
Rosenberg Foundation | 1994 - 1999

Report

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| *Report*

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Rosenberg Foundation

R OSENBERG FOUNDATION WAS CREATED IN 1935 by the terms of the will of Max L. Rosenberg, a native Californian and businessman. During his lifetime, he gave generously in support of human betterment. In his will, he provided for the continued application of his fortune to this objective by endowing the Foundation. In 1969, the Foundation received a bequest from the estate of Charlotte Mack, one of the Foundation's early directors.



Max L. Rosenberg

Directors and Officers of Rosenberg Foundation, 1994-1999

Cecilia Preciado de Burciaga (1995-1996)

Phyllis Cook (1983-)

Benton W. Dial (1994-1997) (1998-2000)
President (1994-1995)

James M. Edgar (1995-)

Robert E. Friedman (1992-)
President (1996-1997), *Chair* (1998-1999)

Charlene Harvey (1995-)

Hon. Thelton Henderson (1992-1999)

Bill Ong Hing (1994-)
Chair (1999-)

Herma Hill Kay (1978-)

Leslie L. Luttgens (1969-)

Shauna I. Marshall (1999-)

Mary S. Metz (1985-1994)

Albert F. Moreno (1997-)

Judge Henry Ramsey Jr. (1999-)

S. Donley Ritchey (1985-1999)

Rosenberg Foundation
Staff, 1994-2000

Lisa Arnold
Grants Manager
(1990-1996)

Cecille Caterson
Grants Manager
(1996-2000)

Marcia Johnson
Administrative Assistant
(2000-)

Jennifer H. Marx
Administrative Assistant
(1996-1998)

Robert Puno
Administrative Assistant
(1993-1996)

Hope Ratner
Administrative Assistant
(1998-2000)
Grants Manager
(2000-)

Ellen Widess
Senior Program Officer
(2000-)

Kirke Wilson
President
(1974-)

In Memoriam

RUTH CLOUSE CHANCE 1906-2000

She recognized that the most effective role a small regional foundation could play was to test new ideas and enable new issues and approaches to reach wider audiences.

RUTH CHANCE, WHO SERVED AS EXECUTIVE Director of Rosenberg Foundation from 1959 to 1974, died July 26 in San Francisco at the age of 94. She directed the Foundation during the period of civil rights and social experimentation of the 1960s as well as the period of increased government regulation of private foundations after 1969. She was always remarkably effective in hearing the voices of neglected groups, encouraging emerging leaders and nurturing new organizations. She recognized that the most effective role a small regional foundation could play was to test new ideas and enable new issues and approaches to reach wider audiences. Under her inspired leadership, Rosenberg Foundation grants supported the early development of social movements among Mexican-Americans, students and farmworkers. During the same period, Rosenberg Foundation grants were testing innovations in child care, delinquency prevention and youth involvement while increasing public awareness of single-parent families, farm worker housing conditions and child abuse.

Born in Kansas in 1906, Ruth Chance moved to San Francisco as a child. She graduated Phi Beta Kappa from the University of California, Berkeley in 1928. In 1931, she graduated first in her class from Boalt Hall School of Law at the University of California. Before joining Rosenberg Foundation, she served as an assistant to the dean of the Stanford Law School and on the staff of the Ford Foundation, where she coordinated a series of studies of the role of philanthropy in American life. Ruth Chance also had a distinguished career as a volunteer over two decades in Southern California, where she served on the boards of several social service agencies, a women's hospital, a library and an independent school. She served on the state board of

"Mrs. Chance's own personal assets: her tenacity, intellectual curiosity, and ability to serve as a bridge to different (and sometimes warring) elements...and her willingness to take risks and fund creatively."

—James P. Shannon,
Chair of Board of the Council on Foundations

the League of Women Voters and was appointed to the State Social Welfare Board by Governor Earl Warren. After her retirement from Rosenberg Foundation, she continued a vigorous life of community service. She served on the boards of the American Justice Institute, Commonwealth, Equal Rights Advocates, Global Perspectives in Education, the Pioneer Fund and the San Francisco Education Fund.

Her contributions to philanthropy were widely recognized. In 1985, Ruth Chance was the first woman to receive the Distinguished Grantmaker Award of the Council on Foundations where she had served as a director. She also received the Robert C. Kirkwood Award of the San Francisco Foundation for community service in 1973 and the Florette White Pomeroy Leadership in Philanthropy Award from United Way in 1991.

Looking back over her long and productive career as a volunteer leader and foundation executive, Ruth Chance was characteristically optimistic about the prospects for social progress, realistic about the complexity of societal problems and energetic in accepting the risk of the unknown. As she explained in her 1976 oral history:

"I think that the more modest you are in making judgments about what you are doing, the better off you'll be. You can count on it that time is going to upset your solutions, and also that a period of great ferment and experiment will be followed by one of reexamination to see what should be absorbed or modified or rejected...but that shouldn't discourage us from acting on the issues as we see them at a given time. The swing of the pendulum will come and maybe you will start all over again, but it does seem to inch us forward in understanding how complex and remote solutions are."

—Ruth Clouse Chance, "At the Heart of Grants for Youth" interview by Gabrielle Morris, 1976. Bay Area Foundation History, Volume II, Regional Oral History Office, The Bancroft Library, University of California, Berkeley

Chairman's Message

REPORT 1994-1999

Grantmaking at Rosenberg Foundation is a stimulating and challenging mission, which I liken to serious academic study that is grounded in the reality of complex social problems.

SINCE JOINING THE ROSENBERG BOARD IN 1994, I have been struck by the seriousness with which the staff and board members take their responsibility. A typical Rosenberg Foundation board meeting includes reviewing proposals on topics as diverse as public subsidies for economic development, enforcement systems for child support, welfare reform, language rights, banking access in low-income communities, and garment workers' rights. Yet all have a common thread: improving opportunities for the economic security of all families in California. The board demands a sense of history, prospects for the future, and an understanding of how the individual proposals fit into a wider strategy of social reform.

The staff always delivers. Before reviewing proposals, the Rosenberg staff leads the directors in a discussion, updating us on recent political and social developments in our three main program areas: Changing Population, Child Support Reform, and Family Poverty. In the process, we have the opportunity to place into context all of our current grants in each priority area. We are able to view the individual proposals before us as part of a much bigger picture. The staff provides additional readings that challenge us constantly to evaluate the work in which the foundation is engaged. We learn from grantees who, from time to time, join us to discuss their work and strategies. At our annual meeting, former board members are invited to share in an evaluation of our work. In 1994, we traveled to Los Angeles to visit with grantees in the area to see firsthand the impact of their projects in improving the lives and struggles of low-income families, workers, immigrants and communities. Grantmaking at Rosenberg Foundation is a stimulating and challenging mission, which I liken to serious academic study that is grounded in the reality of complex social problems.

"We strive to be strategic in our grantmaking, attempting to make a difference while demonstrating leadership and a willingness to take risks and support innovation."

DISTRIBUTION OF GRANT FUNDS BY PROGRAM, 1994-1999

Program	1994	1995	1996	1997	1998	1999
Changing Population	20%	54%	37%	48%	34%	35%
Child Support Reform	35%	29%	43%	18%	27%	22%
Family Poverty	35%	15%	18%	31%	36%	37%
Philanthropy	4%	2%	2%	3%	3%	4%
Other	6%	0	0	0	0	2%

Relative to many other foundations, the Rosenberg Foundation's grants budget is not large. The grants budget over the past six years has been nearly \$15 million. As such, we strive to be strategic in our grantmaking, attempting to make a difference while demonstrating leadership and a willingness to take risks and support innovation. The difficult decisions we reach at each meeting represent a deliberate attempt at helping to bring about progressive change.

Two of our three priority areas, Changing Population and Family Poverty, were forged after a fundamental review of the Foundation's programs in the mid-1980s. The program to reform the child support system in California was adopted in 1993 as we began to understand its potential contribution to family economic security. Within these three program areas, our approach and coverage certainly have not remained static. The framework of these priority areas enables us to respond to



Chairman's Message

Continued

REPORT 1994-1999

The pleasure derives mostly from the wonderful work in which our grantees are engaged and the progress that they make in advancing public policy and programs to protect the rights of the most vulnerable, and to promote social justice and equity.

great societal changes and search for proposals that offer creative, hopeful approaches to public policy reform. For example, within Changing Population, we have funded innovative projects related to the census, inter-ethnic relations, the impact of immigration in California, Proposition 187 and language discrimination, family immigration issues, and protecting the rights of garment workers, day laborers, and restaurant and domestic workers. Funding in the Child Support area has enabled advocates at the state, national and local level to achieve incredible structural changes to increase the enforcement of child support and the economic security of children and their parents. Grants in the Family Poverty area have supported projects involving welfare reform, improving wages and working conditions for low wage workers, access to credit and capital, microenterprise development and preserving affordable housing. Rosenberg also has responded to special needs such as providing earthquake relief to the Los Angeles area in 1994 and freeze relief to the San Joaquin Valley in 1999. We also have provided continuing support to organizations promoting and strengthening private philanthropy.

The work of the foundation is a reflection of a dedicated board of directors and its staff. The efforts of the foundation have been ably facilitated by its president, Kirke Wilson, whose reputation in the world of philanthropy and in the substantive areas that we fund is of the highest caliber. His ability to challenge the board to be strategic and smart makes our assignment tremendously worthwhile. In the last six years, the size and composition of the board have changed. To increase diversity of skills and backgrounds, the directors decided to increase the size of the board from nine to eleven. Cecilia Burciaga, Thelton Henderson, Mary Metz, and Don Ritchey, all individuals of

“Within the three major program areas, our approach and coverage certainly have not remained static. The framework of these priority areas enables us to respond to great societal changes and search for proposals that offer creative, hopeful approaches to public policy reform.”

FUNDS GRANTED BY PROGRAM, 1994-1999 (in thousands)

Program	1994	1995	1996	1997	1998	1999
Changing Population	\$ 341	\$1,123	\$ 883	\$ 994	\$1,075	\$1,294
Child Support Reform	583	609	1,049	350	832	817
Family Poverty	585	300	436	610	1,115	1,374
Philanthropy	60	40	50	70	100	161
Other	100	0	0	0	0	50
Total	\$1,669	\$2,072	\$2,418	\$1,974	\$3,122	\$3,696

integrity and dedication, have retired from the board. Ben Dial also retired during this time, but rejoined the board in 1998. During this period, Jim Edgar, Charlene Harvey, Shauna Marshall, Albert Moreno, and Henry Ramsey, Jr. have been elected to serve as directors of the Foundation.

As Board members, we are extremely pleased with the opportunity to serve the community. The pleasure derives mostly from the wonderful work in which our grantees are engaged and the progress that they make in advancing public policy and programs to protect the rights of the most vulnerable, and to promote social justice and equity.

BILL ONG HING

Chairman

President's Message

REPORT 1994-1999

This report summarizes six years of grantmaking and displays the persistence and resourcefulness of grassroots and advocacy organizations addressing issues of economic and social justice in California.

IN THE SIXTY-FIVE YEARS SINCE ROSENBERG Foundation was established, California has experienced changes that have challenged the creativity and responsiveness of private philanthropy. When the Foundation began operations in 1935, it was one of the largest organizations of its kind in California and was the only grantmaking foundation with full-time program staff. As a consequence, the Foundation's program in the early years was relatively broad, responding to the needs and opportunities of California during the Depression and wartime. At the end of World War II, the directors of the Foundation narrowed the program to issues of children and youth while continuing the statewide geographical scope and commitment to innovation. Successor boards have reaffirmed the role of the Foundation and its commitment to social and economic justice, but have continually sharpened the program focus to increase effectiveness.

In recent years, the growth and prosperity of California have contributed to the establishment of hundreds of foundations, including several with assets exceeding \$1 billion. As other foundations have grown in size and program, the Rosenberg Foundation role has evolved. The Foundation has maintained its statewide scope but has narrowed its program, emphasizing issues that are critical to California but relatively neglected by other grantmakers. The Foundation has concentrated its grantmaking on a relatively short list of issues and has sought fundamental, structural reform in public policy related to low-income families and immigrants. This approach has required that the Foundation accept the growing complexity of public policy issues and the declining public consensus regarding social

"The Foundation has concentrated its grantmaking on a relatively short list of issues and has sought fundamental, structural reform in public policy related to low-income families and immigrants."

justice. It also has required the Foundation to stay with issues and organizations over several years until they can realize their objectives.

This report summarizes six years of grantmaking and displays the persistence and resourcefulness of grassroots and advocacy organizations addressing issues of economic and social justice in California. This report also demonstrates that the sustained and focused approach can effectively contribute to lasting change. During 1999, organizations supported by Rosenberg Foundation successfully achieved policy objectives they had been seeking for many years. A coalition of child support advocates the Foundation had supported since 1993 achieved statewide reform of the poorly performing California child support system, including the reorganization of state and local program administration as well as increased accountability and performance standards. A group of public interest law organizations and immigrant advocates, supported by the Foundation since 1994, successfully challenged the constitutionality of Proposition 187, an initiative approved by the voters in 1994 to prohibit undocumented immigrants and their children from receiving public education and other services in California.

In other areas, the projects the Foundation supports are making progress but not yet achieving the broad policy changes they seek. Organizations supported by the Foundation have protected the language rights of non-English speakers and the labor rights of immigrant workers in agriculture and the garment industry. Organizations supported by the Foundation have contributed to strengthening the work components of welfare reform by advocating



President's Message

Continued

REPORT 1994-1999

The success in two areas of grantmaking suggests that the Foundation's strategy of narrow focus, sustained effort and collaboration among organizations can be effective.

for wage-based work and worker protections. Other organizations are promoting asset-based strategies and exploring new partnerships between organized labor and the communities in which they live and work. Each of these programs shows promise but is likely to require sustained grant support from Rosenberg Foundation and from others.

The recent success in two areas of grantmaking is encouraging and suggests that the Foundation's strategy of narrow focus, sustained effort and collaboration among several organizations can be effective. The progress in some areas, however, must not obscure the reality that income and wealth disparity has increased in California over the period of this report. Immigrant and low-wage workers have contributed to the robust economic growth of recent years but, as several of the Foundation's grantees have documented, the resulting prosperity has been unevenly distributed. The wages and working conditions of farmworkers, garment workers and others have deteriorated. Welfare reform has successfully reduced welfare rolls but has yet to demonstrate that it can reduce poverty. The rights of immigrants have been protected, but their path to full economic and social integration continues to be uncertain.

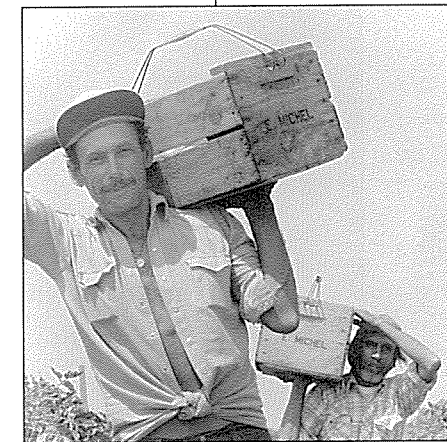
Economic prosperity has been unevenly distributed among the general public, but it has contributed significantly to the growth of the Foundation's endowment and grantmaking capacity. Since the bulk of the Foundation's endowment is the result of bequests in 1931 and 1969, endowment growth is the result of careful stewardship by the Foundation's board, the skills of the Foundation's investment managers, and participation in a strong securities market. The Foundation's endowment has increased by 70% over the past five

"Despite the many changes in California over 65 years, the issues the Foundation is addressing today would be familiar to the directors of 1935, and the commitment to values of social justice would be unchanged."

years. This has led to deliberations about the extent to which the Foundation should increase its annual payout beyond the 5 percent required by federal law. The directors of the Foundation have adopted a complicated expenditure formula that has enabled the Foundation to sustain an average payout exceeding 5 percent over the past five years and to adopt budgets that will result in a payout exceeding 6 percent in 2000. The expenditure policy will also enable the Foundation to continue the growth of grantmaking in the years to come while providing a reserve fund to sustain current levels of granting during periods of economic decline.

Despite the many changes in California over 65 years, the issues the Foundation is addressing today would be familiar to the directors of 1935, and the commitment to values of social justice would be unchanged.

KIRKE WILSON
President



Changing Population

GOAL: social, economic, and cultural integration of immigrants and minorities into a pluralistic society. Foundation's grants were concentrated on immigrants' rights, immigrants in the labor market, language rights and civic participation.

I MMIGRANT RIGHTS: RESPONSES TO PROPOSITION 187.

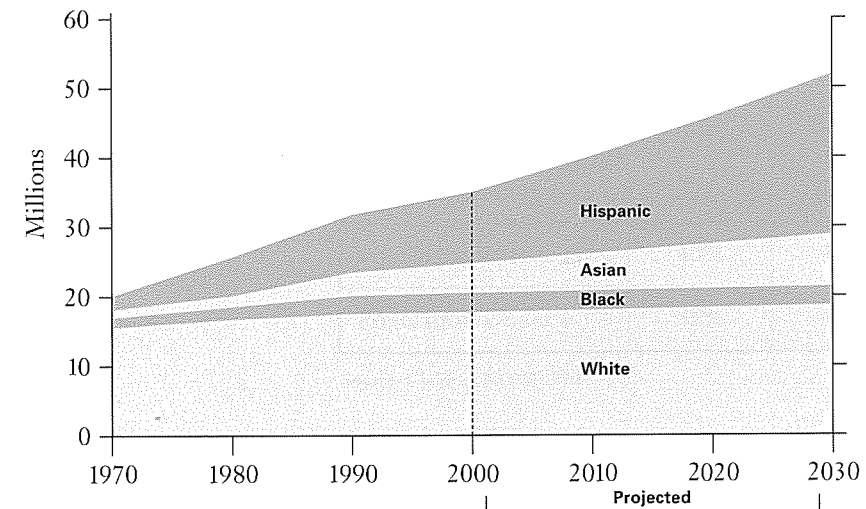
In November 1994, California voters approved Proposition 187, which would have prohibited undocumented immigrants in California from receiving publicly supported education, social services and non-emergency health care. Governor Pete Wilson directed state agencies to prepare emergency regulations to implement Proposition 187, and directed health care providers to discontinue prenatal services to undocumented women. Public interest law organizations, including several Rosenberg grantees, filed seven lawsuits challenging the federal and state constitutionality of various provisions of the initiative and asked the courts to block its implementation. One lawsuit, filed in federal court in Los Angeles, asserted a broad challenge to the initiative. Other suits were filed in state court in San Francisco, and challenged the educational provisions. These organizations also mounted effective community education campaigns to inform and involve immigrant communities to document the impact of Proposition 187 and anti-immigrant campaigns on their lives.

"The rights of immigrants have been protected, but their path to full economic and social integration continues to be uncertain."

STRATEGIES: Defend the rights of immigrants to public services and family unification; improve working conditions in immigrant-dominated industries. Reduce language-based discrimination; promote civic participation.



CHANGING POPULATION OF CALIFORNIA, PAST AND PROJECTED FUTURE



Source: California Department of Finance, Demographic Research Unit, 1998

Changing Population

American Civil Liberties Foundation of Southern California (ACLU/SC)
Litigation challenging the constitutionality of Proposition 187
Los Angeles, CA

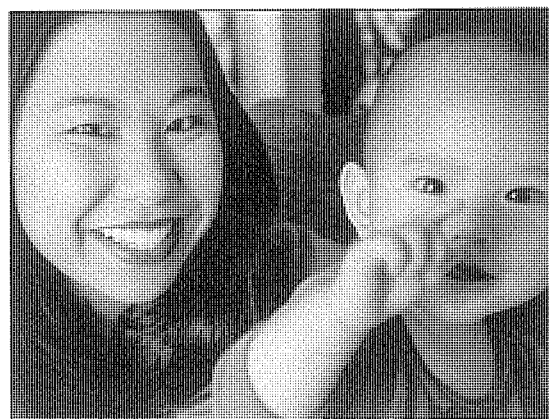
The ACLU/SC, as lead counsel in the consolidated federal case, successfully blocked implementation of Proposition 187 for six years. In March 1998, a federal court ruled that the U.S. Constitution prohibited California from implementing any of the restrictions on health and social services or public education imposed by the initiative. As a result, children of undocumented immigrant parents continued to attend public schools, and undocumented immigrants continued to receive the public health and other services for which they had previously been eligible. The state appealed this decision to the 9th Circuit, U.S. Court of Appeals, but Governor Gray Davis asked the court to refer the case to mediation. The mediation was successful, and it provided that the 9th Circuit dismiss the appeal. This left virtually all provisions of Proposition 187 void, and restored eligibility for immigrants to public education, health programs and social services in California.

\$275,000 1995-1999

Asian Law Caucus
Litigation and community education to mitigate the consequences of Proposition 187 on Asian Pacific Americans in California
San Francisco, CA

Asians were disproportionately represented among the immigrants wrongfully denied services after the passage of Proposition 187. As part of its legal services and community educational programs for Asian Pacific Americans, the Asian Law Caucus contributed to the defeat of Proposition 187 as cocounsel in the federal case and through community education. The Caucus used workshops, media outreach and training sessions in six languages to assist immigrant communities and service providers in the San Francisco Bay Area to understand that Proposition 187 had not gone into effect and that eligibility for services had not changed.

\$40,000 1995



Lawyers' Committee for Civil Rights of the San Francisco Bay Area
Immigrant and Refugee Rights Program
San Francisco, CA

The Lawyers' Committee for Civil Rights joined other public interest law organizations and the private bar in state court challenges to the constitutionality of the education provisions of Proposition 187. These provisions would have made 200,000 immigrant children ineligible for public education in California. The state court litigation successfully protected the rights of immigrant children to public education in California.

The Lawyers' Committee continues its public education and advocacy to protect the rights of immigrants in the workplace, to prevent consumer fraud by immigration consultants and to preserve immigrants' access to public benefits and employment rights. This requires a combination of strategies: litigation, monitoring state and local procedures regarding immigration status of families, and regulatory advocacy. The Lawyers' Committee addresses other challenges immigrants face such as barriers to political empowerment and voting rights and intimidation and threats to community security caused by INS arrests or detention of immigrants who may have previous arrest records.

\$370,000 1995-1999

Multicultural Education, Training and Advocacy, Inc.
Immigrant Education Rights
San Francisco, CA

As co-counsel in the state education cases arising out of Proposition 187, Multicultural Education, Training and Advocacy, Inc. (META), played a critical role in ensuring the rights of the immigrant children to public education in California. Yet school practices still prevent immigrants from equal education access. Some school districts ask the INS to identify the undocumented children in their district so they can seek reimbursement of costs from the federal government. Public institutions of higher education continue to charge nonresident tuition to undocumented students who are long-term residents of the state. META is addressing these barriers to equal education opportunity for immigrants, through community education and legal strategies.

\$481,250 1994-1999

FOR CHILDREN, CALIFORNIA IS MINORITY-MAJORITY STATE

	Anglo	Latino	Asian	African American
Total Population	52%	30%	11%	7%
Population Under 18	40%	41%	11%	7%
Population Under 6	35%	46%	11%	7%

Source: Children NOW, 1999

Changing Population

IMMIGRATION POLICY

The enactment of both federal immigration and welfare reform legislation in 1996 created serious problems for immigrants already in the United States and those seeking to immigrate here. Confusion about the new immigration requirements left many without hope or certainty about their status. The federal welfare law barred many legal immigrants from receiving food stamps and gave states several options to restrict immigrant eligibility for other benefit programs. Even in California, where immigrant eligibility did not change for AFDC/TANF, many legal immigrants mistakenly believed that they and their families were no longer eligible, or failed to apply for fear that their own or their children's use of benefits would render them "public charges" under immigration law, which might affect their permanent status, naturalization, or even lead to deportation. Studies by the Urban Institute document a significant decline in applications and use of public benefits among noncitizens following welfare reform.

Catholic Legal Immigration Network
Impact on low-income families of the income requirements of the 1996 Immigration Law
San Francisco, CA

The 1996 Immigration law imposed new income standards on immigrants seeking to enter the United States or reunify with family members. These standards required enforceable affidavits of support, which created new obstacles for low-income immigrants. The Catholic Legal Immigration Network (CLINIC) is collecting data from community-based immigration service agencies to determine the proportion of families failing to meet the income requirements and the proportion unable to obtain financial sponsors. The study will assess the impact of the new regulations on various types of families and problems in the government's interpretation of the regulations.

\$50,000 1999

Immigrant Legal Resource Center
Technical assistance and advocacy on family immigration issues
San Francisco, CA

An increasing proportion of California families, particularly low-income families, are living in households with mixed immigration status. Some family members are undocumented while others are legal permanent residents, naturalized citizens or citizens born in the United States. The family unification and adjustment of status requirements of the immigration law are complex, poorly understood by immigration service providers, and an obstacle to the unification of many immigrant families. Immigrant Legal Resource Center (ILRC) has used a mix of community outreach and training to immigrant communities and service providers to improve understanding of immigration law and to assist vulnerable immigrant populations. ILRC has published manuals on new aspects of immigration law and successfully advocated for clarification and simplification in administrative interpretations of the law. The ILRC's Immigrant Children's Project (1991-1994) provided training, consultation and advocacy to assist immigrant

children and their families to qualify for legal immigration status through the family unity and foster care provisions of the 1990 Immigration Reform Act.

ILRC's Civic Participation and Advocacy Project (1996-1998) launched a broad outreach and community education campaign to inform immigrants and provide technical assistance to community-based agencies in rural California about the impact of Proposition 187 and the strategies to legalize immigration status.

After the Congress passed the Nicaraguan Adjustment and Central American Relief Act (NACARA) of 1997, ILRC sponsored a project to assist the 400,000 Salvadoran and Guatemalan refugees living in the United States – half of them in California – to qualify for permanent resident status. The NACARA project (1998-1999) assisted agencies serving Central American immigrants to take advantage of the brief opportunity to qualify for permanent status and advocated for generous administrative regulations.

The Family Immigration Technical Assistance Project (1999) provides training and technical assistance for lawyers and other immigration service providers on family immigration issues such as naturalization, access to higher education, health care and the census. The project will assist immigrant families to advocate for changes in immigration policies that prevent family unification.

\$262,375 1994-1999

"Many immigrants in California mistakenly believed they were ineligible for public benefits, or failed to apply for fear this might affect their permanent immigration status or lead to deportation."

National Asian Pacific American Legal Consortium
Immigration and welfare community education
Washington, D.C.

Unresolved policy and legal questions arising from welfare and immigration reform prevented many immigrants from accessing benefits to which they might be eligible. The National Asian Pacific American Legal Consortium (NAPALC), in collaboration with the National Council of La Raza, the National Immigration Forum, and the American Immigration Lawyers Association produced six brochures explaining different provisions of the 1996 immigration and welfare reform laws. These "know your rights" brochures were translated into 10 languages and distributed widely through a national network of community-based organizations and immigrant-serving agencies.

\$10,000 1997

National Council of La Raza
Immigration policy analysis and advocacy
Washington, D.C.

The National Council of La Raza (NCLR) Immigration Policy Project monitors policy development regarding immigration, naturalization and immigrant access to public benefits. NCLR provides policy and program information to its national network of affiliated community organizations, and advocates for federal policies and regulations that protect immigrants. NCLR won protections for immigrant workers in the pilot national worker verification system. NCLR, the Farmworker Justice Fund, and California Rural Legal Assistance Foundation have collaborated to help defeat Congressional proposals to expand agricultural guest worker programs. These organizations continue to advocate for improved wages and working conditions for farmworkers.

\$120,000 1995-1999

Changing Populations

IMMIGRANTS IN THE LABOR MARKET

“So much more needs to be done. Immigrant workers continue to suffer low wages and long, often inhumane working hours that tear parents away from children and ensure that immigrants will stay in dead-end jobs for most of their lives.” — Lora Jo Foo, Asian Law Caucus

Immigrants have very high labor force participation rates but in many cases are concentrated in low-wage industries where they may be exploited as a result of their immigrant status. Rosenberg Foundation supports projects using a variety of strategies to improve conditions in immigrant-dominated occupations in agriculture, the garment, restaurant and construction industries, and domestic employment.

Coalition for Humane Immigrant Rights of Los Angeles
Day laborer and domestic worker projects
Los Angeles, CA

Day laborers gather at more than 50 sites in Los Angeles awaiting offers for casual employment. The workers are mostly immigrant, some with work authorization and others who are undocumented. While this phenomenon is most common in Los Angeles, there are day labor sites in other cities. In several localities, tension has developed between workers and neighboring businesses and residents. Some cities have adopted and enforced ordinances to restrict day laborers. The Coalition for Humane Immigrants Rights of Los Angeles (CHIRLA) has organized day laborers into a countywide association to improve their working conditions and advocate for public policy change. CHIRLA has created a process that builds leadership and organization among the day laborers and gives them skills in conflict resolution and legal rights—a means of representation and protection.

\$240,000 1994-1997

Domestic workers are often immigrant women and particularly vulnerable to exploitation. CHIRLA's Domestic Workers' Organizing Project provides outreach, leadership training and advocacy for domestic workers. These workers

have formed a countywide workers' association to keep workers informed of their rights and advocate for improved conditions in Los Angeles. The Domestic Worker Project is based on the model of organizing, leadership development and publicity pioneered by the day laborers in Los Angeles.

\$120,000 1998-1999

Korean Immigrant Workers' Advocates of Southern California
Korean worker organizing campaign
Los Angeles, CA

The exploitation of immigrant workers is particularly severe in communities like the Koreatown district of Los Angeles, where workers are employed in an ethnic enclave by immigrant employers who themselves may be ignorant of, or unwilling to comply with, state or federal labor laws. Cultural traditions also inhibit efforts to assert workers' rights.

The Korean Immigrant Workers' Advocates (KIWA) launched the Korean Janitorial Workers' Justice Campaign in Los Angeles in 1994 to end the exploitation of recent immigrants by Korean janitorial contractors who purchased and resold building maintenance contracts to workers. Workers were considered independent contractors without rights to labor law protection. KIWA organized immigrant janitors (Korean and Central American) to fight for back wages and formed

an association to protect workers' rights. KIWA mobilized public opinion within the Korean community to discourage the most abusive practices in the resale of contracts.

KIWA created the Korean Worker Organizing Project in 1995 to end the exploitation of low-income immigrants in other industries. The Koreatown Restaurant Workers' Justice Campaign is attempting to organize the estimated 200 Korean restaurants in Los Angeles to raise the subminimum wage and to eliminate substandard working conditions. The goals of the campaign are reflected in a Model Employment Agreement, which KIWA members have drafted. The restaurant workers have won broad community support. The threat of a community boycott has pressed employers to negotiate about unpaid wages and to agree to provide the workers' compensation required by law. Workers hope to create a Koreatown restaurant workers' association that can maintain the gains of the organizing campaign and hold the industry accountable.

\$220,000 1994-1999

Regents of the University of California;
University of California, Los Angeles
Lewis Center for Regional Policy Studies
Study of immigrant worker
organizing in Southern California
Los Angeles, CA

The Lewis Center for Regional Policy Studies at UCLA has analyzed recent organizing efforts among Latino immigrants in different industries in Southern California to identify conditions or factors that contribute to the success or failure of immigrant organizing. What accounts for the success of the janitorial worker, drywall hangers, and wheel factory organizing campaigns and the failure to organize workers in a garment manufacturing company? Immigrants from Mexico and Central America have a high labor force participation but low social mobility. These workers are the core of the low-wage workforce in contemporary Southern California and have been the focus of many recent union organizing

efforts. This research examines the role of union commitment and strategy and suggests the need for systematic change within unions to open up leadership roles for immigrant members. Results of this study are published in two books: *Organizing Immigrants: The Challenge for Unions in Contemporary California* and *Voices from the Front Lines: Organizing Immigrant Workers in Los Angeles* (the latter to be distributed to the labor community).

\$62,124 1997-1998

National Immigration Law Center of the National Immigrant Legal Support Center
Immigration and Employment Project
Los Angeles, CA

The 1996 immigration and welfare reform laws exacerbated immigrants' problems in the workplace. While welfare reform encourages employment by restricting eligibility for public benefits, immigration law discourages employers from hiring immigrants through employer sanctions, burdensome verification procedures, and severe penalties for fraud. These conflicting policies create obstacles to employment for legal immigrants, uncertain access to employment benefits, and weakening of labor law protections at the margin of the labor market. Measures intended to penalize undocumented workers may also harm workers with valid work authorization. These requirements may discourage future immigrants from coming to this country.

The National Immigration Law Center (NILC) successfully challenged state and federal laws and administrative practices that prevent the employment of legal immigrants in the United States through legal analysis, litigation and policy advocacy. NILC has monitored the INS verification system, litigated fraud cases, and challenged INS work authorization delays. The Center provides technical assistance to advocates, policy makers and immigrant service providers in California on immigration and public benefit issues, and monitors federal immigration practices.

\$420,000 1995-1999

Changing Population

GARMENT WORKERS

Most of the 160,000 garment workers in California are immigrant women. The majority are employed by 5,000 sewing contractors in the Los Angeles area. The San Francisco Bay Area is the third-largest garment center in the United States, with approximately 15,000 workers employed by an estimated 600 contractors. Immigrant workers, often working in small workplaces, are isolated by language and culture from asserting their rights. When they attempt to organize or complain, they are often fired or blacklisted. This predominantly immigrant workforce often works long hours at or below minimum wage and without overtime pay. In some cases like the notorious El Monte sweatshop, garment workers work in conditions of peonage.

Asian Immigrant Women Advocates
Garment workers' justice campaign
Oakland, CA

The Asian Immigrant Women Advocates (AIWA) provided advocacy, networking skills and leadership training to enable Chinese, Korean and other Asian women garment workers to enforce their rights. Through a variety of strategies, AIWA has increased public awareness of conditions in the garment industry and has promoted greater employer responsibility for the low wages, unfair labor practices and hazardous working conditions. AIWA's effective national campaign focused on a prominent garment manufacturer that is vulnerable to consumer opinion. Intense media coverage, such as the *60 Minutes* show, "Behind the Seams," and a national boycott supported by labor, women's organizations, religious groups, student groups, and consumers, all contributed to a settlement agreement guaranteeing greater protection of workers' rights.

\$80,000 1994 - 1995

Asian Law Caucus
Garment worker advocacy and reform
San Francisco, CA

The Asian Law Caucus' Garment Workers' Project has played a key role in the growing state and national campaign to eliminate substandard labor conditions in the garment industry. The project published guides to inform workers of their rights, built consumer pressure on retailers and manufacturers to take responsibility for labor conditions among their subcontractors, and prepared legal challenges to illegal working conditions. With others, the Project launched the National Sweatshop Watch Coalition, and provides leadership to this national alliance of



more than 20 organizations advocating reform in the garment industry. Sweatshop Watch has monitored the Apparel Industry Task Force convened by President Clinton and proposed stronger Code of Conduct standards and independent compliance monitoring. The Asian Law Caucus also assists immigrant garment workers (in individual and class action cases) with wage and overtime claims in the San Francisco Bay Area.

The Caucus created the Center for Garment Worker Advocacy and Reform to educate garment workers about their rights, strengthen networks of organizers locally and nationally, and influence public policy to eliminate sweatshop conditions. The Center and other labor advocates celebrated the enactment of California's landmark garment legislation in 1999, culminating 10 years of advocacy. This law holds brand name manufacturers and retailers jointly and strictly liable for sweatshop conditions in their contract shops.

In collaboration with Global Exchange, Sweatshop Watch, and UNITE, the Center filed the first of three lawsuits challenging unlawful sweatshop conditions in plants owned by 18 U.S. garment manufacturers in the Marianas. The Center, with other public interest counsel, won settlements with four of the major garment companies in 1999, prohibiting Marianas-based contractors from future violations of the law and requiring relief (payments to garment worker class members whose rights were violated). The new Code of Conduct will ensure substantial improvement in working conditions and serve as a standard for garment manufacturers and retailers in the U.S. and offshore.

\$280,000 1996 - 1999

Asian Pacific American Legal Center
of Southern California
Garment industry reform
Los Angeles, CA

In 1995, a strike force of state and federal labor law enforcement agencies raided a sweatshop in El Monte, 15 miles from downtown Los Angeles, and found 72 young Thai women working as virtual slaves. The women had been recruited in Thailand and transported to Los Angeles where they were held behind barbed wire and forced to work six days a week, 18 hours a day for an average of 60¢ per hour. The workers reported that their passports had been confiscated and that their families in Thailand would be harmed if they complained.

Asian Pacific American Legal Center (APALC) represented immigrant workers liberated from the El Monte sweatshop. With assistance from private and public interest law firms (including the Asian Law Caucus and ACLU of Southern California), APALC sued in federal court alleging civil rights and wage violations and false imprisonment by the El Monte employer and manufacturers and retailers involved with the employer. The court affirmed the right of workers to sue manufacturers and retailers for sweatshop conditions, and awarded the workers more than \$4 million in damages. In addition to winning settlements against other California garment manufacturers and contractors for violations of state and federal labor laws, APALC continues to lead the Coalition for Garment Workers' outreach and education projects to strengthen the network and support for workers.

\$370,000 1995 - 1999

Changing Population

GUEST WORKERS

The continuing availability of immigrant workers in California has contributed significantly to substandard wages and working conditions in the state's agricultural industry for 125 years. The industry has assured labor surplus by using a succession of immigrant groups. The only significant progress in farm labor wages and working conditions occurred after the end of the Bracero (contract worker) Program in the late 1960s. When the Immigration Reform and Control Act (IRCA) was passed in 1986, California growers demanded amendments legalizing the existing farm labor force and streamlining existing guest worker programs. As a result of IRCA, 1.3 million Special Agricultural Workers were legalized. Since 1986, several federal agencies and commissions have studied the availability of seasonal workers, and concluded that there is a continuing surplus of agricultural workers and no need for any supplemental guest worker program. Despite this, agricultural employers continue to predict an impending shortage and demand a national guest worker program that weakens most of the protections in current law regarding wages, working conditions, housing and recruitment.

California Rural
Legal Assistance Foundation
Guest worker project
Sacramento, CA

California Rural Legal Assistance Foundation (CRLAF) monitors state and federal policy proposals regarding proposed or existing temporary worker programs in agriculture and local labor force developments. CRLAF reports have documented the large surplus of legal workers and persistently high unemployment rates in California's agricultural heartland. This methodology has been applied by the General Accounting Office and others to the rest of the country and has informed policy makers, organizations concerned about farmworkers and the general public. Along with Farmworker Justice Fund (FJF) and National Council of La Raza, CRLAF organized a Latino Summit to mobilize civil rights organizations, trade unions, elected officials, and faith communities on the agricultural guest worker issue. This coalition helped defeat guest worker proposals in 1998 and 1999.

\$210,000 1997-1999

Farmworker Justice Fund
Guest worker project
Washington, D.C.

Farmworker Justice Fund (FJF) is the key national source of information and publicity about proposed guest worker programs and their consequences for workers. FJF has monitored the operations of existing agricultural labor programs and the industry proposals to weaken protections for agricultural workers. FJF has mobilized a broad coalition of civil rights, trade union, immigrant, and faith-based organizations to promote stronger protections for farmworkers and oppose measures that will result in reduced wages, deterioration of working conditions, and restricted employment opportunities for the nation's farmworkers.

\$420,000 1995-1999

LANGUAGE RIGHTS

Language-based discrimination is often an obstacle to the employment and economic advancement and social integration of immigrants. Restrictions on language use, beyond those necessary for public safety or business necessity, contribute to the social isolation of newcomers by denying respect for the heritage or national origin of language minorities. According to the 1990 census, 22 percent of California's population is foreign-born, many in the country for fewer than 10 years. Nearly one-third of California's residents speak a language other than English in their homes. At the same time that an increasing proportion of the population is foreign-born, 20 states (including California) have adopted "English-only" laws. Other states and a growing number of public and private employers discriminate against language minorities through the imposition of "English only" or English proficiency requirements. This disturbing trend of creating language barriers impedes immigrants' access to jobs and essential services—through the refusal to provide translations, for example. Language-based discrimination also restricts full civic participation (such as voting rights) among language minorities.

American Civil Liberties Union
Foundation of Northern California/
Employment Law Center of the Legal Aid
Society of San Francisco
Language Rights Project
San Francisco, CA

The American Civil Liberties Union Foundation (ACLU) and the Employment Law Center of the Legal Aid Society of San Francisco (ELC) have successfully challenged language-based discrimination through legal and community education strategies. The project has won court cases and negotiated settlements against discriminatory policies that require English-only or English proficiency in various employment settings in California and the nation. In some cases, employers fired or demoted long-time employees with stellar backgrounds for lack of English proficiency, or for speaking languages other than English while at work. Language barriers created by state or local agencies have denied access to services, such as refusing to

administer drivers' license tests in languages other than English.

The Language Rights Project intervenes in support of legal services and other agencies to challenge examples of language discrimination, such as HUD's practice of providing vital tenants' rights information in English to non-English-speaking public housing tenants in Oregon. The Project played a major role in *Ruiz v. Symington*, in which the U.S. Supreme Court refused to hear an appeal filed by supporters of Arizona's "English as the official language" amendment. The Arizona Court concluded this amendment violated the constitutional protection of access to government and political speech and to equal protection. The Language Rights Project coordinated and filed amicus briefs in state and federal courts in this landmark victory. The project's proactive training program educates advocates, employers, and agencies to correct or eliminate policies and programs that promote language discrimination.

\$450,000 1994-1999

Mexican-American Legal Defense and Education Fund
California Language Rights Project
Los Angeles, CA

The Mexican-American Legal Defense and Education Fund (MALDEF) Language Rights Project has combined community education and litigation strategies to protect the rights of California's language minorities in the workplace, education, voting and the delivery of public services. In collaboration with other public interest law organizations, MALDEF has focused on language discrimination in employment and strengthening the capacity of police and fire departments, the 911 systems, and state agencies to provide critical services to language minorities.

Following the passage of California's Proposition 227 (the "English for the Children" Initiative) in 1998 and the requirement of a statewide standardized test for all children, MALDEF, ACLU of Northern California, and the Employment Law Center responded with legal action and community outreach to protect the rights of language minorities. Although efforts to enjoin this initiative failed, the case is pending in federal district court. The public debate about bilingual education continues, with diverse reactions to Proposition 227 from educators, parents and school districts across the state.

\$278,750 1995-1997



OTHER GRANTS

Asian Pacific American Legal Center of Southern California
Post civil unrest insurance litigation
Los Angeles, CA

Many of the more established insurance companies refuse to cover low-income communities or offer coverage at exorbitantly high premiums. As a consequence, merchants in such communities often buy insurance from marginal carriers, including those that are not admitted in California or are available through brokers. The civil disturbances in Los Angeles in 1992 resulted in widespread destruction of business property. More than 2,000 of the small businesses destroyed were owned by first-generation Korean immigrants. The Asian Pacific American Legal Center (APALC) represented the low-income, immigrant merchants in lawsuits against the non-admitted insurance companies and surplus line brokers that had refused to honor their insurance claims. In addition to reaching settlements for many victims to enable them to rebuild their businesses, APALC produced consumer education materials and training programs for Asian Pacific ethnic communities in Southern California to prevent future exploitation.

\$25,000 1995

"The way the supervisor acted made me feel like less of a person just because I speak another language. Once, I was even disciplined for speaking Spanish on a pay phone during my break. The supervisor just told me, 'This is America.' Being forced to speak only in English made the workday very difficult—it was as if we had policemen watching us all day." — Maria Martinez

National Immigration Law Center
National conference on immigration and welfare implementation issues
Los Angeles, CA

Federal welfare reform in 1996 resulted in dramatic cuts in public benefits to noncitizens and, combined with the immigration laws in 1996, created gaps in services and anxiety in immigrant communities. The National Immigration Law Center (NILC), in collaboration with several other Rosenberg grantees, convened a second national conference for service providers and advocates from across the country to explore strategies to address the needs of immigrants in the implementation of welfare reform.

\$10,000 1997

Regents of the University of California, California Policy Seminar,
University of California, Berkeley
Workgroup on Immigrant Health
Berkeley, CA

The California Policy Seminar links policy research and technical assistance resources of the University of California with the needs of state government. In response to the enactment of federal welfare reform, the Workgroup on Immigrant Health was formed to convene leadership groups concerned about immigrant health in California and serve as a clearinghouse on issues of immigrants, welfare reform and public benefits. This planning grant enabled the workgroup to secure generous funding from another foundation for this policy work.

\$9,027 1996

Urban Institute/ Regents of the University of California, Davis
Immigration and the changing face of rural California
Washington, D.C.

Researchers at the University of California, Davis, in collaboration with The Urban Institute, are examining the relationship between immigration and poverty in rural California. Two key questions are whether agriculture is importing the poverty of rural Mexico and what processes operate in the rural communities of California to create economic mobility for immigrants and their children. The project has convened scholars, policy makers, local officials, journalists, and community activists in conferences in rural communities to examine the dynamics of immigration and rural poverty, policy and economic trends. The project has published quarterly issues of *Rural Migration News* reporting policy developments and research findings, and a book, *Poverty Amidst Plenty: Immigration and the Changing Face of Rural California* (1997).

The research confirms that rural poverty, fueled by immigration, is distinct from the rural poverty of previous generations. The policy strategy developed to address the new rural poverty will have to address issues of the agricultural labor market and continued immigration. Contemporary rural poverty is the result of low wages and low-skill demands in agriculture and is sustained by networks among migrant families and communities that perpetuate the flow of low-skill, immigrant workers to rural California. The movement of workers out of agriculture does not reduce poverty in rural areas because of continued immigration. Substantial federal government investments may reduce the consequences of rural poverty, but neglect the structural issues of the rural labor market and continued migration.

\$293,943 1994-1999

Changing Population

The project will convene three conferences in 2000-2002 to examine Mexican border enforcement and consequences for migratory agricultural employment and rural communities, and migration in the coastal valleys of the Bay Area, where agriculture and suburbanization are in competition.

\$158,940 1999 (3 yr)



CIVIC PARTICIPATION

California Human Development Corporation

The California Complete Count in 2000
Santa Rosa, CA

The 1990 United States census failed to count many of the residents of rural California, including approximately 45 percent of migrant and seasonal farmworkers. With previous grants from Rosenberg Foundation, California Human Development Corporation (CHDC) persuaded the Department of Labor to use other data to adjust the 1980 and 1990 census to allocate farmworker job training funds among the states. CHDC research and advocacy has preserved millions of dollars each year for migrant and seasonal farmworkers in California.

To reduce the undercount of farmworkers in the 2000 census, CHDC convened a national conference of scholars, advocates and farmworker service providers. As a member of the national 2000 Census Advisory Committee, CHDC has recommended ways to improve the accuracy of the census in California. California allocated \$24 million in state funds to augment the federal census effort. CHDC is assisting the California Complete Count Project to devise more effective measures of California's immigrant and multi-ethnic populations.

\$53,469 1998

Pacific News Service
of the Bay Area Institute
New Valley Media Project
San Francisco, CA

The immigrant and farmworker communities of California's San Joaquin Valley are served by a growing array of print and broadcast media serving particular nationalities or language groups. These ethnic media are separated by geography, culture, and language and are hampered by lack of visibility and financial resources to compete with mainstream media. Adapting a model borrowed from its New California Media project in the Bay Area, Pacific News Service is building linkages among the ethnic media of the San Joaquin Valley. The goals of the New Valley Media Project are to increase the stature of ethnic media in the valley, to promote inter-ethnic collaboration and understanding, and to expand coverage of immigrant communities in the mainstream media. The project has launched a thriving network of ethnic media organizations, produced television and radio programs focused on valley themes and prepared news articles on valley issues that will appear in both the ethnic and mainstream press.

\$40,000 1998

Tomas Rivera Center

Study of the impact of administrative reform of the naturalization process by the Immigration and Naturalization Service in Los Angeles
Claremont, CA

Naturalization has become increasingly important in recent years as the number of legal permanent residents has swelled and as anti-immigrant proposals have intensified. Immigrants who were legalized after the 1986 immigration law and others concerned about losing access to public benefits have applied for naturalization in unprecedented numbers, resulting in long delays. By 1997, Immigration and Naturalization Service (INS) had a backlog of 2 million applicants. At the same time, allegations of fraud and abuse in the naturalization program resulted in a series of reforms, including termination of cooperative arrangements with community-based agencies and language/civics testing. The Tomas Rivera Center is studying the naturalization process in Los Angeles from the perspective of the INS, immigrant-serving agencies, and immigrants themselves to identify the demands of the new processes on community agencies and obstacles to improving the process.

\$40,000 1998

CALIFORNIA REGISTERED VOTERS BY RACE AND ETHNICITY, 1990-2000

Race/Ethnicity	1990 (thousands)	%	2000 (thousands)	%	Change (thousands)	%
White (non-Hispanic)	10,600	79	10,500	72	-100	-1
Latino	1,350	10	2,350	16	+1,000	74
African American	950	7	900	6	-50	-5
Asian/Other	600	4	900	6	+300	50
Total	13,478	100	14,632	100	+1,154	9

Source: Rosenberg Foundation, 2000

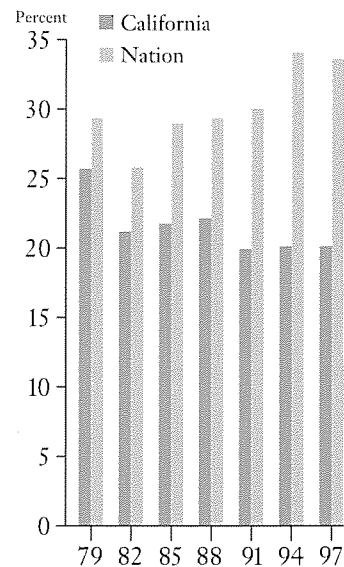
Child Support Reform

GOAL: Strengthen economic security for children, particularly those from low-income families, through the development of a system that is effective in establishing paternity, fair in awarding support, efficient in collecting and distributing payments, and builds toward a national program of child support assurance.

AS THE RESULT OF INCREASES IN BIRTHS TO unmarried parents and the divorce of married parents, the percentage of American children growing up in single-parent homes has grown dramatically. Nearly 30 percent of children today live with just one parent—generally with their mothers. Children growing up in mother-only households, on average, are significantly poorer than children in two-parent households. Nearly 60 percent of all poor children live in households with only their mothers; and almost one in two children living with only their mothers live in poverty. By contrast, only 9 percent of two-parent families with children are poor.

This dramatic difference in financial security is due, in part, to lack of adequate child support, the court-ordered payment by a non-custodial parent to a custodial parent for the support of their child. For many years, custodial parents have received only a fraction of the child support to which they are entitled. One-third of custodial families that do not receive the child support they are due are poor—a poverty rate 45 percent higher than those that receive at least some of what they are owed. Child support is of even greater significance to children with the implementation of welfare reform. As income security for poor children and their families has been reduced, child support may be their last safety net.

PERCENTAGE OF MOTHERS RECEIVING CHILD SUPPORT, California Versus Balance of Nation



Source: Urban Institute, 1999

“California has the toughest enforcement tools in the nation, and one of the lowest collection rates. Statutes, regulations and technologies by themselves are dull implements that can only be honed with public leadership” — California Little Hoover Commission

STRATEGIES: National, state, and local policy monitoring and advocacy; research; technical assistance in the design of pilot child support assurance projects; communications to improve public understanding.

The directors of Rosenberg Foundation approved a multi-year initiative to contribute to the reform of the child support system in California. The Foundation has allocated \$5 million in 55 grants to 14 organizations as part of the child support reform initiative since 1993. The grants have contributed to strengthening national policy and reorganizing the structure and operations of the child support program in California.



Child Support Reform

NATIONAL POLICY

During a time of devolution of responsibility for many social programs to the states, federal requirements for state child support programs have been strengthened. The federal government provides financial support for the administration of state and local child support programs and mandates performance standards and automated statewide information systems linking state and national registries of child support cases, uncollected payments, and newly hired employees.

Welfare reform has created new challenges in the integration of systems, such as the extent to which the cooperation with child support system is required as a condition of public benefits. As welfare has been delinked from child support, the child support system now serves a very different population. Today, only about 20 percent of families in the child support system are on welfare, compared to 50 percent in 1986. The child support program now supplements the parents' earnings or provides an alternative to welfare and its time limits.

National Women's Law Center
Child support and welfare reform
Washington, D.C.

The National Women's Law Center's Child Support and Welfare Reform Project has shaped national child support policy through its analysis and monitoring of federal and state regulations, technical assistance to policy makers and advocates, and its coalition-building work. With Women's Legal Defense Fund and the Center for Law and Social Policy (CLASP), the Law Center has contributed to strengthening federal child support enforcement while creating flexibility in state implementation of the relationships between child support and welfare reform. The Center helped design a new federal incentive structure that will impose performance measures tied to states' record of establishing paternity and collecting support. New national registries (new hire and case), advocated by the Center and others, will improve the speed and accuracy of locating parents and determining incomes for child support. Complementing these policy gains at the national level, the Law Center pro-

vides technical assistance and guidance to child support advocates and policy makers to improve the regulatory framework and enforcement of California's program.

\$480,000 1994-1999

Women's Legal Defense Fund
Strengthening the child support system
Washington, D.C.

The Women's Legal Defense Fund (since 1998, the National Partnership for Women and Families) worked to ensure that the national child support system meets the needs of custodial parents, and provides economic security for low-income families. The Fund provided timely and effective technical assistance to policy makers in California regarding the formula used by courts to calculate child support awards and the relative adequacy of the resulting awards. With other national organizations, the Fund successfully advocated for flexibility in federal welfare reform to assure that parents entitled to child support were fairly treated in state welfare programs.

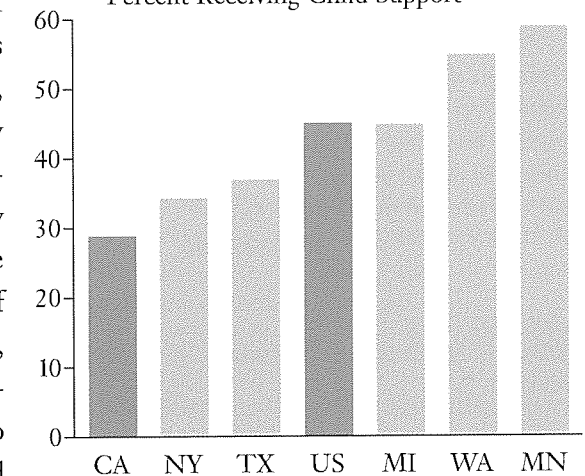
\$293,150 1995-1997

STATE AND LOCAL CHILD SUPPORT REFORM

"More than 3 million children are owed \$8 billion in unpaid child support from parents they don't live with." —*San Jose Mercury News* opinion, May 20, 1999

Three million children are entitled to child support in California. The child support program serves more children than any state program except the public schools and has failed far more children than it has helped. California ranks 46th among the states in its average monthly collection. In terms of the cost-effectiveness of its system, California ranks even lower—48th. Nearly \$13 billion in past-due support is owed to California children by noncustodial parents. While there has been some improvement in the last several years, largely due to the improved economy, California continues to lag behind most states in collection of child support. As advocates and governmental watchdogs point out, California's child support system is overly complex and fragmented, functioning moderately well in some counties, but poorly in many other counties. There has been no clear state leadership or accountability. Given the lack of uniformity among local programs, parents, children and money get lost between counties. All these problems have contributed to the poor performance of California's child support system.

CHILD SUPPORT OUTCOMES
AMONG CHILDREN WITH A
FATHER LIVING ELSEWHERE
Percent Receiving Child Support



Source: Urban Institute, 1999

In 1999, after seven years of advocacy, policy analysis, and research by child support organizations, California adopted sweeping changes in the structure and operations of its child support system. The state created a new Department of Child Support Services to guide the statewide program and will transfer county-level program administration from district attorneys to newly created county departments in 2001 and 2002. The state also has transferred some child support collection responsibilities to the Franchise Tax Board and has directed the new department to establish performance standards. Child support advocates face a new challenge: implementing the reforms they have long advocated. Rosenberg grantees will continue to monitor local and state program performance, as they lend technical assistance to policy makers and administrators.

Child Support Reform

Association for Children
for Enforcement of Support
"Knowledge is Power" and
and "Together We Can" Projects
Toledo, OH

The Association for Children for Enforcement of Support (ACES), a national membership organization of custodial parents, provides information and counseling for custodial parents trying to obtain child support, and advocates at the local, state, and federal levels for reform of the child support system. Since the first Rosenberg Foundation grant in 1993, the number of ACES chapters in California has grown to 29 with a statewide membership of 7,400. ACES' organizer has nurtured a network of 155 trained local leaders who work on statewide issues and build strong grassroots leadership. ACES has put a human face on the failures of the child support system, enabling custodial parents to tell their stories to local administrators, state legislators and the general public through the media.

\$385,000 1994-1999

Children Now
Economic security for children
Oakland, CA

Combining expertise in children's policy with communication skills, Children Now has brought home the failures of the child support system to targeted audiences of policy makers, the general public, the media and others. Working with the National Center for Youth Law and the Public Media Center's Child Support Reform Project, Children Now has published annual reports documenting the state's dysfunctional program. Dissemination of these reports resulted in extensive media coverage and editorials urging strong state leadership and reform. Armed with these powerful arguments for change, policy makers, advocates, and civic organizations mobilized support for the overhaul of California's child support system.

\$487,000 1994-1999

Harriett Buhai Center for Family Law
Child Support Reform
Los Angeles, CA

Los Angeles County has the largest child support program in the state, serving 661,000 (or 40 percent) of the 2.4 million child support cases in California. The county program has consistently ranked among the worst in the state in virtually every measure of system performance: establishment of paternity, locating parents, establishing or modifying support orders, enforcement of orders, collection and caseload.

Harriett Buhai Center for Family Law, as part of its legal representation of low-income clients in Los Angeles on family law matters, assists many clients in obtaining and enforcing child support orders. Through this practical lens, the Center has monitored and documented the poor performance of the county's child support program. Their reports have recommended changes in management, staff training, caseloads, communications with the public, and program accountability. The Center has urged the County Board of Supervisors to assume greater responsibility for child support, and has used its position on the Family Support Advisory Committee to monitor progress. The Center's practical knowledge assisted reporters in preparing the *Los Angeles Times* series, which focused the attention of state policy makers on child support reform.

\$601,531 1994 - 1999

Legal Services of Northern California
Child Support Enforcement Project
Sacramento, CA

Legal Services of Northern California (LSNC) monitored state child support legislative proposals, collected data on the performance of state and county child support systems, and made these data available to advocates and service providers. They also advised legal service and other agencies on child support issues and litigation. LSNC served with Children Now on the

Governor's Child Support Task Force, advocating for a statewide administrative system to assure uniformity and accountability, rather than the dysfunctional county-based system. Due to Congressional restrictions limiting the activities of programs funded by the Legal Services Corporation in 1995, LSNC could not complete its grant. Its work has been continued by the National Center for Youth Law.

\$100,000 (\$14,158 spent) 1995

National Center for Youth Law
Child Support Enforcement Project
Oakland, CA

The National Center for Youth Law (NCYL) has had primary responsibility for monitoring the performance of the child support program in California, analyzing proposals for improvement and advocating reform. NCYL has provided critical information on system performance to the Little Hoover Commission on Governmental Efficiency and the State Auditor, and maintains a legal manual on child support for legal service attorneys and parents involved in child support proceedings. With other child support advocates, NCYL won generous child support provisions in California's welfare reform law, and persuaded the state to abandon its costly and inefficient child support computer system. With the same allies, NCYL successfully advocated for the fundamental restructuring of the child support system that California adopted in 1999. NCYL will be monitoring the implementation of reform by the new Department of Child Support Services, particularly the development of regulations and performance standards and the design of the statewide child support computer system required by federal law.

\$400,842 1995-1999

The Urban Institute
Data-driven answers to
California's child support debate
Washington, D.C.

By any measure, the child support system has been failing the children of California. The fragmented structure of county-administered programs with incompatible computer systems resulted in administrative data that were used to allocate federal funds but were incomplete and unreliable. The Urban Institute analyzed census data to develop more accurate profiles of non-custodial fathers, assess the capacity of fathers to pay increased support, and the extent to which increased child support collection reduces welfare costs. Based on this data, the Institute concluded that noncustodial fathers could have paid as much as \$34 billion more in child support nationwide. Of these, one-third of the fathers were currently paying support, one-third had the means to pay but were not currently paying, and one-third could not pay because they were too poor. The Institute presented its research findings to state policy makers to assist in reforming California's program.

\$10,000 1999

The Urban Institute's second study will compare the child support performance of California with that of 12 other states. The Institute will identify the factors contributing to effective child support systems. The study will examine whether the weak child support outcomes in California are due to the characteristics of California families or to the child support system itself and assess whether centralizing the child support into a single system is likely to make a difference.

\$90,000 1999

Child Support Reform

CHILD SUPPORT ASSURANCE

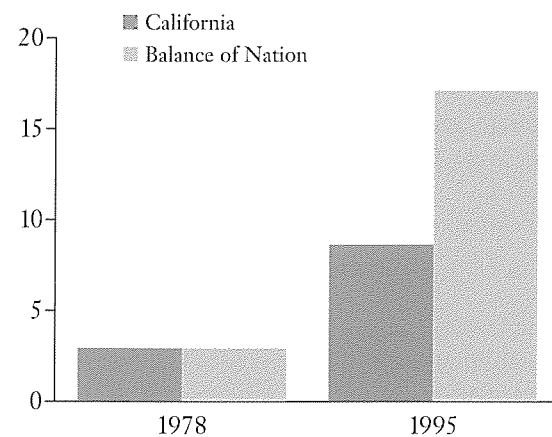
“Child support enforcement was developed as a way to keep welfare costs down and children out of poverty in the face of soaring divorce rates and increasing numbers of out-of-wedlock births. Welfare reform will put an even greater burden on child support to combat poverty.”

— California Little Hoover Commission

Child support payments are an unreliable source of income for custodial parents. The existing system is only partially effective as a source of economic security for children because of the inadequacies of support collection and the fluctuations in income and employment of noncustodial parents. Child support assurance is a program model designed to provide a

guaranteed level of income for children whether or not the custodial parent makes payments. The assured level of payment enables working parents to combine earned income with child support to maintain their families without resorting to welfare. This child support assurance is universal (all children have the same assurance regardless of family income), does not carry the stigma of welfare (it is not means-tested), and does not carry work disincentives (a custodial parent does not lose the benefit if s/he finds work). With child support assurance, a custodial parent with young children and limited education can work part-time and increase family income without being dependent on the payment behavior of the noncustodial parent.

CHILD SUPPORT RECEIPT AMONG NEVER MARRIED MOTHERS ON AFDC
Percent Receiving Child Support



Source: The Urban Institute, 1999

The cost of a child support assurance program depends on the levels of benefits guaranteed and the effectiveness of child support collection. The better the enforcement, the less government will have to augment payments. New York state has operated a child support assurance program for more than a decade, and has found that it has reduced dependency and welfare expenses. Advocates supported by Rosenberg Foundation laid the groundwork for child support assurance projects in California authorized by the Legislature in 1998 as part of welfare reform.

Center for Law and Social Policy
Child Support Assurance Project
Washington, D.C.

The Center for Law and Social Policy (CLASP) has been a leading participant in national child support policy and a strong proponent of the child support assurance concept. CLASP has collaborated with California advocates to adapt the child support assurance concept to California, and has assisted counties to design pilot projects. The California Department of Social Services selected San Francisco, Alameda and Contra Costa to be the pilot counties. CLASP continues to provide technical support to state advocates, policymakers, and the new Department of Child Support Services to implement all aspects of the landmark child support legislation. Working with Children’s Advocacy Institute, CLASP is assisting the pilot projects with program implementation.

\$284,281 1994-1998

Children’s Advocacy Institute
California Child Support Assurance Project
Sacramento, CA

In collaboration with the Center for Law and Social Policy, Children’s Advocacy Institute (CAI) provides technical assistance to California counties implementing child support assurance pilot projects and other counties considering the program. CAI also provides policy advocacy to expand and strengthen child support assurance in California.

\$52,719 1998

Legal Services of Northern California
California Child Support Assurance Project
Sacramento, CA

During 1994 and 1995, Legal Services of Northern California (LSNC) collaborated with the Center for Law and Social Policy to promote the child support assurance concept in California. LSNC analyzed California welfare laws and tax systems to integrate the new program and

assisted California counties to assess whether child support assurance would be appropriate for their situation. LSNC’s work was continued by Northern California Lawyers for Civil Justice in 1996, after the Legal Services Corporation restricted the activities of LSNC. Curtis Child, who was director of LSNC’s Child Support Assurance Project, has been appointed director of the new Department of Child Support Services.

\$36,000 1994-1995

Northern California
Lawyers for Civil Justice
California Child Support Assurance Project
Sacramento, CA

Building on the opportunities created by welfare reform, the Northern California Lawyers for Civil Justice (NCL) worked with the Center for Law and Social Policy to redesign the pilot child support assurance project and assist counties interested in participating in the program. NCL also helped the state and counties to design pilot projects and evaluation tools to test the effectiveness of child support assurance in California. The collaborative work of CLASP, LSNC, and NCL strengthened policy makers and administrators’ understanding of the assurance concept and raised county interest in participating in the pilot program.

\$64,459 1996-1997*

CHILD SUPPORT COLLECTION

	1996	1997	1998
Proportion of Cases with Court Orders	48%	59%	64%
Average Monthly Collection per Case	\$78	\$91	\$95

Source: Children Now

COMMUNICATIONS

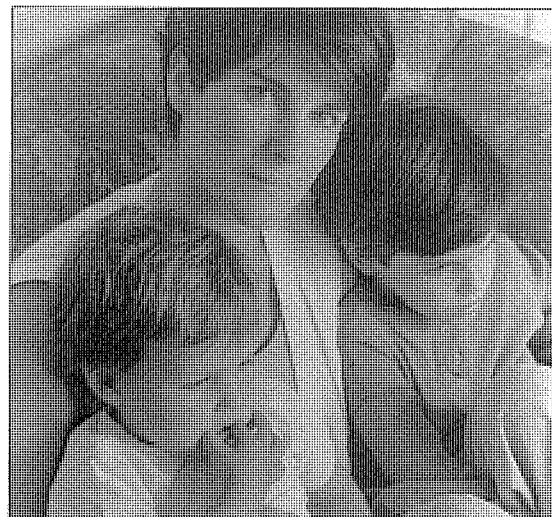
"It's heartbreaking and infuriating, the legions of lives ruined by a flawed, plodding and bureaucratically unfeeling child support enforcement system in Los Angeles. It fails to collect support in nine out of 10 cases filed on behalf of children who enter the system." —*Los Angeles Times*

Alongside the grants for policy analysis, research, and advocacy, the Foundation has supported communications projects to bring the failure of the California child support system to the attention and priority of policymakers and the general public. Accurate, timely, and compelling coverage of these issues has been critical in making child support reform a reality in California.

Persephone Productions
Child Support Reform/
Television shows on child support
Arlington, VA

To the Contrary, a weekly television program produced by Persephone Productions for broadcast on 239 PBS stations nationally, features news and public affairs about women from the perspective of women. *To the Contrary's* first program in July 1999 reported on the performance of the California child support system. A second report will examine California's child support assurance pilot projects in 2000.

\$80,000 1999



Public Media Center
Child Support Reform Initiative
San Francisco, CA

Over a five-year period, Public Media Center (PMC) strengthened the communications capacity of the Foundation's child support grantees, and increased public awareness of the egregious inadequacies of California's child support system. PMC assisted advocates to sharpen their messages and to develop continuing relationships with the press. PMC's compelling public education materials gave policy makers and the media a deeper understanding of the need for systemic change in child support. With guidance from advocates and researchers, the *Los Angeles Times* published a series of investigative reports in October 1998. "Failure to Provide: Los Angeles County's Child Support Crisis," documented the stories of families in the child support system and the flaws in the county's collection and enforcement program. This coverage would never have occurred without the sustained media strategy—and guidance to the advocates. This campaign put the issue of child support on the public agenda, and accelerated the successful policy debate and reform of 1999.

\$463,750 1994-1998

DIRECT CHARITABLE ACTIVITY

Rosenberg Foundation
Convening the advocates
San Francisco, CA

The Foundation has convened local, state, and national child support advocates on three occasions to discuss child support policy issues and strategies, to keep organizations informed about one another's work and to inform the Foundation's thinking about child support policy and reform.

"The consequences of the state's child support collection system failure is that 3,058,000 of California's children aren't getting the financial support they desperately need and to which they are entitled."

—*Sacramento Bee*

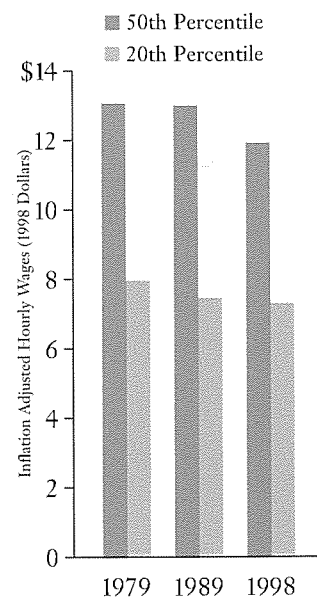
\$25,000 1994



Family Poverty

GOAL: Improve the economic security for low-income and working families in California

HOURLY WAGES
DOWN FOR
MIDDLE, LOW
WAGE WORKERS
IN CALIFORNIA



Source: Economic Policy
Institute analysis of Current
Population Survey data, 2000

THE INCOME AND WEALTH DISPARITY HAS GROWN faster in California than the nation as a whole. Real wages and income are below where they were in 1989 and inequality is on the rise. California has both higher family incomes and greater poverty. While the top fifth of families earned an average of \$146,000 annually, the bottom fifth earned \$12,239. In income disparity, California ranked fifth, behind New York, Arizona, New Mexico and Louisiana. The income gap is exacerbated by California's high cost of living. Over the past two decades, the income of the median California family has barely kept pace with inflation and has fallen behind relative to the nation as a whole. This rising inequality is fueled by stagnating wages. Declining incomes for low- and middle-income households, coupled with substantial gains for the wealthy, have led to increased inequality. While the national poverty rate declined to 13 percent, California's poverty rate is 16 percent. Nationally, the inflation-adjusted median household income increased 2.7 percent to \$38,233 (in 1997-1998), but in California, the increase was only 0.8 percent. California's income inequality is among the highest among the largest states. California also has a poor distribution of economic prosperity among its residents and regions, with 10 counties having very little unemployment and 10 others with double-digit unemployment.

Although more Californians are working and the state has experienced tremendous job growth (1.6 million jobs have been added since the economy bottomed out in the early 1990s), California's unemployment rate remains the fifth-highest in the nation. The significant and disturbing fact is that most of the state's new job growth remains concentrated in low-wage jobs. Only 3 percent of projected growth in jobs paying at least \$10 an hour is in entry-level jobs. Welfare reform pushed over hundreds of thousands of adults previously on welfare

"Two popular myths endure about California's poor. One is that most poor people don't work or don't want to work. The second is that work will raise families out of poverty." —California Budget Project

STRATEGIES: Making work pay in low-wage labor markets; welfare reform implementation; asset building and increasing access to credit.

into jobs, work preparation, or workfare, in competition with more than a million unemployed and underemployed workers. By 1998, the overall welfare caseload in California declined by 12 percent and the number of two-parent families on welfare declined by 42 percent. The new phenomenon is the working poor. Nearly one out of every five Californians lives below the poverty line. Most welfare workers have low-paying jobs with no benefits in low-wage industries. These jobs have not lifted many out of poverty.



Family Poverty

WELFARE REFORM

In 1996, when federal welfare reform was enacted, more than 700,000 able-bodied adults in California were receiving cash benefits under the Aid to Families with Dependent Children (AFDC) program. The time limits imposed by welfare reform require all former AFDC recipients to move into work preparation, workfare, or jobs (CalWORKS Program) during the next few years and eventually to compete for jobs with more than 1,000,000 unemployed workers, 270,000 recent high school graduates, and several hundred thousand underemployed workers. The Foundation's grants have supported advocacy and organizing of vulnerable populations and monitoring various aspects of welfare reform programs, particularly the wages and working conditions of participants in workfare programs and provision of support services.

Applied Research Center
National Welfare Reform Strategy Meeting
Oakland, CA

The Welfare Rights Strategic Gathering convened more than 70 participants from 38 organizations across the country to examine the impact of federal welfare reform on poor families. As welfare caseloads have declined and states enjoy large cash surpluses, welfare rights advocates at community and state levels are anticipating welfare reform reauthorization in 2002. The conference enabled local organizations to share their experiences, identify common objectives for the national reauthorization debate, and explore opportunities for collaboration.

\$10,000 1999

California Coalition
for Rural Housing Project
Welfare Reform Rural Housing Impacts Project
Sacramento, CA

California Coalition for Rural Housing Project (CCRHP) assessed the housing impact of welfare reform in rural California by collecting and disseminating information to tenants and rural housing agencies, conducting trainings and developing proposals to mitigate the unintended consequences for rural housing. In collaboration with the Fair Share Network of Housing Cali-

formia, CCRHP held regional conferences on housing-based responses to welfare reform for low-income tenants and resident organizers, nonprofit housing developers and property managers, and social service providers. These conferences emphasized the link between affordable housing and child care, economic development, transportation and other welfare-to-work services, and potential governmental and private funding sources for place-based services for low-income residents.

\$75,000 1996

California Food Policy Advocates
California Welfare Reform Implementation
San Francisco, CA

Food stamps, an important component of a "make work pay" strategy, augment the earned income of low-wage workers to feed their families. In collaboration with the California Budget Project, Northern California Lawyers for Civil Justice, and Western Center on Law and Poverty, California Food Policy Advocates (CFPA) monitored California welfare reform proposals and coordinated statewide plans to preserve an income and food assistance safety net for low-income families. As initially enacted, federal welfare reform severely limited food stamp eligibility for noncitizens and certain unemployed

able-bodied adults. As a result of the effective advocacy by CFPA and other organizations, the state legislature restored eligibility to 48,000 Californians, approximately one-fourth of the legal immigrants who had lost benefits. More benefits were restored later by federal and state legislation.

California's enrollment in the food stamp program has fallen to 49th place in the nation, with only 50 percent of eligible people participating. In response, CFPA's Community Food Stamp Initiative has increased media coverage, policy debate, and action to boost participation in the state's food stamp program. The initiative targets the groups most affected by cuts in the Food Stamps Program—immigrants, single adults and the working poor who incorrectly believed they became ineligible for food stamps when they were dropped from welfare. The "Food Stamps Work" campaign combines training, community meetings and media coverage. Outreach kits and bilingual flyers have reached thousands of individuals and organizations to dispel myths and fears of immigrants that use of benefits will affect their immigration status. CFPA's success in educating policy makers has restored food stamp benefits to more than 150,000 legal immigrants in California.

\$245,000 1996-1999

Consumers Union
Electronic Benefit Transfers Equality
and Access Project
San Francisco, CA

Public benefits like welfare and food stamps have traditionally been paid monthly and delivered by mail. Checks are often lost, and in areas which have no banks, beneficiaries must pay fees for check-cashing services, reducing the value of their benefits. Federal welfare reform will require all states to implement Electronic Benefit Transfer (EBT) systems to distribute food stamps. EBT will replace food stamps with a debit-style card. In California, counties may choose to expand EBT beyond food stamps to

include cash benefits like those in the General Assistance and Temporary Assistance to Needy Families (TANF) programs. Consumers Union's Equality and Access Project has shaped the design, development and implementation of this new payment system. The Project has insisted on strong requirements for customer access, including training materials in 10 languages, live customer service in six languages, extended customer service hours, and inclusion of recipient advocates in the drafting of EBT plans at the county level. Consumer Union's outreach, training, and technical assistance will enable community groups and social service providers to participate in the implementation of the EBT system. Through statewide and local efforts, the Project will monitor this process to ensure that it provides a convenient, low-cost way for recipients to access benefits and exposure to the banking technologies used in the economic mainstream.

\$66,440 1999

Delancey Street Foundation
Welfare Reform Task Force
San Francisco, CA

Rosenberg Foundation support enabled the Department of Human Services of the City and County of San Francisco to augment the work of its Welfare Reform Citizens Task Force. The Task Force heard from national experts on states' experiences with welfare caseloads, length of stay on welfare, and employment and training programs and barriers. A paper, "Learning from Welfare-to-Work Programs," summarized notable project models, lessons for moving forward, and how to reach recipients with multiple barriers. Committees conducted surveys and designed plans to mitigate the adverse consequences of welfare reform, including the increased demand for and cost of child care, the impending housing crisis, and the need to streamline and expand the naturalization process to prevent immigrants from losing their benefits.

\$50,000 1996

Family Poverty

Employment Law Center of the
Legal Aid Society of San Francisco
Welfare Advocacy Project
San Francisco, CA

The Employment Law Center's (ELC) Welfare Advocacy Project uses regulatory advocacy and law reform to protect immigrant low-wage workers, among the most vulnerable worker populations. The project produced and disseminated a comprehensive manual and informational flyers on employment and civil rights protection for welfare and low-wage worker advocates, and has trained nearly 400 advocates. The project's guide to compliance issues for county welfare directors addresses the legal rights of workers transitioning off welfare. New welfare regulations and work opportunity programs are substantially improved because of ELC's advocacy. A toll-free assistance line provides direct legal services to welfare-to-work recipients and technical assistance on policy issues for advocates.

The Welfare Advocacy Project works to ensure at least minimum wage for welfare recipients, to protect workers transitioning off welfare from discrimination and retaliation because of their racial or ethnic identities, to prevent the erosion of rights or displacement of current workers, and to assure adequate training of workers to achieve self-sufficiency. The ELC won an important victory in a federal case that mandates that the Fair Labor Standards Act protects all workers, regardless of their immigration status. Ongoing issues include the exclusion of some immigrant workers from protections such as unemployment compensation and state disability insurance, and assuring equal access to programs and services for limited-English-speaking applicants and recipients of social services.

\$257,000 1998-1999

Equal Rights Advocates
Forecasting the Future:
Documenting the Impact of Welfare Reform
on Low-Income Families
San Francisco, CA

Equal Right Advocates (ERA) has studied the impact of welfare reform on low-income immigrant women in Santa Clara County, the state's fifth largest county, where immigrants comprise 25 percent of the population. ERA's report, "From War on Poverty to War on Welfare," documents the barriers—particularly English proficiency—to immigrant women transitioning to work and the failure of the "work first" strategy to enable women to become self-sufficient. These case histories document the frequent denial of legal protections to vulnerable immigrant women moving off welfare. ERA successfully challenged an illegal component (full family sanctions) in a county welfare plan, and identified wage and hour and health and safety violations in the electronics industry in which many former welfare recipients now work. ERA is working with state and county administrators, policy makers, and low-income advocates to enhance job training and other services for immigrants in the welfare system and to eliminate employment discrimination and unsafe working conditions.

\$150,000 1998-1999

Human Services Alliance of Los Angeles,
previously Human Services Network,
a project of Community Partners
Welfare Reform: Monitoring,
Tracking and Education Program
Los Angeles, CA

The Human Services Alliance of Los Angeles is a catalyst for welfare reform in the county, providing up-to-date information for a broad coalition of concerned service organizations to keep the issues of welfare reform implementation in sharp focus for local legislators, policy makers and the public. The Network's report, "Monitoring CalWORKS in Los Angeles:

Participant Perspectives," documented many problems, including long waits to enroll, many trips to the welfare office to determine eligibility, lack of respect for recipients, and poor communication of CalWORKS' rules on time limits for benefits and available support services. The Department of Public Social Services adopted many of the Network's recommendations for change. The Alliance has expanded and strengthened the leadership of its Welfare Rights Coalition of nearly 1,400 community-based service providers and advocates, whose vigilant monitoring and organizing has stimulated many positive changes in the county's CalWORKS program. Given that only one in 10 of 466,000 eligible CalWORKS children gets child care, the Alliance has launched a campaign to improve the delivery of child care to low-income and CalWORKS families. The Chronicle of Philanthropy recently named Human Services Alliance's Director Sam Mistrano "among philanthropy's savvy, pragmatic young leaders who are reshaping the nonprofit world."

\$108,000 1998-1999

Los Angeles ACORN,
a project of the Institute for Social Justice
Workfare Workers Organizing
Committee Project
Los Angeles, CA

Los Angeles administers the second largest workfare program in the nation, a program intended to assist recipients to find full-time employment and not to replace or displace regular employees. A 1998 report by Citizens for Workfare Justice found that workfare commonly is used to compensate for layoffs and hiring freezes in county government and does not provide training or experience leading to full-time employment. Through the Workfare Workers Organizing Committee, Los Angeles ACORN has improved the conditions of workfare and the transition from workfare to employment. ACORN has expanded its organizing

among county welfare recipients, and has built a broad coalition of community, labor, and religious groups to work on public job creation strategies. The Coalition helped end mandatory workfare for General Relief workers in the county, enabling participants to choose among options: a job club, training or education programs, or workfare. While ACORN's advocacy for wage-based community service has ignited support from the Board of Supervisors and the media, this is not yet a reality. This plan can lift more people out of poverty through jobs that lead to long-term employment. ACORN, in collaboration with Public Counsel, distributed a workfare rights and responsibilities brochure and assists welfare-to-work participants to resolve case complaints.

\$100,000 1998-1999

Media Alliance
Raising Our Voices Project
San Francisco, CA

Media Alliance has developed a journalism training program for low-income and homeless people. This project, in collaboration with several "street" publications in San Francisco, has trained more than 40 low-income and homeless people in writing, investigative reporting, and graphic design to challenge the media's coverage of poverty. A young homeless woman authors exposés of the hardships faced by homeless youth. Electronic publishing students design and publish newsletters. It is too early to assess the long-term impact of the program on reporting in the alternative street publications, mainstream publications, or the long-term employment of project participants.

\$50,000 1998-1999

"Only one in 10 of 466,000 eligible CalWORKS children gets child care in Los Angeles."

Family Poverty

National Lawyers Guild Foundation
Labor-Welfare Summit
San Francisco, CA

The Labor-Welfare Summit, convened by the National Lawyers Guild Foundation, brought together 370 people from California and other states to discuss the impact of welfare reform on jobs, wages and labor conditions in California. Participants included welfare recipients, labor activists and leaders, anti-poverty advocates, and immigrant rights and faith-based community organizations. They debated strategies to protect jobs and wages—including living wage campaigns, privatization, and new work requirements—to assure that all workers are protected against sub-standard working conditions.

\$30,000 1997

Public Counsel Law Center
Welfare Reform/ Job Training and Vocational
School Monitoring Project
Los Angeles, CA

Welfare reform has placed unprecedented demands on California's vocational training system. CalWORKS participants, half of whom have not finished high school, will have to prepare for employment, relying predominantly on Private Industry Councils' (PICs) training programs and private vocational schools. While many of these trade schools have a long history of successful training and placements, others are fraudulent diploma mills. Public Counsel's education and advocacy efforts have helped ensure that reputable job-related training opportunities are available to welfare recipients throughout Los Angeles, the state, and the nation. Locally, Public Counsel is monitoring the job training programs for CalWORKS and identifying problems in the employment training programs that impede poor people moving off welfare. Their strategies include consumer education, counseling of clients with trade school fraud problems, technical assistance to service providers, and lit-

igation to address abusive industry practices. Public Counsel was part of a team of legal service advocates who strengthened national protections for low-income trade school students, including stricter accreditation standards, despite the strong opposition from the industry.

\$165,000 1998-1999

Sacramento Valley Organizing Community
Welfare to Work Program in Solano County
Sacramento, CA

"Our ministers are tired of simply giving the opening prayers at city council meetings where we bless their actions instead of being involved in what their actions are."

Using a faith-based model that Sacramento Valley Organizing Committee (SVOC) successfully built in Sacramento, SVOC created the Solano County Organizing Committee (SCOC). The Committee has launched a pilot welfare-to-work program in which the county will operate five "one stop centers" in local African-American and Latino churches. These churches have embraced this proactive approach after frustrating years of providing services for people dropped from welfare into jobs that do not pay a living wage. These church-based centers will provide job readiness training programs through the county Board of Education, leading to either placement in jobs that pay a living wage, or in further skill-building training. SVOC has negotiated hiring agreements for jobs that pay living wages in two major hospitals, and hopes to eventually expand later to other industries and companies. The county also will assist the church centers to start new child care centers, establish a microenterprise development program for welfare recipients interested in self-employment, and fund car loans to enable people to commute to work.

\$145,000 1998-1999

Strategic Actions for
a Just Economy (SAJE)
Welfare-to-Work Banking Project
Los Angeles, CA

"Who Won and Who Lost: Banking's underserved: The pilot program, spurred by the advocacy of SAJE, gives the down-and-out new access to financial services – which means they won't have to use check-cashing outlets, which charge as much as 3 percent of a welfare check's face value."

—Wall Street Journal, May 26, 1999

Banking deregulation and consolidation have reduced the accessibility of banks to low-income communities. Many poor people have no bank accounts. Bank branches are declining in low-income communities, while check-cashing businesses and pawnshops are increasing. In South Central Los Angeles, there are 17 check-cashing businesses for each bank. Although convenient, these check-cashing businesses charge a fee of 2 to 3 percent of the value of each check cashed. As part of welfare reform, Los Angeles County was depositing 350,000 welfare checks in a bank that had no branches in the county, leaving welfare recipients no choice but to use check-cashing services that charged fees. Strategic Actions for a Just Economy (SAJE) persuaded Los Angeles County to approve a pilot project in which 1000 families will receive their welfare checks at no cost through a local bank. This development is a major step toward self-sufficiency for low-income people, who will earn interest on savings, use debit cards, obtain free money orders, and become familiar with banking services. The goal is to make the program available to all welfare recipients in the county and avoid costly check-cashing outlets.

\$75,000 1999

Western Center on Law and Poverty, Inc.
Monitoring and Analyzing California's
Welfare to Work Policies
Los Angeles, CA

Welfare reform forced California to expand and strengthen existing job training programs and to examine other income support programs. Western Center on Law and Poverty has analyzed and monitored the implementation of CalWORKS' policies and regulations and the use of the \$189 million available for welfare-to-work job training. The Center continues to challenge several aspects of CalWORKS programs to ensure assistance to eligible immigrant families, education rights for students, safety for survivors of domestic violence, and a seamless system of subsidized child care for CalWORKS participants. Using its statewide network of advocates and local agencies, Western Center has analyzed county implementation of the work provisions of CalWORKS to identify effective local innovations and proposals that displace workers or violate federal laws. Western Center continues to promote wage-based subsidized employment in the CalWORKS program, both as an alternative to unpaid community service and to secure the application of the Fair Labor Standards Act to work experience and community service. In collaboration with the California Budget Project and other advocates, Western Center is examining the prospects for adopting a state earned income tax credit for working poor families.

\$200,000 1998-1999

"The perception is that there is a lot of wealth in California...But, as a whole, California families have fallen behind their counterparts in the rest of the U.S. —Federal Reserve Bank, 2000

Family Poverty

LOW-WAGE LABOR MARKETS

The success of welfare reform in California will depend on the movement of several hundred thousand Californians from welfare to work over the next five years. While the California economy added nearly 500,000 jobs in 1997, most pay less than a living wage, and few offer benefits. Five of the 15 fastest-growing occupations in California pay less than the poverty level for a family of three and 11 of the 15 pay less than a bare-bones subsistence level of \$10.01 an hour. The Foundation has supported policy analysis, organizing and advocacy to “make work pay” in California’s low-wage labor markets. As part of its Changing Population Program, the Foundation is supporting similar projects in low-wage labor markets dominated by immigrant workers.

California Budget Project
Living Wage Project
Sacramento, CA

The California Budget Project’s research and policy analysis highlight the labor force consequences of welfare reform for California policy makers and the public. Working with other public interest organizations, the Budget Project has promoted strategies to improve the economic well-being of working families. Its report “Working, but Poor, in California,” helped shape the debate on welfare reform. It disproved many of the stereotypes about the poor and documented that a majority of poor families in California work (60 percent worked at some time during 1995 and 48 percent worked at least half-time for half the year). These data contributed to the passage of a state minimum wage increase and to the “make work pay” component of welfare reform policy proposed by advocates.

The Budget Project collaborates with national policy groups such as the Center on Budget and Policy Priorities to disseminate the California analysis of national studies. One study found growing income disparity in the income gap between the top two-fifths and the bottom three-fifths of the nation’s families. In another study on increases in the minimum wage, the Budget Project found that 1.7 million workers in California had benefited from increases in the state and federal minimum wages, with adults benefit-

ing most (80 percent). “The State of Working California: 2000” will draw on national data provided by the Economic Policy Institute, focusing on the economic well-being of low-wage workers. The Living Wage Project provides critical policy support and technical assistance for California public interest groups, strengthening their participation in policy debates on improving conditions for low-wage workers and low-income families through living wages, reforms in child support and unemployment insurance, access to health care, training, and creation of a state earned income tax credit.

\$ 218,171 1996-1999

Center for Labor Education and Research
Los Angeles Manufacturing Action Project
Somerville, MA

Los Angeles has more manufacturing workers (more than 700,000) than any other county in the nation. Approximately half of these workers are immigrants. The highest concentration of immigrant employment is along the Alameda Corridor, which runs from downtown L.A. to Long Beach and San Pedro. These immigrant workers are largely unrepresented, working in jobs with low wages, few benefits, and poor safety and health records. The Los Angeles Manufacturing Action Project conducted sectoral and community research to identify those manufac-

turing sectors and firms in the Alameda Corridor with the greatest potential for increasing labor costs without impairing competitiveness. After labor-community workshops, several unions committed to collaboration of a second phase—an ambitious multi-union organizing effort of immigrant workers along the industrial Alameda Corridor. The organizing campaign was canceled after changes in union leadership.

\$25,000 1994

Center on Budget and Policy Priorities
California Fiscal Project
Washington, D.C.

The Center on Budget and Policy Priorities’ State Fiscal Project provided research and analysis for California organizations and policy makers to address major economic and fiscal policy issues. California’s sales and property tax system and tax expenditures have reduced state and local revenues, contributing to a serious decline in public investments since 1970 in education, transportation, and other critical areas for the state’s economic growth. Armed with these data, advocates shifted the policy debate from short-term strategies to a more realistic budget reform strategy that addressed state investment, economic growth, and structural deficiencies in the tax system. The Center collaborated with the California Budget Project on state economic policy analysis and contributed to several reports, including “Working, but Poor, in California.”

\$110,399 1994-1995

“Working poor in California are urban (95 percent), two-parent families (66 percent), Hispanic (53 percent) and undereducated (48 percent have not graduated from high school).”

\$175,000 1995-1999

Labor Project for Working Families,
formerly a project of the San Francisco
Bay Labor Area Foundation (1995-1996);
Workers’ Center Organizing Project
Berkeley, CA

In-home health care has grown rapidly with the aging of the population and pressures by HMOs to control health care costs. California supports an In-Home Support Services (IHSS) program, providing home health aides as an alternative to institutionalization for low-income elderly or disabled persons. Home health care workers are low-income and are predominantly women, minority, and older. Recent unionization of home care workers, while improving services for consumers, will boost workers’ low wages and benefits. These workers suffer from isolation (there is no central workplace or way to work together or resolve common problems) and a lack of education and training.

The Home Care Workers’ Center in Oakland, created by the Labor Project for Working Families, is run by and for home care workers. The Center provides support groups to deal with the stress of caregiving and the demands of work and family; skill development (training in health care, safety, English and leadership development) and a link to community resources (child care, job training, housing and immigration services). Workers have access to health and legal clinics, a job board, employment referrals, training and literacy programs. The Center’s successful leadership development model among home health care workers is being considered by Bay Area child care workers, who experience many of the same conditions. In 1999, the Labor Project convened a Labor-Community Forum of more than 150 people to strategize about building alliances to solve the work/family problems that burden California families and the economy.

Family Poverty

Los Angeles Alliance for a New Economy
Subsidy Accountability Project
Los Angeles, CA

In 1996, Los Angeles' aggressive business development program distributed more than \$250 million in business subsidies (direct financial assistance, tax credits, special zones, business assistance programs and state tax incentives). Like many cities, L.A. has vague criteria and little monitoring or accountability to ensure that these subsidies, scattered among 60 city and county agencies, meet social goals of creating decent jobs and equitable economic development policies.

The Tourism Industry Development Council, created in 1993 to promote fairness in L.A.'s economic development, became the Los Angeles Alliance for a New Economy (LAANE) in 1998. The Subsidy Accountability Project has analyzed economic development subsidies by city agencies and found them fragmented and ineffective in creating living wage jobs. "Who Benefits from Redevelopment in Los Angeles?" analyzed the costs and benefits of the commercial development supported by the L.A. Community Redevelopment Agency between 1990-1998. In all, the \$193 million invested by the city created or retained 3,400 jobs, most of which pay less than Los Angeles' living wage (\$7.39 an hour with benefits and \$8.64 without).

LAANE's Subsidy Accountability Project expanded its research scope to include 88 cities in Los Angeles County to examine the bidding wars between cities to attract businesses. Their recent report, "Taking Care of Business?", critically evaluated the Los Angeles Business Team's performance and recommended that job quality be the central criterion for selecting firms to be assisted and targeted, to improve wages and working conditions for low-wage workers in L.A. The project's outreach, education, and advocacy are critical forces in shaping public policy and accountability for public investment in Los Angeles.

\$120,000 1997-1999

Planning for Elders in the Central City
Homecare Empowerment,
Research and Organizing Project
San Francisco, CA

Planning for Elders in the Central City (PECC) addresses the needs of low-wage, untrained, part-time workers who are predominantly women and immigrants who provide in-home care to the elderly and disabled in San Francisco. Until recently, these workers were considered independent contractors, receiving no training or supervision, minimum wages and no benefits. PECC was instrumental in winning a major cost-of-living increase for in-home care workers in San Francisco. The project will recruit, train, and organize workers in long-term care occupations to improve their wages and working conditions, while improving the service they provide for their elderly and disabled consumers/clients.

\$50,000 1999

Rosenberg Foundation
ARNOVA Conference
San Francisco, CA

Rosenberg Foundation enabled two grantees to present papers on labor-community collaborations at the 1998 Annual Conference of the Association for Research on Nonprofit Organizations and Voluntary Action in Seattle.

\$2,500 1998

"California's job growth is concentrated in low-wage jobs and occupations. The gap between low- and high-wage workers is growing dramatically."

Western Center on Law and Poverty, Inc.
Reforming the Unemployment
Insurance System
Los Angeles, CA

Welfare reform imposed a five-year lifetime limit on Temporary Assistance to Needy Families (TANF), and severe penalties on individuals who refuse to engage in a work activity. In addition to expanding existing job training programs, California had to examine other income support programs like child support and unemployment insurance (UI). Unemployment insurance was originally established to provide temporary assistance to unemployed workers (generally permanent industrial workers) by replacing a portion of lost wages while workers seek new jobs. However, as a result of labor market changes, the proportion of workers eligible for UI has declined, the proportion of low wages replaced by UI has declined, and the proportion of workers exhausting their benefits before finding a job has increased. Consequently, the current UI system is only partially effective for the marginal and contingent employment that former welfare recipients are likely to obtain. As part of its leadership on welfare reform policy in California, the Western Center on Law and Poverty has promoted unemployment insurance reform by increasing advocates' and policy makers' awareness of ways to strengthen the system. Although UI reforms included in a comprehensive welfare reform proposal by advocates were not ultimately enacted, the Western Center laid the groundwork for collaboration between advocates and organized labor on issues affecting low-wage workers.

\$175,000 1996-1997

Working Partnerships, USA
Temporary Workers Employment Project
San Jose, CA

"We are not trying to turn the clock back to an era of long-term permanent jobs. We are trying to restructure jobs and create standards that fit the New Economy and support working families." —Amy Dean, Working Partnerships, USA

The economic prosperity of Silicon Valley has been accompanied by the rapid growth of contingent employment. Temporary, contract, freelance, and part-time workers account for between 27 percent and 40 percent of Santa Clara's labor force, including highly skilled engineers and programmers and unskilled assembly, maintenance, and service workers. More than 250 temporary help agencies provide technical and management staff, clerical, and light-industry personnel. While outsourcing provides flexibility for corporations, it also creates a growing labor force with little job security and uneven benefits. Welfare reform compounds this problem by forcing unskilled and inexperienced workers into the labor force. More than 20 percent of people moving off welfare are moving into temporary low-wage jobs with no benefits.

Working Partnerships, U.S.A. was formed to address the increasing disconnection between Silicon Valley's economy and the well-being of large sectors of the workforce. Through grassroots campaigns, community coalitions, popular economics education and research, Working Partnerships advocates for systemic reforms to economic problems facing working families and communities. Their strategy is to remove the low-wage, no-benefits, high-turnover option from the labor market by training entry level workers (in skill-building courses designed for people transitioning from welfare-to-work) and by advocating for more jobs that provide security and benefits for temporary workers.

Family Poverty

Although many of these goals will take years to be realized, this project has already affected public policy. So far, nearly 400 temporary jobs have been reclassified as permanent through the advocacy of Working Partnerships and a local union. The new Working Partnerships Membership Association provides union-like benefits for its members: industry standards, portable health benefits for workers and their families, and a job training, certification and referral program. Members can obtain affordable, comprehensive health coverage that follows workers regardless of their temporary agency or mobility, as well as legal assistance and credit services. A Code of Conduct for employers of temporary workers in public sector and private industry prescribes fair employment standards, a living wage, health benefits and workplace health and safety protection. This code has been adopted as a national model by the National Association for Fair Employment. A leadership group among the temporary workers will direct a campaign to implement the Code of Conduct and enroll new businesses to expand the opportunities for temporary workers.

\$100,000 1997-1999

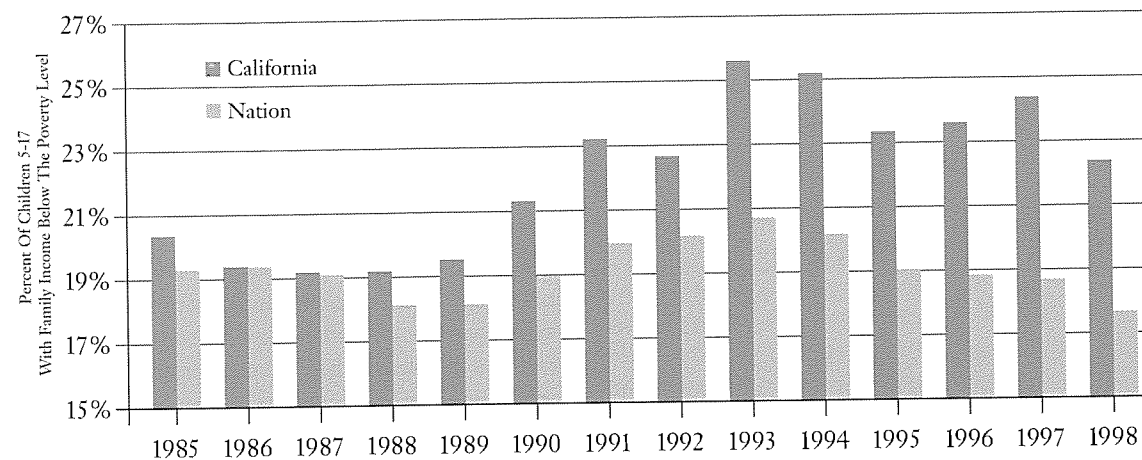
Center on Policy Initiatives
Temporary Employment Industry
Research Project
San Diego, CA

"Although San Diego County's economy has grown remarkably over the past two decades, not all San Diegans have benefited from this growth." (CPI's "Prosperity and Poverty in the New Economy")

There is increasing evidence that San Diego County employers are using labor intermediaries, such as employment agencies for short-term workers, and professional employment associations for "leased" and independent workers. The growth of contingent employment raises questions about workers' access to benefits—especially health care and retirement—and strategic investments in workforce development. The Center for Policy Initiatives (CPI) is examining trends and practices in the use of temporary workers in different industry sectors in San Diego County. The project will explore, in collaboration with local community groups, public policy strategies to mitigate the adverse effects on workers' income, career mobility and access to benefits.

\$75,000 1999

SHARE OF CALIFORNIA CHILDREN LIVING IN POVERTY IS WELL ABOVE THAT OF THE NATION



Source: U.S. Census Bureau. California Budget Project January 2000

ACCESS TO CREDIT AND ASSET-BUILDING

While income disparity is growing in the United States, wealth disparity is far more severe and persistent. Over the past six years, Rosenberg Foundation has supported projects advocating increased lending and banking in low-income communities, projects building community-based economic enterprises, and projects promoting self-employment and microenterprise development.

The growing disparity in wealth in California and the nation has prompted program models that promote the creation, growth, and control of assets by disadvantaged people and communities. An asset-building strategy is premised on the idea that when people have assets, they are more engaged in civic and political activities that affect their lives. When families have more assets that can be passed on from generation to generation, their children are better off in many ways. Foundation grants have promoted microenterprise development, an income-generating strategy that assists low-income people interested in starting or expanding very small businesses. In the context of welfare reform, microenterprise development has been a strategy to increase family economic self-sufficiency. As a supplement to one's income, microenterprise can be an important tool to lift people out of poverty.

Accountable Reinvestment Center/
Strategic Actions for a Just Economy
Communities for Accountable Reinvestment
Los Angeles, CA

standing and strategies about the link between banking policy and the needs of low-income communities.

\$75,000 1994

Communities for Accountable Reinvestment (CAR), a coalition of community-based organizations, advocated for increased lending for affordable housing and economic development in low-income areas of Los Angeles. CAR monitored the impact of bank closures and consolidations, which eliminate access to the traditional banking services and push more working and middle class people into the use of fringe banking, such as check-cashing services and payday lending. CAR challenged local banks' compliance with the Community Reinvestment Act (CRA) and helped develop alternative community-based lending institutions, such as a new community credit union. Through workshops and other educational programs, CAR (whose work is now a part of the Strategic Actions for a Just Economy (SAJE) expanded community leaders' under-

California Reinvestment Committee
Community Access to Credit
San Francisco, CA

The California Reinvestment Committee (CRC) is a statewide coalition of more than 200 organizations, including many coalitions of nonprofit organizations and community-based organizations. CRC uses the Community Reinvestment Act and other strategies to increase lending, access to credit, and other banking services to disadvantaged communities. Since 1992, CRC has negotiated commitments from banks and thrifts of more than \$50 billion in lending to and investments in California communities. CRC publishes a quarterly newsletter and research reports, and provides technical assistance and

Family Poverty

leadership development to local communities. CRC's public policy advocacy at the state and national levels has educated policy makers and strengthened regulations and policies on community lending and revitalization.

\$100,000 1994

Rural Access to Banks Advocacy Project

Many rural branch banks have closed or merged despite vigorous community protests. Bank closures and mergers have hindered the economic revitalization of these poor communities. The Rural Access to Banks Project provides consultation and training to strengthen the capacity of small rural towns to preserve and increase their access to banking services.

\$65,000 1997 - 1998

Insurance Community Reinvestment Project

California's booming insurance industry (worth \$70 billion) is another potential source of investment and lending for community needs. CRC's Insurance Community Reinvestment Project combines research, a public education campaign, and negotiations with insurance companies to expand lending for affordable housing, employment and economic development. CRC recently won the first local community commitment by an insurance company—although the industry is not subject to the Community Reinvestment Act. CRC's research on California's insurance industry's poor service to low-income communities and redlining practices will raise public awareness of the need for more community investment by insurance companies. As they seek to acquire banks in California, CRC will continue to represent communities' needs in negotiations on lending and services.

\$50,000 1999

California Association for Microenterprise Opportunity (CAMEO)
Public Education/Practitioner
Development Project
Oakland, CA

Self-employment through owning and operating a small business is an alternative to unemployment, welfare and low-wage jobs for welfare recipients, or a source of supplemental income for low-wage workers. CAMEO promotes initiatives for microenterprise development as part of welfare reform by strengthening local microenterprise organizations. Initially sponsored by Women's Initiative for Self-Employment, CAMEO has more than 100 member agencies that provide business training, technical assistance and access to credit for prospective entrepreneurs. Through their advocacy, self-employment and microenterprise training are now considered "work activities" that satisfy the work participation requirements of CalWORKS. CAMEO's conferences have drawn microenterprise development practitioners, local and state government agencies and private industry councils to promote microenterprise in local economic development strategies.

\$267,000 1994-1999

La Cooperativa Campesina de California
California Latino Agricultural Association
Watsonville, CA

As some farmworkers have tried to become family farmers, they have often been forced into exploitative relationships with suppliers and marketing intermediaries, driving them into debt. In this complex rural economic development project, La Cooperativa Campesina de California provided technical and organizational development assistance to create an association to represent the needs of about 300 small Latino strawberry growers and the farmworkers they employed in the Salinas-Watsonville area.

Initially, La Cooperativa obtained assistance for the growers from federal and state agencies following the floods of 1995. Assembling experts in small farming techniques and business management, La Cooperativa strengthened the collective financial, production and marketing capacity of these small growers.

\$48,380 1996

California Latino Agricultural Association
Strawberry Project
Watsonville, CA

The membership organization of small growers formed as a result of the Foundation's 1996 grant became independent in 1997. The Association coordinated technical assistance from universities and agencies to strengthen the growers' skills in small farm management and production.

\$52,500 1997 - 1998

Rosenberg Foundation
Consultation on a new strawberry enterprise
San Francisco, CA

Trends in the strawberry industry indicated the potential for a new type of company that could balance the interests of growers, workers and consumers while competing effectively at the high-quality end of the industry. Rosenberg Foundation provided consultation to small growers and potential investors in designing a new enterprise and assessing its feasibility. This ambitious project proved impractical at the time because of a combination of complex factors, including the competing expectations among Latino growers, the needs of investors, and labor unrest.

\$15,000 1997

Economic Policy Institute
Effects of consolidation and reorganization in the banking and thrift industries in Los Angeles
Washington, D.C.

The Economic Policy Institute (EPI) evaluated the impact of consolidation and reorganization in the banking and thrift industries on credit flows and economic development in Los Angeles. Researchers analyzed how these financial transformations have affected urban growth and particularly how bank credit flows and services have varied with neighborhood racial and income composition, thus deepening Los Angeles' uneven urban development. EPI's analysis of the impact of race on lending was published in *Foundations for a New Century* and in other books in the U.S. and abroad. These data were also presented to the Mayor and City Council of Los Angeles to assist them in economic development planning.

\$25,000 1994



Family Poverty

Strategic Actions for a Just Economy (SAJE)
GATES Cooperative
Los Angeles, CA

Five teenage women in South Central Los Angeles conceived of a consumer cooperative to buy and distribute food and household products at a reasonable price, based on their own needs and those of many in their community. The goal of GATES (Gathered in Action Towards Economic Self-Sufficiency) is to provide leadership skills and opportunity for young Latinas to develop business ventures that can effect community economic change. The cooperative grew in membership, upgraded their systems, provided job skills for their members and became a successful community organizing tool. GATES has now evolved into a new program, Young Women in Action (YWA), which provides work experience in a new venture, Quinceanera (Sweet 15) party planning. YWA also provides training to meet the needs of young Latinas – self-esteem, academic skills, marketable business skills, and community awareness.

\$20,000 1997



Japan Pacific Resource Network
Japanese-Owned Banks and the Community
Reinvestment Act
Oakland, CA

Japanese-owned banks play a significant role in the California economy, yet generally have weak community lending performance, particularly in mortgage and small-business lending, in minority communities. The Japan Pacific Resource Network (JPRN) identified structural and cultural factors in Japanese corporations that work against community lending. The Network educated the Japanese-owned banks about the Community Reinvestment Act and grassroots corporate responsibility in the U.S., and analyzed cultural and business strategy issues in community lending in California. JPRN was a cultural mediator between a public interest group and Japanese bank in a dispute over redlining. The bank ultimately hired persons of color to manage their community lending programs, entered into a partnership with an African-American-owned bank and invited JPRN to train bank employees from Japan.

\$140,000 1994-1997

Rural California Housing Corporation
Park Village Farm Project
Sacramento, CA

The Rural California Housing Corporation and a tenants' organization (the Asian Pacific Self-Development and Residential Association), formed a nonprofit corporation to acquire, rehabilitate and manage Park Village Apartments, a run-down and bankrupt housing project in Stockton. Nearly all the 207 Cambodian refugee families at Park Village are on welfare or other public benefits. The Park Village Farm Project is intended to provide jobs and self-sufficiency for some of the refugee families through the production of a variety of crops to be sold at wholesale prices to Park Village residents and to subscribers in a community-supported agriculture program. In its first year, the project hired a farm manager, began to develop an infrastructure, and harvested its first crops.

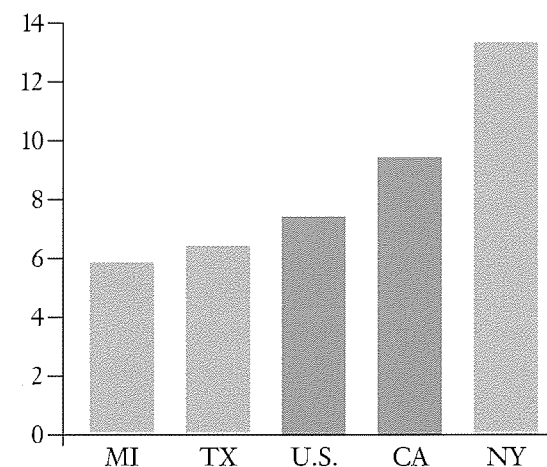
\$50,000 1999 (18 mos.)

Central American Resource Center
(CARECEN)
Sidewalk Vending Coalition of Los Angeles
Los Angeles, CA

The Sidewalk Vending Coalition of Los Angeles (SVC), a project of the Central American Resource Center (CARECEN), was created by neighborhood vendors' associations and community service agencies working together to legalize and regulate sidewalk vending in Los Angeles. Many vendors are recent immigrants from Central America and Mexico in the Pico-Union area; others are African-Americans selling in South Central Los Angeles. In collaboration with church groups and immigrant service providers, SVC advocated the creation of vending districts where vendors can sell without fear of arrest or harassment. Vendors and their advocates focused on a few permanent sites such as the plazas of the Metropolitan Transit Authority (MTA). Representing many ethnic and religious groups, immigrants and economic development organizations, SVC has promoted inter-ethnic collaboration and trained vendors in leadership, organizational and business skills to enhance their economic status and revitalize economically depressed neighborhoods.

\$20,000 1996

CHANGE IN RATIO OF
INCOMES OF TOP 5 PERCENT
TO BOTTOM 5TH OF FAMILIES
1978-80 TO 1996-98



Source: Center on Budget and Policy Priorities and Economic Policy Institute, 2000

Family Poverty

HOUSING AFFORDABILITY

In the 1970s, the federal government stimulated the construction of low- and moderate-income housing by providing below-market rate mortgages to build publicly subsidized, but privately owned, rental housing. After maintaining rents at affordable levels for 20 years, owners could prepay their mortgages and escape the restrictions on affordability. As these restrictions began expiring, many developers considered prepaying their subsidized mortgages. In 1993, more than 33,000 units of subsidized housing in California were at risk of conversion to market-rate rentals, displacing low-income residents. Congress enacted laws to assist tenants and nonprofit housing organizations in purchasing housing to preserve its affordability. However, these complex laws required informed and organized tenant groups to challenge the prepayment process initiated by owners. The Foundation's grants provided technical support to tenant groups and organizers, to expand statewide organizing and to advocate for federal policy changes to protect affordable housing. These grants served as a bridge, enabling affordable housing advocates to sustain their tenant organizing work and raise awareness of the problem among federal, state and local government agencies, which later funded these efforts.

California Coalition
for Rural Housing Project
California Anti-Displacement Project
Sacramento, CA

The California Coalition for Rural Housing played a lead role in national and state efforts to preserve California's inventory of subsidized housing. The Coalition provided technical support to tenants' associations to explore alternatives, negotiate with property owners, and in some cases, acquire their homes. The Coalition helped organize tenants in eight counties and trained their boards and staffs in resident-controlled buyouts and property management. This model helped convince the Department of Housing and Urban Development (HUD) to provide capacity grants to tenant associations in California. As a result of the Coalition's advocacy, more than 19,000 units of affordable housing were preserved in California. HUD continues to support these efforts to preserve the affordability of subsidized housing.

\$31,343 1994

California Resident Controlled
Housing Association/
California Mutual Housing Association
Housing Affordability
Los Angeles, CA

The California Mutual Housing Association (CMHA) provided training and technical assistance to initiate or support cooperatives and tenant organizations in owning or managing housing. Their projects included purchase of prepayment buildings, rehabilitation of slum housing or housing damaged by the Northridge earthquake and trainings of tenant councils. CMHA's national study of mutual housing associations and its handbook for tenants and organizers provided models for other tenant groups to adapt to their own situations.

\$60,000 1994

Los Angeles Center for Economic Survival
Affordable Housing Preservation Project
Los Angeles, CA

The Los Angeles Center for Economic Survival (LACES) and its allied grassroots community organization, the Coalition for Economic Survival, organized tenants representing 83 federally subsidized buildings and brought them together to create a strong multicultural, multilingual alliance of tenants in Los Angeles County. These organizations became nationally recognized leaders in organizing and training tenants and organizers. LACES, in collaboration with the California Mutual Housing Association and legal service attorneys, assisted tenant groups in improving their immediate housing conditions and advocated for programs to preserve subsidized housing.

\$40,833 1994

Public Counsel
Affordable Housing Project/ Preservation
Program
West Hollywood, CA

Public Counsel, the nation's largest pro bono law firm, recruited volunteer attorneys with expertise in real estate, tax, and corporate transactions to assist tenant associations and nonprofit organizations with the purchase and management of subsidized buildings with expiring use restrictions. Working with legal services agencies, tenant organizations, Los Angeles' city officials, and the countywide Alliance of HUD Tenants, Public Counsel enabled many tenant and community organizations to purchase buildings and explore alternative financing sources to preserve and increase home ownership for low-income people.

\$60,000 1994

Tides Foundation/ Now Center,
project transferred from the
Center for Third World Organizing
Bay Area Tenant Education Project
Los Angeles, CA

The Bay Area Tenant Education Project (BATEP) helped tenants in at-risk housing in the eight Bay Area counties through outreach, education and organizing. BATEP's tenant organizer provided information to residents of HUD-subsidized housing, helped create tenant associations to explore tenant or nonprofit buyouts of at-risk housing projects, and assisted several tenant groups through the preservation process. BATEP merged with the Coalition for Low Income Housing to strengthen the program and broaden its scope.

\$78,333 1994-1995

OTHER

Bay Area Organizing Committee
Three-County Community Organizing Project
San Francisco, CA

This multi-issue, multiracial organizing project mobilized faith-based organizations and trade unions to address community concerns in Marin, San Francisco and San Mateo Counties. The project trained community leaders to play an active role in the political process on issues such as the naturalization process and anti-immigrant campaigns, home ownership for low-income persons, neighborhood security, and job development and training.

\$65,000 1994

Other Grants

EMERGENCY RELIEF

In addition to grants within the major program areas, Rosenberg Foundation also awarded emergency relief grants in response to major natural disasters in 1994 and 1999. In February 1994, the Foundation approved six grants to organizations serving low-income and immigrant victims of the Northridge earthquake in Southern California. The earthquake resulted in widespread property damage and homelessness, requiring immediate relief measures as well as long-term recovery assistance.

Asian-Pacific American Legal Center of Southern California Legal assistance to the Asian-American community Los Angeles, CA	Los Angeles Center for Economic Survival Tenants' rights advocacy and earthquake counseling for tenants in private and HUD housing Los Angeles, CA	\$20,000	\$10,000
California Community Foundation Los Angeles Earthquake Recovery Fund Los Angeles, CA	Public Counsel Emergency relief legal services, including booklets on earthquake recovery issues for nonprofits, childcare centers and family day care providers, multilingual assistance on FEMA coverage Los Angeles, CA	\$10,000	
Center for Human Rights and Constitutional Law Production and distribution of the "Immigrants' Guide to Earthquake Assistance" Los Angeles, CA		\$5,000	\$20,000
Korean Youth and Community Center Earthquake relief services for limited-English- speaking Korean immigrants Los Angeles, CA		\$15,000	

In January 1999, the Foundation approved three grants to provide emergency relief to low-income victims of the freeze in the San Joaquin Valley. Unusually cold weather in December 1998 destroyed much of the citrus crop in the southern valley, and created widespread unemployment among farmworkers and packing house workers who depend on citrus work in the winter. The Foundation's support helped the Freeze Relief Coalition in Fresno and Tulare Counties provide critical assistance to food banks and other local agencies.

Food Link Visalia, CA	\$10,000
United Way of Tulare County Tulare, CA	\$25,000
United Way of Fresno County Fresno, CA	\$15,000



Philanthropy

GOAL: Private philanthropy that is effective, responsive and accountable.

STRATEGIES: Build and sustain a strong and diverse infrastructure within the sector; protect the advocacy rights of nonprofit organizations.

The economic prosperity and technological progress of the past 50 years have contributed to a dramatic increase in the number and size of foundations and the wealth they control. At the same time, foundations are being challenged by cutbacks in government and the growing complexity and intractability of the issues foundations and their grantees address. In an effort to improve the performance of private philanthropy, the Rosenberg Foundation allocates approximately 3 percent of its annual granting to the continuing support of a national and regional structure of organizations promoting responsive philanthropy and to special projects protecting the effectiveness of philanthropy and examining its role in a changing society. During 1994-1999, the Foundation made 84 grants for general support and special projects to promote effective philanthropy (a total of \$480,520).

CONTINUING SUPPORT

Asian Americans/Pacific Islanders
in Philanthropy
San Francisco, CA

Asian Americans/Pacific Islanders in Philanthropy promotes increased awareness among grantmakers of the needs of Asian-American and Pacific Island communities and increased representation of Asian Pacific Islanders in philanthropy.

\$1,000 1999

Council on Foundations
Washington, D.C.

The Council on Foundations is a national organization comprised of 1,900 foundations and other grantmakers, whose mission is to promote foundations and effective grantmaking. Rosenberg Foundation has been a member of the Council since 1962.

\$27,570 1994-1999

Foundation Center
New York City

The Foundation Center collects information about foundations and their grants, and makes the information accessible to grantseekers, grantmakers, government agencies, researchers, policy makers and the general public. The Center publishes directories on foundations, corporate giving programs, and grantmaking charities, and provides collections to libraries and resource centers throughout the country. The Center also operates five reference libraries in the U.S. and provides materials and consultation to more than 200 cooperating libraries, including 19 in California. Rosenberg Foundation has provided basic operating support to the Center since 1972 and its San Francisco library since 1977. In 1999, the Foundation also contributed to the relocation and expansion of the San Francisco library of the Foundation Center.

\$127,000 1994-1999

Grantmakers for Children,
Youth and Families
Washington, D.C.

Grantmakers for Children, Youth and Families is a national group of foundations and corporate grantmakers promoting awareness among grantmakers of needs and effective programs serving children, youth and families.

\$6,000 1994-1999

Grantmakers Concerned
with Immigrants and Refugees
Chicago, IL

Grantmakers Concerned with Immigrants and Refugees, originally a project of the New York Community Trust and currently sponsored by the Donors' Forum of Chicago, promotes greater awareness among grantmakers of the needs of immigrants and refugees and of related public policy issues.

\$5,000 1994-1999

Hispanics in Philanthropy
Berkeley, CA

Hispanics in Philanthropy is a national organization that advocates for increased philanthropic support of Latino communities and greater representation of Latinos within private philanthropy.

\$20,000 1994-1999

Independent Sector
Washington, D.C.

Independent Sector (IS) is a national leadership forum and coalition of approximately 800 voluntary organizations, foundations and corporate giving programs. IS promotes understanding and support for giving, volunteering, and not-for-profit initiatives through policy advocacy,

research, publications and strengthening the leadership capacity of the sector. Rosenberg Foundation has been a member of Independent Sector since 1980.

\$15,350 1994-1999

National Committee
for Responsive Philanthropy
Washington, D.C.

The National Committee for Responsive Philanthropy (NCRP) promotes openness and accountability in private philanthropy by monitoring the performance of philanthropic institutions and advocating for their responsiveness to the needs of disadvantaged communities. Rosenberg Foundation has supported NCRP since 1983.

\$25,000 1994-1999

Neighborhood Funders Group
McLean, VA

The Neighborhood Funders Group (NFG) is a national network working to expand awareness and foundation support of projects to strengthen the social and economic fabric of low-income communities. In recent years, NFG has formed working groups to increase involvement and partnership efforts to respond to the needs of rural communities and to strengthen the relationship of organized labor and the community.

\$1,000 1999

Philanthropy

Northern California Grantmakers San Francisco, CA

Northern California Grantmakers (NCG) is a regional association of 140 foundations, corporate giving programs and other private grantmakers, operating in the San Francisco Bay Area. NCG works to strengthen the effectiveness of philanthropy and to promote collaboration among funders on a wide range of issues. Rosenberg Foundation has supported NCG and its predecessor organizations continuously since 1975, and has contributed leadership and grants to several collaborative programs sponsored by NCG. Since 1975, the Foundation has supported the Emergency Fund, a revolving load fund for social service agencies whose program operations are in jeopardy due to delays in payments of government contracts or grants, and the Summer Youth Project since 1983.

\$18,600	1994-1999
\$15,000 (Youth)	1994-1999
\$ 6,000 (Emergency)	1994-1999

Women in Philanthropy Washington, D.C.

Women and Philanthropy is a national organization promoting expanded funding for programs that benefit women and girls and increased leadership opportunities for women within philanthropy. Rosenberg Foundation has provided support to Women in Philanthropy, and its predecessor organization, Women and Foundations/Corporate Philanthropy, since 1976.

\$5,000 1995-1999

SPECIAL PROJECTS IN PHILANTHROPY

Alliance for Justice Washington, D.C.

The Alliance for Justice is a membership organization of 48 public interest law and advocacy organizations. The Alliance sponsors projects to expand access to the justice system and to protect the advocacy rights of nonprofit organizations. In response to the sweeping efforts by the 104th Congress to restrict the legislative advocacy of nonprofit organizations, through the "Istook Amendment" and other measures, the Alliance analyzed Congressional proposals and mobilized nonprofit organizations to defend themselves. The Alliance also has sponsored a Nonprofit Advocacy Project using publications and workshops to increase understanding among foundations and their grantees regarding the advocacy rights in current law.

\$57,000 1996-1999

Independent Sector Washington, D.C.

Contributions to the expenses of the Independent Sector Annual Conferences in Seattle (1996), Denver (1998), and Los Angeles (1999).

\$17,000 1996-1999

National Charities Information Bureau, Inc. New York City

Partial support of an initiative to develop standards of practice and accountability among nonprofit organizations.

\$20,000 1994-1995

National Committee for Responsive Philanthropy Washington, D.C.

Partial support of the research and dissemination of a study of the relationship between conservative philanthropy and think tanks.

\$7,500 1997

Northern California Grantmakers San Francisco, CA

Contribution to the expenses of the Host Committee for the 1995 Council on Foundation's Annual Conference in San Francisco.

\$3,000 1994 - 1995

Partial support of the Northern California Citizenship Project and its collaboration of nonprofit service providers, public agencies and private and community foundations to promote the naturalization of elderly and disabled immigrants who would otherwise lose public benefits. With the generous assistance of the Emma Lazarus Fund, the leadership of the San Francisco Foundation and the contributions of many private and community foundations, nearly 50,000 immigrants received naturalization assistance in 11 Bay Area counties.

\$10,000 1997

Partial support of a Communication Project to assist grantmakers to understand how they are perceived by policy makers and the general public and to develop communications strategies that will improve public understanding of private philanthropy and its contribution to society.

\$1,000 1997

Support Center for Nonprofit Management (now Compass Point Nonprofit Services) San Francisco, CA

Partial support of the 1999 San Francisco Conference on Public Policy and Nonprofits. More than 200 nonprofit agencies attended to discuss the implications for nonprofits in San Francisco of recent developments, including the expansion of "Sunshine" requirements, a living wage ordinance, and union organizing within the nonprofit sector.

\$5,000 1999

The Tides Center (The Volunteer Project) San Francisco, CA

Partial support of the publication of *Voices from the Heart: In Celebration of America's Volunteers*, which promotes volunteers and volunteering in the nonprofit sector.

\$2,000 1997

The Union Institute Washington, D.C.

Partial support of a project analyzing emerging issues and trends facing nonprofits such as campaign finance reform, tax reform, privatization, competition between for-profits and nonprofits, accountability and public interest advocacy. The project monitors federal and state legislative proposals and developments within the nonprofit sector and society, convenes nonprofit leaders, and publishes reports on challenges to the sector and its operations.

\$85,000 1998-1999

Applying for a Grant

The Rosenberg Foundation is governed by a board of 11 directors, elected for three-year terms, who serve without compensation. Proposals are reviewed by Foundation staff and acted on by the board of directors at meetings throughout the year. The Foundation generally does not itself operate programs but makes grants to private, nonprofit organizations and public agencies to carry out projects in the Foundation's priority areas.

The directors of the Foundation regularly review the changing needs and opportunities in California and the implications of the changing role of government. The directors have established three program areas in which the Foundation accepts grant requests:

- **The changing population of California:** those activities that promote the full social, economic and civic integration of immigrants and minorities into a pluralistic society.
- **Family poverty:** those activities that improve the economic security of low-income and working families, create access to the economic mainstream, or address the causes of poverty among families in California.
- **Child support reform:** those activities that increase economic security for children, particularly those from low-income families, through the reform of the child support system in California.

Within these program areas, the directors must act selectively to ensure that the Foundation's limited resources are used most effectively. Grants are made for new and innovative projects that are designed to achieve specific and lasting improvements in public social policy, and that appear to have the greatest feasibility and significance in creating institutional reform or models for public policy reform. The Foundation will pay particular attention to projects sponsored by groups they are designed to serve.

Except for certain grants in the field of philanthropy and for projects outside the state that directly benefit California, Rosenberg Foundation generally does not fund programs outside California. The Foundation's policies preclude grants to continue or expand projects started with funds from other sources. The Foundation does not make grants to individuals, for scholarship or endowment purposes, for fund-raising events, for construction or acquisition of property, for direct service programs, or for basic operating expenses of ongoing programs. The Foundation makes grants to purchase equipment, publish materials, or produce films only when such grants are a necessary part of a larger policy project supported by the Foundation.

Those wishing to apply should submit a letter of inquiry describing the proposed project, the purpose and activities of the sponsoring agency, and estimated budget. The Foundation will request additional and specific information if it determines that a project significantly advances public policy within one of the three major program areas.

All letters of inquiry to the Foundation should be addressed to:

Kirke Wilson, President
 Rosenberg Foundation
 47 Kearny Street, Suite 804
 San Francisco, CA 94108-5528

Correspondence also can be sent via e-mail (rosenfdn@rosenbergfdn.org). Additional information about the Foundation and its grants is available on its Web site: www.rosenbergfdn.org.

Other Information

All corporate and program records are maintained at the Foundation office, 47 Kearny Street, Suite 804, San Francisco, CA 94108-5507.

Accountant	Charles E. Fuller, CPA, San Francisco
Auditor	Louie and Wong LLP, San Francisco
Bank	Wells Fargo Bank, San Francisco
Custodian	The Bank of New York, New York City
Investment Counsel	Wentworth, Hauser & Violich, San Francisco
Investment Managers	Asset Management Associates, Palo Alto New Enterprise Associates, Menlo Park The Investment Fund for Foundations, Charlottesville, Virginia
Legal Counsel	McCutchen, Doyle, Brown & Enersen, San Francisco

Financial Statements

INDEPENDENT AUDITOR'S REPORT

To the Board of Directors of The Rosenberg Foundation:

We have audited the accompanying statements of financial position of the Rosenberg Foundation (a California corporation, private foundation) as of December 31, 1999 and 1998, and the related statements of activities and cash flows for the years then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Rosenberg Foundation as of December 31, 1999 and 1998, and the changes in its net assets and its cash flows for the years then ended in conformity with generally accepted accounting principles.

We conducted our audit for the purpose of forming an opinion on the basic financial statements taken as a whole. The Supplemental Schedule of Grants and Supplemental Schedule of Investments for the year ended December 31, 1999 are presented for the purposes of additional analysis and are not a required part of the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respect in relation to the basic financial statements taken as a whole.

LOUIE & WONG LLP

Treasurer's Message

The goal of the Foundation's investment policies is to maximize the resources available to support charitable activities.

R OSENBERG FOUNDATION, LIKE MANY INVESTORS, has shared in the remarkable growth of stock market values in the six years covered by this report. At the end of 1999, the Foundation endowment had reached \$74.4 million, an increase of 108 percent over the \$35.7 million endowment at the end of 1993. During the same period, the Foundation's grants have increased by 135 percent from \$1.7 million in 1994 to a projected \$4 million in the current year. While most of the growth was the result of investment, Rosenberg Foundation also has received generous contributions from Helen Sloss Luey, the daughter of Frank Sloss, who served many years on the Foundation board, and from the estate of Martha Faull Lane and the Ben Goldberger Trust.

The goal of the Foundation's investment policies is to maximize the resources available to support charitable activities. The directors of the Foundation have adopted an expenditure policy that dedicates part of the inflation-adjusted increase in asset values to current grants as well as to a reserve for future grants. The expenditure policy has served us well and has consistently resulted in a payout greater than the 5 percent minimum required by federal law. At current asset levels, the Foundation payout for 2000 will exceed 6 percent.

The Rosenberg Foundation endowment is supervised by a Finance Committee of the Foundation board, which establishes investment policies and supervises the performance of the Foundation's investment managers. The core endowment of the Foundation is managed by the San Francisco investment firm Wentworth, Hauser and Violich and is invested in a diversified portfolio of equities and fixed-income securities. The Foundation also

allocates a small portion of the port-folio to specialty managers, including one who invests in international equities and four venture capital partnerships. The Finance Committee meets periodically with the core manager to review investment performance. While delegating authority for individual investment decisions to outside managers, the directors retain ultimate responsibility for investment policy. The current members of the Foundation board understand that the future charitable effectiveness of the Foundation depends on the careful stewardship of the Foundation's assets.

JAMES M. EDGAR
Treasurer, 1998 - 1999

Financial Statements

STATEMENTS OF FINANCIAL POSITION
DECEMBER 31, 1999 AND 1998

	1999	1998
ASSETS:		
Cash	\$ 1,561,389	\$ 1,446,039
Investments (Note 2):		
Common Stocks	42,072,735	43,842,812
Bonds and notes	19,357,969	12,310,469
Mutual funds	8,743,040	6,449,969
Partnerships	2,330,493	909,720
Total investments	72,504,237	63,512,970
Receivables and other	366,662	253,131
Total assets	<u>\$74,432,288</u>	<u>\$ 65,212,140</u>
LIABILITIES:		
Grants payable (Note 6)	\$ 2,642,490	\$ 2,478,512
Other liabilities	36,046	47,664
Total liabilities	<u>2,678,536</u>	<u>2,526,176</u>
NET ASSETS (Note 3):		
Unrestricted:		
Principal Fund	64,929,978	57,402,713
Reserve Fund	6,510,200	4,970,200
Total unrestricted	71,440,178	62,372,913
Temporarily restricted	313,574	313,051
Total net assets	<u>71,753,752</u>	<u>62,685,964</u>
Total liabilities and net assets	<u>\$74,432,288</u>	<u>\$ 65,212,140</u>

See notes to financial statements.

STATEMENTS OF ACTIVITIES
YEARS ENDED DECEMBER 31, 1999 AND 1998

	1999	1998
INCOME FROM INVESTMENTS:		
Dividends	\$ 1,277,303	\$ 1,099,593
Interest	1,064,276	805,370
Partnerships	-10,516	-28,073
Total	2,331,063	1,876,890
OTHER ADDITIONS	3,755	40,746
EXPENSES:		
Administrative:		
Administrative salaries	-225,931	-217,524
Employee retirement payments (Note 4)	-74,924	-71,086
Beneficial payments (Note 3)	-34,990	-35,136
Other administrative expenses	-126,033	-108,497
Total administrative	-461,878	-432,243
Federal excise tax (Note 5)	-103,073	-69,728
Total	<u>-564,951</u>	<u>-501,971</u>
INCREASE IN UNRESTRICTED NET ASSETS BEFORE GRANTS AUTHORIZED AND CHANGE IN MARKET VALUE OF INVESTMENTS	1,769,867	1,415,665
GRANTS AUTHORIZED (Note 6)	-3,695,730	-3,084,369
CHANGE IN MARKET VALUE OF INVESTMENTS:		
Realized	8,332,805	1,889,533
Unrealized	2,866,804	9,354,351
Investment counsel and custodian fees	-206,481	-183,853
Net	10,993,128	11,060,031
CHANGE IN UNRESTRICTED NET ASSETS	9,067,265	9,391,327
CHANGE IN TEMPORARILY RESTRICTED NET ASSETS:		
Change in value of Twentieth Century Giftrust	523	-90
Change in net assets	9,067,788	9,391,237
NET ASSETS:		
Beginning of year	62,685,964	53,294,727
End of year	<u>\$ 71,753,752</u>	<u>\$62,685,964</u>

See notes to financial statements.

STATEMENTS OF CASH FLOWS
YEARS ENDED DECEMBER 31, 1999 AND 1998

	1999	1998
CASH FLOWS FROM INVESTING ACTIVITIES:		
Dividends, interest and investment distributions	\$ 2,421,401	\$ 2,028,808
Proceeds from sales of investments	15,105,875	5,475,797
Purchases of investments	<u>-13,088,651</u>	<u>-4,005,228</u>
Net	<u>4,438,625</u>	<u>3,499,377</u>
CASH FLOWS FROM OPERATING ACTIVITIES:		
Grants paid	-3,527,997	-2,171,977
Expenses paid	-795,278	-690,407
Other	<u>15,746</u>	<u>15,746</u>
Net	<u>-4,323,275</u>	<u>-2,846,638</u>
CHANGE IN CASH	115,350	652,739
CASH:		
Beginning of year	<u>1,446,039</u>	<u>793,300</u>
End of year	<u>\$ 1,561,389</u>	<u>\$ 1,446,039</u>

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 1999 AND 1998

1. GENERAL INFORMATION

Rosenberg Foundation (the "Foundation") is a private, grant-making foundation established by the will of Max L. Rosenberg. The Foundation makes grants to charitable organizations for new and innovative projects in California relating to children and families in poverty and to the changing population of California. The Foundation occasionally operates projects directly. All net assets are unrestricted with the exception of the Adolph Rosenberg Trust Fund and the Twentieth Century Giftrust which are temporarily restricted (Note 3).

2. ACCOUNTING POLICIES

The Foundation presents its financial statements on the basis of unrestricted, temporarily restricted and permanently restricted net assets. At December 31, 1999 and 1998, the Foundation had no permanently restricted net assets.

The financial statements are prepared using the accrual basis of accounting. Unconditional grants are recorded when authorized. Investments in stocks, bonds and notes, and mutual funds are recorded on the settlement date and are stated at quoted market value; investments in limited partnerships are stated at the fair value as determined by the general partner.

Preparation of financial statements in conformity with generally accepted accounting principles requires the Foundation to make estimates and assumptions that affect the reported amounts of assets and liabilities, and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

3. NET ASSETS

The Principal Fund is used for all operating activities of the Foundation except as described below.

The Reserve Fund represents that portion of the net assets designated by the Foundation's Board of Directors to be used for future grants. The amount is determined by a formula based on the percentage increase in the market value of net assets over the percentage increase in the Consumer Price Index.

Temporarily restricted net assets include the Adolph Rosenberg Trust Fund (the "Fund") (carrying value of \$312,452 at December 31, 1999 and 1998) and a present interest in an irrevocable trust, invested in shares of Twentieth Century Giftrust (the "Trust"). Beneficial payments are made to qualifying former employees of Rosenberg Brothers & Co. At the conclusion of these payments, the Fund shall become unrestricted. The trustee of the Trust shall reinvest all net income in additional shares of the Trust and shall pay over the trust estate and

accumulated income to the Foundation at maturity, in the year 2138. The value of the Trust was \$1,122 at December 31, 1999 and \$599 at December 31, 1998.

4. RETIREMENT PLAN

The Foundation provides retirement benefits for all regular full-time employees through an annuity contract with the Teacher's Insurance and Annuity Association. Retired employees not covered by this plan receive retirement payments as authorized by the Board of Directors.

5. FEDERAL EXCISE TAX

The Foundation is subject to excise tax on investment income and capital gains, reduced by expenses relating to the production of investment income. The excise tax rate was 1% in 1999 and 2% in 1998.

6. COMMITMENTS

Grants authorized includes grants payable over a two-year period.

Future minimum rental payments for the Foundation's office are \$35,000 annually with Consumer Price Index adjustments through 2000.

7. ADDITIONAL FINANCIAL INFORMATION

The change in net assets is reconciled to cash flows from operating activities for the years ended December 31, 1999 and 1998 as follows:

	1999	1998
Change in net assets	\$ 9,067,788	\$ 9,391,237
Adjustments to reconcile change in net assets to cash flow from operating activities:		
Income from investments and other additions	-2,230,283	-1,890,074
Change in market value of investments - realized and unrealized	-11,199,609	-11,243,884
Changes in operating assets and liabilities:		
Receivables and other	-113,531	12,277
Grants payable	163,978	887,392
Other liabilities	<u>-11,618</u>	<u>-3,586</u>
Cash flows from operating activities	<u>\$ -4,323,275</u>	<u>\$ -2,846,638</u>

Supplemental Schedule of Grants

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99
			Grants Authorized	Grants Canceled	
ACLU Foundation of Northern California, Inc. 1663 Mission Street, #460 San Francisco, California 94103	Language Rights Project		\$ 100,000		\$ 100,000
ACLU Foundation of Southern California P. O. Box 26907 1616 Beverly Boulevard Los Angeles, California 90026	Proposition 187 Litigation	\$ 25,000	50,000		50,000 \$ 25,000
Alliance for Justice 2000 P Street, N.W., #712 Washington, D.C. 20036	Non Profit Advocacy Project		20,000		10,000 10,000
Applied Research Center 3781 Broadway Oakland, California 94611	Welfare Strategy Conference		10,000		10,000
Asian Americans/Pacific Islanders in Philanthropy 225 Bush Street, 5th floor San Francisco, California 94104	1999 Program		1,000		1,000
Asian Law Caucus 720 Market Street, #500 San Francisco, California 94102	Garment Worker Advocacy and Reform Project	70,000	70,000		105,000 35,000
Asian Pacific American Legal Center of Southern California 1145 Wilshire Blvd., 2nd floor Los Angeles, California 90017	Garment Workers' Rights Project	120,000			80,000 40,000
Association for Children for Enforcement of Support 2260 Upton Avenue Toledo, Ohio 43606	California Child Support Enforcement Project	37,500	90,000		82,500 45,000
California Association for Microenterprise Opportunity 655 - 13th Street, Suite 203 Oakland, California 94612	Public Education/ Practitioner Development Project	60,000	90,000		90,000 60,000

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99
			Grants Authorized	Grants Canceled	
California Budget Project 921 11th Street, #502 Sacramento, California 95814	Living Wage Project	25,000	162,500		75,000 112,500
California Coalition for Rural Housing Project 926 J Street, #422 Sacramento, California 95814	Welfare Reform and Rural Housing Project	37,500			37,500
California Food Policy Advocates 116 New Montgomery St., #536 San Francisco, California 94105	California Community Food Stamp Initiative	112,500			75,000 37,500
California Human Development Corporation 3315 Airway Drive Santa Rosa, California 95403	Census 2000 Project	21,734			21,734
California Reinvestment Committee 474 Valencia Street, #110 San Francisco, California 94103	Insurance Community Reinvestment Project		50,000		25,000 25,000
California Rural Legal Assistance Foundation 2424 K Street, 2nd floor Sacramento, California 95816	Temporary Foreign Worker Project	37,500	150,000		75,000 112,500
Catholic Legal Immigration Network, Inc. 564 Market Street, #416 San Francisco, California 94104	Affidavit of Support Requirements and Public Charge Standard		50,000		25,000 25,000
Center for Law & Social Policy 1616 P Street, N.W., #150 Washington, D.C. 20036	Child Support Assurance Project	97,281			97,281
Center on Policy Initiatives 4004 Kearney Mesa Road San Diego, California 92111	Temporary Employment Industry Research Project		75,000		75,000

Supplemental Schedule of Grants

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99
			Grants Authorized	Grants Canceled	
Children Now 1212 Broadway, #530 Oakland, California 94612	Child Support Reform Project	85,000	184,000		131,000
Children's Advocacy Institute 926 J Street, #709 Sacramento, California 95814	Child Support Assurance Project	52,719			52,719
Coalition for Humane Immigrant Rights of Los Angeles (CHIRLA) 1521 Wilshire Boulevard Los Angeles, California 90017	Day Labor Organizing Project	30,000			30,000
	Domestic Workers' Association	30,000	70,500		65,250
Consumers Union 1535 Mission Street San Francisco, California 94103	Electronic Benefit Equality and Access Project		66,440		66,440
Council on Foundations 1828 L Street, N.W., #300 Washington, D.C. 20036-5168	1999 Program		6,100		6,100
Employment Law Center of Legal Aid Society of San Francisco 1663 Mission Street, #400 San Francisco, California 94103	Welfare Advocacy Project		300,000		75,000
					225,000
Equal Rights Advocates 1663 Mission Street, #550 San Francisco, California 94103	CalWorks Monitoring Project	107,500			75,000
					32,500
Farmworker Justice Fund 1111 19th Street, N.W., #1000 Washington, D.C. 20036	Guestworker Project	37,500	220,000		92,500
					165,000
Food Link P. O. Box 1544 7427 West Sunnyview Visalia, California 93291	Emergency Freeze Relief		10,000		10,000
The Foundation Center 79 Fifth Avenue New York, New York 10003	National and Bay Area Programs San Francisco Library Relocation		18,000		18,000
			25,000		25,000

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99
			Grants Authorized	Grants Canceled	
Grantmakers Concerned With Immigrants and Refugees c/o Donors Forum of Chicago 208 S. La Salle Street, #740 Chicago, Illinois 60604	1999 Program		1,000		1,000
Grantmakers for Children, Youth & Families 815 - 15th Street, N.W., #801 Washington, D.C. 20005-2201	1999 Program		1,000		1,000
Harriett Buhai Center for Family Law 4262 Wilshire Boulevard, #201 Los Angeles, California 90010	Child Support Reform Project	105,000	107,500		158,750
					53,750
Hispanics in Philanthropy 2606 Dwight Way Berkeley, California 94704	1999 Program		2,500		2,500
Human Services Network, a project of Community Partners 1125 West 6th Street, #302 Los Angeles, California 90017	Welfare Reform: Monitoring, Tracking and Education Program	36,500	95,000		76,500
					55,000
Immigrant Legal Resource Center 1663 Mission Street, #602 San Francisco, California 94103	NACARA Technical Assistance Project Family Immigration Advocacy and Education Project	35,500			35,500
			140,000		35,000
					105,000
Independent Sector 1828 L Street, N.W. Washington, D.C. 20036	1999 Program Annual Conference		3,750		3,750
			10,000		10,000
Korean Immigrant Workers Advocates of Southern California 3465 West 8th Street Los Angeles, California 90005	Koreatown Worker Organizing Project	20,000	40,000		40,000
					20,000

Supplemental Schedule of Grants

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99
			Grants Authorized	Grants Canceled	
Labor Project for Working Families Institute of Industrial Relations 2521 Channing Way, #5555 Berkeley, California 94720	Labor-Community Conference		10,000		10,000
Lawyers Committee for Civil Rights of the San Francisco Bay Area 301 Mission Street, #400 San Francisco, California 94105	Immigrant and Refugee Rights Project	30,000	120,000		60,000
Los Angeles ACORN of the Institute for Social Justice 1010 Flower Street, #215 Los Angeles, California 90015	Workfare Workers Organizing Project	50,000	50,000		75,000
Los Angeles Alliance for a New Economy (LAANE) 548 South Spring Street, #630 Los Angeles, California 90013	Subsidy Accountability Project	25,000	40,000		65,000
Media Alliance 814 Mission Street, #205 San Francisco, California 94103	Raising Our Voices Training Project	25,000	25,000		37,500
Multicultural Education, Training and Advocacy, Inc. (META) 785 Market Street, #420 San Francisco, California 94103	Protecting the Educational Rights of Immigrant Children	75,000	115,000		112,500
National Center for Youth Law 405 14th Street, 15th floor Oakland, California 94612	Child Support Enforcement Project	120,000	255,000		182,500
National Committee for Responsive Philanthropy 2001 S Street, N.W., #620 Washington, D.C. 20009	1999 Program		7,500		7,500
National Council of La Raza 1111 19th Street, N.W., #1000 Washington, D.C. 20036	Immigration Policy Project	45,000			30,000

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99
			Grants Authorized	Grants Canceled	
National Immigration Law Center of the National Immigrant Legal Support Center 3435 Wilshire Boulevard, #2850 Los Angeles, California 90010	Immigrant Workers Project	200,000			50,000
National Women's Law Center 11 Dupont Circle, #800 Washington, D.C. 20036	Child Support Enforcement Project	250,000			187,500
Neighborhood Funders Group 6862 Elm Street, #320 McLean, Virginia 22101	1999 Program		1,000		1,000
Northern California Grantmakers 116 New Montgomery Street Suite 742 San Francisco, California 94105	1999 Program Summer Youth Project		4,500		4,500
	Emergency Fund Committee		2,500		2,500
			1,000		1,000
Pacific News Service of the Bay Area Institute 660 Market Street, #210 San Francisco, California 94101	New Valley Media	40,000			40,000
Persephone Productions 1612 N. Hartford Street Arlington, Virginia 22201	To The Contrary Child Support Reporting		80,000		40,000
Planning for Elders in the Central City 1370 Mission Street, 3rd floor San Francisco, California	Homecare, Empowerment, Research and Organizing Project		50,000		25,000
Public Counsel 601 South Ardmore Avenue Los Angeles, California 90005	Welfare Reform/ Job Training and Vocational School Monitoring Project	37,500	90,000		82,500
Public Media Center 466 Green Street, #300 San Francisco, California 94133	Child Support Reform Initiative	20,000			20,000

Supplemental Schedule of Grants

Grant	Purpose	Grants Payable 12/31/98	1999		Grants Payable 12/31/99	
			Grants Authorized	Grants Canceled		
Rosenberg Foundation 47 Kearny Street, #804 San Francisco, California 94108	Child Support Reform	26,023			6,207	19,816
	ARNOVA Conference	1,638		1,638		
	Latino Strawberry Growers	2,117		2,117		
Rural California Housing Corporation 3120 Freeboard Drive, #201 West Sacramento, California 95691	Park Village Farm Project		50,000		25,000	25,000
Sacramento Valley Organizing Community 3263 1st Avenue Sacramento, California 95817	Solano County Welfare Reform Project	30,000	85,000		72,500	42,500
San Francisco Conference on Public Policy and Non-Profits, a Project of the Support Center/NDC 706 Mission Street, 5th floor San Francisco, California 94103	San Francisco Conference on Public Policy and Non-Profits		5,000		5,000	
Strategic Actions for a Just Economy 2636 Kenwood Avenue Los Angeles, California 90007	Welfare-to-Work Banking Project		75,000		75,000	
The Tomas Rivera Center 1050 North Mills Avenue Claremont, California 91711	Naturalization Project	20,000			20,000	
The Union Institute 1710 Rhode Island Avenue, N.W., #1100 Washington, D.C. 20036	Nonprofit Support Project	12,500	50,000		25,000	37,500
United Way of Fresno County 4270 N. Blackstone Avenue, #212 Fresno, California 93726	Emergency Freeze Relief		15,000		15,000	
United Way of Tulare County 1975 S. Blackstone Tulare, California 93274	Emergency Freeze Relief		25,000		25,000	

Grant	Purpose	Grants Payable 12/31/98	1999		Grant Payments	Grants Payable 12/31/99
			Grants Authorized	Grants Canceled		
Urban Institute, The 2100 M Street, N.W. Washington, D.C. 20037	Immigration and the Changing Face of Rural California	60,000	158,940		60,000	158,940
	Unintended Consequences of Immigration Reform		10,000		10,000	
	Distribute Child Support Research Data Driven Answers to California Child Support Debate		10,000		10,000	
			90,000		45,000	45,000
Western Center on Law and Poverty, Inc. 3701 Wilshire Boulevard Los Angeles, California 94018	Monitoring and Analyzing California's Welfare-to-Work Policies	200,000			100,000	100,000
Women and Philanthropy 1015 - 18th Street, NW, # 202 Washington, D.C. 20036	1999 Program		1,000		1,000	
Working Partnerships USA 2102 Almaden Road, Suite 107 San Jose, California 95125	Temporary Worker Employment Project	25,000	50,000		50,000	25,000
TOTAL		\$2,478,512	\$3,695,730	\$3,755	\$3,527,997	\$2,642,490

Supplemental Schedule of Investments

Shares	Description	Market Value	Cost
Common Stocks			
18,900	Albertsons Inc.	\$ 609,525	\$ 645,750
32,400	American Home Products Corp	1,271,700	114,634
17,000	Anheuser-Busch Companies, Inc.	1,204,875	739,092
13,500	AT&T Corporation	685,969	324,450
40,000	Automatic Data Processing Inc.	2,155,000	271,050
986	AXYS Pharmaceuticals, Inc.	4,006	3,357
25,098	Bank of America Corporation	1,259,606	221,963
435	Be, Incorporated	9,923	2,610
8,000	Bestfoods	420,500	404,060
3,260	Caremark RX, Inc.	16,504	9,237
10,000	Carnival Corporation	478,125	449,566
12,500	Chevron Corporation	1,082,813	273,215
11,200	Coca-Cola Company	652,400	62,304
1,304	Com21, Inc.	29,259	3,465
20,000	Dun & Bradstreet Corporation, The	590,000	420,978
32,200	E M C Corporation	3,517,850	142,284
19,000	Emerson Electric Company	1,090,125	526,128
787	Epicor Software Corporation	3,984	4,352
9,400	Federal Home Loan Mortgage Corp	442,388	389,964
15,800	General Electric Company	2,445,050	136,151
2,250	Healthon/WebMD Corporation	84,375	7,842
10,000	Hewlett-Packard Company	1,137,500	648,100
15,000	Honeywell International, Inc.	865,313	621,848
1,042	IDEXX Laboratories Inc.	16,802	18,229
2,019	Innovasive Devices, Inc.	16,152	11,746
28,000	Intel Corporation	2,304,750	45,500
20,000	International Business Machines Corp.	2,157,500	264,100
11,000	International Flavors & Fragrances	413,875	577,848
20,000	Jacobs Engineering Group, Inc.	650,000	505,732
18,399	Johnson & Johnson Company	1,715,707	96,933
1,467	Juniper Networks, Inc.	498,780	1,565
12,300	Kimberly-Clark Corporation	804,881	707,597
4,521	Latitude Communications, Inc.	118,111	8,288
1,796	Lycos, Inc.	142,894	6,382
36,000	McDonalds Corporation	1,451,250	482,130
22,000	Microsoft Corporation	2,568,500	119,625
1,027	OPTA Food Ingredients, Inc.	3,209	4,964
10,848	Parametric Technology Corporation	293,574	11,231
6,693	Pharmacyclics, Inc.	276,086	24,905
30,000	Philip Morris Companies Inc.	690,000	575,700
20,000	Royal Dutch Petroleum Company	1,211,250	284,057
22,000	Time Warner Inc.	1,590,875	220,000
15,000	Total Fina S. A. ADR	1,038,750	601,860
20,000	USA Networks Inc.	1,105,000	509,246
32,000	Wal Mart Stores, Inc.	2,212,000	360,420
16,000	Williams-Sonoma Inc.	736,000	322,942
	Total	<u>\$42,072,735</u>	<u>\$12,183,400</u>

Par Value	Description	Market Value	Cost
Bonds and Notes			
\$2,500,000	U. S. Treasury Notes 7.125%, due 2/29/2000	\$ 2,509,375	\$ 2,503,340
2,000,000	U. S. Treasury Notes 6.75%, due 4/30/2000	2,006,875	2,002,992
2,000,000	U. S. Treasury Notes 7.75%, due 2/15/2001	2,034,375	2,031,671
2,000,000	U. S. Treasury Notes 8%, due 5/15/2001	2,045,625	2,044,464
1,000,000	U. S. Treasury Notes 6.125%, due 12/31/2001	997,813	1,007,080
1,500,000	U. S. Treasury Notes 5.75%, due 4/30/2003	1,472,344	1,498,960
500,000	Federal Home Loan Bank 5.905%, due 12/23/2002	489,687	508,928
1,000,000	Federal Home Loan Mortgage Corp 5.75%, due 7/15/2003	967,500	1,008,895
1,000,000	Federal National Mortgage Assn. 5.125%, due 2/13/2004	938,125	987,625
1,000,000	Nordstrom Credit Inc. 7.25%, due 4/30/2002	1,003,125	1,037,296
1,000,000	Associates Corp North America 6.97%, due 5/9/2002	1,000,000	1,031,612
1,000,000	CIT Group Holdings Inc. 6.15%, due 12/15/2002	972,188	1,016,905
1,000,000	General Motors Acceptance Corp 5.95%, due 3/14/2003	964,687	1,003,426
1,000,000	Wells Fargo Co. 6.625%, due 7/15/2004	978,125	988,882
1,000,000	Ford Motor Credit Co. 6.7%, due 7/16/2004	978,125	990,898
		<u>\$19,357,969</u>	<u>\$19,662,974</u>
Mutual Funds			
Shares			
379,464	TIFF International Equity Fund	\$ 5,153,123	\$ 4,142,250
38,470	Meridian Fund, Inc.	977,143	971,894
21,733	PBHG Growth Fund	1,029,694	333,627
67,080	Vanguard Index Small Cap Fund	1,583,080	1,396,361
		<u>\$ 8,743,040</u>	<u>\$ 6,844,132</u>
Partnerships			
	Asset Management Associates 1984	\$ 93,392	\$ 68,747
	Asset Management Associates 1989	290,753	175,226
	New Enterprise Associates III	19,649	92,609
	New Enterprise Associates VI	1,926,699	346,807
		<u>\$ 2,330,493</u>	<u>\$ 683,389</u>

CREDITS

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