

bestwishesandthanks  
for a wonderful first year from



thepipelineproject

PEOPLE OF COLOR LEADERSHIP, ADVANCEMENT &  
PROGRAM DEVELOPMENT  
STRATEGIES FOR THE LGBT MOVEMENT

## about thepipelineproject

thepipelineproject is a recruitment, retention, and leadership advancement initiative. The goals of this initiative are to produce programs and engage in activities that together will represent a long-term effort to increase the number of people of color working within the nation's LGBT rights, service and advocacy sector and ultimately increase the level of diversity in the leadership of our movement.

### business:

c/o astraea lesbian foundation for justice | 116 east 16th street, 7th floor | new york, ny 10003

### program:

195 Willoughby Avenue, #1214 | brooklyn, ny 11205

o: 718.623.6135 | f: 718.907.7846

[www.lgbtpipeline.org](http://www.lgbtpipeline.org)

thepipelineproject began operations in January 2009, however, after less than one year of activity, it is already having an outsized impact on LGBT organizations and those working within them:

## Progress in Priming the LGBT Movement Pump

thepipelineproject began our work this year by focusing on recruiting young, energetic undergraduate and post-graduate students to place in summer, fall and spring and year-long internships at LGBT organizations around the country. In its first nine months of operation, thepipelineproject's internship program, recruited 132 intern candidates for 47 internships ultimately placing interns in 30% of those positions.

Beyond internships, thepipelineproject has begun matching people of color with permanent opportunities within LGBT organizations, with our first permanent placement this fall at Immigration Equality.



## Progress in Movement Organizations for Diversity & Inclusion

To facilitate the ability and improvement of LGBT organizations to retain and advance people of color, thepipelineproject developed a two-day curriculum in the style of strategic planning to assist managers, Executive Directors and Boards in understanding the historical and contextual reasons their organizations have had difficulty attracting and retaining people of color staff and Board members. This curriculum now forms the centerpiece of what we refer to as our "environmental change" work: making Movement organizations more accessible, welcoming and positive environments for people of color and giving those organizations the tools to get the most out of people of color on their staffs and Boards.

In the winter and spring, we tested our curriculum with 16 Community Center Executive Directors from around the country. Because the curriculum was structured to culminate in a set of goals and objectives for participants, their organizations, and groups of participants collectively, effectiveness was easily assessed. In reviewing progress several months after the end of the last testing session, most participants had made significant progress towards achieving their goals and completing their objectives. We are now negotiating with other organizations to work with them using this curriculum.

Additionally, we are providing the organizations with which we've worked with follow-up support in the form of coaching, trouble-shooting in addition to on-call availability for post-curriculum Executive Directors, Deputies and Board Members.



### **Progress in Advancing People of Color within LGBT Organizations**

This year, we began our keystone program for advancing people of color within LGBT Movement organizations: **the 21st Century Fellows Program**.

The 21st Century Fellows' Program is a year-long program for people of color managers currently working at national and international LGBT human rights, service and advocacy organizations that are current grantees of the Evelyn and Walter Haas Jr. Fund, the Arcus Foundation and the Gill Foundation, which together are funding the different components of the program during its inaugural year.

In collaboration with the Flexible Leadership Investment Program, and Rockwood Leadership Institute, [thepipelineproject](#) is managing this program.

For the inaugural cohort, over 40 nominees were vetted for 20 domestic slots. The 2009-10 Cohort also includes 2 international fellows.

### **What people are saying about [thepipelineproject](#):**

*"The Pipeline Project has been invaluable to me as an Executive Director. Recently, while working on creating a Domestic Partner Registry for my city, opposition surfaced primarily from the African American Baptist community. Clarence Patton and the Pipeline Project provided guidance on dealing with this issue. With a primarily white group of LGBT activists – we were not making much headway. After receiving advice from the Pipeline Project, we were able to forge a relationship with the Cleveland NAACP and the Call & Post Newspaper (African American Christian Newspaper). These relationships not only proved to be essential for the passage of the Domestic Partner Registry but also for future progressive policy changes. Additionally, as a board member of CenterLink, The Pipeline Project has been helpful expanding our thinking in regard to leadership in the LGBT Community Center movement."*

*"I recently experienced a conflict with someone at one of our partnership organizations. I really wasn't sure as to how to handle the situation and the first person I thought to call was Clarence. The first piece of advice Clarence gave me was to breathe! When I recounted the dilemma, Clarence provided me with step-by-step suggestions on how to handle the situation. He was very patient and very detailed, explaining the rationale behind everything he said to me. What I appreciated most was that Clarence did not tell me what to do. He explored various scenarios, asked me questions and encouraged me to decide what would be the best course of action. His advice proved very practical and what he said to me on that day has become a permanent part of my conflict resolution toolkit."*

*"I have been through a lot of trainings where they have said it was a "safe-space". Working with the Pipeline Project has truly been my first experience where I felt a "safe-space" was created. The Pipeline Project has truly assisted us in bringing our community together around race and inclusion."*