

U.S. PROGRAMS
Equality and Opportunity Fund
Summary of Recommended Grants
Docket III, October 18, 2011

Program Area/Organization

Organization	Grant Code	Recommended	Term	2011	2012	2013
--------------	------------	-------------	------	------	------	------

Equality and Opportunity Fund

Immigrant Rights and Racial Justice

Welcoming America	T1: 24448	\$ 150,000	1 year	\$ 150,000		
Center for New Community ¹	T1: 24449	\$ 150,000	2 years	\$ 75,000	\$ 75,000	
	T1: 24452	\$ 150,000	2 years	\$ 75,000	\$ 75,000	
Border Action Network	T1: 24449	\$ 150,000	2 years	\$ 75,000	\$ 75,000	

LGBTQ Rights and Gender Justice

National Latina Institute for Reproductive Health ²	T1: 24450	\$ 168,513	2 years	\$ 93,513	\$ 75,000	
	T1: 24449	\$ 50,000	2 years	\$ 25,000	\$ 25,000	
Institute for Women's Policy Research	T1: 24450	\$ 150,000	2 years	\$ 75,000	\$ 75,000	
National Partnership for Women and Families ³	T1: 24450	\$ 150,000	2 years	\$ 75,000	\$ 75,000	
	T1: 24451	\$ 50,000	2 years	\$ 25,000	\$ 25,000	
	T1: 24448	\$ 20,000	2 years	\$ 10,000	\$ 10,000	
Proteus Fund	T1: 24450	\$ 150,000	1 year	\$ 150,000		
National Asian Pacific American Women's Forum (fiscal sponsor: Tides Center) ⁴	T1: 24450	\$ 150,000	2 years	\$ 75,000	\$ 75,000	
	T1: 24449	\$ 50,000	2 years	\$ 25,000	\$ 25,000	
Choice USA	T1: 24450	\$ 200,000	2 years	\$ 100,000	\$ 100,000	
Park Square Advocates, Inc. [dba Gay & Lesbian Advocates & Defenders (GLAD)] ⁵	T1: 24450	\$ 105,000	2 years	\$ 52,500	\$ 52,500	
	T1: 24452	\$ 25,000	2 years	\$ 12,500	\$ 12,500	
Ms. Foundation ⁶	T1: 24450	\$ 110,000	1 year	\$ 110,000		
	T1: 24452	\$ 50,000	1 year	\$ 50,000		
Jewish Funds for Justice ⁷	T1: 24451	\$ 100,000	1 year	\$ 100,000		
	T1: 24450	\$ 25,000	1 year	\$ 25,000		
	T1: 21113	\$ 200,000	1 year	\$ 200,000		
National Gay and Lesbian Task Force Foundation	T1: 24450	\$ 368,750	2 years	\$ 43,750	\$ 325,000	C

Anti-Violence Advocacy

Alliance for Educational Justice (fiscal sponsor: Movement Strategy Center)	T1: 24452	\$ 150,000	2 years	\$ 75,000	\$ 75,000	
Total Recommended:		\$ 2,872,263		\$ 1,697,263	\$ 1,175,000	

Neighborhood Stabilization Initiative

Center for Responsible Lending	T1: 24451	\$ 300,000	2 years	\$ 150,000	\$ 150,000	C
National Consumer Law Center	T1: 24451	\$ 300,000	2 years	\$ 150,000	\$ 150,000	C
Sustainable Neighborhoods Development Strategies, Inc.	T1: 24451	\$ 300,000	2 years	\$ 150,000	\$ 150,000	
Total Recommended:		\$ 900,000		\$ 450,000	\$ 450,000	

Campaign for Black Male Achievement

Urban Underground Inc.	T1: 21120	\$ 200,000	2 years	\$ 100,000	\$ 100,000	
UCLA Center for Labor Research and Education	T1: 21121	\$ 400,000	2 years	\$ 200,000	\$ 200,000	
The Black Star Project	T1: 21119	\$ 200,000	2 years	\$ 100,000	\$ 100,000	
Philadelphia Leadership Foundation	T1: 21121	\$ 300,000	2 years	\$ 150,000	\$ 150,000	
John S. and James L. Knight Foundation (fiscal sponsor: The Miami Foundation)	T1: 21122	\$ 200,000	9 mos	\$ 200,000		
The Foundation Center	T1: 21122	\$ 240,000	1 year	\$ 240,000		
Total Recommended:		\$ 1,540,000		\$ 990,000	\$ 550,000	

GRANTMAKING TOTAL THIS DOCKET:

\$ 5,312,263

Approval Signature

Date

Amel Neel

October 18, 2011

- ¹ This grant of \$300,000 to the Center for New Community is co-funded by the Equality and Opportunity Fund, Immigrant Rights T1: 24449 (\$150,000) and the Equality and Opportunity Fund, Anti-Hate Advocacy, T1: 24452 (\$150,000)
- ² This grant of \$218,513 to the National Latina Institute for Reproductive Health is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$168,513) and the Equality and Opportunity Fund, Immigrant Rights, T1: 24449 (\$50,000)
- ³ This grant of \$220,000 to the National Partnership for Women and Families is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$150,000), the Equality and Opportunity Fund, Promote Economic Security, T1: 24451 (\$50,000) and the Equality and Opportunity Fund, Racial Justice, T1: 24448 (\$20,000)
- ⁴ This grant of \$200,000 to the National Asian Pacific American Women's Forum is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$150,000) and the Equality and Opportunity Fund, Immigrant Rights, T1: 24449 (\$50,000)
- ⁵ This grant of \$130,000 to Park Square Advocates, dba Gay & Lesbian Advocates & Defenders (GLAD) is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$105,000) and the Equality and Opportunity Fund, Anti-Hate Advocacy, T1: 24452 (\$25,000)
- ⁶ This grant of \$160,000 to Ms. Foundation is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$110,000) and the Equality and Opportunity Fund, Anti-Hate Advocacy, T1: 24452 (50,000)
- ⁷ This grant of \$325,000 to the Jewish Fund for Justice is co-funded by the Equality and Opportunity Fund, Gender Justice-LGBTQ Rights, T1: 24450 (\$25,000); the Equality and Opportunity Fund, Promote Economic Security, T1: 24451 (\$100,000) and the Democracy and Power Fund, Base-building, T1: 21113 (\$200,000)

MEMORANDUM

TO: Aryeh Neier
FROM: Diana Morris, Raquiba LaBrie, and EOF Staff
DATE: October 13, 2011
RE: Equality and Opportunity Fund Docket III, October 18, 2011

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

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

RACIAL JUSTICE AND IMMIGRANT RIGHTS

All of EOF's racial justice and immigrant rights recommendations for Docket III are, to varying degrees, focused on capturing hearts and minds in order to advance broader policy change. The recommended renewal grant to **Welcoming America** aims to counter anti-immigrant sentiment by increasing U.S.-born Americans' exposure to immigrants through facilitated gatherings that build understanding and trust. While Welcoming America's goals are decidedly non-political, its work has already been shown to have positive ripple effects in the policy arena. Over the last few years, its affiliates have successfully countered municipal-level anti-immigrant ordinances and changed local attitudes towards immigrant communities. EOF also recommends a renewed general support grant to the **Center for New Community**, which plays a national role in exposing the racism of the anti-immigrant movement and helps to ensure the national debate about immigration is fact-based and informed by principles of fairness and reason. The recommended renewal grant to the **Border Action Network** will support its efforts to educate and mobilize the many individuals and families whose lives are adversely affected by unjust immigration enforcement policies, as well as to strengthen the organization's efforts to put a human face on border enforcement issues.

GENDER JUSTICE AND LGBTQ RIGHTS

Pursuant to U.S. Programs Board guidance, EOF will end its gender justice and LGBTQ rights grantmaking by the end of 2012. As the first phase of this process, staff has converted all of the LGBTQ rights and gender justice grants in this docket to tie-off grants, except for the grant to the **Care Fund** for the Caring Across Generations Campaign. In effect, EOF is reserving judgment to confirm whether the Caring Across Generations efforts will fit within our new framework.

And as U.S. Programs deepens its thinking in the area of “Race and Rights,” it is possible that some of the organizations receiving tie-off grants will receive targeted support in the future. EOF’s gender justice portfolio focuses on the following: 1) strengthening economic security for women, with a focus on the rights of low-wage women workers; 2) eliminating racial disparities in reproductive health; and 3) protecting the past gains of the reproductive rights movement. In this docket, the recommended grants to the **Institute for Women’s Policy Research** and the **National Partnership for Women and Families** will support policy research, briefings, and grassroots mobilization of low-wage women workers to address the economic disparities they face and identify policy solutions. This work will build on a recent survey completed by the Institute for Women’s Policy Research examining the impact of the recent recession on women and men. Data from the U.S. Department of Labor’s Bureau of Labor Statistics show while more men have lost jobs, the recovery for men has at least begun. By contrast, women’s job growth has so far failed to take hold. Women have regained only 9.1 percent (237,000) of the total jobs they lost in the recession (2.6 million from November 2007 through September 2010). Men have fared better, re-gaining 27.6 percent (1.7 million) of the jobs they lost since November 2007 (6.1 million). Furthermore, women report greater hardship in covering the cost of basic items such as food, health care, rent, transportation and utilities.

To address the role of race in reproductive health disparities as well as the limited capacity of women of color-led reproductive justice organizations to weigh in on a range of policy issues affecting their base, EOF recommends grants to the **National Latina Institute for Reproductive Health**, **National Asian Pacific American Women’s Forum**, and **CHOICE USA**. These groups are complementing the work of more established advocates such as Planned Parenthood Federation and NARAL by broadening the scope of reproductive rights advocacy to embrace workplace rights in industries where women of color are concentrated (e.g., nail salons) and the impact of immigration enforcement policies on women.

The recommended grant to the Ms. Foundation bridges all of the issues described above. With EOF support, Ms. will convene two strategy meetings to identify specific research, policy advocacy and public education strategies to address the needs of low-income women and women of color. The strategy sessions seek to coordinate and focus advocacy that: 1) elevates the experiences of immigrant women as it relates to harsh border enforcement practices; and 2) explores the impact of the recent economic downturn on low-income women.

A project grant to the **Care Fund** will support Caring Across Generations, a national campaign led by the National Domestic Workers Alliance and Jobs with Justice, both 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 three recommended LGBTQ rights grants in this docket are renewals to long-standing grantees. A project support grant to **Gay & Lesbian Advocates & Defenders** will build the capacity of its Transgender Rights Project and LGBTQ Youth Project. A general support grant to the **National Gay and Lesbian Task Force Foundation** will strengthen its three primary functions: training national and regional activists; providing policy analysis, research and staff

resources to state and local organizations working for LGBTQ equality; and leading national policy working groups that provide administrative agencies and policymakers with the necessary information to advance LGBTQ equality. The final grant to the **Civil Marriage Collaborative** will support re-grants to state organizations working to advance the legal recognition of same-sex relationships and encourage partnerships between LGBTQ and allied groups, with a special emphasis on faith-based and people of color led organizations.

ANTI-VIOLENCE ADVOCACY

The sole anti-violence advocacy grant recommended in this docket is to the **Alliance for Educational Justice** to promote non-punitive school reforms and safe learning environments for all students with a focus on students of color and LGBTQ youth. Given the U.S. Programs Board's direction that the Strategic Opportunities Fund assumes responsibility for all grants related to dismantling the school-to-prison pipeline, EOF staff has already begun to forward information about this grant and other relevant ones to SOF.

NEIGHBORHOOD STABILIZATION INITIATIVE

The Neighborhood Stabilization Initiative (NSI) grants recommended in this docket advance a number of the initiative's goals, including: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations; 3) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color; 4) linking neighborhood stabilization to workforce development and broader economic opportunities for residents of the hardest hit communities; and 5) reversing the racial biases underlying the foreclosure crisis.

Project support grants to the **National Consumer Law Center** and **Center for Responsible Lending** will support their efforts to improve and harmonize servicing standards in the mortgage lending industry, mitigate the impacts of foreclosure on credit scoring, and strengthen protections against unfair and abusive lending practices. A project grant to **Sustainable Neighborhoods Development Strategies, Inc.** will allow it to implement a project-based rental assistance program in Atlanta as a replicable model to simultaneously address foreclosures, stabilize neighborhoods, create jobs and increase the stock of affordable rental housing. All of the above-listed NSI grants are tie-off grants, but these organizations may be able to receive future support as U.S. Programs refines its grantmaking in the area of Race and Rights.

CAMPAIGN FOR BLACK MALE ACHIEVEMENT

The Docket III grants recommended by the Campaign for Black Male Achievement (CBMA or the Campaign) advance its substantive goals of strengthening family structures, ensuring educational equity and expanding work opportunities for black males. They also rely on strategies such as leadership development, cultivating philanthropic partnerships, faith and youth

organizing, or employing arts and culture to draw attention to the particular challenges black males face and to strengthen the field of black male achievement.

CBMA is in the process of confirming which of the grants recommended in this docket may be tied off as it begins to deepen its focus on a discrete set of policy goals and geographic venues.

Strengthening Family Structures

Through its innovative programming and cultivation of a volunteer network comprised of more than 800 members, the **Black Star Project** has contributed to building strong and functioning family units, providing mentors for young people, teaching youth conflict-resolution skills, and ensuring that youth have solid educational foundations that lead to real economic opportunities. A renewal grant will allow it to continue its work in Chicago, Illinois and disseminate its mentoring and organizing models nationally.

Educational Equity

Renewed general support for **Urban Underground** will enable it to increase its capacity to effectively recruit, engage, and support black males age 14 to 18 in Milwaukee, Wisconsin through its civic engagement, media, arts and culture, and academic support programming. The organization addresses four core issue areas: education, juvenile justice, public safety, and health.

Expanding Work Opportunities

With renewed support from CBMA, the **UCLA Black Worker Center** will continue to advance the following goals in East Los Angeles: 1) dismantling the barriers of unemployment discrimination; 2) creating access to quality jobs for black males; and 3) transforming low-paying, low-skilled jobs into fulfilling, sustainable careers through unionization and leadership development.

Leadership Development

A project support grant to the **Philadelphia Leadership Foundation's** Healing Communities program will provide a framework for local churches to address issues important to black men and boys in Philadelphia. The Healing Communities program will provide training and support that enables congregations to develop mentoring programs for black men and boys, and connect black males to social service providers working in employment, housing and education.

A project grant will support the **Miami Foundation's** implementation and management of the Black Male Engagement Initiative, which is a pilot project that was launched in August 2011 in Detroit and Philadelphia by the John S. and James L. Knight Foundation in partnership with the Campaign for Black Male Achievement. The initiative's goal is to highlight the positive impact black males have on their neighborhoods and communities through civic engagement.

The recommended project grant to the **Foundation Center** will support a research project to identify funding trends in the field of black male achievement. The grant will advance the CBMA's efforts to facilitate dialogue within the philanthropic and non-profit sector focused on increasing and leveraging resources to improve life outcomes for black men and boys.

We look forward to meeting with you on October 18 to discuss this docket and any other issues pertaining to the Equality and Opportunity Fund.

Equality and Opportunity Fund
Table of Contents
Docket III

Racial Justice and Immigrant Rights

Welcoming America 8
Center for New Community..... 12
Border Action Network..... 17

LGBTQ Rights & Gender Justice

National Latina Institute for Reproductive Health..... 22
Institute for Women’s Policy Research..... 27
National Partnership for Women and Families 32
Proteus Fund 37
National Asian Pacific American Women’s Forum 41
Choice USA 46
Park Square Advocates, Inc. 51
Ms. Foundation for Women..... 57
Jewish Funds for Justice..... 61
National Gay and Lesbian Task Force Foundation 66

Anti-Violence Advocacy

Alliance for Educational Justice 71

Neighborhood Stabilization Initiative

Center for Responsible Lending 77
National Consumer Law Center..... 81
Sustainable Neighborhoods Development Strategies, Inc. 85

Campaign for Black Male Achievement

Urban Underground Inc. 91
UCLA Center for Labor Research and Education 96
The Black Star Project 101
Philadelphia Leadership Foundation..... 105
John S. and James L. Knight Foundation..... 111
Foundation Center..... 115

**RACIAL JUSTICE
&
IMMIGRANT RIGHTS**

Grant ID: 20033956

Legal Name of Organization: Welcoming America

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: A general support grant to Welcoming America will support its efforts to increase interaction and understanding between foreign-born and U.S.-born Americans. Welcoming America is a national, grassroots-driven collaborative that works to promote mutual respect and cooperation between foreign-born and U.S.-born Americans. Headquartered in Atlanta, Welcoming America currently represents 18 affiliates across 19 states. The ultimate goal of Welcoming America is to create a welcoming atmosphere – community by community – in which immigrants are more likely to integrate into the social fabric of their hometowns. Its state and local affiliates use a combination of local leadership development, strategic communications, and public engagement to reduce anxiety and promote healthy dialogue on immigrant integration in communities across the country. Welcoming America’s long-term community building efforts advance EOF’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. In addition, it advances the specific immigrant rights grantmaking priority of promoting immigrant integration. The recommended grant will provide renewed funding at a steady amount.

Previous OSI Support: \$150,000
\$128,000 from Equality and Opportunity Fund, 2011
\$22,000 from Strategic Opportunities Fund, 2011

Organization Budget: \$639,000

Project Budget: n/a

Major Sources of Support: J. M. Kaplan Fund \$100,000
Unbound Philanthropy \$120,000
Draper Richards Kaplan \$100,000
Four Freedoms Fund \$ 80,000 (pending)

Amount Requested: \$150,000

Is this a contingent grant? No

Amount Recommended: \$150,000 (T1: 24448)

Term: 1 year, January 1, 2012

Matching Requirements: n/a

Description of Organization:

Welcoming America is a national, grassroots-driven collaborative that works to promote mutual respect and cooperation between foreign-born and U.S.-born Americans. Headquartered in Atlanta, Welcoming America currently represents 18 affiliates across 19 states. The ultimate goal of Welcoming America is to create a welcoming atmosphere – community by community – in which immigrants are more likely to integrate into the social fabric of their hometowns. Its state and local affiliates use a combination of local leadership development, strategic communications, and public engagement to reduce anxiety and promote healthy dialogue on immigrant integration in communities across the country.

It is the first national organization in the U.S. to focus its efforts on addressing the fears and concerns native-born Americans have in the face of rapid local immigrant growth. The Welcoming America National Desk supports the capacity-building and strategic growth of the affiliates through fundraising support, facilitated networking, and trainings on messaging and strategy development. The Welcoming Tennessee campaign has served as a model for other Welcoming campaigns and, in 2009, was awarded Migration Policy Institute's prestigious E Pluribus Unum award for exceptional immigration integration. In early 2011, Welcoming America won the prestigious Draper Richards social entrepreneurship fellowship.

The Tennessee Immigrant and Refugee Rights Coalition (TIRRC) is a statewide, immigrant and refugee-led collaboration whose mission is to empower immigrants and refugees throughout Tennessee to develop a unified voice, defend their rights, and create an atmosphere in which they are recognized as positive contributors to the state. Since its founding in 2001, TIRRC has worked to develop immigrant leadership, build the capacity of its immigrant-led member organizations, help immigrant community members understand and engage in the civic process, and educate the public about policies that would better promote integration of new immigrants and facilitate their full participation in US society.

Description of Program for Which Funding Is Sought:

Welcoming America requests general support.

Rationale for Recommendation:

Welcoming America's long-term community building efforts advance EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. In addition, it advances the specific immigrant rights grantmaking priority of promoting immigrant integration.

A grant to Welcoming America will support its efforts to increase interaction and understanding between foreign-born and U.S.-born Americans. In the past 20 years, immigration to the U.S. has grown at a pace not seen since the early 1900s. While in 1990, one in 12 people in America was an immigrant, that number grew to one in eight by 2005. By 2050, it is expected to leap to one in five.¹ Anxiety regarding immigration has been most pronounced in new gateway cities such as Nashville, Boise and Omaha where immigrant populations have grown at much faster rates than in traditional immigrant receiving states. This anxiety has been exploited by anti-immigrant groups as well as opportunistic politicians and public figures seeking to capitalize on the politics of fear. What distinguishes Welcoming America is that it seeks to counter anti-immigrant sentiment and defuse anxiety not by entering into the political fray but, rather, by increasing U.S.-born Americans' exposure to immigrants through facilitated gatherings that build understanding and trust.

Welcoming America is the brainchild of David Lubell, a former immigrant rights organizer and the founder of the Tennessee Immigrant and Refugee Rights Coalition. In organizing on behalf of immigrants, Lubell realized that he and his colleagues were encountering barriers in moving beyond individuals who were already predisposed to support immigrant rights. Frustrated by this inability to mobilize new and untapped constituencies, he founded Welcoming America as a vehicle to overcome the misconceptions U.S.-born Americans have about immigrants and *vice versa*.

One of the key gaps in the immigrant rights movement has been its limited ability to reach the "unsure." The unsure are the millions of Americans who are startled by the growth of the immigrant population in their community, who are fearful of changing demographics, and who do not feel settled in their opinion about recent immigration to the U.S. Welcoming America aims to reach the "unsure" across the country by connecting immigrants with citizens of receiving communities.

Welcoming America also enlists "unusual suspects" to help create a climate in communities for future immigration reform. Although the immigrant rights movement has succeeded in pulling in strong allies, it has not been as successful in attracting mainstream support – such as the Rotary Club in Colorado, the Nissan Corporation in Tennessee, and several city managers in California

¹ <http://pewhispanic.org/reports/report.php?ReportID=85>

– all of which are active leaders of Welcoming campaigns. These organizations, and others like them, need an entry point. Welcoming America aims to fill that gap.

Finally, in an environment of increasingly punitive immigration enforcement policies and practices, it is difficult for the immigrant rights field to avoid moving almost exclusively into “defensive mode.” Nevertheless, the field needs to be able to play defense and offense at the same time, and Welcoming America offers an important offensive strategy in these difficult times. It will continue to improve the climate for immigrants, change the messages communities hear about immigrants, and engage thousands of allies – both likely and unlikely – to support the immigrants’ rights movement.

While Welcoming America’s goals are decidedly non-political, its work has already been shown to have positive ripple effects in the policy arena. Over the last few years, affiliates have successfully countered municipal-level anti-immigrant ordinances and changed local attitudes towards immigrant communities. In 2009, Welcoming Tennessee members helped defeat an English-Only resolution in Nashville. Welcoming resolutions have been passed in seven communities: Wilder, Indiana; Birmingham, Alabama; and the Massachusetts towns and cities of Arlington, Boston, Cambridge, Great Barrington, North Adams, and Pittsfield. The combined population of these Welcoming communities is 1,069,832. The passage of a Welcoming resolution is only possible when a significant percentage of the population is supportive.

EOF staff is excited to continue to support this work because it has the potential to serve as an antidote to the growing hate, xenophobia and intolerance that undercut the work in many of the fields that U.S. Programs supports. Given the current political climate of “Arrest, Detention and Deportation,” and the dominant criminalization narrative in immigration enforcement, an aggressive hearts and minds campaign is needed to meet non-immigrant members of receiving communities where they are – in their churches, neighborhoods, schools, chambers of commerce and local media. Welcoming America offers an alternative narrative. In the context of diminished, short-term hope for comprehensive immigration reform, Welcoming America has the ability to reach audiences not necessarily part of the comprehensive immigration reform strategy.

Accordingly, the Equality and Opportunity Fund recommends a grant of \$150,000 over one year to provide general support to Welcoming America.

Grant ID: 20033958

Legal Name of Organization: Center for New Community

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

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

Previous OSI Support: \$650,000
\$ 90,000 from Immigrant Rights, 2004-06
\$200,000 from Immigration Innovation, 2007-09
\$ 60,000 from Strategic Opportunities Fund, 2006-07
\$300,000 from Equality and Opportunity Fund, 2010-2011

Organization Budget: \$1,300,000

Project Budget: n/a

Major Sources of Support:

Ford Foundation	\$110,000
Unbound Philanthropy	\$137,500
J.M. Kaplan Fund	\$121,000
Horace H. Hagedorn Fdtn	\$ 67,000
Akonadi Foundation	\$ 38,000

Amount Requested: \$300,000

Is this a contingent grant? No

Amount Recommended: Total amount recommended is \$300,000 (\$150,000 from the Equality and Opportunity Fund, T1: 24449 and \$150,000 from the Equality and Opportunity Fund, T1: 24452)

Term: 2 years, beginning January 1, 2011

Matching Requirements: n/a

Description of Organization:

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

The Center has been instrumental in protecting the civil and human rights of groups throughout the U.S. since its inception. In response to the growth of anti-immigrant activity, the Center has been engaged with organizations across the country to stem the impact of the movement. Staff have worked directly with immigrant, civil, and human rights organizations, community and civic groups, organized labor, religious institutions, and the business community from coast to coast and border to border to counter this movement.

From its early days the Center has been deeply committed to working “on the ground” in locales and among vulnerable peoples often viewed as “disposable.” Through its community-based organizing, low-income people in Tennessee, Missouri, Iowa, and Minnesota have come together to counter a wide range of social, economic, and racial justice issues and concerns and to create new opportunities for their well-being. The Center’s organizing initiatives with low-wage

immigrants and refugees who work in the food sector have cultivated strong new leaders in over a dozen rural communities in three states, resulting in an emerging food and racial justice movement nationally.

CNC currently organizes against anti-immigrant bigotry through four initiatives:

- **Nativism Watch** – Nativism Watch researches the extremist wing of the anti-immigrant movement, especially the John Tanton Network, to educate immigrant rights and civil rights organizations, the media, and the general public on misinformation and bigotry fostered by these organizations. Nativism Watch tracks communications from the anti-immigrant movement to its supporters, attends and monitors anti-immigrant events, informs unwary “mainstream” event sponsors of the true nature of the Tanton Network’s objectives for their participating in mainstream meetings, and conducts in-depth research on specific leaders and organizations in the anti-immigrant movement. The center then disseminates key information to immigrant rights advocates, mainly through the Center for American Progress’ Anti-Hate Table (which received support through a USP grant approved in September 2011) and the general public (through the center’s blog and website).
- **Initiative on Migration, Race and the Environment** – Launched in 2009, the Initiative educates environmental and related progressive activists about the anti-immigrant movement’s strategic use of environmental issues, the climate change debate, and resource allocation conflicts to restrict immigration. The Center has the capacity to track the strategies used by the anti-immigration movement, weaken the credibility of its environmental front groups, and convince authentic environmental activists to disassociate themselves from these front organizations. The Center’s publications on the topic have also been useful in laying bare the hypocrisy behind blaming immigrants for environmental degradation.
- **Student Organizing Initiative** – The Center’s supports the activity of youth and students in the Washington, D.C. area who speak out against anti-immigrant actions on their campuses and in their community. In addition to opposing campus events featuring nativist speakers, members educate their universities about bigotry on their campuses, including anti-immigrant student groups.
- **Which Way Forward** – Launched in 2004, Which Way Forward partners with African American leaders to build a strong counterweight to racist/white nationalist rhetoric in the anti-immigrant movement and to push back on nativist organizations advocating in the African American community. In 2009, Which Way Forward joined allied organizations to launch the Black Immigration Network (for which USP approved a grant earlier this year), to further expand work in African American and African refugee communities.

Description of Program for Which Funding Is Sought:

The Center for New Community requests general support.

Rationale for Recommendation:

A renewal grant to the Center 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. In addition, it advances the specific immigrant rights grantmaking priority of promoting immigrant integration as well as challenging the backlash violence against immigrant communities.

A general support grant to the Center will support its efforts to counter anti-immigrant campaigns around the country. Since its inception in 1995, the Center has had a national role in exposing the racism of the anti-immigrant movement, helping shift the nature of the national debate about immigration, and building a strong and growing network of organizations committed to countering the movement's activities.

In recent years, the Center has targeted members of the John Tanton Network. The Tanton Network is the core of the organized anti-immigrant movement in the U.S. Its main institution, the Federation for American Immigration Reform (FAIR), is the primary opposition lobby to comprehensive immigration reform and other pro-immigrant policies. EOF staff attributes much of FAIR's dwindling influence on Capitol Hill to the Center's research, strategy development, and leadership. The Center is one of the only organizations playing this role. While other entities, such as the Immigration Policy Center at the American Immigration Council (recommended for funding in this docket), provide research and analysis on nativist organizations, the Center's plays a niche role in developing and implementing creative campaigns.

The Center provided background information for the *New York Times* feature on John Tanton and for the *Rachel Maddow Show's* exposé on FAIR and the origins of Arizona's SB 1070. These pieces, particularly the *Times* article, likely contributed to the resignation of John Tanton from FAIR's board. In addition, turnout has dropped at FAIR-sponsored events such as the *Hold Their Feet to the Fire* advocacy day, where talk radio hosts lobby Congressional leaders to oppose pro-immigrant reforms.

The Center's programs supplement several OSF investments, including those to the Center for American Progress' Anti-Hate Table and its members. Increasingly, the Center aims to stem nativist organizing efforts among traditionally progressive communities, including the environmental movement, campus groups, and the African American community. By publicizing the bias and misinformation perpetuated by the anti-immigrant movement, the Center undermines the credibility of nativist organizations, their messages, and their agenda. This creates space for immigrant rights advocates to push pro-immigrant frames and policies. This also provides cover for political leaders to stand against nativist policies.

Over the last year, the Center has encountered a number of organizational challenges. Eric Ward, the primary strategist behind the Center's countering hate work, left the Center to become a program officer at Atlantic Philanthropies. Although this departure left a leadership gap, EOF staff and Ward have confidence in the remaining countering hate team, especially Associate Director Jill Garvey. In addition, the Center's founder, Rev. Dave Ostendorf, plans to leave the organization within the next two years. Beyond this, the Center's success in countering

organized bigotry is becoming a liability. Previously under the radar, the Center has come to the attention of the anti-immigrant movement and become a public target. To tackle these challenges, the Center completed a strategic plan in September. As part of its planning process, the Center considered many options, including the possibility of dissolving and re-establishing itself under a different name, which it ultimately rejected. It now has a leadership succession plan in place. It has begun to restructure its staff and programs and is increasing its fundraising capacity.

Given the Center's track record and future potential, the Equality and Opportunity Fund recommends a grant of \$300,000 over two years to provide general support to the Center for New Community.

Grant ID: 20033708

Legal Name of Organization: Border Action Network

Tax Status: 501 (c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: A general support grant to the Border Action Network will support its efforts to strengthen the advocacy and participation of immigrant communities along the Arizona-Mexico border. With a strong membership base, Border Action Network has successfully organized at the local level to provide its members resources and trainings to defend human and constitutional rights, hold government agencies accountable, and insert their voices into national and international policy debates on immigration and border enforcement. Since it began in 1999 as a volunteer-based organization, the Border Action Network has grown to become actively involved in policy discussions at the local, regional, and national levels. The recommended grant advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies. This recommended grant amount is an increase of \$50,000 to help support BAN's increased staffing and programmatic activities.

Previous OSI Support: \$100,000 from US Immigrant Rights, 2009

Organization Budget: \$566,000

Project Budget: n/a

Major Sources of Support:

Marguerite Casey	\$100,000
U.S. Human Rights Fund	\$75,000
Four Freedoms Fund	\$20,000
General Service	\$100,000

McMiles	\$15,000
Solidago	\$8,000

Amount Requested: \$150,000

Is this a contingent grant? No

Amount Recommended: \$150,000 (T1: 24449)

Term: Two years, beginning January 1, 2012

Matching Requirements: n/a

Description of Organization:

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

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

Description of Program for Which Funding Is Sought:

Border Action Network requests general support.

Rationale for Recommendation:

A general support grant to the Border Action Network (BAN) 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 immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies.

Border Action Network began as a membership based organization and used a *promotora*² model to connect its members to available resources and support mechanisms. When BAN members

² *Promotoras* are outreach workers who rely primarily on one-on-one interactions and home visits to raise awareness of issues affecting a particular community and its individual members.

expressed readiness to inject their voices into policy conversations and decision-making processes related to border enforcement policies, the organization began to host community forums and create other opportunities for its members - those most impacted by border enforcement policies - to articulate reform ideas. Through BAN's rights-based curriculum and training, community members learn how to respond when they or someone they know is threatened with detention or deportation. Members also learn to document abuses and share their experiences with policymakers. To amplify its members' voices, BAN has developed strong relationships with elected officials and business groups.

In 2010, Border Action Network launched "Infórmate, Prepárete y Únete" (Inform, Prepare and Unite), an education campaign that it launched shortly after the passage of SB 1070. Through DVDs, handouts and community meetings, BAN members educate communities about the basic traffic or vehicle maintenance laws that have accounted for approximately 69% of the initial stops and point of contact with police enforcement. These trainings help communities reduce the likelihood of detention and also provide tips on creating emergency response plans to minimize the crisis when someone is detained or deported.

Through the advocacy of its membership base, BAN has supported border enforcement policies that encourage partnerships and build trust between residents and local law enforcement. Despite record low crime in border communities, many elected officials continue to depict the border region as unsafe and violent. Capitalizing on the exaggerated and dramatic depiction of the border region presented in the mainstream media, Governors Rick Perry and Jan Brewer secured political and financial support towards a fortified border fence between the U.S. and Mexico, which was further reinforced by increased military presence and surveillance equipment. Intended to highlight and address undocumented migration and drug cartel operations, these border enforcement strategies have ultimately hindered the quality of life for many border residents. Through its community education and engagement efforts, BAN has been able to unveil the true impact of such policies and help lead an alternative dialogue about border enforcement. The harsh enforcement policies, which have broken families and created a climate of fear, underscore Border Action's value and role as a community-based organization.

In the past year, BAN has played a leadership role in the formation of the Southern Border Communities Coalition, a multi-state border coalition that has brought together advocates from San Diego, California to Brownsville, Texas. Officially launched in March 2011, this coalition is dedicated to building a border region that is safe and accountable to the communities who live there. Through its coordinated advocacy, this coalition aims to promote border solutions that advance a positive image of the border region, improve the quality of life for the border communities, and promote economic opportunities. One of the driving points for BAN and for the broader coalition has been the demand for law enforcement accountability in connection with reported abuses and deaths along the border. The ACLU of New Mexico, a coalition member, has led the creation of an online documentation database to collect information on border-related abuses. This database enables advocates to aggregate border data using consistent and common metrics. BAN serves as the anchor for Arizona-based work and also participates in the coalition-wide activities.

Economically, the border continues to be one of the poorest regions in the U.S. Many of BAN's members continue to struggle to attain basic infrastructure such as potable water, safe roads and housing. As such, central to BAN's work is building the political visibility and power of its members to communicate the impact of border policies on their communities. BAN's rapid growth in the last few years has led it to engage its members, staff and board to determine the areas in which it can best meet the needs of its membership and achieve a manageable number of policy victories.

Founding member and current executive director Jennifer Allen has announced her intentions to step down by early December 2011. She and the BAN board have developed a work plan and a transition team. As part of this process, the board will engage with Border Action's membership in an organization assessment and strategic planning process.

The Equality and Opportunity Fund recommends a grant of \$150,000 over two years to provide general support to the Border Action Network.

LGBTQ RIGHTS AND GENDER JUSTICE

Grant ID: 20033611

Legal Name of Organization: National Latina Institute for Reproductive Health

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: A general support grant will fund National Latina Institute for Reproductive Health’s work to ensure the right to reproductive health and justice for Latinas and their families through public education, community organizing and policy advocacy. NLIRH focuses on three program areas: increasing access to abortion, eliminating reproductive health disparities, and advancing the rights of immigrant women. Founded in 1994, NLIRH is the only national Latina health and reproductive justice organization dedicated to representing an increasingly diverse and growing Latina population. 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. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies.

Previous OSI Support: \$200,000
\$100,000 from Repro Rights Domestic, 1997
\$100,000 from Repro Rights Domestic, 1999

Organization Budget: \$1,545,370

Project Budget: n/a

<u>Major Sources of Support:</u>	Arcus Foundation	\$37,500
	Ford Foundation	\$150,000
	Hewlett Foundation	\$679,124
	Irving Harris Foundation	\$45,000
	Packard Foundation	\$149,500
	Prospect Hill Foundation	\$50,000
	Wellspring Advisors, LLC	\$538,879

Amount Requested: \$220,000

Is this a contingent grant? No

Amount Recommended: \$218,513
(\$168,513 from T1: 24450 and \$50,000 from T1: 24449)

Term: Two years, beginning November 1, 2011

Matching Requirements: n/a

Description of Organization:

Founded in 1994, National Latina Institute for Reproductive Health (NLIRH) is the only national health and reproductive justice organization dedicated to representing an increasingly diverse and growing Latina population. It focuses on three program areas: increasing access to abortion, eliminating reproductive health disparities, and advancing the rights of immigrant women. NLIRH conducts original research, provides policy analysis, and conducts public education to address reproductive health disparities facing Latinas. It also fosters local advocacy networks to provide Latinas with accurate reproductive health information and to connect them to local and national advocacy efforts to protect reproductive rights. These advocacy networks focus on two particularly hard to reach populations, young women and limited-English proficient Latinas. Advocacy networks are located in Chicago, Miami, Minneapolis, New York, Philadelphia, and the Rio Grande Valley. NLIRH has offices in New York and Washington, DC.

Description of Program for Which Funding Is Sought:

National Latina Institute for Reproductive Health requests general support.

Rationale for Recommendation:

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.

Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies.

The reproductive health/rights movement has suffered in recent decades from the lack of an organized base, isolation from other social justice movements, and the failure to engage and promote the leadership of the women most impacted by inequality. The absence of a broader strategy that addresses poverty, racism and other structural inequalities that shape a woman's ability to exercise her choices has resulted in a single-issue platform that does not resonate with a broad spectrum of women—and has largely failed at defending access to abortion and reproductive health services.

Increasingly, women of color-led organizations are charting a new course and developing innovative ways to speak to the experiences and challenges unique to communities of color, immigrants and low-income women. In the last decade, these groups have moved from the margins to grow into leaders of a new reproductive rights movement. Partnering with well-established advocates such as Planned Parenthood Federation, NARAL Pro-Choice America, the National Health Law Project, and the ACLU, groups like NLIRH, the National Asian Pacific American Women's Forum, and Choice USA have broadened reproductive rights strategies to address racism and engage youth to challenge restrictive reproductive rights policies.

NLIRH fills an important niche in these efforts by advocating on behalf of Latinas. Latinas face a unique and complex array of barriers to reproductive health that are exacerbated by poverty, gender, racial and ethnic discrimination, xenophobia, and often language barriers. For example, the incidence of cervical cancer for Latina women in the United States is almost twice as high as non-Latina white women. Latinas have the 2nd highest mortality rate from cervical cancer, after black women. Approximately 4,000 women die of cervical cancer annually with Latina death representing a proportion nearly 40% higher than that of non-Latino women. HIV/AIDS infection rates amongst Latinas are six times higher than the rate among white women. Finally, coercive reproductive health policies disproportionately affect women of color, including Latinas. These policies include welfare caps that reduce or limit the cash assistance a woman receives if she has additional children while receiving aid, court-mandated use of contraceptives such as Norplant, and cuts in Medicaid-funded services for pregnant immigrants.

NLIRH has achieved concrete policy victories that protect access to abortion and reproductive health services. It also successfully organizes Latina communities by providing medically sound reproductive health resources and creating opportunities to engage in policy advocacy. Recent accomplishments include:

Ensuring that the Affordable Care Act of 2010 (ACA) included access to abortion and provided affordable care to immigrants and low-income families

NLIRH worked working with national and state non-profit organizations, federal agencies and activists across the country to improve provisions that left out the most vulnerable populations – immigrant communities and their families. NLIRH submitted comments to the Department of Health and Human Services, evaluated new developments in ACA implementation, and testified on behalf of millions of Latinas and their families to advocate for high quality health services. NLIRH launched the *Birth Control: Nuestra Salud, Nuestra Prevención* campaign to lift the

voices of Latinas and advocate for access to prescription birth control without co-pays under the health law. NLIRH also hosted a policy briefing titled: *Latinas and Reproductive Justice in the 112th Congress* to reflect on the current political climate and the prospects for reproductive rights and justice in the 112th Congress.

Educating and engaging Latino communities on abortion and reproductive health

NLIRH has partnered with the Reproductive Health Technologies Project to launch the first national public opinion poll regarding Latina/o attitudes on abortion. This multi-faceted research study will provide an in-depth understanding of the factors that shape Latinas/os' opinions about abortion. In March 2011, NLIRH launched a bilingual educational campaign, *What's the Real Problem? Young Motherhood, Stigma, and Reproductive Justice*, aimed at providing Latinas and their families accurate information on abortion and reproductive health. Advocacy tools include a toolkit that offers bilingual and culturally competent written resources and films.

Producing academic research and policy briefs on reproductive health of Latinas

NLIRH engaged in peer-reviewed research and is viewed as a reliable source of information on reproductive health disparities for Latinas. Recent publications include:

Abortion Primer for Latinas The primer provides medically accurate information about abortion and resources on accessing abortions and other reproductive health services. It also debunks common misinformation and fear tactics that attempt to frighten and shame women who consider abortion.

Population Control by Sterilization: The Case of Puerto Rican and Mexican-Origin Women in the United States: A peer-reviewed article published in the *Latino(a) Research Review* in 2010.

Latina immigrant women's access to abortion: Insights from interviews with Latina grassroots leaders: This research brief on abortion was distributed at the networking breakfast reception co-sponsored by the Congressional Hispanic Caucus, NLIRH, and the Planned Parenthood Federation of America during the 2010 Congressional Hispanic Caucus Institute Policy Conference.

As one of the few national advocacy organizations versed in issues that impact Latinas, NLIRH is increasingly called upon to articulate the experiences of Latinas in immigration issues. The attacks on the 14th Amendment's birthright citizenship provision sought to portray immigrant women as deceptive, calculating and callous criminals who birthed babies for the sole purpose of securing a path to citizenship for themselves. NLIRH was instrumental in debunking this portrayal. As a member of the Leadership Conference on Civil Rights, NLIRH also ensured that women were at the center of the broader civil rights community's response to attacks on birthright citizenship.

EOF staff believes a more effective immigrant rights movement requires better integrating a full range of the immigrant experiences, including that of women and youth. NLIRH is a strong example of an organization that provides the immigrant rights movement with a critically important gender analysis.

The Equality and Opportunity Fund recommends general support of \$218,513 over two years the National Latina Institute for Reproductive Health.

Grant ID: 20033615

Legal Name of Organization: Institute for Women’s Policy Research

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support research and advocacy on behalf of low-income women and women of color

Grant Description: A project grant will support the Project on Women of Color and Immigrant Women (the Project) at the Institute for Women’s Policy Research. The project will deepen the institute’s engagement with advocates seeking to protect immigrant and low-wage worker women. The institute will partner with civil rights and racial justice groups to conduct data and policy analysis that illustrate the specific needs of low-income women, women of color and immigrant women. The institute was established in 1987 as an independent, non-profit research organization dedicated to informing and stimulating debate on public policy issues of critical importance to women. It applies a gender analysis to social problems, highlighting comprehensive solutions to poverty and inequality. 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.

Previous OSI Support: \$555,000
\$30,000 from Strategic Opportunities Fund, 2005
\$75,000 from Gov & Pol Campaign Finance Reform, 2002
\$100,000 from Gov & Pol Dev/ Effective Government, 1999
\$100,000 from Repro Rights Domestic, 1999
\$125,000 from Repro Rights Domestic, 2001

\$125,000 from Gov & Pol Dev/ Effective Government, 2001

<u>Organization Budget:</u>	\$2,310,246
<u>Project Budget:</u>	\$150,000
<u>Major Sources of Support:</u>	n/a
<u>Amount Requested:</u>	\$150,000
<u>Is this a contingent grant?</u>	No
<u>Amount Recommended:</u>	\$150,000 (T1: 24450)
<u>Term:</u>	Two years, beginning September 1, 2011
<u>Matching Requirements:</u>	n/a

Description of Organization:

Founded in 1987 and based in Washington, D.C., the Institute for Women’s Policy Research (IWPR) conducts research that applies a gender analysis to critical public policy matters and serves as an important resource to advocates, policymakers, and journalists concerned with addressing gender discrimination. IWPR’s research and advocacy focuses on the following:

Employment, Education, & Economic Change - employment and job quality, economic status of women in the states, pay equity and discrimination, access to higher education, unemployment and the economy

Democracy & Society - the status of women and girls, immigration and religion, women in unions, women's political participation

Poverty, Welfare, & Income Security - retirement and Social Security, poverty, Katrina and the Gulf Coast, welfare reform

Work & Family - early care and education, family leave and paid sick days, workplace flexibility

Health & Safety - women's access to health insurance, costs and benefits of preventative health services for women, costs of domestic violence

Description of Program for Which Funding Is Sought:

IWPR seeks support for its Project on Women of Color and Immigrant Women (the Project). The Project will deepen IWPR’s engagement in policy issues relevant to immigrant women and low-income women of color. In collaboration with national, state and local advocates, IWPR will identify research needs, and develop fact sheets and other resources to illustrate problems and viable solutions. IWPR will also host briefings and strategy sessions to foster collaboration on these issues among researchers, academics,

policy makers and advocates. The following is a breakdown of the principal parts of the proposed project and planned deliverables.

1) Women and Immigration

Briefing Paper: Economic Insecurity among Latinas and Latina Immigrants. In the fall of 2010, with funding from the Rockefeller Foundation, IWPR conducted a survey of nearly 500 Latinas and Latina immigrants on a range of issues, including access to education, jobs, and economic security. Drawing on the survey results, IWPR will assess the impact of the economic downturn on Latinas and their families. Factors it will consider include job loss, wage disparities, limited access to work supports and income replacement programs. These findings will be compared to those for the entire population. This briefing paper will serve advocates addressing the needs of women, women of color, and immigrants.

Networking and strategy meetings on women and immigration. Few forums allow advocates, researchers, and community leaders who are concerned about immigration to focus specifically on the needs of women immigrants. IWPR will host three new networking and strategy events, to help immigrant rights advocates hone and develop strategies that are specific to the needs of women immigrants. IWPR would co-host, with local leaders, convenings in Atlanta and in northern Virginia. IWPR has conducted participatory research related to immigrant women in both sites. Another meeting will take place in Washington, DC with advocates and leaders to discuss information gaps, particularly about the impact of policies on immigrant women and families. IWPR will prepare and disseminate reports with recommendations from the meetings.

2) Paid Sick Days Access for Immigrants, Communities of Color, and Domestic Workers

Briefing Papers: Paid Sick Days for Immigrant Workers and for Domestic Workers. IWPR has already published research from the National Health Interview Survey showing that Latinos and Latinas have low rates of paid sick days coverage and, in other research, has provided access rates to paid sick days by occupation (restaurant jobs typically exhibit low rates of coverage). IWPR will synthesize data from these surveys and others for a briefing paper that documents access and use of paid sick days among immigrant workers disaggregated by gender and workforce sector. The second briefing paper will provide the same information for domestic workers. The analyses could be replicated by IWPR on a state or local basis as needed by the advocacy community.

Briefing Paper: Racial/Ethnic Disparities in Health and Paid Sick Days Access. This briefing paper builds on work performed for the Connecticut sick days advocates in the spring of 2011. IWPR drew on National Health Interview Survey and the American Community Survey data to address access to paid sick days across race and gender in Connecticut and Emergency Department cost savings (especially to public health insurance programs as well as related improvements in general health that would result for more paid sick days. This was critical data for advocates who successfully won passage of the first statewide paid-sick leave law in June 2011. The briefing paper will link health and health care cost improvements resulting from paid sick day coverage across lines of race and gender. The analyses could also be performed at the local or state level as needed by advocates.

Briefing Paper: The Costs and Benefits of Paid Sick Days for Domestic Workers. IWPR has already undertaken 12 analyses of the costs and benefits to employers from paid sick days at the state, local and national level, demonstrating that the costs are minimal after benefits are taken into account. IWPR will replicate this analysis for domestic workers and other home care providers. This research will address the budgetary implications of providing paid sick days.

3) Workplace Rights and Job Quality for Domestic Workers

Research support for national and state-level domestic worker advocates. IWPR will prepare a literature review exploring the use and effectiveness of career ladders in the home-care industry. This work will build on IWPR expertise in nursing, career ladders in early childhood education and career paths in other fields dominated by women, as well as on immigration policies as they affect women. In addition, IWPR has already been requested to provide on-going statistical research to generate estimates of the number of home care providers and the effects of providing a living wage and benefits to that workforce. IWPR will continue that work as policy proposals take shape and will provide relevant information on these issues to state-level advocates as needed.

Rationale for Recommendation:

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

Continuing fallout from the economic crisis has intensified the need for supports for low-wage workers. Further, by almost every economic indicator, women are faring worse than men in this economic downturn.³ Yet, debate continues at the federal level regarding cuts in programs used disproportionately by low-income women: income and work supports, Medicare, Medicaid and Social Security. An increasing number of women serve as chief breadwinners for their families, in addition to being lead caregivers. Women of color continue to face barriers of discrimination, and recent immigrants are often subjected to extremely low pay, precarious employment, and constant threats of legal sanctions. For all of these reasons, efforts to focus on the specific needs of low-income women are especially important.

Especially during times of fiscal constraint and economic hardship, it is important to provide research that can quantify the economic costs and benefits of proposed policies, and demonstrate

³ An IWPR and Rockefeller Foundation survey shows that while men and women are suffering severe economic hardships, women have been disproportionately impacted. They are having difficulty paying for basics like food (26 million women and 15 million men), health care (46 million women and 34 million men), rent or mortgage (32 million women and 25 million men), transportation (37 million women and 28 million men), utility bills (41 million women and 27 million men), and they have difficulty saving for the future (65 million women and 53 million men). On almost every measure of economic security, the survey reveals this recession has visited more hardship on women than it has on men.

how programs can be improved to ameliorate long-standing and emerging inequities associated with gender, race, ethnic background, and nationality. This is a crucial time to foster dialogue with accurate data and analyses that can help protect and improve long-standing income and work support programs. It is also an opportunity to demonstrate the potential benefits of innovative new policies that will improve family economic security for low-wage working women and their families.

IWPR is viewed as a highly credible resource and effective advocate by policymakers, journalists and academics on issues relating to women and economic security. IWPR President Heidi Hartmann participated in President Obama's first summit on fiscal responsibility in February 2009. She also participated in the White House Workplace Flexibility Conference and testified before the National Commission on Fiscal Responsibility. IWPR often serves as a resource for policymakers, providing information to the White House as it prepared the report, "Women and the Economy" and participating in multiple meetings with the Department of Labor to discuss the collection, analysis, and release of data. In May 2011, IWPR, as co-chair of the Older Women's Economic Security Task Force of the National Council of Women's Organizations, helped organize a press conference on the lack of women represented in the budget negotiation process. The press conference garnered attention from [CBS News](#), [Roll Call](#), [The Hill](#), [Huffington Post](#), and [Jezebel](#). As a result, IWPR President Hartmann, along with representatives from other women's organizations, met with top White House officials to discuss the on-going budget negotiations. Finally, IWPR's research was pivotal to the 1993 passage of the Family and Medical Leave Act and to the passage of paid sick days legislation in Connecticut, San Francisco, Milwaukee, and Washington, DC. Over the last few months, IWPR staff briefed representatives from U.S. Department of Labor on the findings of its San Francisco paid sick days report and provided testimony before the Philadelphia City Council and the Massachusetts state legislature on the costs and benefits of paid sick days legislation.

IWPR is a key research partner to paid sick days advocates, including EOF grantees the National Partnership for Women and Families, the National Council of La Raza, the National Association for the Advancement of Colored People, and Family Values at Work. As a part of its work on women and immigration, IWPR has collaborated with advocacy groups and coalitions such as the National Latina Institute for Reproductive Health and the National Asian Pacific American Women's Forum, and NCLR. IWPR also recently began working with EOF and D&P grantee the National Domestic Workers Alliance to provide research assistance for the Caring Across Generations campaign. EOF believes the proposed project builds on IWPR's extensive expertise and outreach success and its ongoing work in support of immigrants, domestic workers, low-wage workers, and paid sick days initiatives.

For these reasons, EOF recommends a project support grant of \$150,000 over two years.

Grant ID: 20033616

Legal Name of Organization: National Partnership for Women and Families

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support a low-wage worker and women of color initiative within its Work and Family and Workplace Fairness Programs

Grant Description: A project grant to the National Partnership for Women and Families will support a low-wage worker and women of color initiative within its Work and Family and Workplace Fairness Programs. The two programs focus on advancing equal pay and paid leave policies as a means to achieve gender equity in the workplace and strengthen economic security for all workers. With project support, NPWF will work with stakeholders at the national, state, and local levels to deepen the engagement of female low-wage workers and women of color in the fight for these policies, and will produce tools and materials that explain the importance of these policies for low-wage workers and women of color. The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. 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. Further, it advances the specific racial justice grantmaking priority of challenging racial barriers and structural racism.

Previous OSI Support: \$2,830,000
 \$400,000 from Repro Rights Domestic, 1998
 \$250,000 from Repro Rights Domestic, 2000
 \$450,000 from Repro Rights Domestic, 2001
 \$450,000 from USJ – Women's Rights, 2004
 \$30,000 from Strategic Opportunities Fund, 2005
 \$225,000 from USJ – Women's Rights, 2006
 \$200,000 from Progressive Infrastructure Fund, 2006

\$400,000 from Progressive Infrastructure Fund,
2007
\$225,000 from USP – Independence of Judiciary,
2006
\$200,000 from Transparency & Integrity, 2009

Organization Budget: \$10,106,945

Project Budget: \$934,940

Major Sources of Support:

Annie E. Casey Foundation	\$15,000
Ford Foundation	\$150,000
Legal Advocates for Women	\$39,000
Marjorie Cook Foundation	\$60,000
Public Welfare Foundation	\$230,000
Rockefeller Family Fund	\$55,000
NPWF General Operating Funds	\$220,940

Amount Requested: \$250,000

Is this a contingent grant? No

Amount Recommended: \$220,000 (\$150,000 from T1: 24450; \$50,000 from T1: 24451 and \$20,000 from T1: 24448)

Term: Two years, beginning October 1, 2011

Matching Requirements: n/a

Description of Organization:

The National Partnership for Women & Families (NPWF) is dedicated to promoting fairness in the workplace, access to quality health care, and policies that help women and men meet the dual demands of work and family. For four decades NPWF has worked to eliminate discrimination and advance women’s economic and civil rights. Founded in 1971 as the Women’s Legal Defense Fund, NPWF is located in Washington, D.C.

Since its founding, NPWF has played a leading role in every major civil rights advance for women in the workplace. NPWF has spearheaded national campaigns in support of key policies that protect women and families, including the Pregnancy Discrimination Act and the Family and Medical Leave Act. More recently, it played a critical role in promoting and shaping the historic health care reform law that ushers in a new era of opportunities to expand access to quality, affordable health care for women and families.

Description of Program for Which Funding Is Sought:

NPWF seeks project support for its Low-Wage Workers and Women of Color Project (the Project). The Project spans both the Work and Family and Workplace Fairness Programs of NPWF. The two programs focus on advancing equal pay and paid leave policies as a means to achieve gender equity in the workplace and strengthen economic security for all workers. The Project will engage in policy analysis, research, public education and advocacy to highlight the ways low-wage workers and women of color are disproportionately impacted by lack of access to paid-sick days and other policies that enable a better balance of caretaking and work responsibilities. Key outcomes of the Project include engagement of national civil rights and racial justice organizations in economic security campaigns, development of advocacy materials focused on low-wage workers and women of color, and support to two to three local advocacy campaigns with a specific focus on low-wage workers and women of color. Through the Project, NPWF will accomplish the following:

Partner with key national civil rights organizations and groups representing low-wage workers to deepen and broaden their engagement in work-family campaigns. NPWF will convene national organizational leaders for a half-day meeting in Washington, D.C. The goal of the meeting will be two-fold: 1) to draw upon the expertise of participants to help shape outreach and education plans; 2) to heighten their involvement in and commitment to paid sick days and paid family leave; and 3) to identify research needs to illustrate the importance of policies that decrease the gender wage gap and enable work-life balance for communities of color. The meeting will brief participants on the need for work-family policies and the current state of play at the national, state, and local levels. It will also facilitate strategy discussions about how to improve current outreach strategies and advocacy resources to engage low-wage workers and women of color.

Develop an action plan, pilot engagement strategies, and identify best practices to more heavily engage organizations that serve communities of color and low-wage workers. The National Partnership provides policy and research support for a number of state and local campaigns. It will: expand support to two to three state and/or local paid sick day campaigns to create customized fact sheets and other materials; provide a “menu” of options for engagement for local organizations; convene worker discussion groups to help refine messaging and outreach strategies (both to the organizations and to the workers they represent); and use its national coalition contacts to help facilitate connections to local leaders and organizations. Potential campaign partners include local coalitions in Philadelphia, Detroit and a statewide effort in Massachusetts.

Rationale for Recommendation:

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

Laws and policies governing the workplace have not adapted to address the gender pay gap or to meet the caretaking needs of modern day workers and their families. Many families suffer the economic consequences of unequal pay practices, discrimination based on sex and caregiving status, and the absence of laws or policies that provide job-protected paid sick days and paid family and medical leave. The disparities based on race, ethnicity and income are striking and call for a targeted strategy to address the needs of low-wage workers and women of color.

In the U.S. today, women are paid just 77 cents for each dollar paid to men. Particularly for African American and Latina women, the disparities are striking: African American women are paid an average of 61 cents and Latina women earn an average of just 52 cents for every dollar paid to a white male. The pay gap has real consequences for families' economic security because women's earnings are more central than ever to their families' budgets. Women with children are the primary breadwinners in nearly forty percent of dual-earner households. At the bottom of the wage ladder, women's earnings are even more consequential: two-thirds of women with family incomes in the bottom quintile are primary family breadwinners. More than half of African American women bring home as much as or more than their husbands do.

In addition to earning less while providing more of their families' income, women also take on disproportionate family caregiving responsibilities. However, 42 percent of the private-sector workforce – 44 million workers – do not have access to even a single paid sick day for their own illness and millions more lack paid sick time they can use when a family member is sick. Disparities by income are striking: just 19 percent of the lowest-wage workers have access to paid sick days compared to 86 percent of the highest-wage workers. Across gender and racial/ethnic background, Latinos are hit the hardest: 58 percent of Latino workers, including 54 percent of Latina women, lack any paid sick time.

NPWF's Work and Family Program is a leader in national, state, and local efforts to secure paid family leave and paid sick days for all U.S. workers. Its leadership helped California labor and women's groups secure the nation's first paid family leave insurance program in 2002 and the enactment of a similar program in New Jersey in 2008. NPWF's support contributed to successful paid sick days campaigns in San Francisco in 2006 and in Milwaukee and Washington, D.C. in 2008. In 2011, its longstanding work with the Connecticut Working Families Organization contributed to the enactment of the nation's first statewide paid sick days law in that state.

NPWF's Workplace Fairness Program has led the fight for fair pay and other major efforts to improve the status of women in the workplace. For example, after the Supreme Court's damaging decision in 2007 in the case of *Ledbetter v. Goodyear Tire*, the Program fought to ensure that victims of pay discrimination can seek justice. It served as a leader of the coalition that fought to pass the Lilly Ledbetter Fair Pay Act, which restored workers' rights to sue for fair pay by expanding the statute of limitations. In 2011, the Program helped to lead the amicus briefing effort in *Wal-Mart v. Dukes* in support of workers' rights to band together to challenge unlawful systemic discrimination. The Program is leading the response to the Court's decision in June 2011 ruling that the women of Wal-Mart could not proceed in a single class action to challenge discriminatory pay and promotions.

NPWF is known for its strong partnerships with a range of organizations that serve women and communities of color, including EOF grantees the Family Values @ Work Consortium, the Women of Color Policy Network, the NAACP, the NAACP Legal Defense and Education Fund, the National Council of La Raza, the Mexican American Legal Defense and Education Fund, the Restaurant Opportunities Committee, and the Asian American Justice Center. Additionally, NPWF co-chairs the Employment Task Force of the Leadership Conference on Civil and Human Rights with the AFL-CIO and the Lawyers' Committee for Civil Rights Under Law.

In July 2001, EOF staff attended NPWF's annual paid sick leave summit in Washington, D.C. and noted the broad range of stakeholders in attendance, including policymakers, journalists, researchers, state and local organizers, low-wage workers and business owners invested in fair workplace practices. This Project was developed with EOF staff and Vicki Shabo, Director of Work and Family Programs, Portia Wu, former Vice President of NPWF, and Senior Advisor Judith Litchman. Shabo serves as NPWF's primary contact with national allies, researchers, and state and local advocates on work-family issues. Her substantive legal and policy advocacy skills are complemented by her experience working with Celinda Lake as a political strategist and pollster. Wu recently left NPWF to provide senior leadership to the White House Domestic Policy Council. Litchman will fulfill Wu's responsibilities until a replacement is hired. Litchman is a nationally respected expert on workplace rights with a deep expertise in work-family issues. She was deeply involved in efforts to pass the Pregnancy Discrimination Act and the Family Medical Leave Act.

The Equality and Opportunity Fund recommends a grant of \$220,000 over two years to the National Partnership for Women and Families.

Grant ID: 20033618

Legal Name of Organization: Proteus Fund

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support the Civil Marriage Collaborative

Grant Description: A project grant to the Proteus Fund will support the Civil Marriage Collaborative (CMC), which was launched through the efforts of OSF and six funding partners in 2004. The CMC re-grants funds to state organizations working to advance the legal recognition of same-sex relationships. CMC funds enable these historically under-funded organizations to build capacity and be more effective advocates in state-based efforts to secure marriage equality. CMC also encourages partnerships between LGBTQ and allied groups, with a special emphasis on faith-based and people of color led organizations. The recommended grant advances EOF's overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It will advance EOF's specific grantmaking priorities of: 1) strengthening and expanding policies that advance 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. This grant will provide one-year tie-off funding at a reduced amount.

Previous OSI Support: \$1,920,000
 \$250,000 from USJ-LGBT Rights, 2004
 \$250,000 from USJ-LGBT Rights, 2005
 \$250,000 from USJ-LGBT Rights, 2006
 \$250,000 from USJ-LGBT Rights, 2007
 \$250,000 from USJ-LGBT Rights, 2008
 \$245,000 from USJ-LGBT Rights, 2008
 \$245,000 from USP E&O Fund, 2009
 \$180,000 from USP E&O Fund, 2010

Organization Budget: \$8,681,227

Project Budget: \$2,205,310

Major Sources of Support: Atlantic Philanthropies \$100,000
Columbia Foundation \$ 75,000
Gill Foundation \$250,000
Haas Jr. Fund \$450,000
Wellspring Advisors \$700,000

Amount Requested: \$150,000

Is this a contingent grant? No

Amount Recommended: \$150,000 (T1: 24450)

Term: One year, beginning January 1, 2012

Matching Requirements: n/a

Description of Organization:

The Civil Marriage Collaborative (CMC) was launched through the efforts of OSF and six funding partners in 2004. CMC re-grants funds to state organizations working to advance the legal recognition of same-sex relationships. To date, CMC has invested \$13.5 million toward advocacy in 17 states and the District of Columbia. Its funds enable these historically under-funded organizations to build capacity and become more effective advocates in state-based efforts to secure marriage equality. It also encourages partnerships between LGBTQ and allied groups, with a special emphasis on faith-based and people of color led organizations. The CMC is a project of the Proteus Fund which is based in Amherst, MA.

Description of Program for Which Funding Is Sought:

A project grant to the Proteus Fund will support the Civil Marriage Collaborative.

Rationale for Recommendation:

The recommended grant advances EOF's overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It will advance EOF's specific grantmaking priorities of: 1) strengthening and expanding policies that advance LGBT rights; and 2) increasing the participation of diverse voices within the LGBT rights movement, with an emphasis on people of color and transgender people. This grant will provide one-year tie-off funding at a reduced amount.

Marriage is a foundational cultural, social and economic institution that confers hundreds of tangible legal protections and responsibilities on couples and their children. Same-sex couples unable to access civil marriage are denied over 1,000 legal, economic and other basic protections that heterosexual couples enjoy. Low-income and poor families, families with disabled members, and the elderly face the most harm from a denial of the right to marry because

individuals within these populations often cannot afford to “buy into” health services and other benefits and legal protections that marriage confers automatically.

CMC grantees have played key roles in all seven of the state marriage victories to date (Connecticut, Massachusetts, New Hampshire, New York, Iowa, Vermont and the District of Columbia) as well as in every other significant statewide public education effort to secure the freedom to marry since 2004. By employing effective strategies for educating a broad range of stakeholders and through the development and targeted delivery of compelling, consistent messages about the need for fairness, dignity and equality for same-sex couples and their loved ones, these grantees are creating a national climate in which marriage equality can be won. Just as importantly, by standing firm in their resolve to achieve marriage equality, these same organizations and advocates are making it possible to secure other rights for LGBTQ people.

With the passing of marriage equality in New York, 11% of the U.S. population now lives in a state that that extends the freedom to marry to same-sex couples – up from just 2% when the collaboration was founded. In addition, the CMC’s emphasis on public education and outreach has helped to fuel a sea change in public opinion on marriage and broader matters of LGBTQ equality. Six successive national polls show majority public support for the freedom to marry, up 21 points over the last seven years. This shift has been vital as the movement evolved from winning in the courts to winning in the court of public opinion through the democratic process. While this trend is promising, the push for marriage equality and LGBTQ rights more broadly engenders impassioned debate and organized resistance. Anti-LGBTQ advocacy campaigns have succeed in placing over 31 ballot measures to define marriage as solely between a man and a woman. Two ballot initiatives have repealed the right to marry.

Participation in the CMC enables EOF and other funders to identify combative strategies and support efforts to craft effective responses. For example, CMC supports organizations such as Basic Rights Oregon Education Fund to conduct research and focus groups to identify and test strategies to counter anti-LGBTQ messages and apply them to other LGBTQ issues. With CMC support, Oregon has conducted one of the largest and most comprehensive LGBTQ public education campaigns in the country. A campaign of this scale would not have been possible without pooling resources of multiple funders through CMC. The lessons from this campaign will benefit not only marriage, but the wider spectrum of LGBTQ issues.

Participation in CMC provides EOF staff with an important opportunity to advocate for vulnerable LGBTQ communities, particularly LGBTQ people of color. Strengthening advocacy capacity of LGBTQ communities of color within the marriage equality debates is necessary to counter anti-LGBTQ equality strategies that situate communities of color in opposition to LGBTQ people. Thus, EOF staff have consistently advocated for strategies that meaningfully integrate LGBTQ people of color. In response, CMC now requires coalition building strategies that engage vulnerable LGBTQ communities be included in proposals.

CMC’s work influences and is informed by the entire spectrum of LGBTQ advocacy. CMC’s annual review of grantmaking strategies is notable in its rigor and high level of consultation with attorneys, organizers, pollsters, and communication experts. The process not only informs LGBTQ advocacy but also EOF staff.

Consistent with recent U.S. Programs Board guidance, EOF is tying off support to CMC with this grant.

The Equality and Opportunity Fund recommends a tie-off grant of \$150,000 over one year to the Proteus Fund to support the Civil Marriage Collaborative.

Grant ID: 20033612

Legal Name of Organization: National Asian Pacific American Women’s Forum

Tax Status: Other

Name of Fiscal Sponsor: Tides Center

Purpose of Grant: To provide project support to document and expose the impact of immigration enforcement policies on women and general support

Grant Description: A general support grant will fund NAPAWF’s work to promote awareness of the needs of Asian and Pacific Islander women and girls in the United States and strengthen the ability of this growing community to inform policies related to reproductive health, immigration and economic security. Project support for NAPAWF will support its work to document and expose the impact of immigration enforcement policies on women. This project is a partnership with the National Domestic Workers Alliance, an EOF and D&P grantee, and partially funded by the Ford Foundation. Founded in 1995, NAPAWF is a membership-based organization with 11 local chapters across the country and offices in New York and Washington DC. NAPAWF fosters engagement of Asian and Pacific Islander women and girls on important issues impacting their lives by providing accurate and timely policy analysis on matters such as workplace equity, reproductive rights and immigrant rights. It couples these resources with opportunities to engage in local and national advocacy efforts. The recommended grant advances multiple EOF goals. It advances EOF’s overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF’s gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity.

<u>Previous OSI Support:</u>	None												
<u>Organization Budget:</u>	\$789,000												
<u>Project Budget:</u>	\$148,000												
<u>Major Sources of Support:</u>	<table> <tr> <td>Ford Foundation</td> <td>\$175,000</td> </tr> <tr> <td>Abrons</td> <td>\$40,000</td> </tr> <tr> <td>Moriah Fund</td> <td>\$35,000</td> </tr> <tr> <td>California Wellness Foundation</td> <td>\$60,000</td> </tr> <tr> <td>General Service</td> <td>\$35,000</td> </tr> <tr> <td>Goldman Foundation</td> <td>\$37,500</td> </tr> </table>	Ford Foundation	\$175,000	Abrons	\$40,000	Moriah Fund	\$35,000	California Wellness Foundation	\$60,000	General Service	\$35,000	Goldman Foundation	\$37,500
Ford Foundation	\$175,000												
Abrons	\$40,000												
Moriah Fund	\$35,000												
California Wellness Foundation	\$60,000												
General Service	\$35,000												
Goldman Foundation	\$37,500												
<u>Amount Requested:</u>	\$200,000												
<u>Is this a contingent grant?</u>	No												
<u>Amount Recommended:</u>	\$200,000 (\$150,000 from T1: 24450 and \$50,000 from T1: 24449)												
<u>Term:</u>	Two years, beginning January 1, 2012												
<u>Matching Requirements:</u>	n/a												

Description of Organization:

Founded in 1995, National Asian Pacific American Women’s Forum (NAPAWF) is a membership-based organization with offices in New York and Washington, D.C. NAPAWF has membership chapters in 11 cities: Washington, D.C., Seattle, San Francisco/Bay Area, Sacramento, Los Angeles, Orange County, Chicago, Ann Arbor/Detroit, St. Cloud, Minnesota and New York City. Through community organizing trainings and efforts to connect local chapters to national policy advocacy, NAPAWF fosters engagement of Asian and Pacific Islander women and girls on important issues impacting their lives. It provides policymakers and advocates with accurate and timely analysis on matters such as workplace equity, reproductive rights and immigrant rights.

Description of Program for Which Funding Is Sought:

A general support grant will fund NAPAWF’s work to promote awareness of the needs of Asian and Pacific Islander women and girls in the United States and strengthen the ability of this growing community to inform policies related to reproductive health, immigration and economic security.

Project support for NAPAWF will support its immigrant rights work. Key strategies in this project include:

Documentation and public education related to immigrant women. NAPAWF and the National Domestic Workers Alliance will lead a Women’s Human Rights Delegation to Georgia, a state that recently passed legislation modeled after Arizona’s anti-immigrant bill, SB1070. The delegation will engage national and local gender justice, immigrant rights and racial justice leaders. It will hold events to document the stories of immigrant women and children in Georgia. The delegation will help organize a Congressional hearing in Washington, D.C. at which women from Georgia will testify about the impact of immigration enforcement on their lives. Additionally, NAPAWF will organize an event for partners from Centro de Derechos Humanos de Migrantes de Ciudad Juarez who, in collaboration with a coalition of US-Mexico border based organizations, are working to produce a report documenting the stories of women who have been detained, deported and separated from their children.

Policy advocacy. Building on the documentation of the experiences of immigrant women described above, NAPAWF will research and advance policy reforms to protect the rights of immigrant women, children and families in the context of immigration enforcement. Specifically, it will explore the development of a memorandum of understanding between the Department of Labor and the Department of Homeland Security to mitigate the impact of border and other immigration enforcement practices on women and children. Such MOU’s have been used to protect the rights of immigrant workers involved in labor disputes. Examples of enforcement strategies that disproportionately impact women and children include activities that implicate access to public education, erode trust between law enforcement and survivors of sexual assault, or domestic violence, and restrict access to social services.

Rationale for Recommendation:

The recommended grant advances multiple EOF goals. It advances EOF’s overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances EOF’s gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity. Further, it advances the specific immigrant rights grantmaking priority of promoting fair immigration enforcement, detention, and deportation policies.

Latest US Census data shows that the Asian Americans and Pacific Islander population grew by 46% over the past seven years. The community itself is extremely diverse, comprising over 30 ethnic communities and more than 200 languages and dialects. Asian Pacific Americans are 5.6% of the national population today and are expected to grow to over 10% of the population by the time the US becomes a minority-majority country in 2042. With such anticipated growth, there is a tremendous opportunity and need for focused engagement of Asian Pacific American communities.

NAPAWF is successfully building a national infrastructure to highlight the needs of Asian Pacific American communities and engage women in advocacy on issues that most directly impact their lives. It has developed an innovative and successful model of engaging young

Asian Pacific American women in participatory research to identify barriers to accessing reproductive health services. NAPAWF uses similar strategies to involve those most impacted by an issue in its advocacy on behalf of nail salon workers exposed to toxins. Its research and policy advocacy have led to increased awareness and oversight of the chemicals used not only in nail salons, but in all consumer cosmetics. The substantive issues it focuses on, such as access to reproductive health services, workplace rights in industries where Asian Pacific American women are concentrated, and immigration enforcement, speak to the concerns of Asian Pacific American women and are aligned with EOF's interests.

NAPAWF is considered the leading policy and advocacy voice for Asian Pacific American women and girls. Recent accomplishments have included:

- Ensuring access to quality, comprehensive primary and reproductive health care for low-income, limited-English proficient, and immigrant API women and girls, which includes defending the ongoing implementation of the Patient Protection and Affordable Care Act. NAPAWF is co-chair of the National Council of Asian Pacific Americans Health Committee, leading a coalition of thirteen national and local Asian and Pacific Islander organizations to advocate on behalf of Asian Pacific Americans in health care reform. NAPAWF is also one of the co-leaders of the Women of Color United for Health Care coalition that sought to insert a gender justice and racial justice lens within the health care debate. Recently, it successfully advocated for contraception to be considered preventive health care for women.
- NAPAWF chapters in California are conducting research on and advocating for the workplace rights of nail salon workers, a workforce comprised heavily of Asian Pacific American women. They have engaged the Environmental Protection Agency, the Occupational Health and Safety Agency, and the National Institute of Occupational Safety and Health to advocate for regulation of toxics frequently used in nail salons. As a result, OSHA recently issued a National Health Hazard recognizing the harm of formaldehyde exposure for nail salon workers.
- NAPAWF, together with the National Latina Institute for Reproductive Health (also recommended in this docket), leads the National Coalition for Immigrant Women's Rights. Last year, this coalition collaborated with Human Rights Watch, Women's Refugee Commission, the Southwest Institute for Research on Women, and the ACLU to organize a roundtable discussion among immigrant rights and women's health advocates to create awareness of the poor health conditions afforded to women in detention centers. The discussion led to the formation of an informal working group that successfully advocated for Immigration and Customs Enforcement to incorporate women's health standards in the Performance-Based National Detention Standards. The Performance-Based National Detention Standards delineate the U.S. Immigration and Customs Enforcements' practices. The standards seek to facilitate consistent conditions of confinement, access to legal representation, and safe and secure operations across the immigration detention system.
- NAPAWF-DC was an active community partner in the campaign to pass the country's

first bill that requires employers of domestic workers to provide a written employment contract.

While the impact of injustices against immigrant women is striking, so too is the lack of gender perspective within the immigrant rights movement. Immigrant women face unique and harsher consequences of stepped up immigration policies. As the lines between federal and local immigration enforcement blur, immigrant women often live in fear of local police—even in situations unrelated to immigration matters such as domestic violence. The consequences of detaining and deporting women also impacts immigrant children and families. There have been numerous incidents where children have watched their mothers and caregivers picked up by Immigration and Customs Enforcement from their homes. Such practices needlessly traumatize children, and the resulting separation is destructive not only to the family but to the larger fabric of community. There is a clear and overwhelming need for a national effort to interject the experiences, voices, and concerns of women and children into public debates over immigration and enforcement.

NAPAWF is a strong example of an organization that bridges the racial justice, immigrant rights and gender justice movements. Its commitment to directly engaging Asian Pacific American women and girls through local chapters sets it apart from the small cohort of national Asian American advocacy organizations EOF currently supports. NAPAWF's Founding Director Kiran Ahuja is a well-regarded advocate, whose leadership was recently recognized when she was appointed executive director of the White House Initiative on Asian American and Pacific Islanders. Miriam Yeung now serves as executive director of NAPAWF and has the requisite skills to lead this young and promising organization. EOF staff is working with Yeung and others increase support from philanthropists and field leaders for advocate related to improving the lives of immigrant women and strengthening economic security of women.

The Equality and Opportunity Fund recommends a grant of \$200,000 over two years to the National Asian Pacific American Women's Forum.

Grant ID: 20033614

Legal Name of Organization: Choice USA

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: Choice USA is dedicated to the leadership development and political engagement of the “millennial generation” to defend access to abortions and contraception, and promote comprehensive sex-education. Comprised of a national network of 35 chapters in 26 states, it aims to serve college students, women of color, low-income women and LGBTQ people. Through campus chapters, peer-to-peer outreach and trainings, Choice USA provides young people with the skills necessary to advocate for reproductive rights. The recommended grant furthers EOF’s overarching goal of ensuring justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. It also advances EOF’s gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity. The recommended grant will provide renewed funding at a reduced amount as the Democracy and Power Fund is no longer co-funding the organization.

Previous OSI Support: \$1,125,000
 \$200,000 from Repro Rights Domestic, 1998
 \$75,000 from Repro Rights Domestic, 2001
 \$250,000 from Repro Rights Domestic, 2002
 \$100,000 from Progressive Infrastructure, 2007
 \$50,000 from USJ-Women’s Rights, 2007
 \$100,000 from Progressive Infrastructure, 2008
 \$50,000 from USJ-Women’s Rights, 2008
 \$100,000 from Democracy & Power, 2009
 \$50,000 from USJ-Women’s Rights, 2009
 \$50,000 from Democracy & Power, 2010
 \$100,000 from E & O Fund, 2010

Organization Budget: \$920,922

Project Budget: n/a

Major Sources of Support:

California Wellness Foundation	\$150,000
Educational Foundation of America	\$100,000
Ford Foundation	\$200,000
Hewlett Foundation	\$135,000
Huber Foundation	\$250,000
Packard Foundation	\$100,000

Amount Requested: \$200,000

Is this a contingent grant? No

Amount Recommended: \$200,000 (T1: 24450)

Term: Two years, beginning January 1, 2012

Matching Requirements: n/a

Description of Organization:

Choice USA, headquartered in Washington, DC, is dedicated to the leadership development and political engagement of the “millennial generation” to defend access to abortions and contraception, and promote comprehensive sex-education. Comprised of a national network of 35 chapters in 26 states, it aims to serve college students, women of color, low-income women and LGBTQ people. Through campus chapters, peer-to-peer outreach and trainings, Choice USA provides young people with the skills necessary to advocate for reproductive rights.

Description of Program for Which Funding Is Sought:

Choice USA requests general support.

Rationale for Recommendation:

The recommended grant furthers EOF’s overarching goal of ensuring justice and equality by lifting barriers that prevent people from participating fully in economic, social and political life. It also advances EOF’s gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity. The recommended grant will provide renewed annual funding at a reduced amount as Democracy and Power Fund is no longer co-funding the organization. While the yearly grant amount is smaller, this renewal offers the security of a multi-year commitment.

By 2015, projections estimate that voters age 18 to 38 will make up more than one-third of the U.S. electorate. The Millennial Generation – the generation born between 1977 and 1997 – has shown a great interest in social justice and progressive political engagement. Yet, traditional “choice” organizations risk losing the battle for young people’s support.

In 2009, a Center for American Progress study found that, while today’s young people are the most progressive generation to date, a significant plurality (47%) believes that “human life begins at conception and must be protected from that point forward.”⁴ The increasing “pro-life” sentiments among young people are reflected in recent polls on abortion, including the 2010 Gallup Poll showing new lows in support for legal abortion, the 2009 Gallup Poll, where a majority of Americans called themselves “pro-life” for the first time, and a 2008 Pew Research Center poll that found declining levels of support for abortion.

While these results seem to indicate a straightforward decline in support for abortion amongst Millennials, recent polls and focus groups reveal much more complex views. In June of 2011, a Public Religion Research Institute poll found that across all age groups, the majority of Americans hold two conflicting views. On one hand, they believe abortion is morally wrong; on the other, they believe abortion should be legal in all or most cases. Controlling for other factors, the report found Millennials are slightly less likely than the general population to support the legality of abortion. However, they are slightly more likely to say abortions should be available from at least some health care professionals in their local community. In focus groups conducted by the NARAL Pro-Choice American, young women readily expressed their disapproval of women who had abortions while maintaining that government had no right to interfere with a woman’s choice. These findings reveal a more nuanced definition of “pro-life” that does not automatically translate into opposing access to abortions. The challenge for the reproductive rights movement is not only to shore up support for abortion access, but to examine and replace the traditional “pro-choice” versus “pro-life” framework, which fails to accommodate the views of the Millennial generation.

Within this context, Choice USA plays a critical role in building support for reproductive rights among young people. It is the only national organization dedicated to building the leadership and large-scale participation of youth (people aged 15-30) on reproductive justice issues, educating and training young people through campus-based and regional advocacy trainings. It also convenes its annual Gloria Steinem Membership Conference, which brings together chapter leaders for an in-depth four-day training. Choice USA supports chapters in local campaigns to promote comprehensive sex education and access to abortion. By connecting local chapters to national advocacy efforts, Choice USA also offers a crucial youth voice in national reproductive justice debates.

Recent successes include:

- Contraception without Co-Pays: In March 2011, Choice USA launched Prevent-A-Pact, a campaign to promote access to and use of contraception among young people. Choice USA

⁴ Center for American Progress, “The Political Ideology of the Millennial Generation: A National Study of Political Values Among 18- to 29-Year-Old Adults.”
http://www.americanprogress.org/issues/2009/05/pdf/political_ideology_youth.pdf.

linked campus and online education activities to policy advocacy with the Department of Health and Human Services (HHS). Choice USA partnered with Planned Parenthood and others to successfully advocate for HHS to remove co-pays on birth control as a part of the implementation of the Affordable Care Act.

- Fetal Personhood: In August 2010, Choice USA and the Colorado Organization for Latina Opportunity and Reproductive Rights came together to conduct public education aimed at youth and communities of color in the campaign to defeat a statewide “fetal personhood” initiative. The campaign was notable for the diverse progressive table that helped garner the support of organized labor in the effort to oppose the initiative.
- Amplify the voices of young people in reproductive rights: Over the past two years, Choice USA has grown into providing a respected and reliable youth perspective on reproductive rights. It significantly expanded its online media presence on various sites, including the Huffington Post, Feministing and RH Reality Check. Choice USA is also cited in traditional media such as National Public Radio and Newsweek.

While Choice USA focuses its organizing efforts on college campuses, it specifically aims to serve women of color, LGBTQ people and low-income women. The traditional view that most college students are privileged is no longer reflective of the national reality. According to the National Center for Education Statistics,⁵ 18.3 million students are enrolled in college in the United States. An annual profile of American students shows that 49% of students are working to pay their own way through college and 32% of college students report a family income of less than \$50,000.⁶ These numbers are reflected in Choice USA’s membership – more than 20% of Choice USA members come from families that are low-income (below \$25k) and another 45% come from families that are middle-income (\$25-75k). About 30% of Choice USA’s membership and 35% of chapter leaders identify as people of color, 45% identify as lesbian/gay/bisexual/queer, and 6% identify as transgender/gender nonconforming. Chapters are located in three regions: the Midwest, the South, and the West. Midwestern states include: Indiana, Illinois, Iowa, Kansas, Minnesota, Ohio, Pennsylvania, and Wisconsin. Southern chapters are located in: Alabama, Georgia, Florida, Kentucky, North Carolina, Tennessee, Virginia, and Washington, DC. Western states include: California, Colorado, Idaho, Nevada, New Mexico, Oregon, Texas, and Washington.

There is a strong consensus amongst advocates and funders about the importance of maintaining support for pioneering reproductive rights organizations such as Planned Parenthood, the Center for Reproductive Rights, and NARAL Pro-Choice USA while simultaneously increasing investments in the next generation of reproductive justice leaders and organizations. Choice USA is among a cohort of next generation organizations capable of reaching the communities that will shape reproductive rights in the years to come: youth, people of color, LGBTQ people, and immigrants. EOF staff conducted a site visit to Choice USA earlier this year and met with Executive Director Kierra Johnson, a young African American lesbian who brings a sophisticated analysis of race, gender and sexual orientation to Choice USA’s work. Johnson is

⁵ U.S. Department of Education, National Center for Education Statistics. (2009). *Digest of Education Statistics, 2008* (NCES 2009-020)

⁶ VA Tech, Division of Student Affairs. (2008) *2008 Profile of the American College Student*.
<http://www.dsa.vt.edu/facultyandstaff/documents/StudentDemographics.pdf>

a well-regarded leader among reproductive justice advocates and funders. Johnson was recently on parental leave and in her absence EOF staff noted the strength of Choice USA's secondary leadership in carrying on the work and communicating with funders.

The Equality and Opportunity Fund recommends a grant of \$200,000 over two years to Choice USA.

Grant ID: 20032876

Legal Name of Organization: Park Square Advocates, dba Gay & Lesbian Advocates & Defenders (GLAD)

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support its Transgender Rights Project and the LGBTQ Youth Project

Grant Description: A project grant will support 1) GLAD's Transgender Rights Project and 2) LGBTQ Youth Project (Youth Project). The Transgender Rights Project will support the public education campaigns seeking to achieve legal protections for transgender individuals in Connecticut, Massachusetts, and New Hampshire. It will also bring litigation to enforce the rights of transgender people and expand legal resources for attorneys working with transgender clients. Support to the Youth Project will focus on four areas where youth are most likely to encounter discrimination based on sexual orientation, gender identity, or HIV status: schools, the child welfare system, the juvenile justice system and community-based/family environments. GLAD is New England's leading legal rights organization dedicated to ending discrimination based on sexual orientation, HIV status and gender identity and expression. Its effective advocacy and legal expertise have made it a national leader on litigation and policy advocacy related to LGBTQ equality. The recommended grant will advance the Equality and Opportunity Fund's (EOF) grantmaking priorities of: 1) strengthening and expanding policies that advance LGBTQ rights; and 2) increasing the participation of diverse voices within the LGBTQ rights movement, with an emphasis on people of color and transgender people. It advances the broader goals of the Equality & Opportunity Fund by supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions.

Previous OSI Support: \$270,000
\$50,000 from USJ – LGBT Rights, 2004

\$50,000 from USJ – LGBT Rights, 2006
\$50,000 from USJ – LGBT Rights, 2008
\$120,000 from USJ – LGBT Rights, 2009

Organization Budget: \$4,060,006

Project Budget: \$522,731 for the first year of the Transgender Rights Project
\$333,517 for the first year of the LGBTQ Youth Project

Major Sources of Support:

Anonymous	\$580,000
Arcus Foundation	\$ 75,000
Pepsi	\$ 25,000
Transgender Rights Project Founders Circle	\$ 39,210
Events	\$ 185,000

Amount Requested: \$130,000

Is this a contingent grant? No

Amount Recommended: \$130,000
(\$105,000 from T1: 24450 and \$25,000 from T1: 24452)

Term: Two years, beginning September 1, 2011

Matching Requirements: n/a

Description of Organization:

Based in Boston, Massachusetts, GLAD is New England's leading legal rights organization dedicated to ending discrimination based on sexual orientation, HIV status and gender identity and expression. Through litigation, public education and field organizing, GLAD advocates for: marriage equality at the regional and federal levels; improved lives of LGBTQ youth throughout New England; and legal rights for transgender people. GLAD's effective advocacy and legal expertise have made it a national leader on litigation and policy advocacy related to LGBT equality.

Description of Program for Which Funding Is Sought:

A project grant will support 1) GLAD's Transgender Rights Project (TRP) and 2) LGBTQ Youth Project (Youth Project).

Transgender Rights Project

The Transgender rights Project will advocate for legal protections for transgender people and will collaborate with the National Center for Transgender Equality and the Transgender Law Center, both EOF grantees, to secure changes in policy and practice that will increase transgender people's economic security. The Project seeks to remedy the discrimination transgender people face every day - from being denied access to employment, housing, or healthcare to being physically attacked because of the way they look or dress. Through the project, GLAD will litigate, advocate for administrative reforms, and build public awareness of the needs of transgender people.

State policy advocacy and public education. GLAD regularly lends its legal expertise to state-based public education efforts to establish protections from discrimination based on gender identity. The project will continue to advise states across the country and will deepen efforts in New Hampshire, Massachusetts, and Maine. In those three states, the Project will support coalitions of LGBTQ advocates, civil rights and faith based leaders and other allies in public education campaigns to increase awareness of the needs of transgender people. GLAD will work with coalition partners to cultivate public speaking and press opportunities and identify and train spokespeople who can speak to targeted audiences about the importance of equal protections for transgender individuals. The Project will also conduct press and media outreach around GLAD cases that impact transgender people.

Federal administrative advocacy and the development of an economic security agenda for transgender people. GLAD engages in federal administrative advocacy on a range of issues related to gender identity and sexual orientation. GLAD has notable successes in matters related to employment discrimination, access to benefits and relationship recognition. As transgender and gender non-conforming people face unique and significant barriers to economic security, the Project will provide legal and policy support to the National Center for Transgender Equality and the Transgender Law Center's TLC to develop a national strategy to increase economic opportunities and secure basic workplace rights for transgender people. Specifically, the three organizations will: conduct a needs assessment with transgender leaders and community organizations; provide a landscape of current advocacy strategies related to employment discrimination and economic security; and develop a white paper to summarize findings and recommend advocacy strategies. This collaboration will bring together the Transgender Law Center's state and regional policy and budget advocacy strategies, National Center for Transgender Equality's national network and substantive knowledge of transgender issues, and GLAD's legal advocacy expertise.

Legal support for advocates and attorneys focused on transgender advocacy. The Project has started to develop much needed legal resources for attorneys representing transgender clients. While such resources are needed across the spectrum of legal issues, the Project's initial focus will be on family law, an area where GLAD has extensive and unique expertise. Legal resources to come out of this project include a three part national webinar, an in-person training in Massachusetts, and broader dissemination of GLAD's training and other written materials related to transgender rights. These resources will increase the number of attorneys capable of working with transgender clients. Ultimately, GLAD seeks to nurture a bench and bar that is more informed and sympathetic to transgender people.

LGBTQ Youth Project

GLAD seeks to deepen its involvement in LGBTQ youth advocacy. Accordingly, GLAD plans to hire an attorney dedicated to LGBTQ youth advocacy to focus on four settings in which youth are likely to encounter discrimination based on sexual orientation, gender identity and expression, or HIV status: schools, the child welfare system, the juvenile justice system and community-based/family environments.

Protect LGBTQ youth in schools

Enacted in May 2010, Massachusetts' anti-bullying law requires: 1) schools, with limited exceptions, to adopt an anti-bullying policy; 2) teachers to notify parents or guardians when a student has been bullied; 3) teachers and school staff to be trained on how to respond to bullying; and 4) anti-bullying trainings for students. While these are steps in the right direction, much advocacy remains to secure meaningful implementation. Together with youth and education advocates, GLAD will seek administrative regulations that enumerate specific categories of youth who are at heightened risk for bullying, including LGBTQ youth and disabled youth. GLAD will also advocate for parental notification policies that protect LGBTQ youth and minimize the risk of "outing."

Assess LGBTQ youth needs in the child welfare system

Despite the pressing need for child welfare services, LGBTQ youth often face harassment, discrimination and violence in foster families, youth shelters and from social workers. With EOF support, GLAD will begin legal research to assess LGBTQ youth needs within the child welfare system. It will collaborate with child welfare advocates to develop and propose policies that protect the rights of LGBTQ youth in foster care and in need of other child welfare services, and increase the cultural competence of child welfare agency staff to serve LGBTQ youth. GLAD will also explore litigation opportunities that seek institutional reforms.

Conduct public education and outreach to increase awareness of legal rights of and resources for LGBTQ youth

GLAD will create and disseminate legal and other resources relevant to LGBTQ youth. It will increase resources and staff focused on youth in its InfoLine, GLAD's free legal consultation service. GLAD will deepen its collaborations with youth organizations, schools, and service providers and develop twice-yearly legal clinics aimed at LGBTQ youth. It will also leverage its communications infrastructure to highlight the needs of LGBTQ youth. GLAD will upgrade and expand the youth sections of its website so that they are accessible and relevant to youth and seek placement of op-eds, feature stories and other media pieces on LGBTQ youth.

Rationale for Recommendation:

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

For the past 33 years, GLAD has fought for, and won, critical rights for LGBTQ people and those living with HIV, and established itself as a national leader in the fight for LGBTQ rights. It uses legal advocacy, public education, storytelling and strategic partnerships to inform policy and public education efforts, working closely with the state equality organizations throughout New England. GLAD has been a key partner in efforts to obtain marriage equality in Maine, New Hampshire, Connecticut, and Rhode Island. It is also a leader in efforts to prohibit discrimination based on gender identity in Connecticut and New Hampshire. GLAD is the “go-to” legal group for state based advocates working to advance LGBTQ equality. Its expertise and willingness to collaborate with state and local groups are highly regarded by their peer advocates and amongst funders supporting LGBTQ issues. GLAD is viewed as not only a regional anchor, but also as a national resource in the field.

The recommended support for the LGBTQ Youth Project will contribute to the hiring of a new attorney focused on youth advocacy in schools and in the child welfare system. Homophobia and lack of acceptance by families result in a disproportionate number of LGBTQ youth in the child welfare system. A recent study by the Philadelphia Gay and Lesbian Task Force found that over 30% of LGBT youth reported suffering physical violence at the hands of a family member after coming out. The U.S Department of Health and Human Services found that many LGBTQ youth — 26% according to one study — are forced to leave their families due to conflicts with their parents regarding their sexual orientation or gender identity. The National Network of Runaway and Youth Services estimates that between 20% and 40% of homeless youth are LGBTQ. Within the school context, LGBTQ youth face pervasive verbal and physical harassment. A recent national study conducted by the Gay, Lesbian, Straight, Education Network found that over 80% of LGBTQ students reported verbal harassment because of their sexual orientation or gender identity and nearly 70% reported feeling unsafe at school.

The recommended support for the Transgender Rights Project reflects EOF’s commitment to strengthening advocacy on behalf of the most vulnerable LGBTQ populations. In New England, only Connecticut, Rhode Island, Maine, and Vermont provide explicit laws that prohibit discrimination against transgender people, and only Vermont and Connecticut have hate crimes laws that protect transgender people. At the federal level, there are no laws explicitly protecting transgender people in any context.

In a political climate that favors painting LGBTQ people and their families as “just like straight people,” transgender and gender non-conforming individuals often struggle to be seen and heard within broader LGBTQ advocacy efforts. Absent an intentional and informed inclusion of transgender leaders, it is not uncommon for public education and policy campaigns to concede the needs of transgender people for the sake of political expediency. There is a strong need to support organizations equipped with the specific expertise, relationships, and commitment to serving transgender people.

The Transgender Rights Project is led by Jennifer Levi, a well-respected national expert on LGBTQ law. Levi is widely viewed by state and local advocates as an accessible legal expert on a range of substantive policy issues. Under her leadership, the Project has developed successful litigation and advocacy strategies to protect employment rights of transgender persons, secure access to benefits, and promote safe schools for all students regardless of gender identity.

By maintaining a regional focus, GLAD is able to invest heavily in local issues that have national implications. Rather than simply bring test cases, GLAD strategically builds local coalitions to pool expertise and resources and engages partners that can help drive issues inside and outside of court. GLAD attorneys and organizers identify spokespeople in the LGBTQ community who have important messages to share with the public about their experiences. This work not only makes the climate in which GLAD brings legal action more favorable, but it also contributes to the shift in public opinion, which over the last decade has moved towards favoring equal rights for LGBTQ individuals and their families.

The Equality and Opportunity Fund recommends a grant of \$130,000 over two years to Park Square Advocates, dba Gay & Lesbian Advocated & Defenders to support its Transgender Rights Project and LGBTQ Youth Project.

Grant ID: 20033613

Legal Name of Organization: Ms. Foundation for Women, Inc.

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To convene donors, researchers and activists to develop strategies to improve the economic security of low-income women and the protection of immigrant women and to establish a funding pool for promising strategies

Grant Description: A project grant will convene donors, researchers and activists to develop research and advocacy strategies on behalf of women of color and low-income women within two specific sectors: economic security and immigrant rights. The grant will also establish a funding pool to support promising strategies. By collaborating on specific actions to advance gender justice, the project aims to foster a network of advocates working to address the needs of women in these fields. Since its founding in 1973, the Ms. Foundation has been a leading U.S. women's fund supporting the efforts of women and girls to govern their own lives and influence the world around them. Ms. Foundation delivers strategic grants, capacity building and leadership development services to organizations at local, state, Tribal and national levels working for policy and cultural change across the areas of women's health, economic justice, ending violence and strengthening democracy. The recommended grant advances 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. In addition, the focus of the recommended project helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equal opportunity. The recommended

grant will provide renewed funding at a steady amount.

Previous OSI Support: \$1,711,000
\$600,000 from Repro Rights Domestic, 1998
\$20,000 from Repro Rights Domestic, 1999
\$75,000 from Repro Rights Domestic, 2003
\$71,000 from PDIA Grants Programs, 1997
\$60,000 from Strategic Opportunities Fund, 2005
\$300,000 from Seize the Day Fund, 2009
\$285,000 from USP-E&O Fund, 2010

Organization Budget: \$9,363,198

Project Budget: \$310,000

Major Sources of Support: Ford Foundation \$150,000

Amount Requested: \$160,000

Is this a contingent grant? No

Amount Recommended: \$160,000
(\$110,000 from T1: 24450 and \$50,000 from T1: 24452)

Term: One year, beginning October 1, 2011

Matching Requirements: n/a

Description of Organization:

Since its founding in 1973, the Ms. Foundation has been a leading U.S. women's fund supporting the efforts of women and girls to govern their own lives and influence the world around them. Based in New York City, the Ms. Foundation delivers strategic grants, capacity building and leadership development services to organizations at local, state, Tribal and national levels working for policy and cultural change across the areas of women's health, economic justice, ending violence and strengthening democracy.

Description of Program for Which Funding Is Sought:

A project grant will support an ongoing partnership between OSF and the Ms. Foundation aimed at strengthening advocacy on behalf of women of color and low-income women within two specific sectors: economic security and immigrant rights. This year, the Ms. Foundation, in consultation with EOF and Ford Foundation staff, are coordinating two strategy meetings to strengthen advocacy on behalf of women. The first is focused on elevating the needs of women in economic justice advocacy. The second seeks to address the impact of immigration

enforcement measures on women and families. Both meetings will bring together leading advocates, researchers and funders working in the fields of gender justice, immigrant rights, and economic security. Participants will develop recommendations to address policies and opportunities to assist low-income women to towards greater economic security and more fully integrate the needs of women in immigrant rights advocacy. Through the project, Ms. Foundation will provide program support and grants to organizations ready to act on recommendations that emerge from these strategy discussions.

Project support from EOF and the Ford Foundation will support implementation of recommendations from these strategy discussions. While detailed activities will be shaped by the discussions, within the economic security area, the broad goal is to support a national cohort of organizations focused on achieving state and federal reforms in the following areas: 1) preservation of the social safety net (TANF and unemployment insurance); 2) secure paid sick days; and 3) raising the minimum wage and tipped minimum wage. The immigrant rights strategy session, also in coordination with EOF and Ford Foundation staff, aims to develop an advocacy plan to address the needs of immigrant women as they relate to immigration enforcement. Specifically, the recommended grant will support documentation of the impact of increased border enforcement on immigrant women and a focused administrative advocacy strategy to mitigate the consequences of such practices.

Rationale for Recommendation:

The recommended grant advances multiple EOF goals. It advances EOF's overarching goals of ensuring justice and equality, prohibiting arbitrary and discriminatory action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It advances EOF's gender justice strategy of protecting the gains of the reproductive rights movement while crafting new policy solutions to problems faced by poor women, women of color, immigrant women, LGBTQ people, and men who face structural inequality because of their gender or gender identity. In addition, the focus of the recommended grant helps to highlight the shared interest people of color, women, immigrants, and LGBTQ people have in advocating for equal opportunity.

Women are suffering distinct and disproportionately negative impacts of the economic downturn and harsh immigration policies. In a time of fiscal crisis, the economic outlook for women, low-income women and women of color is worse than the national average. According to the latest US Census data, the poverty rate among women rose to 14.5% last year, up from 13.9% in 2009. This is the highest poverty rate among women in 17 years. For Latino and black women the poverty rate is even higher, with 1 in 4 Latinas and black women living in poverty. For single mothers, the number is alarming, with 40% of families headed by women living in poverty. In sum, more than 17 million women were living in poverty last year, compared with 12.6 million men.

Within the immigration context, during the Obama administration, immigration authorities have carried out record numbers of deportations, with nearly 400,000 immigrants removed in each of the last two years. Women are particularly hard-hit by these restrictive policies. They have fewer resources, are often primary caretakers for children and the elderly and are therefore less

mobile, and have fewer options in pursuit of economic mobility. Federal enforcement policies and state legislation that cut immigrant women and their children from schools, health care, places of employment and even churches leave women increasingly marginalized and vulnerable.

Despite the impact of the economic downturn and immigration enforcement on women, advocates have struggled to develop and promote strategies addressing the specific needs of women. Throughout the year, EOF staff met with dozens of grantees and other experts on economic security and immigrant rights. In partnership with the Ford Foundation and Ms. Foundation, EOF is working with leaders in these fields to convene two strategy meetings to identify specific research, policy advocacy and public education strategies to address the needs of women. The strategy sessions seek to coordinate and focus advocacy that: 1) elevates the experiences of immigrant women as it relates to harsh border enforcement practices; and 2) shifts the focus of the debate on key economic security policies to those most impacted by the economic downturn—specifically, low-income women and women of color.

Partnering with the Ms. Foundation and Ford Foundation has allowed EOF to leverage funds and coordinate grantmaking strategies to more efficiently and effectively partner with advocates to assess and address the needs of women in the economic security and immigrant rights debates. The strategy discussions draw on over 30 national and local leaders in the field, including: the Institute for Women’s Policy Research, American Immigration Council, the National Immigration Law Center, the National Employment Law Project, the National Domestic Workers Alliance, the National Asian Pacific American Women’s Forum, Amnesty International, and the Women of Color Policy Network at New York University.

In light of the disproportionate impact of the economic downturn on women and the lack of a powerful women’s voice within the immigrant rights movement, EOF staff believe it is critical to focus the attention of our philanthropic allies on women and to support work on behalf of women in these arenas. This project has created opportunities for EOF to host funder briefings and strategy sessions to encourage national funders to better integrate immigrant women into their grantmaking. With comprehensive immigration reform stalled, funders and advocates are engaged in a review of strategies to support immigrant communities. The Ms. Foundation has led efforts to ensure immigrant women and gender justice advocates are included and prominent as new strategies emerge.

The Equality and Opportunity Fund recommends a grant of \$160,000 over one year to the Ms. Foundation.

Grant ID: 20033726

Legal Name of Organization: Jewish Funds for Justice

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To contribute to the Care Fund and support Caring Across Generations, a campaign to improve the professional training and job quality of workers who provide direct care

Grant Description: A project grant to Jewish Funds for Justice will provide unrestricted project support to its Care Fund, which 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 EOF goals. 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.

Previous OSI Support: \$1,300,000

\$650,000 from US Programs General Grants, 1998
\$650,000 from US Foundation Partnerships, 1998

Organization Budget: \$6,515,000

Project Budget: \$2,730,000

Major Sources of Support:

Ford Foundation	\$375,000
Friedman Foundation	\$ 10,000

Amount Requested: \$325,000

Is this a contingent grant? No

Amount Recommended: \$325,000
(\$125,000 from the Equality and Opportunity Fund as follows: \$25,000 from T1: 24450 and \$100,000 from T1: 24451; and \$200,000 from the Democracy and Power Fund, T1: 21113)

Term: One year, beginning July 1, 2011

Matching Requirements: n/a

Description of Organization:

Jewish Funds for Justice (JFJ) was founded to affirm the commitment of Jewish people to work for social and economic justice in the United States. The scope of JFJ's grantmaking is national, with select regional investments where JFJ has relevant programmatic engagement. These cities include: the San Francisco Bay Area, Los Angeles, Chicago, and New York City. In addition to grantmaking, JFJ program activities include leadership development programs, organizing Jewish communities in support of local and national campaigns, and community investing in low- to moderate- income communities through lending programs.

JFJ houses the Care Fund, a donor collaborative that provides grantmakers the opportunity to pool resources and coordinate strategies to support the Caring Across Generations Campaign. JFJ works with the Leadership Team of the Campaign to establish grantmaking priorities aligned with Campaign strategies. JFJ oversees the entire grantmaking process, engages funders, and conducts due diligence to ensure all grants meet necessary fiduciary obligations.

Description of Program for Which Funding Is Sought:

A project grant to Jewish Funds for Justice will provide project support to the Care Fund. The Care Fund supports Caring Across Generations, a national campaign led by the National Domestic Workers Alliance (NDWA) and Jobs with Justice, EOF and D&P grantees. The goal of the campaign is 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.

Caring Across Generations (CAG) is a campaign created by the National Domestic Workers Alliance to address the pending care crisis. Jobs with Justice, a D&P grantee, is co-leading this innovative campaign along with partners at two unions (AFSCME and SEIU) and EOF grantee, the Direct Care Alliance. Over the last year, the National Domestic Workers Alliance, Jobs with Justice, the Family Values at Work Consortium, Center for Community Change, Institute for Policy Studies, AFSCME, Hand in Hand: The Domestic Employers Association, Direct Care Alliance, SEIU, National Employment Law Project, the AFL-CIO and other key partners have developed the groundwork for a campaign to transform long-term care in the U.S. The goal of the campaign is to organize and transform the direct care industry through public policy and an organizing strategy that engages the broad spectrum of stakeholders invested in receiving and providing care for those who need it. The campaign rests on the premise that, in order to care for our country's aging population, we must ensure that families are able to afford quality direct care, that direct care workers have fair and safe working conditions, and that workers have access to appropriate training, career advancement, and citizenship.

The first phase of the campaign includes developing five core programs and policies aimed at providing care and improved job quality and training for the direct care workforce. The core issues are called "the Five Fingers of the Caring Hand" and include: 1) job creation, establishment of a career ladder to train and certify domestic workers and other workers; 2) a new visa category for immigrant direct care workers participating in certified training programs; 3) establishment of labor standards for direct care and domestic workers; 4) a means to support families who will need to provide this care to their loved ones; and 5) the protection of Medicare, Medicaid, Social Security and other public caretaking benefits. To develop and advance these issues, over the next year CAG will pursue the following strategies:

Local Care Councils and Care Congresses Much of the ground work in each of the five areas will be accomplished through local Care Councils that will host regional Care Congresses. NDWA has selected 18 cities across the country to be focal points for the campaign, including: Albuquerque, Atlanta, Baltimore, Boston, Chicago, Dallas, Dayton, Washington, D.C., Denver, Houston, Las Vegas, Los Angeles, Miami, Milwaukee, New York, Philadelphia, Portland, Richmond, San Antonio, San Francisco and Seattle. Care Councils in each city will convene a coalition of direct care workers, elderly advocates, women's organizations, unions, disability advocates, communities of faith, and youth. The goal of the Congress is to educate and engage stakeholders about the care crisis and develop local infrastructure to advocate for job creation in the direct care sector and for expanded workplace protections.

Non-Partisan Voter Engagement CAG will establish grassroots voter engagement groups in at least five states. It will plan and implement targeted non-partisan voter education and get-out-the-vote activities among elderly, youth, and naturalized citizen voters, while delivering a

message about caring for the elderly and disabled and creating quality jobs for care workers.⁷

Strategic Communications CAG will launch *I Care*, a strategic communications campaign that will share the stories of care workers in the context of campaign goals. *I Care* will utilize a wide range of digital and social media sources to help shift mainstream culture to truly value the care experiences and needs of elderly people and people with disabilities, as well as labor and experiences of caregivers.

Rationale for Recommendation:

The recommended grant advances multiple EOF goals. 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. 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. Finally, the proposed recommendation also advances the strategic priorities of the Democracy and Power Fund by supporting expanded civic engagement within people of color, immigrant, and low-income communities. Specifically, the Care Fund's plans call for supporting non-partisan voter engagement work in five states, with an emphasis on catalyzing higher levels of voter registration and turnout from young, elderly, and new citizen voters. The Caring Across Generations Campaign's cross-generational focus is unique to such voter efforts and its prioritization of new citizen elderly populations is unique among social justice rooted voter drives.

Direct care services encompass home health care, domestic work, and other supportive services that ensure an independent and dignified quality of life for elderly and disabled people. The impending gap between the need for direct care for elderly and disabled Americans and the workforce available to provide such direct care presents a "care crisis" of immense proportions. In 2011, 4 million, predominantly white Americans will turn 65. By 2040, an estimated 27 million elderly and disabled adults will require direct care services. In contrast, today's direct care workforce is comprised of approximately 3 million. The profound demographic shifts in the U.S. also bring matters of race, gender and immigration status to the forefront of the care crisis. The country faces a near future where the caretaking needs of a predominantly white population will be met by a vulnerable workforce comprised largely of younger women of color, many of whom are immigrants. Tackling matters of race, immigration and gender in the context of an intimate caretaking relationship is fraught with fear, but infused with the promise of a transformation of core societal values.

In the brief time since its inception, CAG has generated significant interest and buy-in from a broad swath of national leaders and funders in the immigrant rights, labor, LGBTQ rights,

⁷ JFJ will not conduct or support voter registration as part of these non-partisan voter engagement activities. Funded voter outreach will adhere to IRS guidelines regarding support for candidates, partisanship and advocacy during an election season.

disability advocates, and gender justice fields. The official campaign launch event in July, 2011 took place in Washington, D.C. and attracted over 700 people. EOF staff attended the two day event and was impressed by the seamless integration of domestic workers and direct care workers alongside high profile, national advocates such as Mary Kay Henry, President of SEIU, and senior officials of the Obama administration, including Valerie Jarrett and Hilda Solis. Also notable was the active inclusion of gender justice advocates such as the Institute for Women's Policy Research and LGBTQ equality groups such as SAGE, an organization dedicated to the care of LGBTQ seniors.

EOF's recommended grant will support a central, coordinated grantmaking strategy for CAG. While EOF and D&P support several organizations on the Leadership Team with separate grants, we believe a grant dedicated to the campaign is necessary and important for several reasons. First, to date, organizations involved in the campaign, including NDWA, Jobs with Justice and the Direct Care Alliance, have leveraged general operating support to staff the campaign. While CAG builds upon the local organizing of these networks, diverting too many of their general support resources to this national endeavor risks weakening the nascent and fragile infrastructure sustaining local organizing efforts. Second, CAG requires funding to scale up across a range of areas and coordinate support for multiple advocacy strategies. Participating in the Care Fund enables EOF to pool resources with other grantmakers. It also facilitates centralized coordination between advocates and funders of diverse components of the campaign, including workplace organizing, civic engagement, communications, and policy advocacy.

CAG presents a unique opportunity to support an initiative that fully integrates EOF's core grantmaking priorities and grounds them within a campaign for low-wage worker rights. CAG's leadership has succeeded in engaging and inspiring a diverse range of local and national leaders because it speaks to often divisive issues of race, immigration, and gender and notions of family and caretaking from a set of common values and interests. CAG proposes addressing the impending care crisis with compassion and dignity for both the people in need of care and the workers providing that care. This model of shared fate, which bridges race, immigration status, gender and sexual orientation, is a welcome balm to the vitriol infusing ongoing debates on these issues. These opportunities offer a chance to generate support for CAG and illustrate EOF's commitment to link advocacy efforts and promote positive solutions to long-standing structural inequalities.

The Equality and Opportunity Fund recommends a grant of \$325,000 over one year to the Care Fund, housed at Jewish Funds for Justice.

Grant ID: 20033617

Legal Name of Organization: National Gay and Lesbian Task Force Foundation

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: A general support grant to the National Gay and Lesbian Task Force will support its work to organize and advocate for LGBTQ equality. The Task Force seeks to strengthen the advocacy skills of the LGBTQ community through: training national and regional activists; providing policy analysis, research and staff resources to state and local organizations working for LGBTQ equality; and leading national policy working groups that provide administrative agencies and policymakers with the necessary information to advance LGBTQ equality. For 38 years, the Task Force has played a significant role in nearly every landmark event in the U.S. LGBTQ movement. A grant to the Task Force advances EOF's overarching goal to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social and political life. The recommended grant will provide renewed funding at a steady annual amount.

Previous OSI Support: \$1,120,000
\$100,000 from Repro Rights Domestic, 1998
\$285,000 from USP General Grants, 2000-2003
\$100,000 from SOF, 2004
\$405,000 from USP-LGBT Rights, 2004-2011
\$230,000 from USP Seize the Day, 2009-2010

Organization Budget: \$7,588,500

Project Budget: n/a

Major Sources of Support:

Arcus Foundation	\$ 800,000
Calamus Foundation	\$ 150,000
Ford Foundation	\$ 150,000
Gill Foundation	\$ 300,000
Haas, Jr. Fund	\$ 913,500

Wellspring \$1,250,000
Individual Contributions & Special Events
\$2,976,000

Amount Requested: \$368,750

Is this a contingent grant? Yes

Amount Recommended: \$368,750 (\$43,750 from Equality and Opportunity Fund 2011 budget T1: 24450, \$325,000 from its 2012 budget)

Term: Two years, beginning September 1, 2011

Matching Requirements: n/a

Description of Organization:

Founded in 1973, with offices in New York City and Washington, DC, the National Gay and Lesbian Task Force (the Task Force) builds the power of the LGBTQ community through training activists, equipping state and local organizations with the skills needed to organize and win broad-based policy campaigns, convening key national issue and policy working groups in the LGBTQ movement, and conducting cutting edge social science research and policy analysis on major issues facing LGBTQ people and their families.

Since its founding, the Task Force has played a significant role in nearly every landmark event in the U.S. LGBTQ movement. Among its successes, the Task Force advocated to eliminate the sickness classification of homosexuality and lift the prohibition on federal civil service employment for gays and lesbians. It also shaped the first serious efforts in Washington D.C. to address the HIV/AIDS epidemic by hiring the first AIDS lobbyist. The Task Force has worked with presidential administrations from Carter to Clinton, and is currently working closely with the Obama administration.

Description of Program for Which Funding Is Sought:

The Task Force requests general support.

Rationale for Recommendation:

The recommended grant will advance the Equality and Opportunity Fund's (EOF) overarching goal of ensuring justice and equality, prohibiting arbitrary and discriminatory government action, and lifting barriers that prevent people from participating fully in economic, social, and political life. It also advances the LGBTQ Rights portfolio's grantmaking priorities of: 1) strengthening and expanding policies that advance LGBTQ rights; and 2) increasing the participation of diverse voices within the LGBTQ rights movement, with an emphasis on people of color and transgender people.

The Task Force leads a group of 27 partner organizations to implement the New Beginning Initiative (NBI). Founded with support from OSF's Seize the Day Fund, the initiative is a joint effort to enact non-legislative federal policy changes that will directly impact the lives of LGBTQ people. Last year, as part of the NBI, the Task Force ran the *Queer the Census* campaign, which resulted in a number of changes on federal forms to capture critical data on LGBTQ people and families.

More recently, the Task Force led an unprecedented coalition of over 360 organizations working to pass a transgender-inclusive federal employment nondiscrimination bill. Working in collaboration with another EOF grantee, the National Center on Transgender Equality, it executed and released a report on the first-ever national survey of the transgender community and its experiences of discrimination. The report's findings have already been used to inform and advance policy change at the local, state, and federal levels, and has been cited by significant institutions such as the Institute of Medicine and the Department of Housing and Urban Development.

LGBTQ advocacy is driven by a small cohort of legal and policy advocacy organizations. While their work is effective, there is a tremendous need to strengthen the ability of state and local organizations to advocate on behalf of the LGBTQ community. The Task Force is the only national LGBTQ organization working to build the infrastructure and capacity of local and statewide LGBTQ organizations through comprehensive and intensive long-term investments. Through its Academy for Leadership and Action, it supports local and state advocacy by providing ally organizations with staff, financial support, community organizing training and policy expertise. Over the past few years, it has helped dozens of communities defeat anti-LGBTQ attacks and advance LGBTQ equality, including statewide efforts in California, Connecticut, Iowa, Massachusetts, New Hampshire, New York and Washington, DC. At the local level, it has provided organizational support and LGBTQ advocacy training to dozens of communities across the country, from Alaska to Tennessee.

The Task Force also operates a think tank – the Policy Institute - which conducts cutting-edge social science research and policy analysis on the major issues facing LGBTQ people and families. The Policy Institute completed the aforementioned survey of the transgender community. In recent years, it also completed and published numerous other critical reports on subjects relating to the LGBTQ population, from homeless youth to aging. Its research and policy analysis are relied upon by policy makers and regularly referenced by national news, including the New York Times and the Washington Post.

Through all of these efforts, the Task Force serves a vital and unique convening role in the LGBTQ movement, working to bring together relevant organizations for concerted and strategic work. In addition to the New Beginning Initiative, the Task Force convenes the National Religious Leadership Roundtable (a network of pro-LGBTQ, multi-faith leaders and civil rights allies), the National Policy Roundtable (a semi-annual meeting of the leaders of all national LGBTQ policy-oriented groups), and the LGBTQ movement's annual National Conference on LGBTQ Equality: Creating Change.

In all of its work, the Task Force bridges communities and issues. It operates with the understanding that LGBTQ communities are deeply impacted by broader problems of social inequality. Thus, the Task Force is known for developing strong relationships with non-LGBTQ organizations working on labor, economic reform, healthcare and other issues, recognizing that each of these issues are LGBTQ issues.

EOF staff met with the Task Force's senior management team two months ago and remains impressed with its leadership. Executive Director Rea Carey is highly regarded amongst her advocate peers. She also enjoys a reputation amongst foundation colleagues as a strategic thinker, sound fiscal manager, and effective spokesperson for LGBTQ equality. Carey is largely credited for strengthening the Task Force's commitment to racial justice, transgender equality, and immigrant rights. The Task Force also has strong secondary leadership in Deputy Director Reverend Darlene Nipper and Academy Director Sarah Reece.

For these reasons, EOF recommends a general support grant of \$368,750 over two years.

ANTI-VIOLENCE ADVOCACY

Grant ID: 20033659

Legal Name of Organization: Alliance for Educational Justice

Tax Status: Other

Name of Fiscal Sponsor: Movement Strategy Center

Purpose of Grant: To support work to promote non-punitive school reforms and safe learning environments for all students

Grant Description: A project grant to the Alliance for Educational Justice (AEJ) will support its work to promote non-punitive school reforms and safe learning environments for all students. AEJ is comprised of membership-based organizations committed to engagement of youth of color and their parents – two key constituencies deeply impacted by racialized achievement gaps and bias based disparities in school disciplinary policies. AEJ is anchored by Make the Road New York, the Philadelphia Student Union, and Youth United for Change and has member organizations in Baltimore, Chicago, Denver, Los Angeles, New York, Oakland, Philadelphia, San Francisco and Wichita. The proposed project advances EOF’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific priority of promoting safe schools for LGBTQ youth. The recommended grant will provide renewed funding at an increased amount.

Previous OSI Support: \$50,000
\$15,000 from E&O Fund, 2010
\$35,000 from Campaign for Black Male Achievement, 2010

Organization Budget: \$1,214,500

Project Budget: \$166,000

Major Sources of Support:

Akonadi Foundation	\$ 50,000
Atlantic Philanthropies	\$750,000
Ford Foundation	\$ 12,000
Hazen Foundation	\$ 60,000

Surdna Foundation \$125,000

Amount Requested: \$150,000

Is this a contingent grant? No

Amount Recommended: \$150,000 (T1: 24452)

Term: Two years, beginning December 1, 2011

Matching Requirements: n/a

Description of Organization:

The Movement Strategy Center (MSC), based in Oakland, California, works with social justice leaders and individuals to make their work effective and collaborative across issues. MSC trains organizers and organizations, particularly those working with people of color communities and constituencies, to be more strategic in developing advocacy campaigns.

Description of Program for Which Funding Is Sought:

A project grant to the Movement Strategy Center will support the Alliance for Educational Justice (AEJ). AEJ aims to promote non-punitive school reforms and safe learning environments for all students with a focus on students of color and LGBTQ youth. It is comprised of membership-based organizations committed to engagement of youth of color and their parents – two key constituencies deeply impacted by racial achievement gaps and bias-based disparities in school disciplinary policies. AEJ is anchored by Make the Road New York, the Philadelphia Student Union, and Youth United for Change and has member organizations in Baltimore, Chicago, Denver, Los Angeles, New York, Oakland, Philadelphia, San Francisco and Wichita.

Last year, EOF made its first grant to AEJ to seed a partnership with the Gay Straight Alliance Network (GSA Network). This effort led to coordination between Gay Straight Alliances and AEJ member organizations. In collaboration with the Advancement Project, AEJ and the GSA Network, AEJ has begun developing a shared federal policy platform that integrates the concerns of students facing bullying based on sexual orientation or gender identity within its broader educational equity advocacy.

The recommended grant will support this partnership through ongoing coordinated activities between GSA and AEJ to further integrate advocacy related to safe schools for LGBTQ students. It will do so by conducting trainings and other activities to engage AEJ members around the shared platform, strengthening the ability of AEJ leaders to speak to the educational equity concerns of LGBTQ students, and collaborating with GSA Network and other LGBTQ advocates.

Project objectives include:

Finalize policy platform for the National Campaign for Quality Education

AEJ will work with the Advancement Project, GSA Network, the Annenberg Institute for School Reform, and Public Advocates to finalize its federal educational equity policy platform. Policy recommendations will highlight opportunities to close racial achievement gaps, increase parental involvement, ensure safe schools for all students, and reduce disparities in school discipline practices. This policy agenda will form the basis of AEJ's National Campaign for Quality Education.

Enlist key supporters for the National Campaign for Quality Education

AEJ will focus on developing partnerships with other national advocates working on educational equity, including Communities for Excellent Public Schools, the Dignity in Schools Coalition, GSA Network, and the Opportunity to Learn Campaign. Each of these formations engages a different set of stakeholders in educational equity work, including LGBTQ youth, researchers, educators, and federal policymakers. AEJ seeks to bring these constituents together and augment them with its base of students and parents who suffer the deepest consequences of educational inequities.

Develop community engagement and public education materials to support the Campaign

In addition to deepening institutional relationships, AEJ will organize its local members and ally groups in support of the Campaign. The goal is to obtain firm commitments from 10,000 members to take action in support of the campaign and garner similar support from 100 organizational partners. To achieve these ends, AEJ will develop an array of public education materials outlining the need for the Campaign and its goals. These will be catered to different audiences, including students, parents, educators and policymakers. AEJ will also develop online advocacy and education tools linked to its website and social media tools. It will also create and deliver trainings throughout its chapter members.

Support AEJ member organizations in expanding membership and advocacy capacity

AEJ will place priority on developing strong organizations and clear policies to govern coalition relationships. Both are necessary to build an effective and long-term national alliance. AEJ has already devised personnel and work plan evaluation processes to ensure clear expectations and accountability between members. It will streamline communication among member organizations through monthly calls, the development of a monthly newsletter, and centralizing resources online. AEJ will also organize at least two in-person meetings of its leadership team and four to six local and regional planning events.

Rationale for Recommendation:

The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific grantmaking priority of promoting safe schools for LGBTQ youth.

AEJ views school safety and anti-violence policies as a cornerstone of an educational equity agenda. Across the country, the use of punitive policies such as suspensions, expulsions, referrals to alternative schools, school-based arrests and referrals to law enforcement are pushing many

students in communities of color into the juvenile and criminal justice systems. These practices have transformed schools into hostile and alienating environments for many students, negatively impacting school culture, school safety, and academic performance.

Unsafe and intimidating school environments similarly affect many LGBTQ youth who experience harassment and assault, social exclusion and isolation. Students who identify as LGBTQ report that these troubling incidents are because of their sexual orientation and gender expression. According to a report by the Gay, Lesbian and Straight Education Network, many LGBTQ “students of color were made to feel unsafe in school because of their personal characteristics, most notably their sexual orientation and gender expression (i.e., how traditionally “masculine” or “feminine” they were perceived to be).¹” The report surveyed 2000 LGBTQ students of color and found that:

- More than 60% of students of color had been verbally harassed in school because of how they expressed their gender, and students’ reported experiences did not significantly differ across racial groups.
- More than half of Native American (54%) students experienced physical violence in school because of their sexual orientation as well as substantial percentages of African American (33%), Latino/a (45%), Asian/Pacific Islander (41%) and multiracial (45%) students.

In the last year and a half, bullying of LGBTQ youth (or those perceived to be) has garnered significant public attention. Celebrities, politicians, athletes and corporate CEO’s have participated in Dan Savage’s “It Gets Better” video project to call for tolerance and guide LGBTQ youth to suicide prevention resources. This heightened awareness has spurred a flurry of efforts to address bullying and hate-based violence in schools. Such policy responses often turn to “zero-tolerance” practices and increased reliance on police in schools. Unfortunately, such practices fail to address the underlying school climate that fosters homophobia and intolerance, and run counter to efforts to minimize the relationship between schools and law enforcement. Studies by the UCLA Civil Rights Project, the Equity Project at Indiana University and the Southern Poverty Law Center have shown that zero-tolerance policies contribute to racial and sex disparities in school discipline practices. There are no findings that illustrate harsh disciplinary practices reduce harassment based on perceived sexual orientation and gender identity.

In an effort to mitigate the unintended consequences of zero-tolerance anti-bullying policies, last year EOF provided grants to the GSA Network and AEJ to partner and explore the possibility of joint policy recommendations to address hate-based violence in ways that would not exacerbate racial disparities in school disciplinary practices. As a result of the grant and partnership, GSA Network and AEJ staff met in person several times to discuss collaboration. GSA Network’s Racial and Economic Justice Coordinator, Geoffrey Winder, attended AEJ’s annual national strategy session and participated in workshops to formulate a shared policy platform and other strategies to integrate the needs of LGBTQ youth within AEJ’s educational equity work. Winder and AEJ staff Mustafa Sullivan have since continued to work closely to ensure trainings for AEJ

¹ Diaz, E.M. and Koswiz, J.G. (2009). *Shared Differences: The Experiences of Lesbian, Gay, Bisexual, and Transgender Students of Color in Our Nation’s Schools*. New York: Gay, Lesbian, and Straight Educators Network.

members and the policy recommendations address issues of sexual orientation and gender identity.

This year EOF staff also worked closely with the Criminal Justice Fund, the Campaign for Black Male Achievement, and partners at Atlantic Philanthropies, the Coalition for Public Education Reform, and Wellspring Advisors to highlight the need to link “schoolhouse to jailhouse” and anti-bullying advocacy. As part of this effort, EOF, CBMA and CJF made small grants to AEJ affiliates Philadelphia Student Union and Youth United for Change, two groups that effectively integrated matters of sexual orientation and gender identity in their advocacy and/or actively supported LGBTQ youth members and leadership within their organizations. CBMA and EOF are also recommending a grant to the Racial and Sex Disparities Collaborative, a research project housed at the University of Indiana to enable more focused attention on educational disparities facing African-American boys and men and LGBTQ youth. The recommended grant to AEJ embodies the national advocacy component of this shared work which seeks to advance education reforms that address racial disparities, disrupt the “school to prison pipeline,” and ensure safe schools for all students.

The Equality and Opportunity Fund recommends a grant of \$150,000 over two years to the Movement Strategy Center, on behalf of Alliance for Educational Justice.

NEIGHBORHOOD STABILIZATION INITIATIVE

Grant ID: 20033621

Legal Name of Organization: Center for Responsible Lending

Tax Status: 509(a)(3) Supporting Organization (Center for Responsible Lending is an affiliate of the Center for Community Self-Help)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support efforts to eliminate abusive financial practices within the mortgage lending industry

Grant Description: A project grant to the Center for Responsible Lending (CRL) will support its efforts to eliminate abusive financial practices within the mortgage lending industry. CRL is a nonprofit, nonpartisan research and policy organization dedicated to protecting homeownership and family wealth by combating predatory lending practices. Since its founding in 2002, CRL has played a key role in state and federal efforts to halt the growth of irresponsible and abusive financial practices throughout the mortgage industry. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color.

Previous OSI Support: \$700,000
\$50,000 from US Programs General, 2003
\$50,000 from Strategic Opportunities Fund, 2005
\$300,000 from Neighborhood Stabilization Initiative, 2007
\$300,000 from Neighborhood Stabilization Initiative, 2010

Organization Budget: \$6,984,052

Project Budget: \$1,147,794

Major Sources of Support: Sandler Foundation \$800,000 (pending)
Ford Foundation \$100,000
F.B. Heron Foundation \$50,000

Amount Requested: \$300,000 over two years

Is this a contingent grant? Yes

Amount Recommended: \$300,000 (T1: 24451)

Term: Two years, beginning January 1, 2012

Matching Requirements: n/a

Description of Organization

Center for Responsible Lending (CRL), based in Durham, NC, is a research and advocacy organization dedicated to protecting homeownership and family wealth by combating predatory lending practices. Since its founding in 2002, CRL has played a key role in state and federal efforts to halt the growth of irresponsible and abusive financial practices throughout the mortgage industry. CRL works towards a fair and responsible credit market that will provide low-income families, communities of color, and other economically vulnerable individuals with greater opportunities for wealth-building.

CRL was founded by and remains an affiliate of Center for Community Self-Help (Self-Help), one of the nation's largest non-profit community development lenders. For 30 years, Self-Help has focused on creating ownership opportunities for low-wealth families, primarily through financing home loans to low-income and minority families who otherwise might not have been able to obtain affordable mortgages. In total, Self-Help has provided over \$5.7 billion of financing to 64,000 low-wealth families, small businesses and nonprofit organizations in North Carolina and across America. Self-Help founded CRL to ensure that abusive lending practices would not strip hard-earned wealth from working families.

Description of the Project for Which Funding Is Sought

A project grant to CRL will support its efforts to eliminate abusive financial practices within the mortgage lending industry. OSF support will enable CRL to continue its successful, multi-faceted strategy of research, coalition-building, technical assistance, litigation, education and communications to advocate in three main areas: 1) policy solutions that slow the tide of foreclosures; 2) mortgage origination standards that result in sustainable homeownership; and 3) improved access to credit for low-wealth borrowers and borrowers of color.¹

¹ CRL also works to protect consumer interests and eliminate abusive practices in other financial service industries, including overdraft loans, payday lending, credit cards, and auto loans; however, CRL's current proposal to OSI is limited to its work on mortgage-related protections.

Rationale for Recommendation:

The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, to prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It also advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color. If approved, the recommended grant would provide renewed funding at a steady amount.

CRL's work cuts to the core of NSI's mission to stabilize communities hardest hit by the foreclosure crisis and to prevent the recurrence of the crisis in the future. Well before the subprime lending and foreclosure crisis became a national priority, CRL recognized that levels of subprime lending—particularly in communities of color—were unsustainable, and warned of the consequences of reckless lending practices on both local wealth-building efforts and the national economy. It was one of the first advocacy organizations to anticipate the scope and longevity of the foreclosure crisis, publishing a highly influential report in 2006 predicting that one out of every five subprime mortgages originated in the previous five years would end in foreclosure.¹ Since then CRL has published dozens of cutting-edge reports quantifying the impact of mortgage foreclosures on family wealth, municipal services and the broader economy. CRL's experience and expertise have proven critical for researching the problems and alternatives, educating allies, and mobilizing support for effective policy changes.

In the past two years, CRL accomplished major victories in mortgage lending reform and foreclosure prevention, including: working with states to amend their foreclosure processes to encourage loan modifications; identifying and advocating for needed improvements to servicing practices; and surfacing the "robo-signing" scandal that was the impetus for the 50-state Attorneys General investigation and pending bank settlement. The historic Dodd-Frank Act, passed in July 2010, included many of the essential consumer protections that CRL had been advocating for almost a decade, and the Act created the new Consumer Financial Protection Bureau (CFPB), which consolidates authority for consumer protection in one place. The new Bureau has the potential to remake financial protections in the way that the Environmental Protection Agency altered the path of environmental protection.

The challenge now moves to defense of the new agency and implementation of the law. If developed with informed participation of consumer advocates, the CFPB's rules will play a critical role in preventing the recurrence of the abuses that led to the current foreclosure crisis. On the other hand, the new Bureau could easily be overpowered by a finance industry that has succeeded in dominating every agency that attempted to regulate it in the past. The struggle for control over the CFPB is underway and still undetermined, but there is great potential for an

¹ See Ellen Schloemer, Wei Li, Keith Ernst, and Kathleen Keest, *Losing Ground: Foreclosures in the Subprime Market and Their Cost to Homeowners*, Center for Responsible Lending (December 2006).

overcorrection to completely alter the housing financing system, effectively shutting out low- and moderate-income families.

By joining forces with other like-minded groups, CRL is able to increase its effectiveness and multiply its impact with limited resources. CRL works closely with allies to build effective coalitions and mobilize broader networks to advance equitable mortgage reform, including several EOF and NSI grantees: NAACP, Leadership Conference on Civil Rights, the National Council of La Raza, National Fair Housing Alliance, PICO National Network, National People's Action, and the National Consumer Law Center (also recommended in this docket). Since many of these organizations work on a wide range of issues, they rely on CRL to provide them with research, policy expertise and technical assistance on issues related to predatory lending. NSI staff routinely relies on CRL as a thought partner and anchor organization in field.

Accordingly, staff recommends a grant of \$300,000 over two years to the Center for Responsible Lending.

Grant ID: 20033622

Legal Name of Organization: National Consumer Law Center

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support efforts to improve mortgage servicing standards, mitigate the impacts of foreclosure on credit scoring, and strengthen protections against unfair and abusive lending practices

Grant Description: A project grant to the National Consumer Law Center (NCLC) will support efforts to improve and harmonize servicing standards in the mortgage lending industry, mitigate the impacts of foreclosure on credit scoring, and strengthen protections against unfair and abusive lending practices. NCLC advocates for access to quality financial services and consumer protections to build economic security and family wealth for low-income and other economically disadvantaged Americans. It also serves as the national resource center for legal aid programs around the country that help low-income people protect their assets against exploitive transactions that wipe out resources and undermine self-sufficiency. The proposed project advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color.

Previous OSI Support: \$1,200,000
\$50,000 from ELF Advocacy & Policy, 1996
\$100,000 from Law & Social Access to Legal, 2000
\$100,000 from Law & Social Access to Legal, 2001
\$500,000 from Neighborhood Stabilization Initiative, 2008

\$150,000 from Neighborhood Stabilization Initiative, 2009
\$300,000 from Neighborhood Stabilization Initiative, 2010

Organization Budget: \$8,062,821

Project Budget: \$500,000

Major Sources of Support: Ford Foundation \$100,00
Attorney General's Fund \$ 50,000 (pending)

Amount Requested: \$300,000

Is this a contingent grant? Yes

Amount Recommended: \$300,000 (T1: 24451)

Term: Two years, beginning January 1, 2012

Matching Requirements: n/a

Description of Organization

Founded in 1969, the National Consumer Law Center (NCLC) advocates for access to quality financial services and consumer protections to build economic security and family wealth for low-income and other economically disadvantaged Americans. NCLC also serves as the national resource center for legal aid programs around the country that help low-income people protect their assets against exploitive transactions that wipe out resources and undermine self-sufficiency. NCLC has a staff of 20 attorneys and is based in Boston, with a branch office in Washington, D.C.

Description of Program for Which Funding Is Sought

A project grant to NCLC will support its efforts to promote fairness and transparency in the mortgage lending industry in three main areas:

1. *Adoption of strong national servicing standards.* Mortgage servicers continue to exercise nearly unlimited discretion in deciding whether to modify or foreclose. When servicers decide to foreclose, they often cause senseless losses for homeowners, the neighborhoods they reside in, investors and the broader economy. Most policymakers agree upon the need for national standards to regulate the conduct of mortgage servicers. Whether the standards turn out to be window dressing or truly effective tools is the real question that will be decided over the next two years.

NCLC has formulated a set of national servicing standards that have been thoroughly vetted by a broad coalition of consumer, housing and civil rights advocates. If adopted and well implemented, these standards would go far in overcoming the current bottleneck in loan modifications and preventing the recurrence of a similar crisis in the future. During the grant period and with OSF support, NCLC will engage in direct advocacy with the Federal Housing Finance Agency (the federal agency with oversight of Fannie Mae and Freddie Mac), the U.S. Department of Housing and Urban Development, the new Consumer Financial Protection Bureau, and traditional banking regulatory agencies to ensure these standards become permanent rules. Due to the overwhelming predominance of government-insured mortgages in the market (almost 90% of new mortgages in 2010 were supported by government credit guarantees), the standards set by these agencies will serve as a template and shape behavior for the servicing of loans in the private market as well.

2. *Mitigation of the disparate impacts of damaged credit scores.* The foreclosure crisis has left millions of former homeowners with devastated credit. Often the destroyed credit was the consequence of aggressive marketing of unsafe loan products, which were disproportionately marketed to borrowers of color during the subprime boom. NCLC will develop policy proposals and model rules that will require mitigation of the effects of negative credit reporting due to defaults that arose from subprime foreclosures. In June 2012, NCLC also will conduct a national symposium on credit reporting issues that will serve as a major impetus to future advocacy on credit reporting problems.

3. *Rigorous enforcement of the Dodd-Frank Act and federal consumer protections against lending abuses.* During the grant period, NCLC will engage in direct advocacy with the Consumer Financial Protection Bureau to define safe mortgage origination practices, eliminate deceptive marketing techniques and remove industry incentives to steer vulnerable borrowers into higher-cost or unsuitable loans. NCLC will also advocate with the Bureau to bring the agency's role in fighting credit discrimination into focus.

Rationale for Recommendation:

The proposed project advances the EOF's overarching goal of supporting efforts to ensure justice and equality, to prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life. It also advances NSI's general goal of stabilizing communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) preventing foreclosures by overcoming the bottleneck in loan modifications; 2) exposing and reversing the racial biases underlying the current mortgage crisis; and 3) expanding sustainable credit options for lower-income borrowers, including the development of alternative financial products and improved scoring models that better serve immigrant households and borrowers of color. If approved, the recommended grant would provide renewed funding at a steady amount.

Our recommendation for a renewal grant to NCLC in many ways echoes our rationale for supporting the Center for Responsible Lending, also included in this docket. The complementary expertise and networks of NCLC and the Center will be necessary to ensure that consumer and civil rights advocates are able to seize upon the window of opportunity created by

the Dodd-Frank Act, which represents the most important new set of consumer protections enacted since the 1960s. The law will dramatically affect home mortgage lending and servicing for decades to come. However, many provisions of the law are not self-implementing; instead, the Act sets in motion an extensive rulemaking process that will last until the beginning of 2014. The years 2012 and 2013 will be critical for shaping the Dodd-Frank Act's long-term impact.

Both NCLC and Center for Responsible Lending have been instrumental in organizing a broad coalition of advocates that laid the groundwork for much needed federal and state financial reforms. They also have proven to be effective as "hubs" of information, serving as central clearinghouses for their respective networks. At the same time, their areas of expertise are distinct and complementary. Whereas the Center has distinguished itself by its cutting-edge and influential research, data analysis, and effective communications strategies, NCLC's main strength lies in its legal advocacy and technical expertise in administrative law and the rulemaking process. Where necessary, NCLC is also able to directly engage in or support impact litigation to ensure that existing consumer protection laws are rigorously enforced. NCLC and the Center for Responsible Lending work closely together and, since the issues involved in financial reform are complex, they are able coordinate strategies and rely on each other's resources to develop and advocate for strong pro-consumer policies.

NCLC is well-established as the nation's leading consumer protection advocacy group; its publications are essential reading for civil legal services programs serving low-income consumers. According to Elizabeth Warren, the Harvard law professor and former Special Advisor to the Consumer Financial Protection Bureau, "NCLC has been the go-to resource on consumer credit . . . for more than 40 years." As a result, NCLC is uniquely positioned to be a major force from outside the agency with the ability to pursue strong consumer advocacy during this critical period.

Accordingly, staff recommends a grant of \$300,000 over two years to the National Consumer Law Center.

Grant ID: 20032882

Legal Name of Organization: Sustainable Neighborhoods Development Strategies, Inc.

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To implement a project-based rental assistance program in Atlanta as a replicable model for neighborhood stabilization

Grant Description: A project grant to Sustainable Neighborhoods Development Strategies, Inc. (SNDSI) will allow it to implement a project-based rental assistance program in Atlanta as a replicable model to address foreclosures, stabilize neighborhoods, create jobs and increase the stock of affordable rental housing. SNDSI is a nonprofit community-based developer launched by the Annie E. Casey Foundation in 2009 to coordinate revitalization efforts in the Pittsburgh neighborhood of Atlanta while simultaneously piloting projects and accumulating data that can inform other neighborhood-based revitalization efforts in the wake of the foreclosure crisis. With NSI support, SNDSI will rehabilitate clustered foreclosed properties to high levels of energy efficiency and return them to the market as affordable rental homes for working families. The local housing authority will subsidize the rents for these properties—an innovative model that directly responds to the Administration’s recent call for innovative approaches to renting foreclosed properties. The proposed project advances NSI’s general goal of stabilizing those communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations, and 2) linking neighborhood stabilization to workforce development and broader economic opportunities for residents of the hardest hit communities.

Previous OSI Support: n/a

<u>Organization Budget:</u>	\$1,039,584
<u>Project Budget:</u>	\$2,100,000 over two years
<u>Major Sources of Support:</u>	Atlanta Development Authority - Housing Opportunity Bonds \$750,000 Annie E. Casey Foundation (amount pending)
<u>Amount Requested:</u>	\$300,000
<u>Is this a contingent grant?</u>	No
<u>Amount Recommended:</u>	\$300,000 (T1: 24451)
<u>Term:</u>	Two years, beginning January 1, 2012
<u>Matching Requirements:</u>	n/a

Description of Organization:

Sustainable Neighborhoods Development Strategies, Inc. (SNDSI) is a nonprofit community-based developer based in the Pittsburgh neighborhood of Atlanta, GA. SNDSI was launched by the Annie E. Casey Foundation in 2009 to coordinate revitalization efforts in Pittsburgh, pilot affordable housing and community development projects, empower local advocates and community leaders, and accumulate data and disseminate best practices that can inform other neighborhood-based revitalization efforts in the wake of the foreclosure crisis.

Description of Program for Which Funding Is Sought:

A project grant to SNDSI will allow it to implement a project-based rental assistance program in the Pittsburgh neighborhood of Atlanta as a replicable model to address foreclosures, stabilize neighborhoods, create jobs and increase the stock of affordable rental housing.

For the past several years, the Pittsburgh neighborhood has had the highest foreclosure rates in the City of Atlanta, and it remains among the highest in the nation. In this small, low-income, predominantly African American community, more than 800 homes (or roughly 44% of the total parcels in the neighborhood) have had foreclosure proceedings filed against them between June 2007 and May 2009. In response, the Annie E. Casey Foundation launched SNDSI in 2009 to address widespread housing distress and stem the tide of neighborhood disinvestment and decline through targeted and leveraged investments in property rehabilitation. Seeing the opportunity in this otherwise difficult situation, SNDSI takes advantage of the current depressed housing market crisis to acquire a significant number of foreclosed and abandoned homes in Pittsburgh while prices are low. It then uses public and private funding to renovate those homes to high levels of energy efficiency and resells them to low-income families at affordable prices or transfers them to a newly formed county-wide land bank authority. In the past year, SNDSI

successfully negotiated with the Atlanta Housing Authority to apply project-based rental assistance from its Section 8 program to 30 of the homes that SNDSI has acquired in Pittsburgh.¹ With this commitment of public funds, SNDSI plans to launch a program to manage and rent (rather than sell) rehabilitated properties to very low-income families who are not in a position to buy, but who are increasingly strained by rising rents in the area.

SNDSI seeks OSF support to create a dedicated staff position to coordinate its Project-Based Rental Assistance Program. The Program Manager will be responsible for brokering strong partnerships with the housing authority, other public agencies, community-based organizations and investors to ensure the success of the project. The Program Manager also will coordinate a workforce development component of this effort, through which a significant share of the jobs created in the rehabilitation and management of the properties will go to harder-to-employ residents of Pittsburgh and surrounding communities. Lastly, the position will oversee a research, evaluation and communications plan to document lessons learned from the pilot that can be used by other localities struggling with the triple threat of neighborhood disinvestment, job loss and declining supply of decent affordable housing.

Rationale for Recommendation:

The proposed project advances EOF's overarching goal of supporting efforts to ensure justice and equality, to prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. It also advances NSI's general goal of stabilizing those communities hardest hit by the foreclosure crisis and the following specific grantmaking priorities: 1) facilitating the reuse of foreclosed properties as affordable housing for low-income households and particularly vulnerable populations, and 2) linking neighborhood stabilization to workforce development and broader economic opportunities for residents of the hardest hit communities.

In August 2011, the Obama Administration announced that it intends to unload much of the inventory of foreclosed properties held by the government-sponsored entities (GSEs) and Federal Housing Administration (FHA) through a national program to convert these properties into affordable rental housing.² While the details of the program are yet to be decided, the core idea is to bundle government-owned foreclosed properties into geographically concentrated portfolios and sell these portfolios at deep discounts to private investors who will improve the properties and manage them as single-family or small multi-family affordable rentals. As discussed in the recommendation for a grant to Center for American Progress (CAP), included in the most recent Democracy and Power Fund docket, CAP has been instrumental in advancing this program. For the past year, it has advocated for smart and responsible disposition strategies that help stabilize housing markets, provide financing for energy-efficient retrofits for disposed properties, and

¹ Under its Section 8 Project-Based Rental Assistance (PBRA) Program, HUD enters into contracts with property owners to provide rental assistance for a fixed period of time for low-income families. PBRA subsidies may be provided only for tenants with incomes no greater than 80% of the area median income and tenants generally pay rent equal to 30% of their adjusted household income. Unlike Section 8 vouchers, which are the more common form of Section 8 assistance and travel with recipient tenants wherever they move, PBRA subsidies remain with the property to which they are attached even after tenancies change.

² See Edward Wyatt, *U.S. Seeks Ideas on Renting Out Its Foreclosure Inventory*, NY TIMES, Aug. 10, 2011, at B2.

offer guarantees that the properties will be maintained as safe and affordable rentals over the long term.¹

Although it was crafted *before* the Administration’s very recent announcement, SNDSI’s proposed Project-Based Rental Assistance Program in Atlanta directly responds to the call for innovative approaches to renting foreclosed properties and provides a “proof of concept” for the sound (but still very conceptual) policy proposals that CAP has advanced. There are several unique features of the SNDSI program worth noting. First, SNDSI’s partnership with the local authority to apply Section 8 rental subsidies to the foreclosed properties it acquires will allow it overcome a significant challenge: how to convert foreclosed single-family homes into quality housing while maintaining rents that are affordable to the low- and very low-income families hardest hit by rising unemployment and the current economic crisis. Managing scattered single-family rental properties—in contrast to the large, multifamily rental buildings one typically associates with “affordable housing”—is notoriously difficult and expensive, which drives up the rents owners need to charge to make these projects viable. The Section 8 rental subsidies not only provide affordability for future tenants, but also make acquisition, rehabilitation, and scattered-site property management economically viable by guaranteeing a stable rental stream on the properties for at least 15 years. The SNDSI pilot is the first of its kind to employ such a partnership with a local housing authority to address the foreclosure crisis with public rental subsidies.

Second, SNDSI’s approach is community-driven. Since its 2009 launch, SNDSI has been careful to cultivate strong relationships with other, more established community development organizations and service providers, the school district, and local businesses. It has led a comprehensive community planning process to ensure that future redevelopment in the area—including the City’s ambitious Atlanta BeltLine project²—reaps lasting benefits for this historically underserved community. And, most importantly, it has spearheaded a multi-year effort to build a base of informed and engaged resident leaders committed to strengthening and improving their neighborhood. During a recent cross-fund site visit to Atlanta, staff from both NSI and the Special Fund for Poverty Alleviation was deeply impressed by SNDSI’s smart resident engagement strategies and genuine commitment to community-led land use and economic development planning.

Third, SNDSI’s strong relationship with Annie E. Casey Foundation allows it to access experts in neighborhood transformation and housing issues who are eager to learn from its work and to share their expertise. As an organization incubated by the Casey Foundation’s Civic Sites and Community Change program, SNDSI is part of a national network of dozens of place-based programs around the country designed to create nationally relevant models for building supportive communities in low-income, high-risk neighborhoods. When combined with the network of national organizations working on neighborhood stabilization issues that NSI

¹ See David Abromowitz et al, Center for American Progress Response to Federal Housing Finance Agency Request for Information, Enterprise/FHA REO Asset Disposition (unpublished memo, Sept. 14, 2011).

² The BeltLine is a large redevelopment project that will create a 22-mile network of public parks, multi-use trails and transit along a historic railroad corridor circling downtown Atlanta and connecting many of its neighborhoods, include Pittsburgh. With \$1.67 billion in public funds already committed, the BeltLine is the largest public infrastructure project in the country.

supports, SNDSI's exciting and timely experiment in community-driven responses to the burgeoning stock of foreclosed properties has tremendous potential to inform and improve both the Administration's recent federal proposal and related local efforts across the country.

Accordingly, staff recommends a grant of \$300,000 over two years to Sustainable Neighborhoods Development Strategies, Inc.

CAMPAIGN FOR BLACK MALE ACHIEVEMENT

Grant ID: 20033930

Legal Name of Organization: Urban Underground Inc.

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general operating support.

Grant Description: To provide general support to Urban Underground, a Milwaukee, WI community-based organization committed to promoting a new generation of young leaders. Founded in 2000, Urban Underground is a leading voice in Milwaukee for advancing black youth's educational outcomes through civic engagement, academic programming and promotion of arts and culture as a tool for social change. Support from CBMA will allow Urban Underground to continue to provide high quality youth-development programming to black youth in Milwaukee. The proposed support of Urban Underground advances a number of CBMA's core strategies around ensuring that black boys have the opportunity to excel academically, including: (1) investing in community based models that provide support and mentoring for school success, engage students, and increase learning opportunities out of school and during the summer; (2) funding advocacy and organizing efforts, especially those that empower black males, to advocate for education reform, ensure fair disciplinary policies, and avoid school push-out tactics; and (3) strengthening leadership development and civic engagement of black males. Further, support of Urban Underground advances CBMA's overall strategy of investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target city of Milwaukee, WI.

Previous OSF Support: \$110,000 from Campaign for Black Male Achievement, 2010

Organization Budget: \$310,500

<u>Project Budget:</u>	n/a	
<u>Major Sources of Support:</u>	Helen Bader Foundation	\$50,000
	Potowatomi Foundation	\$25,000
	Greater Milwaukee Foundation	\$20,000
	Faye McBeath	\$10,000
	Pettit Foundation	\$10,000
	Jacobus Children’s Foundation	\$10,000
<u>Amount Requested:</u>	\$200,000 over two years	
<u>Is this a contingent grant?</u>	No	
<u>Amount Recommended:</u>	\$200,000 (T1: 21120)	
<u>Term:</u>	Two years, beginning November 1, 2011	
<u>Matching Requirements:</u>	n/a	

Description of Organization:

Founded in 2000 by a grassroots collective of organizers, artists, and youth advocates, Urban Underground is a Milwaukee, Wisconsin community-based organization committed to promoting youth leadership development and educational opportunities. Urban Underground has established a significant track record for advancing educational outcomes for black youth in Milwaukee through leadership, academic enrichment, and civic engagement. The organization’s mission is to promote a new generation of young leaders committed to building safe and sustainable communities. It has advanced this mission through programming, strategic partnerships, and youth-led social change in the areas of health, education, public safety and juvenile justice.

Description of Program for Which Funding Is Sought:

Urban Underground seeks general support to increase its capacity to effectively recruit, engage, and support black males age 14-18 through its civic engagement, media, arts and culture, and academic support programming. Urban Underground has developed an intentional leadership development pipeline for young people interested in civic and community leadership; through its programs, the organization addresses four core issue areas: juvenile justice, education, public safety, and health.

Rationale for Recommendation:

The proposed support of Urban Underground advances a number of CBMA’s core strategies around ensuring that black boys have the opportunity to excel academically, including: (1)

investing in community based models that provide support and mentoring for school success, engage students, and increase learning opportunities out of school and during the summer; (2) funding advocacy and organizing efforts, especially those that empower black males, to advocate for education reform, ensure fair disciplinary policies, and avoid school push-out tactics; and (3) strengthening leadership development and civic engagement of black males. Further, support of Urban Underground advances CBMA's core strategy of investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target city of Milwaukee, WI. The project also advances the broader goals of the Equality & Opportunity Fund by supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and lift barriers that prevent people from participating fully in economic, social, and political life.

Wisconsin leads the nation in racial disparities related to high school graduation rates and incarceration. According to a 2009 report published by the US Department of Education and the National Center for Education Statistics, Wisconsin had surpassed all Southern states to become the state with the highest education achievement gap between black and white students in the country.¹⁵ Today, black males in Milwaukee, like many other cities, are over-represented in special education, out-of-school suspensions, high-school dropout rates, and the criminal justice system. They are five times more likely to be charged, convicted, and incarcerated for similar offenses than their white counterparts.

Urban Underground is one of the central organizations responding to the challenges facing black boys in Milwaukee. The organization's strategy includes using innovative approaches to attract, retain, and support teens in effective youth-led civic engagement opportunities aimed at dismantling Milwaukee's school-to-prison pipeline. Upon joining Urban Underground, every young person is assigned to a staff member who serves as a life coach, providing mentorship and support in the young person's academic progress, family issues, post-secondary planning, and professional growth. All participating young people develop and follow personal development plans, which ensure that their participation in Urban Underground is directly aligned with their academic and career goals.

To date, over 500 young people have completed Urban Underground's youth leadership program, and more than 11,000 have been touched by its community outreach activities. Urban Underground's programs reach 500 youth on an annual basis. All program staff members are alumni of its Youth Empowerment Project, and all come from the communities in which they work. Additionally, 100% of teens who join Urban Underground obtain a high school diploma or GED, and over 85% of its members who complete high school enroll in a four-year college or university within two years of graduation.

Urban Underground has successfully addressed a range of issues, including high school truancy rates, racial profiling, high school graduation rates, homelessness, school funding, gun violence, school safety, and teen domestic violence. It has also been represented on city-wide committees

¹⁵ *Achievement Gaps: How Black and White Students in Public Schools Perform in Mathematics and Reading on the National Assessment of Educational Progress Statistical Analysis Report*. US Department of Education, July 2009.

and action groups, including: the Milwaukee Fatherhood Initiative, Firearm Injury Taskforce, Homicide Review Commission, Milwaukee Commission on Police and Community Relations, Milwaukee Public School Safety Committee, Juvenile Justice Taskforce, Alliance for Attendance, Teen Pregnancy Prevention Oversight Committee, and the Milwaukee Graduation Project Committee.

Finally, Urban Underground has led the following successful advocacy campaigns in Milwaukee: 1) preventing armed police officers from being placed in all Milwaukee public high schools; 2) preventing the passage of city ordinances that would have increased disproportionate minority contact with police through racial profiling; and 3) helping to establish Milwaukee's first city-wide, government-based Youth Council.

Under the previous capacity-building grant from OSF, Urban Underground achieved the following:

- Recruited and trained nine new board members, creating the most active and skilled board in the history of the agency.
- Successfully implemented a summer youth employment program that provided meaningful work opportunities for 20 teens and impacted over 200 young people through community outreach activities.
- Increased awareness and involvement of community stakeholders in efforts to improve the life-outcomes of Black boys and men in Milwaukee.
- Attracted over 800 applications from teens throughout Milwaukee to join Urban Underground.
- Leveraged \$85,000 in local investment for new summer literacy, leadership, and life-skills program designed to serve 150 boys in academic crisis.
- Recruited, trained and supported a new cohort of 55 youth organizers in the city of Milwaukee.
- Hosted a mini-conference for 200 young men in collaboration with Muhibb Dyer featuring his theater production, *From Kings, to Thugs, to Presidents*.
- Distributed the *Bring Your A Game* documentary to over 1,300 youth online and hosted eight screenings and discussion sessions, reaching an estimated total of 1,700 youth.
- Hosted a training by Brotherhood Sister Sol for 47 young Milwaukee workers who were directly involved with the summer literacy, leadership and life-skills program mentioned above.

The need for their services is so great that Urban Underground has been forced to turn away teens due to a lack of resources. With renewed support from OSF, Urban Underground will be able to continue to offer programming designed to improve the life outcomes of adolescent black males and expand the scope of its core leadership and civic engagement program in Milwaukee. Its key objectives during the proposed grant period include the following:

- Recruit at least 300 new applicants by December 2011, with at least 35% of new applicants being Black males ages 14-18.

- Increase program participation among African American males. Currently, African American males comprise 20% of program participants. Urban Underground staff has set a goal to increase that percentage to a minimum of 30%.
- Increase school attendance rates among 85% of members.
- Increase knowledge of self-advocacy skills among a minimum of 75% of members.
- Increase knowledge of community issues and social change strategies among a minimum of 90% of members.
- Improve character and decision-making skills among a minimum of 75% of total members.
- Host at least five viewings of the production *From Kings, to Thugs, to Presidents* for Black males and their adult allies throughout southeastern Wisconsin.
- Continue to build organizational capacity in the areas of board engagement, program design, and resource development.

This grant would be used to further advance Urban Underground's youth leadership development and civic engagement activities for 2012.

For these reasons, CBMA recommends a general support grant of \$200,000 over two years to Urban Underground Inc.

<u>Grant ID:</u>	20033931						
<u>Legal Name of Organization:</u>	UCLA Center for Labor Research and Education						
<u>Tax Status:</u>	501(c)(3)						
<u>Name of Fiscal Sponsor:</u>	n/a						
<u>Purpose of Grant:</u>	To support programs that address the black job crisis and build opportunity for Los Angeles' black working class through leadership development, research and coalition building.						
<u>Grant Description:</u>	A renewal project support grant to the UCLA Black Worker Center (BWC) will support the operations and programming of the center and allow for continued leadership development and training activities during the grant period. The long-term goals of the Black Worker Center include: 1) dismantling the barriers of unemployment discrimination; 2) creating access to quality jobs; and 3) transforming low-paying, low-skilled jobs into fulfilling, sustainable careers through unionization and leadership development. The recommended grant advances CBMA's goal of expanding family supportive wage work opportunities for black males through policy advocacy, and investing in labor best practices. It also advances the Campaign's strategy to: 1) identify and promote promising practices and model organizations in one or all of the Campaign's three foundational grantmaking areas, and 2) strengthen leadership and civic engagement among black men.						
<u>Previous OSI Support:</u>	<ul style="list-style-type: none"> • \$200,000 from the Campaign for Black Male Achievement, 2010 • \$80,000 from the Equality and Opportunity Fund, 2009 						
<u>Organization Budget:</u>	\$2,437,597						
<u>Project Budget:</u>	\$458,840						
<u>Major Sources of Support:</u>	<table> <tr> <td>State of California</td> <td>\$851,304</td> </tr> <tr> <td>Ford Foundation</td> <td>\$669,098</td> </tr> <tr> <td>Cooperation Trust</td> <td>\$190,209</td> </tr> </table>	State of California	\$851,304	Ford Foundation	\$669,098	Cooperation Trust	\$190,209
State of California	\$851,304						
Ford Foundation	\$669,098						
Cooperation Trust	\$190,209						

The California Wellness Foundation	\$ 91,571
Carnegie Corporation of New York	\$ 47,252

Amount Requested: \$400,000 over two years

Is this a contingent grant? No

Amount Recommended: \$400,0000 (T1:21121)

Term: Two years, beginning November 1, 2011

Matching Requirements: n/a

Description of Organization:

The Los Angeles Black Worker Center (BWC) project is part of the UCLA Center for Labor Research and Education (the Labor Center). For more than forty years, the Labor Center has offered a range of educational, research, and public service activities within the university and the broader community. The Labor Center's mission is to promote research, education and policy change to improve the lives of workers, students and their communities. With an overarching goal of increasing workers' opportunities to access quality jobs, the Labor Center builds alliances among US labor, government agencies, faculty, community members, and students.

The BWC project grew out of the Labor's Center's seven years of experience in low-wage worker organizing in South Los Angeles, leadership development of black unionists through the African American Union Leadership School, and efforts to sustain progressive labor-community university coalitions over the long term. Following an analysis of black labor conditions in Los Angeles and a year-long civic engagement project for the 2008 general elections, the BWC project emerged to fill a long-standing void for workers, activists, and scholars focused on job creation and economic development in the black community in Los Angeles. The mission of the BWC project is to change public policies and corporate practices in Los Angeles in order to advance economic justice for African American workers and the families and communities that rely on them. Long-term goals of the BWC include dismantling the barriers of employment discrimination, creating access to quality jobs, and using unionization and leadership development to transform low-paying, low-skilled jobs into fulfilling and sustaining careers and vocations. The Labor Center has actively promoted best practices for national worker center networks and currently provides the staffing and in-kind support to develop the BWC as a scalable model for other regions in the country.

Description of Program for Which Funding Is Sought:

The BWC's programs aim to increase black workers' access to quality employment and empower black workers to advocate for themselves and their communities. Its current initiatives include increasing black workers' access to quality green construction jobs, holding agencies accountable for ensuring diversity in public works, and creating mechanisms to monitor public agency management of project labor. BWC focuses on the following three areas:

Education, Training, and Leadership Development

A key component of the BWC education, training and leadership development strategy will be its Black Leaders in Green (BLING) Construction Institute. The BLING Construction Institute will prepare black youth to advocate for participation in the emerging green economy, educate peers and community on climate change, and advocate for access to quality jobs for other black workers. This training will expose pre-apprentices to policy issues and address questions regarding civil rights and quality construction jobs in the community.

In addition to BLING, BWC also organizes the following development initiatives: 1) The Black Labor Construction Council, a coalition of workers from various construction trades that develops strategies to ensure hiring and retention of black workers in the regulated construction industry; 2) a mentorship program that will offer the BLING graduates the opportunity to engage with mentors from the Black Labor Construction Council; 3) The Black Construction Congress, a conference of multi-craft construction workers, national experts, BLING participants, and advocates to address disparate employment outcomes for black workers in the regulated construction industry; and 4) the Worker Justice Action Committee, which focuses on protecting employee rights and combating employment discrimination.

Coalition Building and Advocacy

BWC's second priority is to build durable multi-racial, multi-constituency coalitions to advocate for workers' rights. BWC facilitates strategic relationships among black workers, unions, community institutions, and employers to strengthen pipelines to quality work and increase black worker representation in upcoming green and other public-works projects. In 2010, it developed a Legal Advisory Committee to challenge barriers to employment faced by black workers and to provide direct legal services to individual workers.

Research and Communications

Underlying and reinforcing the first two areas of the BWC strategy is a focus on research and communications. BWC will develop a website and e-newsletter in an effort to increase visibility of black workers in the movement for worker rights. To track incidents of employment discrimination reported by black workers in the Los Angeles area, BWC will also develop a database with input from its members and strategic partners, including the UCLA Law School, the Legal Aid Foundation of Los Angeles, Maintenance Cooperation Trust Fund and the civil rights law firm of Barry Litt & Associates.

Rationale for Recommendation:

The grant to the UCLA Labor Center's Black Workers Center advances CBMA's goal of expanding family supportive wage work opportunities for black males through policy advocacy, and investing in labor best practices. It also advances the Campaign's strategy to: 1) identify and promote promising practices and model organizations in one or all of the Campaign's three foundational grantmaking areas, and 2) strengthen leadership and civic engagement among black men. 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. Through initiatives to build alliances with immigrant communities, the grant also reflects core EOF priority of underscoring the shared interests of marginalized groups.

Although the U.S. jobs report for August 2011 was particularly grim for black males, it confirms the need for the Black Worker Center's targeted advocacy and research. Black unemployment surged to 16.7% in August, its highest level since 1984, while the unemployment rate for whites fell slightly to 7.7%.¹⁶ Black men fared the worst with unemployment at 19.1% compared to 14.5% for black women.¹⁷ According to CNN Money, economists blame a variety of familiar factors for the higher black unemployment rate: the black workforce is younger than the white workforce; lower numbers of blacks graduate from college; and many live in geographic areas harder hit by the recession. Yet even controlling for these factors, black rates of joblessness are consistently higher. The conclusion is unavoidable that discrimination and structural barriers play a significant role.

In the current economic crisis, discrimination and structural barriers, compounded by lack of quality jobs, have only worsened the conditions black workers face. The Black Workers Center engages directly affected workers as well as organizers, economists, lawyers, and policy advocates to begin to transform these conditions. Staff has been impressed with the Center's success in building alliances to expand worker protections and increase the political leverage of its members. The Center's ultimate goal is to demonstrate that its targeted focus on black males in South Los Angeles will have universal impact by improving conditions for all low-wage workers in the area. Accordingly, it has been very deliberate in working to facilitate black-brown coalition-building in South Los Angeles.

With previous project support from OSF, the Black Worker Center has strengthened its internal infrastructure by opening an office space in South Los Angeles and by hiring a full-time community outreach coordinator. The BWC is the only space in Los Angeles for black workers from different industries to come together to analyze the causes of the conditions they face, explore historic struggles, develop strategies for solutions, and build a collective sense of hope and vision for their community. In addition to work described above, the Center has achieved the following in the last year:

- Developed a base of black construction worker-activists;
- Partnered with community and labor organizations to organize the first Los Angeles Black Workers Rights Hearing, attended by more than 160 workers, activists, and community members;
- Facilitated an all-day retreat with black construction-trades workers to set priorities for a community labor campaign to ensure equity, accountability and transparency on publicly funded construction projects;

¹⁶ Sylvia Allegretto, Amy Amerikaner, and Steven Pitts, "Data Brief: Black Employment and Unemployment in August 2011," *Monthly Black Worker Report*, September 2, 2011, http://laborcenter.berkeley.edu/blackworkers/monthly/bwreport_2011-09-02_37.pdf.

¹⁷ http://money.cnn.com/2011/09/02/news/economy/black_unemployment_rate/index.htm

- Created the Black Labor Construction Council, a subcommittee of union construction leaders;
- Partnered with New Way of Life to offer joint workshop to formerly incarcerated workers;
- Proposed anti-discrimination language that was included in a labor agreement between the City of Los Angeles Public Works and workers on two major projects: a Martin Luther King, Jr. Hospital project and the Expo Line Transportation Authority;
- Co-authored a report on best practices and how to replicate black-worker centers across the country;
- As a result of the aforementioned report, a partnership was formed with local advocates in Chicago who are now planning to open a Chicago Black Worker Center in 2012; and
- Advocates in New Orleans and Baltimore are looking to establish planning committees to explore the option of launching local Black Worker Centers in their respective cities.

Although California does not fall within CBMA's target regions, it offers a number of unique opportunities to seed innovative strategies that can be replicated elsewhere. California is also plagued by the same disparities that are evident in CBMA's priority cities and states and is an important bellwether state for progressive reforms and initiatives. In fact, as mentioned above, the Black Worker Center has partnered with advocates in Chicago to assist as they launch the Chicago Black Worker Center in 2012. CBMA's support of the UCLA Black Worker Center has proven to be an important investment in an innovative model that is spreading beyond California into other cities where these types of services are needed.

For these reasons, the Campaign for Black Male Achievement recommends a renewal grant of \$400,000 over two years.

Grant ID: 20033966

Legal Name of Organization: The Black Star Project

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: Renewed general support for The Black Star Project advances a number of CBMA’s core priorities: (1) promoting responsible fatherhood and black male engagement in the lives of their children; (2) promoting leadership development and advocacy/organizing training for young black males; (3) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign’s target region of Chicago, Illinois; and (4) supporting advocacy and organizing efforts, especially those that empower black males, aimed at education reform, fair discipline policies, and elimination of school push-out tactics that fuel the school-to-prison pipeline.

Previous OSI Support: \$200,000 from the Campaign for Black Male Achievement, 2008-2011

Organization Budget: \$1,080,000

Project Budget: n/a

Major Sources of Support:

Program Service Revenue and Membership Fees	\$755,931
Toyota Motor Sales	\$160,000
ComEd	\$90,000

Amount Requested: \$200,000

Is this a contingent grant? No

Amount Recommended: \$200,000 (T1:21119)

Term: Two years, beginning November 1, 2011

Matching Requirements: n/a

Description of Organization:

The Black Star Project was founded in 1996 to improve the quality of life for black and Latino communities in Chicago, Illinois by eliminating the racial academic achievement gap and other life-quality gaps, including those relating to housing, health, employment and wealth. The organization accomplishes its mission by educating, organizing and mobilizing parents, students, community members and partner organizations around numerous programs, campaigns and advocacy issues.

Description of Program for Which Funding Is Sought:

The Black Star Project requests general support.

Rationale for Recommendation:

The Black Star Project's mission, to improve students' educational and life outcomes with the support of families and communities, directly aligns with the priorities of the Campaign for Black Male Achievement. The proposed support of The Black Star Project advances a number of CBMA's core priorities: (1) promoting responsible fatherhood and black male engagement in the lives of their children; (2) promoting leadership development and advocacy/organizing training for young black males; (3) investing in promising practices and model organizations advocating on behalf of improving life outcomes for black men and boys in the Campaign's target-region of Chicago, IL; and (4) supporting advocacy and organizing efforts, especially those that empower black males, aimed at education reform, fair discipline policies, and elimination of school push-out tactics that fuel the school-to-prison pipeline.

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

Through its innovative programming and cultivation of a volunteer network comprised of more than 800 members, Black Star Project has contributed to building strong and functioning family units, providing mentors for young people, teaching youth conflict-resolution skills, and ensuring that youth have solid educational foundations that lead to real economic opportunities. A sampling of Black Star's regular programming is listed below:

Million Father March is a nationwide event founded and organized by the Black Star Project that mobilizes fathers and male care-givers to take their children to school on the first day, kicking off a year-long commitment to male involvement in children's education. In 2008, 400,000 people participated in Million Father Marches across the country. In the 2010 *Million Father March*, 609 cities participated, with more than 800,000 fathers taking their children to school on the first day. The Million Father March has turned into a Million Father Movement that reaches beyond the first day of school, encouraging fathers and concerned men to volunteer at schools and youth development organizations.

Real Men Read was designed by Black Star to bring fathers and men to schools to read to K-3rd-grade students and to model the value of reading and learning.

Student Motivation Mentoring Program seeks to motivate 6th- through 12th-grade students to excel academically and matriculate to college. Volunteer mentors also increase awareness of viable career options and promote healthy, positive life choices. Since 1996, more than 200,000 students in 225 schools have participated.

Destination College introduces 6th- through 12th-grade students to the advantages of a college education and the steps they must take in high school to successfully enter college after high school graduation. Workshops led by college students and recent graduates emphasize the importance of sound planning and preparation for college.

Saturday University is a parallel education system designed to complement learning in Chicago's public schools. Saturday Universities are community-driven, parent-guided learning centers open to all students for eight-week sessions each school semester. This network of free-standing, no-cost, learning centers is managed by a corps of 15 volunteers at donated sites throughout the Chicago area. An additional ten new sites are scheduled to open before the end of the year.

Parent University encourages parental involvement and provides the resources, skills and information necessary for parents to help ensure the proper education of their children. The one-time courses cover a broad variety of topics, from "How to Make Your Child a Better Reader" to "How to Keep Your Child Away from Gangs, Drugs and other Destructive Behaviors" and "Creative Approaches to Disciplining Your Child." Through Parent University, the Black Star Project has facilitated more than 500 courses over the past six years with parents in Chicago and Cook County.

With support from OSF, The Black Star Project will be able to continue to offer programming to the community and build organizational infrastructure. Key objectives during the proposed grant period include the following:

- Continuing to invest in staff training and development;
- Building partnerships to increase participation in the Million Father March to two million fathers;
- Opening 100 additional Saturday University Learning Centers in the Chicago area;

- Collaborating nationwide with organizations in the field to create effective parent development and parent participation models; and
- Continuing to strengthen governing and evaluation programs.

Given the continued success and solid track record of the Black Star Project's efforts to build constituencies to advocate for educational reform and responsible fatherhood and to engage African American youth civically to address the most pressing issues impacting their lives, CBMA staff recommends a grant of \$200,000 over two years for general support.

Grant ID: 20033967

Legal Name of Organization: Philadelphia Leadership Foundation

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To train 30 congregations in Philadelphia and Baltimore to become Stations of Hope, that will in turn provide community programming and mentoring to address the needs of black men and boys.

Grant Description: A project-support grant to the Philadelphia Leadership Foundation's Healing Communities program will provide a framework for local churches to address issues important to black men and boys in Philadelphia and Baltimore. Healing Communities provides training and support that enables congregations to: 1) offer an environment of hope and direction to encourage black men and boys and reduce stigmatization from negative perceptions and stereotypes; 2) build social networks of support and reconciliation around families; 3) develop mentoring relationships between black men and boys and their families; and 4) connect black males to social service providers working in employment, housing and education. The proposed support of PLF responds to CBMA's three-year strategic plan to invest in innovative strategies that lift barriers preventing black men from fully participating in the social, political, economic and educational mainstream of American life. The recommended grant advances all three CBMA core goals of strengthening family structures, providing opportunities for educational advancement, and lifting barriers to employment for black men and boys. It also furthers CBMA's place-based approach by engaging community groups to advocate for black male achievement in CBMA's target cities of Philadelphia, PA and Baltimore, MD.

Previous OSI Support: n/a

Organization Budget: \$521,178

Project Budget: \$397,690 over two years

<u>Major Sources of Support:</u>	Amachi Mentoring Coalition \$75,000
<u>Amount Requested:</u>	\$300,000
<u>Is this a contingent grant?</u>	No
<u>Amount Recommended:</u>	\$300,000 (T1:21121)
<u>Term:</u>	Two years, beginning November 1, 2011
<u>Matching Requirements:</u>	n/a

Description of Organization:

The Philadelphia Leadership Foundation (PLF) brings together local faith and community leaders, churches, social service groups, and other organizations to tackle the most difficult problems facing the poor in Philadelphia neighborhoods. PLF has committed to developing a next generation of Philadelphia leadership that is spiritually fit, socially conscious, and committed to making a positive impact in local neighborhoods. PLF advances its mission through four programs:

Amachi Mentoring Program - Working through a network of congregations and other organizations, PLF recruits and trains mentors for children who have been directly or indirectly impacted by incarceration. Currently, the Philadelphia Amachi program serves 370 children; 60% of the matches paired adult mentors with black boys whose lives have been impacted by incarceration. Volunteer mentors spend at least 4 hours a month with a child and commit to doing this for one year. The Amachi model incorporates program elements found to be essential in previous mentoring research conducted by Public Private Ventures. Program infrastructure and expertise for the program nationally are provided by Big Brothers Big Sisters of America (BBBS). BBBS oversees screening, matching and training of mentors, and provides mechanisms for monitoring and supporting matches. Amachi’s organizers work closely with local justice institutions to identify and make contact with children of prisoners and work with churches to recruit volunteer mentors. In 2004, BBBS conducted surveys after Amachi matches had been active for one year. Ninety-three percent of mentors and 82 percent of caregivers reported that their mentee had increased self-confidence. About 60 percent of mentors and caregivers said the child had an improved “sense of the future.” A majority also reported better academic performance and improved behavior in school. The Amachi one-to-one mentoring model is a well documented, replicated, and proven model that serves as an effective intervention to reduce dropout rates, truancy, and anti-social and criminal behavior for black male youth.

Community Impact Institute (CII) – In early 2011, PLF launched CII to teach small to mid-size congregations how to develop and sustain effective community organizations.

CII's mission is to instruct, inform, inspire, and invest in Christian-based organizations through capacity-building services that advance community change and alleviate the burden of poverty. Through CII's training programs, churches gain the knowledge, tools and skills to implement high-quality, outcome-focused programs. Since the launch of CII earlier this year, 16 individuals from 11 Philadelphia area churches and ministries have completed the 12-week non-profit training and technical assistance program.

CII offers a series of 2-hour orientation followed by 8 half-day instructional workshops on the following topics:

- Principles of Organizational Development – First Steps & Considerations
- Hands-on 501C3 Formation
- Board Development (Recruitment, Management and Responsibilities)
- Organizational Planning (Strategic & Tactical)
- Effective Nonprofit Communication Strategies
- Resource Development & Management
- Grantwriting from a Funder's Perspective
- Nonprofit Finance and Financial Management
- Funding Realities in a Downturn Economy
- The Nature of Government Grants

Healing Communities (HC) –The HC model builds the capacity of congregations to address key issues affecting black males. This model originally focused exclusively on training congregations to address issues of incarceration and re-entry; however, the model has recently been adapted to address the broader social issues that impact black communities. The HC model, in partnership with the Amachi Mentoring Program and the CII, works with its congregational partners to build a strong infrastructure of supportive services aimed at improving education, healthcare and employment outcomes.

Currently, the Healing Communities Program operates with 20 sites, two denominational partnerships, and a working agreement with the Christian Association for Prisoner Aftercare, the largest faith based prisoner reentry and aftercare network in the United States. Through this work, over one hundred congregations nationally have become Stations of Hope, and more than 800 families of the incarcerated and formerly incarcerated persons have received support ranging from counseling, family reunification, employment, education advancement, substance abuse treatment, and individual and family mentoring all through the existing resources of the congregational stations of hope.

Philadelphia Urban Coalition (PUC) – The Philadelphia Leadership Foundation has succeeded in developing several key networks for the strengthening of civic and community service in Philadelphia. PLF convenes leaders from urban and suburban churches monthly for prayer and partnership. The PUC meets to address problems in the Philadelphia region, share resources and celebrate successes. PLF is also a member of the Religious Leaders Council, which builds relationships of mutual support across denominations and religious affiliations. Through the Philadelphia Urban Coalition and

The Religious Leaders Council, PLF is connected to over 500 congregations in an effort to access networks of information sharing and mobilization models. These networks have enabled a number of congregations and civic organizations to become more socially aware and engaged in the Philadelphia community.

Description of Program for Which Funding Is Sought:

Philadelphia Leadership Foundation's Healing Communities program will support Stations of Hope in 20 congregations in Philadelphia, Pennsylvania. Healing Communities will guide the congregations' creation of one-to-one, group and team mentoring programs that employ innovative community programming to address the needs of black males alienated from the mainstream of society. PLF will also provide congregations with comprehensive organizational development and capacity-building instruction and technical assistance to aid in the development of sustainable, faith-based community service programs that address the needs of black males. The training will teach congregations how to effectively develop nonprofit programs, access resources beyond the congregation, and maximize resources for increased impact in the lives of black males.

The following is a brief summary of the program's expected outcomes:

- Recruit 20 congregations in Philadelphia and 10 congregations in Baltimore, MD to complete the Healing Communities 5-part Station of Hope curriculum, and as appropriate, the Community Impact Institute, and Amachi Training Institute programs in the first year. Congregations will learn how to: (1) be a Healing Community; (2) establish a Station Hope within the congregation; (3) develop and sustain a nonprofit organization and program; and (4) offer a comprehensive mentoring program focused on the needs of black males whether involved or not in the criminal justice system;
- Through the Community Impact Institute, provide training to congregations on how to start a congregation-based educational achievement program for black males that is based on best practice examples and through the facilitation of the Healing Communities network, develop partnerships with institutions providing educational services. Twenty-five percent of congregations will either start or strengthen their congregation-based supplemental educational programs for black men and boys in the first year. That number will increase to 50% of congregations by end of the second year.
- Support congregations to effectively serve 200 black males through mentoring, community services, family supports and reentry wrap-around care over two years;
- Aid select congregations in developing programming to strengthen parenting skills, address the challenges of single parenting, and connect parents to community-based resources. Where appropriate, the "Raising Him Alone" curriculum developed by the Urban Leadership Institute will be used to support single mothers and address the issues they face when raising black boys.
- Offer quarterly training and networking sessions for congregational leaders.
- Facilitate relationships between congregations and social service delivery systems to develop wrap-around supports for participants

Additionally, the Philadelphia Leadership Foundation has already begun to cultivate organizational partnerships in Philadelphia and Baltimore to assist with the recruitment of congregations, the development and implementation of the mentoring component, and identification of social supports for program participants. Philadelphia partners include The Kingdom Care Reentry Network, The Mayor's Office of Reintegration Services for Ex-Offenders, The Philadelphia Department of Behavioral Health and Intellectual Disabilities Faith Based and Spiritual Affairs Advisory Board and The Community College of Philadelphia. Baltimore partners include The Door, Celebrate Recovery Inside, and the Urban Leadership Institute.

Rationale for Recommendation:

Support of PLF responds to CBMA's three-year strategic plan to invest in innovative strategies that lift barriers preventing black men from fully participating in the social, political, economic and educational mainstream of American life. The recommended grant advances all three CBMA core goals of strengthening family structures, providing opportunities for educational advancement, and lifting barriers to employment for black men and boys. It also furthers CBMA's place-based approach by engaging community groups to advocate for black male achievement in CBMA's target cities of Philadelphia, PA and Baltimore MD.

Over the past year, CBMA staff has had several conversations with its Board advisors about how the Campaign could better engage the faith community to advance black male achievement. This grant effectively responds to this call to action. Historically, faith congregations have played a central role in social reform in the U.S, particularly in the black community. Black churches are among the very few organized support systems that still exist in poor black communities today.

PLF's programming expands the tradition of engaging the black faith community in social reform issues that impact the black community. Through the Healing Communities program and its wrap-around sister programs, the Amachi Mentoring Project and the Community Impact Institute, 20 congregations in Philadelphia and 10 congregations in Baltimore, MD will be trained and empowered to effect positive change in the lives of black men and boys through community programming and mentoring.

Additionally, the Philadelphia Leadership Foundation Board, staff and consultants have a strong track record in providing services to black males in the areas of education, employment/entrepreneurialism and family strengthening. Rev. Dr. W. Wilson Goode, Sr., National Director of the Amachi Mentoring Program, has been a leading architect and advocate of mentoring programs for children whose lives have been impacted by incarceration. Rev. Dr. Harold Dean Trulear began mentoring at-risk youth and young adults in 1977 as a staff person for Youth Guidance, a faith-based alternative-sentencing program. He was also the architect of Public/Private Ventures' National Faith Based Initiative, which targeted high risk youth with faith-based supports aimed at reducing crime and recidivism and increasing pro-social, educational and employment skills. As Healing Communities' director, Dr. Trulear has extensive experience in "Responsible Fatherhood" through his ten-year consultancy with the Annie E. Casey Foundation's Faith and Families portfolio, which worked jointly at several points with CBMA's Responsible Fatherhood portfolio. The Baltimore implementation of the Healing Communities model will be shepherded by a local activist, Alfreda Robinson-Dawkins.

Mrs. Robinson-Dawkins founded the National Women's Prison Project in Baltimore, MD and is a recognized leader in the field of reentry and families with over ten years of experience in the field. She has provided parenting classes in correctional facilities over the past eight years, and mentoring training for both faith and community based organizations. She is an instructor for the Healing Communities curriculum and has provided training over 50 churches in Baltimore. She is a national advocate for criminal justice reform and author of faith based training resources on family strengthening and pro-social supports.

Finally, the proposed grant to PLF responds to the cross-cutting themes and collaboration goals in CBMA's three-year strategic plan, which calls for field-building activities such as providing technical assistance to organizations working to advance black male achievement and to partnerships that foster collaboration among those organizations. By investing in PFL, CBMA will increase the capacity and effectiveness of the congregations trained and served by PFL.

For these reasons, CBMA is recommending a grant of \$300,000 over two years to the Philadelphia Leadership Foundation.

Grant ID: 20033972

Legal Name of Organization: John S. and James L. Knight Foundation

Tax Status: Other

Name of Fiscal Sponsor: The Miami Foundation

Purpose of Grant: To support the Black Male Engagement Initiative in Philadelphia, Pennsylvania.

Grant Description: A project grant will support the Miami Foundation’s implementation and management of the Black Male Engagement Initiative, which is a pilot project that was launched in August 2011 in Detroit and Philadelphia by the John S. and James L. Knight Foundation in partnership with the Campaign for Black Male Achievement. The initiative’s goal is to highlight the positive impact black males have on their neighborhoods and communities through civic engagement. The project advances the following CBMA priorities: 1) strengthen the field of black male achievement by integrating strategic communications into CBMA’s work across its three core areas to promote positive frames and messages about black men and boys; 2) promote leadership development and advocacy/organizing training for young black males by providing them with the tools to become empowered citizens and informed advocates for themselves and their communities; and 3) serve as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys.

Previous OSI Support: n/a

Organization Budget: \$2,056,712,868

Project Budget: \$1,305,400

Major Sources of Support: n/a

Amount Requested: \$383,000

Is this a contingent grant? No

Amount Recommended: \$200,000 (T1:21122)

Term: Nine months, beginning November 1, 2011

Matching Requirements: n/a

Description of Organization:

Since 1967, The Miami Foundation has advanced its vision of empowering Miami citizens by aiding hundreds of individuals, families and businesses to establish charitable funds aimed at transforming communities. In addition to a large portfolio of donor-advised funds, the foundation leads several community projects, including: 1) the Miami Fellows program, a 15-month fellowship designed to engage a new generation of leaders in building a Greater Miami; and 2) the Engaged Leaders program, which supports and recognizes leaders who are making outstanding contributions at local nonprofit organizations.

The Miami Foundation also manages \$150 million in philanthropic funds, including significant donor-advised funds from the John S. and James L. Knight Foundation. In partnership with the Knight Foundation, the Miami Foundation has managed several community grant contests such as the Miami Knight Arts Challenge, which identifies the most innovative local organizations and individuals seeking to transform the community through the arts. Currently, the Miami Foundation also serves as fiscal agent and partner to the Knight Foundation's Black Male Engagement Initiative in Philadelphia, Pennsylvania and Detroit, Michigan.

Description of Program for Which Funding Is Sought:

The Miami Foundation seeks project support for the execution and management of the Black Male Engagement Initiative (BME, pronounced "be me"). BME is a pilot initiative launched August 1, 2011 in Detroit and Philadelphia by the Knight Foundation in partnership with the Campaign for Black Male Achievement.

BME's goal is to get more black men and boys engaged in their communities by highlighting the positive impact their engagement has on their neighborhoods and communities. BME uses an online platform where community members upload videos portraying the positive contributions black men and boys make to their communities. The BME project hopes to achieve the following goals:

- Recognize the contributions made by black men and boys who are civically engaged in their communities;
- Reinforce positive contributions so that other community members, particularly black males, are inspired to also become engaged and to positively transform their communities; and
- Provide resources for technical assistance and capacity to several projects that have been nominated by community members.

The key outcomes from the project will include: 1) hosting a series of citywide recognition ceremonies and summits to highlight the positive role black men and boys play in their communities, which will in turn increase public awareness of the issues facing black males and possible solutions; 2) continuing to gather and post positive stories about black males in Philadelphia and Detroit on the www.bmechallenge.org website and on other social media networks such as Facebook and Twitter; 3) soliciting nominations for community-engagement projects that will be eligible for grants ranging from \$1,000-\$50,000; and 4) building a sustained network of community organizations and individuals committed to advocating for improved life outcomes for black men and boys.

Rationale for Recommendation:

The Black Male Engagement (BME) community initiative furthers CBMA's priorities of: 1) strengthening the field of black male achievement by integrating strategic communications into CBMA's work across its three core areas, and by promoting positive frames and messages about black men and boys; 2) promoting leadership development and advocacy/organizing training for young black males, providing them with the tools to become empowered citizens and informed advocates for themselves and their communities; and 3) serving as a catalyst in the field of philanthropy for leveraging additional private and public funds for the field of black men and boys. The grant will further CBMA's place-based approach by engaging community groups that build local coalitions to advocate for black male achievement in CBMA's target city of Philadelphia.

The BME initiative is focused on building upon the positive contributions of civically engaged black males who are already leading efforts and programs in their communities. By focusing on black males as assets to their communities, the project hopes to raise awareness and challenge the prevailing negative perceptions of black males as deficits and social problems.

Over the past year, the Knight Foundation, in partnership with local community members in Philadelphia and Detroit, has been planning the BME initiative. During the initial planning phase, the Knight Foundation identified the following as key drivers to help the direction of the project: 1) black men and boys are assets to their communities; 2) civically engaged black men and boys are uniquely positioned to encourage other black men and boys to become civically engaged; and 3) solutions to community problems will be found by empowering community members, particularly black males, who are most affected by those problems.

The BME initiative builds off of the work of *Black Male Re-Imagined*,¹⁸ a successful convening OSF and the Knight Foundation hosted last year in partnership with the American Values Institute. As a follow-up to this convening, the CBMA team has participated in the planning for BME and signed on as a partner to support the project's work in Philadelphia and to explore the potential for expanding the project in other cities that are part of the Campaign's focus.

To date, BME has: designed and launched a website that allows community members to upload their stories about the positive contributions they or other black males are playing in their

¹⁸ The convening's full title is *The Black Male Re-Imagined: Unleashing the Power of Art, Culture, and Media to Transform Black Communities*.

community (www.bmechallenge.org); developed a strategy and framework for the community engagement component of the project by soliciting research and community outreach partners, including the American Values Institute and Context Partners, a design firm that helps non-profits design online community engagement tools; and built a strategic partnership with the Miami Foundation to manage, lead and facilitate its second phase as it provides grants to individuals and organizations in each city.

The Miami Foundation has experience managing initiatives like BME, such as the Miami Knight Arts Challenge. The Knight Foundation has also managed a number of successful projects designed to engage and inform communities, including:

- *Knight News Challenge* - a media innovation contest that aims to advance the future of news by funding new ways to digitally inform communities;
- *Knight Community Information Challenge* - a five-year, \$24 million initiative to help community and place-based foundations play leading roles in meeting the information needs of their communities; and
- *Knight Neighborhood Challenge* – a five-year, \$3 million effort to change the way Macon, GA looks at neighborhood revitalization by funding citizen-led ideas.

Given the Knight Foundation's longstanding experience and successful track record in building strong community engagement projects and working successfully with the Miami Foundation to manage its other projects, the CBMA team sees the BME initiative as an innovative strategic communications vehicle that will effectively challenge negative perceptions and stereotypes of black males. Additionally, CBMA sees the support of BME as a key philanthropic investment that will further build our ongoing partnership with the Knight Foundation. Knight Foundation has acknowledged that CBMA's support and leadership significantly helped in guiding the Foundation's growing investment in black men and boys.

Finally, CBMA staff has discussed with the Knight Foundation the possibility of supporting a similar project for Baltimore, Maryland during the next phase of the BME initiative. Staff feels the BME model naturally builds upon the successful efforts of the Black Male Identity project in Baltimore.

For these reasons, CBMA is pleased to recommend a grant in the amount of \$200,000 over nine months to the Miami Foundation for the Black Male Engagement Initiative.

Grant ID: 20033973

Legal Name of Organization: The Foundation Center

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To conduct and disseminate research on philanthropic investments aimed at improving life outcomes of black men and boys

Grant Description: To provide project support to the Foundation Center (the Center) for a research project to identify funding trends related to philanthropic investments aimed at black men and boys. The grant to the Center will specifically advance the Campaign for Black Male Achievement’s efforts to facilitate dialogue within the philanthropic and non-profit sector about how to increase and leverage resources to improve life outcomes for black men and boys. The Foundation Center was founded in 1956 to strengthen the social sector by advancing knowledge about philanthropy in the U.S. and around the world. To advance its mission, the Center strives to: 1) aid strategic decision making among funders by providing up-to-date data through online technology and resources; 2) connect non-profits to philanthropic resources; 3) serve as a global data platform for philanthropy; and 4) increase and leverage philanthropic investments around specific issues. The proposed grant to the Center advances CBMA’s core priority to serve as a catalyst for leveraging additional funds to strengthen the field of black men and boys.

Previous OSI Support:

- \$60,000 from U.S. Programs General Grants, 2001-2004
- \$150,000 from the Strategic Opportunities Fund, 2004-2010

Organization Budget: \$21,140,664

Project Budget: \$240,000

Major Sources of Support: n/a

Amount Requested: \$240,000

<u>Is this a contingent grant?</u>	No
<u>Amount Recommended:</u>	\$240,000 (T1: 21122)
<u>Term:</u>	One year, beginning November 1, 2011
<u>Matching Requirements:</u>	n/a

Description of Organization:

Founded in 1956, The Foundation Center’s (the Center) mission is to strengthen the social sector by advancing knowledge about philanthropy in the U.S. and around the world. To achieve its mission the Center strives to: 1) aid strategic decision making among funders by providing up-to-date data through online technology and resources; 2) connect non-profits to philanthropic resources; 3) serve as a global data platform for philanthropy; and 4) increase and leverage philanthropic investments around specific issues.

As the nation’s leading authority on philanthropy, the Center maintains a searchable database, *Foundation Directory Online*, which is used by approximately 200,000 individuals and organizations each year, including OSF. The Center also operates a *Research Institute*, which conducts both original and commissioned research on foundation funding trends, and a daily online news service dedicated to philanthropy.

Today, the Center continues to serve as the most trusted repository of information about philanthropy. To broaden its reach, the Center has forged relationships and partnerships for research projects, educational programming, and the development of specialized information resources. To date, these partnerships and relationships have led to 5,000 publications supported by foundation grants.

Description of Program for Which Funding Is Sought:

The Foundation Center seeks project support for its research project aimed at: (1) identifying funding trends related to philanthropic investments for black men and boys; and (2) facilitating broader dialogues within the philanthropic and nonprofit sector about how to increase and leverage resources to improve life outcomes for black men and boys. The project would specifically result in the following: 1) a detailed, published report documenting and analyzing philanthropic investments for black men and boys; 2) an accompanying online custom mapping application that visually illustrates funding patterns; and 3) the organization and facilitation of a convening to disseminate research findings and promote conversation within the philanthropic sector about strategic opportunities to invest in and support issues affecting black men and boys.

The project will do the following:

- Track overall funding trends for issues around black men and boys from 2000-2009;
- Develop a three-year summary of funding by major subject areas (e.g., education, health, human services);

- Develop a three-year summary of funding by type of support (e.g., program support, general operating support);
- Research funding trends by region and metropolitan area, with a particular focus on areas where CBMA funds projects;
- Commission essays from leaders in the field with the goal of placing findings in the larger context of the field and its strategic directions;
- Review data comparing investments in black men and boys to overall foundation giving for ethnic and racial minority groups; and
- Identify investment opportunities for grantmakers and top grant recipients.

In addition to reporting on quantitative data, the report will include qualitative stories of foundation efforts to invest in black men and boys. To complement the data and stories, the Center will also create an interactive, online mapping application that visually shows funding patterns by subject, geography, and year. Finally, the Center anticipates the project will help the Campaign to: 1) increase awareness of the issue of black men and boys among foundations and emphasize the relevance of this work across multiple issue areas; 2) promote strategic decision-making among funders by providing the most up-to-date data available; and 3) facilitate greater collaboration among funders by providing them with a concrete picture of the funding landscape for improving life outcomes for black men and boys.

Rationale for Recommendation:

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

The Foundation Center is one of the primary resources on philanthropy in the United States, maintaining an online database containing more than two million grants and nearly 100,000 U.S. grantmakers. As a result of its research and information-dissemination capacity, the Center has built an enormous network of grantseekers, grantmakers, researchers, policymakers, media, and the general public. Through its research, online tools, and other resources, the Center plays a critical role in helping to identify and direct investments towards key issues facing specific communities due to race, gender or class.

Today, one of the greatest challenges facing the field for black men and boys is the absence of a collective philanthropic commitment to increase resources explicitly targeted for black men and boys. Tia Elena Martinez, in her essay *Strategic Philanthropy and the Crisis among Black Young Men and Boys*, identified three general barriers to foundation investments for black men and boys: 1) the challenges of directly addressing race and gender in the United States; 2) foundations' reluctance to take on a highly complex social problem with few proven solutions; and 3) the absence of sustained institutional support.

Based on the Center's extensive networks and its successful role as a partner to other foundations, the Campaign is excited about the unique opportunity this project will present. The project will be an important step towards aligning current grantmaking strategies that support black men and boys and, ultimately, creating the collaborative will and commitment among

national, regional, and local foundations to coordinate a long-term response to the crisis among black men and boys.

Most recently, the Center published a similar research project entitled *Untapped Potential: European Foundation Funding for Women and Girls*. To accompany the dissemination plan for the report, the Center held a series of briefings and developed an accompanying website and mapping tool.

The Center plans to collaborate to maximize the impact of the proposed research on philanthropy earmarked for black male advancement. One potential partner the Center has identified is the D5 coalition, a network of 18 organizations that is engaged in a five-year effort to enhance philanthropy's diversity, equity, and inclusion. Among D5's goals is increasing funding for diverse communities and producing research that allows philanthropy to be more transparent about progress on diversity, equity, and inclusion. Given these goals, there is natural alignment between this project and D5's objectives. The Foundation Center is a founding member of the coalition and has strong relationships with other members of the coalition, including the joint affinity groups and various regional associations of grantmakers. One of the grantmakers who is a current funding partner of the D5 coalition is Robert Ross, President of the California Endowment; he has already committed significant resources from his foundation to address issues facing men and boys of color. Through these relationships and others, the Foundation Center will have added capacity to promote and advance the findings of this research effort among key stakeholders.

The Center also expects to work closely with the Campaign's grantee/partner, the Association of Black Foundation Executives (ABFE), which has been doing significant work on this topic in recent years. The Center's research findings on the overall scope of work being done in this area by U.S. foundations will help place the ABFE work in context. The Center will also ensure that ABFE members are engaged in the planning and execution of the convening CBMA will be organizing to release the report.

For these reasons, CBMA recommends a grant of \$240,000 over one year to the Foundation Center.