

May 1996

Work In Progress

This issue of *Work In Progress* looks at school reform in Cleveland and job skills training in Minneapolis - St. Paul. Also featured: campaign finance reform, an intriguing study of how to pay for environmentally safer food, and an effort to bring the victims' voice to the gun violence discussion.

Cleveland Reformers Launch Plan to Overhaul School System in Crisis

Amid financial crisis and a continuing tug-of-war over governance, Cleveland is launching a major effort to reform and decentralize its public schools. It's one more development in what has been a tumultuous year in the city's schools—but a move that has reformers keeping their fingers crossed.

Mayor Michael White and School Superintendent Richard Boyd announced March 9 a plan to "transform the school system into a system of schools." The plan lays out a timeline for moving decision-making authority to local schools, starting with eight schools this August, and encompassing all 116 schools by June of 1999. The decentralization initiative is part of a broader "memorandum" outlining priorities for improvements in safety, facilities, and other areas, and calling for community input in creating a School-Community Covenant to act on them.

The broad outlines of the decentralization plan were drafted by a coalition pulled together by the Citizens League Research Institute, funded by Joyce. Now responsibility for key parts of its implementation rests with the Cleveland Initiative for Education, which was recently awarded a two-year Joyce grant of \$430,000. And building public collaboration has been the task of another grantee, the Cleveland Summit on Education.

A few days after the announcement of the new plan came a devastating state-ordered performance audit which said the schools are "in the midst of a financial crisis that is perhaps unprecedented in the history of American education." Auditor Jim Petro projected that current patterns of financing and expenditure would land the district \$1.4 billion in debt by 2004. His report called for salary reductions, layoffs for teachers and administrators, and privatization of some services. Only after taking such steps should the district seek additional revenues,

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Twin Cities Group Tests Ambitious Job Skills Strategy

Getting decent jobs is tough work for people who've long been out of the mainstream economy, even tougher for men who've done prison time or faced substance abuse problems. But a new Minneapolis-based job training effort with strong corporate involvement and community backing may just pull it off—and in the process offer some useful lessons for an era of welfare reform and corporate downsizing.

Twin Cities Rise! is the brainchild of Steve Rothschild, a long-time executive at General Mills and founder of its successful Yoplait division. He's convinced his former employer and other major corporations in the Minneapolis-St. Paul area to sign on. Now in its startup phase, the project aims to connect unemployed and underemployed adults, primarily men of color, with decent, well-paid jobs. For participating employers, it promises skilled, competent employees.

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For the men and their families, it promises long-term help in escaping poverty and connecting with their communities. And for those communities there's the prospect of wage-earning men who can support families and help stabilize neighborhoods.

Testing the Strategy

Can it deliver on these ambitious goals? A two-year Joyce grant of \$200,000 will fund evaluation by an independent firm. Organizers will use results to refine the program and share them with policymakers and other employment assistance providers in an effort to figure out the best policies and practices in this increasingly important field. Major funding for Twin Cities Rise! comes from the City of Minneapolis and local foundations. Ultimately, the aim is to be self-supporting, financed by a proposed state tax credit and fees from employers who value its placement services enough to pay for them.

Currently the program offers 75 participants assistance ranging from housing and financial help to psychological counselling. Coaches, recruited from the professions and the corporate world, work with the men individually on broad work skills like problem-solving and communication, while the group contracts out for such specifics as math training and English language skills. Participants are involved from one to three years. The program helps them identify and land jobs paying over \$20,000 per year with participating employers. And once

they're on the job it continues for one year if necessary, to help them make the adjustment and stay on track.

Rothschild started Twin Cities Rise! after getting involved in local anti-racism efforts. He came to understand racism as "prejudice plus economic power"—which led him to think about economic power and the kinds of jobs it takes to achieve it.

Looking around at job training efforts, he found little that inspired confidence. Many aimed at jobs that don't pay enough to support families. Others focused on welfare recipients, mostly women. Many lacked strong connections to employers: "They don't prepare people to the standards employers require," says Rothschild, "or they don't train people for jobs employers actually have. As an employer myself I knew that: I never hired people out of those pro-

grams, or at least never hired them for decent jobs."

Twin Cities Rise! aims to avoid those short-comings by building in corporate involvement from the start. Rothschild has recruited a network of operating executives from ten local corporations, including First Bank Systems, General Mills, and Supervalu, Inc., a food retailer and wholesaler. He argues that corporations need new strategies to connect to a workforce that is increasingly nonwhite; and in the Twin Cities area, where unemployment is low and demand for skilled workers high, he promises employers well-trained candidates to meet job needs.

Surveying the ten companies, Rothschild identified jobs paying over \$20,000 a year plus benefits, like lab technician and customer service representative, and asked what skills each required. The employers, he says, "put a premium on the same skills: decision-making, sociability, teamwork, self-discipline, ability to learn." That insight led the group to focus on "interchangeable work skills" like communication. For the program's immigrant participants, learning to communicate across cultural barriers can be a challenge, says Rothschild. Vietnamese immigrant Tam Nguyen joined the program to improve his English skills—and to figure out such mysteries as how a perfectly acceptable greeting in his culture could be interpreted by Americans as sexual harassment.

Commitment Is Key

While the work skills taught may be general, participants must set their sites on a particular job and work toward it. TCR board member Matthew Ramadan, Imam (leader) of Masjid An-Nur (Mosque of the Light) in Minneapolis, has brought several men into the program. He says "they can't just say, I'll take anything. We say, here's what's available, what do you want to do? And we ask, what commitment will you make to your family, to a church or a community organization?" He in turn promises to stick with them. He stays in touch with supervisors and meets regularly with the men: "I tell them, I will not allow you to fail."

Another board member equally determined to make it work is Ron Tortelli, senior vice president of Supervalu. Supervalu has identified such potential job opportunities as computer operators and department managers in retail stores. Says Tortelli: "Twin Cities Rise! goes beyond anything that I know of, in bringing together business, people trying to help their community, government and foundations, all coming together to prepare people for jobs." Tortelli adds that TCR is "the kind of program we could take and implement in other parts of the country. But we need to make it successful here first." ■



Twin Cities Rise! coach Scott Robinson (right) works with participants on developing flexible work skills, such as problem-solving and communication.

Gun Victims' Families Try to Stop Others from Becoming Victims

The almost casual violence of drive-by shootings, gang crossfire, domestic disputes “settled” with bullets breeds despair. People are appalled, but feel powerless. With guns so widespread, a popular culture steeped in violence, young people lacking hope—what can anyone do?

One way is to look to the example of others who've faced similar carnage and fought back. That's what Tom Vanden Berk, of Evanston, Illinois, is doing.

Four years ago his 15-year-old honor student son Tommy was getting ready to leave a party when a young man entered, shouted gang slogans, and sprayed the crowd with bullets. When Tom arrived to give his son a ride home, the boy was dead.

MADD Model

Today, Vanden Berk is looking to the example of another parent who faced horror and fought back. Back in 1980, Candy Lightner, of Fair Oaks, California, lost her 13-year-old daughter Cari to a drunk driver. The girl, walking along a quiet street, was hit from behind and thrown 125 feet. Her mother discovered that the driver, a repeat offender, was likely to face little penalty. Outraged, she organized what became Mothers Against Drunk Driving, better known as MADD. The grassroots movement has worked tirelessly to change once-tolerant public attitudes and laws toward drunk driving by telling the victims' stories.

Tom Vanden Berk, too, hopes to channel his anguish and that of people like him to combat the epidemic of gun violence by telling the victims' stories. Vanden Berk, who grew up in a small town in Wisconsin where hunting was a common pastime, understands that “a lot of people have a great deal of passion for their weapons. What we need is passion on the other side. We want to make people aware of the dangers. We hope parents will understand the danger to children by hearing stories of people like myself who have lost children to gun violence.”

Starting in 1994 with a Joyce discretionary grant of \$10,000, Vanden Berk organized the support group HELP for Survivors in the Chicago area. At monthly meetings members help each other cope with grief and talk about ways to fight back against gun violence. In its year-plus of existence, it's been contacted by people in other cities interested in the approach. “There's a hunger to network with people

of similar experience,” Vanden Berk says.

Now, with a one-year \$80,000 Joyce grant, he will launch a national network of groups representing those who've lost people to gun violence. The group will start by establishing its Chicago network as a nonprofit organization, with a newsletter and a national database of survivors willing to share their stories. The next step will be to build on existing contacts to form local chapters in the Midwest and around the country.

The emotions of victims, he acknowledges, are powerful and potentially devastating—or transforming. Some people cope by tracking the case relentlessly through the justice system; he says that approach wasn't for him: “I thought it would be so painful that it would kill me. Besides, I've worked with adolescents (as director of Uhlich Children's Home). I know the situation with gangs in the inner city. What good does it do to have another person get 50 years in jail? It doesn't change the system.”

A particular challenge will be reaching out to people who've suffered a suicide in the family. Nationally, 48 percent of firearm deaths are suicides. For survivors the grief is compounded by guilt, which can be terribly isolating. But sharing the story, Vanden Berk says, is a way to heal—especially if it helps others realize that availability of firearms in a home raises the risk of suicide dramatically. “You share your story and hope that in the process you can prevent the pain from happening to someone else.”

Can it work? The number of alcohol-related traffic deaths dropped from 25,165 in 1982, when MADD was first getting started, to 16,589 in 1994. MADD's fierce determination helped make that happen, and it's a fierceness Vanden Berk admires. “They said, you think you have a right to drink and drive? We're going to stop it. They organized, pushed like hell, because they were serious about protecting the lives of kids, of innocent victims. They put their foot down and said enough is enough.” He adds: “We're not against people's right to have guns; we just want normal regulation in a civilized society. We think it's an issue that can be resolved with proper regulation and concern for the public health.” ■



A new group aims to bring the voices of victims to the gun violence discussion.

Building Momentum and Direction for Campaign Finance Reform

Two significant nationwide conversations began in March. Both focus on the increasingly debasing influence of big money on American politics. Both aim to come up with solutions that can restore popular confidence in our electoral system and put power where it belongs, with the voters. And both are funded by the Joyce Foundation as part of its \$3.8 million special project on money and politics.

One conversation brings together “ordinary” citizens in six cities: Greeley, Colo., Newton, Mass., Tallahassee, Fla., Manhattan Beach, Cal., Seattle, Wash., and Chicago, under the auspices of the League of Women Voters and the Harwood Group, a public issues research firm. The “citizen assemblies” are meeting monthly through July, sharing concerns about the political system and learning about the role of money in shaping it. They will hear from elected officials and study reform proposals.

The goal is to develop a “public voice,” with a report that describes the citizens’ conclusions on directions for reform.

In the fall, the project will spread out to forty congressional districts in and around the six cities, where more citizens will come together for a similar conversation aimed at building popular understanding and support for reform. At the same time, project directors are briefing the members of Congress in those districts, as well as staffs of major media organizations and state-level grassroots groups. By the

end of the sixteen-month project, organizers hope, there should be a nucleus of informed citizens, a sense of direction, increased understanding of the issue in the media, and a grassroots network of organizations that understand the importance of campaign reform and are willing to work for it. The project is supported by \$450,000 from Joyce; other funders are the Pew Charitable Trusts and the Schumann Foundation.

The other conversation should provide more specifics on how exactly to change things. It brings together seventeen experts on campaign finance—including people who’ve run for office and people who’ve studied the process—in a “virtual” conversation on the Web site of the Brookings Institution (<http://www.brook.edu/gs/campaign/home.htm>).

It’s called the Brookings Working Group on Campaign Finance Reform, and it’s being launched with \$62,200 in Joyce funding. The idea, as stated in the Web site’s opening text, is to have experts “discuss the implications of proposed changes, calculate as best as possible the benefits and costs, consider possible unintended consequences, weigh different approaches, and, ideally, help to ensure that policymakers take up the debate having thought through the issues.”

Pros, Cons of Current Proposals

In the initial conversation, moderator Tom Mann, Brookings’ director of governmental studies, asked for comments on reform bills pending in Congress: HR 2566, sponsored by Rep. Linda Smith (R, Wash.), and S. 1219, sponsored by Sens. John McCain (R, Ariz.) and Russ Feingold (D, Wis.).

Critics quickly attacked. Herb Alexander from the University of Southern California, who’s been following the issue ever since he ran the President’s Commission on Campaign Costs in the early 1960s, said the bills’ remedies “are dubious at best, raise constitutional problems, and the bills should be revised accordingly.” Daniel Lowenstein of UCLA, author of the standard textbook *Election Law*, was equally scornful: “I do not mean to suggest that it would be impossible to design a worse campaign finance proposal, but I believe it would be a challenge.” Others, however, balanced criticism with cautious praise: “Good ideas that substantially improve the existing system,” offered John Krasno of Princeton University, who’s writing a book on the political and electoral consequences of reform. Along with the broad comments came observations on specifics—the kind of detail that will be essential for designing an improved system that really works.

The posted conversation, which will continue until Congress acts, is limited to the participants, but anyone can listen in and, if inspired, comment via e-mail (finance96@brook.edu). ■

Illinois Leaders Seek Reform



The Illinois Campaign Finance Project released its Joyce-funded report on campaign spending March 4. Senator Paul Simon (standing) and former Governor William Stratton (right) lead

Somebody's Got to Pay for Safer Food; the Question Is Who?

Farmers in Illinois grow wheat, and traders on the floor of the Chicago Board of Trade buy and sell it. Despite the geographical proximity, farmers and traders can seem like citizens of different planets. But they're part of a vast global system of food production, processing, marketing, and consumption. And for people interested in producing healthy food without harming the earth it comes from, it's not just the farmers but the whole system that needs examining.

That's the intriguing project proposed by the World Wildlife Fund. With \$199,350 in Joyce funding over two years, WWF is undertaking a study of four leading midwestern agricultural products: wheat, corn, beef and soybeans. It will look at the environmental impacts of producing them, the structure of trade, consumption patterns, public policies and key decision-makers. The goal: to identify "entry points" where the system can be moved toward environmentally desirable goals.

The investigation is part of environmentalists' determination to move away from "end-of-pipe" fixes (trying to keep fertilizers and pesticides from draining off farmers' fields into the water supply, for example) and instead reduce the use of potentially harmful substances in the first place. At WWF, the idea arose from the intersecting interests of three staffers: project director Amy Salzman, who studies consumer demand, and senior fellows Jason Clay and Konrad von Moltke, who've worked with producers in developing countries and studied the impact of international trade on the environment.

Focus on the Middleman

Salzman points out that the "commodities" system itself—in which vast quantities of a product are bought and sold by people who never see it—is only a century old. In earlier eras, sellers brought their product to market, buyers could sample it, and together they negotiated a price. Products varied enormously—with, for example, hundreds of varieties of apples. In the late nineteenth century a new system of grain elevators, grading systems for meats and grain, railroads, and huge markets inserted a vast network of intermediaries between buyer and seller. Where producers once might get 70¢ of each dollar of purchase price, now they're likely to get 10¢ or less.

So asking farmers to cover the cost of moving to environmentally safer methods may be the wrong



Chicago Board of Trade

The Chicago Board of Trade helps set prices for wheat and other farm products. The World Wildlife Fund will examine whether those who trade, process, transport, and market food can help cover the cost of environmentally safer production.

approach, says Salzman. Perhaps the cost of making that switch can come out of the 90¢ that goes to transporters, traders, processors, marketers, or consumers in the form of lower prices, rather than just the farmers' 10¢ share.

"We're going to look at wheat grown in the Midwest and ask what are the needs at the producer end—technological changes, training needs—to grow it in more environmentally sustainable ways. What revenues do they need to do it right? If we find, say, that producers would need \$10 million, we'd then ask where can we find that in the system. Whose pockets is it hiding in, who do we need to pressure to kick back more? Do we need to look at taxes, at higher prices?"

Once armed with a solid understanding of the commodities system, WWF will look for partners—farmers, traders, transporters, consumers and local governments—to help propose changes.

The scale of the study is ambitious, and its implications could be even broader. WWF is after no less than an understanding of "the environmental and economic significance of the commodities system at the worldwide level," says Salzman. The American Midwest was a natural place to start figuring that out. ■

“The community has finally come to grips with the fact that it has failed children. But with the concept of decentralization, and the blueprint that’s been put forward by the superintendent, we’re closer than we’ve ever been to consensus on how to move forward.”
– Janis Purdy, Citizens League Research Institute

Cleveland Schools *continued from page 1*

said Petro, in the form of a state loan and a ballot request for a tax increase. Voters have approved only one such measure in the last 25 years.

Both developments took place in the context of the state takeover of the schools mandated by the federal courts last year. The court acted in response to the financial problems and a two-decade-old, still-unresolved desegregation lawsuit. It gave the state school superintendent sweeping powers over the city’s schools, which in turn led to wholesale change of the school board’s role, the appointment of Superintendent Boyd, and the audit.

With all these developments making change inescapable—and with Mayor White weighing in with his support—reformers believe that the decentralization plan stands a real chance of turning the schools around. Louis Erste of the Citizens League, who helped draft the plan and now is on loan to the school district to help implement it, cites grim statistics demonstrating the need for change: of 100 students who start eighth grade, he says, only 33 graduate from high school—and only 7 can pass all 12th grade proficiency tests.

After years of denial, “the community has finally come to grips with the fact that it has failed children,” says Janis Purdy of the Citizens League, who’s long worked on school issues. “But with the concept of decentralization, and the blueprint that’s been put forward by the superintendent, we’re closer than we’ve ever been to consensus on how to move forward to solve the problems.”

New System Means New Roles

Exactly how decentralized schools will function—and how responsibilities will be split among principals, teachers, parents, and the central office—are being worked out with the eight pilot schools. The Cleveland Initiative is working closely with those schools to prepare them for the transition, consulting on staff development, budget, finance and governance.

With roles changing, says executive director Rosemary Herpel, staff development is especially needed to teach people “to be collaborative, to focus on a common agenda that will produce the best possible outcomes for children.” Principals need to take the responsibility of leading the school—where under the old system they were used

to following directions set by the central administration. Teachers, defensive in the wake of the audit’s call for cutbacks and salary reductions, need to be brought on board as partners for change.

And so does the public. The Cleveland Summit has worked to build public support for change over the past six years through a series of workshops and task forces that produced a “vision” paper outlining long-term goals for the schools. The Summit’s Marva Richards hopes the audit has convinced people it’s time to “roll up their sleeves and get involved.” But with the financial crisis likely to lead to calls for higher taxes, the public has to be convinced that the schools are really turning around, says Lou Erste: “The public has to be asked to step up and provide the financial support necessary to educate children,” he says. “But that can’t happen until the schools get their financial house in order.”

And that, he insists, means not only balancing the books but rethinking spending in relation to the real mission of the schools, education. That’s what’s really at the heart of the drive to decentralize, he says: putting more control at “the place where education happens—the schools—and then holding them accountable.”

With so much turmoil, there are real dangers that could derail the reform plan: potential labor troubles, teacher disaffection—not to mention any upset in the delicate balance of power among federal, state, city, and school district leaders. But danger is also opportunity, Erste points out. Helen Williams, who once ran the Cleveland Summit and is now education advisor to Mayor White, warns that it will take “extraordinary measures” to turn the schools around. But, she says, “people inside and outside the schools, community leaders, elected officials, have to take responsibility as adults for the condition of the schools. We let this happen, and now we have to resolve to come up with the solutions. I think we’re in a unique position in Cleveland to get it done.” ■

Are Gun Ads Deceptive Advertising?

The ad in *Ladies' Home Journal* offers the very image of domestic security: beneath flowered curtains, a woman tucks her small daughter in bed, Raggedy Ann nestled in beside her. The headline plays on the same protective parental theme: "Self-protection is more than your right," it proclaims, "it's your responsibility." Overlaying the bottom right corner of the bedside image is the Colt All American (TM) Model 2000 pistol, "holding 15 rounds of 9mm ammunition, but small enough to be easily handled." "Like a home fire extinguisher," the text says, "it may be better to have it and not need it, than to need it and not have it."

The ad's premise—that a gun in the home offers protection for people who live there—amounts to deceptive advertising, say Stephen Teret and Jon Vernick of the Johns Hopkins Center for Gun Policy and Research, a Joyce grantee. And they've asked the Federal Trade Commission to take a look.

Teret and Vernick, along with Dr. Garen Wintemute of the Violence Prevention Research Program of the University of California at Davis, petitioned the FTC in February to investigate such ads and "take appropriate steps to protect the public's interest." On the same day the Center to Prevent Handgun Violence asked the FTC to stop manufacturers from placing advertisements that suggest that guns in the home offer protection.

The petition by Teret and Vernick cites medical research indicating that a handgun in the home nearly triples the risk of homicide in the home and increases the risk of suicide nearly five times. "As the epidemiology of gun deaths demonstrates, guns in the home pose a real risk of substantial physical injury to members of the household," says the petition. "That risk outweighs any protective benefits which the gun affords."

If the FTC finds merit in the petitions, it can negotiate a remedy with gun manufacturers or, failing that, take them to court under a charge of false advertising. The Commission has promised to give the petitions serious consideration, says Vernick; a decision is likely this year.

The FTC challenge is an effort to "help educate potential consumers about the risks and benefits of gun ownership," says Vernick. "We hope that people's initial decision to purchase guns can be informed by what the data say about risks of gun ownership, rather than unduly influenced by misleading claims."

Meanwhile, the Johns Hopkins Center is proposing the same approach to state attorneys general, who have similar powers to protect consumers from false advertising.

The Center, founded with Joyce funding in 1995, provides information on firearm injuries, gun policy, and related research. The FTC petition is part of its effort to develop "innovative legal strategies to target gun violence as a public health issue," says Vernick. ■

Chemicals Linked to Fertility Threat

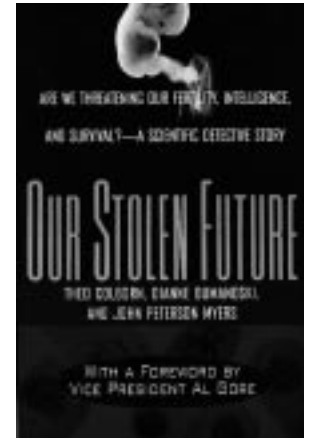
Some harmful chemicals (cyanide, for example, or medications like Thalidomide that cause birth defects), wreak their damage in a few hours or days or months. Others—cancer-causing agents like asbestos, for example—can take years. But Theodora Colborn, senior scientist at the World Wildlife Fund, argues that some manmade substances could threaten human health over the long term and in

a most basic way: by undermining the ability to reproduce. Her book outlining those fears is titled, ominously, *Our Stolen Future*. Based on research funded in part by Joyce and coauthored by journalist Dianne Dumanoski and John Peterson Myers of the W. Alton Jones Foundation, the book was published in March by Dutton.

Colborn's research focuses on the impact of persistent toxic chemicals that stay around long after initial release and slowly build up in the bodies of animals and humans, as well as industrial chemicals, like plastics and detergents, to which humans are exposed daily. Some of these chemicals, once in the body, mimic or interfere with natural hormones—the powerful substances that govern male and female sexuality.

These chemicals, Colborn argues, are thwarting reproduction in some animal species. Alligators in a Florida lake are showing up with tiny penises, a decade and a half after a chemical spill. Males of top predator fish in the Great Lakes don't reach sexual maturity. And, says Colborn, studies showing declining sperm counts and rising rates of testicular cancer suggest that the damage extends to humans as well.

A "scientific detective story," the book pulls together research from many sources to suggest a potentially devastating link. In the foreword, Vice President Al Gore notes that the conclusions are controversial—and indeed industry groups moved quickly to raise doubts about them. But, says Gore, "the body of scientific research underlying *Our Stolen Future* raises compelling and urgent questions that must be addressed." The National Academy of Sciences has created a panel to examine the issue. ■



Chemicals in the environment, entering human bodies, may threaten our ability to reproduce, says Theo Colborn's new book.

Grants Approved

The following grants were approved at the March 28, 1996 meeting of the Board of Directors

Education

Center for Law and Education, Inc. <i>Washington, DC</i>	\$200,000	Latino Institute <i>Chicago, IL</i>	50,000
For work to try to ensure that the new rules for the use of federal Title I funds, which provide approximately \$6 billion nationwide for the remedial education of poor students, are implemented in a way that will encourage school reform, increase parental involvement, and improve student performance in Chicago and Milwaukee	(2 yrs.)	To expand the organizing, training, and advocacy capacities of the Chicago Association of Local School Councils	
Chicago Lawyers' Committee for Civil Rights Under Law, Inc. <i>Chicago, IL</i>	88,195	For project that seeks to relieve school overcrowding, reform school funding, improve the curriculum, and increase involvement by Latino parents and communities in school governance	80,000
To help Chicago schools use federal Title I funds more effectively to improve educational opportunities for poor and minority children	(2 yrs.)	Mexican American Legal Defense and Educational Fund <i>Chicago, IL</i>	200,000
Chicago Metro History Fair <i>Chicago, IL</i>	85,000	For research and legal work to reduce student overcrowding in Chicago Public Schools	(2 yrs.)
To assist Chicago-area schools in integrating telecommunication technology into the social studies curriculum		National-Louis University <i>Evanston, IL</i>	94,500
Cleveland Initiative for Education <i>Cleveland, OH</i>	430,000	To work with the Illinois State Board of Education to implement a new statewide school review process that creates less bureaucratic structures for evaluating schools and engages parents and the business community in setting the goals of their local schools	
To assist in the planning and implementation of the school system's decentralization plan and to redesign the professional development programs of the Cleveland Public Schools	(2 yrs.)	United Neighborhood Organization of Chicago <i>Chicago, IL</i>	80,000
Coalition for Improved Education in South Shore <i>Chicago, IL</i>	150,000	For project that helps parents become more involved with their children's education both in school and at home	
To work with parents and teachers in ten schools to develop and implement effective learning strategies that will focus on improving student achievement	(2 yrs.)	The University of Chicago, Department of Education <i>Chicago, IL</i>	205,000
Council for Basic Education <i>Washington, DC</i>	49,650	To work in partnership with the Consortium on Chicago School Research and the Chicago Public Schools to redesign and implement a new systemwide student assessment process	
To work with the Cleveland Public Schools, the teachers union, parents, and civic leaders to set academic standards for the school system		University of Detroit Mercy, College of Education and Human Services <i>Detroit, MI</i>	240,000
Designs for Change <i>Chicago, IL</i>	130,000	For a collaborative project to increase student access to technology	(2 yrs.)
To establish the Academy for Urban School Change, a national training and support program for advocates of urban school reform		University of Wisconsin-Milwaukee, Center for Teacher Education <i>Milwaukee, WI</i>	138,541
Family Service of Milwaukee <i>Milwaukee, WI</i>	130,000	To bring together faculty and administrators from teacher training programs in seven universities located in Chicago, Cleveland, Detroit, and Milwaukee to learn from each other about restructuring and evaluating those training programs	(2 yrs.)
To coordinate the activities of the KIDS FIRST Coalition, which works with community-based organizations to promote the restructuring of public schools in Milwaukee	(2 yrs.)	Warren/Conner Development Coalition <i>Detroit, MI</i>	170,000
Illinois Institute of Technology, Institute of Design <i>Chicago, IL</i>	140,000	For programs to increase community involvement in education reform in Detroit	(2 yrs.)
To research and produce examples of how to use interactive technology effectively in public schools and to research policies that promote equitable access to technology in classrooms		Total Education	\$2,660,886

Employment

Center for Law and Social Policy *Washington, DC* \$375,000
 To analyze state workforce and welfare policies, develop (3 yrs.) recommendations on emerging training and education issues, and provide technical assistance on policy development to nonprofit organizations and state and local efforts

Corporation for Enterprise Development *Washington, DC* 95,000
 To study workforce development policies and programs in the criminal justice system and propose approaches for improvement

Institute for Women's Policy Research *Washington, DC* 50,000
 To develop a Midwest regional network of researchers, welfare advocates, and women's organizations to analyze the effects of new welfare policies on poor women and children

Michigan League for Human Services *Lansing, MI* 23,630
 To convene a conference for advocates in the Midwest to share information about employment and training policies for welfare recipients and low-income workers

Midwest Center for Labor Research *Chicago, IL* 330,000
 To develop new economic strategies for improving the (3 yrs.) quality of jobs in low-income communities and develop collaborative projects with industry, labor, and community groups that promote high-wage, environmentally sensitive employment

9 to 5, Working Women Education Fund *Milwaukee, WI* 45,000
 To help welfare recipients inform policymakers, media, and the public about policy options which help low-income women become self-sufficient

Regional Technology Strategies, Inc. *Chapel Hill, NC* 37,750
 To evaluate projects at the Appalachian Center for Economic Networks and the Urban Affairs Center of the University of Toledo which promote collaboration among groups of firms to improve employment and advancement opportunities for workers

Twin Cities Rise! *Minneapolis, MN* 200,000
 For an evaluation of its program to help low-income (2 yrs.) people obtain education and skills for well-paying jobs with advancement opportunities, and to disseminate evaluation findings to policymakers, employment programs, and policy advocates in the region

The Urban Institute *Washington, DC*
 To analyze and compare jobs and skill requirements 136,112 in three industries which employ large numbers of low-wage workers—health care, hospitality, and child care—and identify potential ways for workers to advance within and across industries

To analyze state spending on social and economic 113,603 programs in the Midwest in order to identify gaps in resources to low-income or minority communities and to assess spending changes which may result from block grants to states

Total Employment **\$1,406,095**

Environment

American Council for an 840,000
 Energy-Efficient Economy *Washington, DC*
 To provide technical support to midwestern advocates of transportation and land use reform

Center for Clean Air Policy *Washington, DC* 80,000
 To assess how utility deregulation, which is expected to increase air pollution from coal burning, might lead to increased water pollution in the Midwest and Northeast

Chicago Legal Clinic, Inc. *Chicago, IL* 78,000
 To promote awareness of pollution prevention (2 yrs.) among environmental attorneys, including those representing industry

Chicago Manufacturing Center *Chicago, IL* 142,027
 To study manufacturing processes and develop (2 yrs.) recommendations for how publicly funded manufacturing assistance centers can incorporate pollution prevention into their help for smaller manufacturers

Clean Sites, Inc. *Alexandria, VA* 35,000
 To work to reduce the level of toxic pollutants in the Great Lakes basin by negotiating pollution prevention agreements with the iron, steel, and metal casting industries around Lake Michigan

Conservation Law Foundation, Inc. *Boston, MA* 75,000
 To develop proposals for how electric utility restructuring can be accomplished without sacrificing environmental and equity goals

Environmental and Energy Study Institute *Washington, DC* \$75,000
 To explore how federal policies may unintentionally encourage suburban sprawl and the abandonment of urban areas and to begin developing recommendations for national, regional, and local actions to change those policies

Environmental Law and Policy Center *Chicago, IL* 160,000
 of the Midwest (2 yrs.)
 To organize support for implementation of high-speed rail in the Upper Midwest

Environmental Law Institute *Washington, DC* 75,000
 To identify barriers to the adoption of technological improvements that might reduce and eliminate pollution from key midwestern industries

Greenpeace Fund *Washington, DC* 60,000
 To encourage a transition to a new drycleaning process that does not rely on toxic chemicals and to develop similar projects in other industries

Minnesotans for an *Minneapolis, MN* 140,000
 Energy-Efficient Economy (2 yrs.)
 For work on tax policies that will discourage air pollution and encourage renewable energy

Northeast-Midwest Institute *Washington, DC* 200,000
 To support federal policies that can advance the environmental and economic well-being of the Great Lakes region (2 yrs.)

Tides Foundation, National Campaign for Pesticide Policy Reform *Washington, DC* 100,000
 For work of national coalition to educate policymakers and the public about the need to reduce the risks of pesticide use, especially in agriculture

World Resources Institute *Washington, DC* 140,000
 For project to study the economics of agriculture and explore how market-based incentives can be used to mitigate the environmental harms of agriculture (2 yrs.)

World Wildlife Fund, Inc. *Washington, DC* 199,350
 For a project on how the system of commodities production and trade affects agriculture and the environment (2 yrs.)

Total Environment **\$1,599,377**

Gun Violence

American Academy of Pediatrics *Elk Grove Village, IL* \$80,000
 To train pediatricians from around the country in skills (2 yrs.) that would enable them to return to their home districts and mobilize pediatricians there around firearms injury prevention counseling and advocacy

American Association of Suicidology *Washington, DC* 37,827
 To bring together representatives of the Centers for Disease Control and Prevention, doctors, researchers, representatives of the firearms industry, survivor parents, and others with the goal of reducing youth firearm suicide

Boston University, School of Public Health *Boston, MA* 56,946
 For planning grant to explore expanding its current Join Together online service to include information on gun violence issues

Children's Memorial Foundation *Chicago, IL* 140,000
 To support the Handgun Epidemic Lowering Plan (HELP) Network, a national network of organizations committed to reducing gun violence through a public health approach (16 mos.)

Illinois Criminal Justice Information Authority *Chicago, IL* 72,753
 To analyze the relationship between firearm homicides and firearm availability at the neighborhood level and by specific types of firearms (2 yrs.)

Johns Hopkins University, Center for Gun Policy and Research *Baltimore, MD* 42,525
 Planning grant to determine whether the Center should attempt to develop and promote an advertising code for firearms

Uhlich Children's Home *Chicago, IL* 80,000
 To launch and develop an organization of survivors of gun violence

Violence Policy Center *Washington, DC* 200,000
 To continue and expand its research and public education activities focusing on gun violence as a public health issue (2 yrs.)

Total Gun Violence **\$710,051**

Culture

Columbia College Dance Center *Chicago, IL* \$75,000
To evaluate its community outreach program to determine which aspects have been most effective at developing strong ties to minority audiences

Field Museum of Natural History *Chicago, IL* 250,000
For public programs in connection with "Living Together," (2 yrs.) a new exhibition designed to increase understanding among people of different cultures by showing how the forces of history and environment cause people to have different responses to common concerns

Total Culture \$325,000

Money and Politics Special Project

Benton Foundation *Washington, DC* \$124,700
To support the development and dissemination of educational materials that will enable environmental, social service, educational, and labor organizations to become more actively involved in the campaign finance reform debate

Brennan Center for Justice *New York, NY* 27,500
To develop a series of campaign finance briefing papers for use by civic and public interest organizations

The Brookings Institution *Washington, DC* 62,200
To organize and support the Working Group on Campaign Finance Reform, a group of political finance experts, to engage in a structured online conversation about the strengths and weaknesses of the bipartisan reform proposals currently pending in Congress

California Voter Foundation *Sacramento, CA* 30,000
To develop and manage a World Wide Web site on the Internet and an e-mail discussion group dedicated to promoting and improving disclosure and public access to campaign finance information

Citizens Fund *Washington, DC* 14,755
To enable a team of researchers at Western Michigan University to computerize and analyze political contributions made to members of the Michigan General Assembly between 1992 and 1996

Foundation for National Progress *San Francisco, CA* 30,000
To support a *Mother Jones* magazine investigative report into the campaign finance practices of the freshman class of the U.S. House of Representatives

Princeton University, Department of Politics *Princeton, NJ* 27,168
For publication that will explore ways of reforming the federal campaign finance system so that the partisan effects are as neutral as possible

Western States Center *Portland, OR* 45,000
To conduct a comprehensive analysis of the effects of Oregon's campaign finance reform legislation adopted by initiative in 1994

Wisconsin Citizen Education Fund *Milwaukee, WI* 25,500
To develop, in cooperation with the Wisconsin Democracy Campaign, a computerized database of political contributions made to state candidates during the 1994 and 1996 election cycles and to issue a series of analytical reports

Total Money and Politics Special Project \$386,823

Special Opportunities

Alliance for Justice *Washington, DC* \$50,000
For project that clarifies for foundations the rights and legal limitations of nonprofit organizations wishing to engage in advocacy activities

Community Media Workshop *Chicago, IL* 20,000
To inform journalists covering the 1996 Democratic National Convention in Chicago about promising Chicago efforts on a variety of urban issues, including school reform, welfare reform, employment, gun violence, and the arts

New Prospect, Inc. *Cambridge, MA* 90,000
To increase membership by progressive policy organizations in *The American Prospect's* Electronic Policy Network and to expand offerings available through a new online magazine, "Idea Central" (3 yrs.)

Total Special Opportunities \$160,000

Total Grants Approved \$7,248,232



New Program Officer Joins Staff in Environment, Employment Areas

Kara Kellahe Mikulich joined the Foundation in March as a program officer in two areas, employment and environment. Kara was most recently a staff attorney with the Legal Assistance Foundation of Chicago, working on employment discrimination cases and Medicaid issues affecting pregnant women and children. She also served as finance director for the 1988 reelection campaign of Senator Edward Kennedy, and as director of operations for U.S. Representative Rick Boucher. Kara is a Phi Beta Kappa graduate of Holy Cross, and has a J.D. from Stanford, where she was associate editor of the *Stanford Law Review*. ■

Work In Progress is published three times a year following each Board meeting. For information 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 or send a letter to the appropriate staff person, whose names are listed below:

Culture

Ellen Alberding

Education

Warren Chapman

Ellen Alberding

Peter Mich

Employment

Unmi Song

Kara Kellahe Mikulich

Environment

Margaret O'Dell

Kara Kellahe Mikulich

Gun Violence

Deborah Leff

Money and Politics Special Project

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The next proposal deadlines are:

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

December 13, 1996
(for the March 1997 Board meeting)

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