



EDWARD W. HAZEN FOUNDATION

The Edward W. Hazen Foundation, a private foundation established in 1925, is committed to supporting organizing and leadership of young people and communities of color in dismantling structural inequity based on race and class.

BACKGROUND

Since its founding, the Edward W. Hazen Foundation has had a focus on young people, but with a variety of approaches over the years. The Foundation has supported international fellowships, published volumes on religion and values in higher education, focused resources on juvenile justice, education, career counseling, community service, and youth leadership.

It is 30 years since Hazen began supporting work in the nascent fields we now call education organizing and youth organizing. During the 1990's and early 2000's, Hazen provided early support for emergent groups adopting the tools of organizing and applying them to education issues and across multiple issues with young people as leaders. The Foundation developed initiatives to build their capacity and to connect them to additional resources through the co-creation of funding vehicles, including Communities for Public Education Reform which raised and distributed over \$32M to education organizing groups over 6 years and Funders Collaborative on Youth Organizing which continues to provide support through both capacity initiatives and direct grants.

As the field became more sophisticated, in the early to mid-2000's, Hazen, in partnership with the field, began seeking greater clarity on impact and outcomes to improve practice in the field and build the case for support by funding several seminal studies of education organizing and youth organizing.

In 2009, the Foundation made an intentional shift in the articulation of its mission to center more explicitly on race as the basis of oppression. During this period, the

Foundation created a new funding initiative that provided 4 years of sustained funding, paired with access to technical assistance to build the ability of grantees to undertake effective racial justice organizing.

Organizations are driving campaigns that are directly aimed at issues of systemic and structural inequities such as policing reform and privatization of education, and refocusing ongoing organizing efforts to name race. Today, Hazen continues to support grassroots organizations that develop the capacity of adults and young people of color to generate sophisticated analyses of their experiences, to identify issues and conditions central to oppression, to build power, and to drive change.

RIISING TO MEET THE FIELD

The results of the 2016 elections have marked a dramatic shift on the social and political landscape. This election was mobilized large number of voters through politics of hate, and promises to implement those politics through policies.

- Fahd Ahmed, DRUM

We need to focus on changing the conditions that foster violence and trauma. And that's how we will transform our communities and uplift our voices. This has not, and shall not, stop us. It has only empowered us.

- Edna Chavez, Community Coalition, speaking at the March for Our Lives

This moment requires bigger, bolder thinking. There is good work happening. It is just that people are rubbing pennies together and they are not able to try new things, bring projects to scale, have flexible resources. It is hard to even know what is possible because they have not been resourced at the level they need to be to deal with the problems.

- Rashad Robinson, Color of Change and Hazen trustee

The country is in a “movement moment” in which public attention is on issues central to the Foundation’s mission. Issues central to structural racism –discriminatory policing, mass incarceration, punitive school discipline, immigrant detention and deportation, privatization of education and other public systems – have been brought into the national consciousness.

Across the country, young people of color, their families, and communities are rising up to challenge racist, homophobic, and xenophobic sentiment. For Hazen’s grantees, the rhetoric and actions in this moment are not new, although the broad public attention may be.

Youth of color are taking leadership through formations such as Black Lives Matter, Dreamers, #NeverAgain, and the LGBTQ movement, and their understanding of the intersectional as well as structural contours of oppression are entering the national dialogue. There have been meaningful victories – new policies that bring restorative practices into schools to replace punitive discipline policies, Deferred Action for Childhood Arrivals, increasing recognition of the rights of transgender people, and more. But perhaps more significant than any single win, young people have demanded that race be at the center of the public debate.

Every day, we see young people putting their futures and bodies on the line in the fight for justice. With so much at stake, they understand that this is a moment to take action, not to give in. Their courage and determination has led the Foundation to consider how we rise to meet them in the struggle.

Hazen believes that our fundamental support of organizing for racial justice is needed now, perhaps more than ever. We understand that this moment presents tremendous challenges, but also unique opportunities, and have determined that now is the time to put resources into the hands of the communities that must be in the forefront of the struggle.

As a result, the board of directors have determined to go all in, to spend out the full endowment of the Foundation over the next several years.

WHAT WE HOPE TO ACHIEVE

What can be done through this short burst of energy and resources that can lead to institutionalized power, a voice to be reckoned with.

- Charles Fields, James Irvine Foundation and Hazen Trustee

In this moment, our communities are confronting assaults to their rights and dignity on all fronts – race, immigrant status, gender, sexual orientation and more – the time is now to forge new strategic collaborations that advance the work and a justice agenda while building a grassroots base.

- María Brenes, InnerCity Struggle

The Hazen Foundation seeks as its legacy a youth of color centered movement for racial justice that is ever more compelling and sustainable as it strengthens its practices, innovates, and expands its reach and power.

- Because we believe that transformational change only takes hold when it is driven by those most affected, we will support the development of a new generation of young leaders with the skills and capacity to transform their communities and control the conditions of their lives.
- Because we know that creative, resilient organizations are critical to a strong movement, we will support grassroots organizations to effect change in the present moment, to sustain their work over time, and to continue to innovate, grow, and build power into the future.
- Because we understand the need for a connected and aligned movement, we will assist in the development of a more robust ecosystem of formal and informal organizations that seek to continually expand their networks of relationships with allied organizations and movements.

WHAT WE WILL DO

The current time has created what feels like an impossible balancing act, trying to build up our defense and at the same time create space to effectively be on the offensive. It is also a time of deep reflection to consider how we got here and the need to strengthen organizational relationships to build stronger and more diverse coalitions.

- Kesi Foster, Make the Road New York

The only way our communities will be able to create change is going to be local organizing work. Projecting that things will get worse before they get better, now we should focus on organizing that is accelerating change in localities.

- Cristina Jimenez Moreta, United We Dream and Hazen trustee

We use deep inquiry, listening, and relationship building to unearth the barriers to empowerment, which usually uncover past trauma and coping mechanisms that impede solidarity and/or collective thinking.

- Maisie Chin, CADRE

Because we understand that, in order to truly transform conditions for youth and communities of color, all issues must be understood as interconnected, Hazen will support **youth organizing across a range of issues** and organizing that may not be issue specific.

Also, at a time when public education is under attack, we will continue the Foundation's long-standing support of **organizing by students, parents, and communities for educational justice**.

Hazen will continue to focus resources on organizations embedded in communities and grounded in the experiences of young people of color and seek change that transforms the conditions of their lives. Our intention is to provide grantee organizations with the resources to do their work, take risks, try new strategies and practices, deepen relationships, and build new ones.

Further, we will support work that seeks to build the field, beyond the group of organizations we will be able to support directly, that develops and disseminates learning, raises up new voices, or creates connections across identity or place.

Understanding that our aspirations are larger than the Foundation's means, we will continue our practice of engaging with peers in philanthropy in order to bring new and expanded resources to the field, either through aligned funding, formal collaborations, or individual foundation strategies. In support of that objective, we will institute a deeper communications strategy to bring attention to the work and the underlying issues confronting young people of color.

Further, it is our intention to interrogate our own practices during this period in order to better align them with our values and goals. Just as we are looking to the field to question what it means to do work that is truly transformational, at Hazen, we will seek to learn about and attempt to operationalize anti-oppressive practices through our systems and interactions with the field.

In terms of grantmaking, the majority of funding will go to grassroots organizations as multi-year, general operating support. It is our hope that this will give organizations the space to breathe, think, and consider how to strengthen strategies and innovate practices. We will seek a range of groups; organizations of differing sizes, constituencies, and reach, but all with a shared commitment to learning, deepening and challenging their current methods, and an appetite for building power.

With the remaining resources, Hazen will make funds available for grantees to build new muscles, test out strategies and tactics, pursue campaigns that have the potential to be transformational, and consider questions of infrastructure. Because we hope that such initiatives will have an effect that reaches beyond any single organization, these will require the participation of more than one group.

Foundation staff will seek out projects that can serve the broader field including and beyond the group of core grantees. Where possible, these will be in collaboration with other funders. We will also continue to make small grants for projects for which a quick infusion of resources could have a catalytic impact.

Finally, understanding the need for greater resources in the present and the imperative of building out support that can sustain beyond Hazen's lifetime, we will dedicate time and resources to engaging with peers in philanthropy through formal and informal collaboration.

HOW WE WILL KNOW WE ARE MAKING PROGRESS

Whatever we do that takes concrete action, that takes some level of risk and some level of investment and acknowledgement beyond what we would ordinarily do can have a ripple effect, depending on how substantive it is.

- Lori Villarosa, Philanthropic Initiative for Racial Equity and Hazen trustee

If we are looking to support bold and innovative work, we need to think less about what is the end point we want to reach at the end of our spend down, and more about what are the key ingredients that we want to invest in at this moment of time that we think show lots of potential to advance the field.

- Jenny Arwade, Communities United and former Hazen trustee

During 2019, we will develop specific indicators to determine whether our decisions are driving the results that we have intended. Because we know that the work must continue beyond the Foundation's lifetime, we will not be looking for an artificial end goal. Instead, we will look for signs that the organizations are deepening their work, learning, growing, and innovating. We will watch for new strategies and tactics that are leading to increased power. We will consider how organizations – both formal structures and informal groups of people – are connecting and building solidarity across identities and issues, and how we see young people are taking up leadership throughout the movement for racial justice.

TIMELINE

The final iteration of Hazen's funding will commence in 2019 and complete in 2023, a five-year period. A projected timeline is as follows:

2019

- Select first set of core grantees
- Begin to develop and fund field wide projects and also formal and informal funder engagement initiatives
- Partner with core grantees to identify further needs for individual organizations and the field: infrastructure, capacity, skills, etc.
- Develop indicators of progress
- Launch communications strategy
- Board/staff participation in collective learning on

2020

- Select second set of core grantees
- Partner with core grantees to identify further needs for individual organizations and the field: infrastructure, capacity, skills, etc.
- Continue activities to assist core grantees in increasing capacity of individual organizations and the field
- Continue to resource field wide and grantee driven projects, and funder engagement efforts
- Continue communications strategy

2021

- Continue activities to assist core grantees in increasing capacity of individual organizations and the field
- Continue to resource field wide and grantee driven projects, and funder engagement efforts
- Midpoint check in

2022

- Continue activities to assist core grantees in increasing capacity of individual organizations and the field
- Continue to resource Grantee Driven Projects, Field Opportunities, Funder Engagement
- Continue communications strategy

2023

- Continue to resource Grantee Driven Projects
- Continue communications strategy
- Continue Funder Engagement
- Close out grants

2024/2025

- Monitor final grants
- Final funder engagement efforts
- Other close out activities as identified