

U.S. PROGRAMS
Equality and Opportunity Fund
Summary of Recommended Grants
\$50K and under grants, Submitted November 11, 2011

Organization	Grant Code	Recommended	Term	2011	2012	2013
Equality and Opportunity Fund						
Immigrant Rights and Racial Justice						
OneAmerica	T1: 24449	\$ 35,000	8 mos.	\$ 35,000		
LGBTQ Rights and Gender Justice						
Funders for Lesbian and Gay Issues, dba Funders for LGBTQ Issues	T1: 24450	\$ 35,000	1 year	\$ 35,000		
Hispanics in Philanthropy	T1: 24450	\$ 50,000	1 year	\$ 50,000		
Total Recommended:		\$ 120,000		\$ 120,000		
GRANTMAKING TOTAL THIS DOCKET:		\$ 120,000				

Diana Mars
Approval Signature

11/16/11

Date

MEMORANDUM

TO: Diana Morris
FROM: Raquiba LaBrie and EOF Staff
DATE: November 11, 2011
RE: Recommended \$50K and under Grants

The Equality and Opportunity Fund (EOF) embraces US Programs' grantmaking in the areas of racial justice, immigrant rights, LGBTQ rights, and gender justice. It also includes the Neighborhood Stabilization Initiative (NSI) and the Campaign for Black Male Achievement (CBMA).

The Equality and Opportunity Fund recommends the following grants for your consideration.

The recommended grant to **OneAmerica** will support its executive leadership transition. Founded in the wake of September 11, 2001 to counter backlash against immigrants and minorities in Washington State, OneAmerica has grown to become the largest immigrant advocacy organization in the state and a national field leader. Given its statewide and national presence, it is critical that OneAmerica's executive director transition is resourced adequately.

The recommended grant to **Funders for Lesbian and Gay Issues** (dba Funders for LGBTQ) will provide general support to Funders for LGBTQ Issues. For three decades, Funders for LGBTQ Issues has led philanthropic efforts to increase support for LGBTQ equality. Funders for LGBTQ Issues aims to integrate LGBTQ concerns in the programs and grant-making of philanthropic institutions, increase the number of foundations supporting LGBTQ issues, and ensure a more equitable distribution of philanthropic resources to LGBTQ communities.

The recommended grant to **Hispanics in Philanthropy** will support the LGBT Latino Initiative. HIP works to strengthen Latino communities by increasing resources for the organizations serving Latinos; support Latino participation and leadership throughout the field of philanthropy; and foster policy change to achieve equity for Latinos. The LGBT Latino Initiative seeks to 1) educate Latino communities about LGBTQ issues; 2) strengthen LGBTQ Latino organizations and support LGBTQ Latino leaders; and 3) facilitate coordination between LGBTQ and Latino organizations and community leaders.

We thank you for your consideration of these recommendations.

Grant ID: 20033957

Legal Name of Organization: OneAmerica

Tax Status: 501 (c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To facilitate the founding executive director’s leadership transition

Grant Description: A project support grant to facilitate OneAmerica’s executive leadership transition. Founded in the wake of September 11, 2001 to counter backlash against immigrants and minorities in Washington State, OneAmerica has grown to become the largest immigrant advocacy organization in the state and a national field leader. Because of its statewide and national presence, it is critical that OneAmerica’s executive director transition is resourced adequately. Accordingly, EOF recommends funding to OneAmerica for coaching and organizational development support to facilitate its current leadership transition. The recommended grant advances EOF’s overarching goal of supporting efforts to ensure justice and equality, prohibit arbitrary and discriminatory government action, and to lift barriers that prevent people from participating fully in economic, social, and political life. Further, it advances the specific immigrant rights grantmaking priorities of promoting fair immigration enforcement, detention, and deportation policies, and fostering immigrant integration. This grant will supplement a general support grant made to OneAmerica earlier this year.

Previous OSI Support: \$400,000
\$200,000 from Equality and Opportunity Fund, 2009-13
\$200,000 from the National Security and Human Rights Campaign, 2009-13

Organization Budget: \$2,497,939

Project Budget: \$90,000

Major Sources of Support: Public Interest Projects \$20,000

Amount Requested: \$35,000

Is this a contingent grant? No

Amount Recommended: \$35,000 (T1: 24449)

Term: 8 months, beginning September 1, 2011

Matching Requirements: n/a

Description of Organization:

Based in Seattle, Washington, OneAmerica (formerly Hate Free Zone Washington) was founded in the wake of September 11, 2001 to counter the backlash in Washington State directed against Middle Easterners, East Africans, South Asians, Muslims, Sikhs, and other immigrants and minorities. Using a range of tools, including legal advocacy, policy advocacy, media outreach, and community organizing, it defends the civil rights and liberties of immigrant communities of color, and works to help these communities become self-reliant and engaged in the political process. It also provides direct support and legal referrals to individuals and families facing immigration detention and deportation, and to people of color who face discrimination and harassment in their workplaces, schools and communities. The organization's goals are to bring together, train and empower local immigrant communities that do not traditionally work together; increase civic participation; build coalitions of immigrants and allies; and mobilize immigrant communities of color to work for change at the local, state, and national levels.

Description of Program for Which Funding Is Sought:

OneAmerica requests support for the planned transition of its founding and current executive director, Pramila Jayapal. Already underway, this process has included deep engagement with OneAmerica's board and staff. The following are the principal transition needs for which the organization seeks funding:

- 1) Hiring of consultants to assist in transition planning and implementation, as well as hiring of new executive director;
- 2) Coaching for the current and new executive director; and
- 3) Additional staff support to enable the current executive director to focus on legacy fundraising, internal team-building, and relationship management.

Rationale for Recommendation:

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

integration. This grant will supplement a general support grant made to OneAmerica earlier this year.

Under Jayapal's leadership, OneAmerica has achieved significant policy change in Washington State, leading efforts to win numerous victories for immigrants including the following: working with the Seattle City Council to establish an Immigrant and Refugee Advisory Council; working with the Governor to establish a New Americans Policy Council to ensure continued provision of drivers' licenses regardless of immigration status; and obtaining a letter from the Washington State Sheriff's Association advocating for comprehensive immigration reform. Also under Jayapal's leadership, OneAmerica engaged in the first large-scale immigrant voter registration program in the state, registering tens of thousands of new citizens to vote.

At a time when immigrant rights policies continue to be decided through state and local initiatives, organizational development support to OneAmerica is critical. The investment will have ripple effects well beyond Washington State. OneAmerica plays leadership roles in the relatively new National Partnership for New Americans (EOF grantee) and the more established Rights Working Group (EOF and NSHR grantee). It offers model organizing strategies for bridging the concerns of immigrants and Arab, Middle Eastern, Muslim and South Asian communities. And it filters its immigrant rights advocacy through a racial justice lens.

For the reasons outlined above, the Equality and Opportunity Fund recommends a project support grant to OneAmerica in the amount of \$35,000 over eight months.

Grant ID: 20033620

Legal Name of Organization: Funders for Lesbian and Gay Issues, dba Funders for LGBTQ Issues

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To provide general support

Grant Description: This grant will provide general support to Funders for LGBTQ Issues. For three decades, Funders for LGBTQ Issues has led philanthropic efforts to increase support for LGBTQ equality. Funders for LGBTQ Issues aims to integrate LGBTQ concerns in the programs and grant-making of philanthropic institutions, increase the number of foundations supporting LGBTQ issues, and ensure a more equitable distribution of philanthropic resources to LGBTQ communities. Their signature reports, *Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by US Foundations* and *A Global Gaze, LGBTQI Grantmaking in the Global South and East*, provide widely referenced data to advocate for philanthropic resources towards LGBTQ issues within the U.S. and internationally. This grant will advance EOF’s overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It advances EOF’s grantmaking priorities of 1) strengthening and expanding policies that advance 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 recommended grant will provide renewed funding at a reduced amount.

Previous OSI Support: \$872,000
 \$500,000 from US Foundation Partnerships, 1999
 \$50,000 from US Programs General Grants, 2003
 \$12,000 from Strategic Opportunities Fund, 2005
 \$20,000 from PH Sexual Health & Rights, 2006
 \$175,000 from USJ – LGBT Rights, 2009
 \$135,000 from USP – E&O Fund, 2010

Organization Budget: \$1,660,274

Project Budget: n/a

Major Sources of Support:

Ford Foundation	\$200,000
Haas Jr. Fund	\$25,000
Levi Strauss Foundation	\$15,000
MacArthur Foundation	\$15,000

Wells Fargo Foundation \$15,000

Amount Requested: \$35,000

Is this a contingent grant? No

Amount Recommended: \$35,000 (T1: 24450)

Term: One year, beginning October 1, 2011

Matching Requirements: n/a

Description of Organization:

For three decades, Funders for LGBTQ Issues (Funders) has led philanthropic efforts to increase support for LGBTQ equality. Funders for LGBTQ Issues aims to integrate LGBTQ concerns in the programs and grant-making of philanthropic institutions, increase the number of foundations supporting LGBTQ issues, and ensure a more equitable distribution of philanthropic resource to LGBTQ communities. Core strategies include:

Publication and dissemination of research on LGBTQ issues aimed at stakeholders in philanthropy.

Funders' reports include the annual *Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by US Foundations* and biannual *A Global Gaze, LGBTI Grantmaking in the Global South and East*. These reports are frequently referenced to make the case for philanthropic support for LGBTQ issues in the U.S. and abroad. Funders also maintains up-to-date online resources: www.lgbtfunders.org which attracts approximately 4,000 visits monthly; and www.lgbtracialequity.org, focused on LGBTQ communities of color.

Organizing conferences, symposiums, and tele-briefings to support philanthropy related to LGBTQ and gender justice issues.

Funders supports public and community foundations serving LGBTQ communities by fundraising for these foundations and organizing strategy and information briefings and an annual in-person conference to share resources. Through leadership and participation in affinity groups such as the Joint Affinity Group and the Working Group of Philanthropy for Social Justice and Peace, Funders seeks to raise awareness of LGBTQ issues amongst allies and serve as a resource on broader issues of equality for LGBTQ funders. Funders also hosts national tele-briefings to inform colleagues in philanthropy about LGBTQ issues, including transgender health and human rights and violence directed at LGBTQ communities.

Supporting campaigns that underscore linkages between advocacy sectors.

Over the past five years, Funders has focused on ensuring that LGBTQ rights funding benefits the most marginalized LGBTQ communities, especially people of color, women, transgender, gender non-conforming, and low-income individuals. Strengthening partnerships between philanthropic and grantee initiatives that integrate the concerns of these communities is a key strategy towards this effort.

Description of Program for Which Funding Is Sought:

Funders for LGBTQ Issues requests general support.

Rationale for Recommendation:

This grant will advance EOF's overarching goal of supporting organizations that work across groups to ensure justice and equality and prohibit arbitrary and discriminatory government actions. It advances EOF's grantmaking priorities of 1) strengthening and expanding policies that advance 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 recommended grant is a tie-off grant that provides renewed funding at a reduced amount.

Funders for LGBTQ Issues is the only organization in the world dedicated to educating and advocating for philanthropic support of LGBTQ issues. Its early programs were focused on raising visibility for LGBTQ issues within institutional philanthropy through participation at Council on Foundations meetings, the publication of reports designed to educate funders about LGBTQ issues related to youth, seniors, and health care.

Funders has adapted as the field of philanthropy and advocacy evolved to better integrate concerns of marginalized communities. Its mission now explicitly incorporates a commitment to racial, economic, and gender equity. The mission is grounded in the recognition that 1) there now exists a vibrant field of philanthropy working to advance the movement for LGBTQ equality and rights (in stark contrast to the state of the field when the organization was established) and 2) the LGBTQ rights movement has achieved tremendous gains over the past two decades that have not been shared equitably across the LGBTQ community.

Funders' interest in connecting the LGBTQ philanthropic sector with broader initiatives has resulted in partnerships with two campaigns led by OSF grantees –*Caring Across Generations* and *Strong Families*. *Caring Across Generations*, organized by the National Domestic Workers Alliance and Jobs with Justice (EOF and D&P grantees), addresses the increased demand for caretaking services that enable seniors, disabled persons and others in need of supportive services to live independently and with dignity. *Strong Families*, organized by Asian Communities for Reproductive Justice (EOF grantee), is a national initiative to transform the way people think, feel and advocate in support of families. Funders for LGBTQ Issues will partner with both campaigns to create opportunities to support the involvement of LGBTQ organizations and foundations and to integrate LGBTQ issues throughout the campaigns.

Funders for LGBTQ Issues plays a unique dual role in the philanthropic community. It educates mainstream LGBTQ funders about the substantive policy priorities and infrastructure needs of the most vulnerable LGBTQ communities. It also advocates for the elevation of LGBTQ leadership and concerns in broader social justice advocacy.

Given the close alignment between Funders for Lesbian and Gay Issues' mission and U.S. Programs' overarching goals, the Equality and Opportunity Fund recommends a grant of \$35,000 over one year.

Grant ID: 20033619

Legal Name of Organization: Hispanics in Philanthropy

Tax Status: 501(c)(3)

Name of Fiscal Sponsor: n/a

Purpose of Grant: To support the LGBT Latino Initiative

Grant Description: A project grant to Hispanics in Philanthropy (HIP) will support the LGBT Latino Initiative. HIP works to strengthen Latino communities by increasing resources for the organizations serving Latinos; support Latino participation and leadership throughout the field of philanthropy; and foster policy change to achieve equity for Latinos. The LGBT Latino Initiative seeks to 1) educate Latino communities about LGBTQ issues; 2) strengthen LGBTQ Latino organizations and support LGBTQ Latino leaders; and 3) facilitate coordination between LGBTQ and Latino organizations and community leaders. The recommended grant will advance EOF's overarching goal of supporting efforts to ensure justice and equality and lift barriers that prevent people from participating fully in economic and social life. It will also advance EOF's specific grantmaking priorities of: 1) increasing the participation of diverse voices within the LGBTQ rights movement, with an emphasis on people of color and immigrants; and 2) supporting social justice organizations that incorporate attention to LGBTQ rights and gender justice into their broader agenda. With this grant, staff is recommending a reduced amount and tie-off funding.

Previous OSI Support: \$575,000
\$150,000 from Strategic Opportunities Fund, 2004
\$150,000 from Strategic Opportunities Fund, 2005
\$25,000 from Strategic Opportunities Fund, 2005
\$150,000 from Strategic Opportunities Fund, 2006
\$100,000 from E&O Fund, 2010

Organization Budget: \$2,700,000

Project Budget: \$85,900

Major Sources of Support: HIP's General Fund \$35,900

Amount Requested: \$50,000

Is this a contingent grant? No

Amount Recommended: \$50,000 (T1: 24450)

Term: One year, beginning January 1, 2012

Matching Requirements: n/a

Description of Organization:

Founded in 1983, Hispanics in Philanthropy, based in New York City, works to strengthen Latino communities by increasing resources for the organizations serving Latinos; support Latino participation and leadership throughout the field of philanthropy; and foster policy change to achieve equity for Latinos.

Currently, HIP has a network of more than 500 members. This membership base includes private foundations, community foundations, corporations, individual philanthropists, and government agencies. HIP's core service for its members is organizing educational events, forums, and conferences to foster dialogue, resource-sharing, networking, and collaboration on the most pressing issues affecting Latino communities. Through these services HIP aims to address the underfunding of Latino communities, which receive less than two percent of all foundation dollars despite Latinos comprising over 16 percent of the U.S. population.

In 2000, HIP expanded its scope by launching the Funders' Collaborative for Strong Latino Communities, a collaborative initiative that provides capacity-building grants and training for Latino-led grassroots organizations. To date, HIP has raised nearly \$40 million for the effort, allowing it to make grants to nearly 500 organizations in 18 sites in the U.S. and Latin America.

Description of Program for Which Funding Is Sought:

A project grant to Hispanics in Philanthropy (HIP) will support the LGBT Latino Initiative. The LGBT Latino Initiative seeks to 1) educate Latino communities about LGBTQ issues; 2) strengthen LGBTQ Latino organizations and support LGBTQ Latino leaders; and 3) facilitate coordination between LGBTQ and Latino organizations and community leaders.

With previous support from EOF and the Arcus Foundation, HIP developed a background paper, *Ahora: The State of Latino LGBT Communities*, written by Frances Negrón-Muntaner, Ph.D. and Antonio Pastrana, Jr., Ph.D. It provided a "state of the union" of Latino LGBTQ communities and organizations, summarized public opinion on LGBTQ issues among Latinos, and outlined the history of and potential for coalitions across Latino and LGBTQ movements for social justice. This paper provided the background and framework for discussion at a philanthropy roundtable on LGBTQ Latino movement-building. The roundtable was held on March 3-4, 2010 at OSF and was attended by more than 50 leaders from foundations, community-based

organizations, government agencies, and the academy. Over the course of two days, the group discussed the challenges and opportunities facing LGBTQ Latinos and, ultimately, the shaping of a strategy for strengthening LGBTQ movement-building in Latino communities. Specifically, four key strategies emerged from the background paper and the roundtable:

1. Building the capacity of LGBTQ Latino organizations and leaders;
2. Strengthening coalitions across the Latino and LGBTQ movements;
3. Developing strategic communications for LGBTQ rights in Latino communities; and
4. Developing more research and data on Latino LGBTQ issues.

Over the past year, with EOF support, HIP has drawn on the success of the roundtable and continued to build knowledge and facilitate dialogue around LGBTQ Latino issues. In particular, HIP has presented the background paper at a number of venues and meetings, including a workshop at the 2011 Creating Change Conference hosted by EOF grantee, the National Gay and Lesbian Task Force. HIP also conducted an audit of LGBTQ Latino organizations and programs across the country, and created the largest known database of such organizations.

HIP seeks to continue expanding the scale and impact of philanthropy for LGBTQ Latino organizations. Over the next year, this work will include the development of three briefing papers on specific needs and opportunities for funders to strengthen organizing efforts that connect LGBTQ and Latino communities and organizations. The briefing papers will identify current gaps and assess promising models for strengthening LGBTQ Latino organizations and leaders, supporting LGBTQ-Latino coalitions, and effective communications strategies around LGBTQ rights in Latino communities. Each briefing paper will be presented through a webinar for funders. Following the series of briefing papers and webinars, HIP will convene a meeting of funders to discuss potential areas of collaboration or alignment of funding strategies. Ultimately, HIP aims to catalyze a large-scale philanthropic initiative to expand resources for LGBTQ Latino communities.

Rationale for Recommendation:

The recommended grant will advance EOF's overarching goal of supporting efforts to ensure justice and equality and lift barriers that prevent people from participating fully in economic and social life. It will also advance EOF's specific grantmaking priorities of: 1) increasing the participation of diverse voices within the LGBTQ rights movement, with an emphasis on people of color and immigrants; and 2) supporting social justice organizations that incorporate attention to LGBTQ rights and gender justice into their broader agenda.

With the Latino population of the U.S. increasing more rapidly than any other group, and the growing numbers of LGBTQ people coming out, there are more LGBTQ Latinos in the U.S. today than ever before. Multiple studies have documented how LGBTQ Latinos have unique needs related to family acceptance, physical safety, immigration policies, and economic security. These needs are not fully addressed by either mainstream LGBTQ or broader Latino advocates. Community-based organizations led by and for LGBTQ Latinos tend to be under-resourced, and generally falling into one of two categories: (1) grassroots, volunteer-driven efforts with annual operating budgets of less than \$100,000, some of which lack formal 501(c)(3) status; and (2)

larger organizations, some with budgets of \$1 million or more, made possible by HIV/AIDS funding streams, primarily focused on Latino gay male communities. Organizations in this latter group are constrained by government funding, which at times makes it difficult to advocate on matters other than access to HIV/AIDS services. Thus, forging strong coalitions across the LGBTQ and broader Latino movements is particularly crucial.

Through the Funders' Collaborative for Strong Latino Communities, HIP has a demonstrable commitment to LGBTQ Latino organizations. To date, the Collaborative has provided nearly \$1 million in capacity-building grants to more than 15 Latino LGBTQ groups, the vast majority of them all-volunteer, grassroots start-ups. These groups include Mateando, a group of Argentine activists working for gay rights in both New York and Argentina; Amigas Latinas, a group of Latina lesbian and bisexual women in Chicago; and Queer Latina/o Artists Coalition, a coalition of LGBTQ artists in the Bay Area. In many cases, HIP was one of the first funders to support these organizations, and HIP funding allowed them to scale up from volunteer efforts to fully staffed, sustainable non-profits. As HIP worked to support the development of local and national networks of Latino leaders, it seeded powerful progressive coalitions by bringing these LGBTQ activists together with broader social change efforts focused on workers' rights, health and wellness, and racial justice.

HIP is well-positioned to serve as a philanthropic advocate for LGBTQ Latino initiatives. Through its grantmaking and research, HIP has gained expertise in helping small grassroots efforts to develop into sustainable organizations. With EOF and Arcus support, HIP has documented and shared its knowledge in the *Ahora* background paper. Through the philanthropy roundtable and other educational events, HIP has strengthened its network of members and funding partners committed to LGBTQ Latino communities, including LGBTQ funders, racial justice funders, local funding partners such as community foundations, and national funding partners with a broad commitment to social justice issues.

Accordingly, the Equality and Opportunity Fund recommends a tie-off grant of \$50,000 over one year to Hispanics in Philanthropy.