

Work In Progress

This issue of *Work In Progress* features environment and jobs issues, school reform, and gun violence prevention.

New Foundation guidelines for Culture and changes for guidelines in other programs are available this month. The Conservation and Economic Development programs have been re-named as Environment and Employment.

Michigan Partnership Launches United Front to Prevent Gun Violence

Some 70 percent of murders and 56 percent of suicides in Michigan are committed using firearms. Gun violence is the leading cause of death for African-American young people in that state and a major cause of death for most age groups.

To combat the epidemic of gun violence, the Michigan Department of Health, along with the Michigan Committee on Trauma of the American College of Surgeons, the Michigan College of Emergency Physicians, the Emergency Nurses Association of Michigan, the University of Michigan School of Public Health, some 120 hospitals in the state, the Michigan State Police, the Michigan Prosecuting Attorneys Association, and others, launched the Michigan Partnership to Prevent Gun Violence with support from a \$48,000 Joyce Foundation planning grant in July.

The Foundation has approved a new \$414,858 two-year grant to the Michigan Trauma Coalition—an association of hospitals and physicians responsible for developing a statewide trauma care system—to support the Michigan Partnership. The Partnership plans to forge a united front of doctors, public health officials and educators, lawyers, judges, prosecutors, law enforcement officers, and criminal investigators working jointly to prevent gun violence.

“By holding hands, the professions become more powerful than they would individually,” says Jan Christiansen, chief of the Division of Violence, Injury, and Surveillance at the Michigan Department of Public Health.

“It makes the case much more powerful for policymakers and decisionmakers to go along.”

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Former Milwaukee School Superintendent Finds New Way to Help Students

“For almost 20 years in various ways I’ve been occupied with how to make sure that poor kids learn,” says Howard Fuller. Fuller, who resigned as Superintendent of Milwaukee Public Schools last summer, has established a new organization to help children in urban and disadvantaged school districts have better opportunities and support for learning.

A \$100,000 Foundation grant will support Fuller’s new Institute for the Transformation of Learning at Marquette University. The institute will promote urban school system restructuring, student achievement, and research on urban schools.

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Former Milwaukee School Superintendent Finds New Way to Help Students . . . *continued from page 1*

“There was a gap between what was happening to poor kids in comparison to other kids,” says Fuller. In 1984 there was a 16-point gap in the math and reading scores of low-income students compared to those of others. By 1994, that gap had risen to 30 points.

“By looking at drop-out rates, grade point averages, and all of those things that tell you whether kids are getting an effective education, you can see that for a lot of kids, this just isn’t working,” says Fuller.

“We have to look at radical alternatives to what we’re doing,” says Fuller. That’s the same message Fuller gave as Superintendent. “He wasn’t afraid to make sweeping change,” says Daynel Hooker, education reporter at the *Milwaukee Journal-Sentinel*.

During his four-year term as Superintendent from 1991 to 1995, Fuller inherited a school system viewed by many as educationally bankrupt and fiscally unstable. He balanced the budget and got the community more interested and involved in helping local schools.

Milwaukee became the site of some of the most innovative and controversial programs in public education. These included charter schools, public schools independent of many of the rules

and regulations of the school district and state. He developed “school-to-work” programs to help students gain work experience and learn job skills. He oversaw the creation of African-American centered school curricula.

To help the students most at risk, Fuller instituted schools to help drop-outs and students with behavior problems get an education. “He made sure we stayed on track,” Kenyatta Cash, a 1995 Riverside High School graduate, reported to Hooker when Fuller resigned. “I remember being in a slump and he called every two weeks to check on me. How many students can say that about their superintendent?”

Through the Institute for the Transformation of Learning, Fuller believes he can continue his work to help children and change school system policies. As one change, Fuller would like to see school days structured differently. “We need more time and resources for the development of teachers,” says Fuller.

Although many of the jobs students will be seeking require employees to collaborate, “In most instances, teachers are not trained to work in teams or to have their kids work together in teams,” Fuller observes.

“I remember being in a slump and he called every two weeks to check on me. How many students can say that about their superintendent?”

Kenyatta Cash, graduate, Riverside High School

Howard Fuller joins some of the 1995 graduating high school seniors he advised and supported as Milwaukee’s Superintendent.



With new technology, Fuller sees the opportunity to create multiple sites for education besides the traditional classroom setting. "I can see kids being located in businesses," says Fuller. "They don't necessarily have to come to a school building."

Another Joyce grantee, Robert Lowe, associate editor of *Rethinking Schools*, an educational reform advocacy publications organization led by Milwaukee teachers, will join Fuller to analyze how teachers' union contracts affect education.

"Teachers' contracts give people the right to occupy a certain school building just because they have been there the longest, whether or not they are good for the building or the kids," says Fuller. "I understand why we have unions, but is the way we operate them in the best interest of kids?"

Fuller has already received several requests from policymakers to help solve problems in school districts. Wisconsin Governor Tommy Thompson asked Fuller to develop a model for how to increase parents' and communities' involvement in schools and school governance. In May, the Institute for the Transformation of Learning will bring together some 70 educators in public and private schools, parents, members of the community, and business leaders to create an agenda for how to go forward with changing Milwaukee schools.

"We will try to push forward new practices, identify a pool of consultants that includes school reform leaders from other cities, and work with the Institute to bring them into Milwaukee," says Fuller.

"The fact that he stayed in Milwaukee means Howard Fuller still remains an asset to the community," says Hooker. ■

New Staff

New Communications Officer



Mary O'Connell has joined the Joyce Foundation as the new communications officer. She was most recently a topic editor of *American Medical News* and is the former editor of *The Neighborhood Works*, a bimonthly publication of the

Center for Neighborhood Technology in Chicago that covers the environment and economic development issues. O'Connell, a summa cum laude graduate of Loyola University and the University of Pennsylvania masters program in international relations, is also a freelance writer who has had articles in several publications including the *Chicago Sun-Times*, the *Chicago Tribune*, the *Chicago Reader*, and the *Bulletin of the Atomic Scientists*. She brings policy background in the areas of economic development, school reform, child welfare, public health, and the environment. Her numerous journalism awards include two first place honors with the American Society of Business Editors, three Chicago Headline Club Lisagor Awards, and the Chicago Newspaper Guild's Stick-o-Type Award. ■

New Technology Officer/Program Officer



Peter Mich, who for the past three years has been a consultant designing and putting into operation the technology system of the Joyce Foundation, has been hired as the new technology officer / program officer for the

Foundation. He will be working on a variety of technology issues in several of the Foundation's programs. Mich brings experience developing computer training workshops with the Chicago Public Schools, the City of Milwaukee, the Boys and Girls Clubs of Chicago, and the Teachers Academy for Mathematics and Science in Chicago. He is a graduate of the University of Wisconsin-Milwaukee, where he completed a doctorate of philosophy in education and computer applications, and of the Northwestern University J. L. Kellogg Graduate School of Management. The Foundation created the technology officer/program officer position to improve its understanding of technology issues as they affect public policy and the work of Foundation grantees. ■

Substituting for Toxic Chemicals in Industry, Preventing Pollution and Job Loss

“The state of Ohio would allow 25 times more mercury to be discharged than would the state of Michigan.”

Tim Eder, project manager, National Wildlife Federation

Over the years, chemicals produced for use in factories, industrial and household cleaning, hospitals, and a wide variety of other ways have been building up in the Great Lakes. Chemicals are stored in the lake bottoms as chemical sludge, and in the fat of fish, wildlife, and people, putting them at risk for health effects ranging from behavioral and reproductive disorders to cancer.

“The Great Lakes are uniquely sensitive to chemicals that build up in the food chain,” says Tim Eder, a water quality project manager at the National Wildlife Federation’s Great Lakes Natural Resource Center, a long-time Joyce Foundation grantee. “The lakes have a large surface area that like a net captures whatever pollution falls from the sky.” The lakes take an average of 99 years to flush polluted water from Lake Michigan, 91 years from Lake Huron, and decades from the other lakes.

The National Wildlife Federation received a \$248,000 two-year Joyce Foundation grant in November to promote a uniform water quality standard for the Great Lakes basin. There are wide discrepancies, for example, in the amount of toxic chemicals that states allow to be released from industrial plants. Eder cites a recent study comparing the amount of pollution each of the eight states bordering the Great Lakes would allow from the same hypothetical industrial facility.

“The state of Ohio would allow 25 times more mercury to be discharged than would the state of Michigan,” says Eder. “Governor Engler of Michigan and some of the other governors have realized that it would make sense to have a uniform playing field.” Until uniformity is reached, states with more stringent environmental protections will continue to suffer from the higher levels of pollution allowed by other states, and the amount of pollution in the lakes won’t be significantly reduced.

Federal and U.S.-Canadian policies focused on preventing Great Lakes pollution, such as the Great Lakes Initiative to develop uniform water quality standards in the states surrounding the lakes and

the Great Lakes Water Quality Agreement between the United States and Canada, target the sources of pollution causing the worst damage—toxic chemicals. The Joyce Foundation and many of the environmental grantees it supports believe that the worst sources of pollution must be reduced, and if possible eliminated, in order to reverse the damage being done to human and environmental health.

“Through pollution prevention, there are dozens of examples where a company can actually save money in terms of materials, energy, water, and not having to pay the cost of cleaning up messes created in the manufacturing process,” says Stephen Gage, president of the Cleveland Advanced Manufacturing Program. The Program, best known as CAMP, has assisted hundreds of businesses through projects to address issues such as preventing pollution, employing new technologies, and training workers.

The Joyce Foundation awarded CAMP an \$80,000 grant to develop strategies for changing production methods that use hazardous chemicals and a way to evaluate its work helping companies reduce or eliminate their use of toxic substances.

Solvents—products used to help dissolve grease and oil from mechanical parts or to clean clothes in dry cleaning establishments—are highly toxic. “One of the more promising substitutes for the solvents used to clean mechanical parts is ‘aqueous,’ or water, cleaning,” says Gage. “Instead of a solvent, you use water.”

In order to remove grease and oil from mechanical parts effectively using water, it is necessary to vibrate the water molecules. These natural “scrubbing bubbles” can be created using ultrasound waves, heat, or pressure. “Then you can evaporate the water out and recycle it, removing only the contaminants,” says Gage.

But what does it feel like to be a worker in a plant that is producing these chemicals that threaten human, wildlife, and environmental health, not to mention the health of the workers themselves? “Workers have fears of losing their jobs. They need to support their families, and the next job out there is likely to pay half as much as the one they’re in,” says Les Leopold, director of the Public Health Institute in New York.

The Joyce Foundation awarded a \$60,000 grant to the Institute to conduct workshops between workers and environmental activists. The workshops will assist workers and environmentalists in developing strategies to protect the livelihoods of workers in industries producing toxic chemicals at the same time that phase-outs of toxic chemicals used in other industries, such as metal fabrication, auto and auto parts manufacturing, and printing, are being pursued.

The workers who produce chemicals, gasoline, and solutions used in industrial processes spend their days repairing electrical valves, maintaining instruments and mechanical operations, and overseeing large distilleries that syphon off different products and chemicals at different heats or levels of pressure. There are tens of thousands of these chemical industry workers. “We have to establish how many in the United States and Canada would lose their jobs if the chemicals they produce were phased out,” says Leopold.

The Public Health Institute, established in 1985 to bring working people into the economic debate, launched a partnership in 1993—the National Jobs and Environmental Training Consortium—with workers in the Oil, Chemical, and Atomic Workers Union. “There has been an international movement for several years to ban chlorine compounds from production,” says Leopold. “Until two years ago, no chlorine workers had been involved in the discussion.”

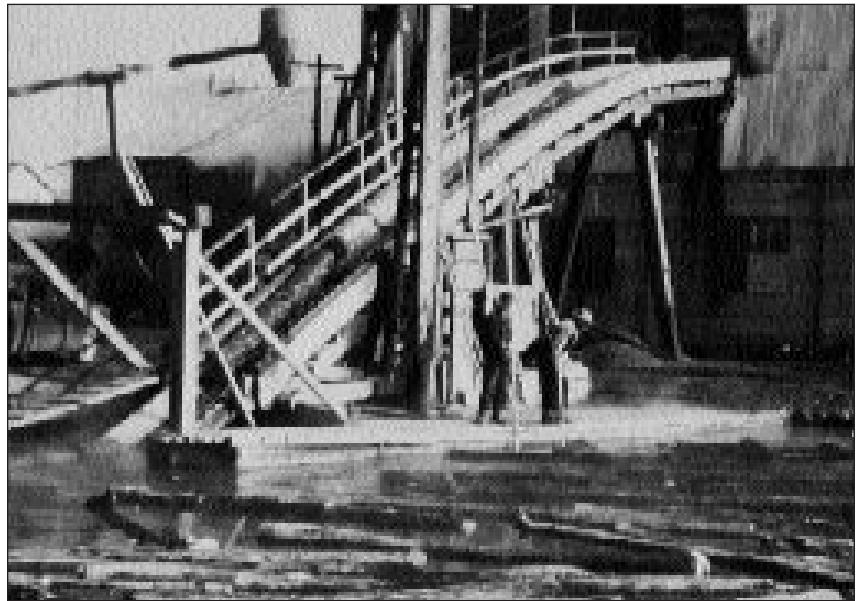
There is a great deal the workers don’t understand about environmental issues and how their work affects the environment, according to Leopold.

The workshops are opportunities to review the newest data and information, discuss options, and ask questions. They each involve about 30 people, including representatives from the communities surrounding chemical plants, environmental

activists, and workers. “It’s a democratic process. People feel they can present polar opposite views,” says Leopold. “I don’t think there’s any other way than education to get these groups together.”

The Public Health Institute believes it will be possible to develop a plan to reduce the economy’s reliance on toxic chemicals without threatening the livelihood of workers. “The lines are being drawn here,” says Leopold. Representatives of chemical industry managers and owners “are making 25,000 computer-generated phone calls a week. Will the unions be on the anti-environmental side or can they have a common position with the environmentalists?” ■

New production methods can prevent Great Lakes pollution and improve worker safety.



Michigan Partnership Launches United Front to Prevent Gun Violence . . . continued from page 1

As part of the Partnership's strategy for combating gun violence, it will engage more than 20 organizations and 300 professionals in the fields of law, medicine, and public health to coordinate how they develop and promote policies to respond to gun violence and educate their colleagues through pre-professional and continuing education programs.

The organizations leading the Partnership have experience collaborating on tough issues. Cooperation on the problem of domestic violence in Michigan over the past four years has led to thousands of additional people seeking help, 25 new domestic violence laws, and a comprehensive stalking law.

"From a medical perspective, we've always treated the injuries from guns, but we've never seen gun violence specifically as a disease," says Dr. William Fales, director of pre-hospital care and emergency physicians at the Kalamazoo Center in Michigan. "But gun violence lends itself to study. It's treatable, and it's preventable."

"Over my 20 years in the law enforcement field, I recognize what a narrow view law enforcement

has typically had," says Captain Stephen DeBoer, commander of the Executive Division, Michigan State Police, and a leader in the Partnership. "We in law enforcement are very good at dealing with emergencies, but we are so busy dealing with daily events that we often don't have the time and are not set up to analyze the numbers and the trends to be able to intervene before emergencies occur."

The Partnership's strategy includes the creation of a statewide gun surveillance network—a system to collect data from a variety of sources such as the police, the crime laboratory, the medical examiner, and the hospital emergency room—to identify trends and specific weapons associated with firearm injuries. The information will be used to promote policies that can prevent future injuries and deaths.

To develop this comprehensive system that will tell the locations of incidents, evidence of firearms, background about victims, the nature of injuries, and other statistics, the Partnership will be learning from another Joyce grantee, the Medical College

of Wisconsin. Under the direction of Dr. Stephen Hargarten, the Medical College devised a similar data system for Milwaukee County that is now being seen as a model for other jurisdictions throughout the country.

"One of the areas where public health excels is the area of surveillance—what weapons were used, where they were obtained—the missing information needed to design interventions to prevent gun violence," says Susan Morrel-Samuels, program director for research on public health policy and management at the University of Michigan School of Public Health, a Partnership founding member.

By 1988, homicide was the leading cause of death for black male children in Detroit between the ages of 5 and 18 and black girls ages 10-18. Almost half of the gun homicides in 1992 in Michigan were of 15- to 34-year-old African-American males, but African-Americans constitute less than 15 percent of the population. Unintentional and suicide gun death rates, higher for whites than for blacks, are increasing in Michigan, especially among adolescents.

"In my 22 years of prosecuting, I have seen an increasing tendency for people to react to life situations with violence," says Kim Eddie, chief assistant prosecutor of the Ingham County Prosecuting Attorneys Office in central Michigan. "Twenty-two years ago, there may have been a shooting every two weeks and it usually involved older people. Now, on a bad night, we will have 4-5 shootings easy and it's 15- to 25-year-olds."

At a November seminar of some 60 leaders from among the professions represented in the Partnership, a survey of attendees was conducted with instantaneous results by profession projected on screen. "To our pleasant surprise, the amount of common ground between the professions was much larger than we thought," says Christiansen. "On about two-thirds of the areas surveyed, people expressed similar beliefs regarding which direction we should take to get the action needed to reduce gun violence." ■



Foundation Evaluates Culture Program, Issues New Guidelines for Grantmaking

Two years after adopting new guidelines for its Culture program, the Joyce Foundation decided to test its goals of helping cultural institutions in Chicago serve broader and more diverse audiences. The Foundation retained a team of consultants to evaluate whether Foundation grantees, other arts organizations, and other arts funders thought the Foundation's goals were important and whether the Foundation was doing the best possible job of meeting those goals. The evaluators asked: Are the Foundation's expectations reasonable? Do the guidelines for Culture provide direction and challenge arts organizations without being overly prescriptive? Has the Foundation identified a niche where funding is both needed and lacking?

Overall, the evaluation found support for the Foundation's goals of helping Chicago's cultural organizations become more welcoming and more relevant to a broader cross-section of the city. Grantees and other funders interviewed for the evaluation reported that the Joyce Foundation has a unique profile in the city and that its approach makes a difference in the community.

However, the evaluation also suggested modifications. The consultants suggested that grantmaking guidelines need to clarify further the program goals and offer greater flexibility in how applicants might meet those goals. To balance that flexibility, the evaluators recommended that the Joyce Foundation ask grantees to devote more effort to measuring their own progress.

The evaluation also found that arts organizations serving distinct communities in Chicago are important to maintaining a vital and diverse cultural mosaic. Rather than focusing exclusively on supporting such institutions to reach a citywide audience, the Foundation should fund a variety of ways in which they can reach long-term stability, the consultants advised.

Finally, the evaluation recognized that achieving the Joyce Foundation's goals will require a long-term commitment from both grantees and funders. It recommended that the Foundation consider making more two- and three-year grants to support arts institutions that are committed to building strong relationships with more diverse audiences in Chicago.

The new guidelines for 1996 incorporate many of these suggestions. Multi-year proposals are encouraged from institutions willing to make long-term commitments to developing new audiences and incorporating community interests into their programming. Program evaluation is emphasized. A small number of grants will be available for the stabilization of culturally specific organizations that demonstrate strong community support, high artistic standards, and the ability to have an impact beyond their immediate neighborhood.

The new guidelines are available this month from the Foundation. ■

Elliott Donnelley Youth Center Art Park



The community living near the Chicago Youth Centers/Elliott Donnelley Youth Center on Chicago's South Side and people from throughout Chicago celebrate the opening of their new art park. The project, supported by a \$60,000 Joyce Foundation grant in July 1994, combined the efforts of several organizations and institutions in the city. The Joyce Foundation featured the project in its 1994 annual report.

Individual Development Accounts

The Joyce Foundation started supporting Individual Development Accounts (IDAs) when they were just an idea. Now IDAs are helping low-income families. Genell Dean in Indianapolis has saved \$2,000 and is returning to school. She has been off of welfare for three months and plans to save for a home of her own.

IDAs have been introduced in Congress as one of the few bipartisan components of welfare reform. They are being tested, proposed, and legislated in several states.

IDAs are interest-bearing, tax-free savings accounts that can be used only for restricted purposes, such as investing in education, purchasing a home, or starting a business. They offer a new way to help low-income people save and invest for their futures. The government, community organizations, and employers can use IDAs as a way to pool resources for matching what people save. Since 1993, the Joyce Foundation has invested over one million dollars in developing IDA policies.

The first national conference on Individual Development Accounts brought the latest information about IDAs and nearly 200 people and organizations who are testing and using IDAs together in Chicago in mid-November. The conference was sponsored by the Corporation for Enterprise Development, an economic development organization that helps low-income communities and individuals. Foundation grants have funded its work with state, federal, and community policymakers to support them in developing IDAs. A new \$65,000 Joyce Foundation grant will fund the Corporation to increase awareness about IDAs.

A new two-year \$218,380 Joyce Foundation grant to the George Warren Brown School of Social Work at Washington University in St. Louis will support work to develop guidelines for evaluating IDA programs and help people who are developing IDAs to share information. New two-year Foundation grants for \$120,000 and \$200,000 were awarded to Eastside Community Investments in Indianapolis and the Women's Self-Employment Project in Chicago, respectively, to expand their IDA programs.

Materials available from the conference include a sourcebook on state Individual Development Accounts, a handbook for establishing IDA projects, and criteria for evaluating IDAs. For further information, contact the Corporation for Enterprise Development at 777 North Capitol Street, NE, Suite 410, Washington, DC 20002; (phone) 202-408-9788. ■

Immunization Project Report

The Joyce Foundation has released a report on what works to raise immunization rates. Its Special Project on Immunization, launched in early 1993, found that educating doctors and nurses about improving immunization services and direct personal contact with parents are the best ways to increase immunization rates. The recommendations come from twelve grantees who received more than 560 thousand dollars in grants to improve poor immunization rates in low-income communities of Chicago.

Immunization rates increased significantly over the course of the project due in part to strategies being tested by Joyce grantees. According to a 1993 retrospective study of children entering Chicago public schools, the immunization rate was only 30 percent in 1991. By 1994, the immunization rate of two-year-olds nearly doubled to 57 percent, the Chicago Department of Health found.

Among the strategies tried that raised immunization rates of preschoolers were these:

- When the Cook County Department of Public Health distributed free vaccines to doctors and reimbursed doctors' costs in a timely way, 70 percent of children in their practices received up-to-date immunizations compared with 45.5 percent in the baseline group.
- Following Chicago Department of Health and community organizations' door-to-door outreach to educate parents about shots their children needed before age two, the percentage of preschoolers served in a neighborhood health center jumped from 15 to 44 percent. Eighty-four percent of the families served reported the outreach had brought them into the center.

Several grantees have developed specialized outreach materials for teens and immigrant groups. Other grantees continue to refine and test strategies for improving immunization rates among low-income communities, such as people living in public housing and people who use social service programs. For a copy of the report, please contact the Joyce Foundation. ■

Grants Approved

The following grants were approved at the November 29, 1995 meeting of the Board of Directors

Conservation

American Farmland Trust <i>Washington, DC</i>	\$55,960	Natural Resources Defense Council, Inc. <i>Washington, DC</i>	100,000
To retain a staff economist and explore land use issues		To work on transportation-efficient land use in the greater Chicago region	
Citizens for a Better Environment <i>Chicago, IL</i>	75,000	The Natural Step <i>Cambridge, MA</i>	160,000
For activities of the Citizens Commission for Clean Air in the Lake Michigan Basin		To train midwestern corporations in a system of decision-making that can reduce the impact of industries on the environment	(2 yrs.)
Citizens Energy Coalition Education Fund, Inc. <i>Indianapolis, IN</i>	65,600	People for Community Recovery <i>Chicago, IL</i>	45,000
For the Indiana Pollution Prevention Forum to assess the economic impacts of pollution prevention within industries and produce recommendations for market-driven tax incentives that promote pollution prevention among Indiana manufacturers		To advocate non-discriminatory environmental practices and collaborate with other Midwest groups to develop toxic reduction strategies in the auto industry	
Citizens Fund <i>Washington, DC</i>	45,000	The Public Health Institute <i>New York, NY</i>	60,000
To disseminate laboratory findings about the presence of pesticides and weed killers in food and drinking water to the media and the public		To conduct workshops between labor and environmental groups to develop strategies that lead to a transition from economic reliance on toxic-related chemical production without further threat to the environment or the workers in those industries	
Cleveland Advanced Manufacturing Program <i>Cleveland, OH</i>	80,000	Public Voice for Food & Health Policy, Inc. <i>Washington, DC</i>	225,000
To develop an evaluation framework and strategy for assisting companies in reducing and eliminating the use and manufacture of toxic chemicals		To promote public policies and industry practices that will reduce pesticide use	(2 yrs.)
Corporation for Enterprise Development <i>Washington, DC</i>	119,725	United Church of Christ, Commission for Racial Justice <i>New York, NY</i>	50,000
For project to integrate pollution prevention and manufacturing modernization in the Midwest		To identify and develop strategies for implementing President Clinton's Executive Order on Environmental Justice through a series of forums in midwestern communities	
Environmental Support Center, Inc. <i>Washington, DC</i>	160,100	Total Conservation	\$1,779,385
To increase the use of computer technology and telecommunications among organizations working on environmental issues in the Great Lakes region	(2 yrs.)		
Institute for Local Self-Reliance <i>Washington, DC</i>	150,000	Culture	
For chemical substitution strategy project to reduce the amount of toxic materials used in selected midwestern industries	(2 yrs.)	Chicago Black Ensemble <i>Chicago, IL</i>	\$25,000
Lake Michigan Federation <i>Chicago, IL</i>	75,000	To produce a three-play series at the DuSable Museum of African American History and one play at the Ivanhoe Theater	
For work on program to reduce toxic substances in the Great Lakes basin		Chicago Music and Dance Theater <i>Chicago, IL</i>	25,000
Land Information Access Association <i>East Lansing, MI</i>	65,000	For marketing of annual festival showcasing Chicago's dance companies	
To develop a computer system to show planners and the public how land-use decisions affect natural resources and the quality of life in their communities		Chicago Theatre Group, Inc. <i>Chicago, IL</i>	50,000
National Wildlife Federation, Great Lakes Natural Resource Center <i>Ann Arbor, MI</i>	248,000	To establish community-based theater programs	
To promote a uniform standard for water quality in the Great Lakes basin	(2 yrs.)	Mexican Fine Arts Center Museum <i>Chicago, IL</i>	80,000
		For collaboration with the Museum of Contemporary Art and the ETA Creative Arts Foundation to design and implement joint cultural programming to attract new	

audiences to each of the institutions
Muntu Dance Theatre *Chicago, IL* \$65,000
For audience development of group specializing in traditional and contemporary African dance

Performing Arts Chicago *Chicago, IL* 75,000
To work with community representatives to develop multicultural programming

Total Culture \$320,000

Economic Development

Advocap, Inc. *Fond du Lac, WI* \$26,000
For an evaluation by the University of Wisconsin-Oshkosh of its Individual Development Account (IDA) program (2 yrs.)

Banana Kelly Community Improvement Association *Bronx, NY* 50,000
For efforts to inject sustainable development policies and practices into a three-city economic development project which includes Chicago

Corporation for Enterprise Development *Washington, DC* 65,000
To develop a communications strategy for expanding awareness of and interest in Individual Development Accounts

Eastside Community Investments, Inc. *Indianapolis, IN* 120,000
For further development of its Individual Development Account program to help low-income families build assets and save for further education, home ownership or start of a business (2 yrs.)

Jobs for the Future *Boston, MA* 100,000
To work with the Coalition of Essential Schools to explore connections between strategies being used in school-to-work and school reform approaches in Chicago and Milwaukee (2 yrs.)

Michigan League for Human Services *Lansing, MI* 139,828
For Welfare Reform Watch project to assess the impact of new employment-related welfare policies in Michigan and develop policy recommendations for dissemination to policymakers and advocacy organizations in Michigan and the Midwest region (2 yrs.)

Private Industry Council of Milwaukee *Milwaukee, WI* 50,000
To design and establish the Milwaukee Jobs Connection, a new system for providing welfare recipients with assistance in finding jobs, staying employed and maximizing earnings

Public Policy Form, Inc. 200,000
Researching Community Issues *Milwaukee, WI*
To strengthen business partnerships for school-to-work programs in the Milwaukee public schools

University of Toledo, Urban Affairs Center *Toledo, OH* 79,461
For implementation of its multi-firm manufacturing network strategy to jointly develop new products and jobs for Toledo's central city neighborhoods

Washington University, 218,380
George Warren Brown School of Social Work *St. Louis, MO* (2 yrs.)
To develop evaluation tools for Individual Development Account programs and to expand network for sharing information on IDA issues

Women's Self-Employment Project, Inc. *Chicago, IL* 200,000
To explore whether providing technical assistance and encouraging collaborations among businesses started with the use of Individual Development Accounts would make them more successful and expand employment opportunities for urban poor people (2 yrs.)

Total Economic Development \$1,248,669

Education

Chicago Lawyers' Committee for 535,000
Civil Rights Under Law, Inc. *Chicago, IL*
For work of the School Reform Advisory Group, which provides legal advice to local school councils and school reform groups on education issues

Chicago Video Project *Chicago, IL* 50,000
To develop videos as tools for advocates who are working with the Coalition for Educational Rights to reform the state's public education funding system

CityWide Coalition for School Reform *Chicago, IL* 100,000
For policy development and consensus-building among organizations and individuals engaged in education reform (2 yrs.)

Coalition for Educational Rights 100,000
Under the Constitution *Chicago, IL*
For work to reform the public education funding system in Illinois

Community Renewal Society *Chicago, IL* \$200,000
 For its publication of *Catalyst: Voices of Chicago School Reform*, the mission of which is to document, analyze and support school improvement efforts in Chicago's public schools (2 yrs.)

Jobs for the Future *Boston, MA* 100,000
 To work with the Coalition of Essential Schools to explore connections between strategies being used in school-to-work and school reform approaches in Chicago and Milwaukee (2 yrs.)

Marquette University, School of Education *Milwaukee, WI* 100,000
 To support the Institute for the Transformation of Learning, which will work on developing a model of school governance for Milwaukee Public Schools that will increase the involvement of parents and communities

National Center for Fair and Open Testing *Cambridge, MA* 150,000
 To develop tools that will help states and school districts evaluate student assessment practices and to conduct public education campaigns on new forms of student assessments in Milwaukee and Cleveland (2 yrs.)

Total Education \$835,000

Gun Violence

American College of Physicians *Philadelphia, PA* \$50,000
 For a survey of physicians and surgeons regarding their experiences with and knowledge of gun violence issues

Illinois Council Against Handgun Violence *Chicago, IL* 155,000
 For activities of the OnTarget Coalition, a network of organizations working to address gun violence as a public health issue and to reduce gun violence in Illinois (2 yrs.)

Medical College of Wisconsin, Department of Emergency Medicine *Milwaukee, WI* 194,538
 To establish a model integrated non-fatal firearm injury reporting system for Southeastern Wisconsin and to produce a manual to teach other metropolitan areas how to establish similar databases (2 yrs.)

Michigan Trauma Coalition, Inc. *East Lansing, MI* 414,858
 General support for the Michigan Partnership to Prevent Gun Violence, an effort to unite practitioners in medicine, law, and public health to reduce gun violence in Michigan (2 yrs.)

National Opinion Research Center *Chicago, IL* 121,189
 To conduct, analyze, and disseminate the results of a nationwide survey of public attitudes on gun violence issues

Total Gun Violence \$935,585

Money and Politics Special Project

Citizens Fund *Washington, DC* \$161,000
 For a nonpartisan, multi-organizational effort, led by the Michigan Citizens Fund, to promote campaign finance reform in Michigan through research, public education, news media outreach, citizen mobilization and advocacy (2 yrs.)

Radio and Television News Directors Foundation *Washington, DC* 75,000
 To organize regional training workshops for television, radio, and print journalists on covering campaign finance issues

Tides Foundation, Money in Politics Radio Project *San Francisco, CA* 30,000
 For a series of independently produced news reports on campaign finance issues that will be broadcast bimonthly on Monitor Radio

University of Minnesota, Department of Political Science *Minneapolis, MN* 19,204
 To examine the effects of campaign finance reforms recently adopted by Minnesota and Washington State

Total Money and Politics Special Project \$285,204

Special Opportunities

Community Renewal Society *Chicago, IL* \$61,500
 To enable *The Chicago Reporter* to launch a beat devoted to government and public policy issues

National Committee for Responsive Philanthropy *Washington, DC* 40,000
 General support for research and analysis of issues of concern to philanthropic organizations (2 yrs.)

Total Special Opportunities \$101,500

Total Grants Approved \$5,505,343

Work In Progress is published three times a year following each Board meeting. For additional details on programs of the Joyce Foundation, please call our offices to request a copy of our annual report or guidelines pamphlet.

Application Information

The Joyce Foundation accepts grant inquiries throughout the year. If you have a question about any of our programs, please call and request a copy of our new guidelines—available this month—or send a letter to the appropriate staff person, whose names are listed below:

Culture
Ellen Alberding

Education
Warren Chapman
Ellen Alberding

Employment
Unmi Song
James Carlton

Environment
Margaret O'Dell
James Carlton

Gun Violence
Deborah Leff

Money and Politics Special Project
Lawrence Hansen

Special Opportunities
Deborah Leff

The next proposal deadlines are:

April 15, 1996
(for the July 1996 Board meeting)

August 15, 1996
(for the November 1996 Board meeting)

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Gloria G. Barrientos
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Executive Assistant

James E. Carlton
Program Officer

Warren K. Chapman
Program Officer

Carol A. Donahue
Staff Assistant

Lawrence N. Hansen
Vice President

Deborah Leff
President

Peter T. Mich
Technology Officer/Program Officer

Mary M. O'Connell
Communications Officer

Margaret H. O'Dell
Program Officer

Linda K. Schelinski
Vice President of Administration

Unmi Song
Program Officer

Sherry A. Woolfolk
Accountant

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