



(410) 327-6220

1627 LANCASTER STREET  
BALTIMORE, MD 21231

THE CHARLES BANNERMAN  
MEMORIAL FELLOWSHIP PROGRAM

A project of  
THE TIDES  
FOUNDATION

New York NY 10027

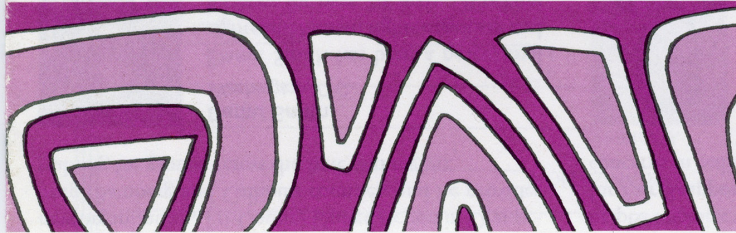
545 W. 126 ST. # 3B

YURI KOCHIYAMA



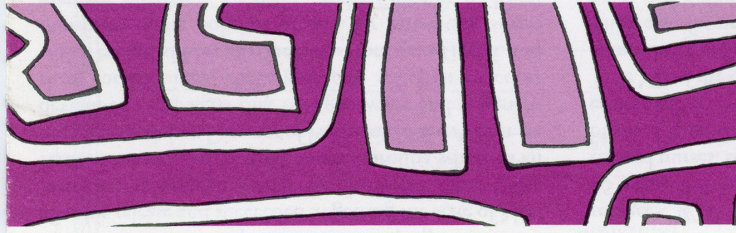
Yuri - Have you ever  
thought of going for  
this? You certainly  
deserve it & the cash  
award is pretty  
generous. P.S. I hope  
Bill is recovery well.  
All the best - Monna

## THE CHARLES BANNERMAN MEMORIAL FELLOWSHIP PROGRAM



"Without having time to stop and look at myself and my work over the past thirty years I'd still only be dreaming about the things I'm now doing. The sabbatical gave me the opportunity to start moving in new directions."

CAROL PRÉJEAN ZIPPERT  
1992 Bannerman Fellow



"Most of my time was spent travelling. The sabbatical allowed me to meet new people and better understand their work, get re-acquainted with old friends and family, and learn other ways of doing things. It helped renew my health and re-kindle my commitment."

BOB MANTS  
1991 Bannerman Fellow



"When I visited organizations in Asia I found they were dealing with issues very similar to ours. It's encouraging. The Bannerman Fellowship, more than anything else, lets you get away from the endless day to day work and see the larger picture."

YOUNG SHIN  
1989 Bannerman Fellow



## purpose

The Charles Bannerman Memorial Fellowship Program was established to honor outstanding activists of color and give them the opportunity to reflect on their work and renew themselves for the work ahead. Bannerman Fellows receive stipends of \$15,000 for sabbaticals of three months or more.

Working for social change usually means long hours, low pay, and few

tangible rewards. Without time to stop and reflect, the day to day pressures can be overwhelming. Without resources, it is impossible to take the time.

The Charles Bannerman Memorial Fellowship Program recognizes the need to step back and recharge. The Program gives Fellows the financial support and freedom to explore new interests, travel, study, visit with other

activists, read, relax, acquire new skills, or do whatever they think is necessary to prepare for their future work.

Founded in 1987, the Program is named in honor of the late Charles Bannerman whose lifelong commitment to social and economic justice brought substantial improvements to many of the poor communities of the Mississippi Delta.

## selection process

The Program is open to a broad spectrum of activists. Past Fellows have been involved in community and labor organizing, political and economic development, and cultural work. Most hold staff positions. Some are community leaders who took time off from regular jobs to do full-time organizational work during their sabbaticals. An equal number of men and women are selected as Bannerman Fellows each year.

The critical element in qualifying for a Bannerman Fellowship is that your work directly involve a clearly defined group of people in collective

action to achieve progressive social change. Beyond meeting the basic eligibility criteria, the Program seeks applicants who have had a special impact, created replicable models, or developed innovative strategies.

To apply, you must complete an application form which asks you to describe your experience, assess your accomplishments, and explain why you want a sabbatical. Awards are made primarily on the basis of current work, past accomplishments and ongoing commitment.

Rather than writing your answers, applicants are welcome to respond to

the essay questions on an audio cassette tape and may complete the application in a language other than English.

Finalists are selected on the basis of the applications and interviewed by telephone. The Review Board will choose the Fellows by March, 1994.

**Applications for the 1994 Bannerman Fellowships must be postmarked by December 1, 1993.**

## criteria

To qualify for a Bannerman Fellowship, you must:

- be a person of color
- be a resident of the United States or its territories
- have at least ten years experience as a community activist
- have worked with specific groups of people to resolve social or economic problems by organizing and taking collective action
- have demonstrated capacity for leadership and innovation

- be committed to continuing your work for social change
- have the endorsement of the organization which employs you or with which you work most closely

In addition, preference will be given to applicants who:

- have more than ten years of experience
- are working with low income people
- are working at the grass roots level

## board of directors

Peggy Berryhill, Chair  
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Andrea Kydd  
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Camilo Perez-Bustillo  
Permanent Seminar on Chicano and Border Studies  
Peggy Saika  
Asian Pacific Environmental Network  
Gail Small  
Native Action—1990 Bannerman Fellow  
Anthony Thigpen  
Environmental Justice Project—1989 Bannerman Fellow  
(Organizations listed for identification only)

**staff** Madeleine Adamson

## requirements

- Fellows are encouraged to stop their day to day work activities for at least three months and devote that time to activities which are substantially different from their normal routine.
- Sabbaticals must be taken within one year of the awarding of the Fellowship.
- Activities during the sabbatical must flow from the Fellow's experience as a community activist and strengthen his/her ability to contribute to social change in the future.
- Fellows must submit a report of their sabbatical activities.

## funders

Anne Bartley  
The Boehm Foundation  
The Cummins Engine Foundation  
The Ford Foundation  
W. K. Kellogg Foundation  
Joyce Mertz-Gilmore Foundation  
Joshua Mailman  
The Ruth Mott Fund  
The New World Foundation  
North Shore Unitarian Universalist Veatch Program  
The Charles H. Revson Foundation  
The Rockefeller Foundation  
The L.J. and Mary C. Skaggs Foundation  
Surdna Foundation  
The Villers Foundation (Families USA)



## 1993 Bannerman Fellows



**Katsi Cook Barreiro**  
*Berkshire, New York*

Working for the rights of indigenous peoples since 1972, Katsi Cook Barreiro has focused on the area of sovereignty that is the primary responsibility of women—the control of production and reproduction. She has practiced and promoted traditional midwifery as part of an effort to empower Native American women to respond to critical environmental, reproductive health and cultural issues. For the past seven years, Katsi has concentrated on the link between toxic exposures and reproductive and family health, documenting the contamination of mothers' breastmilk from chemicals dumped in waters and soil adjacent to the Akwesasne Mohawk nation. The First Environment Project, which she founded and directs, is an international network of women living within the Great Lakes ecosystem who are concerned with family and community health.



**Sarah Fields-Davis**  
*Durham, North Carolina*

Sarah Fields-Davis has been a life-long fighter for social and economic justice, especially for low-income women. Incensed with the high infant mortality rate in Logan County, West Virginia, where she was born and raised, Sarah organized to create an innovative Nurse-Widwifery Program. Her work with NEW Employment for Women broke down gender barriers to training and jobs in non-traditional fields, such as coal mining. Moving to rural northeastern North Carolina and the Center for Women's Economic Alternatives, Sarah organized women who work in the poultry processing plants. They brought national attention to the high incidence of repetitive motion injuries in the industry and secured benefits for those who have been disabled. Sarah has begun a project to document the unsung heroines of community and workplace struggles throughout the South.



**Francisco Figueroa**  
*Cidra, Puerto Rico*

For nearly 20 years, whether working with day care parents in the South Bronx or public housing tenants and farmers in Puerto Rico, Francisco Figueroa has linked popular education with organizing to empower low-income communities. Since 1984, he has been part of the working collective developing the Rabanal Small Farmers Association in Cidra. The organization has helped independent farmers build greenhouses; created a community enterprise to produce vegetables and ornamental plants; pressured the government to invest in basic infrastructure including water, electricity and phone lines; and trained 15 women as learning facilitators who, in turn, taught 200 people to read and write. The Association's approach has become a model for community-based socio-economic development projects across Puerto Rico.



**P. Catlin Fullwood**  
*Seattle, Washington*

In her 10 years of work in the movement to end violence against women and seven years mobilizing communities of color to take action against AIDS, Catlin Fullwood has developed new models for multicultural organizing. She is the founder and director, of the People of Color Against AIDS Network (POCAAN), a coalition whose indigenous staff and leadership represents not only the racial diversity of affected communities but diversity in gender, sexual orientation, lifestyle and cultural perspective. At POCAAN, gang youth, sex industry workers and drug addicts are among the peer educators working to control the spread of AIDS. Previously, Catlin organized a Women of Color Caucus which became the prototype for caucuses in the National Coalition Against Domestic Violence and 25 state coalitions, and she developed the first gay and lesbian program within a U.S. religious institution.



**Sarah James**  
*Arctic Village, Alaska*

Protecting the traditional way of life of the Gwich'in Indian nation has made Sarah James an activist all her life. At the local level, as a teacher, health aide, Village Council member and Tribal Council member, she has promoted the health, education and sovereignty of Native people. In recent years, Sarah's work has been at the national and international levels. The survival of Gwich'in culture depends directly on the survival of the Arctic ecosystem, particularly the Porcupine Caribou Herd. In 1988, she was selected to chair the Gwich'in Steering Committee formed by the chiefs to protect the land, water, and caribou. Under her leadership, the organization mounted a successful grassroots mobilization against federal energy legislation that would have allowed oil drilling in the caribou calving area of the Arctic National Wildlife Refuge. Sarah also serves on the Board of the International Indian Treaty Council.



**Pamela Tau Lee**  
*San Francisco, California*

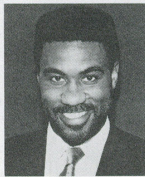
A community activist in San Francisco Chinatown for over 22 years, Pam Tau Lee has worked on issues including housing, health, police harassment, and education. She was a leader of the anti-eviction campaign at the International Hotel in the 1970s and a founder of the Chinese Progressive Association. In the 1980s, Pam decided to work in the labor movement, took a job as a roomcleaner in a hotel and was elected shop steward. She joined the staff of Hotel & Restaurant Employees Local 2, taking responsibility for developing leadership among a diverse rank and file, and organizing direct action campaigns. Pam's current work at the Labor Occupational Health Program involves workers of color in job safety and health issues. Through LOHP and the Southwest Network for Environmental and Economic Justice, she is working to build alliances between environmentalists and labor.





**Kamau Marcharia**  
Orangeburg, South Carolina

Sentenced to prison as a teenager for a crime he didn't commit, Kamau Marcharia began organizing to change the arbitrary policies and procedures for parole. The campaign continued after his release and succeeded in getting the state of New Jersey to implement a contract parole system. Since 1980, Kamau has worked in rural South Carolina where as an organizer and then Director of Fairfield United Action, he developed campaigns that brought water and sewers to rural communities, challenged jury selection practices which excluded African Americans from grand juries, and transformed the political process by instituting single member districts. Recently, as the Director of Rural Organizing for Grassroots Leadership, Kamau initiated a new organization, Tri-County United Action in Orangeburg, Bamberg and Calhoun counties, and he provides training for groups across the state and region.



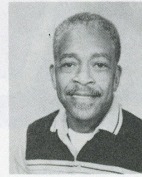
**Damu Smith**  
Washington, D.C.

Damu Smith has been a peace, civil rights and human rights organizer and lobbyist for over 20 years. Working for the American Friends Service Committee, he mobilized grassroots efforts to influence federal budget policy and, under his direction, the Washington Office on Africa played a leading role in the drive for sanctions against South Africa and independence for Namibia. Since 1991, Damu has been a Greenpeace Fellow, working with organizations around the country on environmental justice issues. He helped coordinate the National People of Color Environmental Leadership Summit and organized subsequent local and regional conferences in Washington, D.C. and New Orleans. In addition to his national work, Damu is a community activist and local elected official in the District of Columbia.



**William Tamayo**  
San Francisco, California

An activist attorney, William Tamayo has combined litigation, organizing, and community education to protect and expand the rights of Asian Americans, particularly immigrants and refugees. Working with the Asian Law Caucus for the past 15 years, Bill has contested the deportation of foreign-trained nurses, stopped police cooperation with the INS, blocked English-only policies and, in a landmark case, established that undocumented workers are protected by Title VII of the Civil Rights Act. Committed to building community organizations to address social justice issues, Bill is a co-founder of both the local Coalition for Immigrant and Refugee Rights and Services and the National Network for Immigrant and Refugee Rights. In 1991, he helped organize the Coalition of Asian Pacific Americans for Fair Reapportionment to represent the community's concerns in redistricting at the state and local levels.



**Hollis Watkins**  
Jackson, Mississippi

Since the 1960s when he was a Field Secretary with the Student Nonviolent Coordinating Committee (SNCC) in his homestate of Mississippi, Hollis Watkins has worked to reduce racism, increase Black participation in the political process and improve economic conditions for Blacks and poor whites. He helped small farmers organize production and marketing co-ops and organized campaigns to elect the first Black mayor of Marks and first majority Black city councils in Gloster and Belzoni. Following the 1990 census, Hollis mobilized hundreds of Mississippians to actively participate in the redistricting process, an effort which two years later doubled the number of Black state legislators. Through the Mississippi Empowerment Project, Hollis continues to work at increasing the number of Black elected officials and holding them accountable.

### 1992 Fellows

- Dana Alston**, Panos Institute, Washington, DC
- Ronald Fujiyoshi**, Pacific Ecumenical Forum, Hilo, HI
- Chief Johnny Jackson**, Columbia River United, Underwood, WA
- Mattie Jones**, Fellowship for Reconciliation and Southern Organizing Committee for Social and Economic Justice, Louisville, KY
- Riyad Khoury**, Palestine Solidarity Committee, New York, NY
- Winona LaDuke**, White Earth Land Recovery Program, White Earth, MN
- Colette Machado**, Ke Kua'aina Hanaua Hou, Kaunakakai, HI
- Tirso Moreno**, Farmworker Association of Central Florida, Apopka, FL
- Donald Murphy**, School Voices, New York, NY
- Carol Prejan Zippert**, West Alabama Community College Institute for Human Development, Eutaw, AL

### 1991 Fellows

- Margaret Carey**, Voting Rights Project, Center for Constitutional Rights, Greenville, MS
- Carolina Castaneda**, Central American Refugee Center, Los Angeles, CA
- Donna Chavis**, Center for Community Action, Pembroke, NC
- Fernando Cuevas**, Farm Labor Organizing Committee, Winter Garden, FL
- Cipriano Ferrel**, Pinos y Campesinos Unidos del Noroeste, Woodburn, OR
- James Haughton**, Harlem Fight Back, New York, NY
- Bob Mants**, Lowndes Development Corporation, Lowndesboro, AL
- Richard Moore**, Southwest Organizing Project, Albuquerque, NM
- Catherine Tactaquin**, National Network for Immigrant and Refugee Rights, Oakland, CA
- Cora Tucker**, Grassroots Leadership, Halifax, VA

### 1990 Fellows

- Victoria Bomberry**, State of Our Nations, Forestville, CA
- Wing Lam**, Chinese Staff and Workers Association, New York, NY
- Arnett Lewis**, Rural Organizing and Cultural Center, Inc. (ROCC), Lexington, MS
- Juan Montes**, Regeneracion Del Norte and Rural Alliance for Military Accountability, Questa, NM
- Wendell Paris**, Sumter County Coalition of Organizations, Gainesville, AL
- Gwendolyn Patton**, Southern Rainbow Education Project, Montgomery, AL
- Margarita Romo**, Farmworkers Self-Help, Inc., Dade City, FL
- Gail Small**, Native Action, Lame Deer, MT
- Reuben Snake, Jr.**, Winnebago Tribe, Winnebago, NE
- Leah Wise**, Southerners for Economic Justice, Durham, NC

### 1989 Fellows

- Jesus Aguilar**, Central American Refugee Center, Los Angeles, CA
- Maude Hurd**, Association of Community Organizations for Reform Now (ACORN), Boston, MA
- Rose M. Sanders**, 21st Century Leadership Project, Selma, AL
- Young Shin**, Asian Immigrant Women Advocates, Oakland, CA
- Anthony Thigpen**, Jobs with Peace, Los Angeles, CA
- Baldemar Velasquez**, Farm Labor Organizing Committee (FLOC), Toledo, OH

### 1988 Fellows

- Diana Caballero**, Puerto Rican/Latino Education Roundtable, New York, NY
- Gary Delgado**, Center for Third World Organizing, Oakland, CA
- C.J. (Cornelius) Jones**, Mendenhall Ministries, Mendenhall, MS
- Cecilia Rodriguez**, La Mujer Obrera Program, El Paso, TX
- Gerald Wilkinson**, National Indian Youth Council, Albuquerque, NM

NOTE: The organizations listed are those with which the Fellows worked at the time they received the Bannerman Fellowship.



APPLICATION FORM

# The Charles Bannerman Memorial Fellowship Program

## INSTRUCTIONS TO APPLICANTS

Before applying, please read the brochure describing the Charles Bannerman Memorial Fellowship Program carefully. Be sure that you meet the eligibility criteria and that you can fulfill the program requirements.

Please be assured that your application will be judged on what you say, not how you say it. You don't have to be an outstanding writer; just respond as clearly as you can. If you prefer, you can answer the three essay questions (which appear on page two) on an audio cassette tape.

You may complete the application in a language other than English and we will have it translated. If possible, however, we recommend that you work directly with a translator to fill out the form because that will produce a more accurate expression of your thoughts.

Please type on this form if possible. If you do not use the form, be sure to include all of the information requested. Incomplete applications will not be considered. You may send additional materials but they cannot be returned.

Applications will be acknowledged by postcard. If you do not receive a postcard within two weeks of mailing your application, call (410) 327-6220. Please do not call for other information on the status of your application. In order to maximize the funds available for fellowships, the program does not have a full-time staff available to respond to such inquiries.

Check here if an audio tape is enclosed.

Mail your application to:  
Charles Bannerman Memorial Fellowship Program  
1627 Lancaster Street  
Baltimore, Maryland 21231

All applications must be postmarked by December 1st.

## PERSONAL INFORMATION

NAME _____	HOME PHONE ( ) _____	
HOME ADDRESS _____		
CITY _____	STATE _____	ZIP CODE _____
CURRENT EMPLOYER _____		
JOB TITLE _____	WORK PHONE ( ) _____	
WORK ADDRESS _____		
CITY _____	STATE _____	ZIP CODE _____
WHICH MAILING ADDRESS SHOULD WE USE? <input type="checkbox"/> HOME <input type="checkbox"/> WORK		
RACE OR ETHNIC GROUP _____	SEX _____	
AGE _____	PLACE OF BIRTH _____	DATE OF BIRTH _____
HAVE YOU APPLIED FOR A BANNERMAN FELLOWSHIP BEFORE? _____	WHEN? _____	



## PERSONAL STATEMENTS

Please answer all three questions. Each response should be no longer than one side of an 8 1/2 x 11" page typewritten (a total of three pages for all of the questions.) Be sure to put your name and address at the top of each page. If you are using an audio cassette, each answer should be no longer than five minutes (a total of 15 minutes for all of the questions). It's a good idea to practice and time your answers before you begin. Be sure to put your name and address on the cassette and to state your name and address clearly at the beginning of the tape.

### 1. WHY DO YOU DO IT?

What motivates you to be a community activist? How do you define social change organizing and what current organizing besides your own do you consider the best example of it? What is the most important issue facing your community?

### 2. WHAT HAVE YOU DONE?

What have you tried to accomplish? What do you consider your greatest success or contribution to date? Your greatest disappointment and what you learned from it?

### 3. WHY DO YOU WANT A SABBATICAL?

What do you need time off to think about or to do? What difference will it make in your future work? What do you hope to do in the next five years?

## COMMUNITY ACTIVIST EXPERIENCE

Start with your current position(s) and work backwards for **at least ten years**. If you've been active longer, include additional years because preference is given to those with more experience. Focus on your role, not just the general history of the organization. Use only the space provided for each entry but you may make separate entries for different positions within the same organization. If you need room for additional entries, attach extra pages following the same format as below. Be sure to put your name and address in the upper right hand corner of each extra sheet. Please include the full names of organizations, not just initials.

JOB TITLE OR POSITION \_\_\_\_\_ FROM \_\_\_\_\_ TO \_\_\_\_\_  
MONTH/YEAR MONTH/YEAR

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_  
CITY STATE ZIP CODE

Briefly describe your work and accomplishments.

List any professional or civic awards or honors and any other community recognition you have received:



JOB TITLE OR POSITION \_\_\_\_\_ FROM \_\_\_\_\_ MONTH/YEAR TO \_\_\_\_\_ MONTH/YEAR

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

Briefly describe your work and accomplishments.

JOB TITLE OR POSITION \_\_\_\_\_ FROM \_\_\_\_\_ MONTH/YEAR TO \_\_\_\_\_ MONTH/YEAR

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

Briefly describe your work and accomplishments.

JOB TITLE OR POSITION \_\_\_\_\_ FROM \_\_\_\_\_ MONTH/YEAR TO \_\_\_\_\_ MONTH/YEAR

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

Briefly describe your work and accomplishments.



## ENDORSEMENT

All applicants must have the endorsement of the organization which employs them or with which they work most closely. To certify that you have obtained this endorsement, please complete the following statement:

My application to the Charles Bannerman Memorial Fellowship Program is endorsed by \_\_\_\_\_

(organization)

This can be confirmed by \_\_\_\_\_

(name)

who is the organization's \_\_\_\_\_

(title)

at \_\_\_\_\_

(phone numbers)

## REFERENCES

Please list three people familiar with your work, including at least one person in a leadership position with your current organization and at least one person outside that organization.

NAME \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE ( ) \_\_\_\_\_ ( ) \_\_\_\_\_

WORK

HOME

NAME \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE ( ) \_\_\_\_\_ ( ) \_\_\_\_\_

WORK

HOME

NAME \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE ( ) \_\_\_\_\_ ( ) \_\_\_\_\_

WORK

HOME

Is there anything else you'd like the Board to know in considering your application?

How did you hear about the Charles Bannerman Memorial Fellowship Program?

If we make a mailing list of applicants available, may we include your name and address?

Applicant's signature \_\_\_\_\_ Date \_\_\_\_\_