

*The William
and Flora
Hewlett
Foundation*

1995

A N N U A L R E P O R T

*The William
and Flora
Hewlett
Foundation*

BOARD OF DIRECTORS

Walter B. Hewlett
Chairman
Menlo Park, California

William R. Hewlett
Chairman—Emeritus
Portola Valley, California

David Pierpont Gardner
President
Menlo Park, California

Robert F. Erburu
Los Angeles, California

James C. Gaither
Belvedere, California

Eleanor H. Gimon
Greenwich, Connecticut

Roger W. Heyns
Atherton, California
(deceased September 1995)

Mary H. Jaffe
Portland, Oregon

Herant Katchadourian, M.D.
Stanford, California

Walter E. Massey
Oakland, California
(through June 1995)

Arjay Miller
Woodside, California
(retired October 1995)

Loret M. Ruppe
Bethesda, Maryland

ADMINISTRATIVE STAFF

David Pierpont Gardner
President

Marianne Pallotti
*Vice President/
Corporate Secretary*

William F. Nichols
Treasurer

Raymond F. Bacchetti
Program Officer for Education

Barbara M. Barclay
*Program Officer for Performing
Arts*

Alvertha Bratton Penny
*Program Officer for Family and
Community Development*

J. Joseph Speidel, M.D.
Program Officer for Population

B. Stephen Toben
*Program Officer for Conflict
Resolution and for
Environment*

—————
Susan Alexander
*Manager of Grants
and Information Systems*

N. Elizabeth Dunfield
Accounting Manager

Roberta Green
Program Assistant

Patricia Gump
Administrative Assistant

Mary Shipsey Gunn
Program Assistant
(through July 1995)

Kara Kim
Program Assistant

Celia Lonborg
*Receptionist /
Staff Assistant*

Lien Nguyen
Program Assistant

Charlene E. Parker
Accountant

Lisa H. Sanders
Program Assistant

Fe P. Snider
Librarian

—————
Clint E. Smith
Senior Consultant
U.S.-Mexico Relations

Statement of Purpose

The Hewlett Foundation, incorporated as a private foundation in the State of California in 1966, was established by the Palo Alto industrialist William R. Hewlett, his late wife, Flora Lamson Hewlett, and their eldest son, Walter B. Hewlett. The Foundation's broad purpose, as stated in the articles of incorporation, is to promote the well-being of mankind by supporting selected activities of a charitable, religious, scientific, literary, or educational nature, as well as organizations or institutions engaged in such activities.

The Foundation concentrates its resources on activities in education, performing arts, population, environment, conflict resolution, and family and community development. Some subareas of interest to the Foundation are listed in the program descriptions that follow. Special projects outside these broad areas may from time to time be approved by the Board of Directors. Although the Hewlett Foundation is a national foundation, with no geographic limit stipulated in its charter, a proportion of disburseable funds has been earmarked for projects in the San Francisco Bay Area.

The Foundation has a strong commitment to the voluntary, non-profit sector. It will therefore assist efforts to improve the financial base and efficiency of organizations and institutions in this category. Proposals that show promise of stimulating private philanthropy are particularly welcome.

In its grantmaking decisions as well as in its interests and activities, the Hewlett Foundation is wholly independent of the Hewlett-Packard Company and the Hewlett-Packard Company Foundation.

Contents

Statement of Purpose	<i>iii</i>
President's Statement	<i>1</i>
Introduction to Programs	<i>14</i>
Conflict Resolution	<i>15</i>
Education	<i>26</i>
Environment	<i>45</i>
Family and Community Development	<i>56</i>
Performing Arts	<i>66</i>
Population	<i>78</i>
Special Projects	<i>90</i>
Interprogram Initiatives	<i>94</i>
Summary of 1995 Authorizations and Payments	<i>96</i>
Advice to Applicants	<i>97</i>
Financial Statements	<i>99</i>
Index	<i>107</i>

President's Statement

In 1995 the new K-12 initiative of the Foundation's *education* program took a major step forward when Chairman Emeritus William R. Hewlett pledged \$15 million over five years to the Bay Area School Reform Collaborative, a private nonprofit organization formed to advance public school reform in the six counties bordering San Francisco Bay. The Foundation added \$10 million of its own over the same period, with the total of both grants then generously matched one-to-one by the Annenberg Foundation. The resulting \$50 million is, in turn, to be matched one-to-one by other donors for a total program of school reform equaling \$100 million over a five-year period. This Hewlett-Annenberg Challenge Grant is expected to bring lasting and positive change to public schools by encouraging best practices in teaching and learning, high standards for every school's students and adult members, new systems to manage change, partnerships with key stakeholders, and the development of learning communities, especially among teachers.

In addition to and in coordination with this effort, the Foundation is seeking to sustain steady, continuous school renewal through the professional development of teachers and the strengthening of school site and district leadership. Grants in these areas helped local reform programs deepen their teacher development initiatives; enabled a public university to plan a major center for educational leadership; and assisted Bay Area colleges and universities in forming a consortium under the leadership of three California State University schools of education to develop and communicate to teachers best practices information.

The Foundation's granting activity in higher education again focused on broad social challenges as well as specific ones. The invitational program in pluralism and unity continues to respond to the crucial but often divisive issues of racial, religious, gender, and cultural differences in contemporary American society by supporting the efforts of universities and colleges to deal creatively, respectfully, and effectively with diversity. Related grants in 1995 included projects to pivot campus dialogue around artistic expression, to involve students in interracial community development off campus, and to develop undergraduates' skills in campus community building.

Interest in the overall learning environment for first- and second-year undergraduates in research-intensive universities has inspired considerable national debate, self study, and constructive action in recent years. Through grants for broad assessments, new pedagogy, curricular experiments, and other focused projects, the Foundation has acted on its belief that research-intensive universities have special strengths to offer students during their first two years in higher education. Grants in 1995 supported programs to create intellectual pathways leading freshmen and sophomores to higher understanding of the nature of research; to develop teaching techniques that connect intellectual skills learned in one domain to others; and to design interdisciplinary courses that more deeply mine a research university's intellectual resources for the benefit of its first- and second-year students.

Liberal arts colleges again benefited from Foundation grants targeted for international studies. New funding backed efforts to bring international awareness into U.S. classrooms through the Internet; studies of countries making the transition to democracy; and projects to develop service learning opportunities abroad. In addition to its long-term association with the Bush Foundation on behalf of private historically black colleges and universities, the Foundation renewed a joint project with the Pew Charitable Trusts on the peer evaluation of teaching in research universities and committed assistance to the future development of Stanford's Center for Academic Integrity.

The Foundation also continues to play an important role in providing consistent, general support for centers studying political and economic ties between the U.S. and Mexico. During 1995 the nineteen centers currently funded (eight in Mexico and eleven in the United States) were encouraged to move quickly to new policy research agendas reflecting the dramatic changes in Mexico's politics and economics and the U.S. public's interest in such bilateral issues as migration, trade, and narcotics trafficking. An example of these new efforts is a forthcoming volume edited by Riordan Roett (director of the Latin American program at The Johns Hopkins University School for Advanced Studies) on the impact of the Mexican debt crisis on Latin America, Europe, and the U.S. The

rapid changes in the Mexican political process and their impact on U.S.-Mexico relations are the subject of a study being undertaken by Ronald Hellman, director of the Bildner Center for Western Hemisphere Affairs at the City University of New York. These collaborative projects have both involved such leading Mexican institutions as the Instituto Tecnológico Autónomo de México and El Colegio de México, both current Foundation grantees.

In reviewing the direction of our *conflict resolution* program in 1995, it is worth noting this area's dramatic expansion. From a few hundred practitioners two decades ago, the field has grown to some 80,000 skilled dispute resolvers who help antagonists generate win-win solutions in all segments of U.S. society: schools, courts, neighborhoods, churches, businesses, trade associations, universities, and public agencies at every level of government. Research finds that agreements reached through these voluntary, nonbinding dispute resolution processes generally prove more durable than judgments imposed by court decree because disputants take personal responsibility for shaping outcomes to their conflicts. Moreover, relationships that might otherwise have been sacrificed in lawsuits, political battles, ill-managed confrontations, and even violence are preserved.

In 1995 several Foundation grants supported practitioner organizations serving low-income and minority communities. The Center for Employment Dispute Resolution in Chicago offers mediation alternatives to reduce the enormous backlog of employment discrimination cases pending before civil rights agencies nationwide. The Victim-Offender Reconciliation Program in Oakland, a project of Catholic Charities of the East Bay, targets youth leaders in poor neighborhoods of the Bay Area for mediation training. Cooperative Solutions in Minneapolis has developed a promising model for delivering family mediation services to low-income rural communities.

The Foundation also sought to stimulate resolution training in professional schools through two notable grants: an award to the Wagner Graduate School of Public Service at New York University to infuse the theory and practice of conflict resolution throughout the master's curriculum; and a grant to the Harvard Law School to

establish the Fellowship Program on Law and Negotiation, which will train promising scholars for careers as law faculty specializing in negotiation and conflict resolution.

To further the international application of conflict resolution techniques, Foundation grants were extended to organizations in Latin America, the Far East, Central Europe, South Africa, and the Middle East that open unofficial negotiations between protagonists in deep-rooted conflicts. By developing the political and social context needed for successful diplomacy, these efforts have, by U.S. State Department and United Nations reports, made vital contributions to official negotiations.

Finally, the Foundation made three grants that address critical emerging issues in the conflict resolution field: the need for evaluative research and for the definition of ethical standards. To test claims that conflict resolution techniques produce positive outcomes and better citizens, the Department of Rhetoric and Communication at Temple University is directing the first comprehensive evaluation of school-based conflict resolution programs, while the Carl Vinson Institute at the University of Georgia is analyzing mediator training programs to identify the curricula that produce the best practitioners. A third grant to the Georgetown University Law Center will fund a blue-ribbon commission to examine difficult issues of ethics in the practice of dispute resolution.

In 1995 the Foundation's *environment* program continued to support organizations that work to reduce reliance on litigation and legislative advocacy in environmental decision-making processes in the West. The leading grant in this category went to the Nature Conservancy for its leadership in the Natural Communities Conservation Planning process in southern California, the most ambitious and complex habitat planning effort ever undertaken and an effort widely regarded as the nation's best hope for reforming federal endangered species protections now under active discussion in Congress. The role of the Conservancy is to coordinate the activities of hundreds of public agencies, land developers, and environmental groups with interests in the imperiled coastal sage scrub habitat primarily located in Orange and San Diego counties on California's southern coastline.

Grants for environmental policy analysis emphasized two areas that are key to long-term environmental health in the West: reform of antiquated western water laws and policies to ensure habitat protection along with extractive uses; and economic development to move rural communities away from resource-depleting activities. In the first area, the Foundation awarded a grant for the production of *Cadillac Desert*, a documentary film of Marc Reisner's acclaimed book on water development in the western United States. The Foundation also recognized several regional organizations that have found ways to harmonize economic activity with environmental protection. For example, the Community Alliance with Family Farmers Foundation in Davis, California, engages in demonstration projects and research to show how California farming practices can be changed to reduce reliance on toxic pesticides and fertilizers without harming productivity. The Malpai Borderlands Group, an organization of ranchers in southern Arizona and New Mexico, has joined with public agencies and conservation groups to launch a series of projects aimed at restoring the range ecosystem for the benefit of wildlife and cattle alike. Finally, the Rogue Institute of Ashland, Oregon, has pioneered job retraining programs for displaced timber workers in the Pacific Northwest. By increasing public understanding of responsible environmental protection, these grants also seek to reduce hostility toward and promote appreciation of such efforts. Foundation grants have sought especially to reach those citizens who, having lost their livelihoods through the depletion of natural resources and the heightened restrictions on public land use, have been gripped by frustration, fear, and despair regarding their personal and economic futures.

In response to several disturbing national and local trends—increasing levels of poverty, growing employee layoffs, and diminishing public sector expenditures for social programs—the **family and community development** program sought to strengthen the capacity of local institutions to improve the well-being of Bay Area families and the health of their neighborhoods. Within the area of family support and development, the Foundation acted to expand

the availability of services including family, adolescent, and child assessment and counseling, and education and life skills training for parents in neighborhoods. The Good Samaritan Family Resource Center, a new grantee, is the only family resource center in San Francisco's Mission District that assists newcomer and immigrant families with children who are either in transition, re-unification, or at risk of becoming dependent on public assistance. Both the Peninsula Community Foundation's Peninsula Partnership for Children, Youth, and Families in San Mateo County and the East Bay Community Foundation's Interagency Children's Policy Council in Alameda County—two public and private sector collaborative projects—will enable community-based family resource centers to improve the well-being of families and children living in poverty in several targeted Bay Area communities.

In 1995 the Foundation continued to assist community development corporations and other local organizations whose mission is to enhance the physical and economic infrastructure of neighborhoods. While funding was concentrated primarily in extremely distressed inner-city neighborhoods, Foundation support of the Sacramento Valley Organizing Community project, a grassroots community development effort in rural northern California, will result in new homes, four new worker-owned job cooperatives, and micro-loans for low-income residents in the Napa and Solano regions north of San Francisco Bay.

Grants were again awarded to community service organizations that build leadership skills, personal development, and placement opportunities among school youth, recent high-school graduates, and college graduates interested in strengthening the social fabric of neighborhoods. For example, by supporting the replication of City Year and Public Allies, two nationally prominent urban service corps organizations, the Foundation will supply local community-based social service agencies and schools with the resources needed to reach several underserved San Jose neighborhoods. The Northern California Grantmakers National Service Task Force and Collaborative Fund, the first regional attempt to pool funds for more than twenty local AmeriCorps programs, will help nurture numerous Bay Area communities through youth service.

The *performing arts* program continues to fund a wide spectrum of organizations in the disciplines of music, theater, dance, film, and video, and also a number of groups providing services to the arts as a whole. Although the Foundation has always had a stated interest in professional advanced artist training programs, it has only recently begun to build its roster of grantees that offer excellent pre-professional training to youth. The Young Musicians Program of the University of California, Berkeley, one of the most outstanding programs of this kind, extends special opportunities to East Bay youth between eleven and seventeen who show exceptional potential in music. Gifted students from low-income and minority families are given professional training on full scholarships. Each summer the students, selected by audition, participate in an intensive seven-week summer session on the Berkeley campus and then continue their studies throughout the school year with private lessons and academic tutoring aimed at preparation for higher education and professional music careers. YMP graduates consistently gain admittance to highly regarded colleges and universities throughout the nation.

Since the YMP is not included in the University of California's budget, it has embarked on a campaign to raise an endowment whose interest can sustain a substantial percentage of its operating budget by the year 2000. In 1995 the Foundation approved a three-year grant that will fund a major portion of YMP's operating budget during the endowment campaign and help defray campaign expenses.

In these days of decreasing government and corporate support for the arts, the Foundation is particularly interested in assisting collaborative ventures and supporting groups that share resources or otherwise seek to cooperate. Although the performing arts program's focus is primarily on the San Francisco Bay Area, exceptions are made when more distant organizations submit proposals with a direct link to the local community. In 1995 the Foundation approved a grant to the New York Public Library as the host institution for the Dance Heritage Coalition's Access to Dance Research Resources project, a collaborative effort to preserve and make accessible the historic record of dance in the United States. Since the Bay Area is one of the nation's largest centers of dance and the San Fran-

cisco Performing Arts Library and Museum is one of the participating institutions, the project's importance to our region is manifold. Its cooperative aspects serve as a model for improving communication, standards, and the quality of access to performing arts resources. It also provides a basis for national cooperative collecting policies and documentation strategies in the field of dance and the performing arts. Not only will this project help to document the history of an important but ephemeral art form, but it will also make San Francisco's dance heritage readily accessible to citizens across the country.

In 1995 a substantial share of the *population* program's funding was given to organizations that provide technical assistance to family planning and reproductive health activities in developing countries. New grants for these purposes include awards to AVSC International, the western regional office of the International Planned Parenthood Federation, PATH, and the Asia Foundation. While maintaining considerable continuity with our previous strategy, the Foundation's new guidelines, adopted in 1995, emphasize support of organizations that rely on policy development and public education to strengthen commitment to population issues. Several U.S. organizations received support for these activities, such as the Population Resource Center for educating policymakers and the Earth Summit Watch for global monitoring of the implementation of the Cairo Program of Action. In addition to grants to U.S. organizations, projects were initiated in France, Germany, and the Netherlands to encourage foreign aid donors to advance their population programs.

To understand better the relationship between social and economic factors and fertility and to contribute to the cadre of international population experts, the Foundation continued support of research and training through U.S. and foreign university-based population studies centers. New research on the relationship between women's status and use of family planning services was stimulated through grants to JSI Research and Training Institute and the Global Fund for Women.

Although the focus of the population program remains international, awards were also made to organizations concerned with domestic population and family planning policies and service delivery. Organizations receiving grants included Advocates for Youth, the National Family Planning and Reproductive Health Association, and the Planned Parenthood Federation of America.

Three *special projects* approved by the Foundation's Board in 1995 warrant mention.

- A grant of \$500,000 over three years to the Center for Advanced Study in the Behavioral Sciences at Stanford for a three-part project exploring common values, social diversity, and cultural conflict in the United States. By bringing scholars and experts from a variety of fields together in two major conferences and one extended research effort, the project will study the processes by which common cultural understandings are created, sustained, and evolved and initiate new lines of discussion and debate in academic, public, and policy arenas.
- A grant of \$2 million to the University of California, Berkeley, to provide up to 160 doctoral fellowships, ranging across all areas of study, to be awarded over four years to graduate students in the top 10 percent of their disciplines. It is hoped that this grant will assist the university, in a time of decreasing resources and strong competition from peer institutions, to attract the most promising and highly ranked doctoral students in the country.
- A grant of \$420,000 over one year for a study by the California Higher Education Roundtable (assisted by the Rand Corporation) of the 1960 California Master Plan for Higher Education, a study all agree is needed in light of California's changing fiscal, economic, cultural, educational, and social circumstances. The overall objective of this study is to help leaders of California's public and private universities and colleges in collaboration with the California Postsecondary Education Commission and the Office of the State Superintendent of Public Instruction to consider the Master Plan and to propose to the governor and the legislature how it might be modified to take into account the dramatic growth and shifts in state population, demography, and finances that have occurred in recent years.

Finally, the year 1995 marked a number of changes in the composition of the Hewlett Foundation's Board of Directors. We were greatly saddened by the death of Roger Heyns while on a trip to the Middle East last September. Roger retired as president of the Foundation in 1992, after fifteen years of exceptional service, but continued as an active and valuable Board member and a wise and always helpful counselor to his successor. He leaves an indelible mark on the Foundation, its programs, and its staff.

Arjay Miller, who served as a member of the Foundation's Board for sixteen years, retired at its October 1995 meeting. Over these years he was especially helpful in overseeing the Foundation's investments and in all matters of administration and finance. Moreover, he brought to his position a unique and extended set of experiences with other national foundations that helped inform and clarify issues and programs in which the Hewlett Foundation's Board was interested. We are grateful for his many years of valuable service.

Walter Massey, former provost and senior vice president for academic affairs at the University of California and former director of the National Science Foundation, resigned from the Foundation's Board when he relocated to Atlanta to become president of Morehouse College. Although he had served only briefly, his knowledge of science and education, together with a broad and informed view of the major social issues of our time, enabled him to contribute greatly to the Foundation during his tenure. We wish him much success at Morehouse.

In 1996 the Foundation added two new directors, Richard A. Hackborn and Irving Grousbeck. Mr. Hackborn is a retired vice president of the Hewlett-Packard Company whose last assignment in his thirty-three-year tenure was to oversee HP's Computer Products organization—most notably in its launch of a highly successful printer business. Mr. Grousbeck, a cofounder and former president of Continental Cablevision, Inc., is a venture capitalist, author, and currently lecturer at Stanford Graduate School of Busi-

ness. Their knowledge of the business world and the breadth of their interests will mesh well with the Board's other directors, all of whom look forward to welcoming them to the Foundation.

On the staff side, we were fortunate in 1995 to attract Dr. J. Joseph Speidel to direct our population program. Dr. Speidel came to the Foundation from Washington, D.C., where he was, for many years, president of Population Action International. One of Dr. Speidel's first tasks was to chart a new course for the population program that would respond to and help shape this rapidly changing field. The results of his efforts, approved enthusiastically by our Board, can be noted in the grant listings that follow.

DAVID PIERPONT GARDNER

Programs

Conflict Resolution

The conflict resolution program supports work in a wide variety of settings. The Foundation favors general support grants intended to strengthen the institutional capacity of conflict resolution organizations and research centers. The Foundation does not typically provide funding for start-up efforts. Grants are made in six categories.

Theory Development. The Foundation is particularly interested in university-based centers that demonstrate both a strong commitment to systematic, interdisciplinary research on conflict resolution and an ability to contribute to the improvement of conflict resolution practice.

Practitioner Organizations. The Foundation is interested primarily in opportunities to help effective and stable groups increase their capacity for growth and outreach. Grants support new approaches and new applications of conflict resolution methods, the achievement of greater organizational maturity, and efforts to enhance the overall impact of practitioner organizations on the field and on the communities in which they work. Candidates must demonstrate either (1) the capacity to deliver services to minority communities and other constituencies that are underserved by the conflict resolution field; or (2) the capacity to extend federal or state policy initiatives in conflict resolution to a wider audience.

Promotion of the Field. The Foundation supports organizations that (1) educate potential users about conflict resolution techniques; (2) serve the training and support needs of professionals and volunteers in the field of conflict resolution; and/or (3) promote the field as a whole.

Consensus Building, Public Participation, and Policymaking. Recognizing that the origins of conflict can often be traced to defects in methods of communication and participation in policymaking, the Foundation assists organizations that demonstrate means of improving the processes of decision making on issues of major public importance. The Foundation supports efforts to reform policymaking, to prevent large-scale conflict, and to anticipate and preempt clashes among stakeholders. The Foundation's interest is

Program Description

focused primarily on facilitating and convening organizations that are exploring new ways of approaching contentious public policy issues through collaborative action that addresses the legitimate interests of all involved parties.

International Conflict Resolution. The Foundation supports a limited number of organizations that are working on the international application of conflict resolution techniques and the development of practice-relevant theory related to ethnic, ideological, religious, racial, and other intergroup conflict around the world. Applicants in this area are expected to show significant field-level involvement with conflicts having international ramifications.

Emerging Issues. Beginning in 1996 the Foundation will consider a limited number of proposals addressed to emerging issues in the conflict resolution field. Grants will support a select group of short-term projects responsive to such critical concerns as program evaluation and professional standards. Applicants must demonstrate multi-institutional commitment to the work plan and project governance, as well as compelling evidence of likely impact on the field at large.

Proposals are considered according to the following timetable:

	<u>Application Submitted by:</u>	<u>For Board Action in:</u>
Theory Development	January 1	April
Practitioner Organizations	October 1	January
Promotion of the Field	July 1	October
Consensus Building, Public Participation, and Policymaking	July 1	October
International Conflict Resolution	January 1	April
Emerging Issues	April 1	July

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Theory Development</i>				
UNIVERSITY OF CALIFORNIA, LOS ANGELES Los Angeles, California <i>For general support of the Center for Study and Resolution of Interracial/Interethnic Conflict (Awarded in 1994 for \$175,000)</i>		\$90,000		\$90,000
CITY UNIVERSITY OF NEW YORK, JOHN JAY COLLEGE OF CRIMINAL JUSTICE New York, New York <i>For general support of the Dispute Resolution Consortium (Awarded in 1994 for \$200,000)</i>		100,000	100,000	
■ UNIVERSITY OF COLORADO, BOULDER Boulder, Colorado <i>For general support of the Conflict Research Consortium</i>	200,000		100,000	100,000
GEORGE MASON UNIVERSITY Fairfax, Virginia <i>For general support of the Institute for Conflict Analysis and Resolution (Awarded in 1993 for \$270,000)</i>		180,000	180,000	
GEORGIA TECH RESEARCH CORPORATION Atlanta, Georgia <i>For general support of the Consortium on Negotiation and Conflict Resolution (Awarded in 1994 for \$200,000)</i>		200,000	105,000	95,000
■ HARVARD UNIVERSITY LAW SCHOOL Cambridge, Massachusetts <i>For the Fellowship Program on Law and Negotiation</i>	200,000			200,000
UNIVERSITY OF HAWAII Honolulu, Hawaii <i>For the Program on Conflict Resolution (Awarded in 1993 for \$100,000)</i>		50,000	50,000	
UNIVERSITY OF MICHIGAN Ann Arbor, Michigan <i>For general support of the Program on Conflict Management Alternatives (Awarded in 1994 for \$125,000)</i>		60,000	60,000	

■ Grants newly authorized in 1995 are highlighted by square boxes.

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNIVERSITY OF MINNESOTA Minneapolis, Minnesota <i>For general support of the Conflict and Change Center</i> (Awarded in 1994 for \$125,000)		70,000		70,000
OHIO STATE UNIVERSITY Columbus, Ohio <i>For general support of the Socio-Legal Program on Dispute Resolution and the Program for the Study of Conflict and Disputes within Long-Term Relationships</i> (Awarded in 1994 for \$200,000)		100,000		100,000
PENNSYLVANIA STATE UNIVERSITY University Park, Pennsylvania <i>For general support of the Center for Research in Conflict and Negotiation</i> (Awarded in 1993 for \$180,000)		50,000	50,000	
■ RAND CORPORATION, INSTITUTE FOR CIVIL JUSTICE Santa Monica, California <i>For the research program in alternative dispute resolution</i>	250,000		90,000	160,000
RUTGERS-STATE UNIVERSITY OF NEW JERSEY Newark, New Jersey <i>For the Center for Negotiation and Conflict Resolution</i> (Awarded in 1992 for \$210,000)		70,000	70,000	
■ <i>For the Center for Negotiation and Conflict Resolution</i>	150,000			150,000
STANFORD UNIVERSITY Stanford, California <i>For general support of the Center on Conflict and Negotiation</i> (Awarded in 1992 for \$300,000)		100,000	100,000	
SYRACUSE UNIVERSITY, MAXWELL SCHOOL OF CITIZENSHIP AND PUBLIC AFFAIRS Syracuse, New York <i>For the Program on the Analysis and Resolution of Conflicts</i> (Awarded in 1993 for \$150,000)		60,000	60,000	
WAYNE STATE UNIVERSITY, SCHOOL OF BUSINESS ADMINISTRATION Detroit, Michigan <i>For general support of the Program on Mediating Theory and Democratic Systems</i> (Awarded in 1993 for \$270,000)		80,000	80,000	

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNIVERSITY OF WISCONSIN, MADISON, INSTITUTE FOR LEGAL STUDIES Madison, Wisconsin <i>For general support of the Disputes Processing Research Program (Awarded in 1994 for \$180,000)</i>		120,000	60,000	60,000
<i>Practitioner Organizations</i>				
BERKELEY DISPUTE RESOLUTION SERVICE Berkeley, California <i>For general support (Awarded in 1994 for \$120,000)</i>		120,000	40,000	80,000
■ CATHOLIC CHARITIES OF THE EAST BAY, DIOCESE OF OAKLAND Oakland, California <i>For the Victim-Offender Reconciliation Program</i>	120,000		50,000	70,000
CENTER FOR DISPUTE SETTLEMENT Washington, D.C. <i>For the Test Design Project (Awarded in 1994 for \$4,000)</i>		4,000	4,000	
■ CENTER FOR EMPLOYMENT DISPUTE RESOLUTION Chicago, Illinois <i>For general support</i>	250,000		150,000	100,000
■ COOPERATIVE SOLUTIONS, INC. Bloomington, Minnesota <i>For general support</i>	150,000		75,000	75,000
■ FAMILY INSTITUTE OF CAMBRIDGE, INC. Watertown, Massachusetts <i>For general support of the Public Conversations Project</i>	150,000		100,000	50,000
MARTIN LUTHER KING LEGACY ASSOCIATION Los Angeles, California <i>For general support of the Martin Luther King Dispute Resolution Center (Awarded in 1994 for \$100,000)</i>		40,000		40,000
MASSACHUSETTS ASSOCIATION OF MEDIATION PROGRAMS Boston, Massachusetts <i>For the Diversity Project (Awarded in 1994 for \$25,000)</i>		25,000	25,000	

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
NATIONAL MULTICULTURAL INSTITUTE Washington, D.C. <i>For the Cross-Cultural Conflict Resolution Training for Community Agencies and Congregations Project</i> (Awarded in 1994 for \$35,000)		35,000	35,000	
NEW MEXICO CENTER FOR DISPUTE RESOLUTION Albuquerque, New Mexico <i>For general support</i> (Awarded in 1993 for \$60,000)		20,000	20,000	
SACRAMENTO MEDIATION CENTER Sacramento, California <i>For the Special Education Dispute Resolution Project</i> (Awarded in 1994 for \$20,000)		20,000	20,000	
VOLUNTEERS OF AMERICA Everett, Washington <i>For general support of the Dispute Resolution Center of Snohomish County</i> (Awarded in 1992 for \$60,000)		20,000	20,000	
WESTERN NETWORK Santa Fe, New Mexico <i>To support planning of the Institute of Cross-Cultural Mediation</i> (Awarded in 1994 for \$35,000)		35,000	35,000	
Promotion of the Field				
ACADEMY OF FAMILY MEDIATORS Golden Valley, Minnesota <i>For general support</i> (Awarded in 1994 for \$175,000)		175,000	75,000	100,000
ASSOCIATION OF FAMILY AND CONCILIATION COURTS Madison, Wisconsin <i>For general support</i> (Awarded in 1993 for \$175,000)		95,000	60,000	35,000
CENTER FOR PUBLIC RESOURCES, INC. New York, New York <i>For the Health Disputes Project</i> (Awarded in 1994 for \$175,000)		75,000	75,000	
■ CORNELL UNIVERSITY, SCHOOL OF INDUSTRIAL AND LABOR RELATIONS Ithaca, New York <i>For the Workplace Solutions Project</i>	50,000			50,000

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
CREATIVE RESPONSE TO CONFLICT				
Nyack, New York				
<i>For general support (Awarded in 1993 for \$120,000)</i>		60,000	60,000	
■ <i>For general support</i>	250,000			250,000
EDUCATORS FOR SOCIAL RESPONSIBILITY				
Cambridge, Massachusetts				
<i>For general support (Awarded in 1993 for \$200,000)</i>		100,000	50,000	50,000
FAMILY MEDIATION CANADA				
Guelph, Ontario, Canada				
<i>For general support (Awarded in 1994 for \$70,000)</i>		70,000	35,000	35,000
HARVARD UNIVERSITY, SCHOOL OF PUBLIC HEALTH				
Boston, Massachusetts				
<i>For general support of the Program for Health Care Negotiation and Conflict Resolution (Awarded in 1994 for \$225,000)</i>		150,000	75,000	75,000
INDIAN DISPUTE RESOLUTION SERVICES				
Sacramento, California				
<i>For general support (Awarded in 1993 for \$250,000)</i>		150,000	100,000	50,000
UNIVERSITY OF MASSACHUSETTS, AMHERST				
Amherst, Massachusetts				
<i>For general support of the National Association for Mediation in Education (Awarded in 1994 for \$250,000)</i>		250,000	95,000	155,000
■ UNIVERSITY OF MINNESOTA				
Saint Paul, Minnesota				
<i>For general support of the Center for Restorative Justice and Mediation</i>	200,000		100,000	100,000
NATIONAL ASSOCIATION FOR COMMUNITY MEDIATION				
Washington, D.C.				
<i>For general support (Awarded in 1994 for \$140,000)</i>		140,000	70,000	70,000
NATIONAL CONFERENCE ON PEACEMAKING AND CONFLICT RESOLUTION				
Fairfax, Virginia				
<i>For general support (Awarded in 1994 for \$60,000)</i>		60,000	60,000	

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
NATIONAL INSTITUTE FOR DISPUTE RESOLUTION Washington, D.C. <i>For general support (Awarded in 1994 for \$725,000)</i>		325,000	325,000	
■ <i>For general support</i>	375,000			375,000
NATIONAL PEACE ACADEMY FOUNDATION Washington, D.C. <i>For general support</i>	200,000		90,000	110,000
THE NETWORK: INTERACTION FOR CONFLICT RESOLUTION Waterloo, Ontario, Canada <i>For general support (Awarded in 1994 for \$150,000)</i>		100,000	50,000	50,000
■ NEW YORK UNIVERSITY, ROBERT E. WAGNER GRADUATE SCHOOL OF PUBLIC SERVICE New York, New York <i>For the Wagner School Initiative in Conflict Resolution</i>	200,000		125,000	75,000
■ SOCIETY OF PROFESSIONALS IN DISPUTE RESOLUTION Washington, D.C. <i>For general support</i>	150,000		70,000	80,000
■ UNITED STATES FOUNDATION FOR IIRA Washington, D.C. <i>For the Dispute Resolution in in Employment Project</i>	100,000		50,000	50,000

Consensus Building, Public Participation, and Policymaking

■ CALIFORNIA STATE UNIVERSITY, SACRAMENTO Sacramento, California <i>For the California Governance Consensus Project</i>	150,000		100,000	50,000
■ CENTER FOR THE COMMON GOOD Oakland, California <i>For general support</i>	200,000		100,000	100,000
CONSENSUS BUILDING INSTITUTE Cambridge, Massachusetts <i>For general support (Awarded in 1994 for \$150,000)</i>		150,000	90,000	60,000

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
INTERNATIONAL ASSOCIATION OF PUBLIC PARTICIPATION PRACTITIONERS Portland, Oregon <i>For general support (Awarded in 1994 for \$120,000)</i>		120,000	60,000	60,000
NATIONAL CIVIC LEAGUE Denver, Colorado <i>For general support of the Program for Community Problem Solving (Awarded in 1994 for \$150,000)</i>		50,000	50,000	
■ <i>To support planning of the Negotiated Environmental Strategy process</i>	40,000		40,000	
NORTH DAKOTA CONSENSUS COUNCIL, INC. Bismarck, North Dakota <i>For general support (Awarded in 1994 for \$200,000)</i>		200,000	100,000	100,000
■ YOUTH AND FAMILY ASSISTANCE Redwood City, California <i>To support the Media-Aided Community Dialogue for the Prevention of Youth Violence</i>	40,000		40,000	
<i>International Conflict Resolution</i>				
ASIA FOUNDATION San Francisco, California <i>For conflict resolution activities (Awarded in 1994 for \$250,000)</i>		150,000	75,000	75,000
CENTER FOR STRATEGIC AND INTERNATIONAL STUDIES Washington, D.C. <i>For the Conflict Resolution Project (Awarded in 1994 for \$300,000)</i>		150,000	75,000	75,000
■ CENTRE FOR INTERNATIONAL UNDERSTANDING Saint Louis, Missouri <i>For general support</i>	100,000		70,000	30,000
■ EASTERN MENNONITE UNIVERSITY, INSTITUTE FOR CONFLICT STUDIES AND PEACE BUILDING Harrisonburg, Virginia <i>For general support of the Conflict Analysis and Transformation Program</i>	200,000		65,000	135,000

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
HARVARD UNIVERSITY, CENTER FOR INTERNATIONAL AFFAIRS Cambridge, Massachusetts <i>For general support of the Program on International Conflict Analysis and Resolution (Awarded in 1993 for \$300,000)</i>		100,000	100,000	
INSTITUTE FOR EAST-WEST STUDIES New York, New York <i>For general support (Awarded in 1992 for \$300,000)</i>		100,000	100,000	
■ <i>For general support</i>	300,000			300,000
INSTITUTE FOR MULTI-TRACK DIPLOMACY Washington, D.C. <i>For general support (Awarded in 1993 for \$250,000)</i>		75,000	75,000	
■ INSTITUTE OF WORLD AFFAIRS Salisbury, Connecticut <i>For conflict resolution programs</i>	100,000		50,000	50,000
■ INTERNATIONAL DISPUTE RESOLUTION ASSOCIATES Washington, D.C. <i>For general support</i>	100,000		75,000	25,000
KETTERING FOUNDATION Dayton, Ohio <i>For the Program on International Affairs (Awarded in 1993 for \$300,000)</i>		50,000	50,000	
PARTNERS FOR DEMOCRATIC CHANGE San Francisco, California <i>For general support (Awarded in 1994 for \$100,000)</i>		30,000	30,000	
SEARCH FOR COMMON GROUND Washington, D.C. <i>For general support (Awarded in 1994 for \$150,000)</i>		75,000	50,000	25,000
■ TUFTS UNIVERSITY, FLETCHER SCHOOL OF LAW AND DIPLOMACY Medford, Massachusetts <i>To support the Processes of International Negotiation Project</i>	200,000		40,000	160,000

Conflict Resolution: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNITED NATIONS INSTITUTE FOR TRAINING AND RESEARCH Geneva, Switzerland <i>For the Fellowship Programme in Peacemaking and Preventive Diplomacy (Awarded in 1994 for \$100,000)</i>		50,000	50,000	
■ UNIVERSITY OF VIRGINIA Charlottesville, Virginia <i>For general support of the Center for the Study of Mind and Human Interaction</i>	200,000		80,000	120,000
<i>Other</i>				
UNIVERSITY OF CALIFORNIA, SAN DIEGO, INSTITUTE ON GLOBAL CONFLICT AND COOPERATION La Jolla, California <i>For the Research Program on Building Regional Environmental Cooperation (Awarded in 1994 for \$300,000)</i>		300,000	125,000	175,000
■ GEORGETOWN UNIVERSITY LAW CENTER Washington, D.C. <i>For the Commission on Ethics and Standards of Practice</i>	100,000			100,000
■ UNIVERSITY OF GEORGIA, CARL VINSON INSTITUTE OF GOVERNMENT Athens, Georgia <i>For the mediator evaluation project</i>	90,000			90,000
UNIVERSITY OF SOUTHAMPTON, MOUNTBATTEN FOUNDATION, INC. Southampton, England <i>For the Programme for Promoting Nuclear Non-Proliferation (Awarded in 1993 for \$300,000)</i>		150,000	150,000	
■ TEMPLE UNIVERSITY, DEPARTMENT OF RHETORIC AND COMMUNICATION Philadelphia, Pennsylvania <i>To support the Comprehensive Peer Mediation Evaluation Project</i>	250,000		200,000	50,000
TOTAL CONFLICT RESOLUTION	\$5,065,000	\$5,149,000	\$5,284,000	\$4,930,000

Grants in the education program are made to promote long-term institutional development, reform, or renewal in the program areas described below. Proposals of exceptional merit that do not fit directly within the stated areas may be considered if they serve several institutions or otherwise advance the Foundation's interest in improving elementary, secondary, or higher education. Some programs are by invitation, as noted below. For all others, applicants are encouraged to submit a brief letter of inquiry for review before preparing a complete proposal. Grants are awarded on the basis of merit, educational importance, relevance to program goals, and cost-effectiveness.

Higher Education

Program Description

Grantmaking in this program focuses on higher education in the United States, with the exception of U.S.-Mexico projects, described below. Grants are generally limited to liberal arts colleges and research universities, with emphasis on established institutions with strong records of exemplary work. Ideas that can also be applied to other such institutions are preferred.

Pluralism and Unity (by invitation). Colleges and universities play a significant role in fostering appreciation for both diversity and the common good in our society. The Foundation supports such efforts and seeks to nurture ideas and programs that unify individuals and groups while respecting the differences between and among them. Invited institutions must demonstrate a commitment to these twin goals of pluralism and unity in their own policies, practices, and aspirations.

Liberal Arts Colleges. During 1996 the Foundation will be reviewing the needs and challenges confronting liberal arts colleges in order to develop a program aimed at high-priority objectives that can be advanced with Foundation support. Guidelines for this new program, which will commence in 1997, will be available by request December 1, 1996.

General Education in Research Universities. The Foundation supports initiatives in research universities to rethink and improve the general education of lower-division undergraduates. Proposals that focus on student outcomes, faculty incentives, teaching innovations, and especially the general education curriculum taken as a whole will be favored over those concerned only with curriculum design.

Tools of Scholarship. A limited number of grants are made to research library “umbrella” organizations (but not to individual libraries) and similar collaborative entities that improve scholarly communication through the cost-effective use of technology.

United States-Mexico Studies (by invitation). The Foundation makes grants to strengthen comprehensive research programs in Mexico and the United States that focus on the varied relationships between these countries. Of particular interest are broad-based centers of research, usually at leading academic institutions, whose work improves communication between consumers and providers of policy research, encourages cooperation with other research programs in both countries, and addresses regional and local concerns. Selected grants are made to specialized projects that complement the efforts of more comprehensive institutions and programs.

Historically Black Private Colleges and Universities. In partnership with the Bush Foundation, the Foundation supports an ongoing program of grants for capital needs and faculty development at private black colleges and universities. This program is administered by the Bush Foundation.

Elementary and Secondary Education

Grants in the K-12 area are generally limited to California programs, with primary emphasis on public schools in the San Francisco Bay Area. Proposals are expected to aim for systemic significance in an effort to advance educational reform. In this program the Foundation favors schools, school districts, colleges, universities, and groupings of these entities. Third parties may be considered when a school or district is an advocate and a beneficiary of their work.

The Hewlett and Annenberg foundations in May 1995 jointly awarded a \$50 million, five-year matching challenge grant to the Bay Area School Reform Collaborative for public school reform in the counties of San Francisco, San Mateo, Santa Clara, Alameda, Contra Costa, and Marin. Programs that reinforce the reform objectives of the Collaborative will be given highest priority among the other Foundation grants in the categories described below.

The Teaching Career. The Foundation supports programs carried out by colleges, universities, school districts, or other agencies in partnership with schools dedicated to strengthening the profession of teaching and to improving teachers' career preparation and professional development. The Foundation seeks to support new and effective approaches to preservice training, initiation into classroom practice, continued development, and professional standards to enhance teacher effectiveness and the career attractiveness of teaching.

School Site and District Leadership. The Foundation supports efforts to build leadership and management skills among public school superintendents, district staff, and school principals and, when integral to a school reform strategy, among school board members, teachers, and school teams. In adopting this emphasis, the Foundation explicitly recognizes the growing challenge of school leadership and management in sustaining school reform, the importance of building coherent strategies from a set of reform options, the value in applying skills developed in other areas to schools, and the need to strengthen leaders and managers as professionals on whom much of the success of school reform depends.

Educational Policy. The Foundation funds organizations and efforts that promise to contribute significantly to policy studies affecting school reform and improved public elementary and secondary education nationally and in California.

The Foundation formerly awarded grants to support school-linked services and school reform at transitions, but these program areas have been eliminated as ongoing funding categories.

The Foundation will not consider requests to fund student aid, construction, equipment and computer purchases, education research, basic scientific research, health research, or health education programs. In general, the Foundation discourages requests benefiting only individual institutions except as these may explicitly relate to stated Foundation objectives.

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Higher Education</i>				
<i>Pluralism and Unity</i>				
<i>To support pluralism and unity programs at colleges and universities</i>				
■ BARNARD COLLEGE New York, New York	\$86,000		\$45,000	\$41,000
BRYN MAWR COLLEGE Bryn Mawr, Pennsylvania (Awarded in 1994 for \$100,000)		50,000		50,000
■ CALIFORNIA STATE UNIVERSITY, NORTHRIDGE Northridge, California	90,000		45,000	45,000
HOBART AND WILLIAM SMITH COLLEGES Geneva, New York (Awarded in 1994 for \$100,000)		50,000	50,000	
■ UNIVERSITY OF MICHIGAN Ann Arbor, Michigan	100,000		50,000	50,000
MOUNT SAINT MARY'S COLLEGE Los Angeles, California (Awarded in 1994 for \$82,000)		39,000	39,000	
■ UNIVERSITY OF NORTH CAROLINA, CHAPEL HILL Chapel Hill, North Carolina	80,000		45,000	35,000
OCCIDENTAL COLLEGE Los Angeles, California (Awarded in 1994 for \$94,000)		45,000	45,000	
POMONA COLLEGE Claremont, California (Awarded in 1994 for \$84,000)		30,000		30,000
UNIVERSITY OF REDLANDS Redlands, California (Awarded in 1994 for \$100,000)		50,000		50,000
■ STANFORD UNIVERSITY Stanford, California	75,000		38,000	37,000
SWARTHMORE COLLEGE Swarthmore, Pennsylvania (Awarded in 1994 for \$100,000)		54,000		54,000
■ WELLESLEY COLLEGE Wellesley, Massachusetts	80,000		40,000	40,000

■ Grants newly authorized in 1995 are highlighted by square boxes.

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
WESLEYAN UNIVERSITY Middletown, Connecticut <i>(Awarded in 1994 for \$100,000)</i>		50,000		50,000

Liberal Arts Colleges: International Studies

*To support multidisciplinary
international studies*

■ BARD COLLEGE Annandale-on-Hudson, New York <i>For the Program in International Education</i>	75,000		50,000	25,000
■ BELOIT COLLEGE Beloit, Wisconsin	75,000		40,000	35,000
BENNINGTON COLLEGE Bennington, Vermont <i>For the faculty development seminar (Awarded in 1994 for \$75,000)</i>		25,000		25,000
DREW UNIVERSITY Madison, New Jersey <i>For the Second Year Seminar Program (Awarded in 1994 for \$80,000)</i>		40,000		40,000
FIVE COLLEGES, INC., FIVE COLLEGE PROGRAM IN PEACE AND WORLD SECURITY STUDIES Amherst, Massachusetts <i>(Awarded in 1994 for \$100,000)</i>		100,000	50,000	50,000
GRINNELL COLLEGE Grinnell, Iowa <i>(Awarded in 1993 for \$75,000)</i>		35,000		35,000
KALAMAZOO COLLEGE Kalamazoo, Michigan <i>(Awarded in 1994 for \$75,000)</i>		37,000	37,000	
■ MOUNT HOLYOKE COLLEGE South Hadley, Massachusetts	75,000		38,000	37,000
■ PITZER COLLEGE, OFFICE OF THE PRESIDENT Claremont, California	71,000		36,000	35,000
REED COLLEGE Portland, Oregon <i>(Awarded in 1993 for \$75,000)</i>		35,000	35,000	
■ ROLLINS COLLEGE Winter Park, Florida	75,000		30,000	45,000
■ VASSAR COLLEGE Poughkeepsie, New York	75,000		38,000	37,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
WELLESLEY COLLEGE Wellesley, Massachusetts <i>(Awarded in 1993 for \$85,000)</i>		40,000	40,000	
WHEATON COLLEGE Norton, Massachusetts <i>(Awarded in 1993 for \$80,000)</i>		50,000	25,000	25,000

Research Universities: General Education

To support programs in general education

UNIVERSITY OF CALIFORNIA, LOS ANGELES Los Angeles, California <i>(Awarded in 1994 for \$135,000)</i>		135,000	75,000	60,000
UNIVERSITY OF CALIFORNIA, SAN DIEGO La Jolla, California <i>(Awarded in 1994 for \$145,000)</i>		145,000	65,000	80,000
■ UNIVERSITY OF CALIFORNIA, SANTA BARBARA, COLLEGE OF LETTERS AND SCIENCES Santa Barbara, California	150,000			150,000
■ CARNEGIE MELLON UNIVERSITY Pittsburgh, Pennsylvania	150,000		75,000	75,000
■ UNIVERSITY OF CHICAGO Chicago, Illinois	150,000		75,000	75,000
COLUMBIA UNIVERSITY New York, New York <i>(Awarded in 1994 for \$145,000)</i>		145,000	75,000	70,000
CORNELL UNIVERSITY Ithaca, New York <i>(Awarded in 1994 for \$145,000)</i>		145,000	50,000	95,000
■ JOHNS HOPKINS UNIVERSITY Baltimore, Maryland	150,000			150,000
NORTHWESTERN UNIVERSITY Evanston, Illinois <i>(Awarded in 1994 for \$150,000)</i>		150,000	75,000	75,000
UNIVERSITY OF SOUTHERN CALIFORNIA Los Angeles, California <i>(Awarded in 1994 for \$150,000)</i>		150,000	75,000	75,000
■ STATE UNIVERSITY OF NEW YORK, ALBANY, RESEARCH FOUNDATION Albany, New York	150,000			150,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNIVERSITY OF UTAH, OFFICE OF UNDERGRADUATE STUDIES Salt Lake City, Utah (Awarded in 1994 for \$150,000)		150,000	75,000	75,000
<i>Tools of Scholarship</i>				
■ COMMISSION ON PRESERVATION AND ACCESS Washington, D.C. <i>For general support</i>	250,000		140,000	110,000
RESEARCH LIBRARIES GROUP, INC. Mountain View, California <i>For research and service development activities</i> (Awarded in 1994 for \$245,000)		245,000	125,000	120,000
<i>U.S.-Mexico Studies</i>				
■ BROWN UNIVERSITY, THOMAS J. WATSON, JR., INSTITUTE FOR INTERNATIONAL STUDIES Providence, Rhode Island <i>For the Mexico Program</i>	5,000		5,000	
UNIVERSITY OF CALIFORNIA, DAVIS, INSTITUTE FOR GOVERNMENTAL AFFAIRS Davis, California <i>To study the impact of NAFTA on Mexican agriculture</i> (Awarded in 1994 for \$200,000)		200,000	100,000	100,000
UNIVERSITY OF CALIFORNIA, LOS ANGELES, LATIN AMERICAN CENTER Los Angeles, California <i>For the program on U.S.-Mexico relations</i> (Awarded in 1992 for \$525,000)		175,000	175,000	
■ <i>For the program on U.S.-Mexico relations</i>	525,000			525,000
■ UNIVERSITY OF CALIFORNIA, SAN DIEGO, CENTER FOR U.S.-MEXICAN STUDIES La Jolla, California <i>For general support</i>	400,000		200,000	200,000
CARNEGIE MELLON UNIVERSITY Pittsburgh, Pennsylvania <i>For a joint U.S.-Mexico project</i> (Awarded in 1994 for \$150,000)		150,000	75,000	75,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
CENTER FOR STRATEGIC AND INTERNATIONAL STUDIES Washington, D.C. <i>For the Mexico Project (Awarded in 1994 for \$300,000)</i>		300,000	100,000	200,000
UNIVERSITY OF CHICAGO Chicago, Illinois <i>For general support of the Mexican Studies Program (Awarded in 1994 for \$450,000)</i>		450,000	150,000	300,000
■ CITY UNIVERSITY OF NEW YORK, BILDNER CENTER FOR WESTERN HEMISPHERE STUDIES New York, New York <i>For the program on U.S.-Mexico relations</i>	450,000		150,000	300,000
■ COLUMBIA UNIVERSITY, INSTITUTE OF LATIN AMERICAN AND IBERIAN STUDIES New York, New York <i>For the Mexican Studies Program</i>	375,000		125,000	250,000
■ COUNCIL ON FOREIGN RELATIONS, INC. New York, New York <i>For the Mexico Study Project</i>	12,500			12,500
EL COLEGIO DE LA FRONTERA NORTE Chula Vista, California <i>For general support (Awarded in 1994 for \$450,000)</i>		450,000	150,000	300,000
EL COLEGIO DE MEXICO Mexico City, Mexico <i>For the Mexico-U.S. Studies Program (Awarded in 1993 for \$300,000)</i>		100,000		100,000
■ EL PASO COMMUNITY FOUNDATION El Paso, Texas <i>For the U.S.-Mexico collaboration to encourage philanthropy</i>	15,000		15,000	
■ GEORGETOWN UNIVERSITY, CENTER FOR LATIN AMERICAN STUDIES Washington, D.C. <i>For the Mexico Policy Study Group</i>	17,500		17,500	
■ INSTITUTE OF INTERNATIONAL EDUCATION New York, New York <i>For fellowship grants to Mexicans to study in the United States</i>	300,000		100,000	200,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
INSTITUTO TECNOLOGICO AUTONOMO DE MEXICO Mexico City, Mexico <i>For the Program on U.S.-Mexico Policy Relations</i> (Awarded in 1993 for \$405,000)		270,000	135,000	135,000
INSTITUTO TECNOLOGICO Y DE ESTUDIOS SUPERIORES DE MONTERREY Monterrey, Mexico <i>For the U.S.-Mexico Studies Program</i> (Awarded in 1993 for \$200,000)		100,000	100,000	
JOHNS HOPKINS UNIVERSITY, SCHOOL OF ADVANCED INTERNATIONAL STUDIES Washington, D.C. <i>For the program on U.S.-Mexico relations</i> (Awarded in 1992 for \$300,000)		100,000	100,000	
■ <i>For the program on U.S.-Mexico relations</i>	450,000		150,000	300,000
UNIVERSITY OF NEW MEXICO, THE SCHOOL OF LAW Albuquerque, New Mexico <i>For the International Transboundary Resources Center</i> (Awarded in 1992 for \$300,000)		100,000	100,000	
NORTH AMERICAN INSTITUTE Santa Fe, New Mexico <i>For general support</i> (Awarded in 1994 for \$375,000)		250,000	125,000	125,000
STANFORD UNIVERSITY, INSTITUTE FOR INTERNATIONAL STUDIES Stanford, California <i>For general support and for the North American Forum</i> (Awarded in 1993 for \$600,000)		150,000		150,000
UNIVERSIDAD AUTONOMA METROPOLITANA Mexico City, Mexico <i>For the U.S.-Mexican Studies Program</i> (Awarded in 1994 for \$300,000)		200,000	100,000	100,000
UNIVERSIDAD DE GUADALAJARA, INSTITUTO DE ESTUDIOS ECONOMICOS Y REGIONALES Guadalajara, Mexico <i>For the U.S.-Mexico Relations Project</i> (Awarded in 1994 for \$300,000)		200,000	100,000	100,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNIVERSIDAD NACIONAL AUTONOMA DE MEXICO Mexico City, Mexico <i>For the Center for U.S.-Mexico Studies (Awarded in 1993 for \$300,000)</i>		100,000	100,000	
■ WESTERN INTERSTATE COMMISSION FOR HIGHER EDUCATION Boulder, Colorado <i>For the U.S.-Mexico Education Interchange Project</i>	50,000		50,000	

Historically Black Private Colleges and Universities

BUSH FOUNDATION Saint Paul, Minnesota <i>For the Program of Faculty Development Grants (Claflin College, Fisk University, Hampton University, LeMoyne Owen College, Morris College, Rust College, Johnson C. Smith University, Spelman College, Talladega College, and Voorhees College) (Awarded in 1994 for \$291,000)</i>		49,000		49,000
<i>For the Program of Capital Campaign Challenge Grants (Claflin College, Fisk University, Livingstone College, Rust College, and Shaw University) (Awarded in 1994 for \$1,207,000)</i>		664,000		664,000
■ For the Program of Capital Campaign Challenge Grants (Morehouse College, Saint Paul's College, and Johnson C. Smith University)	643,000		538,000	105,000
■ For the Program of Faculty Development Grants (Claflin College, Dillard University, LeMoyne Owen College, Morris College, Saint Augustine's College, Talladega College, Tougaloo College, and Voorhees College)	240,000		226,000	14,000

Liberal Arts Colleges: Self-Renewal Program

*To help endow presidential discretionary
funds at liberal arts colleges*

ALBION COLLEGE Albion, Michigan <i>(Awarded in 1993 for \$250,000)</i>		250,000		250,000
ALLEGHENY COLLEGE Meadville, Pennsylvania <i>(Awarded in 1990 for \$250,000)</i>		105,000	105,000	

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
AMHERST COLLEGE Amherst, Massachusetts <i>(Awarded in 1993 for \$250,000)</i>		171,000		171,000
AUSTIN COLLEGE Sherman, Texas <i>(Awarded in 1993 for \$250,000)</i>		250,000		250,000
BARNARD COLLEGE New York, New York <i>(Awarded in 1993 for \$250,000)</i>		15,000	15,000	
BIRMINGHAM-SOUTHERN COLLEGE Birmingham, Alabama <i>(Awarded in 1992 for \$250,000)</i>		84,000		84,000
CENTRE COLLEGE Danville, Kentucky <i>(Awarded in 1992 for \$250,000)</i>		125,000	125,000	
COLLEGE OF THE HOLY CROSS Worcester, Massachusetts <i>(Awarded in 1993 for \$250,000)</i>		250,000	250,000	
CONNECTICUT COLLEGE New London, Connecticut <i>(Awarded in 1993 for \$250,000)</i>		250,000		250,000
CORNELL COLLEGE Mount Vernon, Iowa <i>(Awarded in 1994 for \$125,000)</i>		125,000	125,000	
LAFAYETTE COLLEGE Easton, Pennsylvania <i>(Awarded in 1992 for \$250,000)</i>		46,000	46,000	
LEWIS AND CLARK COLLEGE Portland, Oregon <i>(Awarded in 1994 for \$125,000)</i>		125,000		125,000
MILLS COLLEGE Oakland, California <i>(Awarded in 1993 for \$250,000)</i>		178,000		178,000
OBERLIN COLLEGE Oberlin, Ohio <i>(Awarded in 1993 for \$250,000)</i>		250,000	250,000	
OHIO WESLEYAN UNIVERSITY Delaware, Ohio <i>(Awarded in 1991 for \$250,000)</i>		175,000	175,000	

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
RHODES COLLEGE Memphis, Tennessee <i>(Awarded in 1994 for \$125,000)</i>		125,000	125,000	
SCRIPPS COLLEGE Claremont, California <i>(Awarded in 1993 for \$100,000)</i>		75,000	29,000	46,000
SMITH COLLEGE Northampton, Massachusetts <i>(Awarded in 1992 for \$250,000)</i>		128,000	128,000	
UNIVERSITY OF THE SOUTH Sewanee, Tennessee <i>(Awarded in 1992 for \$250,000)</i>		250,000	250,000	
VASSAR COLLEGE Poughkeepsie, New York <i>(Awarded in 1993 for \$250,000)</i>		212,000	66,000	146,000
WELLS COLLEGE Aurora, New York <i>(Awarded in 1993 for \$250,000)</i>		94,000	54,000	40,000
WHITMAN COLLEGE Walla Walla, Washington <i>(Awarded in 1993 for \$250,000)</i>		250,000	250,000	
WOFFORD COLLEGE Spartanburg, South Carolina <i>(Awarded in 1994 for \$125,000)</i>		125,000		125,000

Research Universities: International and Area Studies

*To increase discretionary fund endowments
for area and international studies*

**HARVARD UNIVERSITY, CENTER FOR
INTERNATIONAL AFFAIRS**

Cambridge, Massachusetts
(Awarded in 1992 for \$300,000)

300,000 300,000

**UNIVERSITY OF PENNSYLVANIA, OFFICE
OF INTERNATIONAL PROGRAMS**

Philadelphia, Pennsylvania
(Awarded in 1991 for \$300,000)

12,000 12,000

**UNIVERSITY OF PITTSBURGH, UNIVERSITY
CENTER FOR INTERNATIONAL STUDIES**

Pittsburgh, Pennsylvania
(Awarded in 1992 for \$300,000)

300,000 300,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
ROYAL INSTITUTE OF INTERNATIONAL AFFAIRS London, England <i>(Awarded in 1992 for \$300,000)</i>		78,000	78,000	
UNIVERSITY OF SOUTHERN CALIFORNIA, SCHOOL OF INTERNATIONAL RELATIONS Los Angeles, California <i>(Awarded in 1992 for \$300,000)</i>		300,000	184,000	116,000
TUFTS UNIVERSITY, FLETCHER SCHOOL OF LAW AND DIPLOMACY Medford, Massachusetts <i>(Awarded in 1989 for \$300,000)</i>	(4,000)*	37,000	33,000	

Elementary and Secondary Education

The Teaching Career

<p>■ CUPERTINO UNION HIGH SCHOOL DISTRICT Cupertino, California <i>To disseminate the Child Development Project to nineteen elementary schools and to support the professional development of district teachers</i></p>	15,000	15,000		
<p>■ GALEF INSTITUTE Los Angeles, California <i>To introduce Different Ways of Knowing into ten schools in the San Francisco Unified School District and in Marin and Sonoma counties</i></p>	50,000	50,000		
<p>■ HOMESTEAD HIGH SCHOOL Cupertino, California <i>To initiate teacher professional development communities</i></p>	36,000	36,000		
<p>■ PUBLIC AGENDA FOUNDATION New York, New York <i>For a national survey of teachers' attitudes about educational reform</i></p>	25,000	25,000		
<p>■ SAN JOSE UNIFIED EDUCATIONAL FOUNDATION San Jose, California <i>To support planning of the New Urban Teacher Education Alliance for Change</i></p>	50,000	50,000		
<p>TEACH FOR AMERICA New York, New York <i>For TEACH! Bay Area (Awarded in 1994 for \$200,000)</i></p>		100,000	100,000	

*Grant cancelled.

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>School Site and District Leadership</i>				
■ CALIFORNIA STATE UNIVERSITY, HAYWARD, SCHOOL OF EDUCATION Hayward, California <i>To plan a center for educational leadership</i>	49,000		49,000	
SANTA CLARA COUNTY OFFICE OF EDUCATION San Jose, California <i>To plan the Center for Educational Leadership (Awarded in 1994 for \$50,000)</i>		50,000	50,000	
<i>Educational Policy</i>				
UNIVERSITY OF CALIFORNIA, BERKELEY Berkeley, California <i>For general support of Policy Analysis for California Education (Awarded in 1994 for \$550,000)</i>		200,000	200,000	
■ For the Educational Administration Policy Studies' longitudinal study of California's School Restructuring Initiative	300,000		100,000	200,000
■ CALIFORNIA STATE UNIVERSITY, SACRAMENTO, INSTITUTE FOR EDUCATION REFORM Sacramento, California <i>For the California Education Policy Seminar Project</i>	6,000		6,000	
EDSOURCE Menlo Park, California <i>For general support (Awarded in 1994 for \$300,000)</i>		300,000	100,000	200,000
■ ELBRIDGE STUART FOUNDATION San Francisco, California <i>For the Public Engagement Poll</i>	70,000			70,000
FINANCE PROJECT Washington, D.C. <i>For general support (Awarded in 1994 for \$300,000)</i>		300,000	200,000	100,000
■ FOUNDATION FOR JOINT VENTURE: SILICON VALLEY NETWORK, TWENTY- FIRST CENTURY EDUCATION INITIATIVE San Jose, California <i>For the Professional Development Innovation Program</i>	1,000,000			1,000,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Child Development Program</i>				
DEVELOPMENTAL STUDIES CENTER				
Oakland, California				
<i>For the dissemination phase of the child development project (Awarded in 1994 for \$500,000)</i>				
		250,000	250,000	
■ <i>To spread the child development project principles and practices nationwide, with an emphasis on public policy contexts, teacher training, and linkages with other school reform movements</i>	500,000		250,000	250,000
<i>School-Linked Services</i>				
SAN FRANCISCO FOUNDATION				
Sacramento, California				
<i>For general support of the School-Linked Services Consortium (Awarded in 1994 for \$500,000)</i>				
		500,000	500,000	
■ <i>For the School-Linked Services Consortium</i>	500,000		250,000	250,000
■ UNIVERSITY OF SOUTHERN CALIFORNIA, SCHOOL OF SOCIAL WORK				
Los Angeles, California				
<i>For the interprofessional education and training project</i>				
	5,000		5,000	
URBAN STRATEGIES COUNCIL				
Oakland, California				
<i>For the Interagency Group for School-Linked Services (Awarded in 1992 for \$125,000)</i>				
		50,000	50,000	
<i>School Reform at Transitions</i>				
FAR WEST LABORATORY FOR EDUCATIONAL RESEARCH AND DEVELOPMENT				
San Francisco, California				
<i>For the HERALD Project at San Francisco's Balboa High School, with emphasis on the freshman year (Awarded in 1994 for \$205,000)</i>				
		105,000	65,000	40,000
SAN FRANCISCO CONSERVATION CORPS				
San Francisco, California				
<i>For the Youth Development Project (Awarded in 1994 for \$150,000)</i>				
		100,000	50,000	50,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
SAN JOSE STATE UNIVERSITY FOUNDATION				
San Jose, California				
<i>For the high-school counseling aspect of the Unfinished Journey Program at East Side Union High School District (Awarded in 1994 for \$30,000)</i>				
		30,000	30,000	
■ <i>For the high-school counseling aspect of the Unfinished Journey Program</i>	14,000			14,000
<i>Other</i>				
■ AMERICAN ACADEMY OF ARTS AND SCIENCES				
Cambridge, Massachusetts				
<i>To publish and distribute a special issue of Daedalus on American education</i>				
	40,000		40,000	
AMERICAN ASSOCIATION FOR HIGHER EDUCATION				
Washington, D.C.				
<i>For a project on the peer review of teaching in universities (Awarded in 1993 for \$230,000)</i>				
		115,000	115,000	
■ <i>For a project to improve university teaching</i>	250,000			250,000
AMERICAN COUNCIL ON EDUCATION				
Washington, D.C.				
<i>For general support (Awarded in 1994 for \$100,000)</i>				
		50,000	50,000	
ARMENIAN MISSIONARY ASSOCIATION OF AMERICA, INC.				
Paramus, New Jersey				
<i>For the presidential discretionary fund at Haigazian College (Awarded in 1993 for \$150,000)</i>				
		50,000	50,000	
■ BAY AREA SCHOOL REFORM COLLABORATIVE				
San Francisco, California				
<i>For the Hewlett-Annenberg Challenge for school reform in the Bay Area</i>				
	25,000,000*		1,000,000	24,000,000
UNIVERSITY OF CALIFORNIA, BERKELEY, PACIFIC NEIGHBORHOOD CONSORTIUM				
Berkeley, California				
<i>For general support (Awarded in 1993 for \$100,000)</i>				
		66,000	66,000	

*See Financial Statements, Note 4, p. 104.

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
CALIFORNIA TOMORROW San Francisco, California <i>For the Education for a Diverse Society/ School Restructuring Project (Awarded in 1994 for \$75,000)</i>		25,000	25,000	
■ CENTER FOR ACADEMIC INTEGRITY Stanford, California <i>For general support</i>	80,000		40,000	40,000
COLLEGE ENTRANCE EXAMINATION BOARD New York, New York <i>For the San Jose program of Equity 2000 (Awarded in 1993 for \$500,000)</i>		333,000	167,000	166,000
RAVENSWOOD CITY SCHOOL DISTRICT East Palo Alto, California <i>To purchase native-language library materials (Awarded in 1994 for \$100,000)</i>		50,000		50,000
■ SAN FRANCISCO FOUNDATION San Francisco, California <i>To plan the Bay Area School Reform Collaborative Annenberg Challenge grant proposal</i>	50,000		50,000	
SAN FRANCISCO STATE UNIVERSITY San Francisco, California				
■ <i>To explore collaboration among the Bay Area CSU Schools of Education in the service of school reform</i>	40,000		40,000	
■ <i>For the University School Support for Education Reform Project</i>	300,000			300,000
■ SAN JOSE CITY COLLEGE San Jose, California <i>For directors' visits to historically Black colleges and universities</i>	20,000			20,000
■ SIGMA XI, SCIENTIFIC RESEARCH SOCIETY Research Triangle Park, North Carolina <i>For the Vannevar Bush II: Science for the 21st Century Project</i>	25,000		25,000	
TIDES FOUNDATION, BAY AREA COALITION OF ESSENTIAL SCHOOLS Redwood City, California <i>For the project on strengthening schools as communities while undertaking reform (Awarded in 1994 for \$265,000)</i>		265,000	115,000	150,000

Education: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
TOMAS RIVERA CENTER Claremont, California <i>For general support (Awarded in 1992 for \$300,000)</i>		100,000	100,000	
TRINITY UNIVERSITY San Antonio, Texas <i>For the Alliance for Better Schools (Awarded in 1992 for \$300,000)</i>		100,000	100,000	
WORLD FORUM OF SILICON VALLEY San Jose, California <i>For general support (Awarded in 1993 for \$175,000)</i>		50,000	50,000	
TOTAL EDUCATION	\$33,861,000*	\$13,877,000	\$11,971,500	\$35,766,500

*1995 authorizations (\$33,865,000) minus cancellation (\$4,000).

The Foundation focuses environmental grantmaking on the American West, where archaic resource management practices and surging population growth threaten fragile ecosystems from the temperate rainforests of the Pacific Northwest to the arid rangelands of the Colorado Plateau. The goals of the program are to increase the fund of policy options available for addressing resource and growth management problems in the region; to improve the quality of public debate surrounding these issues; and to promote community-based problem solving that achieves equitable and sustainable economic development without sacrificing environmental values.

The strategy for achieving these goals is fourfold: (1) support the development and dissemination of nonpartisan policy analysis that offers constructive options to contending positions; (2) promote efforts to improve public awareness of and understanding about environmental conditions in the region; (3) encourage experimentation with methods other than litigation and legislative advocacy for achieving environmental solutions; and (4) emphasize sound economic development as integral to environmental preservation in the West. The Foundation retains an interest in selective land acquisition projects and reserves a portion of the environment program budget for exceptional organizations whose work does not necessarily reflect a Western focus.

Grants are directed to organizations working on issues that affect the fragile ecosystems lying west of the 100th meridian, the traditional boundary demarcating the arid West from the temperate Eastern weather zone of North America. Specifically, grants are awarded for work in Alaska, Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, British Columbia, and Alberta. Support is also considered for work on U.S.-Mexico border environmental issues in the U.S. Southwest and bordering Mexican states.

The Foundation emphasizes general support grants aimed at building the institutional capacity of highly promising nonprofits that may lack the ability to generate unrestricted support from

Program Description

memberships, sales of materials, and other sources. The specific components of the program are as follows.

Policy Analysis. The Foundation supports organizations that produce policy-oriented studies on important environmental issues affecting the region. Candidates for support should present the following characteristics: a reputation for intellectual rigor and objectivity, an interdisciplinary staff, a variety of widely circulate publications and other products, and a demonstrable capability to influence policy outcomes.

Education of Decision Makers and the General Public. The Foundation supports organizations engaged in the broad dissemination of nonpartisan information on Western environmental issues to decision makers and the general public.

Decision-Making Processes. The Foundation assists organizations that demonstrate, document, or study how environmental decision-making processes could be improved in the West. Support is primarily focused on organizations engaged in these processes.

Rural Communities and the Environment. The Foundation supports organizations working on the integration of rural community development and environmental protection through scientific research, economic development ventures, and other projects of regional significance.

Growth Management in Metropolitan Areas. Recognizing that unchecked patterns of growth in the urban and suburban West have accelerated the degradation of biological and physical systems throughout the region, the Foundation will, in 1996, begin awarding grants to organizations that seek to improve growth management in these metropolitan areas through strategies involving natural resource protection and awareness of carrying capacity.

Land Preservation. In exceptional cases, the Foundation supports efforts on a national scale to acquire or preserve unique, ecologically significant land in the West.

In order to avoid unprofitable effort on the part of applicants, we emphasize that the environment program does not support proposals in the following areas: basic research; capital construction; conferences, symposia, or workshops; environmental education curricula (K-12 or adult); and museum facilities, exhibits, or programs. Similarly, this program does not make awards to individuals, organizations outside the United States, local land trusts, or groups that utilize community organizing, advocacy, or litigation as a central strategy for achieving organizational aims.

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Policy Analysis</i>				
AMERICAN FORESTS				
Washington, D.C.				
<i>For general support of the Forest Policy Center</i>				
<i>(Awarded in 1993 for \$125,000)</i>				
		\$25,000	\$25,000	
AMERICAN RIVERS				
Washington, D.C.				
<i>For the Western Water Resources Program</i>				
<i>(Awarded in 1994 for \$200,000)</i>				
		120,000	60,000	60,000
UNIVERSITY OF CALIFORNIA, DAVIS				
Davis, California				
<i>For general support of the Institute of Transportation Studies</i>				
<i>(Awarded in 1994 for \$200,000)</i>				
		110,000		110,000
■ CENTER FOR ENERGY EFFICIENCY AND RENEWABLE TECHNOLOGIES				
Sacramento, California				
<i>For the California Regulatory Research Project</i>				
	250,000		200,000	50,000
CENTER FOR THE STUDY OF LAW AND POLITICS				
San Francisco, California				
<i>For general support of the Global Cities Project</i>				
<i>(Awarded in 1993 for \$150,000)</i>				
		100,000	100,000	
UNIVERSITY OF COLORADO, BOULDER, NATURAL RESOURCES LAW CENTER				
Boulder, Colorado				
<i>For the Western Lands Program</i>				
<i>(Awarded in 1994 for \$200,000)</i>				
		130,000		130,000
■ ENVIRONMENTAL AND ENERGY STUDY INSTITUTE				
Washington, D.C.				
<i>For general support</i>				
	150,000		70,000	80,000
ENVIRONMENTAL DEFENSE FUND				
New York, New York				
<i>For the Western Water Program</i>				
<i>(Awarded in 1994 for \$250,000)</i>				
		160,000	80,000	80,000
■ INSTITUTE FOR THE NATURAL HERITAGE				
San Francisco, California				
<i>To support programs in Western water policy reform and environmental problem solving</i>				
	150,000		75,000	75,000

■ Grants newly authorized in 1995 are highlighted by square boxes.

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ NATIONAL CONFERENCE OF STATE LEGISLATURES				
Denver, Colorado				
<i>For the Western Water Policy Program</i>	75,000		45,000	30,000
NORTHEAST MIDWEST INSTITUTE				
Washington, D.C.				
<i>For general support of environmental work (Awarded in 1993 for \$120,000)</i>		20,000	20,000	
PACIFIC INSTITUTE FOR STUDIES IN DEVELOPMENT, ENVIRONMENT, AND SECURITY				
Oakland, California				
<i>For general support (Awarded in 1994 for \$200,000)</i>		120,000	60,000	60,000
RESOURCES FOR THE FUTURE				
Washington, D.C.				
<i>For general support (Awarded in 1992 for \$250,000)</i>		190,000	55,000	135,000
■ UNIVERSITY OF WASHINGTON, GRADUATE SCHOOL OF PUBLIC AFFAIRS				
Seattle, Washington				
<i>For general support of the Northwest Policy Center</i>	150,000		35,000	115,000
WESTERN GOVERNORS' ASSOCIATION				
Denver, Colorado				
<i>For the Trade and the Environment Program (Awarded in 1994 for \$150,000)</i>		90,000		90,000
WOODS HOLE RESEARCH CENTER				
Woods Hole, Massachusetts				
<i>For general support (Awarded in 1993 for \$150,000)</i>		50,000	50,000	

Education of Decision Makers and the General Public

■ KTEH 54 PUBLIC TELEVISION				
San Jose, California				
<i>To produce the documentary Cadillac Desert/Last Oasis</i>	250,000		250,000	
■ LOCAL GOVERNMENT COMMISSION				
Sacramento, California				
<i>For general support</i>	120,000		40,000	80,000

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
NORTHWEST ENVIRONMENT WATCH				
Seattle, Washington				
<i>For general support (Awarded in 1994 for \$120,000)</i>				
		120,000	80,000	40,000
PACIFIC GIS				
Portland, Oregon				
<i>For the Conservation GIS Consortium, with partners Desktop Assistance and the Sierra Biodiversity Institute (Awarded in 1994 for \$300,000)</i>				
		150,000		150,000
■ PLANNING AND CONSERVATION LEAGUE FOUNDATION				
Sacramento, California				
<i>To research and disseminate information on financing mechanisms for open space acquisition and management</i>				
	20,000		20,000	
■ ZOOLOGICAL SOCIETY OF SAN DIEGO				
San Diego, California				
<i>For public education about the Natural Communities Conservation Planning Process</i>				
	140,000		90,000	50,000
 <i>Decision-Making Processes</i>				
CALIFORNIA ENVIRONMENTAL AND ECONOMIC RECOVERY COALITION				
Sacramento, California				
<i>For continuing negotiations on California growth management (Awarded in 1992 for \$40,000)</i>				
	(5,482)*		(5,482)*	
CLEAN SITES, INC.				
San Francisco, California				
<i>For general support (Awarded in 1994 for \$100,000)</i>				
		100,000	60,000	40,000
■ COALITION FOR UTAH'S FUTURE, PROJECT 2000				
Salt Lake City, Utah				
<i>For the Community and Wild Lands Futures Project</i>				
	125,000		100,000	25,000
GREENBELT ALLIANCE				
San Francisco, California				
<i>For general support of activities to improve regional decision making (Awarded in 1993 for \$150,000)</i>				
		25,000	25,000	

* Unused portion of grant refunded.

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ HENRY'S FORK FOUNDATION				
Island Park, Idaho				
<i>For the Henry's Fork Watershed Initiative</i>	25,000		25,000	
MANAGEMENT INSTITUTE FOR ENVIRONMENT AND BUSINESS				
Washington, D.C.				
<i>For the Environmental Partnerships Initiative (Awarded in 1993 for \$150,000)</i>		75,000	50,000	25,000
■ STATE OF MONTANA				
Helena, Montana				
<i>For general support of the Montana Consensus Council</i>	25,000		25,000	
NATIONAL INSTITUTE FOR CHEMICAL STUDIES				
Charleston, West Virginia				
<i>For general support (Awarded in 1993 for \$135,000)</i>		35,000	35,000	
■ NATURE CONSERVANCY				
Arlington, Virginia				
<i>For the Natural Communities Conservation Planning and the Pyramid Lake/Stillwater Marsh projects</i>	600,000		300,000	300,000
TIDES FOUNDATION, SUSTAINABILITY ROUNDTABLES PROJECT				
San Francisco, California				
<i>For general support (Awarded in 1993 for \$60,000)</i>		20,000	20,000	
TIDES FOUNDATION, SUSTAINABLE CONSERVATION				
San Francisco, California				
<i>For general support (Awarded in 1994 for \$150,000)</i>		150,000	100,000	50,000
 <i>Rural Communities and the Environment</i>				
CENTER FOR HOLISTIC RESOURCE MANAGEMENT				
Albuquerque, New Mexico				
<i>For general support (Awarded in 1994 for \$200,000)</i>		100,000	100,000	
■ COMMUNITY ALLIANCE WITH FAMILY FARMERS FOUNDATION				
Davis, California				
<i>For general support</i>	100,000		50,000	50,000

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
GRAND CANYON TRUST Flagstaff, Arizona <i>For general support (Awarded in 1994 for \$300,000)</i>		200,000	100,000	100,000
■ HOOPA VALLEY TRIBAL COUNCIL Hoopa, California <i>To support the Integrated Resource Management Plan Project</i>	80,000		50,000	30,000
■ MALPAI BORDERLANDS GROUP, INC. Douglas, Arizona <i>For general support</i>	100,000		50,000	50,000
■ PACIFIC FOREST TRUST Boonville, California <i>For general support</i>	150,000		50,000	100,000
■ ROGUE INSTITUTE FOR ECOLOGY AND ECONOMY Ashland, Oregon <i>For general support</i>	80,000		40,000	40,000
SONORAN INSTITUTE Tucson, Arizona <i>For general support (Awarded in 1994 for \$150,000)</i>		150,000	50,000	100,000
■ SUSTAINABLE NORTHWEST Portland, Oregon <i>For general support</i>	35,000		35,000	
■ TIDES FOUNDATION San Francisco, California <i>For general support of the Sierra Business Council</i>	100,000		60,000	40,000
■ TIDES FOUNDATION, FOREST TRUST San Francisco, California <i>For the Better Decisions Program</i>	80,000		50,000	30,000
<i>Land Preservation</i>				
■ SANTA CRUZ COUNTY Santa Cruz, California <i>To acquire South Ridge at Quail Hollow</i>	100,000		100,000	

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Environmental Studies Centers</i>				
UNIVERSITY OF CALIFORNIA, LOS ANGELES				
Los Angeles, California				
<i>To help endow a discretionary trust fund for the Environmental Science / Engineering Program</i>				
<i>(Awarded in 1992 for \$250,000)</i>				
		100,000	50,000	50,000
CORNELL UNIVERSITY				
Ithaca, New York				
<i>To help endow a discretionary fund for the Center for the Environment</i>				
<i>(Awarded in 1993 for \$250,000)</i>				
		100,000	50,000	50,000
UNIVERSITY OF MICHIGAN				
Ann Arbor, Michigan				
<i>To help endow a discretionary trust fund for the School of Natural Resources and Environment</i>				
<i>(Awarded in 1990 for \$250,000)</i>				
		50,000	50,000	
PRINCETON UNIVERSITY				
Princeton, New Jersey				
<i>To help endow a discretionary trust fund for the Center for Energy and Environmental Studies</i>				
<i>(Awarded in 1991 for \$250,000)</i>				
		250,000	250,000	
UNIVERSITY OF WASHINGTON				
Seattle, Washington				
<i>To help endow a discretionary trust fund for the Institute for Marine Studies and the Institute for Environmental Studies</i>				
<i>(Awarded in 1990 for \$250,000)</i>				
		125,000	100,000	25,000
YALE UNIVERSITY				
New Haven, Connecticut				
<i>To help endow a discretionary fund for the School of Forestry and Environmental Studies</i>				
<i>(Awarded in 1993 for \$250,000)</i>				
		250,000	140,000	110,000
<i>Other</i>				
■ AMERICAN FARMLAND TRUST				
Washington, D.C.				
<i>For the Agricultural Conservation Alternatives Project</i>				
	100,000		100,000	

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ CALIFORNIA ENVIRONMENTAL TRUST San Francisco, California <i>For activities supporting the President's Council on Sustainable Development</i>	15,000		15,000	
CENTER FOR NEIGHBORHOOD TECHNOLOGY Chicago, Illinois <i>For general support and for the Alliance for Sustainable Materials Economy (Awarded in 1993 for \$100,000)</i>		35,000	35,000	
EARTH ISLAND INSTITUTE San Francisco, California <i>For the Urban Habitat Program (Awarded in 1993 for \$100,000)</i>		50,000	50,000	
■ NEW YORK BOTANICAL GARDEN Bronx, New York <i>For the Intermountain Flora Project</i>	150,000		70,000	80,000
ONE THOUSAND FRIENDS OF OREGON Portland, Oregon <i>For general support (Awarded in 1994 for \$250,000)</i>		150,000	80,000	70,000
ORGANIZATION FOR TROPICAL STUDIES Durham, North Carolina <i>For endowment support of the U.S. Decision Makers Program (Awarded in 1994 for \$250,000)</i>		250,000	100,000	150,000
PACIFIC RIVERS COUNCIL Eugene, Oregon <i>For general support (Awarded in 1993 for \$100,000)</i>		35,000	35,000	
RESOLVE, CENTER FOR ENVIRONMENTAL DISPUTE RESOLUTION Washington, D.C. <i>For research, publication, and outreach activities (Awarded in 1994 for \$100,000)</i>		100,000	40,000	60,000
STANFORD UNIVERSITY, CENTER FOR CONSERVATION BIOLOGY Stanford, California <i>For general support (Awarded in 1992 for \$250,000)</i>		70,000	70,000	

Environment: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNIVERSITY OF VIRGINIA				
Charlottesville, Virginia				
<i>For general support of the Institute for Environmental Negotiation (Awarded in 1994 for \$50,000)</i>				
		50,000	50,000	
■ WORLD RESOURCES INSTITUTE				
Washington, D.C.				
<i>For general support</i>				
	250,000		100,000	150,000
TOTAL ENVIRONMENT	\$3,414,518*	\$3,855,000	\$4,209,518†	\$3,060,000

*1995 authorizations (\$3,420,000) minus refund (\$5,482).

†1995 payments (\$4,215,000) minus refund (\$5,482).

Program Description

The Foundation's family and community development program primarily supports organizations that serve San Francisco Bay Area communities. In addition, it provides assistance to a limited number of national support organizations whose work directly benefits local and regional efforts. The program places priority on activities that strengthen families and their communities through support of capacity building, replication of promising models, community organizing, indigenous and minority leadership development, and relevant policy analysis and evaluation research. Grants are made in five categories.

Community Development. The Foundation supports the efforts of community-based organizations working to revitalize the economic, physical, social, and human capital of low-income communities through an integrated range of activities: planning, job creation, small business assistance, commercial revitalization, and cultural development. As a part of its interest in encouraging concentrated community revitalization work that will generate significant and sustainable results, the Foundation will consider requests that focus on specific geographic neighborhoods.

Family Support and Development. The Foundation funds programs that strengthen and improve the functioning of families and enhance the healthy development and general welfare of children and youth, particularly neighborhood-based efforts that contribute to community revitalization. It places priority on efforts that allocate resources and organize services in order to increase the economic stability and long-term success of families.

Responsible Fatherhood. Commencing in 1996, the Foundation will support programs that engage or reengage fathers in parenting and the support of the family. Emphasis will be placed on efforts that prevent too-early parenthood for young men, prepare men for the responsibilities of fatherhood, and foster the emotional connection between fathers and their children.

Affordable Housing. The Foundation does not make grants for capital needs, but instead supports programs that enable housing development corporations to develop, preserve, and effectively manage new and existing units of affordable housing for low-income families and individuals, including those with special needs. The Foundation is particularly interested in efforts that promote the development of permanent housing integrated with social and economic development services.

Community Service. The Foundation supports both national and community-based K-12 service program models that involve young people in strengthening a neighborhood's ability to respond to critical human development, public safety, and environmental issues. It also extends support to a limited number of efforts that advance the community service field through coalition building, quality assurance, and resource coordination.

Limited program funds dictate that only a few of the requests reviewed can be supported. To help avoid unprofitable effort on the part of applicants, we call attention to the fact that the Foundation does not make grants in the following fields: physical or mental health; law and related fields; criminal justice or juvenile delinquency; drug and alcohol addiction; or the problems of the elderly and the handicapped. The Foundation's interest in programs related to homelessness is restricted to those that emphasize specifically the realignment of existing community development and human service systems to respond more effectively to the needs of the homeless population. These exclusions derive not from a lack of sympathy with the needs in these fields but from the Foundation's determination to focus its resources.

**Family and Community Development:
Organizations
(by Category)**

**Grants
Authorized
1995**

**Unpaid
Grants
12/31/94**

**Payments
Made
1995**

**Unpaid
Grants
12/31/95**

Community Development

ASIAN NEIGHBORHOOD DESIGN

San Francisco, California

For general support

(Awarded in 1994 for \$100,000)

\$100,000

\$100,000

■ **CALIFORNIA COMMUNITY ECONOMIC
DEVELOPMENT ASSOCIATION**

Oakland, California

For Bay Area activities

125,000

65,000

60,000

CALIFORNIA REINVESTMENT COMMITTEE

San Francisco, California

For general support

(Awarded in 1994 for \$100,000)

65,000

35,000

30,000

■ **CENTER FOR COMMUNITY CHANGE**

Washington, D.C.

For the Bay Area and national offices

225,000

75,000

150,000

■ **CHINATOWN NEIGHBORHOOD
IMPROVEMENT RESOURCE CENTER**

San Francisco, California

For general support

100,000

50,000

50,000

■ **COMMUNITY DEVELOPMENT CORPORATION
OF OAKLAND**

Oakland, California

For general support

49,000

49,000

■ **EAST PALO ALTO COMMUNITY ALLIANCE
AND NEIGHBORHOOD DEVELOPMENT
ORGANIZATION**

East Palo Alto, California

For general support

80,000

40,000

40,000

■ **JUBILEE WEST, INC.**

Oakland, California

For general support

150,000

75,000

75,000

■ **LOCAL INITIATIVES SUPPORT
CORPORATION**

New York, New York

*For the national and Bay Area offices and
for Bay Area activities of the National
Community Development Initiative*

500,000

170,000

330,000

■ Grants newly authorized in 1995 are highlighted by square boxes.

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
NATIONAL ASSOCIATION OF COMMUNITY DEVELOPMENT LOAN FUNDS Philadelphia, Pennsylvania <i>For general support (Awarded in 1993 for \$75,000)</i>		35,000	35,000	
■ <i>For Bay Area activities and for the training initiative of the Coalition of Community Development Financial Institutions</i>	125,000		65,000	60,000
NATIONAL CONGRESS FOR COMMUNITY ECONOMIC DEVELOPMENT Washington, D.C. <i>For general support (Awarded in 1994 for \$80,000)</i>		40,000	40,000	
NATIONAL ECONOMIC DEVELOPMENT AND LAW CENTER Oakland, California <i>For general support (Awarded in 1994 for \$200,000)</i>		100,000	100,000	
■ NEIGHBORHOOD FUNDERS GROUP, INC. Oakland, California <i>For the 1996 Jobs Conference</i>	25,000		25,000	
■ NORTHERN CALIFORNIA COMMUNITY SERVICES COUNCIL, INC. San Francisco, California <i>For the San Francisco Council on Homelessness</i>	25,000		25,000	
PENINSULA CONSERVATION CENTER FOUNDATION Palo Alto, California <i>For the East Palo Alto Historical and Agricultural Society (Awarded in 1994 for \$80,000)</i>		35,000	35,000	
■ SACRAMENTO VALLEY ORGANIZING COMMUNITY Sacramento, California <i>For general support</i>	25,000		25,000	
■ SAN FRANCISCO FOUNDATION, FOUNDATION BASE CONVERSION WORKING GROUP San Francisco, California <i>For the Bay Area Sustainable Economy Strategies Funders Group</i>	10,000		10,000	
■ SONOMA COUNTY FAITH-BASED COMMUNITY ORGANIZING PROJECT Sebastopol, California <i>For general support</i>	50,000		50,000	

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
UNITED INDIAN NATIONS, INC.				
Oakland, California				
<i>For the Community Mobilization and Capacity-Building Program (Awarded in 1994 for \$150,000)</i>				
		75,000	75,000	
■ URBAN ECOLOGY, INC.				
Oakland, California				
<i>For general support</i>				
	35,000		35,000	
■ WOMEN'S INITIATIVE FOR SELF-EMPLOYMENT				
San Francisco, California				
<i>For general support</i>				
	150,000		75,000	75,000
 <i>Family Support and Development</i>				
AMERICAN ACADEMY OF ARTS AND SCIENCES				
Cambridge, Massachusetts				
<i>For the Initiatives for Children Program (Awarded in 1993 for \$300,000)</i>				
		150,000	150,000	
■ CENTER FOR A NEW GENERATION				
East Palo Alto, California				
<i>For the Parent Education Center</i>				
	190,000		95,000	95,000
CENTER ON BUDGET AND POLICY PRIORITIES				
Washington, D.C.				
<i>For the Bay Area expansion of the WIC Medicaid and the Earned Income Tax Credit outreach campaigns (Awarded in 1994 for \$225,000)</i>				
		225,000	75,000	150,000
CHILD CARE LAW CENTER				
San Francisco, California				
<i>For the Welfare Debate Project (Awarded in 1994 for \$90,000)</i>				
		45,000		45,000
■ CHILDREN NOW				
Oakland, California				
<i>For general support</i>				
	200,000		100,000	100,000
CHRONICLE SEASON OF SHARING FUND				
San Francisco, California				
<i>For general support</i>				
	50,000			50,000
<i>For general support</i>				
	30,000		30,000	

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
COLEMAN CHILDREN AND YOUTH SERVICES				
San Francisco, California				
<i>For general support (Awarded in 1992 for \$150,000)</i>				
		50,000	50,000	
■ <i>For general support</i>	175,000			175,000
COMMUNITY FOUNDATION OF SANTA CLARA COUNTY				
San Jose, California				
■ <i>For the Palo Alto Weekly Holiday Fund</i>	25,000			25,000
■ <i>For the Palo Alto Weekly Holiday Fund</i>	10,000		10,000	
EAST BAY COMMUNITY FOUNDATION				
Oakland, California				
<i>For general support of East Bay Funders (Awarded in 1992 for \$300,000)</i>				
		100,000	100,000	
■ <i>For general support of the Interagency Children's Policy Council of Alameda County</i>	100,000		50,000	50,000
CITY OF EAST PALO ALTO				
East Palo Alto, California				
<i>For the Summer of Youth Program</i>	15,000		15,000	
FAMILY SERVICE AGENCY OF SAN FRANCISCO				
San Francisco, California				
<i>For the Visitacion Valley Family Support Center (Awarded in 1994 for \$150,000)</i>				
		75,000	75,000	
■ GOOD SAMARITAN FAMILY RESOURCE CENTER OF SAN FRANCISCO				
San Francisco, California				
<i>To construct a new multipurpose building</i>	100,000		100,000	
INNOVATIVE HOUSING				
San Rafael, California				
<i>For the Parent-Child Program (Awarded in 1994 for \$100,000)</i>				
		50,000	50,000	
■ NORTHERN CALIFORNIA GRANTMAKERS				
San Francisco, California				
<i>For general support of the Summer Youth Project</i>	36,000		36,000	
■ CITY OF PALO ALTO, HUMAN SERVICES DIVISION				
Palo Alto, California				
<i>For the Family Resource Center planning project</i>	10,000		10,000	

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ PARENT SERVICES PROJECT, INC. Fairfax, California <i>For expansion efforts in San Mateo and Santa Clara Counties</i>	80,000		40,000	40,000
■ PENINSULA COMMUNITY FOUNDATION San Mateo, California <i>For the Peninsula Partnership for Children, Youth, and Families</i>	225,000		75,000	150,000
■ SAN FRANCISCO FOUNDATION San Francisco, California <i>For general support of the Greater Bay Area Family Resource Network</i>	75,000		40,000	35,000
SANTA CLARA COUNTY SOCIAL SERVICES AGENCY San Jose, California <i>For the Administrative Practices Improvement Project (Awarded in 1994 for \$100,000)</i>		65,000		65,000
URBAN STRATEGIES COUNCIL Oakland, California <i>For general support (Awarded in 1993 for \$300,000)</i>		75,000		75,000
Affordable Housing				
BRIDGE HOUSING CORPORATION San Francisco, California <i>For general support (Awarded in 1994 for \$150,000)</i>		100,000	50,000	50,000
CALIFORNIA HOUSING PARTNERSHIP CORPORATION Oakland, California <i>For general support (Awarded in 1993 for \$75,000)</i>		25,000	25,000	
CORPORATION FOR SUPPORTIVE HOUSING New York, New York <i>For Bay Area operations and for the revolving loan and grant fund (Awarded in 1994 for \$200,000)</i>		100,000		100,000
LOCAL INITIATIVES SUPPORT CORPORATION San Francisco, California <i>For the Bay Area Housing Support Collaborative (Awarded in 1994 for \$300,000)</i>		150,000		150,000

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ LOW-INCOME HOUSING FUND San Francisco, California <i>For Bay Area activities</i>	200,000		70,000	130,000
LOW-INCOME HOUSING INFORMATION SERVICE Washington, D.C. <i>For general support and for the National Housing Policy Initiative (Awarded in 1993 for \$165,000)</i>		50,000	50,000	
NON-PROFIT HOUSING ASSOCIATION OF NORTHERN CALIFORNIA San Francisco, California <i>For general support (Awarded in 1994 for \$125,000)</i>		75,000	50,000	25,000
■ RESOURCES FOR COMMUNITY DEVELOPMENT Berkeley, California <i>For general support</i>	50,000		50,000	
■ SAN FRANCISCO HOUSING DEVELOPMENT CORPORATION San Francisco, California <i>For general support</i>	50,000		50,000	
<i>Community Service</i>				
■ CITY YEAR, INC. Boston, Massachusetts <i>For the San Jose Program</i>	150,000		75,000	75,000
■ MID-PENINSULA YWCA Palo Alto, California <i>For the Youth Community Service Program</i>	60,000		30,000	30,000
■ NATIONAL ASSOCIATION OF SERVICE AND CONSERVATION CORPS Washington, D.C. <i>For general support</i>	100,000		50,000	50,000
■ NORTHERN CALIFORNIA GRANTMAKERS, NATIONAL SERVICE TASK FORCE AND COLLABORATIVE FUND San Francisco, California <i>For the AmeriCorps Programs</i>	100,000		100,000	
POINTS OF LIGHT FOUNDATION Washington, D.C. <i>For the California sites of the Communities as Places of Learning Project (Awarded in 1993 for \$300,000)</i>		200,000	100,000	100,000

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ PUBLIC ALLIES, THE NATIONAL CENTER FOR CAREERS IN PUBLIC LIFE Washington, D.C. <i>For the San Jose Program</i>	50,000		50,000	
■ SAN FRANCISCO URBAN SERVICE PROJECT San Francisco, California <i>For general support</i>	60,000		30,000	30,000
STANFORD UNIVERSITY, HAAS CENTER FOR PUBLIC SERVICE Stanford, California <i>To integrate public service with academic study (Awarded in 1993 for \$150,000)</i> <i>For Youth Service California (Awarded in 1994 for \$125,000)</i>		50,000 60,000	50,000	60,000
Minority Leadership Development				
CENTER FOR THIRD WORLD ORGANIZING Oakland, California <i>For the multicultural leadership development project (Awarded in 1994 for \$50,000)</i>		20,000	20,000	
Homelessness				
■ CENTER FOR COMMON CONCERNS, INC. San Francisco, California <i>For general support of the HomeBase Project</i>	125,000		65,000	60,000
FAMILY EMERGENCY SHELTER COALITION Hayward, California <i>For general support (Awarded in 1994 for \$40,000)</i>		20,000		20,000
RAPHAEL HOUSE OF SAN FRANCISCO San Francisco, California <i>For the Aftercare Program (Awarded in 1994 for \$100,000)</i>		65,000	35,000	30,000
SAN FRANCISCO BAR ASSOCIATION, VOLUNTEER LEGAL SERVICES PROGRAM San Francisco, California <i>For the Homeless Advocacy Project (Awarded in 1994 for \$100,000)</i>		50,000	50,000	

Family and Community Development: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
SAN FRANCISCO STATE UNIVERSITY				
San Francisco, California				
<i>For general support of the Bay Area Homelessness Program (Awarded in 1994 for \$150,000)</i>				
		75,000		75,000
TENDERLOIN NEIGHBORHOOD DEVELOPMENT CORPORATION				
San Francisco, California				
<i>For the Shallow Rent Subsidy Demonstration Program (Awarded in 1993 for \$30,000)</i>				
	(9,203)*		(9,203)*	
<i>Other</i>				
■ CALIFORNIA ASSOCIATION OF NONPROFITS				
Santa Cruz, California				
<i>For the 1995 annual conference</i>				
	5,000		5,000	
CENTER FOR ECONOMIC CONVERSION				
Mountain View, California				
<i>For general support of the Bay Area Base Conversion Project (Awarded in 1994 for \$200,000)</i>				
		100,000	100,000	
NORTHERN CALIFORNIA GRANTMAKERS				
San Francisco, California				
<i>For general support of the AIDS Task Force (Awarded in 1994 for \$200,000)</i>				
		100,000	100,000	
TOTAL FAMILY AND COMMUNITY DEVELOPMENT	\$3,935,797 [†]	\$2,525,000	\$3,501,797 [‡]	\$2,959,000

[†] 1995 authorizations (\$3,945,000) minus refund (\$9,203).

[‡] 1995 payments (\$3,511,000) minus refund (\$9,203).

* Unused portion of grant refunded at request of grantee.

Performing Arts

The Hewlett Foundation's performing arts program makes grants to classical music ensembles, professional theatre and opera companies, and ballet and modern dance organizations for artistic, managerial, and institutional development. The Foundation supports presenting organizations, arts councils that serve Bay Area communities, and service organizations that assist arts organizations in all disciplines. It also makes grants to groups providing a variety of services to Bay Area nonprofit film and video organizations.

Artist training programs and efforts to increase career opportunities for artists continue to be of interest to the Foundation. It will also consider proposals designed to increase the effectiveness of the field as a whole.

In keeping with the need for long-term, flexible support, the Foundation will recommend, whenever appropriate, that there be a matching requirement. The Foundation often recommends that a portion of the matching funds be applied to endowments or cash reserves, rather than to current operating expenses, to help ensure the long-term financial stability of its grantees.

The Foundation gives preference to independent nonprofit Bay Area organizations with an established record of artistic and administrative achievement, audience support and general audience appeal, and a realistic plan for artistic and organizational development.

The Foundation groups performing arts recommendations by discipline for presentation to its Board of Directors. This allows the Foundation to become familiar with the characteristics and needs in each field. It also assists in planning and in the consistent application of criteria. While the Foundation does not expect to be able to adhere rigidly to the following schedule, it will make every effort to do so.

Program Description

	<u>Application Submitted by:</u>	<u>For Board Action in:</u>
Music	January 1	April
Theatre/Music		
Theatre	April 1	July
Dance	July 1	October
Film/Video Service		
Organizations	July 1	October

Presenting organizations, arts councils, and multidisciplinary service organizations should contact the Foundation to determine the appropriate deadline.

The Foundation regrets that it cannot consider requests in the following areas: the visual or literary arts; radio, television documentaries, or other films and videos; the humanities; elementary and secondary school programs; college or university proposals; community art classes; folk arts, including crafts and popular music; recreational, therapeutic, and social service arts programs; and individuals. The Hewlett Foundation does not support one-time events, such as seminars, conferences, festivals, or cultural foreign exchange programs, and does not provide assistance with touring costs for performing companies.

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Music</i>				
■ BAY AREA WOMEN'S PHILHARMONIC San Francisco, California <i>For general support and for the recording project</i>	\$35,000		\$35,000	
BERKELEY SYMPHONY ORCHESTRA Berkeley, California <i>For general support (Awarded in 1993 for \$150,000)</i>		50,000	50,000	
CABRILLO MUSIC FESTIVAL Santa Cruz, California <i>For general support (Awarded in 1994 for \$105,000)</i>		70,000	35,000	35,000
UNIVERSITY OF CALIFORNIA, BERKELEY Berkeley, California <i>For general support of the Young Musicians Program (Awarded in 1990 for \$100,000)</i>		10,000	10,000	
■ <i>For general support of the Young Musicians Program</i>	500,000		175,000	325,000
CARMEL BACH FESTIVAL, INC. Carmel-by-the-Sea, California <i>For general support (Awarded in 1994 for \$105,000)</i>		70,000	35,000	35,000
■ CHAMBER MUSIC AMERICA New York, New York <i>For training seminars and for the San Francisco showcase concerts with Old First Concerts</i>	20,000		20,000	
■ CLASSICAL PHILHARMONIC OF NORTHERN CALIFORNIA San Leandro, California <i>For general support</i>	20,000		20,000	
COMMUNITY MUSIC CENTER San Francisco, California <i>For general support (Awarded in 1994 for \$120,000)</i>		80,000	40,000	40,000
EAST BAY CENTER FOR THE PERFORMING ARTS Richmond, California <i>For general support (Awarded in 1993 for \$120,000)</i>		40,000	40,000	

■ Grants newly authorized in 1995 are highlighted by square boxes.

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
FREMONT SYMPHONY ORCHESTRA Fremont, California <i>For general support (Awarded in 1994 for \$50,000)</i>		25,000	25,000	
■ HUMANITIES WEST San Francisco, California <i>For general support</i>	60,000		20,000	40,000
■ KRONOS PERFORMING ARTS ASSOCIATION San Francisco, California <i>For general support</i>	120,000		40,000	80,000
■ MIDSUMMER MOZART FESTIVAL San Francisco, California <i>For general support</i>	25,000		25,000	
■ MUSICAL TRADITIONS, INC., PAUL DRESHER ENSEMBLE San Francisco, California <i>For general support</i>	90,000		30,000	60,000
NAPA VALLEY SYMPHONY ASSOCIATION Napa, California <i>For general support (Awarded in 1993 for \$75,000)</i>		25,000	25,000	
■ OAKLAND EAST BAY SYMPHONY Oakland, California <i>For general support</i>	40,000		40,000	
■ OPUS 90 Palo Alto, California <i>For general support</i>	15,000		15,000	
PHILHARMONIA BAROQUE ORCHESTRA San Francisco, California <i>For general support (Awarded in 1993 for \$150,000)</i>		50,000	25,000	25,000
SAN FRANCISCO CHANTICLEER San Francisco, California <i>For general support (Awarded in 1993 for \$120,000)</i>		40,000	40,000	
SAN FRANCISCO CONTEMPORARY MUSIC PLAYERS San Francisco, California <i>For general support (Awarded in 1994 for \$105,000)</i>		70,000	35,000	35,000

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ SAN FRANCISCO EARLY MUSIC SOCIETY Berkeley, California <i>For general support</i>	30,000		10,000	20,000
SAN FRANCISCO GIRLS CHORUS, INC. San Francisco, California <i>For general support (Awarded in 1994 for \$75,000)</i>		50,000	25,000	25,000
SAN FRANCISCO SYMPHONY San Francisco, California <i>For youth education programs (Awarded in 1994 for \$450,000)</i>		375,000	150,000	225,000
■ SAN JOSE SYMPHONY San Jose, California <i>For general support</i>	75,000		35,000	40,000
SANTA CRUZ COUNTY SYMPHONY ASSOCIATION Santa Cruz, California <i>For general support (Awarded in 1994 for \$45,000)</i>		30,000	15,000	15,000
■ ZAKROS PRODUCTIONS, NEW MUSIC THEATRE San Francisco, California <i>For general support</i>	20,000		20,000	
<i>Theatre and Music Theatre</i>				
■ AMERICAN CONSERVATORY THEATER San Francisco, California <i>For the Advanced Training Program</i>	160,000		40,000	120,000
■ BERKELEY REPERTORY THEATRE Berkeley, California <i>For general support</i>	200,000		100,000	100,000
■ BRAVA! FOR WOMEN IN THE ARTS San Francisco, California <i>For general support</i>	15,000		15,000	
UNIVERSITY OF CALIFORNIA, SANTA CRUZ Santa Cruz, California <i>For general support of Shakespeare Santa Cruz (Awarded in 1994 for \$120,000)</i>		80,000	40,000	40,000
CALIFORNIA SHAKESPEARE FESTIVAL Berkeley, California <i>For general support (Awarded in 1994 for \$150,000)</i>		100,000	50,000	50,000

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
EL TEATRO DE LA ESPERANZA San Francisco, California <i>For the Isadora Aguirre Playwriting Lab and for Festival Latino (Awarded in 1994 for \$30,000)</i>		20,000		20,000
■ EXIT THEATRE San Francisco, California <i>For general support</i>	30,000		10,000	20,000
GEORGE COATES PERFORMANCE WORKS San Francisco, California <i>For general support (Awarded in 1994 for \$120,000)</i>		60,000	60,000	
MAGIC THEATRE, INC. San Francisco, California <i>For general support (Awarded in 1994 for \$100,000)</i>		50,000	50,000	
■ OPERA SAN JOSE San Jose, California <i>For general support with a focus on the Resident Artist Program</i>	100,000		50,000	50,000
■ OREGON SHAKESPEAREAN FESTIVAL ASSOCIATION Ashland, Oregon <i>For general support</i>	140,000		70,000	70,000
PENINSULA CIVIC LIGHT OPERA San Mateo, California <i>For general support (Awarded in 1994 for \$40,000)</i>		20,000	20,000	
■ PLAYWRIGHTS FOUNDATION San Francisco, California <i>For general support</i>	30,000		10,000	20,000
■ POCKET OPERA COMPANY, INC. San Francisco, California <i>For general support</i>	80,000		40,000	40,000
SAN FRANCISCO OPERA ASSOCIATION San Francisco, California <i>For the Opera Center (Awarded in 1993 for \$450,000)</i>		50,000	50,000	
■ <i>For the Opera Center</i>	450,000		150,000	300,000
SAN JOSE CIVIC LIGHT OPERA San Jose, California <i>For general support, with a focus on educational programs (Awarded in 1994 for \$45,000)</i>		30,000	15,000	15,000

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
SAN JOSE REPERTORY THEATRE San Jose, California <i>For general support (Awarded in 1994 for \$150,000)</i>		75,000	75,000	
■ SEW PRODUCTIONS/LORRAINE HANSBERRY THEATRE San Francisco, California <i>For general support</i>	50,000		25,000	25,000
SHAKESPEARE—SAN FRANCISCO San Francisco, California <i>For general support (Awarded in 1993 for \$120,000)</i>		40,000	40,000	
SOON 3 THEATRE San Francisco, California <i>For general support (Awarded in 1994 for \$60,000)</i>		40,000	20,000	20,000
THEATER ARTAUD San Francisco, California <i>For general support (Awarded in 1994 for \$200,000)</i>		140,000	60,000	80,000
■ THEATRE BAY AREA San Francisco, California <i>For general support</i>	40,000		20,000	20,000
■ THEATRE OF YUGEN, INC. San Francisco, California <i>For general support</i>	10,000		10,000	
■ THEATREWORKS Palo Alto, California <i>For general support</i>	150,000		50,000	100,000
■ THICK DESCRIPTION San Francisco, California <i>For general support</i>	25,000		25,000	
WEST BAY OPERA ASSOCIATION, INC. Palo Alto, California <i>For general support (Awarded in 1994 for \$80,000)</i>		40,000	40,000	
 <i>Dance</i>				
■ CENTERSPACE DANCE FOUNDATION, INC./ GARY PALMER DANCE COMPANY San Jose, California <i>For general support</i>	20,000		20,000	

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
CIRCUIT NETWORK				
San Francisco, California				
<i>For general support (Awarded in 1994 for \$40,000)</i>				
		20,000	20,000	
DANCE ASSOCIATION/RUTH LANGRIDGE DANCE COMPANY				
Belvedere, California				
<i>For general support (Awarded in 1994 for \$45,000)</i>				
	(30,000)*	30,000		
DANCE THROUGH TIME				
San Francisco, California				
<i>For general support (Awarded in 1994 for \$75,000)</i>				
		50,000	25,000	25,000
DANCE/USA				
Washington, D.C.				
<i>For general support (Awarded in 1993 for \$40,000)</i>				
■	<i>For general support</i>	40,000	20,000	20,000
DANCERS' GROUP/FOOTWORK STUDIO				
San Francisco, California				
<i>For general support (Awarded in 1993 for \$60,000)</i>				
		20,000	20,000	
■	DELLA DAVIDSON DANCE COMPANY			
San Francisco, California				
<i>For general support</i>				
	35,000		20,000	15,000
DIMENSIONS DANCE THEATER				
Oakland, California				
<i>For general support (Awarded in 1993 for \$45,000)</i>				
		15,000		15,000
ELLEN WEBB DANCE FOUNDATION				
Oakland, California				
<i>For the Talking Dance Project and for general support (Awarded in 1994 for \$30,000)</i>				
		20,000		20,000
■	FRIENDS OF OLYMPIA STATION, INC., TANDY BEAL & COMPANY/NEW PICKLE CIRCUS			
Santa Cruz, California				
<i>For general support</i>				
	60,000		30,000	30,000
■	JOE GOODE PERFORMANCE GROUP			
San Francisco, California				
<i>For general support</i>				
	40,000		20,000	20,000

*Unused portion of grant cancelled at request of grantee.

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
LINES CONTEMPORARY BALLET				
San Francisco, California				
<i>For general support</i>				
<i>(Awarded in 1994 for \$100,000)</i>				
		50,000	50,000	
MARGARET JENKINS DANCE COMPANY				
San Francisco, California				
<i>For general support</i>				
<i>(Awarded in 1994 for \$135,000)</i>				
		90,000	45,000	45,000
■ NEW YORK PUBLIC LIBRARY, DANCE HERITAGE COALITION				
Pelham, New York				
<i>For Access to Dance Research Resources Project</i>				
	50,000			50,000
OAKLAND BALLET				
Oakland, California				
<i>For general support</i>				
<i>(Awarded in 1993 for \$200,000)</i>				
■ <i>For general support</i>	200,000	50,000	50,000	150,000
■ OBERLIN DANCE COLLECTIVE				
San Francisco, California				
<i>For general support</i>				
	150,000		50,000	100,000
PENINSULA BALLET THEATRE				
San Mateo, California				
<i>For general support</i>				
<i>(Awarded in 1994 for \$40,000)</i>				
		20,000		20,000
SAN FRANCISCO BALLET ASSOCIATION				
San Francisco, California				
<i>For the San Francisco Ballet School</i>				
<i>(Awarded in 1993 for \$300,000)</i>				
■ <i>For the San Francisco Ballet School</i>	300,000	150,000	150,000	300,000
■ SAN JOSE CLEVELAND BALLET				
San Jose, California				
<i>For general support</i>				
	75,000		75,000	
ZOHCO				
Palo Alto, California				
<i>For general support</i>				
<i>(Awarded in 1993 for \$90,000)</i>				
		30,000	30,000	

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Film and Video</i>				
BAY AREA VIDEO COALITION				
San Francisco, California				
<i>For general support (Awarded in 1994 for \$65,000)</i>				
		30,000	30,000	
FILM ARTS FOUNDATION				
San Francisco, California				
<i>For general support (Awarded in 1993 for \$90,000)</i>				
		30,000	30,000	
■ SAN FRANCISCO CINEMATHEQUE				
San Francisco, California				
<i>For general support</i>				
	60,000		20,000	40,000
<i>Supporting Services</i>				
ARTS COUNCIL OF SANTA CLARA COUNTY				
San Jose, California				
<i>For general support and for the regranting program (Awarded in 1994 for \$100,000)</i>				
		50,000	50,000	
BUSINESS-ARTS COUNCIL, INC.				
San Francisco, California				
<i>For Business Volunteers for the Arts/ San Francisco and for affiliated programs (Awarded in 1993 for \$100,000)</i>				
		33,000	33,000	
■ UNIVERSITY OF CALIFORNIA, BERKELEY, CAL PERFORMANCES				
Berkeley, California				
<i>For general support, with a focus on music programs and on the Berkeley Festival and Exhibition</i>				
	200,000		100,000	100,000
CALIFORNIA CONFEDERATION OF THE ARTS				
Sacramento, California				
<i>For general support (Awarded in 1993 for \$75,000)</i>				
		25,000	25,000	
■ CALIFORNIA LAWYERS FOR THE ARTS				
San Francisco, California				
<i>For general support of the San Francisco and Oakland offices</i>				
	60,000		20,000	40,000

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
CITY CELEBRATION				
San Francisco, California				
<i>For general support</i>				
<i>(Awarded in 1993 for \$120,000)</i>				
		40,000	40,000	
■ CULTURAL COUNCIL OF SANTA CRUZ COUNTY				
Aptos, California				
<i>For general support and for the regranting program</i>				
	100,000		50,000	50,000
■ 80 LANGTON STREET/ NEW LANGTON ARTS				
San Francisco, California				
<i>For general support and for the regranting program</i>				
	40,000		20,000	20,000
FOOTHILL-DE ANZA COLLEGES FOUNDATION				
Los Altos Hills, California				
<i>For general support of the Festival of the Arts</i>				
<i>(Awarded in 1994 for \$30,000)</i>				
		15,000	15,000	
■ GOOD SOUND FOUNDATION				
Woodside, California				
<i>For general support</i>				
	40,000		40,000	
INTERSECTION FOR THE ARTS				
San Francisco, California				
<i>For general support</i>				
<i>(Awarded in 1994 for \$50,000)</i>				
		25,000	25,000	
■ JAZZ IN THE CITY, SAN FRANCISCO JAZZ FESTIVAL				
San Francisco, California				
<i>For general support, with a focus on the Jazz Masters Program</i>				
	70,000		35,000	35,000
■ KONCEPTS CULTURAL GALLERY				
Oakland, California				
<i>For general support</i>				
	10,000		10,000	
■ THE MARSH: A BREEDING GROUND FOR NEW PERFORMANCE				
San Francisco, California				
<i>For general support</i>				
	10,000		10,000	
■ MONTALVO ASSOCIATION, VILLA MONTALVO				
Saratoga, California				
<i>For general support, with a focus on classical music concerts and the Discovery Series</i>				
	75,000		25,000	50,000

Performing Arts: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
NONPROFIT FACILITIES FUND				
New York, New York				
<i>For the San Francisco Bay Area Cultural Facilities Fund</i>				
<i>(Awarded in 1994 for \$110,000)</i>				
		40,000	20,000	20,000
OLD FIRST CENTER FOR THE ARTS				
San Francisco, California				
<i>For the Old First Concerts</i>				
<i>(Awarded in 1993 for \$45,000)</i>				
		15,000	15,000	
SAN FRANCISCO PERFORMANCES				
San Francisco, California				
<i>For general support and for the Alexander String Quartet residency program</i>				
<i>(Awarded in 1994 for \$225,000)</i>				
		150,000	75,000	75,000
SAN FRANCISCO PERFORMING ARTS LIBRARY AND MUSEUM				
San Francisco, California				
<i>For general support</i>				
<i>(Awarded in 1994 for \$150,000)</i>				
		100,000	50,000	50,000
STANFORD UNIVERSITY				
Stanford, California				
■	<i>For general support of the Lively Arts at Stanford</i>			
	25,000		25,000	
■	<i>For the Committee on Black Performing Arts, with a focus on the East Palo Alto Project</i>			
	35,000		35,000	
STERN GROVE FESTIVAL				
San Francisco, California				
<i>For general support</i>				
<i>(Awarded in 1994 for \$60,000)</i>				
		40,000	20,000	20,000
THE.ART.RE.GRUP, INC.				
San Francisco, California				
<i>For general support of The Lab</i>				
<i>(Awarded in 1994 for \$40,000)</i>				
		20,000	20,000	
<i>Other</i>				
■	PATAPHYSICAL BROADCASTING FOUNDATION, INC., KUSP			
Santa Cruz, California				
<i>For broadcasts of the Carmel Bach Festival and the Cabrillo Music Festival</i>				
	25,000		25,000	
TOTAL PERFORMING ARTS				
	\$4,220,000*	\$2,908,000	\$3,728,000	\$3,400,000

*1995 authorizations (\$4,250,000) minus cancellation (\$30,000).

Rapid population growth continues to be a significant worldwide problem, despite the impact organized family planning programs have had in reducing fertility. The Foundation has three primary goals in this area: to increase the involvement of the public and private sectors, the media, and educational institutions in population issues; to improve the delivery of family planning and related reproductive health services; and to evaluate and help replicate the impact of educational and economic development activities on fertility. U.S. population issues are also of concern but represent a smaller proportion of the Foundation's annual program budget.

Within these three priorities, the Foundation supports a range of activities. Specific interests include the following areas:

- Policy-oriented research and educational activities that inform policymakers both in the U.S. and abroad about the importance of population issues and the relevance of demographic change to other aspects of human welfare. The Foundation emphasizes efforts to expand the availability of financial resources and, through training, human resources to address population issues.
- Programs that develop and disseminate the knowledge and techniques needed to improve the quality and effectiveness of family planning activities. Support is also provided to evaluate the cost and practicality of programs that address broader reproductive health concerns in conjunction with family planning.
- Human development activities and interventions that affect fertility, such as programs which enhance women's economic and educational opportunities, improve their legal rights, diminish gender inequities, and foster female self-determination. Preference will be given to programs that include assessment of the cost and practicality of larger scale replication and evaluation of their impact on fertility behavior.

Program Description

Grants are made primarily to U.S.-based organizations, but there are no geographic limitations on support for research, family planning projects, or training. While the focus of such activities will be on developing countries, selected U.S. organizations that engage in highly leveraged domestic family planning activities also remain eligible for support.

The Foundation generally provides organizational, rather than project, support and favors those organizations that seek to bridge the gap between research, policy formulation, and program implementation. The Foundation does not ordinarily support bio-medical research on reproduction.

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Increasing Commitment to Address Population Issues</i>				
■ CATHOLICS FOR A FREE CHOICE Washington, D.C. <i>For general support</i>	\$450,000		\$150,000	\$300,000
■ CHILD TRENDS, INC. Washington, D.C. <i>For disseminating information regarding children and families (Awarded in 1994 for \$300,000)</i>		200,000		200,000
■ DEFENDERS OF WILDLIFE, INC. Washington, D.C. <i>For population activities related to policy development and public education</i>	7,500			7,500
■ DEUTSCHE STIFTUNG WELTBEVOLKERUNG Hannover, Germany <i>For general support</i>	200,000		65,000	135,000
■ EARTH SUMMIT WATCH Washington, D.C. <i>For the Cairo Implementation Project</i>	150,000			150,000
■ EDUCATIONAL COMMUNICATIONS CORPORATION Los Angeles, California <i>For general support</i>	22,500			22,500
■ EQUILIBRES ET POPULATIONS Levallois-Perret, France <i>For international population and family planning programs</i>	200,000		70,000	130,000
■ INTERNATIONAL FOUNDATION FOR EDUCATION AND SELF-HELP Phoenix, Arizona <i>For the family planning initiative of the African-African American Summit (Awarded in 1994 for \$450,000)</i>		450,000	200,000	250,000
■ NATIONAL ISSUES FORUMS INSTITUTE Dayton, Ohio <i>For The Public's Attitudes on Foreign Aid research project</i>	5,000			5,000
■ PLANET 21 London, England <i>For People and the Planet</i>	15,000			15,000

■ Grants newly authorized in 1995 are highlighted by square boxes.

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
POPULATION ACTION INTERNATIONAL				
Washington, D.C.				
<i>For general support</i>				
<i>(Awarded in 1994 for \$225,000)</i>				
		150,000	75,000	75,000
■ SEXUALITY INFORMATION AND EDUCATION COUNCIL OF THE UNITED STATES, INC.				
New York, New York				
<i>For international activities</i>				
	450,000		150,000	300,000
SOCIETY OF PHYSICIANS FOR REPRODUCTIVE HEALTH AND CHOICE, INC.				
Washington, D.C.				
<i>For general support of the Evergreen Group</i>				
<i>(Awarded in 1994 for \$150,000)</i>				
		150,000	75,000	75,000
■ TIDES FOUNDATION				
San Francisco, California				
<i>For the COLLAGE: Comics, Literacy, and Gender Project</i>				
	10,000			10,000
■ WORLD POPULATION FOUNDATION				
Laren, The Netherlands				
<i>For general support</i>				
	350,000		125,000	225,000
■ ZERO POPULATION GROWTH, INC.				
Washington, D.C.				
<i>For the Population Education Program</i>				
	300,000		100,000	200,000
<i>International Family Planning and Development Activities</i>				
ACADEMIA MEXICANA DE INVESTIGACION EN DEMOGRAFIA MEDICA				
Mexico City, Mexico				
<i>For general support</i>				
<i>(Awarded in 1993 for \$225,000)</i>				
		150,000	75,000	75,000
■ ADVOCATES FOR YOUTH				
Washington, D.C.				
<i>For general support</i>				
	300,000		100,000	200,000
AFRICAN MEDICAL AND RESEARCH FOUNDATION				
New York, New York				
<i>For the Family Health Unit</i>				
<i>(Awarded in 1994 for \$600,000)</i>				
		600,000	400,000	200,000
■ ASIA FOUNDATION				
San Francisco, California				
<i>For family planning activities in Pakistan and Nepal</i>				
	320,000		160,000	160,000

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ ASSOCIATION FOR VOLUNTARY SURGICAL CONTRACEPTION INTERNATIONAL, INC. New York, New York <i>For general support</i>	425,000			425,000
CENTRE FOR DEVELOPMENT AND POPULATION ACTIVITIES Washington, D.C. <i>For family planning services and related activities (Awarded in 1994 for \$500,000)</i>		333,000	167,000	166,000
■ CENTRO DE CAPACITACION EN ECOLOGIA Y SALUD PARA CAMPEÑINOS Chiapas, Mexico <i>For family planning and reproductive health activities</i>	50,000		25,000	25,000
FEDERACION MEXICANA DE ASOCIACIONES PRIVADAS DE SALUD Y DESARROLLO COMUNITARIO Ciudad Juarez, Mexico <i>For general support (Awarded in 1994 for \$200,000)</i>		200,000	100,000	100,000
FUNDACION MEXICANA PARA LA PLANEACION FAMILIAR Mexico City, Mexico <i>For general support (Awarded in 1994 for \$300,000)</i>		200,000		200,000
■ INTERNATIONAL PLANNED PARENTHOOD FEDERATION/WESTERN HEMISPHERE REGION New York, New York <i>For general support</i>	300,000			300,000
INTERNATIONAL PROJECTS ASSISTANCE SERVICES Carrboro, North Carolina <i>For general support (Awarded in 1993 for \$450,000)</i>		150,000	150,000	
INTERNATIONAL WOMEN'S HEALTH COALITION New York, New York <i>For general support (Awarded in 1994 for \$405,000)</i>		270,000	135,000	135,000
■ MANAGEMENT SCIENCES FOR HEALTH, POPULATION PROGRAM Newton, Massachusetts <i>For family planning programs in Egypt, Morocco, and Tunisia</i>	350,000		175,000	175,000

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ MARIE STOPES INTERNATIONAL New York, New York <i>For international family planning and reproductive health programs</i>	600,000		200,000	400,000
PARTNERS OF THE AMERICAS Washington, D.C. <i>For family planning activities (Awarded in 1993 for \$210,000)</i>		70,000	70,000	
PATHFINDER INTERNATIONAL Watertown, Massachusetts <i>For projects in Ethiopia, Tanzania, Uganda, and South Africa (Awarded in 1994 for \$750,000)</i>		750,000	250,000	500,000
PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. New York, New York <i>For the international programs (Awarded in 1994 for \$550,000)</i>		550,000	250,000	300,000
PLANNED PARENTHOOD OF NEW YORK CITY, MARGARET SANGER CENTER INTERNATIONAL New York, New York <i>For the South Africa Initiative (Awarded in 1994 for \$450,000)</i>		300,000	150,000	150,000
PLANNING ASSISTANCE Washington, D.C. <i>For general support of the population program (Awarded in 1994 for \$450,000)</i>		300,000		300,000
POPULATION SERVICES INTERNATIONAL Washington, D.C. <i>For general support (Awarded in 1992 for \$770,000)</i>		191,000		191,000
■ PROJECT CONCERN INTERNATIONAL San Diego, California <i>For general support</i>	200,000		100,000	100,000
SAVE THE CHILDREN FEDERATION, INC. Westport, Connecticut <i>For a family planning project in The Gambia (Awarded in 1992 for \$185,000)</i>		61,000		61,000
■ For general support	150,000		50,000	100,000
WORLD NEIGHBORS Oklahoma City, Oklahoma <i>For family planning activities (Awarded in 1993 for \$285,000)</i>		95,000	95,000	

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ WORLD POPULATION SOCIETY Washington, D.C. <i>For technical assistance and training for Vietnam's family planning program</i>	200,000		70,000	130,000
■ WORLD WILDLIFE FUND, INC. Washington, D.C. <i>For the Women in Environment Bhutan Project</i>	45,000			45,000

Domestic Family Planning Activities

UNIVERSITY OF COLORADO, DENVER Denver, Colorado <i>For general support of the Health Sciences Center (Awarded in 1993 for \$150,000)</i>		50,000	50,000	
LOS ANGELES COUNTY/USC MEDICAL CENTER Los Angeles, California <i>For general support (Awarded in 1991 for \$365,000)</i>		110,000	110,000	
■ NATIONAL FAMILY PLANNING AND REPRODUCTIVE HEALTH ASSOCIATION Washington, D.C. <i>For general support</i>	450,000		150,000	300,000
PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. New York, New York <i>For domestic activities (Awarded in 1992 for \$450,000)</i>		150,000	150,000	
■ For general support	430,000			430,000
PLANNED PARENTHOOD FEDERATION OF AMERICA, INC. / WESTERN REGION San Francisco, California <i>For general support of a multi-affiliate program to recruit clients and increase financial stability (Awarded in 1993 for \$450,000)</i>		300,000	150,000	150,000
■ PROGRAM FOR APPROPRIATE TECHNOLOGY IN HEALTH Seattle, Washington <i>For general support</i>	900,000		300,000	600,000

**Population:
Organizations
(by Category)**

**Grants
Authorized
1995**

**Unpaid
Grants
12/31/94**

**Payments
Made
1995**

**Unpaid
Grants
12/31/95**

Population and Human Development

ALAN GUTTMACHER INSTITUTE

New York, New York

For policy analysis

(Awarded in 1993 for \$1,000,000)

330,000

330,000

**BROWN UNIVERSITY, POPULATION
STUDIES AND TRAINING CENTER**

Providence, Rhode Island

For general support

(Awarded in 1989 for \$700,000)

40,000

40,000

For general support

(Awarded in 1994 for \$525,000)

525,000

175,000

350,000

**UNIVERSITY OF CALIFORNIA,
SAN FRANCISCO, INSTITUTE FOR
HEALTH POLICY STUDIES**

San Francisco, California

*For the Center for Reproductive
Health Policy Research*

(Awarded in 1993 for \$400,000)

133,000

133,000

■ **CENTER FOR CULTURAL AND TECHNICAL
INTERCHANGE BETWEEN EAST AND
WEST, PROGRAM ON POPULATION**

Honolulu, Hawaii

For the summer seminar

215,000

65,000

150,000

**CENTRO BRASILEIRO DE ANALISE E
PLANEJAMENTO**

São Paulo, Brazil

*For the Consortium for Research on
Television and Reproductive Behavior*

(Awarded in 1994 for \$400,000)

400,000

200,000

200,000

**UNIVERSITY OF CHICAGO, POPULATION
RESEARCH CENTER**

Chicago, Illinois

For training and research activities

(Awarded in 1993 for \$220,000)

110,000

110,000

**CHULALONGKORN UNIVERSITY,
INSTITUTE OF POPULATION STUDIES**

Bangkok, Thailand

For general support

(Awarded in 1994 for \$75,000)

50,000

25,000

25,000

**COLUMBIA UNIVERSITY, CENTER FOR
POPULATION AND FAMILY HEALTH**

New York, New York

For general support

(Awarded in 1990 for \$750,000)

150,000

150,000

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
CORNELL UNIVERSITY, POPULATION AND DEVELOPMENT PROGRAM				
Ithaca, New York				
<i>For general support (Awarded in 1993 for \$420,000)</i>				
		140,000		140,000
UNIVERSITY OF COSTA RICA				
San José, Costa Rica				
<i>For general support of the Central American Population Program (Awarded in 1994 for \$50,000)</i>				
		50,000	50,000	
■ <i>For general support of the Central American Population Program</i>	135,000			135,000
GLOBAL FUND FOR WOMEN, INC.				
Menlo Park, California				
<i>To evaluate the impact of women's programs on fertility</i>				
	225,000		125,000	100,000
JOHNS HOPKINS UNIVERSITY, SCHOOL OF HYGIENE AND PUBLIC HEALTH				
Baltimore, Maryland				
<i>For the Hopkins Population Center (Awarded in 1990 for \$750,000)</i>				
		150,000	150,000	
■ <i>For the Hopkins Population Center</i>	270,000			270,000
JSI RESEARCH AND TRAINING INSTITUTE				
Arlington, Virginia				
<i>For the Empowerment of Women research program</i>				
	200,000		100,000	100,000
MAHIDOL UNIVERSITY, INSTITUTE FOR POPULATION AND SOCIAL RESEARCH				
Nakhornpathom, Thailand				
<i>For general support (Awarded in 1994 for \$150,000)</i>				
		100,000	50,000	50,000
UNIVERSITY OF MARYLAND, COLLEGE OF BEHAVIORAL AND SOCIAL SCIENCE				
College Park, Maryland				
<i>For the Center on Population, Gender, and Social Inequality (Awarded in 1992 for \$240,000)</i>				
		80,000	80,000	
UNIVERSITY OF MICHIGAN				
Ann Arbor, Michigan				
<i>For the Population Studies Center and the Center for Population Planning (Awarded in 1989 for \$900,000)</i>				
		180,000	180,000	
■ <i>For general support of the Center for Population Planning</i>	120,000			120,000
■ <i>For general support of the Population Studies Center</i>	225,000		75,000	150,000

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
NATIONAL ACADEMY OF SCIENCES, COMMITTEE ON POPULATION Washington, D.C. <i>For international policy analysis activities (Awarded in 1993 for \$250,000)</i>		125,000	125,000	
UNIVERSITY OF NORTH CAROLINA, CAROLINA POPULATION CENTER Chapel Hill, North Carolina <i>For population research and training (Awarded in 1990 for \$750,000)</i>		150,000	150,000	
UNIVERSITY OF PENNSYLVANIA, GRADUATE GROUP IN DEMOGRAPHY Philadelphia, Pennsylvania <i>For training and research (Awarded in 1991 for \$750,000)</i>		150,000		150,000
PENNSYLVANIA STATE UNIVERSITY, POPULATION RESEARCH INSTITUTE University Park, Pennsylvania <i>For general support (Awarded in 1992 for \$390,000)</i>		130,000	130,000	
POPULATION ASSOCIATION OF AMERICA Washington, D.C. <i>For international activities (Awarded in 1993 for \$120,000)</i>		80,000	80,000	
POPULATION COUNCIL Mexico City, Mexico <i>For the Gender, Family, and Development Program (Awarded in 1994 for \$400,000)</i>		400,000	150,000	250,000
POPULATION COUNCIL New York, New York <i>For the Research Division (Awarded in 1993 for \$1,095,000)</i>		365,000		365,000
POPULATION REFERENCE BUREAU, INC. Washington, D.C. <i>For international policy analysis activities (Awarded in 1993 for \$300,000)</i>		200,000	100,000	100,000
■ POPULATION RESOURCE CENTER Princeton, New Jersey <i>For general support</i>	300,000		100,000	200,000

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ PRINCETON UNIVERSITY, OFFICE OF POPULATION RESEARCH Princeton, New Jersey <i>For general support</i>	375,000		125,000	250,000
RAND CORPORATION, FAMILY IN ECONOMIC DEVELOPMENT CENTER Santa Monica, California <i>For population research and training (Awarded in 1993 for \$270,000)</i>		90,000	90,000	
UNIVERSITY OF SOUTHERN CALIFORNIA, POPULATION RESEARCH LABORATORY Los Angeles, California <i>For research and training (Awarded in 1992 for \$240,000)</i>		80,000	80,000	
STANFORD UNIVERSITY, DEPARTMENT OF ECONOMICS Stanford, California <i>For a study of marital fertility control in India, in collaboration with the Indian Council for Research on International Economic Relations (Awarded in 1989 for \$23,000)</i>	(9,929)*		(9,929)*	
UNIVERSITY OF TEXAS, AUSTIN, POPULATION RESEARCH CENTER Austin, Texas <i>For research in or on developing countries and for foreign student training (Awarded in 1992 for \$650,000)</i>		260,000	130,000	130,000
UNIVERSIDADE FEDERALE DE MINAS GERAIS, CENTER OF REGIONAL DEVELOPMENT AND PLANNING (CEDEPLAR) Minas Gerais, Brazil <i>For general support (Awarded in 1994 for \$150,000)</i>		100,000	50,000	50,000
UNIVERSITY OF WASHINGTON, CENTER FOR STUDIES IN DEMOGRAPHY AND ECOLOGY Seattle, Washington <i>For population research and training (Awarded in 1993 for \$270,000)</i>		90,000	90,000	

* Unused portion of grant refunded.

Population: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
WESTERN CONSORTIUM FOR PUBLIC HEALTH, PACIFIC INSTITUTE FOR WOMEN'S HEALTH Los Angeles, California <i>For the Demographic and Health Outcomes of Economic Integration in the Americas research program (Awarded in 1994 for \$450,000)</i>		450,000	150,000	300,000
TOTAL POPULATION	\$8,935,071*	\$10,888,000	\$7,647,071†	\$12,176,000

*1995 authorizations (\$8,945,000) minus refund (\$9,929).

†1995 payments (\$7,657,000) minus refund (\$9,929).

Special Projects

Special Projects: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Public Policy</i>				
■ AMERICAN ENTERPRISE INSTITUTE FOR PUBLIC POLICY RESEARCH Washington, D.C. <i>For general support</i>	\$300,000		\$100,000	\$200,000
BROOKINGS INSTITUTION Washington, D.C. <i>For general support</i> (AwarDED in 1994 for \$400,000)		200,000	200,000	
UNIVERSITY OF CALIFORNIA, BERKELEY, CONSORTIUM FOR THE STUDY OF SOCIETY AND EDUCATION Berkeley, California <i>For research</i> (AwarDED in 1993 for \$150,000)		100,000	50,000	50,000
■ NATIONAL ACADEMY OF PUBLIC ADMINISTRATION Washington, D.C. <i>For the planning process</i>	50,000		50,000	
UNIVERSITY OF SOUTHERN CALIFORNIA, CENTER FOR INTERNATIONAL STUDIES Los Angeles, California <i>For the Pacific Council on International Policy</i> (AwarDED in 1994 for \$250,000)		250,000	125,000	125,000
■ STANFORD UNIVERSITY Stanford, California <i>For general support of the Center for Economic Policy Research</i>	300,000		150,000	150,000
<i>Nonprofit Service Organizations</i>				
■ CENTER FOR EXCELLENCE IN NONPROFITS San Jose, California <i>For general support</i>	25,000		25,000	
FOUNDATION CENTER New York, New York <i>For general support</i> (AwarDED in 1993 for \$180,000)		60,000	60,000	

■ Grants newly authorized in 1995 are highlighted by square boxes.

Special Projects: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<i>Literacy</i>				
LITERACY SOUTH				
Durham, North Carolina				
<i>For general support</i>				
<i>(Awarded in 1993 for \$375,000)</i>				
		250,000	125,000	125,000
SOUTHPORT INSTITUTE FOR POLICY ANALYSIS				
Washington, D.C.				
<i>For general support</i>				
<i>(Awarded in 1992 for \$400,000)</i>				
		100,000	100,000	
<i>Other</i>				
■ AMERICAN ACADEMY OF ARTS AND SCIENCES				
Cambridge, Massachusetts				
<i>For general support</i>				
	120,000		120,000	
■ AMERICAN PHILOSOPHICAL SOCIETY				
Philadelphia, Pennsylvania				
<i>For general support</i>				
	50,000			50,000
■ UNIVERSITY OF CALIFORNIA BERKELEY FOUNDATION				
Berkeley, California				
<i>To establish an endowment for the Adopt a Young Musician Program in honor of Roger and Esther Heyns</i>				
	250,000			250,000
■ UNIVERSITY OF CALIFORNIA BERKELEY FOUNDATION, CALIFORNIA ALUMNI ASSOCIATION				
Berkeley, California				
<i>For alumni scholarships in honor of Roger and Esther Heyns</i>				
	200,000			200,000
■ UNIVERSITY OF CALIFORNIA, BERKELEY, INTERNATIONAL AND AREA STUDIES				
Berkeley, California				
<i>For the American Center for German Studies in Berlin</i>				
	75,000		25,000	50,000
■ UNIVERSITY OF CALIFORNIA, BERKELEY, OFFICE OF THE CHANCELLOR				
Berkeley, California				
<i>For doctoral fellowships</i>				
	2,000,000			2,000,000
■ UNIVERSITY OF CALIFORNIA, OFFICE OF THE PRESIDENT				
Oakland, California				
<i>To assess higher education and issues related to the Master Plan for Higher Education</i>				
	420,000			420,000

Special Projects: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<p>■ UNIVERSITY OF CALIFORNIA, SANTA BARBARA, PACIFIC RIM RESEARCH PROGRAM Santa Barbara, California <i>For the New Directions in Pacific Rim Research Program</i></p>	35,000		35,000	
<p>■ CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING Princeton, New Jersey <i>For a collaboration with the National Center for Education Development Research, the research arm of China's State Education Commission</i></p>	50,000			50,000
<p>CENTER FOR ADVANCED STUDY IN THE BEHAVIORAL SCIENCES Stanford, California <i>For the endowment for international fellows (Awarded in 1994 for \$500,000)</i></p>		500,000		500,000
<p>■ <i>For the Common Values as Social Process Project</i></p>	500,000		75,000	425,000
<p>■ COUNCIL FOR ADVANCEMENT AND SUPPORT OF EDUCATION Washington, D.C. <i>For the National Clearinghouse for Institutionally Related Foundations</i></p>	30,000		30,000	
<p>■ FILOLI CENTER Woodside, California <i>For the Visitor/Education Center</i></p>	25,000		25,000	
<p>FIRST NATIONS DEVELOPMENT INSTITUTE Fredericksburg, Virginia <i>For the Funders' Collaborative for American Indian Development (Awarded in 1993 for \$450,000)</i></p>		300,000	150,000	150,000
<p>GRADUATE THEOLOGICAL UNION Berkeley, California <i>To create a presidential discretionary fund endowment (Awarded in 1992 for \$200,000)</i></p>		111,000	53,000	58,000
<p>■ NATIONAL ENDOWMENT FOR THE ARTS Washington, D.C. <i>For general support of the President's Committee on the Arts and Humanities</i></p>	25,000		25,000	

Special Projects: Organizations (by Category)	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<hr/>				
NATIONAL PUBLIC RADIO, INC. Washington, D.C. <i>For general support (Awarded in 1994 for \$300,000)</i>		200,000	100,000	100,000
<hr/>				
■ NATURE CONSERVANCY Salt Lake City, Utah <i>To complete the Wallace Stegner biography project</i>	10,000		10,000	
<hr/>				
PEACE GARDEN PROJECT Washington, D.C. <i>For the National Peace Garden (Awarded in 1994 for \$100,000)</i>		100,000	50,000	50,000
<hr/>				
■ PHILANTHROPIC VENTURES FOUNDATION Oakland, California <i>For general support of the Peninsula Bridge Program</i>	200,000		100,000	100,000
<hr/>				
SAN FRANCISCO ART INSTITUTE San Francisco, California <i>For general support (Awarded in 1993 for \$150,000)</i>		50,000		50,000
<hr/>				
■ UNIVERSITY OF UTAH Salt Lake City, Utah <i>For general support of the Hungarian Higher Education Project</i>	25,000		25,000	
<hr/>				
TOTAL SPECIAL PROJECTS	\$4,690,000	\$2,221,000	\$1,808,000	\$5,103,000

Interprogram Initiatives

Interprogram Initiatives: Organizations	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
<p>■ BAYVIEW-HUNTERS POINT FOUNDATION FOR COMMUNITY, BALBOA TEEN HEALTH CENTER San Francisco, California <i>For a pregnancy and STD prevention program for high-risk youth</i></p>	\$200,000		\$110,000	\$90,000
<p>■ CALIFORNIA FOUNDATION FOR IMPROVEMENT OF EMPLOYER-EMPLOYEE RELATIONS Sacramento, California <i>For the Site-Based Shared Decision Making Project, in collaboration with the California Center for School Restructuring</i></p>	190,000		190,000	
<p>CALIFORNIA LAWYERS FOR THE ARTS San Francisco, California <i>For the Arts Resolution Services (Awarded in 1994 for \$200,000)</i></p>		100,000	50,000	50,000
<p>MATERIALS FOR THE FUTURE FOUNDATION, INC. Oakland, California <i>For general support (Awarded in 1994 for \$200,000)</i></p>		100,000	100,000	
<p>UNIVERSITY OF PENNSYLVANIA, POPULATION STUDIES CENTER Philadelphia, Pennsylvania <i>For a study of Mexican migration to the United States (Awarded in 1994 for \$400,000)</i></p>		400,000	250,000	150,000
<p>■ RAND CORPORATION, CENTER FOR RESEARCH ON IMMIGRATION POLICY Santa Monica, California <i>For research on California immigration</i></p>	375,000		125,000	250,000
<p>■ SAN DIEGO STATE UNIVERSITY, INSTITUTE FOR REGIONAL STUDIES San Diego, California <i>For the environmental and public policy issues of the Mexico-U.S. border region program</i></p>	210,000		70,000	140,000

■ Grants newly authorized in 1995 are highlighted by square boxes.

Interprogram Initiatives: Organizations	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
■ SAN FRANCISCO SCHOOL VOLUNTEERS San Francisco, California <i>For the project on community involvement in the schools</i>	240,000		120,000	120,000
UNIVERSITY OF TEXAS, AUSTIN, L.B.J. SCHOOL OF PUBLIC AFFAIRS Austin, Texas <i>For the Program on Migration Studies (Awarded in 1994 for \$ 450,000)</i>		450,000	150,000	300,000
■ URBAN INSTITUTE Washington, D.C. <i>For the Immigrant Policy Program</i>	450,000		150,000	300,000
■ UNIVERSITY OF WISCONSIN, MADISON, DEPARTMENT OF SOCIOLOGY Madison, Wisconsin <i>For a study of the health consequences of Mexican migration to the United States</i>	5,000			5,000
■ WORLDWATCH INSTITUTE Washington, D.C. <i>For general support</i>	150,000		150,000	
TOTAL INTERPROGRAM INITIATIVES	\$1,820,000	\$1,050,000	\$1,465,000	\$1,405,000

Summary of 1995 Authorizations and Payments

	Grants Authorized 1995	Unpaid Grants 12/31/94	Payments Made 1995	Unpaid Grants 12/31/95
Conflict Resolution	\$ 5,065,000	\$ 5,149,000	\$ 5,284,000	\$ 4,930,000
Education	33,865,000	13,877,000	11,971,500	35,766,500
Environment	3,420,000	3,855,000	4,215,000	3,060,000
Family and Community Development	3,945,000	2,525,000	3,511,000	2,959,000
Performing Arts	4,250,000	2,908,000	3,728,000	3,400,000
Population	8,945,000	10,888,000	7,657,000	12,176,000
Special Projects	4,690,000	2,221,000	1,808,000	5,103,000
Interprogram Initiatives	1,820,000	1,050,000	1,465,000	1,405,000
<i>Less Cancellations and Refunds</i>	<i>(58,614)</i>		<i>(24,614)</i>	
TOTAL: ALL PROGRAM AREAS	65,941,386	42,473,000	39,614,886	68,799,500
MATCHING GIFTS PROGRAM	187,416		187,416	
OTHER CHARITABLE ACTIVITIES	50,000		50,000	
TOTAL AUTHORIZATIONS	\$66,178,802	\$42,473,000	\$39,852,302	\$68,799,500

Advice to Applicants

because the foregoing program descriptions are brief and are under continuing review, the most efficient means of initial contact with the Hewlett Foundation is a letter of inquiry, addressed to the president. The letter should contain a brief statement of the applicant's need for funds and enough factual information to enable the staff to determine whether or not the application falls within the Foundation's areas of preferred interest or warrants consideration as a special project. There is no fixed minimum or maximum with respect to the size of grants; applicants should provide a straightforward statement of their needs and aspirations for support, taking into account other possible sources of funding.

Letters of application will be briefly acknowledged upon their receipt, but because the Foundation prefers to operate with a small staff, a more detailed response may in some cases be delayed. Applicants who have not had a substantive reply after a reasonable period of time should feel free to make a follow-up inquiry.

The Foundation recognizes that significant programs require time to demonstrate their value. It is therefore willing to consider proposals covering several years of support. While the Foundation will entertain specific projects in its areas of interest and will on occasion provide general support for organizations of special interest, it expects to work primarily through organizations active in its main programs. One exception is the family and community development program, under which the Foundation makes some small grants for specific projects that meet an immediate community need. Like most foundations, the Hewlett Foundation is unwilling to assume responsibility for the long-term support of any organization or activity.

All inquiries are reviewed first by the relevant program officer. He or she will either (1) in consultation with the president, decline a request that seems unlikely to result in a project the Foundation can support; (2) request further information if a decision cannot be made on the basis of the initial inquiry; or (3) present the request to the rest of the staff for discussion.

Applicants who receive a favorable response to their initial inquiry will be invited to submit a formal proposal. Special supporting materials may be requested in some cases, but normally the proposal should include:

- A concise statement of the purpose of the request, its significance or uniqueness in relation to other work being done in the field, and the results sought.
- A budget for the program; an indication of other prospective funding sources and the amount requested of each; and a statement of the sponsoring organization's total budget and financial position. Applicants should indicate how they would continue a successful program once support from the Hewlett Foundation ceases.
- The identity and qualifications of the key personnel to be involved.
- A list of members of the governing body.
- Evidence of tax-exempt status.
- A statement to the effect that the proposal has been reviewed by the applicant's governing body and specifically approved for submission to the William and Flora Hewlett Foundation.

Normally the Foundation will not consider grants for basic research, capital construction funds, grants in the medical or health-related fields, or general fund-raising drives. It will not make grants or loans to individuals or grants intended directly or indirectly to support candidates for political office or to influence legislation.

Grants must be approved by the Board of Directors, which meets quarterly. Meeting dates are available upon request, but applicants should realize that even proposals which are to be recommended for Board approval cannot in every case be reviewed at the first meeting following their receipt. All inquiries and proposals are reported to the Board, including those declined at the staff level.

Financial Statements

THE WILLIAM AND FLORA HEWLETT FOUNDATION

REPORT OF INDEPENDENT ACCOUNTANTS

*To the Board of Directors of
The William and Flora Hewlett Foundation*

MARCH 6, 1996

In our opinion, the accompanying statement of position and the related statements of activities and changes in unrestricted net assets and of cash flows present fairly, in all material respects, the financial position of The William and Flora Hewlett Foundation (the Foundation) at December 31, 1995 and 1994, and the results of its operations and its cash flows for the years then ended in conformity with generally accepted accounting principles. These financial statements are the responsibility of the Foundation's management; our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits of these statements in accordance with generally accepted auditing standards which 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, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for the opinion expressed above.

PRICE WATERHOUSE LLP
SAN FRANCISCO, CALIFORNIA

Price Waterhouse LLP

Statement of Financial Position

	December 31	
	1995	1994
<i>ASSETS</i>		
Investments (Note 1)		
Hewlett-Packard Company common stock	\$ 358,333,000	\$ 196,904,000
Other equities	556,915,000	434,999,000
Fixed income	358,149,000	320,529,000
Real estate, venture capital, and other	84,544,000	26,979,000
Total investments	<u>1,357,941,000</u>	<u>979,411,000</u>
Cash	1,000	42,000
Contribution receivable (Note 4)	15,000,000	-0-
Program related loan receivable	6,000,000	6,000,000
Office equipment and other assets	278,000	300,000
	<u>\$ 1,379,220,000</u>	<u>\$ 985,753,000</u>
<i>LIABILITIES AND NET ASSETS</i>		
Accounts payable and accrued liabilities	\$ 1,361,000	\$ 972,000
Grants payable (Note 2)	68,799,000	42,473,000
Federal excise tax payable currently	610,000	478,000
Deferred federal excise tax (Note 3)	5,996,000	2,574,000
Total liabilities	<u>76,766,000</u>	<u>46,497,000</u>
Unrestricted net assets of the Foundation	1,302,454,000	939,256,000
	<u>\$ 1,379,220,000</u>	<u>\$ 985,753,000</u>

See accompanying notes to financial statements on pp. 103-4.

Statement of Activities
Changes in Unrestricted Net Assets

	December 31	
	1995	1994
Net revenues and gains:		
Interest, dividend, and other	\$ 43,911,000	\$ 40,004,000
Gain on investment portfolio	312,522,000	19,407,000
Investment management expense	(3,274,000)	(2,436,000)
Net investment income	353,159,000	56,975,000
Federal excise tax expense on investment income (Note 3)	(5,786,000)	(986,000)
Net unrestricted revenues and gains	347,373,000	55,989,000
Expenses:		
Grants authorized, net of cancellations	(66,179,000)	(39,330,000)
Administrative expenses	(2,906,000)	(2,668,000)
Excess of income over expenses	278,288,000	13,991,000
Contributions (Note 4)	84,910,000	84,012,000
Increase in unrestricted net assets	363,198,000	98,003,000
Unrestricted net assets at beginning of period	939,256,000	841,253,000
Unrestricted net assets at end of period	<u>\$ 1,302,454,000</u>	<u>\$ 939,256,000</u>

See accompanying notes to financial statements on pp. 103-4.

Statement of Cash Flows

	Year Ended December 31	
	1995	1994
Cash flows from operating activities:		
Increase in unrestricted net assets	\$ 363,198,000	\$ 98,003,000
Adjustments to reconcile increase in unrestricted net assets to net cash from investment income and operating expenses:		
Depreciation and other	101,000	81,000
Increase (decrease) in deferred federal excise tax provision	2,551,000	(1,903,000)
Change in assets and liabilities:		
(Increase) decrease in interest and dividend receivable net	(2,621,000)	445,000
Increase in accounts payable and accrued expenses	388,000	104,000
Increase in federal excise tax payable	132,000	725,000
Increase in grants payable	26,326,000	13,783,000
Contribution	(84,910,000)	(84,012,000)
Net (gain) on investment portfolio	(312,522,000)	(19,407,000)
Net cash from operating activities	<u>(7,357,000)</u>	<u>7,819,000</u>
Cash flows from investing activities:		
Proceeds from sales of investment assets	1,491,499,000	1,824,625,000
Purchases of investment assets	(1,484,106,000)	(1,832,339,000)
Capital asset additions and other	(77,000)	(91,000)
Net cash from other sources	<u>7,316,000</u>	<u>(7,805,000)</u>
Net (decrease) increase in cash	(41,000)	14,000
Cash at beginning of period	42,000	28,000
Cash at end of period	<u>\$ 1,000</u>	<u>\$ 42,000</u>

See accompanying notes to financial statements on pp. 103-4.

Notes to Financial Statements
December 31, 1995 and 1994

NOTE 1
Investments

Investments represent a diversified portfolio of public and private equity and debt investments and investments in various real estate partnerships and venture capital funds. Equity securities primarily consist of a diversified portfolio of stocks. Fixed income securities primarily consist of U.S. government, federal agency, and corporate bonds and notes.

Equity and fixed income securities are carried at market value as determined by quoted market prices. Investments in real estate partnerships and venture capital funds are accounted for under the equity method. Dividend and interest income are accrued when earned. The unrealized increase (decrease) in the market value of investments held at year end is determined by using market values at the beginning and end of the year, or on the date acquired if purchased or contributed to the Foundation during the year. Realized gains (losses) on sales are determined based on cost, with cost being determined on a specific identification basis. The net gain on investment portfolio includes realized gains of \$77,655,000 in 1995 and \$76,446,000 in 1994.

The Foundation held 4,278,600 shares of Hewlett-Packard Company stock (approximately 0.8% of that Company's total outstanding shares) with a market price of \$83.75 per share at December 31, 1995. At December 31, 1994, the Foundation held 3,943,000 shares with a market price of \$49.9375 per share. (Shares and market price per share have been adjusted for the two-for-one stock split in April 1995.)

Funds in the amount of \$54,382,000 are committed for future investment in the real estate and venture capital portfolio.

NOTE 2
Grants Payable

Grant requests are recorded as grants payable when they are approved by the Board of Directors. Some of the grants are payable in installments, generally over a three-year period. Grants authorized but unpaid at December 31, 1995, are payable as follows:

<u>Year Payable</u>	<u>Amount</u>
1996	\$ 42,041,000
1997	12,763,500
1998 and thereafter	13,995,000
	<u>\$ 68,799,500</u>

NOTE 3
Federal Excise Tax

The William and Flora Hewlett Foundation is a private foundation and qualifies as a tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code. Private foundations are subject to a federal excise tax on net investment income and may reduce their federal excise tax rate from 2% to 1% by exceeding a certain payout target for the year. The Foundation was subject to the 2% tax rate in 1995 and 1994. Deferred federal excise tax is provided at 1.33%, the effective rate expected to be paid on unrealized gains on investments.

The provisions for federal excise tax were as follows:

	<u>1995</u>	<u>1994</u>
Current	\$ 3,235,000	\$ 2,889,000
Deferred	2,551,000	(1,903,000)
	<u>\$ 5,786,000</u>	<u>\$ 986,000</u>

NOTE 4
Contributions

The Foundation received contributions as follows during 1995 and 1994:

One million shares of Hewlett-Packard Company stock, net of deferred excise tax (\$871,000)	<u>1995</u> \$ 69,910,000
Contribution receivable in connection with the Foundation's grant to the Bay Area School Reform Collaborative	15,000,000 <u>\$ 84,910,000</u>
Two million shares of Hewlett-Packard Company stock, net of deferred excise tax (\$988,000)	<u>1994</u> <u>\$ 84,012,000</u>

Index

Index

80 Langton Street/New Langton Arts, 76

A

Academia Mexicana de Investigación en Demografía Médica, 81
Academy of Family Mediators, 20
Advocates for Youth, 81
African Medical and Research Foundation, 81
Alan Guttmacher Institute, 85
Albion College, 36
Allegheny College, 36
American Academy of Arts and Sciences, 42, 60, 91
American Association for Higher Education, 42
American Conservatory Theater, 70
American Council on Education, 42
American Enterprise Institute for Public Policy Research, 90
American Farmland Trust, 53
American Forests, 48
American Philosophical Society, 91
American Rivers, 48
Amherst College, 37
Armenian Missionary Association of America, Inc., 42
Arts Council of Santa Clara County, 75
Asia Foundation, 23, 81
Asian Neighborhood Design, 58
Association for Voluntary Surgical Contraception International, Inc., 82
Association of Family and Conciliation Courts, 20
Austin College, 37

B

Bard College, 31
Barnard College, 30, 37
Bay Area School Reform Collaborative, 42

Bay Area Video Coalition, 75
Bay Area Women's Philharmonic, 68
Bayview-Hunters Point Foundation for Community, Balboa Teen Health Center, 94
Beloit College, 31
Bennington College, 31
Berkeley Dispute Resolution Service, 19
Berkeley Repertory Theatre, 70
Berkeley Symphony Orchestra, 68
Birmingham-Southern College, 37
Brava! For Women in the Arts, 70
Bridge Housing Corporation, 62
Brookings Institution, 90
Brown University: Population Studies and Training Center, 85; Thomas J. Watson, Jr., Institute for International Studies, 33
Bryn Mawr College, 30
Bush Foundation, 36
Business-Arts Council, Inc., 75

C

Cabrillo Music Festival, 68
California, University of, Berkeley, 40, 68; Cal Performances, 75; Consortium for the Study of Society and Education, 90; Foundation, 91; International and Area Studies, 91; Office of the Chancellor, 91; Pacific Neighborhood Consortium, 42
California, University of, Davis, 48; Institute for Governmental Affairs, 33
California, University of, Los Angeles, 17, 32, 53; Latin American Center, 33
California, University of, Office of the President, 91
California, University of, San Diego, 32; Center for U.S.-Mexican Studies, 33; Institute on Global Conflict and Cooperation, 25
California, University of, San Francisco, Institute for Health Policy Studies, 85
California, University of, Santa Barbara: College of Letters and Sciences, 32; Pacific Rim Research Program, 92
California, University of, Santa Cruz, 70
California Association of Non-profits, 65
California Community Economic Development Association, 58
California Confederation of the Arts, 75
California Environmental and Economic Recovery Coalition, 50
California Environmental Trust, 54
California Foundation for Improvement of Employer-Employee Relations, 94
California Housing Partnership Corporation, 62
California Lawyers for the Arts, 75, 94
California Reinvestment Committee, 58
California Shakespeare Festival, 70
California State University, Hayward, School of Education, 40
California State University, Northridge, 30
California State University, Sacramento, 22; Institute for Education Reform, 40
California Tomorrow, 43
Carmel Bach Festival, Inc., 68
Carnegie Foundation for the Advancement of Teaching, 92
Carnegie Mellon University, 32, 33
Catholic Charities of the East Bay, Diocese of Oakland, 19
Catholics for a Free Choice, 80
Center for Academic Integrity, 43
Center for Advanced Study in the Behavioral Sciences, 92
Center for a New Generation, 60

- Center for Common Concerns, Inc., 64
- Center for Community Change, 58
- Center for Cultural and Technical Interchange between East and West, Program on Population, 85
- Center for Dispute Settlement, 19
- Center for Economic Conversion, 65
- Center for Employment Dispute Resolution, 19
- Center for Energy Efficiency and Renewable Technologies, 48
- Center for Excellence in Non-profits, 90
- Center for Holistic Resource Management, 51
- Center for Neighborhood Technology, 54
- Center for Public Resources, Inc., 20
- Center for Strategic and International Studies, 23, 34
- Center for the Common Good, 22
- Center for the Study of Law and Politics, 48
- Center for Third World Organizing, 64
- Center on Budget and Policy Priorities, 60
- Centerspace Dance Foundation, Inc./Gary Palmer Dance Company, 72
- Centre College, 37
- Centre for Development and Population Activities, 82
- Centre for International Understanding, 23
- Centro Brasileiro de Analise e Planejamento, 85
- Centro de Capacitacion en Ecologia y Salud para Campesinos, 82
- Chamber Music America, 68
- Chicago, University of, 32, 34; Population Research Center, 85
- Child Care Law Center, 60
- Children Now, 60
- Child Trends, Inc., 80
- Chinatown Neighborhood Improvement Resource Center, 58
- Chronicle Season of Sharing Fund, 60
- Chulalongkorn University, Institute of Population Studies, 85
- Circuit Network, 73
- City Celebration, 76
- City University of New York: Bilbuner Center for Western Hemisphere Studies, 34; John Jay College of Criminal Justice, 17
- City Year, Inc., 63
- Claflin College, 36
- Classical Philharmonic of Northern California, 68
- Clean Sites, Inc., 50
- Coalition for Utah's Future, Project 2000, 50
- Coleman Children and Youth Services, 61
- College Entrance Examination Board, 43
- College of the Holy Cross, 37
- Colorado, University of, Boulder, 17; Natural Resources Law Center, 48
- Colorado, University of, Denver, 84
- Columbia University, 32; Center for Population and Family Health, 85; Institute of Latin American and Iberian Studies, 34
- Commission on Preservation and Access, 33
- Community Alliance with Family Farmers Foundation, 51
- Community Development Corporation of Oakland, 58
- Community Foundation of Santa Clara County, 61
- Community Music Center, 68
- Connecticut College, 37
- Consensus Building Institute, 22
- Cooperative Solutions, Inc., 19
- Cornell College, 37
- Cornell University, 32, 53; Population and Development Program, 86; School of Industrial and Labor Relations, 20
- Corporation for Supportive Housing, 62
- Costa Rica, University of, 86
- Council for Advancement and Support of Education, 92
- Council on Foreign Relations, Inc., 34
- Creative Response to Conflict, 21
- Cultural Council of Santa Cruz County, 76
- Cupertino Union High School District, 39
- D**
- Dance Association/Ruth Langridge Dance Company, 73
- Dance through Time, 73
- Dance/USA, 73
- Dancers' Group/Footwork Studio, 73
- Defenders of Wildlife, Inc., 80
- Della Davidson Dance Company, 73
- Deutsche Stiftung Welbevölkerung, 80
- Developmental Studies Center, 41
- Dillard University, 36
- Dimensions Dance Theater, 73
- Drew University, 31
- E**
- Earth Island Institute, 54
- Earth Summit Watch, 80
- East Bay Center for the Performing Arts, 68
- East Bay Community Foundation, 61
- Eastern Mennonite University, Institute for Conflict Studies and Peace Building, 23
- East Palo Alto, City of, 61

- East Palo Alto Community Alliance and Neighborhood Development Organization, 58
 Edsource, 40
 Educational Communications Corporation, 80
 Educators for Social Responsibility, 21
 80 Langton Street/New Langton Arts, 76
 Elbridge Stuart Foundation, 40
 El Colegio de la Frontera Norte, 34
 El Colegio de Mexico, 34
 Ellen Webb Dance Foundation, 73
 El Paso Community Foundation, 34
 El Teatro de la Esperanza, 71
 Environmental and Energy Study Institute, 48
 Environmental Defense Fund, 48
 Equilibres et Populations, 80
 Exit Theatre, 71
- F**
 Family Emergency Shelter Coalition, 64
 Family Institute of Cambridge, Inc., 19
 Family Mediation Canada, 21
 Family Service Agency of San Francisco, 61
 Far West Laboratory for Educational Research and Development, 41
 Federacion Mexicana de Asociaciones Privadas de Salud y Desarrollo Comunitario, 82
 Film Arts Foundation, 75
 Filoli Center, 92
 Finance Project, 40
 First Nations Development Institute, 92
 Fisk University, 36
 Five Colleges, Inc., Five College Program in Peace and World Security Studies, 31
- Foothill-De Anza Colleges Foundation, 76
 Foundation Center, 90
 Foundation for Joint Venture: Silicon Valley Network, Twenty-First Century Education Initiative, 40
 Fremont Symphony Orchestra, 69
 Friends of Olympia Station, Inc., Tandy Beal & Company/New Pickle Circus, 73
 Fundacion Mexicana para La Planeacion Familiar, 82
- GH**
 Galef Institute, 39
 George Coates Performance Works, 71
 George Mason University, 17
 Georgetown University: Center for Latin American Studies, 34; Law Center, 25
 Georgia, University of, Carl Vinson Institute of Government, 25
 Georgia Tech Research Corporation, 17
 Global Fund for Women, Inc., 86
 Good Samaritan Family Resource Center of San Francisco, 61
 Good Sound Foundation, 76
 Graduate Theological Union, 92
 Grand Canyon Trust, 52
 Greenbelt Alliance, 50
 Grinnell College, 31
 Hampton University, 36
 Harvard University: Center for International Affairs, 24, 38; Law School, 17; School of Public Health, 21
 Hawaii, University of, 17
 Henry's Fork Foundation, 51
 Hobart and William Smith Colleges, 30
 Homestead High School, 39
 Hoopa Valley Tribal Council, 52
 Humanities West, 69
- I**
 Indian Dispute Resolution Services, 21
 Innovative Housing, 61
 Institute for East-West Studies, 24
 Institute for Multi-Track Diplomacy, 24
 Institute for the Natural Heritage, 48
 Institute of International Education, 34
 Institute of World Affairs, 24
 Instituto Tecnologico Autonomo de Mexico, 35
 Instituto Tecnologico y de Estudios Superiores de Monterrey, 35
 International Association of Public Participation Practitioners, 23
 International Dispute Resolution Associates, 24
 International Foundation for Education and Self-Help, 80
 International Planned Parenthood Federation/Western Hemisphere Region, 82
 International Projects Assistance Services, 82
 International Women's Health Coalition, 82
 Intersection for the Arts, 76
- JK**
 Jazz in the City, San Francisco Jazz Festival, 76
 Joe Goode Performance Group, 73
 Johns Hopkins University, 32; School of Advanced International Studies, 35; School of Hygiene and Public Health, 86
 JSI Research and Training Institute, 86
 Jubilee West, Inc., 58
 Kalamazoo College, 31
 Kettering Foundation, 24
 Koncepts Cultural Gallery, 76
 Kronos Performing Arts Association, 69
 KTEH 54 Public Television, 49

- L
Lafayette College, 37
LeMoyné Owen College, 36
Lewis and Clark College, 37
Lines Contemporary Ballet, 74
Literacy South, 91
Livingstone College, 36
Local Government Commission, 49
Local Initiatives Support Corporation, 58, 62
Los Angeles County/USC Medical Center, 84
Low-Income Housing Fund, 63
Low-Income Housing Information Service, 63
- M
Magic Theatre, Inc., 71
Mahidol University, Institute for Population and Social Research, 86
Malpai Borderlands Group, Inc., 52
Management Institute for Environment and Business, 51
Management Sciences for Health, Population Program, 82
Margaret Jenkins Dance Company, 74
Marie Stopes International, 83
Marsh, The: A Breeding Ground for New Performance, 76
Martin Luther King Legacy Association, 19
Maryland, University of, College of Behavioral and Social Science, 86
Massachusetts, University of, Amherst, 21
Massachusetts Association of Mediation Programs, 19
Materials for the Future Foundation, Inc., 94
Michigan, University of, 17, 30, 53, 86
Mid-Peninsula YWCA, 63
Midsummer Mozart Festival, 69
Mills College, 37
Minnesota, University of, 18, 21
Montalvo Association, Villa Montalvo, 76
Montana, State of, 51
Morehouse College, 36
Morris College, 36
Mount Holyoke College, 31
Mount Saint Mary's College, 30
Musical Traditions, Inc., Paul Drescher Ensemble, 69
- N
Napa Valley Symphony Association, 69
National Academy of Public Administration, 90
National Academy of Sciences, Committee on Population, 87
National Association for Community Mediation, 21
National Association of Community Development Loan Funds, 59
National Association of Service and Conservation Corps, 63
National Civic League, 23
National Conference of State Legislatures, 49
National Conference on Peacemaking and Conflict Resolution, 21
National Congress for Community Economic Development, 59
National Economic Development and Law Center, 59
National Endowment for the Arts, 92
National Family Planning and Reproductive Health Association, 84
National Institute for Chemical Studies, 51
National Institute for Dispute Resolution, 22
National Issues Forums Institute, 80
National Multicultural Institute, 20
National Peace Academy Foundation, 22
National Public Radio, Inc., 93
Nature Conservancy, 51, 93
Neighborhood Funders Group, Inc., 59
Network, The: Interaction for Conflict Resolution, 22
New Mexico, University of, The School of Law, 35
New Mexico Center for Dispute Resolution, 20
New York Botanical Garden, 54
New York Public Library, Dance Heritage Coalition, 74
New York University, Robert E. Wagner Graduate School of Public Service, 22
Nonprofit Facilities Fund, 77
Non-Profit Housing Association of Northern California, 63
North American Institute, 35
North Carolina, University of, Chapel Hill, 30; Carolina Population Center, 87
North Dakota Consensus Council, Inc., 23
Northeast Midwest Institute, 49
Northern California Community Services Council, Inc., 59
Northern California Grantmakers, 61, 65; National Service Task Force and Collaborative Fund, 63
Northwest Environment Watch, 50
Northwestern University, 32
- O
Oakland Ballet, 74
Oakland East Bay Symphony, 69
Oberlin College, 37
Oberlin Dance Collective, 74
Occidental College, 30
Ohio State University, 18
Ohio Wesleyan University, 37
Old First Center for the Arts, 77
One Thousand Friends of Oregon, 54
Opera San Jose, 71

- Opus 90, 69
Oregon Shakespearean Festival Association, 71
Organization for Tropical Studies, 54
- P**
Pacific Forest Trust, 52
Pacific GIS, 50
Pacific Institute for Studies in Development, Environment, and Security, 49
Pacific Rivers Council, 54
Palo Alto, City of, Human Services Division, 61
Parent Services Project, Inc., 62
Partners for Democratic Change, 24
Partners of the Americas, 83
Pataphysical Broadcasting Foundation, Inc., KUSP, 77
Pathfinder International, 83
Peace Garden Project, 93
Peninsula Ballet Theatre, 74
Peninsula Civic Light Opera, 71
Peninsula Community Foundation, 62
Peninsula Conservation Center Foundation, 59
Pennsylvania, University of: Graduate Group in Demography, 87; Office of International Programs, 38; Population Studies Center, 94
Pennsylvania State University, 18; Population Research Institute, 87
Philanthropic Ventures Foundation, 93
Philharmonia Baroque Orchestra, 69
Pittsburgh, University of, University Center for International Studies, 38
Pitzer College, Office of the President, 31
Planet 21, 80
Planned Parenthood Federation of America, Inc., 83, 84; Western Region, 84
Planned Parenthood of New York City, Margaret Sanger Center International, 83
Planning and Conservation League Foundation, 50
Planning Assistance, 83
Playwrights Foundation, 71
Pocket Opera Company, Inc., 71
Points of Light Foundation, 63
Pomona College, 30
Population Action International, 81
Population Association of America, 87
Population Council, 87
Population Reference Bureau, Inc., 87
Population Resource Center, 87
Population Services International, 83
Princeton University, 53; Office of Population Research, 88
Program for Appropriate Technology in Health, 84
Project Concern International, 83
Public Agenda Foundation, 39
Public Allies, The National Center for Careers in Public Life, 64
- R**
Rand Corporation: Center for Research on Immigration Policy, 94; Family in Economic Development Center, 88; Institute for Civil Justice, 18
Raphael House of San Francisco, 64
Ravenswood City School District, 43
Redlands, University of, 30
Reed College, 31
Research Libraries Group, Inc., 33
RESOLVE, Center for Environmental Dispute Resolution, 54
Resources for Community Development, 63
Resources for the Future, 49
Rhodes College, 38
Rogue Institute for Ecology and Economy, 52
Rollins College, 31
Royal Institute of International Affairs, 39
Rust College, 36
Rutgers—State University of New Jersey, 18
- S**
Sacramento Mediation Center, 20
Sacramento Valley Organizing Community, 59
Saint Augustine's College, 36
Saint Paul's College, 36
San Diego State University, Institute for Regional Studies, 94
San Francisco Art Institute, 93
San Francisco Ballet Association, 74
San Francisco Bar Association, Volunteer Legal Services Program, 64
San Francisco Chanticleer, 69
San Francisco Cinematheque, 75
San Francisco Conservation Corps, 41
San Francisco Contemporary Music Players, 69
San Francisco Early Music Society, 70
San Francisco Foundation, 41, 43, 62; Foundation Base Conversion Working Group, 59
San Francisco Girls Chorus, Inc., 70
San Francisco Housing Development Corporation, 63
San Francisco Opera Association, 71
San Francisco Performances, 77
San Francisco Performing Arts Library and Museum, 77
San Francisco School Volunteers, 95

- San Francisco State University, 43, 65
 San Francisco Symphony, 70
 San Francisco Urban Service Project, 64
 San Jose City College, 43
 San Jose Civic Light Opera, 71
 San Jose Cleveland Ballet, 74
 San Jose Repertory Theatre, 72
 San Jose State University Foundation, 42
 San Jose Symphony, 70
 San Jose Unified Educational Foundation, 39
 Santa Clara County Office of Education, 40
 Santa Clara County Social Services Agency, 62
 Santa Cruz County, 52
 Santa Cruz County Symphony Association, 70
 Save the Children Federation, Inc., 83
 Scripps College, 38
 Search for Common Ground, 24
 Sew Productions/Lorraine Hansberry Theatre, 72
 Sexuality Information and Education Council of the United States, Inc., 81
 Shakespeare—San Francisco, 72
 Shaw University, 36
 Sigma XI, Scientific Research Society, 43
 Smith College, 38
 Smith, Johnson C., University, 36
 Society of Physicians for Reproductive Health and Choice, Inc., 81
 Society of Professionals in Dispute Resolution, 22
 Sonoma County Faith-Based Community Organizing Project, 59
 Sonoran Institute, 52
 Soon 3 Theatre, 72
 South, University of the, 38
 Southampton, University of, Mountbatten Foundation, Inc., 25
 Southern California, University of, 32; Center for International Studies, 90; Population Research Laboratory, 88; School of International Relations, 39; School of Social Work, 41
 Southport Institute for Policy Analysis, 91
 Spelman College, 36
 Stanford University, 18, 30, 77, 90; Center for Conservation Biology, 54; Department of Economics, 88; Haas Center for Public Service, 64; Institute for International Studies, 35
 State University of New York, Albany, Research Foundation, 32
 Stern Grove Festival, 77
 Sustainable Northwest, 52
 Swarthmore College, 30
 Syracuse University, Maxwell School of Citizenship and Public Affairs, 18
- T**
 Talladega College, 36
 Teach for America, 39
 Temple University, Department of Rhetoric and Communication, 25
 Tenderloin Neighborhood Development Corporation, 65
 Texas, University of, Austin: L.B.J. School of Public Affairs, 95; Population Research Center, 88
 The.art.re.grup, Inc., 77
 Theater Artaud, 72
 Theatre Bay Area, 72
 Theatre of Yugen, Inc., 72
 Theatreworks, 72
 Thick Description, 72
 Tides Foundation, 52, 81; Bay Area Coalition of Essential Schools, 43; Forest Trust, 52; Sustainability Roundtables Project, 51; Sustainable Conservation, 51
 Tomas Rivera Center, 44
 Tougaloo College, 36
 Trinity University, 44
 Tufts University, Fletcher School of Law and Diplomacy, 24, 39
- UV**
 United Indian Nations, Inc., 60
 United Nations Institute for Training and Research, 25
 United States Foundation for IIRA, 22
 Universidad Autonoma Metropolitana, 35
 Universidad de Guadalajara, Instituto de Estudios Economicos y Regionales, 35
 Universidade Federale de Minas Gerais, Center of Regional Development and Planning (CEDEPLAR), 88
 Universidad Nacional Autonoma de Mexico, 36
 Urban Ecology, Inc., 60
 Urban Institute, 95
 Urban Strategies Council, 41, 62
 Utah, University of, 93; Office of Undergraduate Studies, 33
 Vassar College, 31, 38
 Virginia, University of, 25, 55
 Volunteers of America, 20
 Voorhees College, 36
- W**
 Washington, University of, 53; Center for Studies in Demography and Ecology, 88; Graduate School of Public Affairs, 49
 Wayne State University, School of Business Administration, 18

-
- Wellesley College, 30, 32
 Wells College, 38
 Wesleyan University, 31
 West Bay Opera Association, Inc.,
 72
 Western Consortium for Public
 Health, Pacific Institute for
 Women's Health, 89
 Western Governors' Association, 49
 Western Interstate Commission for
 Higher Education, 36
 Western Network, 20
 Wheaton College, 32
 Whitman College, 38
- Wisconsin, University of, Madison:
 Department of Sociology, 95;
 Institute for Legal Studies, 19
 Wofford College, 38
 Women's Initiative for Self-
 Employment, 60
 Woods Hole Research Center, 49
 World Forum of Silicon Valley, 44
 World Neighbors, 83
 World Population Foundation, 81
 World Population Society, 84
 World Resources Institute, 55
 Worldwatch Institute, 95
 World Wildlife Fund, Inc., 84
- YZ**
 Yale University, 53
 Youth and Family Assistance, 23
 Zakros Productions, New Music
 Theatre, 70
 Zero Population Growth, Inc., 81
 Zohco, 74
 Zoological Society of San Diego,
 50

THE WILLIAM AND FLORA HEWLETT FOUNDATION

525 Middlefield Road
Menlo Park, California 94025-3495
(415) 329-1070