



Work First/What Next?

Welfare policy has concentrated on moving people into jobs. But it's just as important to get them the skills and support they need to stay in the game long-term. **10**



The Joyce Foundation supports efforts to protect the natural environment of the Great Lakes, to reduce poverty and violence in the region, and to ensure that its people have access to good schools, decent jobs, and a diverse and thriving culture. We are especially interested in improving public policies, because public systems such as education and welfare directly affect the lives of so many people, and because public policies help shape private sector decisions about jobs, the environment, and the health of our communities. To ensure that public policies truly reflect public rather than private interests, we support efforts to reform the system of financing election campaigns.

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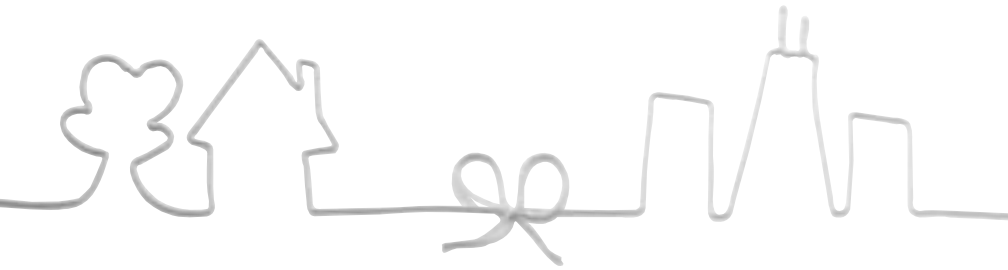
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New Program Officers in Education and Employment, and other new staff members at Joyce

Work In Progress is published three times a year following each Board meeting.

For information on programs of the Joyce Foundation, please consult our web site, www.joycefdn.org, or call our offices to request a copy of our annual report or guidelines pamphlet. 312.782.2464



Suburbs, once seen as far removed from urban problems, now face troubles of their own. To solve them, city and suburban leaders will have to recognize their common interests.

Boarded-up inner-city buildings and bulldozed farmland on the suburban fringe may seem unrelated. But they're flip sides of the same problem, argues Bruce Katz of the Brookings Institution. Suburbanites dismayed at traffic congestion and pushing "smart growth" have a powerful if unrecognized common interest with city neighborhoods, he says. And city residents fighting poverty and disinvestment may find their best allies in the suburbs.

It's an argument many on both sides of the urban/suburban divide may find hard to comprehend. But, armed with a three-year, \$900,000 grant, Katz and his colleagues plan an intensive research and organizing effort to help people see the connections.

Katz describes "an iron law of metropolitan growth" in which suburban job growth attracts middle and upper-income households and leaves the city with more poor people and fewer resources. The results—inadequate city schools and services—in turn push out more families to the suburban edge. Services and businesses move with them. And it's not just cities that suffer, he writes: "Sprawling development patterns are destabilizing many [older] suburbs. [They] are experiencing the same challenges as cities: failing schools, persistent crime, and the loss of jobs and businesses to other, further out

suburbs. Even suburban areas that are developing rapidly are finding that explosive growth [leads to] overcrowded schools, long commutes, and the inability of local governments to pay for new infrastructure."

Katz concludes: "To address suburban sprawl, you have to invest in the core. And you have to give the city's workforce greater access to the employment centers of the suburbs. Smart growth started as a response to loss of open space and other environmental problems. But to succeed, it's going to have to embrace a broader vision: housing, workforce development, access to jobs."

His research will lay out projected patterns of growth in the Midwest, document who wins and who loses, and show how public policy affects the balance. It will examine such traditional development engines as zoning, transportation spending, and tax subsidies for home ownership. But he's also concerned, for example, with workforce investment boards that stop at county borders and thus don't reflect the area's job opportunities or create the supports needed to get people where the jobs are.

"Policies like that support concentration of poverty in certain areas," he argues. That in turn hurts the economic stability of the region by undermining the ability of employers to get a dependable workforce. Meanwhile, many poor urban residents will soon start running up against welfare reform's time limits on public benefits—while the city's job market alone can't provide the opportunities they need.

Just as important as the research is the need to demonstrate the connections clearly to politicians and their constituents, especially to urban leaders who often view angst over suburban development as far removed from the tough issues facing their own constituents.

"Many local leaders were schooled in the older view of the world, that cities and suburbs are so different," says Katz. "What has to change is leaders' perceptions of the places they live and the challenges they face."

Bruce Katz, Brookings Institution, 202.797.6285

Time's Up for Dirty Power

The Midwest's old coal-burning power plants, long exempt from tough air pollution regulations, face increasing pressure to come clean.

It's been a summer of energy anxieties: High gas prices in the Midwest, electricity brownouts in California, natural gas shortages promising an expensive heating season—all have policymakers and presidential candidates scrambling. At the same time a new wave of studies warns of the environmental and public health costs of America's dependence on cheap power.

In particular, fingers are pointing at the old coal-burning power plants along the Ohio River and elsewhere in the Midwest and South. Exempted under the Clean Air Act because they were considered near the end of their economic lives, the plants have gone on producing cheap electricity—and, scientists say, expensive pollution.

While residents of New York and New England have long complained that Midwest power plants were causing acid rain and other problems, several recent studies have dramatized that the plants pose a major public health threat to the Midwest as well.

Last year, the Ohio Environmental Council labeled the Ohio River Valley “ozone alley” for its high levels of ozone smog and high hospital admissions for related respiratory illness. The main culprits, charged the OEC, are nearby power plants that emit over a million tons of nitrous oxide a year, a key factor in ozone pollution.

This past June, researchers at Johns Hopkins and the Harvard School of Public Health found that air pollution particles from power plants, autos and other sources were causing increased hospitalization and deaths among old people. In July, a panel from the National Academy of Sciences, reviewing earlier studies, concluded that levels of mercury pose an unacceptable risk to



children of women who eat fish during pregnancy. The panel, set up after industry protests over earlier plans to regulate mercury, strongly recommended that the concentrations be reduced. A toxic heavy metal that can cause brain damage, mercury settles on lakes and rivers and ends up in fish; 41 states warn people to limit consumption of fish for fear of mercury. The problem is especially acute in the Midwest: nine out of ten lakes tested by Minnesota's health department have fish advisories, while people in Northeastern Illinois are exposed to the highest mercury emissions in the country thanks in part to the Chicago area's six coal-burning plants.

Leading the pressure to make policymakers take notice of these findings is a regional environmental coalition funded by the Joyce Foundation and led by the Izaak Walton League with help from the Clean Air Task Force.

Three years ago, the Izaak Walton League organized a coalition (including the OEC and similar groups in Indiana, Illinois, Michigan, Minnesota, Wisconsin, and Ontario) to demand that policymakers tighten pollution controls. Now, with a two-year, \$765,576 grant, the League and its allies will push for a resolution of the issue. Bill Grant, who directs IWL's Midwest office in St. Paul, says the efforts have begun to spark results.

“Three years ago this wasn't on anyone's radar screen,” says Grant. “We've raised public awareness, we've gotten news coverage and editorials around the region,”

in such papers as the *Cincinnati Enquirer*, *Indianapolis Star*, and the *Chicago Tribune*. “Now we’re seeing substantial pieces of legislation, in Congress and in statehouses, either as part of broader utility restructuring or as stand-alone efforts that would tighten the Clean Air Act or impose state regulations on mercury.”

The pressure isn’t just legislative, notes Armond Cohen, whose Clean Air Task Force received a two-year, \$400,000 grant in April to work with the Midwest campaign. He points out that the U.S.EPA is set to decide by December whether to regulate mercury emissions from the plants, one of several regulatory initiatives that have the utilities worried. “Industry right now is finding it very difficult to make investment decisions for building new capacity because of the uncertainty about what the emission requirements will be,” notes Grant. “They need investment certainty—and we need serious reductions in power plant emissions. That’s the basis for negotiations.”

This past spring, executives from Ohio-based Cinergy Corporation called for legislation mandating pollution reductions across the board. In April, leading utility officials met with environmental groups, state regulators and Senate staffers to discuss what *Energy Daily* called “a comprehensive approach to pollution reduction that could result in legislation requiring sharp cuts in utility emissions over a period of eight to 15 years.”

One wild card could be legislation, passed by some states and pending in Congress, to restructure the industry and let customers shop for cheap power. Some environmentalists worry that competition will help the old coal plants, which offer low-cost power because they are long since paid for and they burn cheap coal. But Grant argues that competitors who produce cleaner power won’t let the coal plants off the hook again, and will insist the new laws contain across-the-board pollution controls.

Whether the resolution comes through regulation, legislation, or voluntary actions by utilities anxious to avoid a regulatory headache, it seems clear that the free ride for aged coal plants is nearing its end. If tighter regulations are imposed, some utilities will install emission-control technology, while others will switch to natural gas or another fuel. But some of the older plants will be retired.

With anxieties about meeting energy demand, what will replace them? One likely answer: smaller, cleaner natural gas plants. Another solution is being urged by the Union of Concerned Scientists: renewable energy.

In 1993, UCS’s *Powering the Midwest* highlighted the region’s potential for alternative power, including wind power from the vast spaces of the Great Plains. Its report helped convince Minnesota lawmakers to require Northern States Power to build wind energy installations in western Minnesota; Iowa has a similar initiative. A new two-year, \$225,000 grant will enable UCS to provide technical assistance to Midwest groups, including working with the Environmental Law and Policy Center of the Midwest to update the 1993 report and disseminate its findings.

“Renewable energy can mean jobs and income for rural communities in the Midwest,” argues Alan Noguee, who runs the UCS energy program. But policymakers have to jumpstart the investment. UCS is helping design policies to include investment in renewables. Already twelve legislatures have mandated that renewables make up part of the energy mix in their states, and thirteen have set up funds to invest in renewable capacity. Such commitments will increase the supply of non-hydro renewable energy by 40 percent, says Noguee. Similar provisions have been introduced in Congress and, he argues, should be included in any federal restructuring.

For Armond Cohen, who has been crusading for cleaner energy for decades, the issues are all related. “It’s hard to make the case for renewables, or for energy efficiency, unless the public understands the consequences of business as usual,” says Cohen. “With 55 percent of the country’s electricity coming from coal plants that are largely exempt from current Clean Air regulations, we weren’t going to make any headway on controlling pollution until we took them on. By calling attention to them, we lay the foundation for policies to get them cleaned up—and we create an environment where the message about the importance of renewable energy can be heard.”

[Bill Grant, Izaak Walton League, 651.649.1446](#)

[Armond Cohen, Clean Air Task Force, 617.292.0234](#)

[Alan Noguee, Union of Concerned Scientists, 617.547.5552](#)

It's a long way from entry-level jobs to stable, year-round, full-time work. But some policies can help people stay on track.

Some of the clearest insights on the actual lived experience of welfare reform have come from Project Match, a long-running program run by Toby Herr at Chicago's Erikson Institute. Since 1985, Herr has followed the experiences of women in Cabrini-Green, a Chicago public housing project, who have been trying to move from welfare to work.

Results after five years showed that just over a third of the women took what Herr and her coauthor Suzanne Wagner call "a steady pathway to employment": after 22 months they were working year-round, and if they left one job they took another one within the same month. Another 14 percent also managed to become stable workers, though it took them as long as five years to do so. On the other hand, 27 percent remained "intermittent" workers, cycling on and off jobs; and 23 percent had little or no work at all.

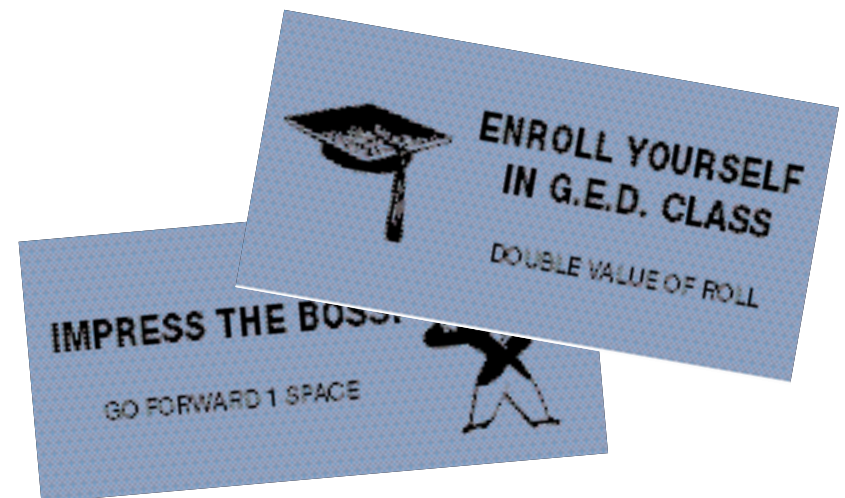
These patterns led Project Match to argue that, for people who have been on welfare, getting the first job by no means guaranteed permanent employment. Instead, they argued, the focus needs to be on supporting people over a much longer period of time to help them make the transition to steady work.

Those sobering results were widely respected by welfare experts. But state plans implementing the 1996 welfare reform law concentrated instead on "work first"—the initial effort to get people jobs. Now, however, welfare evaluations are making clear that helping people escape poverty is much more complicated than just getting them into the labor market. Policymakers and advocates are turning to look at "post-employment services"—what comes after placing a client in that first job.

With a three-year, \$650,000 Joyce grant, Project Match will evaluate programs that have followed its model of supporting women over a long period, helping them secure quality childcare and getting them to think about moving up in the job market from first to second to third jobs and from part-time to full time. Besides examining what helped women make the transition to work, Herr is also curious whether anyone is finding success with the "hardest to serve"—those who, despite all the pressures, still haven't taken steps to employment.

Another group that is concentrating on post-employment services is Indianapolis-based Training, Inc. National Association. A network of job-training programs in six cities, Training, Inc. has traditionally helped low-skilled women on welfare prepare for jobs. But with welfare reform its focus has shifted to career advancement, from initial training through on-the-job mentoring and long-term followup. Previous Joyce support helped fund development of such services; now a one-year, \$153,000 grant will allow the group's partner, the Corporation for a Skilled Workforce, to evaluate the effort.

Training, Inc. will also study ways in which current welfare policy affects job retention. "It's disheartening to see people lose jobs because the benefits they are counting on are phased out more quickly than their earning potential can replace them," says the association's director, Martha Miles. Her group will examine how policy reforms to address this problem are working out in practice and where they can be improved to help people stay on the job.



One key to career advancement is education. Many people on welfare lack a GED, and once they're pushed to take a job it becomes much harder to do the work to get that credential. "A lot of training programs require the GED, and better-paying jobs use it as a screening mechanism," says Steve Redfield, who runs Chicago Employment Service.

His group, with the help of a three-year, \$436,700 grant, is looking for ways to help people overcome this barrier. They're trying to arrange GED classes to accommodate employment and childcare schedules. And they're experimenting with different models, including a 12-week crash course for people already reading at 10th grade level and a set of computer-based modules that people juggling other demands can work on at their own pace. Redfield argues that welfare policy needs to change so that people who still haven't found jobs can take basic skills and GED courses without having that time count against them as they run up against time limits for possible cut-off of benefits.

Advocating policy changes that help low-wage workers get training to advance to better jobs is also on the agenda of the Jane Addams Resource Corporation. With a three-year, \$147,495 Joyce grant, JARC will interview employers and low-wage workers on their experiences of the labor market and training needs, and develop policy options for training programs that meet those needs. In partnership with the Chicago Jobs Council, JARC will argue that helping "incumbent workers" should be a priority in upcoming debates over reauthorization of welfare reform and implementation of the federal Workforce Investment Act.

Toby Herr, Project Match, 312.755.2250

Martha Miles, Training Inc., 317.546.1700

Steve Redfield, Chicago Employment Service, 773.624.9700

Anita Flores, Jane Addams Resource Corporation, 773.871.1151

Culture

Building a Diverse Audience Takes Time, Commitment

As arts organizations around the country look for ways to reach new and diverse audiences, a major Chicago study reveals that strong, mission-based commitment and consistent leadership within the organization are essential for success.

The Arts Marketing Center of the Arts & Business Council of Chicago studied the experiences of six Chicago arts groups, ranging from the Chicago Symphony Orchestra to the Dance Center of Columbia College. The case studies tracked successes and studied pitfalls along the way.

While insisting that there is no single formula, the study identified several key components of successful efforts:

- A "mission-based commitment" to building a more diverse audience along with strategies for each internal department to achieve that goal
- A consistent leader in the organization to keep people focused on the effort

- Measurable goals along with a way to track success in meeting them
- A "consistent or growing commitment" (rather than sporadic efforts)
- Commitment to presenting authentic art that is relevant to the audiences the group is trying to reach

Study authors also noted that definitions of "diversity" have evolved over time. The researchers challenged the myth that nonwhite audiences are somehow missing out on the arts, pointing to earlier Chicago studies demonstrating that both African-Americans and Latinos are in fact among the heaviest patrons of the arts. On the other hand, some institutions remain largely homogenous, a concern that needs to be addressed. Meanwhile other audience characteristics, including age and geographic location, have attracted new attention as arts groups seek to broaden their appeal.

Deborah Obalil, Arts Marketing Center, 312.372.1876

Are Legislators Serving Personal or Public Interest?

When they're not in the Capitol building passing bills, many state legislators have to be home in their districts selling real estate, running drug stores, and otherwise earning a living. What happens when their public responsibilities and private interests converge—when the bills they vote on help determine drug prices or set the rules for real estate development?

What makes the problem difficult to avoid is the fact that, unlike members of Congress, legislators in 41 of the 50 states are part-timers, with an average salary of \$18,000. And then there's the simple fact that legislators who have personal knowledge of an issue naturally are expected to help frame laws in that area—that, for example, legislators who are farmers often sit on the agriculture committee.

The complex conflict-of-interest possibilities are detailed by the Center for Public Integrity's 50 States Project in *Our Private Legislatures: Public Service, Private Gain*; www.50statesonline.org.

Center researchers discovered that:

- More than one out of five legislators sat on a

legislative committee that regulated their business or professional interest

- At least 18 percent had financial ties to businesses or organizations that lobby state government
- Many worked for agencies funded by the legislature or had family members who did so.

The Center concluded that “around the country, citizens are affected not only by the influence of special-interest money on lawmakers, but also by hidden conflicts of interest that at times place private gain ahead of public service.”

Full disclosure is the only way the public can have faith that in such cases lawmakers are genuinely serving public rather than private interests, Center researchers argue. Yet they found “widespread deficiencies” in disclosure laws. Said CPI's Diane Renzulli, “current state-level ‘controls’ and disclosure requirements simply fail to ensure that state lawmakers wearing more than one hat do their job properly.”

Diane Renzulli, Center for Public Integrity, 202.466.1300

Small Schools Help Students Succeed, Study Finds

Reconfiguring large urban schools into smaller schools is having a positive impact on student performance, school climate, professional collegiality, and parent satisfaction, according to a study by Bank Street College of Education.

Small Schools: Great Strides suggests that even though size alone is not the key to all that ails urban schools, integrating small schools into a comprehensive reform strategy can help improve student outcomes.

The study looked at the performance of 143 small schools created in Chicago between 1990 and 1997. Students in these schools had higher grade point averages, lower dropout rates, and better attendance than did students in larger schools. They failed fewer courses and demonstrated increased progress toward graduation. At the elementary level, fewer students were retained in the same grades than in larger elementary schools.

The higher test scores surprised the researchers. “We expected that test scores would drop because a higher percentage of

students take the tests in small high schools,” said author Patricia Wasley, “but the scores either held steady or, in the case of reading, went up.” The report attributed the results to several factors, including higher expectations when teachers know students individually.

Certain conditions must be in place to foster start-ups and to sustain small schools through difficult periods, the study found. They include strong support from the central administration and external partners; teachers committed to the school and willing to stick with it during the transition period; and advocates in the community, including parents and civic leaders.

The authors recommend that policymakers provide the funds necessary to reduce the size of the country's largest schools and take steps to “reduce the bureaucratic constraints that prevent educators from creating smaller schools that are responsive to local student and family needs.”

Pat Wasley, Bank Street College, 212.875.4400

The following grants were approved at the July 27, 2000 meeting of the Board of Directors:

Education

Business and Professional People for the Public Interest
Chicago, IL \$200,000

To continue and expand efforts to foster the development of small schools in Chicago. (2 yrs)

Center on Education Policy
Washington, DC \$300,000

To continue engaging policymakers, educators, and parents in a series of consensus-building dialogues that focus on creating conditions to improve public education. (2 yrs)

Citizenship Education Fund, Inc.
Washington, DC \$250,000

To support the Urban Education and Public School Finance Reform Initiative, which will focus on educating and mobilizing low-income and minority communities in Illinois and Michigan on issues of school finance reform. (2 yrs)

Cleveland Initiative for Education
Cleveland, OH \$800,000

To assist the Cleveland Municipal School District in managing the Cleveland Teachers Academy; to assist in the recruiting and training of new teachers; and to maximize benefits of the ongoing consultative nature of the relationship between the Initiative and the Cleveland Municipal School District. (2 yrs)

Community Renewal Society
Chicago, IL \$600,000

To expand the content of its publication, *Catalyst*, to include new audiences and more reporting of school reform activities in other cities. (3 yrs)

Community Renewal Society
Chicago, IL \$390,000

To support the continued development of *Catalyst: Voices of Cleveland School Reform*, a bimonthly school reform publication. (2 yrs)

Education Commission of the States
Denver, CO \$585,700

To create and launch a National Center for Innovation in Governing American Education. The Center will be a clearing-house of information on innovative governance issues from preschool through post-secondary education, and will serve as the primary mechanism for the Education Commission of the States to respond to emerging needs of policymakers. (3 yrs)

Future Teachers of Chicago
Chicago, IL \$244,425

To conduct an evaluation of the effectiveness of their program to recruit and encourage minority students to enter the teaching profession. (2 yrs)

Greater Cleveland Roundtable
Cleveland, OH \$600,900

For renewed support of the Cleveland Summit on Education, which will assist the Mayor and the Chief Executive Officer of the Cleveland Municipal School District in implementing the district's strategic plan and coordinating ongoing training for School Board members and executive staff; and to support the development of academic standards and provide training to parents and community members in 30 schools. (2 yrs)

Marquette University
Institute for the Transformation of Learning

Milwaukee, WI \$400,000

To continue to promote systemic school restructuring in urban areas, conduct research on urban schools with an emphasis on desegregation issues, support school community partnerships that focus on improving student achievement, and develop a website. (2 yrs)

National Conference of State Legislatures

Denver, CO \$353,400

To establish and manage the National Clearinghouse on School Finance. (2 yrs)

Parents United for Responsible Education

Chicago, IL \$210,000

To continue to inform and mobilize parents in the Chicago metropolitan area about school reform issues and to promote wider community involvement in decisions affecting the public schools. (2 yrs)

Recruiting New Teachers, Inc.
Belmont, MA \$446,000

To improve recruitment, preparation, placement, and retention of minority teachers in Illinois. (2 yrs)

Rockman Et Cetera
San Francisco, CA \$350,000

To assess and guide the efforts of the Learning Technologies Office of the Chicago Public Schools to help teachers effectively integrate technology into classroom teaching and learning activities; and for research on technology and school reform that would benefit practitioners and researchers working in this area. (2 yrs)

University of Chicago
Department of Education

Chicago, IL \$880,620

To establish new institutional alliances with principals and veteran teachers in Chicago Public Schools in the south Chicago communities of North Kenwood, Oakland, and Woodlawn; to expand and enrich each partner's efforts to support improvement of schools in the area; and for new teacher development. (3 yrs)

University of Illinois at Chicago
College of Education

Chicago, IL \$365,000

To continue developing small schools and providing assistance to public schools in the process of restructuring in Chicago, the metropolitan area and the Midwest region. (2 yrs)

University of Illinois Foundation
Institute of Government and Public Affairs

Chicago, IL \$98,800

To conduct and disseminate research on the implications of school finance reform on large urban school districts, including by attracting junior faculty to this research area. (1 yr)

University of Wisconsin-Madison
Wisconsin Center for Education Research

Madison, WI \$1,009,386

To assist the Milwaukee Public Schools in developing and implementing a balanced student assessment system; and to conduct research and provide technical assistance on how individual schools in Milwaukee can best acquire and utilize data from the district data system. (2 yrs)

Total Education \$8,084,231

Employment

America's Second Harvest
Chicago, IL \$300,000

To help ensure that welfare reauthorization debates consider ways to reverse the recent dramatic declines in food stamp usage by eligible low-income families and individuals, including many former welfare recipients. (2 yrs)

Chicago Employment Service, Inc.
Chicago, IL \$436,700

To improve the Career Path program, which is designed to help participants combine work with education or training in order to move into higher-wage jobs and to test new strategies for helping participants obtain the high school equivalency degree needed to qualify for most jobs. (3 yrs)

Chicago Women in Trades
Chicago, IL \$140,000

To advocate policies that support training and access to high-wage, nontraditional jobs for low-income women in Illinois. (2 yrs)

Corporation for the Advancement of Policy Evaluation
Princeton, NJ \$274,797

To enable Mathematica Policy Research, Inc., to research how families who have left welfare in Iowa and who report very low or no income are faring, and to research the situations of welfare "leavers" who have been missed in basic surveys. (1 yr)

Erikson Institute
Chicago, IL \$650,000

To analyze the effectiveness of "post-employment" services since welfare reform; to analyze how Project Match's model program affects recipients who are unable to find or keep work; and for ongoing dissemination of its program and policy research. (3 yrs)

Heartland Alliance for Human Needs and Human Rights

Chicago, IL \$150,000

To engage state legislators and other policy leaders in Illinois in better understanding the persistent underpinnings of poverty in Illinois and generating and implementing policy ideas to address these roots. (2 yrs)

Jane Addams Resource Corporation
Chicago, IL \$147,495

To develop policy recommendations to expand access of low-income workers to training and educational resources to help them move into higher-paying jobs. (3 yrs)

National Center on Poverty Law, Inc.
Chicago, IL \$385,052

To develop a financial education program for low-income people and seek its implementation in Illinois' welfare-to-work programs; and to advocate for laws, regulations, and policies that ensure that low-income people have access to financial services. (2 yrs)

Training, Inc. National Association
Indianapolis, IN \$153,000

To continue to operate and evaluate its Practices for Advancement Success (PASS) program, which seeks to learn how to best enhance job retention, additional skill development, and job advancement for women moving from welfare to entry-level jobs, and to share lessons learned with other job training groups, employers, and policymakers. (1 yr)

University of Chicago
Irving B. Harris Graduate School
of Public Policy Studies
Chicago, IL \$102,000

To study the educational and occupational outcomes of low-income teenage mothers. (2 yrs)

University of Michigan
Institute for Social Research
Ann Arbor, MI \$528,752

To design, develop, pilot test, evaluate, and disseminate a "Winning New Jobs" model to aid welfare populations in seeking and retaining jobs and coping with the financial demands of an independent working life. (3 yrs)

University of Wisconsin-Madison
Institute for Research on Poverty
Madison, WI \$100,492

To augment the Institute's survey of Milwaukee families leaving welfare with state administrative data on wages, food stamps, and Medicaid assistance. (3 yrs)

Total Employment \$3,368,288

Environment

1000 Friends of Wisconsin
Madison, WI \$75,706

To support implementation of a new Wisconsin law requiring communities to write and implement a land-use plan. (1 yr)

American Farmland Trust
Washington, DC \$399,600

For survey research and outreach to build support for a stewardship payment program in the 2002 Farm Bill; and to seek to broaden support within Congress for using agricultural policy to reduce soil erosion, minimize wetland loss, improve air and water quality, and limit loss of farmland to development. (18 mos)

Citizens Action Coalition
Education Fund, Inc.
Indianapolis, IN \$75,000

To establish new state-managed programs for renewable energy and energy efficiency as part of the Indiana state electric restructuring plan. (1 yr)

Citizens for a Better Environment
Milwaukee, WI \$150,000

To promote high-speed rail development in designated corridors and to strengthen the Wisconsin Department of Transportation's effort to develop better methods of anticipating environmental impacts of proposed transportation projects. (2 yrs)

Citizens Policy Center
Cleveland, OH \$200,000

For continued support of its Ohio Pesticide Reduction Project, a collaboration with Innovative Farmers of Ohio and Rivers Unlimited designed to reduce the use of pesticides in agricultural operations. (2 yrs)

Enterprising Environmental
Solutions, Inc.
Pittsburgh, PA \$250,000

To design and implement a pilot project in a selected Great Lakes watershed, intended to improve water quality through comprehensive planning, stakeholder consensus, and trading between regulated and unregulated sources of water pollution. (2 yrs)

Environmental and Energy
Study Institute
Washington, DC \$150,000

For a series of briefings for congressional staff and others on recent developments regarding electric utility and transportation policies. (2 yrs)

Environmental Defense
New York, NY \$600,000

To continue its leadership of the Pollution Prevention Alliance, which is currently focused on reducing pollution in the manufacture of automobiles within the region, and to support its work with the five other organizations comprising the Joyce-supported Clean Car Campaign. (2 yrs)

Environmental Defense
New York, NY \$250,000

To galvanize broader interest among environmentalists in reforming federal agricultural policies in ways that improve water quality, save wildlife, combat sprawl, and revitalize communities. (2 yrs)

Environmental Law and Policy Center
of the Midwest
Chicago, IL \$400,000

To continue its leadership in regional transportation and land-use reform, including support for regional high-speed rail. (2 yrs)

Governors State University Foundation
South Metropolitan Leadership Center
University Park, IL \$198,670

To retain the Corporation for Enterprise Development (CFED) and lead an examination of "smart growth" options in the south suburban Chicago region. (1 yr)

Izaak Walton League of America, Inc.
St. Paul, MN \$765,576

For continued support of the power plant campaigns underway in Indiana, Michigan, Minnesota, Ohio, Wisconsin, and Ontario. (2 yrs)

Land Information Access Association
Traverse City, MI \$173,000

To design and implement a program for exporting "Building a Sense of Place," its high-tech community planning process, to Midwest communities outside of Michigan. (2 yrs)

Metropolitan Planning Council
Chicago, IL \$300,000

To organize business leadership for sensible growth in the Chicago region. (2 yrs)

Michigan Environmental Council
Lansing, MI \$109,000

To develop a grading system for state environmental performance in the Great Lakes basin. (1 yr)

Michigan Land Use Institute
Benzonia, MI \$350,000

To continue and expand its efforts, through its Michigan Transportation and Land Use Policy Initiative, to reform state and local transportation policies and decision-making throughout the state. (2 yrs)

Minnesota Project
St. Paul, MN \$312,500

For a campaign to shift federal agricultural funding to stewardship incentives rewarding farmers for implementing farming practices that prevent soil, nutrients, manure, and pesticides from contaminating water. (30 mos)

Mississippi River Basin Alliance
Minneapolis, MN \$60,000

To continue to monitor Army Corps of Engineers proposals to expand navigation on the Upper Mississippi, and to urge that more of the Corps' resources be devoted to environmental restoration. (1 yr)

Openlands Project
Chicago, IL \$50,000

To develop a recommendation for the Illinois EPA to incorporate land-use considerations into its application process when expansions of municipal sewage districts are evaluated. (1 yr)

Surface Transportation Policy Project
Washington, DC \$200,000

To continue to serve as a national resource on transportation and land use. (1 yr)

Sustain
Chicago, IL \$125,000

To assist Midwest transportation advocates with message development and media placement. (1 yr)

Sustainability Institute, Inc.
Hartland Four Corners, VT \$117,720

To allow broader outreach to policymakers and farmers, who are the intended audience for its corn commodity system model. (1 yr)

Union of Concerned Scientists
Cambridge, MA \$225,000

To promote policies supporting renewable energy resources, such as wind, solar, and biomass, on the federal level and in the Midwest, particularly in Minnesota and Iowa. (2 yrs)

University of Illinois at Chicago
Great Lakes Center for Occupational
and Environmental Safety and Health
Chicago, IL \$94,500

To evaluate and enhance efforts to prevent further contamination of the Great Lakes with polychlorinated biphenyls (PCBs). (1 yr)

Total Environment \$5,631,272

Inter-Program/ Environment- Employment

Brookings Institution

Washington, DC \$900,000

For research on topics relating environmental quality, urban reinvestment, and employment opportunities to equitable housing and transportation access. (3 yrs)

Total Inter-Program/Environment-Employment \$900,000

Gun Violence

Boston University School
of Public Health

Boston, MA \$358,378

To enable its Join Together organization to maintain and expand its gun violence prevention website and related services. (2 yrs)

Harvard University School
of Public Health

Boston, MA \$325,000

To support young scholars working on firearm injury prevention research and the dissemination of findings. (3 yrs)

Iowans for the Prevention
of Gun Violence

Cedar Rapids, IA \$250,000

To coordinate efforts working with state and voluntary agencies to reduce firearms deaths and injuries in Iowa, with a particular emphasis on gun suicide. (2 yrs)

Minnesota Institute of Public Health

Anoka, MN \$296,594

For continuation of its efforts to reduce gun injuries and deaths in Minnesota, particularly focusing on the collection of gun violence data, state level legislation, and local policy development. (2 yrs)

National Association of State-Based
Child Advocacy Organizations

Washington, DC \$49,540

To launch the New Voices Initiative in 2001, intended to bring the voice of child advocates to the gun violence prevention arena. (9 mos)

University of California-Los Angeles,
School of Public Health

Los Angeles, CA \$132,787

To analyze and disseminate findings from the largest and most in-depth survey to date of access to, and use of, firearms among adolescents. (2 yrs)

Violence Policy Center

Washington, DC \$1,000,000

To support its efforts to promote public health-oriented gun policy through research, public education, coalition building, and advocacy. (2 yrs)

Total Gun Violence \$2,412,299

Money and Politics

Center for Public Integrity

Washington, DC \$200,000

To complete its 50-state investigative and reporting project on potential conflicts of interests resulting from legislative and other official activities that serve or appear to serve legislators' personal economic interests, and for dissemination through a variety of means. (2 yrs)

Citizens' Research Foundation

Los Angeles, CA \$25,000

For the preparation of a book entitled *Financing the 2000 Elections*, the latest in a quadrennial series of studies that began in the 1960s. (1 yr)

Michigan Prospect For
Renewed Citizenship

Okemos, MI \$325,000

To support efforts to reform Michigan's campaign finance system. (16 Mos)

National Center for State Courts

Williamsburg, VA \$68,876

For two-day summit on judicial election reform bringing together the chief justices, key legislators, and reform advocates from the 15 most populous states with judicial elections, to address judicial election abuses and to develop strategies and a support network for state-based reform efforts. (1 yr)

National Voting Rights Institute

Boston, MA \$350,000

For legal research, public education, and litigation focused on campaign finance issues. (2 yrs)

Northeast Action

Boston, MA \$50,000

For a collaborative initiative to ensure full and timely execution, legal defense, and funding of the comprehensive campaign finance reforms adopted since 1996 in Maine, Massachusetts, Arizona, and Vermont. (1 yr)

Ohio State University

Research Foundation

Department of Political Science

Columbus, OH \$64,733

In support of a nationwide poll that would evaluate public attitudes toward campaign finance reform by examining the issue from the perspective of respondents' issue concerns and group associations. (16 mos)

Wisconsin Citizen Action Fund, Inc.

Milwaukee, WI \$360,000

For promotion of Impartial Justice, a proposal that calls for full or near-full public funding of Wisconsin Supreme Court elections, through policy and legal research, advocacy, public education, coalition-building, media outreach, and grassroots organizing activities. (2 yrs)

Wisconsin Democracy Campaign
Education Project, Inc.

Madison, WI \$485,000

To improve Wisconsin's campaign finance law through policy research and development, advocacy, public education, coalition-building, and citizen activism. (2 yrs)

Total Money and Politics \$1,928,609

Special Opportunities

Community Media Workshop

Chicago, IL \$75,000

For the Community News Project, an on-line news service for journalists focused on the activities and achievements of regional and Chicago-area community groups, nonprofits, foundations, and universities. (1 yr)

Joint Center for Political
and Economic Studies, Inc.

Washington, DC \$150,000

For its legislative redistricting project, which seeks to clarify the conditions and circumstances that warrant the creation of majority-minority election districts as an appropriate legal strategy for ensuring minority voting rights. (2 yrs)

Mexican American Legal Defense
and Educational Fund

Los Angeles, CA \$150,000

For its redistricting project, targeting Illinois, Indiana, and Wisconsin communities with large concentrations of Latinos, using a combination of education, technical training, legal counseling, liaison with elected officials, and, if necessary, litigation to expand and protect minority voting rights. (18 mos)

NAACP Legal Defense
and Educational Fund, Inc.

New York, NY \$130,000

For its redistricting project, an initiative to ensure fair and equal political representation for minorities through a strategy that combines policy advocacy, public education, coalition-building, and litigation. (2 yrs)

National Asian Pacific
American Legal Consortium

Washington, DC \$70,000

For its redistricting project, an initiative involving data collection and analysis, targeted technical assistance, community education, and collaboration with other civil rights organizations, with special attention to redistricting problems and opportunities in Chicago. (18 mos)

Woodstock Institute

Chicago, IL \$375,000

To develop and advocate policies that increase low-income people's access to mainstream bank accounts and that reduce predatory (high-fee, high-interest rate) home and consumer loans in low-income communities. (3 yrs)

Total Special Opportunities \$950,000

**Total Grants Approved
\$23,274,699**

The Foundation is pleased to announce the appointment of several new staff members.



Fausto Ramos Gómez joined the Foundation in July as Program Officer in Education. Mr. Ramos has most recently been pursuing his doctorate in political science at the University of Chicago, researching urban community involvement, especially by Latinos and African-Americans, in education issues. Prior to that, he worked for several Latino organizations in the Denver area, ran for school board in that city, and managed a state legislative campaign. A native of New York City, Mr. Ramos earned a Bachelor's degree at Mercy College and a Master's from the University of Chicago. As Program Officer, he will share responsibility for the Foundation's Education grantmaking with Warren Chapman and Peter Mich.



Another new Program Officer, Jennifer Phillips, will join the Employment Program in October. Ms. Phillips, who is completing her Master's in Public Administration from the University of Michigan, comes to Joyce from the Mott Foundation, where she has been a Program Officer working on income security issues. Prior to that, she worked for the New Hope Project in Milwaukee, a nationally recognized demonstration project, funded in part by Joyce, that developed successful strategies for helping people move out of poverty. A graduate of the University of Wisconsin, Ms. Phillips will share responsibility for Employment grantmaking with Kara Mikulich and Unmi Song.



Sydney R. Sidwell joined the Foundation in June in the newly created position of Research Analyst. In that capacity, she is responsible for issues research as well as organizing and monitoring the flow of program-related information within the Foundation. Ms. Sidwell previously worked as Senior Information Specialist at the John D. and Catherine T. MacArthur Foundation, and prior to that at DePaul University and the Newberry Library. She recently served as co-chair of the Board of Chicago Women in Philanthropy and is a member of the American Library Association and several other trade associations in the field of library science. Ms. Sidwell is a graduate of the University of Wisconsin/LaCrosse and holds an M.A. in Library and Information Science from Rosary College.



Taking over as Executive Assistant to the President is Kay Davis. Ms. Davis comes to Chicago from Albuquerque, New Mexico, where she served as a minister for two years and prior to that worked in administration, office management, and sales. A native of Arkansas, she holds a Bachelor's degree from the University of New Mexico.



Three new Program Assistants also recently joined the Foundation. Stacey Deacon became Program Assistant for the Education Program last spring. A native of Kingston, Jamaica, Ms. Deacon is pursuing her nursing degree at Prairie State College, and has previously worked at the *Chicago Tribune* and Helene Curtis.



Also joining the Foundation at that time as Program Assistant for the Employment Program was Veronica J. McCoy. Ms. McCoy previously worked for several years at the Children's Home and Aid Society of Illinois. She is a native of Chicago.



Finally, Alice Taylor became the new Assistant to the Chief Financial Officer in July. A native of Alabama, she comes to the Foundation after nearly 30 years experience at Zenith Corporation.

The Joyce Foundation accepts grant inquiries throughout the year. If you have a question about any of our programs, please consult our web site, www.joycefdn.org, or call and request a copy of our program guidelines.

Current proposal deadlines:

August 15, 2000
for the December 2000 Board meeting
December 8, 2000
for the March 2001 Board meeting
April 16, 2001
for the July 2001 Board meeting

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Work In Progress

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