

Haymarket

PEOPLE'S FUND

A Foundation for Change since 1974

Fall 2014

40th Anniversary Special Edition

Grantee Spotlight: Hispanic Black Gay Coalition of Boston

By Nora Ani Cameron

Hispanic Black Gay Coalition (HBGC), founded in 2009, was started out of the need for a better support system for the Black, Latino, and Latino lesbian, gay, bisexual, transgender and questioning (LGBTQ) community in Boston. Co-founder Corey Yarbrough discovered there were not as many groups dedicated to this work as there were in his former area of residency (D.C.), and, with co-founder Quincey Roberts, decided to start an organization that brought together members of this unique community. Upon realizing there were many more people in Boston with the same feelings and experiences, what started out as small gatherings at houses turned into structured events, a multitude of resources, and strongly backed services. As one of the few non-profit organizations in Boston working towards a mission of bringing together LGBTQ people of color, HBGC has evolved into an even more inclusive atmosphere with multi-generational programs and resources for both male and female, Black and Latino, and Native and Non-native English speakers.



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From the Director's Corner

Haymarket's 40th – More than a Milestone

Haymarket People's Fund has reached its 40 year pinnacle! This is no small achievement. We have moved



forward from our initial focus on the redistribution of wealth to our present focus on racial justice across the New England region. There won't be a party with a well-known guest speaker, honorees, or our signature great food. Well – not yet, anyway. Haymarket has been a trailblazer, and is still cutting edge in the philanthropic arena. We plan to tout our accomplishments, and launch a vital campaign to sustain our important and unique work. Haymarket's 4-year sustainability campaign entitled, "Sustaining Time, Treasure, and Talent" will provide opportunities for everyone.

- ◆ For those of you who have supported us in the past, there is an opportunity to build on a legacy of giving that will impact the movements beyond our years.

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Haymarket People's Fund

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Haymarket's Mission Statement

Haymarket People's Fund is an anti-racist and multi-cultural foundation that is committed to strengthening the movement for social justice in New England. Through grantmaking, fundraising and capacity building, we support grassroots organizations that address the root cause of injustice.

Haymarket's Vision Statement

Haymarket envisions a world free of racism and other oppressions:

Where peace and cooperation flourish

Where people are valued and respected for their gifts and able to bring their whole selves to humanity
Where vibrant communities thrive and different cultures are celebrated
Where abundant resources and opportunities are equally shared and distributed while honoring the earth and all within it.

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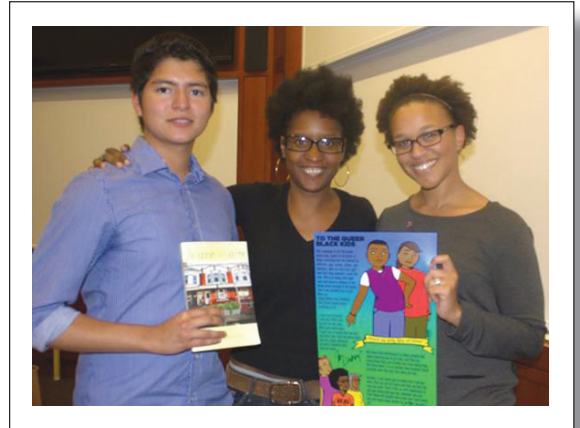
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Grantee Spotlight: Hispanic Black Gay Coalition of Boston

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Funding from Haymarket has gone to aid their new project, The New Leaders Institute (NLI), one of the stand-out programs HBGC has to offer. The NLI trains LGBTQ youth of color to become community leaders and social justice activists. During this 12 week program participants attend workshops where they learn skills of leading through empowerment and then utilize these to give back to their communities. HBGC's continual support of these participants leads them on to create groups and projects of their own. As Yarbrough puts it, "The goal of HBGC is to build self-sufficiency and equip LGBTQ people of color for leadership by putting the power into the hands of the oppressed, not the oppressors, to create the change for themselves that they want to see." One of his favorite events, the Annual Youth Conference, is the largest gathering of LGBTQ youth of color and their allies New England, offering youth the chance to lead their own workshops and teach each other.



In order to overcome the stigma that getting tested for HIV brings to LGBTQ individuals, HBGC has collaborated with Multicultural AIDS Coalition and Fenway Health to create the program Popular Opinion Leaders (POL.) POL trains youth and members of the community to bring knowledge of testing and services to their own circles in order to approach the medical information in a more comfortable and less clinical way. The goal is to make access to HIV testing less daunting to individuals and to use methods that make them feel less isolated. A lot of the work is done through social media campaigns and plays on current trends in order to peak the interest of community members. For example, HBGC recently started making "memes" on twitter to get across information on the frequency of testing for HIV. These tactics make the issues more approachable and create a bridge for youth and others to start a discussion on health awareness.

HBGC has many ways of incorporating diverse voices from the community beyond age. TOD@S In Action, an inter-agency collaboration, supports survivors of domestic violence among LGBTQ Black and Latino people. All of their services and information are available in both Spanish and English, giving those who would not normally be able to speak up and participate a voice. This bilingual center helps facilitate the discussion among all those who face these issues and makes sure no one is left out.

HBGC also creates a means for which a conversation between authority and those harmed by it can exist. Presented in conjunction with TOD@S, HBGC held it's 2nd Annual Advocacy Day last summer where it brought together the LGBTQ community with law enforcement and policy making officials to brainstorm ways the relationship between these groups could be improved. Hate violence by police overwhelmingly affects LGBTQ people of color compared to the general population. Advocacy Day helped those who face these challenges come forth and share their stories directly to police officers and politicians so they would have to hear and accept the reality of their struggles.

HBGC's work continues to arm the under-represented with knowledge, understanding, and empowerment to create a new movement of LGBTQ Black, and Latino people working towards a new future for themselves, controlled by themselves.

Before and after Ferguson, white people can...

By David Jenkins, Haymarket Board Member

The murder of teenager Michael Brown by a police officer in Ferguson Missouri on August 9, followed by the outcry of Black voices and the military-style police repression that met them, has once again exposed the harsh reality of systemic racism. As a white person living in a country where police kill an unarmed Black man every 28 hours (<http://mxgm.org/>), I offer this reflection for white people in my life and those connected to Haymarket. While racism and police brutality directly attack people of color, the fight to end it is our fight too. If we're looking for a place to start or a framework to share with others, here are some contributions we can make.

- ◆ We can **give resources** in an ongoing way to organizations led by people color fighting for racial justice and against racist policing and incarceration. For example, the Organization for Black Struggle (<http://www.obs-ontheforce.org/>) in St. Louis is now in Ferguson supporting residents to dig in and organize. Here in New England, Haymarket grantees including Youth Against Mass Incarceration (YAMI) in Boston and Providence Youth Student Movement (PRYSM) are leading the fight.
- ◆ We can stop when we see police dealing with people of color, take out our phones, and **film the police**.
- ◆ We can **challenge police practices** in our own and neighboring communities. This includes supporting groups already calling for accountability measures, such as the creation of civilian review boards, an end to "stop and frisk" practices, or mandatory body cameras on officers. We can also begin to demand the destruction of wartime military equipment that our states, cities and towns now own.
- ◆ We can listen, read and **reflect on racism and white privilege** in America, including the revolting privilege to be silent in the face of rampant police brutality and the state murder of a child.
- ◆ We can raise our voices up to **educate our white friends, colleagues and family** about what's happening in Ferguson now and the racism that's endemic to the institutions and culture of this country, so much so that it has seeped into ourselves.

Many of us are already deeply committed to justice work. Within that, there is no place for issue-based organizing in which we ignore the dynamics of race and racism.

Without racial justice there can be no economic, health, climate or environmental justice. For example, if we work to create green spaces, but we haven't taken a strong stand against racial profiling and stop and frisk, then our efforts in fact promote public spaces in which people of color will be targeted for state violence. If we work for public health and against air pollution, we can no less ignore the fact that Eric Garner, a Black man who repeatedly cried, "I can't breathe" as NYPD officers choked him to death in July, suffered from asthma, an epidemic for people of color in cities across this country, including cities in New England.

Many, if not all, "issues" can be unpacked and connected in this way because white supremacy is at the foundation of this country and racism is at the root injustice. It is a system of oppression that took centuries to setup and is taking centuries of struggle to dismantle.

Therefore, we cannot be silent, inactive or ignorant.

We can, and we must, use our resources, our bodies and our relationships to stand with those facing police violence and work to end racism.



Artist: Michelle Sayles

*Our collective will is the force that can
break us through these barriers
that now restrain us*

Haymarket's 40th Anniversary

The road to becoming an anti-racism / social change foundation

- 1974** Haymarket People's Fund was founded by radical white people with wealth who were visionary, challenging the status quo of the United States moneyed class, creating a model of philanthropy that upended definitions of traditional charity.
- ◎ Haymarket forms its first six (6) state funding boards and distributes \$40,000 in grants to groups such as the Ad Hoc Attica Committee, Indochina Peace Campaign, and Farm-Labor Organizing Committee, and to the Jamaica Plain Tenants Action group, now known as City Life/Vida Urbana. This organization is going strong 40 years later!
- 1979** The Funding Exchange was founded by Haymarket and a half-dozen "alternative" foundations around the country to consolidate their growing resources and provide a national office to further advance the alternative philanthropy movement (<http://fex.org/about-us/history>).
- 1983** Haymarket creates the Coordinating Council as a representative governing body for the organization.
- 1988** Haymarket develops new Affirmative Action policy based on Funding Exchange recommendations.
- 1992** Staff unionizes with the United Auto Workers, due to relevant worker rights organizing of UAW members during this time. There is historical relevance to the 1886 Chicago labor strike the "Haymarket Affair" that led to the creation of the 8-hour work day, and inspired the naming of Haymarket People's Fund.
- ◎ First Executive Director is hired.
- 1994** Haymarket celebrates 20 years and gives out 20 grants of \$20,000 (20/20 Initiative).
- ◎ Big Red Dot exercise identifies organizational inequities and imbedded racism.
- 1996** Staff and two donors attend People's Institute for Survival and Beyond workshop, considering this a resource. Opportunities are explored.
- ◎ Newly-hired fundraiser of color, indicates race needs to be dealt with, co-produced a study entitled "Report on Fundraising in Communities of Color". She shares the perception that People of Color in Haymarket are recipients of resources, not givers.
- 1997** Personnel / Diversity Committee discusses role of inherited wealth donors. This comes up in other committees. A donor representative discusses this with other wealthy donors.
- ◎ Outcomes of Haymarket Annual Meeting determine the need for continuing work on class and other isms.
- 1998** Haymarket creates the Undoing Racism Committee whose role is the leadership of the anti-racism work.
- ◎ Haymarket begins interviews and hires the People's Institute for Survival and Beyond to conduct Undoing Racism™ workshops around the region with staff, Board members, grantees, and donors.
- 1999** Haymarket's Coordinating Council makes a long-term commitment to become an actively anti-racist organization, and begins working with the People's Institute for Survival and Beyond.
- ◎ Haymarket and the Boston Women's Fund start the Women of Color Fundraising Institute, and the first class of 18 participants.
- 2000** People's Institute shares its experience that in order for an organization to transform into an anti-racism organization, People of Color and whites had work to do – separately. Caucusing began. Participants separated by categories of race into separate caucuses.

- 2002** Haymarket reaches an impasse, and the Undoing Racism™ workshops stop. Relationship with the People's Institute is limited to a few staff and members trying to continue the process themselves via the Undoing Racism Committee.
- ⊙ Haymarket organizes a successful campaign to raise major gifts from donors specifically to support the anti-racism process.
- 2003** Re-engagement of the People's Institute and ChangeWorks in "Organizational Change" process.
- ⊙ Undoing Racism Committee abolished, since this work must permeate all aspects of the organization.
 - ⊙ Leadership Team was developed with People of Color only to learn about taking a rightful place in the leadership of this process changing everything for whites – looking at what it means to honor and allow People of Color to have leadership.
 - ⊙ Caucuses shift from racially-divided groups to a People of Color and a white caucus. The ultimate learning curve emerges with a great deal of struggle and tension.
- 2004** Haymarket turns 30!
- ⊙ Co-Director model comes out of dynamic People of Color leadership within "Organizational Change" process.
- 2006** Coordinating Council becomes Haymarket's Board of Directors.
- ⊙ Haymarket merges six (6) state funding boards into one (1) Regional Funding Panel, with representation from each state in the region. changing from two (2) funding cycles annually, to one (1) per year. Anti-racism grantmaking criteria is put into effect.
- 2007** White Co-Director resigns after carefully implementing a transition plan to ensure transfer of People of Color leadership. Five-year strategic plan and organizational priorities created at Haymarket Annual Meeting.
- 2008** Organizational restructuring occurs, revealing the extent to which anti-racism principles could guide an intense process and be upheld via participants.
- ⊙ Haymarket's first woman of color Executive Director resigns after developing the leadership of her successor.
- 2009** A new Executive Director of color takes the helm amidst organizational and national economic shifts preventing a full transitional process.
- 2011** 35th Anniversary celebration!
- ⊙ Organizational strategic planning begins, as well as national support for "A Shared Vision" a grantee movement building initiative.
- 2011** First Annual Grantee Gathering in Collaboration with Episcopal City Mission's Burgess Fund
- ⊙ Haymarket began involvement with Social Justice Funders Network
- 2012** Second Annual Grantee Gathering in Collaboration with Episcopal City Mission's Burgess Fund
- 2013** Third Annual grantee gathering in Collaboration with Episcopal City Mission's Burgess Fund
- 2014** Introduction to Community University, a process to deepen Haymarket's anti-racism work, The Courage to Change published

Citizens Respond to a Current and Ongoing Conflict: Israel and Palestine

Joyce C. Rawitscher, Organizer

Israel/Palestine Peace Group of Northeastern Connecticut, Storrs, CT

In August 2013, Haymarket gave an emergency grant of \$1,000 to the Israel/Palestine Peace, Education and Action Group of Northeastern Connecticut, located primarily in the Mansfield/Storrs area. The money was used to support four performances of Athol Fugard's, "The Island", by a troupe of actors from the Jenin Freedom Theatre in the West Bank. Gary English, a Professor of Drama at the University of Connecticut/Storrs, has acted as a consultant to the Theatre for several years. The Haymarket grant enabled the Jenin troupe to present the production at one of UConn's theatres. It was exceptionally well attended and greatly appreciated by the audiences. The effort was done in partnership with Friends of the Jenin Freedom Theatre, based in New York City. The local peace group raised a total of \$5,000 for the Theatre.

The Israel/Palestine Peace Group of Northeastern Connecticut has existed for almost six years. During this time it has sponsored over thirty public, educational programs that have featured speakers from Israel and the West Bank, Middle East scholars, and representatives from organizations whose purpose is to educate about the conflict and to work toward a just and peaceful resolution. The Group meets annually with the area's Congressman, participates in delegations to Connecticut Senators, and collaborates whenever possible with such other organizations as the Tree of Life Conferences, the UConn Chapter of Students For Justice In Palestine (SJP), and Jewish Voice For Peace. Members of area churches, a synagogue, and the University of Connecticut Islamic Center have been significantly involved.

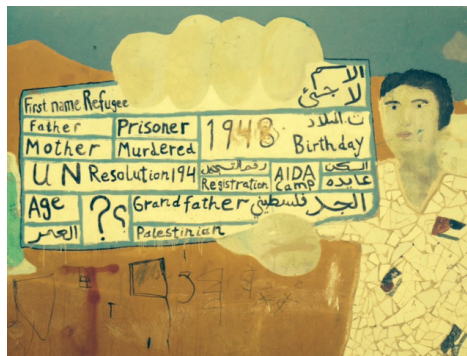
This past summer the Group was greatly concerned about Israel's fifty-one day assault on Gaza, called "Operation Protective Edge", and sponsored three demonstrations during that period. The devastation wrecked on Gaza is made explicit in the figures below, which were primarily obtained from the organization, If Americans Knew.

First, about Gaza: it is an area of approximately 40 square miles and a population of 1.8 million, 44.7 percent of whom are under the age of fourteen. It is one of the most densely populated areas in the world and, because of Israel's continuing control of its borders and airspace, has been called the "world's largest open air prison". From July

18 through August 26, 2014 Gaza endured its fourth Israeli military assault in eight years. The asymmetrical nature of the assault can be seen in the following figures:

	Israelis	Palestinians
Total killed:	73 (7% civilians)	2,191 (76 % civilians)
Children killed:	1	527
Injured:	2,354	11,231
Homes damaged:	15	61,800
Made homeless:	4	108,000
Buildings damaged:	3 schools 2 synagogues 0 hospitals	220 schools 278 mosques 62 hospitals
Estimated cost of total damage:	\$210 million	\$7.8 billion

For the past seven years, Gaza has been under an Israeli blockade that has wrecked its economy, degraded its infrastructure and put extreme stress on its quality of life, with limited access to potable water and electricity. As can be imagined, "Operation Protective Edge" did even more damage to an already stressed area, let alone to the emotional well-being of Gazans.



Picture provided by American Jews for a Just Peace

Throughout the years Gazans have placed a high value on education. Their literacy rate approaches 95 percent. Elementary schools operate in two shifts in order to accommodate the number of children. In Gaza there are eight universities, colleges and community colleges. However, Gazan students are not permitted to travel and study in the West Bank, where there are many more post-secondary institutions. Indeed, for the most part, they are not permitted to study abroad, even when offered scholarships from first rate American and European universities. If they do

leave Gaza, they cannot be certain of being permitted to return.

In spite of all this, Palestinians maintain a vibrant non-violent resistance movement and maintain hope that the conflict will result in a peaceful and just resolution. The purpose of the Israel/Palestine Peace Group is to support them in their efforts, to provide opportunities for Palestinian voices to be heard, and to educate Americans as to the complicity of the U.S. government in the situation.

The Israel/Palestine Peace Group is especially grateful to the Haymarket Fund for its support.

VOLUNTEERS



Born and raised in Jamaica Plain, Nora Ani Cameron is a current senior at Boston Latin School and a former Seevak Summer Fellow at Haymarket People’s Fund. Nora’s passion for human rights and social justice are what brought her into the world of grassroots non-

profits. With strong roots in her Middle Eastern heritage, she strives to help foster unity, peace, and understanding in a new generation of youth in the East and the West. Her goals range from overcoming stereotypes to creating a movement of awareness and acceptance among her peers and elders. Nora also has a strong drive to study Environmental issues and how sustainability can be improved upon in countries all over the world. She hopes one day to be able to combine her dreams of travel, research, and humanitarian efforts to further our planet in the right direction.

This summer Nora was able to facilitate the creation of Haymarket’s annual docket and interview current Grantees of her interest. In learning more about the work many different organizations do she was able to expand her knowledge on the goals and functions of non-profits. Haymarket provided her with a strong base in skills needed to move ahead in a competitive work environment and put her all into her interests. “It was one of the most informative experiences of my life. I didn’t just learn about organizations; I learned about people. Listening to the struggles, passions, and dreams of so many talented and driven individuals was inspiring. It reminded me of why I care about the things I do. If I want to actually impact change I can’t sit on the sidelines, I have to be out there doing it!”

Nora’s prospective future plans are to major in Environmental Science and Middle Eastern/Arabic Studies at a college to be determined this coming spring.

WAYS TO GET INVOLVED!

You too can enjoy the rewarding experience of volunteering with Haymarket, and having a significant impact in your community. Simply email Jaime at Jaime@haymarket.org to learn about involvement with the New England Regional Funding Panel, or Karla at knicholson@haymarket.org about Haymarket’s Board of Directors. Participation is needed from CT, NH, RI, VT.

WAYS TO GIVE!

- I/We want to support Haymarket People’s Fund’s Grantees!
 - I/We have enclosed a check payable to Haymarket People’s Fund
 - Here’s my contribution of \$1,000 \$500 \$100 \$50 Other \$_____
 - I/We want to be a sustainer. Please charge \$_____ to my credit card each month
- Please charge my Visa Master Card Amex

Account # _____ Expiration Date _____ Signature _____

In addition please contact me for the following: Gifts of Securities Planned Giving I have named Haymarket in my will

Name _____

Address _____

City _____ State _____ Zip _____

Email _____ Phone Number _____



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- ◆ Current supporters can challenge your current giving levels to contribute above and beyond by giving more individually or by pooling your gifts with others to strengthen our grantees community organizing work.
- ◆ We no longer want to be a well kept secret, become a Haymarket ambassador and help spread the word about our grantees work. Contact us to get more information about getting involved.

Through supporting Haymarket, you can:

Grow Haymarket's endowment in order to secure our relevant work for the future.

1. Support current grantmaking and programmatic work at a sustainable rate, as Haymarket unfolds plans to build and grow a stronger and more viable philanthropic organization.
2. Help with the sustainability of operations to maintain the ability to grant resources within New England communities.
3. Increase donor engagement and participation of People of Color through capacity building and professional development opportunities.

The essence of Haymarket's "Change not Charity" slogan can truly be realized with your support!

Contact Haymarket's Development Department at jennifer@haymarket.org to learn more.

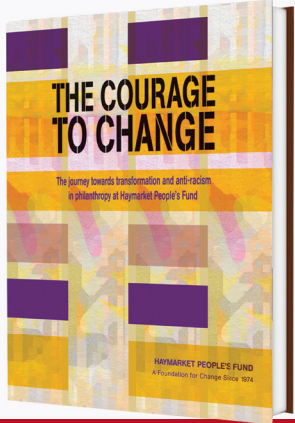
We look forward to celebrating the sustainability of our future with all of you once we've reached our goal!

address service requested

SUSTAINING GRANTS DEADLINE:
WEDNESDAY, DECEMBER 3rd, 2014
at 5:00PM

UPCOMING EVENTS
4th Annual Grantee Gathering
SATURDAY, NOVEMBER 15, 2015
Haymarket People's Fund /
Episcopal City Mission
Organized and facilitated by
Haymarket's Regional Grantees to build
a stronger network and collaborate on
Movement Building in New England.
9:00am to 2:00pm
To register contact Jaime Smith at
jaime@haymarket.org or
617-522-7676 x115

THE COURAGE TO CHANGE
Book Launch!



JANUARY 24, 2015
Hartford and
New Britain,
Connecticut
Additional
locations
and times
to be announced

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