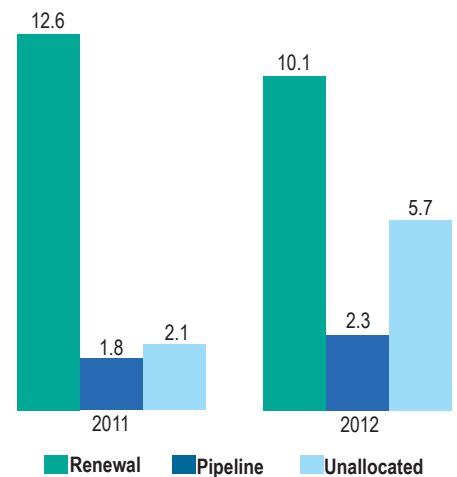
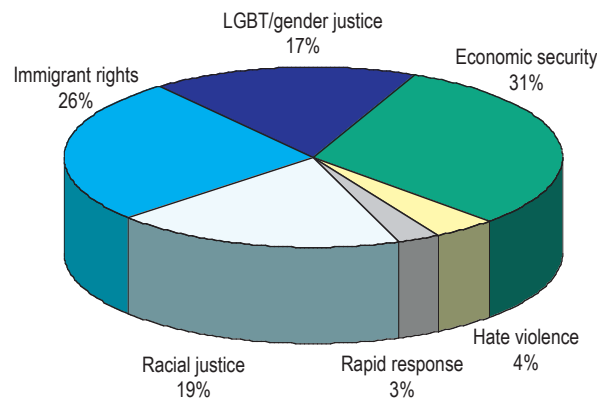


Equality and Opportunity Fund

The Equality and Opportunity Fund seeks 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. EOF concentrates on several core areas: racial justice; immigrant rights; lesbian, gay, bisexual, transgender and queer (LGBTQ) rights; gender justice; and economic security. EOF supports efforts to highlight the shared stake people of color, immigrants, women, and LGBTQ people have in promoting equality and opportunity.

Goals	2010	2011	2012
Promote racial justice Advance racial justice by building the capacity of traditional civil rights organizations and emerging racial justice groups to advance a coordinated agenda.	\$2	\$2.5	\$4
Protect immigrant rights Support efforts to stem erosion of immigrant rights by advancing immigration policy reform and promoting immigrant integration.	\$8.4	\$4	\$5
Ensure LGBTQ and gender equality Strengthen LGBTQ and gender equality by supporting advocacy efforts led by and for the most marginalized constituencies.	\$3	\$3	\$3
Promote economic security Support advocacy in the following areas: (1) low-wage workers' rights; (2) housing and infrastructure equity (including the Neighborhood Stabilization Initiative*); and (3) strengthening the social safety net.	\$5.8	\$5.8	\$4.8
Combat hate violence	\$0.8	\$0.7	\$0.7
Rapid response	\$0.5	\$0.5	\$0.5
	Grantmaking: \$20.5	\$16.5	\$18
	Program Development: \$1.6	\$1.7	\$1.5
	Total Budget: \$22.1	\$18.2	\$19.5

* The Neighborhood Stabilization Initiative had a separate budget line prior to 2011. Going forward, it is being rolled into the Equality and Opportunity Fund. For a full snapshot of NSI's accomplishments and strategies, see the separate document following this one.



Equality and Opportunity Fund in Context: 2010-2012

The External Climate for Reform

President Obama's election led many to believe that structural change was achievable in the areas of racial justice, immigrant rights, LGBTQ rights, and gender justice. Yet the Obama administration's refusal to be explicit about inequality, particularly when it comes to race, capitulates to a climate in which those who seek to challenge racial barriers or disparities are accused of being "reverse racists" or "playing the race card." Meanwhile, women of all races and people of color have been hardest hit by the recession; partisan gridlock in Washington has stifled change; and nativism has spread in the states. It is a particularly pivotal moment for the immigrant rights community. Immigrants are feeling the daily pressure of increased immigration enforcement at work and in their neighborhoods. Recent passage of Arizona's SB 1070 represents the most pernicious example of this enforcement crackdown. Fear of demographic change explains much of the political backlash immigrants and other groups are experiencing. As marginalized groups become more vocal and organized in demanding equal protection (e.g., the immigrant rights marches in 2006) or appear to gain power (e.g., Obama's election), there has been corresponding push-back. Even as some groups, such as women and LGBTQ people, begin to secure important policy victories, they continue to face discrimination and targeted violence. In the face of all of these obstacles, there are also opportunities – such as the growing strength of the immigrant rights movement.

Supporting the Field

Given the current climate, EOF will prioritize efforts to strengthen the base committed to open society within communities of color, immigrant communities, LGBTQ communities, and among women. EOF will continue to advance a "shared fate" agenda in order to strengthen advocacy that connects these groups and will support outreach to unusual allies, including faith-based groups, civil libertarians, and the business sector.

Collaborating with Other U.S. Programs

EOF will partner with USP's Grantmaking Operations unit to ensure a commitment to racial and gender justice across all USP funds and campaigns. EOF will work with the Criminal Justice Fund to address criminalization of people of color, immigrants, and LGBTQ people, and the intersection of criminal justice and immigration enforcement. With the Democracy and Power Fund, EOF will help increase civic participation, while partnering with the Transparency and Integrity Fund on voting rights, election reform, and support for ethnic media. EOF will work with the Strategic Opportunities Fund to support equity advocates in the Gulf Region and with the National Security and Human Rights Campaign on detention and racial profiling. EOF will work with OSI-Baltimore across the range of its issues and with OSI-DC on immigration policy and efforts to end racial profiling. In 2011, EOF will partner with other funds on redistricting.

Equality and Opportunity and Open Society

Steep barriers to equality and opportunity remain for many Americans; people of color, immigrants, women, and LGBTQ people fare worse than the nation as a whole on a range of indicators. Yet the election of an African American president and a widely-shared economic crisis have made an already-skeptical public still more difficult to persuade as to the urgency of ensuring equality and opportunity – a core open society goal. The nation's growing racial and ethnic diversity, while an asset, calls for more sophisticated analysis and debate than our nation is accustomed to having. And the traditional civil rights organizations, while still important, find themselves struggling to show their relevance and to advance proactive policies. At the same time, broader social justice advocacy needs to be re-tooled to address the ways in which various forms of discrimination are linked. The Equality and Opportunity Fund is committed to achieving open society by building common ground among marginalized groups and investing in pragmatic, proactive strategies to ensure the benefits, burdens, and opportunities of society are distributed equally among all members of society.

Variances from 2010 to 2011-12

Increased grantmaking funds will enable EOF to expand and deepen its work in the racial justice field, while approaching immigration and housing issues strategically.

Increased Racial Justice Grantmaking

The racial justice grantmaking budget will increase steadily to enable greater investment in racial justice field coordination; grassroots advocacy to dismantle structural racism; and targeted efforts to strengthen black-led racial justice advocacy.

Refined Approach to Immigration

EOF's immigrant rights grantmaking approach will de-emphasize support of particular campaigns and increase support for long-term capacity building and infrastructure development.

Expanded Economic Security Work

EOF is absorbing the Neighborhood Stabilization Initiative for 2011, after which the stand-alone initiative will close. Over the long term, we will integrate NSI's focus on housing and infrastructure equity into our emerging work promoting economic security (dedicating \$2.5 million to housing/infrastructure issues in 2012).

Goals	Lead Grantees	2010 Accomplishments and Program-Development Activities
Promote racial justice	<ul style="list-style-type: none"> • Advancement Project • Asian American Justice Center • Lawyers' Committee for Civil Rights • Leadership Conference • NAACP • NAACP Legal Defense Fund • National Council of La Raza • Native American Rights Fund 	<ul style="list-style-type: none"> • Equal opportunity guarantees incorporated into Initial Implementing Guidance for ARRA. • U.S. Supreme Court declined to find Section 5 of the Voting Rights Act of 1965 unconstitutional. • Federal government agreed to pay \$3.4 billion to settle a claim of government mismanagement of American Indian trust accounts.
Protect immigrant rights	<ul style="list-style-type: none"> • America's Voice • Catholic Legal Immigration Network • Four Freedoms Fund • Mexican American Legal Defense Fund • National Immigrant Law Center • National Immigration Forum 	<ul style="list-style-type: none"> • Removal of five-year waiting period for legal immigrant children and pregnant women to receive healthcare benefits. • U.S. Supreme Court held criminal defense attorneys must inform immigrant clients that pleading guilty may have deportation ramifications. • U.S. Dept. of Justice and civil rights groups filed separate lawsuits challenging constitutionality of Arizona's anti-immigrant law (SB 1070) and obtained injunction at the district court level.
Ensure LGBTQ and gender equality	<ul style="list-style-type: none"> • Astraea Lesbian Foundation for Justice • Lambda Legal Defense Fund • National Center for Lesbian Rights • National Gay and Lesbian Task Force • Transgender Law Center 	<ul style="list-style-type: none"> • Federal Office of Personnel Management expanded equal opportunity policy to include rights of transgender employees. • President Obama signed executive order directing HHS to remedy discrimination faced by same-sex couples. • Built public will for passage of the Lily Ledbetter Act, which strengthens pay equity protections for workers seeking to remedy discrimination on the basis of race, sex, color, national origin, religion, age, or disability.
Promote economic security	<ul style="list-style-type: none"> • National Domestic Workers' Alliance • National Day Laborer Organizing Network • National Employment Law Project 	<ul style="list-style-type: none"> • Built public will for passage of domestic worker Bill of Rights in New York State. • NDLOJ joined immigrant rights and civil rights groups in filing lawsuit opposing Arizona's anti-immigrant law. • Housing and infrastructure strategies were in development in 2010.
Combat hate violence		<ul style="list-style-type: none"> • Strategies were in development in 2010.

Continuing Challenges

There is a lack of coordinated vision, goals, and substantive priorities among traditional civil rights organizations and grassroots multi-racial racial justice organizations, at the same time that black-led social justice organizations face disinvestment. More broadly, there is ongoing resistance to race-conscious policies, and there is disinvestment in communities where low-income people live (resulting in diminished access to affordable housing, quality jobs, schools, healthcare, etc).

2011-12 Forecast

Strategies

Impact

- Partner with Ford and Atlantic to survey racial justice grantees and identify ways to encourage shared racial justice vision and priorities
- Invest in models for multi-racial organizing and alliance-building
- Invest in communications strategies to advance race-conscious policies
- Support advocacy that promotes affordable housing and equitable infrastructure investment

- Field development of shared vision, goals, and strategies
- Reduced barriers to voting in states where grantees are defending the Voting Rights Act, including Alabama, Georgia, and North Carolina
- Increased support for race-conscious policies in government spending, as well as in trades and public job sectors known for persistent exclusion of communities of color

Increasing anti-immigrant sentiment and political backlash led to Arizona's passage of SB 1070 and consideration of similar measures in 22 other states. Increasing anxiety around demographic change, the economic crisis, and concerns about jobs are hardening opposition to immigration reform among certain constituencies. Meanwhile, there is a lack of coordination among national, state, and local immigrant rights groups.

- Work with Four Freedoms Fund to support reform and integration
- Increase multi-year general operating support for statewide immigrant rights coalitions
- Increase support for groups addressing the harsh environment toward immigrants
- Invest in long-term relationship building between immigrants and U.S. born communities

- Immigration system reformed so that it offers flexible opportunities for earned legalization
- Violations of immigration regulations not treated as criminal offenses
- 287(g), Secure Communities, and border enforcement policies and practices measurably reformed

Despite securing increased legal protections of LGBTQ rights, hate crimes against LGBTQ people persist and are on the rise in certain parts of the country. There is a lack of an integrated, organized base supporting gender justice and a lack of investment in people of color-led and immigrant-led groups. Attention to LGBTQ and gender equality is not incorporated into the broader social justice agenda.

- Work with other funders to support advocacy to expand/enforce policies that guarantee equality
- Increase diversity of voices within the LGBTQ rights and gender justice movements, with an emphasis on people of color, youth, immigrants, and transgender people
- Build the capacity of the LGBTQ and gender justice movements to advance transgender rights
- Support social justice organizations that incorporate LGBTQ rights and gender justice

- Expanded application of nondiscrimination policies
- Expanded parenting rights and family recognition for LGBTQ people
- Progress made toward closing the gender wage gap
- Basic labor standards include family-friendly employee benefits
- Reproductive health agenda broadened to reflect the issues low-income women of color and immigrant women face (e.g., sterilization abuse, high maternal and child mortality rates, etc.)

The economic crisis is hardening opposition to advocacy on behalf of low-wage workers and those who rely on safety net supports.

- Invest in multi-racial, multi-constituency efforts to advance low-wage workers' rights, promote housing and infrastructure equity, and strengthen the social safety net

- Improved working conditions and access to benefits for low-wage workers nationally

The rates of hate violence directed at Latinos, immigrants, and LGBTQ people is increasing. The quality and accuracy of hate crime statistics is poor and inconsistent across states.

- With CBMA, strengthen efforts to combat violence against women
- Invest in efforts to improve accuracy and quality of hate crime statistics

- Improved quality and accuracy of hate crime statistics
- Lower rates of hate violence