6-2-2013

Resist Steering Committee Meeting, June 2, 2013

Resist

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RESIST Board Meeting
June 2, 2013
MINUTES

In attendance: Ravi Khanna, Saif Rahman, Yafreisy Mejia, Jim O’Bien, Miabi Chatterji, Carol Schachet, Judy Hatcher, Jennifer Bonardi, Cynthia Bargar, Kay Mathew, Nisha Purushotham, Greg Pehrson.

1. Facilitated Discussion at Resist Board Meeting, Kevin Murray (facilitator)

The meeting began with a free-ranging discussion, facilitated by Kevin Murray, of issues raised by discussions involving a possible severance agreement with Robin Carton, whose last day as a staff member was May 3. Information and opinions were shared.

2. Working group formation

It was proposed and approved that henceforth the discussion will continue by forming an ad hoc committee, which would: a) identify a counsel and have a preliminary conversation about our rights and options and b) look at mediation options that exist. This is an ad hoc group and as of now, will have no specific timeframe, although we hope some progress will be made sooner than later. This new ad hoc committee’s charge is to identify and have a conversation with a lawyer, asking for recommendations about course of action and, to explore options of mediation. Then this group will come back to the Board with information. The agreement is—there is a limited nature of the ad hoc committee role, there is a specific set of functions. Four Board members volunteered to serve on this committee, Miabi, Judy (noting that she would not be available to work on it for the first two weeks), Carol (although, she expressed concern since she’s mentioned in the separation agreement as having received something and this is used to say it establishes “precedent”) and Jen.

Members of the personnel and executive committees will be available for questions.

Decision: An ad hoc committee is formed to talk to lawyer as soon as possible and bring back a proposal on options to the full board. The full Board needs to be engaged before August. It is also agreed that board members will speak directly with Robin about any RESIST matter, and that all communication be directly between designated board members and the attorneys.

2. Retreat Committee Update

No Egg, No Chicken Ad-Hoc Working Group (NENCWG) is proposing to bring one of the topics discussed during the retreat to each of the next few board meetings for further discussion and
decision. They would like to invite other board members to join the group. They do not see themselves as a committee, but rather a group of board members who meet to talk about some of the topic generated at the retreat, and to develop a framework for full board discussions at board meetings.

3. **Hiring Update/Proposal**

Staff made a proposal that we first open up the job to any internal candidate (staff or board member) who might be interested in applying, before opening the job for external candidates. Also that staff wanted to shift a couple of tasks around – Ravi would take over some of the financial management pieces that were in Robin’s job along with the charitable registration which he is already doing on an interim basis and Yafreisy will take on generating the financial reports for the Finance Committee and Board meeting.

At some future point staff would like to consolidate the accounting, financial management and other administrative functions into a new position.

There was some discussion around this being a time when the Board could discuss some staffing and structural changes and if we should wait to hire a permanent replacement. Also there was concern that Ravi taking on additional work may distract from him focusing on fundraising.

We would need to let anyone we hire now know that RESIST is going through a planning process which could impact on what jobs look like in the future. The person being hired would have to be comfortable taking the job with that understanding.

Staff feel that with Miabi just working three days a week they are having to take on extra work; they would like to see someone hired sooner than later.

There was concern that Ravi doing financial management not create a problem with the separation of duties we maintain. Staff and Jim are meeting with our auditors; they will make sure to raise this with Linda. Pending ok from Linda, Ravi can proceed to take this on in an interim basis.

**Decision:** The hiring can proceed, as long as the planning process, which includes staff and board structure, also proceed in a timely manner. We also decided to proceed with an internal search for the new position.

4. **Election of new president**
Miabi stepped down as Board Chair when she took on the interim staff position. Look for nominations or folks to self-nominate for Board Chair. No one stepped forward. It was decided that we will send out an email to the full board asking for nominations.
June 2013
Grant Decisions

Multi-Year Grants

Renewals

1. Civilian Soldier Alliance
2638 N. Charles Street, Baltimore, MD 21218 Sergio Espana 240/478-8193 www.CivSol.org
for the second installment of a multi-year grant to work with veterans and active-duty service members
to build a GI resistance movement towards a just foreign policy.

Decision: Full

2. Fuerza Unida
710 New Laredo Highway, San Antonio, TX 78211 Esmeralda Baltazar 210/927-2294 www.lafuerzauinida.org
for year two of multi-year funding to empower women workers and their families to achieve social,
economic, and environmental justice.

Decision: Full

3. Sand Mountain Concerned Citizens
P.O. Box 428, Ider, AL 35981 Wayne Cummins 256/657-6457 wcummins@farmerstel.com
year three of multiyear funding to organize against the growth of the corporate swine industry in densely
populated rural areas of Alabama and the surrounding states.

Decision: Full

New

4. Economic Justice Coalition
2092 Prince Ave., Athens, GA 30606 Linda Lloyd 706/549-1142 www.econjustice.org
to educate the community about economic disparities and to work towards implementing
living wage policies for all.

Decision: Full

Comments:
Only funded for one year. Had a tough year in 2012! Still doing good work.

5. Youth Art & Self-Empowerment Project

$4,000

$4,000

$4,000

$4,000

$4,000
to empower young people incarcerated in adult jails through artistic expression, political education and leadership development.

Decision: Full
Comments

General Support Grants
Central, Latin America and the Caribbean

6. St. Louis Inter-Faith Committee on Latin America $1,500
438 N. Skinker Blvd., St. Louis, MO 63130  Marilyn Lorenz-Weinkauff  314/721-2977  www.ifcl.org
for education and advocacy related to the poor and marginalized of Latin America, and to put a "human face" on the issues of immigration, investment/economic justice, intervention/militarization and

Decision: Partial
Comments:
Pending further look into their 501C-3 status. Have better references this year. Board had previous concerns around diversity, which seems to be marginally better. Faith in the Bible Belt is an important entrée to organizing.

Community Organizing/ Anti-Racism

7. Neighbor to Neighbor - Lynn $4,000
112 Exchange Street, Lynn, MA 01901  Lissy Romanow  781/598-6866  www.n2nma.org

to build the political and economic power of working class, multi-racial, and multi-ethnic community members and improve the quality of life in their communities.

Decision: Full
Comments:
Salary is high, but might be partially paid for work for N2N statewide. The parent organizing work is exciting. Receive good funding; we should not penalize them for good fundraising.

8. New Jim Crow Movement $1,000
8090 Atlantic Blvd., #B211, Jacksonville, FL 32211  Aleta Alston-Toure’  904/631-1674  www.withjusticepeace.weebly.com

to dismantle the prison pipeline and mass incarceration through direct action, policy change, and popular education.

Decision: Partial
Comments
A small grant will get them in our network. A nascent group—but making connection with good groups like Project South.
9. United Vision for Idaho
1912 W. Jefferson, Boise, ID 83702 Adrienne Evans 208/869-3131 www.uvidaho.org
to organize for a united vision of progressive public policies and change in one of the most conservative
regions in the country.
Decision: No
Comments:
References were very mixed. Proposal is vague. Seem to be doing lots of activities, but with no strategy or focus.
The reference from one funder is very negative - wonder if that's about something else. Some
community groups say work is good, but others don't. Still use the excuse of "Idaho is a very white state"
to justify not working in communities of color. Accomplishments are from a couple years ago.

Economic Justice

10. Alliance for Community Services
1020 W. Bryn Mawr, Chicago, IL 60660 Fran Tobin 312/401-1350
www.AllianceForCommunityServices.org
to educate and organize public aid recipients to form an alliance that can fight back against welfare cuts,
office closures and Illinois's fiscal austerity policies.
Decision: Partial
Comments:
Most of the references spoke specifically about the ED, Fran. Also, folks know them by other names, one being
Northside Action for Justice. Hope they know how to tailor some of the language around the
infighting. Judy Hatcher used to be a part of Rogers Park CAN, which is one of the names they are still known by.

11. Minnesota Arms Spending Alternative Project (MN-ASAP)
2720 E. 22nd Street, Minneapolis, MN 55406 Candice Quinn 612/817-2566 www.mnasap.org
to build political support to shift federal spending priorities from war to meeting essential needs in
Decision: No
Comments:
Simplistic application - seems they do not have reasonable/realistic goals (to change arms spending in the U.S. by
doing local presentations in Minnesota). They say that education alone will lead to change.
Don't make connections to other issues. References were good, but did not seem to know the group well.
Paternalistic language around working with youth. A lot of their activity is passive (billboards, etc).

12. Occupy Homes - Minnesota
911 West Broadway Ave, Minneapolis, MN 55411 Cat Salonek 763/245-8034 www.occupyhomesmn.org
to organize to defend our neighbors and community members from foreclosures and evictions.
Decision: Full
Comments:
Awesome work! Some of the critique of their work may stem from groups that are somewhat jealous of their
work. A Hell Yes Grant!

13. Occupy Our Homes-Atlanta
261 Fletcher Street SW, Atlanta, GA 30315  Rob Call 678/910-8559  www.occupyourhomesatl.org
for a group working on housing justice issues by building community through direct democracy and use of non-violent direct action to effect change.

Decision: Full
Comments: Awesome work.

14. Organized and United for Respect at Vanderbilt (OUR Vanderbilt)
1901 Lindel Ave., Nashville, TN 37203  Benjamin Eagles 615/939-4736  www.OURVandy.org
to support workers at the second largest private employer in the state of Tennessee, Vanderbilt University and Medical Center.

Decision: Defer/References
Comments:
Defer for more references. The two questions to ask folks for next reference rounds are around community involvement and is it worker led?

15. Welfare Warriors
2711 W. Michigan, Milwaukee, WI 53208  Pat Gowens 414/342-6662  www.welfarewarriors.org
to organize mothers and children in poverty to fight for economic justice for low-income families through actions as well as activist education.

Decision: Partial
Comments:
Difficult issue to work on and difficult constituency to work with. Unfortunately lots of groups working around this issue are running on fumes and are on the decline. It's not clear that they are more than their publication, but no one else will support the small amount of work they continue to do. Are one of the only voices on this issue in this state. Wisconsin is gutting services.

Environmental Justice

16. Global Justice Ecology Project
to build alliances among diverse organizations, amplify the voices of front line impacted communities and highlight root causes of social and economic injustice and ecological destruction.
Decision: No
Comments:
No sense of base. The groups they work with nationally are more exciting. Seem to continue to be mostly Anne and Orin. Have a great fundraising plan in place.

GLBTQ Rights

17. National Association of Black and White Men Together
P.O. Box 589, Hollywood, CA 90078-0589 Mark P. Behar 800-624-2968 http://www.nabwmt.org
to engage in educational, political, cultural, and social activities as a means of dealing with racism, sexism, homophobia and HIV/AIDS discrimination and other inequities in our communities and in our lives.
Decision: No
Comments:
Mostly events. References were not positive. The one positive reference was very personal, did not cite organizing or politicized work.

18. Trans Youth Support Network
P.O. Box 7625, Minneapolis, MN 55407 Katie Burgess 612/363-7574
www.transyouthsupportnetwork.org
to promote racial, social, and economic justice for trans youth, with the freedom to self-define gender identity and expression.
Decision: Full
Comments:
Leaders coming out of this network are phenomenal. They've been a network and are now trying to figure out what their niche is. The leadership initiative sounds great; they consulted with CTWO, BreakOUT, and others. Accomplishments feel concrete and relevant.

Health/AIDS/Disability Rights

19. Break the Chains: Communities of Color and the War on Drugs
918 Parker Street Suite A21, Berkeley, CA 94710 Deborah Small 646/529-6772
www.newdrugpolicy.org
to engage communities disproportionately impacted by punitive drug policies to fight to replace those policies with a system of effective drug control grounded in science, compassion, and human rights.
Decision: No
Comments:
Do not seem accountable to a particular community. Appears to be a one-woman show. Don't see direct action or base-building: more research and speaking engagements. Financially big for us. Get lots of
support. Good work, but not RESIST.

20. New Mexico Religious Coalition for Reproductive Choice
P.O. Box 66433, Albuquerque, NM 87193  Joan Lamunyon Sanford  505/890-1010  www.nmrsrc.org
to mobilize the collective influence of people of faith to shape public policies, laws and resources that
make reproductive health care affordable and accessible across New Mexico.

Decision: Full
Comments

21. Student Global AIDS Campaign
429 W. 127th St. 2nd Flr., New York, NY 10027  Amirah Sequeira  703/439-9369
www.studentglobalaidscampaign.org
for a network of students and youth committed to ending the AIDS pandemic through political advocacy
and direct action.

Decision: Partial
Comments:
Are a lot more radical than their application reflects. Amirah is a great organizer. They are definitely having good
communications around race and students who identify as positive. They are having some good internal discussions
around power.

Housing Justice

22. Standing Against Foreclosure and Eviction (SAFE)
6230 Beacon Ave. S, Seattle, WA 98108  Stephen Price  206.390.7125  safeinseattle.org
to bring together Seattle families facing bank foreclosure and eviction to build a movement for social and
economic justice, gender equality, and radical societal transformation.

Decision: Partial
Comments:
References are great! Website is up to date. Are new to housing justice work.

Immigration

23. Kentucky Dream Coalition
900 Humboldt Place, Unit 304, Louisville, KY 40208  Maria Karen Lopez  859/494-5075

$3,000
mariakaren1111@gmail.com
for a youth-led immigrant rights organization advocating for fair immigration policies through networking, community education and empowerment.

Decision: Partial
Comments:
Diversity Chart is not broken out! Reference from Bonifacio gives more details.

Middle East

24. New Yorkers Against the Cornell-Technion Partnership (NYACT) 2,000
Anna Calcutt 646/286-5319 http://nyact.net
For an ad-hoc coalition opposing the construction of a new campus between Cornell University and Technion-Israel Institute of Technology.

Decision: Partial
Comments:
No real finances! If they succeed, it will have huge (positive) repercussions

Prisoners Rights /Criminal Justice

25. Solitary Watch
P.O. Box 11374, Washington, DC 20008 Jean Casella 202/262-5122 www.solitarywatch.com
to end the use of solitary confinement in prisons, jails, detention centers, and juvenile facilities across the

Decision: Defer/References
Comments:
For more references

Womens’ Rights

26. The Prison Birth Project $4,000
P.O. Box 1253, Northampton, MA 01061 Anna Hendricks 413/863-2122 www.theprisonbirthproject.org
for a reproductive justice organization providing support, education, advocacy, and activism to women affected by the criminal justice system.

Decision: Full
Comments:
working within the system to take it down!

Technical Assistance Grants

27. BreakOUT! $500
1001 S. Broad Street, #217, New Orleans, LA 70125 Wes Ware 504/473-2651 www.youthbreakout.org
for a technical assistance grant to attend the Allied Media Conference in Detroit, MI as a way to gain new skills, strengthen political analysis and network with other progressive groups.

Decision: Full

**Emergency**

**28. Movement for Justice in el Barrio**

$500

1 W. 125th Street, 2nd Floor, New York, NY 10027  Juan Haro 212/561-0555

for an emergency grant request to quickly put together training sessions and subsequent press conference and protest in response to the new purchase of six buildings in "El Barrio" and hostile actions from the new buyer to displace tenants.

Decision: Full

**29. We Are Guahan**

$500

P.O. Box 23390, Barrigada, GU 96921  Audrey Ward 541/968-9706  www.weareguahan.com

for an emergency grant to oppose plans for a rapid US military expansion on Guam in response to escalating tension and fears of an attack from North Korea.

Decision: Full

**Total Number of Grants:**

21 general support grants; 5 multi-year grants; 1 TA grant; 2 emergency grants

**Total Amount**

$105,500

**Total Allocation for Cycle**

$49,750

**Total Grants:**

$45,000 regular grants; $16,000 multi-year grants; $500 TA grants; $1,000 emergency grants

**Total Allocated:**

$62,500

**Total # of Grants Allocated:**

15 general support grants; 4 multi-year grants; 1 TA grant; 2 emergency grants

**Total # of Grants**

22

**Deferred:**

OUR Vanderbilt, Solitary Watch

**Hell Yes! Grants:**

Youth Art & Self-Empowerment Project

The Board approved the grants overage of $11,250.00

**Not on the Agenda**

**June 2013**

1. Committee for Open Discussion of Zionism

80 CPW #15H, New York, NY 10023  Terri Ginsberg 212/580-8081  http://codzorg.net

for a group of scholars, attorneys and activists working to open up discussion and criticism of Israeli policies and Zionism by putting together a speakers bureau, supporting faculty, and maintaining an up-
to-date bibliography and filmography.

**Reason:** Most of the work is in the form of lectures and speakers bureaus. Are very supportive of the BDS campaign. Not much financial information. Applied to and were turned down by Grassroots International.

2. **Cultivating Intergenerational Leaders**
3719 Kansas Ave. NW, Washington, DC 20010  Jeremiah Lowery  240/475-4009
http://grandaspirations.org/summer/2012-programs

for a youth summer program seeking to engage low-income youth of color in food justice issues.

**Reason:** Seem to be a program of Grand Aspirations. By intergenerational they mean the youth will prepare lunch for seniors at the local senior center. Not much information on the diversity chart beyond the two program leaders. They give no demographics for the college students that will be "skill sharing" with the low-income youth of color, and no demographics on the actual youth participating in the program. Not really organizing.

3. **Lee's Rig Hub**
53 N Glenwood Avenue, #227, Minneapolis, MN 55403  Lee Hertel  612.237.1018

to provide creative, responsive, and effective syringe exchange, safer drug use education, as well as overdose recognition training and the resources to fight opiate-induced overdose deaths in Minnesota.

**Reason:** Virtually all of their work is collecting and giving out syringes. Work extensively with the MN Department of Health, WHO, AmFar, etc. Harm reduction model with good politics but is not organizing (yet). They make the important point that their constituents are given no legitimacy as social actors so coming together and accessing services may be an important first step.

4. **The Baltimore Indydependent Reader**
3637 Malden Ave., Baltimore, MD 21211  Corey Reidy  410/240-9627 indyreader.org

to continue creating an E-paper as a tool for building knowledge, infrastructure, and information centered around local social justice issues.

**Reason:** Not really organizing, they clearly identify themselves as being allies to groups that are organizing. Not very diverse.

5. **The Lavender Umbrella Project (TLUP)**
2802 Arbor St., Ames, IA 50014  Julia McGinley  515/450-1918 lavenderumbrella.org

to assist all people in developing healthy and positive concepts of gender identity and sexual orientation through education of service providers and direct services to youth.

**Reason:** Founded summer 2012. Mission is to train service providers: no plan to organize or provide follow-up to service providers. Say they are working with the other state-wide LGBTQ groups in Iowa but don't list any LGBTQ groups as references.

6. **Unwined Yoga**
P.O. Box 425822, Cambridge, MA 02142  Gesnel Gachelin  617/657-9453 unwinedyoga.org

to provide affordable yoga classes coupled with information on the benefits of healthy responsible drinking and the creation of a "collective grassroots fund".

**Reason:** Clearly a NO, but Miabi and Yafreisy will be attending one of their yoga classes to make sure RESIST is not missing out on some new radical way of bringing communities together. Wink, wink!

7. **Youth Education for Savings Consortium**
217 Tylerway Lane, Morrisville, NC 27560  Kimberly Knox  919/323-9974 www.yesconsortium.org

for a youth development organization focused on fostering personal financial wellness through financial literacy and life skills development.

**Reason:** Not organizing, have no political framework. A single person's (Kimberly Knox) project. The work centers on creating "successful and ultimately wealthy" youth and adults. There's no race or class analysis.
8. Decarcerate PA
P.O. Box 40764, Philadelphia, PA 19107 Layne Mullett 267/217-3372 www.decarceratePA.info
for an emergency grant to help defray the cost of the "March for a People's Budget, not a Prison Budget".
Reason: Not eligible for an emergency grant, but should come for a general support grant.

9. Queerocracy
105 Lincoln Rd. #5C, Brooklyn, NY 11225 Cassidy Gardner 603/381-0808 www.queerocracy.org
for an emergency grant to assist with court fees and arrest fines in connection to an action protesting the
sequester and subsequent cuts to AIDS programming and services.
Reason: Per our policies RESIST does not fund legal defense or litigation related expenses.
April 24, 2013

I have received and had the opportunity to read RESIST’s 2012
- audited financial statements
- IRS 990
- Form PC and
- NY charitable 500.

I approve these documents and do not have any changes or questions.

Ravi Khanna

Sait Rahman

Yafreisy Mejía

Miabi Chatterji

Robin Carton
Staff Meeting
5.8.13
Present: Miabi, Saif (facilitation), Ravi, Yafreisy (minutes)

Staff reviewed Robin’s transition tasks and noted things that had not been taken care of yet;

a. Saif will look into the password issue and will let us know when it’s up and running and will do a short training.

b. Ravi will make copies of the Audited Financial Statements and send them to a couple of folks who need them. Saif will upload it to the website.

c. Miabi will check to make sure references from April are all data entered into grant-o-matic

d. Sub-lease needs to be finalized

Staff talked briefly about the procedures manuals and deemed that it was appropriate to get by with what we have and going forward build on what we have. Robin informed Miabi that until the separation agreement was finalized she would not be doing any work on the manuals.

Grants@resist needs to get changed to forward to Yafreisy-Saif will do this. Saif will also take Robin off of the Board list serve.

Ravi and Saif will look into another IT person. Yafreisy and Ravi will work on the parking permits, including walking over and getting more clarity.

Ravi and Saif’s event in Seattle was a great success, they received about $5,000 in donations and that will hopefully double as the workplace matches from Microsoft come in. The best part was meeting our grantees-U.S. Women and Cuba Collaboration, Gender Justice and GI Voice. Ravi and Saif will be doing follow-up in the next week.

The hope is to do 5-8 more of these around the nation. Perhaps the next one will be in Detroit in connection with the Allied Media Conference. Ravi suggests we sit down at the next staff meeting and figure out who will be going to that. Saif will look into the program and bring information to help staff decide.

Saif really wants us to start using Google docs. But, first we need to figure out the logistics.

Meeting Adjourned

Next Staff meeting May 22nd. Yafreisy facilitates, Saif will take notes