



Mitchell Kapor Foundation

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Mitchell Kapor Foundation presents



**WHAT
WORKS
2010 CONVENING**

November 8, 2010, 8:30 AM–6:30 PM

November 9, 2010, 9 AM–4 PM

David Brower Center

2150 Allston Way, Berkeley, CA 94704

Mitchell Kapor Foundation
www.mkf.org

543 Howard Street, 5th Floor
San Francisco, CA 94105

AGENDA • DAY 1 • NOVEMBER 8

8:30-9:30 AM

**Registration
Continental Breakfast
Mingling**

9:30-10:00 AM

Welcome & Convening Launch
Mitch Kapor & Freada Kapor Klein
Cedric Brown
Carmen Rojas

10:00 AM-12:00 PM
Moderator
Melanie Cervantes

Setting the Context: Criminalization of Race
Kung Li, *Southern Center for Human Rights*
Zachary Norris, *Justice for Families*
James Rucker, *Citizen Engagement Laboratory*
Saket Soni, *New Orleans Workers' Center for Racial Justice*

12:00 -1:30 PM

Lunch

1:30-3:00 PM
Moderator
Nicole Lee

On the Ground in 2010
Danielle Mahones, *Center for Third World Organizing*
Carlos Garcia, *Movimiento Puente AZ*
Hamid Khan, *South Asian Network*
Juan Rodriguez, *Florida Immigration Coalition/Trail of Dreams*

3:00-3:30 PM

Break

3:30-5:00 PM
Moderator
Joshua Arce

Uniting Across Sectors & Communities
Manuel Criollo, *Labor Community Strategy Center*
Maria Poblet, *Causa Justa:Just Cause*
Alicia Garza, *People Organized to Win Employment Rights*
Max Rameaux, *Take Back the Land*

3:30-5:00 PM
Moderator
Jakada Imami

Resourcing the Movement
Melanie Cervantes, *Akonadi Foundation*
Mario Lugay, *Mitchell Kapor Foundation*
Guillermo Quinteros, *Solidago Foundation*

5:00-6:30 PM

Reception & Keynote
Angela Davis, *Critical Resistance*



**Criminalization
of Race**
10:00 AM-12:00 PM
Goldman Theater
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On the Ground
1:30-3:00 PM
Goldman Theater
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**Uniting Across
Sectors**
3:30-5:00 PM
Goldman Theater
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**Resourcing
the Movement**
3:30-5:00 PM
Kinzie Room
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AGENDA • DAY 2 • NOVEMBER 9

9:00-10:00 AM

Continental Breakfast

10:00-10:15 AM

Welcome & Convening Launch

10:15 AM-12:00 PM

Moderator
Manuel Criollo

Organizing Workers

Pablo Alvarado, *National Day Labor Organizing Network*
Saru Jayaraman & Fekkek Mamdouh, *Restaurant Opportunities Center*
DeAngelo Bester, *National People's Action*

10:15 AM-12:00 PM

Moderator
Hamid Khan

Youth Organizing

Jeff Duncan Andrade, *San Francisco State University*
Nicole Lee, *Urban Peace Movement*
N'Tanya Lee, *Coleman Advocates*

12:00-1:00 PM

Lunch

1:00-3:30 PM

Moderator
Guillermo Quinteros

Rethinking Civic Engagement

Esperanza Tervalon-Daumont, *Oakland Rising*
Peter Hardie, *Pushback Network*
Tomas Garduno, *SouthWest Organizing Project*
Alex Tom, *Chinese Progressive Association*

1:00-3:30 PM

Moderator
Alicia Garza

Environmental Convergence

Mateo Nube, *Movement Generation*
Jakada Imani, *Ella Baker Center for Human Rights*
Roger Kim, *Asian Pacific Environmental Network*

3:30 PM

Call to Action! Closing



Organizing Workers

10:15 AM-12:00 PM
Goldman Theater
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Youth Organizing

10:15 AM-12:00 PM
Kinzie Room
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Rethinking Civic Engagement

1:00-3:30 PM
Goldman Theater
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Environmental Convergence

1:00-3:30 PM
Kinzie Room
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Dear Friends & Allies,

On behalf of our board and staff colleagues, thank you for joining our third annual What Works! convening!

We are excited to have our local and national grant recipient organizations, workers, organizers, funders, academics, and activists with us in the Bay Area for these two days. This year's convening will explore the criminalization of race in the US. We understand this to be a critical moment as the Tea Party gains momentum, the incarceration of Black and Latino men accelerates with unforgiving speed, and state after state attempts to impose increasingly draconian versions of Arizona's SB1070.

The Mitchell Kapor Foundation is committed to creating intentional spaces for our allies and colleagues to share and learn what has worked in their efforts to build power in low-income communities of color. What Works! is the annual manifestation of this commitment. We believe this year's convening presents an opportunity to bring together organizers from across the nation to deepen their relationships, highlight their efforts, and build a meaningful network of support for our collective well-being.

Over the course of these two days, panels will showcase a range of community-based work: youth organizing in the Bay Area and New York; worker organizing of Black workers in the Midwest, immigrant workers nationally, and cross-racial organizing in San Francisco; and long-term civic engagement illustrating the relationship between Oakland and Albuquerque. We are also very excited to present Angela Davis – scholar, life-long activist, and co-founder of Critical Resistance – as our keynote speaker:

The Kapor Foundation is honored to host this convening in partnership with the Ford Foundation, Solidago Foundation, and Surdna Foundation. We thank them for their dedication and collaborative spirit.

We hope to build relationships, cultivate movements, and support the work of organizations and individuals fighting against the criminalization of race!

**All the best,
Carmen Rojas & Mario Lugay
Mitchell Kapor Foundation**

KEYNOTE: ANGELA DAVIS



Through her activism and her scholarship over the last decades, Angela Davis has been deeply involved in our nation's quest for social justice. Her work as an educator – both at the university level and in the larger public sphere – has always emphasized the importance of building communities of struggle for economic, racial, and gender equality.

Professor Davis' teaching career has taken her to San Francisco State University, Mills College, and UC Berkeley. She has also taught at UCLA, Vassar, the Claremont Colleges, and Stanford University. She has spent the last fifteen years at the University of California, Santa Cruz

where she is Professor of History of Consciousness, an interdisciplinary Ph.D. program, and Professor of Feminist Studies.

Angela Davis is the author of eight books and has lectured throughout the United States as well as in Europe, Africa, Asia, Australia, and South America. In recent years a persistent theme of her work has been the range of social problems associated with incarceration and the generalized criminalization of those communities that are most affected by poverty and racial discrimination. She draws upon her own experiences in the early seventies as a person who spent eighteen months in jail and on trial, after being placed on the FBI's "Ten Most Wanted List." She has also conducted extensive research on numerous issues related to race, gender and imprisonment. Her most recent books are *Abolition Democracy* and *Are Prisons Obsolete?* She is now completing a book on prisons and American history.

Angela Davis is a member of the executive board of the Women of Color Resource Center, a San Francisco Bay Area organization that emphasizes popular education – of and about women who live in conditions of poverty. She also works with Justice Now, which provides legal assistance to women in prison and engages in advocacy for the abolition of imprisonment as the dominant strategy for addressing social problems. Internationally, she is affiliated with Sisters Inside, a similar organization based in Queensland, Australia.

Like many other educators, Professor Davis is especially concerned with the general tendency to devote more resources and attention to the prison system than to educational institutions. Having helped to popularize the notion of a "prison industrial complex," she now urges her audiences to think seriously about the future possibility of a world without prisons and to help forge a 21st century abolitionist movement.



The Mitchell Kapor (KAY-por) Foundation is a private foundation with the mission to ensure fairness and equity, especially in low-income communities of color. We support organizations and activism, which illuminate and mitigate the conditions and dynamics of inequality.

Founded by entrepreneur and philanthropist Mitchell Kapor in 1997, the Foundation's grants program focuses on funding organizations which are working to ensure justice and equity for vulnerable and underserved communities, primarily in the San Francisco Bay Area. Nearly all of our grant work focuses on environmental, educational, and civic issues.

Through Mitchell Kapor Foundation grantmaking, we seek to:

- Include the perspectives and interests of people of color, their communities, and other marginalized groups when addressing concerns, ensuring that neither subtle nor overt racism shapes the definition of issues;
- Correspondingly, afford opportunities to and have a positive impact on all communities, especially low-income communities of color;
- Help people develop empathy, understanding, and connection across lines of class, race, ethnicity, and religion;
- Enhance opportunities for average people, especially in low-income communities of color, to renew democracy by participation in and influence on political and decision-making processes at all levels; and
- Render social and political issues more understandable so that people can make informed decisions and advocate for courses of action.

WHAT WORKS 2010 DAY ONE

November 8, 2010



**Setting the Context:
Criminalization of Race**

10:00 AM-12:00 PM

Goldman Theater

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On the Ground in 2010

1:30-3:00 PM

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**Uniting Across
Sectors & Communities**

3:30-5:00 PM

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Resourcing the Movement

3:30-5:00 PM

Kinzie Room

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**Reception & Keynote
Angela Davis**

5:00-6:30 PM

Goldman Theater



SETTING THE CONTEXT: CRIMINALIZATION OF RACE

10:00 AM-12:00 PM
Goldman Theater

This panel will set the context for the conversation about criminalizing race by highlighting its historical trajectory as well as describe how united communities have resisted and won.

NOTES



CRIMINALIZATION OF RACE



Kung Li
Southern Center for Human Rights
www.schr.org

Kung Li joined the Southern Center for Human Rights (SCHR) in Atlanta as a staff attorney in 1999, suing prisons, jails and indigent defense systems in Georgia and Alabama. Kung Li was lead and co-counsel in a number of major cases, including class actions challenging extreme overcrowding and poor medical care in various jails; guard brutality at the Georgia prison incarcerating the state's most seriously mentally ill men; the lack of indigent defense in Coweta County, Georgia; and on behalf of all women incarcerated in Alabama. Kung Li served as SCHR's Executive Director for four years, starting in January 2006. Kung Li was named by American Lawyer as one of the nation's Top 50 Litigators under 45 in 2007.



Kung Li is currently a Fellow at the Open Society Institute, traveling across the American Southland—from Florida to southern California—to record stories of resiliency from communities of color. Kung Li is a graduate of Emory University and NYU Law School.

NOTES





CRIMINALIZATION OF RACE



Zachary Norris
Justice for Families
www.justice4families.org

Zachary Norris is a 2010 Soros Justice Fellow and the coordinator of Justice for Families, a national network of families of incarcerated youth and youth 'at risk' of being pushed into the juvenile justice system. He is formerly the director of Books Not Bars, a campaign of the Ella Baker Center for Human Rights. For 7 years, he worked to build Families for Books Not Bars, California's first statewide network for families of incarcerated youth. Under his leadership, the campaign contributed to efforts to close 3 youth prisons in the state, passed legislation to enable families to stay in contact with their loved ones and defeated Prop 6 – one of the state's most destructive prison building ballot measures in 2008. Zachary was schooled at the Labor Community Strategy Center's National School for Strategic Organizing in Los Angeles, California and is a former board member at Witness for Peace and Just Cause Oakland.

NOTES





Saket Soni
New Orleans Workers' Center
for Racial Justice
www.nowcrj.org

Saket Soni is the Executive Director of the New Orleans Workers' Center for Racial Justice. The Workers' Center organizes African American and immigrant workers to advance racial equity and economic justice in the post-Katrina Gulf Coast. The Center has won historic organizing, policy, and court victories to advance a poor peoples' agenda in the region. Saket has testified in Congress on issues of racial justice and workers' rights; and has co-authored numerous reports on racial equity and workers' rights in the Gulf Coast region. Saket hails from New Delhi, India. He came to the United States in 1997 to study theater. He worked as a director and playwright before switching to a far more lucrative career in labor and community organizing.



James Rucker
Color of Change
www.colorofchange.org

James Rucker is co-founder and executive director of ColorOfChange.org, an online activist organization of more than 700,000 members that aims to strengthen the voice of Black America. It was founded in 2005 by James and Van Jones in the wake of Hurricane Katrina. James also serves as co-director of Citizen Engagement Laboratory, which uses digital media and technology to amplify the voices of underrepresented groups, particularly people of color and youth. Prior, James served as Director of Grassroots Mobilization for MoveOn.org Political Action and Moveon.org Civic Action and was instrumental in developing and executing on fundraising, technology, and campaign strategies. Before joining MoveOn, James worked in various roles in the software industry in the San Francisco and has provided coaching and technology consulting for other start-up ventures. He grew up in Seaside, California and received a BS in Symbolic Systems from Stanford University.



ON THE GROUND IN 2010



1:30-3:00 PM
Goldman Theater

2010 has seen a surge of racist attacks and xenophobic narratives. From the passage of SB1070 to the entrenchment of the national security state, this panel will layout what criminalizing race looks like today.

NOTES





Danielle Mahones
Center for Third World Organizing
www.ctwo.org

Danielle spent the ten years from 1993 to 2003 fighting for workers in the labor movement. She has organized hotel workers with the Hotel and Restaurant Employees Union Local 2850, janitors with SEIU Local 1877, and just before returning to Center for Third World Organizing (CTWO) was the Worksite Organizing Director for the Stanford Division of Service Employees International Union, Local 715. How did all that get started? Danielle graduated from Movement Activist Apprenticeship Program in 1993. She returned to CTWO in 2003 as a Senior Trainer and in 2004 was named Executive Director. She still keeps her hand in direct program work by facilitating Spanish-language trainings, providing strategic and organizational consultations to key allies, and developing curricula for the California Lead Organizer Institute and other CTWO programs. Danielle is a board member of SOUL (School of Unity and Liberation) and a member of the National Planning Committee for the United States Social Forum.





ON THE GROUND IN 2010

Carlos Garcia
Movimiento Puente AZ
www.puenteaz.org



Carlos Garcia is a community organizer in Phoenix Arizona. For the last three years, he has worked towards educating about and ending the constant human rights abuses of Sheriff Joe Arpaio, the 287(g) Agreements and Arizona's series of anti-migrant laws. Working with the Puente Movement and the National Day Labor Organizing Network, he has focused on using the example of Maricopa County to inform the country of the atrocities in Immigration and Customs Enforcement and local police collaboration.

NOTES





Hamid Khan
South Asian Network
southasiannetwork.org

Hamid Khan is the Executive Director of the South Asian Network (SAN). A first generation immigrant from Pakistan, Hamid came to the United States in 1979.

In 1990, Hamid gathered a group of fellow South Asians and colleagues to explore the idea of creating an organization that would address a broad array of social, economic and political issues affecting persons of South Asian origin living in southern California. The first meeting, and those that followed, generated discussion on issues of mutual concern including workers' rights, immigration, civil rights, healthcare, domestic violence, identity, gender and sexuality.

Hamid Khan's vision of a progressive South Asian community had led SAN to turn the very issues that have traditionally divided the South Asian community into the agency's driving force.





ON THE GROUND IN 2010



Juan Rodriguez
Florida Immigration Coalition
/Trail of Dreams
www.floridaimmigrant.org

Initially a Core Leader of Students Working for Equal Rights—a statewide immigrant youth leadership network in Florida—Juan has worked since high school to support alliance building efforts with the Florida Immigrant Coalition (FLIC), coordinated civic engagement campaigns, and co-supervised FLIC's Social Justice Scholars Fund. He is completing his A.A. in Business Administration at Miami Dade College InterAmerican, where he served as Student Government Association President in 2009. Juan was also one of four students that led a 1,500 mile trek from Miami to DC where he met with President Obama to demand equal access to education and the stopping of raids and deportations.

NOTES





UNITING ACROSS SECTORS



Manuel Criollo
Labor Community Strategy Center
www.thestrategycenter.org

Manuel Criollo is the lead organizer of the Community Rights Campaign, one of the primary mass campaigns of the Labor/Community Strategy Center working to end the school to prison pipeline through organizing high school students and building grassroots pressure on LA Unified School District Board and School Police Department, L.A. City Council and L.A. Police Department. Son of immigrants from El Salvador; he was born and raised in the Pico/Union neighborhood of Los Angeles. Manuel received a BA from the University of California, Santa Barbara. For ten years Manuel was the lead organizer for the Strategy Center's Bus Riders Union, the largest grassroots mass transit organization in the U.S., before moving to the Community Rights Campaign. He is a 2010 Soros Justice Fellow and named as one of "L.A.'s Future Leaders" by La Opinion newspaper.

NOTES





María Poblet
Causa Justa: Just Cause
www.cjjc.org

As a former employee and co-director of St. Peter's Housing Committee, María has ten years of experience organizing San Francisco tenants and the Latino immigrant community. She was instrumental in creating and implementing a membership and organizing structure at St. Peter's, creating a grassroots leadership development program and developing a movement building program in the organization. María is a founder of the Mission Anti-Displacement Coalition and is the former artistic director of Poetry for the People. Most recently, she served on the National Planning Committee for the U.S. Social Forum and is on the Coordinating Committee of the Grassroots Global Justice Alliance.





UNITING ACROSS SECTORS



Alicia Garza
People Organized to
Win Employment Rights
www.peopleorganized.org

Born and raised in the Bay Area, Alicia has organized with local communities of color for racial and economic justice for the past 7 years. As Co-Executive Director of People Organized to Win Employee Rights (POWER), Alicia supports the organization's staff and members to build the power of working class communities of color by coordinating the growth of a sustainable, dynamic organization that is ready to meet the challenges of this new era. Alicia also serves on the Board of Directors of The School of Unity and Liberation (SOUL) in Oakland, California.

NOTES





Max Rameaux
Take Back the Land
takebacktheland.org

Max is a Haitian-born Pan-African theorist and organizer, living in Miami, Florida. Max has organized around immigrant rights, especially for Haitian immigrants, criminal justice issues and police brutality.

Max helped found the land-based Take Back the Land Movement in 2006, and in October of that year, the organization seized control of a vacant lot in the Liberty City section of Miami and built the Umoja Village, a full urban shantytown. Since 2007, the group has been physically defending families from eviction and moving families into vacant foreclosed and government-owned homes. In 2008, Max authored the book *Take Back the Land*, recounting the experiences and political theory behind the Umoja Village. The Take Back the Land Movement currently includes affiliated organizations in a dozen US cities.





Melanie Cervantes
Akonadi Foundation
www.akonadi.org

Melanie Cervantes is the Race and Place Fund Program Officer for the Akonadi Foundation, a family foundation which supports movement building for racial justice. She co-founded the Bay Area Justice Funders Network, a network of funders working to help advance a justice agenda and strengthen grantmaking for social justice movements in the Bay Area. The network seeks to build relationships among foundations and facilitate authentic partnerships with community based justice organizations in order to help advance coordinated transformational strategies.



Melanie is also a dedicated and prolific activist-artist. She is a co-founder of the Dignidad Rebelde and is an active member of Visual Revolt-Bay Area Radical Graphics Network, the Taller Tupac Amaru, Justseeds Artists Cooperative and the Consejo Grafico. Melanie holds a bachelor's degree from the University of California, Berkeley in Ethnic Studies.





RESOURCING THE MOVEMENT



Mario Lugay
Mitchell Kapor Foundation
www.mkf.org

Mario Lugay is the Kapor Foundation's Associate Program Officer. He also currently is a philanthropic and nonprofit consultant, including serving as the Strategy and Development Consultant for the recently formed national candidate training program for immigrants, the New American Leaders Project. Prior to this, Mario was the first Program Director at the Funders' Committee for Civic Participation. He built significant experience in organizing as the National Coordinator of Racial Justice 911 and through CAAAV Organizing Asian Communities (also known as Committee Against Anti-Asian Violence). He currently sits on the board of the Asian Pacific Environmental Association (APEN), is a Grassroots Institute for Fundraising Training trainer and has also served on the Community Funding Board of the North Star Fund in NYC. A native New Yorker, Mario earned a BA in political science from Columbia University.

NOTES





Guillermo Quinteros
Solidago Foundation
www.solidago.org

Guillermo Quinteros is the Electoral Justice Program Officer of the Solidago Foundation and the See Forward Fund. Both foundations seek to promote justice, equity, sustainability and enfranchisement for all through grantmaking to and work with progressive, empowering, community-based organizations and collaborations.

Guillermo has years of experience in political, educational and community organizing, including playing a central role in the launching of two statewide Latino organizations on political participation and public education. He currently serves on the boards of the Proteus Fund and Resist, Inc. and on the steering committee for the Funders Committee for Civic Participation. He is also a member of the Social Justice Infrastructure Funders and Neighborhood Funders Group's Working Group on Labor and Community. Guillermo holds a Bachelor's degree in economics from the University of Puerto Rico at Rio Piedras and a Master's Degree in Urban Studies and Planning from MIT.





KEYNOTE: CRITICAL RESISTANCE



About Critical Resistance

www.criticalresistance.org

Critical Resistance seeks to build an international movement to end the Prison Industrial Complex (PIC) by challenging the belief that caging and controlling people makes us safe. We believe that basic necessities such as food, shelter, and freedom are what really make our communities secure. As such, our work is part of global struggles against inequality and powerlessness. The success of the movement requires that it reflect communities most affected by the PIC. Because we seek to abolish the PIC, we cannot support any work that extends its life or scope.

Prisons and policing are destroying us. In the past two decades, the number of people in prison in the U.S. has risen 400%. The system is filled with 68% people of color. One in three Black males born today will end up in a cage. And an additional 4 million former prisoners in the U.S. are left without hope or resources - barred employment opportunities, disenfranchised, and often prohibited from getting federal loans, applying for public housing, or getting services.

Critical Resistance's vision is the creation of genuinely safe, healthy communities that respond to harm without relying on prisons and punishment.

We call our vision "abolition", and take the name purposefully from those who called for the abolition of slavery in the 1800's. Abolitionists believed that slavery could not be fixed or reformed - it needed to be abolished. As PIC abolitionists today, we also do not believe that reforms can make the PIC just or effective. Our goal is not to improve the system; it is to shrink the system into non-existence.

WHAT WORKS 2010 DAY TWO

November 9, 2010



Organizing Workers

10:15 AM-12:00 PM

Goldman Theater

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Youth Organizing

10:15 AM-12:00 PM

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Rethinking Civic Engagement

1:00-3:30 PM

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Environmental Convergence

1:00-3:30 PM

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ORGANIZING WORKERS

10:15 AM-12:00 PM
Goldman Theater

Overwhelmingly, the most marginalized and exploited workers are immigrants and people of color. This panel will describe the central role that worker organizing plays in building power for poor people of color.

NOTES



ORGANIZING WORKERS



Pablo Alvarado
National Day Laborer Organizing Network
www.ndlon.org

As an immigrant worker from El Salvador, Pablo Alvarado has a special connection to predominantly poor, Latin American immigrants who have traveled far from homes in search of work to support their families. Alvarado volunteered from 1991 to 1995 as program coordinator for the Institute of Popular Education of Southern California (IDEPSCA), where he developed and implemented literacy programs for immigrants. In 2002, Alvarado became the national coordinator of the newly created National Day Laborer Organizing Network (NDLON), currently a collaboration of about three dozen community-based day laborer organizations. Under his guidance, NDLON works with local governments to help establish worker centers to move job seekers into places of safety. There, they learn how to handle exploitation, improve skills and gain access to essential services. NDLON strengthens and expands local worker groups and builds immigrant leadership by acting as a central resource for information.



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ORGANIZING WORKERS



Saru Jayaraman
Restaurant Opportunities Center
www.rocunited.org

Saru Jayaraman is the Co-Director of the Restaurant Opportunities Centers United (ROC-United) and an Assistant Professor of political science at Brooklyn College. In 1992 she co-founded a national young women's organization, Women and Youth Supporting Each Other (WYSE). After 9/11, together with displaced World Trade Center workers, she co-founded the ROC in New York, which has organized restaurant workers to win workplace justice campaigns, conduct research and policy work, partner with responsible restaurants, and launch a cooperatively-owned restaurant, COLORS. ROC now has 5000 members in seven affiliates in New York, Chicago, Detroit, New Orleans, Miami, Los Angeles, and Washington, DC. Ms. Jayaraman co-edited *The New Urban Immigrant Workforce* (ME Sharpe, 2005) and is a graduate of Yale Law School and the Harvard Kennedy School of Government. She was named one of Crain's "40 Under 40" in 2008 and one of New York Magazine's "Influentials" of New York City.

NOTES



ORGANIZING WORKERS



Fekkak Mamdouh
Restaurant Opportunities Center
www.rocunited.org

Fekkak Mamdouh came to the United States from Morocco in 1988. Since arrival, he worked in New York City restaurants and later moved to Windows on the World. At Windows, Mamdouh was a waiter, a staunch worker advocate, and shop steward for the workers' union. Workers from all shifts and positions turned to him for help and assistance. After September 11, 2001, Mamdouh led search parties on behalf of the families of the victims who lost their lives at Windows. He was later hired by the Hotel and Restaurant Employees Union Local 100 to staff a temporary operation known as the Immigrant Worker Assistance Alliance to provide relief services to his fellow displaced workers and families who had experienced loss at Windows. Mamdouh was part of a team of four individuals who founded the Restaurant Opportunities Center of New York (ROC-NY) in April 2002. In January 2008, he co-founded the Restaurant Opportunities Centers United. He just co-authored a book about his life and ROC-NY, *The Accidental American*, published September 2008 by Barrett-Koehler Press.



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ORGANIZING WORKERS



DeAngelo Bester
National People's Action
www.npa-us.org

DeAngelo Bester is a Campaign Director for the National People's Action (NPA) Network, which is a national network of community-based organizations whose core mission is developing leaders, building strong organizations, and improving communities across the nation. DeAngelo is part of NPA's National Training Team. During his tenure with NPA, DeAngelo has designed political and popular education trainings on No Child Left Behind, direct action, power, campaign strategy, and racial equity. He is currently designing a multi-day political education curriculum around structural racism. He has facilitated numerous strategic planning retreats for affiliates in the NPA Network and allied organizations.

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YOUTH ORGANIZING

Jeff Duncan-Andrade
San Francisco State University
www.sfsu.edu



Jeff Duncan-Andrade, Ph.D., is Associate Professor of Raza Studies and Education Administration and Interdisciplinary Studies. In addition to these duties, he continues as a high school teacher in East Oakland where for the past 18 years he has practiced and studied the use of critical pedagogy in urban schools. He currently teaches English at Mandela High School in East Oakland. Before joining the faculty at SFSU, Duncan-Andrade taught English and coached in the Oakland public schools for 10 years and completed his doctoral studies at the University of California, Berkeley. Duncan-Andrade has lectured around the world about the elements of effective teaching in schools serving poor and working class children. He works closely with teachers, school site leaders, and school district officials nationally and as far abroad as Brazil and New Zealand.

NOTES



YOUTH ORGANIZING



Nicole Lee
Urban Peace Movement
urbanpeacemovement.org

Nicole Lee is the Executive Director of Urban Peace Movement, an Oakland-based organization that fosters the leadership of young people from communities hardest hit by street violence. The work of Urban Peace Movement grew out of the Silence The Violence Campaign that Lee started in 2006 originally as a project of the Ella Baker Center for Human Rights. Lee is a fourth-generation Oaklander and was one of the founders of the East Bay Alliance for a Sustainable Economy (EBASE). She has spent the past 13 years in labor & community organizing and policy advocacy on issues of economic justice and juvenile justice.



NOTES





YOUTH ORGANIZING

NTanya Lee
Coleman Advocates
colemanadvocates.org



NTanya began her lifelong commitment to social justice as a Black, 13-year-old, free-lunch kid fighting against Ronald Reagan's "ketchup is a vegetable" policy. Over the last twenty-five years, she has become a veteran organizer, policy advocate and movement-builder. She is respected nationally for her leadership in transitioning Coleman Advocates from a uniquely successful child advocacy organization to a 'hybrid' member-led organizing powerhouse. She is a dynamic 'next generation' nonprofit leader of color with a background in policy analysis and advocacy, student organizing and youth work, community history, grassroots electoral campaigns, and progressive alliance building in the complex landscape of American urban politics.

NTanya became Executive Director in January, 2005, following Coleman's longtime leader, Margaret Brodtkin.

NOTES





CIVIC ENGAGEMENT



Esperanza Tervalon-Daumont
Oakland Rising
oaklandrising.org

Esperanza Tervalon-Daumont's lifelong connection with Oakland's progressive history, culture and political climate brings a special perspective to her work as the first Executive Director of Oakland Rising. Esperanza's career working as a state-worker labor union organizer, Hurricane Katrina housing community organizer, Northern CA Field Director for Obama during the primary, and Political Director for Congresswoman Barbara Lee ignited in her an inexhaustible passion for engaging, educating and mobilizing low-income, immigrant and people of color communities as a method of addressing the long-term and systemic social and economic inequities in America. Esperanza's work as Executive Director advances her conviction that Oakland's greatest potential as one of America's most equitable and just cities will be realized.

NOTES





Peter Hardie
Push Back Network
pushbacknetwork.org

Peter Hardie is the Executive Director of the Pushback Network, a national network of state alliances committed to building grassroots leadership and progressive state power. He comes to the Pushback Network from Wayfinding Organizational and Leadership Services, a social justice consulting organization of which he was the principal. Having served as an executive for TransAfrica Forum, an international advocacy organization, and as a consultant to the Ford Foundation, he is passionate about the need for global perspective and understanding in social change. Peter has worked on local and national electoral campaigns in field and leadership positions, most notably as campaign manager for the first Latino elected to the Massachusetts state legislature. He helped shape many grassroots community initiatives around peace and justice, violence against women, police conduct, youth involvement and public schools.





CIVIC ENGAGEMENT

Tomás Garduño
SouthWest Organizing Project
www.swop.net



Tomás Garduño is a 32-year-old, Native New Mexican Chicano, born and raised in Albuquerque, New Mexico. He lived in Portland, Oregon for seven years where he did student organizing and anti-racist organizing in the anti-globalization movement culminating in the World Trade Organization protests in Seattle. He has been doing social justice work ever since. Tomás has worked for Western States Center, Community Alliance of Tenants, and ROOTS! Reclaiming Our Origins Through Struggle, a racial justice organization which he co-founded. Most recently he was a campaign organizer with the SouthWest Network for Environmental and Economic Justice. He is currently the Director of Mass Base Organizing at the SouthWest Organizing Project.

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Alex T. Tom
Chinese Progressive Association
www.cpasf.org

Alex T. Tom, the Chinese Progressive Association's (CPA) Executive Director, is responsible for the overall strategic direction, fundraising and organizational development of the organization. Prior to this role, he served as CPA's Campaign Coordinator, overseeing the campaigns and programs of the Worker Organizing Center and Chinatown Justice Program and Political Empowerment Campaign. Alex has over a decade of experience with community, labor and youth organizing in San Diego and the Bay Area. He previously worked for the Center for Policy Initiatives in San Diego as a labor organizer and Coordinator of Students for Economic Justice. He was a co-founder of San Diego Youth Organizing Communities and San Diego Youth Action Network.





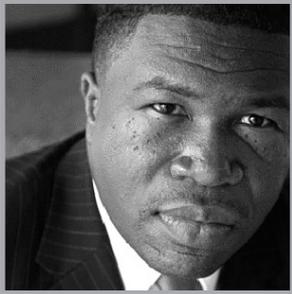
Mateo Nube
Movement Generation
www.movementgeneration.org

Mateo Nube is the current Director of Movement Generation (MG) and is one of the co-founders of MG's Justice & Ecology Project. Mateo was born and raised in La Paz, Bolivia. Since moving to the San Francisco Bay Area, he has worked in the labor, environmental justice and international solidarity movements. He has spent a good portion of the last 20 years integrating concepts of popular education into his movement work. Prior to joining MG, Mateo was the co-director of Urban Habitat's Leadership Institute and was the Northwest Coordinator of the AFL-CIO Organizing Institute. Mateo is a member of the musical band Los Nadies.



Mateo serves on the community board of the Story of Stuff Project and on the advisory board of the Greywater Alliance.





Jakada Imani
Ella Baker Center for Human Rights
www.ellabakercenter.org

Jakada became Ella Baker Center's Executive Director in 2007 after serving as a lead strategist and chief team member on some of Ella Baker Center's most high profile campaigns for eight years. Prior to becoming Executive Director, Jakada directed Books Not Bars, taking the ongoing campaign to replace California's abusive youth prisons with effective rehabilitation programs to ever-increasing heights. Jakada helped lead the successful Stop the Super Jail Campaign, a two-year effort to stop Alameda County from building a massive, expensive and remote juvenile hall that it didn't need. Before joining Ella Baker Center, Jakada was a Constituent Liaison for Oakland City Councilwoman Nancy Nadel. He helped launch or lead a number of important Bay Area organizations, including Empowered Youth Educating Society (EYES), Rising Youth for Social Equality (RYSE) and Underground Railroad (an artist collective).





Roger Kim
Asian Pacific Environmental Network
www.apen4ej.org

Roger Kim is the Policy Director of the Asian Pacific Environmental Network (APEN). APEN organizes and builds the leadership of Asian immigrant and refugee communities to achieve environmental and social justice. Mr. Kim brings his background in the social justice, environmental, and philanthropic sectors to APEN's environmental justice mission. Before joining APEN, he worked at the San Francisco Foundation as the Environment Program Fellow and at Global Green USA on advancing energy-efficient and green building practices in affordable housing developments. In addition, Mr. Kim is on the board of the Center for Environmental Health, the Public Policy Committee of the Greenbelt Alliance, and the Advisory Committee to Congresswoman Barbara Lee.



**Mitchell Kapor**

Mitchell Kapor is a software entrepreneur; investor; social change activist and philanthropist. He founded Lotus Development Corporation in 1982 and designed Lotus 1-2-3, the “killer app” which established the desktop software industry. He is the co-founder of the Electronic Frontier Foundation, which defends freedoms in the online world, and was the founding Chair of the Mozilla Foundation, which makes the open source Firefox web browser.

In addition to being board president of the foundation, Mitchell serves on the board of the Level Playing Field Institute, which works to ensure fairness from the classroom to the boardroom.

He is still actively investing in startup companies in information technology in the San Francisco Bay Area.

**Freada Kapor Klein, Ph.D.**

Freada Kapor Klein, Ph.D. has been focusing on identifying and eliminating workplace bias, harassment and discrimination for more than 30 years. In 2001, frustrated by the inability of the for-profit world to foster diversity, Freada created the nonprofit Level Playing Field Institute to rigorously and creatively address how diversity could succeed in both workplaces and education.

She is currently a member of the institute's Board of Directors and is the Kapor Foundation's board chair. Freada is also a trustee of the Mitchell Kapor Foundation. Her book, *Giving Notice: Why the Best and the Brightest Leave the Workplace and How You Can Help Them Stay*, was published in 2007.



Cedric Brown
CEO



Carmen Rojas
*Director of Strategic
Grantmaking*



Tiffany Price
*Technical Assistance
Manager*

Cedric Brown
Chief Executive Officer

Cedric Brown is the CEO of the foundation, responsible for general strategic, programmatic, and operational oversight. Cedric has 20 years of experience as an educator and funder. He serves as the chair of Bay Area Blacks in Philanthropy and is a board member of Northern California Grantmakers and Funders Committee for Civic Participation. Cedric was a 2007 ABFE Fellow and received the 2010 ABFE Emerging Leader in Philanthropy Award. He holds degrees from the University of North Carolina and Stanford University and an executive certificate from Georgetown University.

Carmen Rojas, Ph.D.
Director of Strategic Grantmaking

Carmen Rojas, Ph.D. develops the foundation's grantmaking strategy for the Green Access and Civic Engagement portfolios. She has spent the last 10 years working as an activist, organizer, and researcher for some of the leading environmental and economic justice organizations in the region, including Urban Habitat and the Lower San Antonio (Oakland) collaborative. Carmen has a B.A. in Politics from UC Santa Cruz and a doctorate in City and Regional Planning from UC Berkeley.

Tiffany Price
Technical Assistance Manager

As Technical Assistance Manager, Tiffany Price coordinates the foundation's Assistance and Advising Program to provide a variety of supports above and beyond grants to strengthen the work of grant recipients. Prior to this role, Tiffany served as the Education Program Fellow at The San Francisco Foundation. Tiffany also worked for 6 years as an education researcher for SRI International, where she conducted education policy research and evaluations. Tiffany earned degrees from Emory University (B.A., Chemistry & International Studies) and Stanford University (M.A., International Comparative Education).



Mario Lugay

Associate Program Officer

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Associate Program Officer

Mario Lugay is the Kapor Foundation's Associate Program Officer. He also currently is a philanthropic and nonprofit consultant, including serving as the Strategy and Development Consultant for the recently formed national candidate training program for immigrants, the New American Leaders Project. Prior to this, Mario was the first Program Director at the Funders' Committee for Civic Participation. He built significant experience in organizing as the National Coordinator of Racial Justice 911 and through CAAAV Organizing Asian Communities (also known as Committee Against Anti-Asian Violence). He currently sits on the board of the Asian Pacific Environmental Association (APEN), is a Grassroots Institute for Fundraising Training trainer and has also served on the Community Funding Board of the North Star Fund in NYC. A native New Yorker, Mario earned a B.A. in political science from Columbia University.



Justin Davis

Program Coordinator

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Program Coordinator

Justin Davis serves as the Program Coordinator for the Kapor Foundation's College Bound Brotherhood initiative. In this capacity, he supports and collaborates with Bay Area community-based organizations and non-profits to help increase the number of African American males who graduate high school and are college-ready. Justin is a mentor with East Bay College Fund and is creating a national college-level program to improve the social and academic development of black student athletes. He graduated from Stanford University with a B.A. in Communications.



THE DAVID BROWER CENTER



One of the Bay Area's most advanced green buildings, the nonprofit David Brower Center is an inspiring home for environmental and social action, combining both offices and program facilities in a 50,000 square-foot space.

Conceived as a vibrant community of like-minded individuals and organizations committed to a just and ecologically sustainable society, the Brower Center promises to be an invaluable asset for the region and a landmark for anyone, anywhere committed to the planet and its inhabitants.

By investing in a centrally located workspace and gathering place, the Brower Center is using real estate as an enduring progressive strategy and building a destination for activism and education. Until now, there has been no physical space in the Bay Area designed to foster collaborations between like-minded organizations and individuals, engage new people in advocacy and facilitate cross-sector communication and partnerships.

The David Brower Center provides a central address for the nonprofit community, a place to discover the connections between issues, build lasting relationships and affect real, substantive change.

The Brower Center was built adjacent to Oxford Plaza, affordable family housing with retail on the ground floor, and over a city-owned underground parking facility. The Brower Center and Oxford Plaza are independently owned, but were designed together as a mixed-use, transit-oriented development.



Mitchell Kapor Foundation

www.mkf.org
415.946.3025