivered by Root Cause via the Capacity Building & Sustainability Center will include online resources, webinars and publishing of an organizational sustainability “how-to-guide.” Organized as a national membership network for organizations working to improve the life outcomes of black men and boys, LSI will resource more than 300 organizations and individuals in its first two years. The recommended grant advances CBMA’s goal of strengthening the field by investing in leadership development and organizational sustainability. The budget for the two-year launch phase of the LSI is \$2.3M. CBMA’s two-year \$2M investment in the launch of LSI will be supported by funding partners including the Knight (\$250K/2 yrs), Mitchell Kapoor (\$100K/2 yrs), Skillman (\$300K/2 yrs), The California Endowment (\$500K/2 yrs) and Robert Wood Johnson Foundations (\$750K+/2 yrs).

PolicyLink

\$1,000,000 over two years (new; project support)

Founded in 1999 by Angela Glover Blackwell, PolicyLink is a national research and action institute advancing economic and social equity. PolicyLink has more than a decade-long track record of advancing creative policy driven by local innovation. It has established a network of over 2,500 organizations that advocate for more equitable policies at the local, regional, state, and national levels and is currently funded by CBMA for its work facilitated the Promise Neighborhood Institute. A project support grant to PolicyLink will allow it to co-lead, in partnership with Root Cause (listed above), the launch and implementation of the Leadership & Sustainability Institute for Black Male Achievement (LSI) over the next two years. LSI represents one of the core innovative strategies of the CBMA scale-up plan, approved by the USP Board of Directors in May 2010. PolicyLink will specifically manage the following LSI components: 1) Black Male Achievement (BMA) Communities of Practice, which will support a long-term collaborative infrastructure for existing and new networks of leaders at the local, state, and national levels to consistently connect, share knowledge, and align their activities toward shared policy and field building goals that advance black male achievement; and 2) BMA Field Promotion activities including the development and dissemination of communications content, strategies, and tools that define a clear black male achievement frame and narrative, the policies and activities required to make progress, and positive stories of black men and boys overcoming barriers to achievement. Field Promotion deliverables also will include the development of a LSI website, ListServ, and social media strategy, hosting two funders briefings per year, facilitating LSI member convening and working with Root Cause and CBMA staff on a sustainability plan. More than 300 organizations and individuals will be served during the two-year launch phase of the LSI. The recommended grant advances CBMA’s goal of strengthening the field by investing in leadership development and organizational sustainability. The budget for the two-year launch phase of the LSI is \$2.3M. CBMA’s two-year \$2M investment in the launch of LSI will be supported by funding partners including the Knight (\$250K/2 yrs), Mitchell Kapoor

(\$100K/2 yrs), Skillman (\$300K/2 yrs), The California Endowment (\$500K/2 yrs) and Robert Wood Johnson Foundations (\$750K+/2 yrs).

PolicyLink

\$500,000 over 18 months (renewal, project support at lower amount)

To provide renewed project support to PolicyLink to continue to leverage and expand the impact of the federal Promise Neighborhoods program. PolicyLink has worked since 2007 on improving life outcomes for black men and boys of color through policy advocacy and philanthropic partnership. PolicyLink will focus on three main goals: 1) incorporating a focus on black men and boys into the Promise Neighborhoods program through a training module that addresses the crisis facing this population; 2) strengthening the local implementation of Promise Neighborhoods projects with investments from the U.S. Department of Housing and Urban Development's Choice Neighborhoods program; and 3) expanding the advocacy capacity of the national movement to maintain and increase federal support for the Promise Neighborhoods program. Renewed project support of PolicyLink's Promise Neighborhood Institute specifically advances the Campaign's goals to ensure that black boys have the opportunity to excel academically, to prepare for college, and to learn skills essential to earning a living wage and to serve as philanthropic catalysts for leveraging additional private and public funds for the field of black men and boys. It also advances the Campaign's strategy to identify and promote promising practices and model organizations in one or all of the Campaign's three foundational grantmaking areas.