



Years in Review 2010–2012



“We used to call ourselves sleeping giants but now we’re awake. We’re tired of sitting back and watching our children fall through the cracks and we’re tired of standing aside and watching them die. We’re standing up. We’re standing up for their human rights.”

—Roslyn Broadnax,
CADRE founding core parent leader



“Parents want to play a strong role in their children’s futures, even parents in the most challenged positions. A lot of times people become so critical of parents that they conclude these parents are not interested in the future of their children, but CADRE believes that parents want the best for their children, and I think that’s what allows them to tap into that impulse.”

—Mandla Kayise, CADRE board member



Dear Friends:

Welcome to CADRE's first bi-annual report. We present this glimpse into our journey with nearly twelve years of persistent grassroots parent organizing in South Central Los Angeles behind us, and we cherish the opportunity to bring you along as we embark on the next few chapters.

People often ask what we do here at CADRE, and in all honesty, it has always been difficult to explain. While we can describe the activities and tasks to which we devote our professional lives, it is nevertheless a challenge to do justice to the immeasurable courage of the parents who have shaped and led CADRE into what it is today.

It bears worth repeating that CADRE emerged out of parent leader and co-founder Rosalinda Hill's vision of a movement of thousands of parents—parents whose limitless passion and belief in their children could transform South LA public schools into places of dignity and respect, where the daily struggles of the community are valued as assets and strengths upon which to truly educate each and every Black and Brown child.

As you glance through these pages, we hope it becomes apparent that each CADRE accomplishment and challenge surpassed was duly inspired by a belief in South LA parents as game changers. Because each time we witness a parent turning their personal stories of struggle into a vision of leadership, power, and human rights in South LA—we know that we have only scratched the



Maisie Chin



Felicia Jones

surface as to what our parents can do. They are demonstrating what it means to care for other people's children, and to resist the separation, blaming, and conflict that racial tension and poverty bring.

Our parents were told repeatedly that it was too hard to reduce student suspensions and pushout. They were told to focus on being better parents. CADRE has helped parents do both—becoming stronger parents who know how change and monitor LA school district, California, and national policy, who know how to energize a national movement for dignity in our schools.

The many years of trusting our instincts have started to pay off, but we are nowhere near finished. Redefining what it means to raise and educate Black and Brown children in South LA, what it means as a parent, as a parent advocate, as a community member, and as an organization—CADRE hopes to continue to be the catalyst and center for parents to lead this discovery of new knowledge and new practice.

Parent power. CADRE power. One power.

With unflinching purpose,

A handwritten signature in black ink that reads "Maisie Chin".

Maisie Chin
Executive Director/Co-Founder

A handwritten signature in black ink that reads "Felicia Jones".

Felicia Jones
Chair, Board of Directors



Our Staff

Daisy J. Amezcuia

Community Organizer

Maisie Chin

Executive Director/Co-Founder

Huong Hoang

Manager, Finance & Administration

Danielle Lafayette

Associate Director,
Policy & Strategic Initiatives

Rob McGowan

Associate Director, Organizing

Barbara Penn-Williams

Childcare Provider

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Director, Special Projects

Carlos Valle

Associate Director, Development

Who We Are

CADRE is a community-based, membership parent organization in South Los Angeles founded in 2001. CADRE is led by African American and Latino parents and caregivers whose children attend local schools in the Los Angeles Unified School District (LAUSD). We work for systemic change by supporting grassroots South LA parents as the leaders in stopping the pushout crisis in schools serving low-income neighborhoods of color. Through parent capacity building, political education, advocacy, and organizing, CADRE challenges schools' beliefs and practices that criminalize children and parents and violate their human rights to a quality education, dignity, and participation in our current public education system. We build power to win new policies and challenge existing ones as part of a movement towards educational and racial justice.

According to the most recent data available from the California Department of Education, only 70% of Latino students and only 63% of African American students made it to graduation and earned a high school diploma in the 2010–2011 academic year.

August 1999

Launched CADRE's formation with weekly house meetings in South LA

August 2001

Opened CADRE office at Mercado La Paloma



November 2001

Held first Parent Advocacy Clinic

April 2002

Launched Dignity and Respect for Parents Campaign

Our Beginnings

After two years of meeting in living rooms, CADRE co-founders Rosalinda Hill and Maisie Chin opened an office and began organizing a South Los Angeles (South LA) parent base in August 2001, after canvassing door-to-door over 40 blocks in several South LA neighborhoods. Driven and led by African American and Latino South LA parents, CADRE has used grassroots, door-to-door and school-front community canvassing to speak with or engage over 10,000 parents since 2001. We have a solid core parent leadership that has become the organization's central planning and decision-making body.

According to a report by the public policy group California Common Sense: Since 1980 higher education spending has decreased by 13 percent in inflation adjusted dollars while spending on California's prisons has grown by 436 percent.

Suspension Risk in California by Race 2009–10

1 in 6 African American Students suspended one or more times



1 in 9 Native American Students suspended one or more times



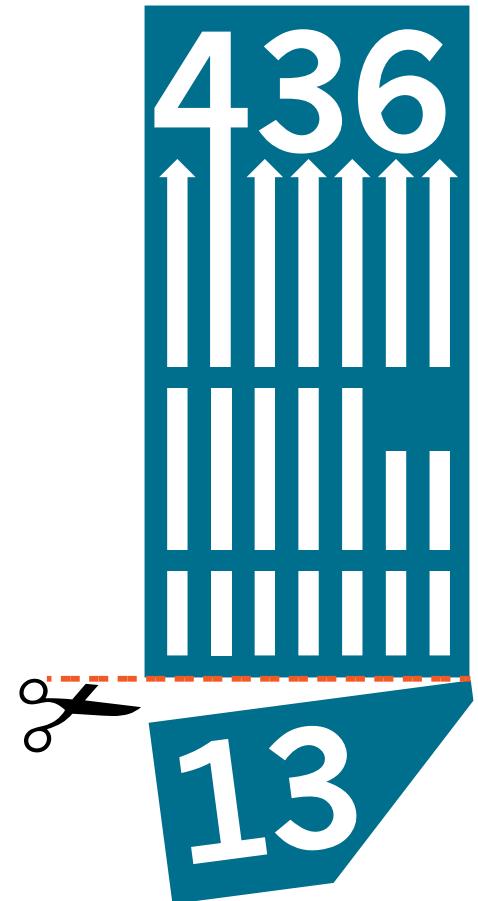
1 in 14 Latino/a Students suspended one or more times



1 in 17 White Students suspended one or more times



1 in 33 Asian American Students suspended one or more times



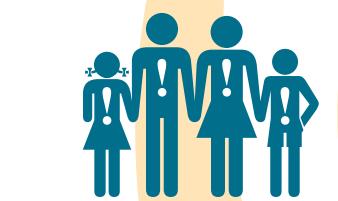
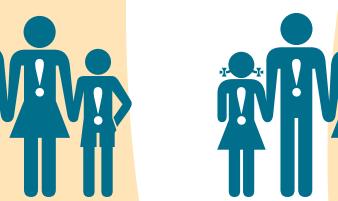
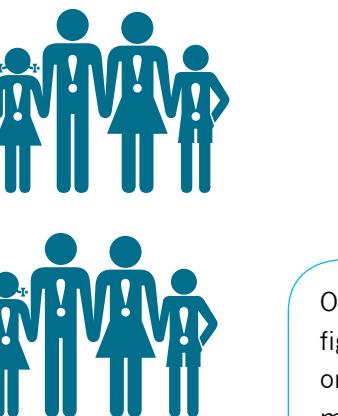
What Is Pushout?

CADRE and the Dignity in Schools Campaign define **pushout** as any combination of *institutional conditions, policies, or practices* that directly or indirectly forces certain students to leave school and more likely to end up experiencing contact with law enforcement, incarceration, violence, depression, substance abuse, exclusion from the economic system, and other contributors to long-term poverty, poor health, and short life expectancy. Examples include but are not limited to: degrading, discriminatory, or indifferent treatment of individuals or groups of students; harsh, punitive, ineffective school discipline; inappropriate overuse of suspensions, involuntary transfers, expulsions, citations, and referrals to law enforcement; denial of students' due process rights; failure to provide mandated services; intimidating, intrusive, or abusive security measures or police presence; and a range of systemic issues like a lack of engaging curriculum, qualified teachers, and counselors, as well as inadequate facilities, supplies, and co-curricular opportunities. South LA schools historically graduate only about 50% of each 9th grade class. Instead of the other 50% being called "dropouts", we view them as "pushouts" as a result of these unresponsive and intolerant school conditions.

Most South LA parents went to school under the same conditions. Pushout is a reality that has crossed generations.

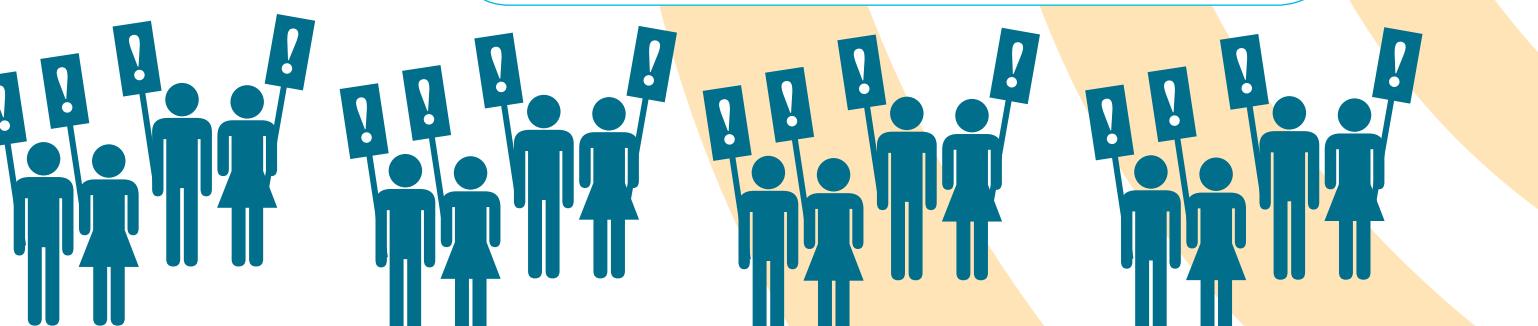
You Might Ask: Why Do We Organize Parents?

As policies begin to change in LA, and new legislation makes its way through Sacramento and Washington, D.C., the opportunity to achieve real educational reform and lasting change is no longer a distant dream. The ones driving that progress are parents—and they are changing the definition of what it means to be involved in their children's education.



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One parent becomes dozens, maybe even hundreds of parents fighting for the same thing. They join forces with other community organizations. And soon, you have the makings of a genuine social movement, one whose collective voice can be heard at the local, the state and even the national level.



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We start by talking to them about their human rights. That everyone has the right to a quality education, dignity, and participation in the institutions that affect them. After going through some training, they'll begin to feel the confidence they need to take action, as well as build relationships with other parents who are facing similar issues.

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The CADRE Effect

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Once a parent knows their options and chooses the most strategic approach to take, teachers and school administrators have no choice but to take them seriously. That parent learns a big lesson: that they can have an impact on the school system.

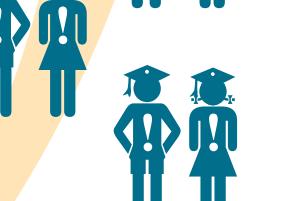
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Their children may start to see them differently, too. They see their mother or father, grandmother or grandfather getting involved, fighting for the issues that affect their education and their future. This instills pride and opens new possibilities in their own minds.

5

Other parents in the community will often turn to them for advice and support. They may speak out at community gatherings and churches. As the word spreads, parents from diverse ethnic backgrounds start talking to one another. They soon realize they have a common cause.



Human Rights

Human rights are necessary for people to live life in freedom, with dignity and equality, and to have their basic needs met. We often think only of civil and political rights, but human rights include economic, social, cultural, and environmental rights. CADRE adopted human rights as our guiding framework in 2005. Throughout our work we emphasize that every person has the human rights to a quality education, to dignity, and to participation in the institutions that affect them.

“...the education of the child shall be directed to...the development of the child’s personality, talents and mental and physical abilities to their fullest potential...”

—Convention on the Rights of the Child, 1989

“They (CADRE) are more than an educational group or a parent group. They are a national player. Their issues are part of a bigger picture. They are able to connect what is sometimes looked at as an education policy campaign and make it about human rights principles that can bring people together. It’s not just about changing a particular policy but about transforming schools.”

—Cathy Albisa, Executive Director, National Economic and Social Rights Initiative (NESRI)



“With CADRE I feel strength, I feel confident in myself, I feel like I can achieve more.”

—Sylvia Mendez,
CADRE core parent leader

What We Believe

Every parent or caregiver in South LA is a valuable asset of the community. Each parent or caregiver in South LA is capable of being a leader for social justice. The quality of life in South LA depends almost entirely on the quality of its schools. As a public we will only achieve real education reform when parents, regardless of race, income, or language, have real power—the capacity to shape the policies and practices of schools, to ensure that they serve all children with dignity and respect, and to inspire their accountability to human rights.

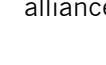
Parent Organizing

CADRE provides low-income parents/caregivers with an independent and creative space in which to develop themselves as active advocates and community leaders. We utilize grassroots outreach and engagement tactics to prompt and reveal South LA parents’ desires and willingness to be social change agents. All CADRE projects in which parents participate are based on one or more of the following tactics:

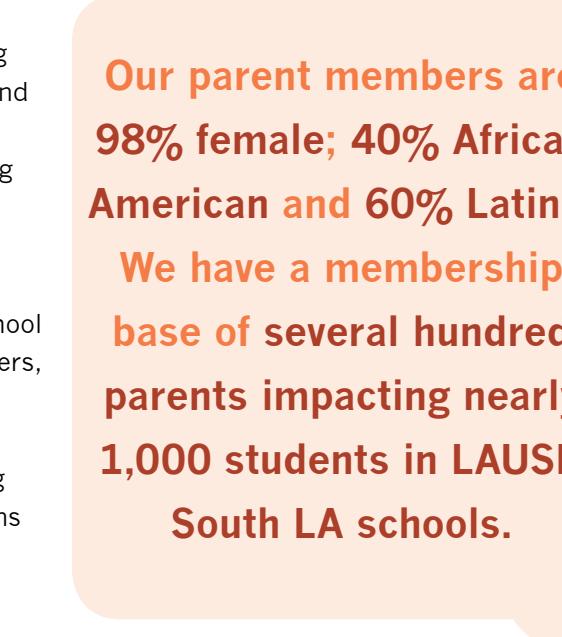
 **Education and Training:** Learning about the public education and school systems; the histories and dynamics of their neighborhoods; human rights; social change; children and community-centered education reform; policy advocacy; negotiation and advocacy; planning and evaluation; and alliance building.

 **Building Relationships of Understanding:** Building interpersonal skills in talking circles and working together as organizational decision-makers in committees of parents across cultural, generational, life experience, and linguistic lines.

 **January 2005**
Formed partnership with the National Economic and Social Rights Initiative (NESRI) and conducted parent and student focus groups on experiences with overly punitive school discipline

 **Mobilizing for Systemic Change:** Creating opportunities to engage school officials, decision-makers, community leaders, the media, and the broader public around problems and solutions in their children’s schools; getting others involved; developing parent analysis and policy recommendations for school reform; and monitoring school policy implementation.

 **June 2005**
CADRE adopts human rights as guiding framework

 **Our parent members are 98% female; 40% African American and 60% Latino. We have a membership base of several hundred parents impacting nearly 1,000 students in LAUSD South LA schools.**



October 2003

Dignity and Respect for Parents Taskforce formed, comprised of core parent leaders

Began first parent-led action research project with Justice Matters on South LA parents’ relationships with schools

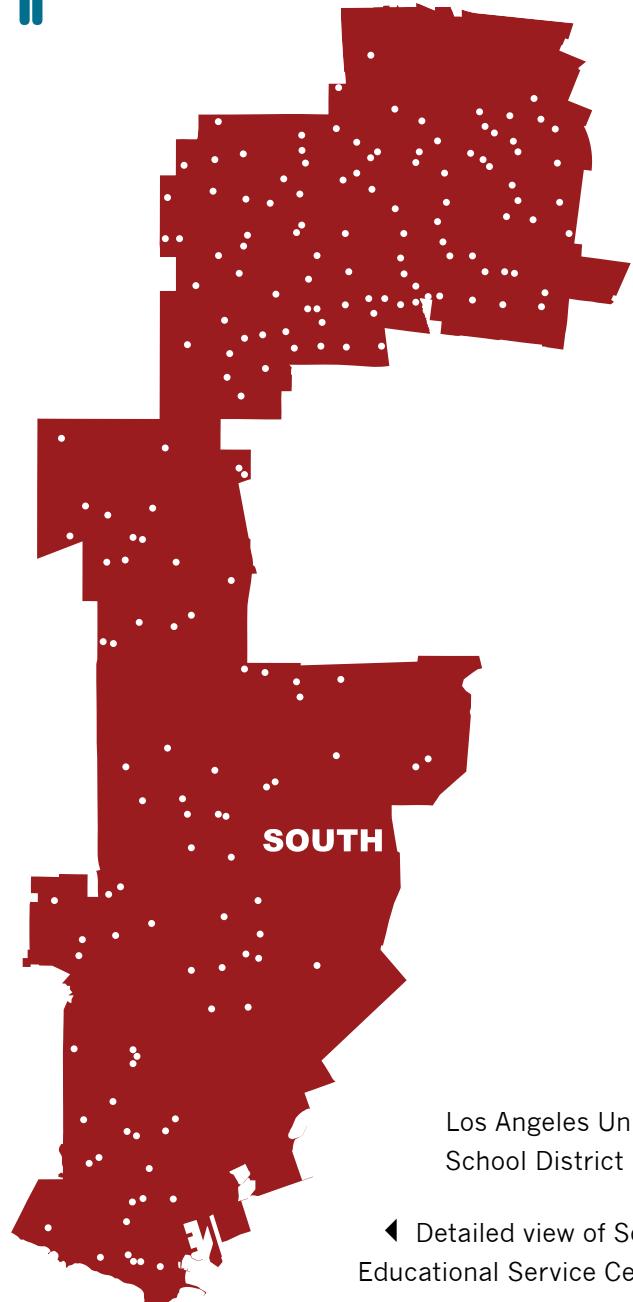


October 2004

Published first action research report; Developed Standards of Dignity and Respect for Parents platform

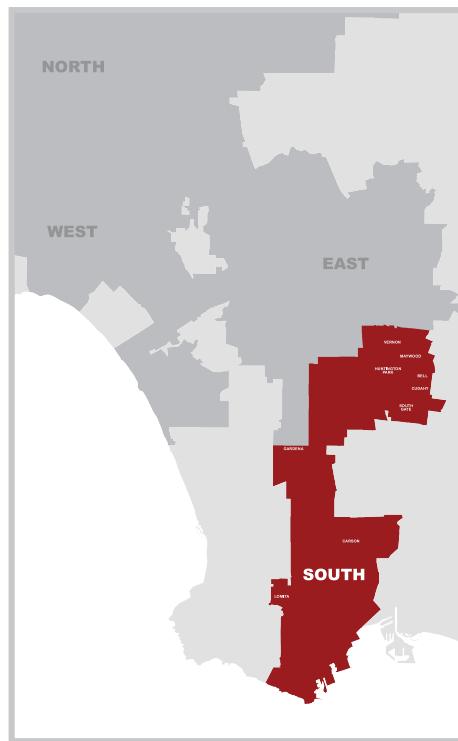
 “They (CADRE) made LA the first district in the country to implement such a comprehensive positive behavior support policy.”

—Liz Sullivan, Director, Human Right to Education Program. National Economic and Social Rights Initiative (NESRI)



Who We Serve

Our work focuses on the South Los Angeles neighborhoods served by Los Angeles Unified School District (LAUSD). This area is primarily represented in the South Educational Service Center (SESC), which covers more than half of South Los Angeles and serves one of the most economically isolated, poverty-impacted urban areas in the nation. In particular, we target some of the lowest performing schools in South Los Angeles, which are separated out and part of LAUSD's Intensive Support and Innovation Center (ISIC). CADRE's constituency is low to very low-income and low-wealth adults who are parents and caregivers of youth attending these extremely under-resourced schools.



“CADRE walks the walk. They are solution-oriented and have strategically engaged South Los Angeles. CADRE realizes that investment in our parents will have a ripple effect that will continue to strengthen our communities.”

—Mónica García,
LAUSD Board President

 **January 2006**
Began human rights documentation
of families' suspension stories
by going door-to-door in South LA

Building a Movement: the Dignity in Schools Campaign

We believe our work in South LA can be pivotal for broad change well beyond our community. We concentrate our collaborative efforts on ending school pushout and the school-to-prison pipeline, locally, across California, and nationally. Each year, over 3 million U.S. students are suspended, over 400,000 in California alone. To help achieve our goals we have actively participated in the founding and growth of the national Dignity in Schools Campaign (DSC) with whom we continue to work closely on both the local and national level. DSC is a coalition made up of youth, parents, educators, grassroots groups and policy and legal advocacy groups, that challenges the systemic problem of pushout in our nation's schools and advocates for the human right of every young person to a quality education, to be treated with dignity, and for positive approaches to school climate and discipline that create safer, more supportive school communities and improve educational outcomes.

DSC has created an innovative, sustainable coalition structure with 60 member groups in 19 states. In 2012, DSC released A Model Code on Education and Dignity, a set of recommended policies for states, districts and schools, and also partnered with the Opportunity to Learn Campaign to launch the Solutions Not Suspensions initiative (SNS), a call for a moratorium on out-of-school suspensions.

CADRE is also a proud member of the Los Angeles Chapter of DSC, along with the Youth Justice Coalition, the Labor/Community Strategy Center, Public Counsel, Children's Defense Fund—California, and the ACLU of Southern California.

“CADRE’s organizing model really does build critical thinking capacity with parents so they are looking at the system, questioning, challenging, gaining a deeper understanding of how and why the schools operate the way they do and why they should change and how they can be a factor in that change”.—Felicia Jones, CADRE board member



“When parents see their kids get violated again and again, there’s a depth of suffering that is compounded. What’s unique about CADRE is that they’re looking at parents who have suffered a great deal. Trying to activate and motivate them in trying to change the world for their children.”

—Kruti Parekh,
Youth Justice Coalition

Milestone Parent Victory: New Discipline Policy in Los Angeles Schools

The most impactful policy that CADRE parent leaders have influenced to date through our organizing is LAUSD's March 2007 passage of its "School-Wide Positive Behavior Support Discipline Foundation Policy" (SWPBS). In principle, this policy fundamentally changes the way school communities are expected to respond to students. As the name suggests, the policy focuses on understanding and addressing the 'why' of a student's actions through a more positive approach (rather than simply punishing the act itself, through suspension or other forms of removal) for discipline. CADRE parents support SWPBS because it emphasizes the collection of discipline data, early engagement of parents, training teachers in alternatives to suspensions, and rigorous monitoring and evaluation. When fully implemented, SWPBS reduces suspensions and increases attendance and academic achievement. CADRE parents collected testimonies from families, organized allies, met with LAUSD decision-makers and the teachers' union, and secured media coverage—all pivotal to ensuring that SWPBS became policy and the foundation of every school.



In adopting SWPBS, LAUSD became the first large urban school district in the nation with such a progressive and comprehensive district-wide discipline policy

Criminalizing Student Behavior

Suspension is among the most widely used of disciplinary responses, and it is not necessarily reserved only for the most serious misbehavior. In some cases, suspension may be the first intervention of choice.

Significant research consistently shows that low-income students and students of color are disproportionately targeted for suspension, and that they often receive more severe and punitive consequences than high-income or white students. African American students often receive more severe punishments than white students for less severe offenses. In LAUSD and California, on average in any given year 40-50% of suspensions are for "willful defiance", an extremely subjective reason that is often applied inconsistently and unfairly.

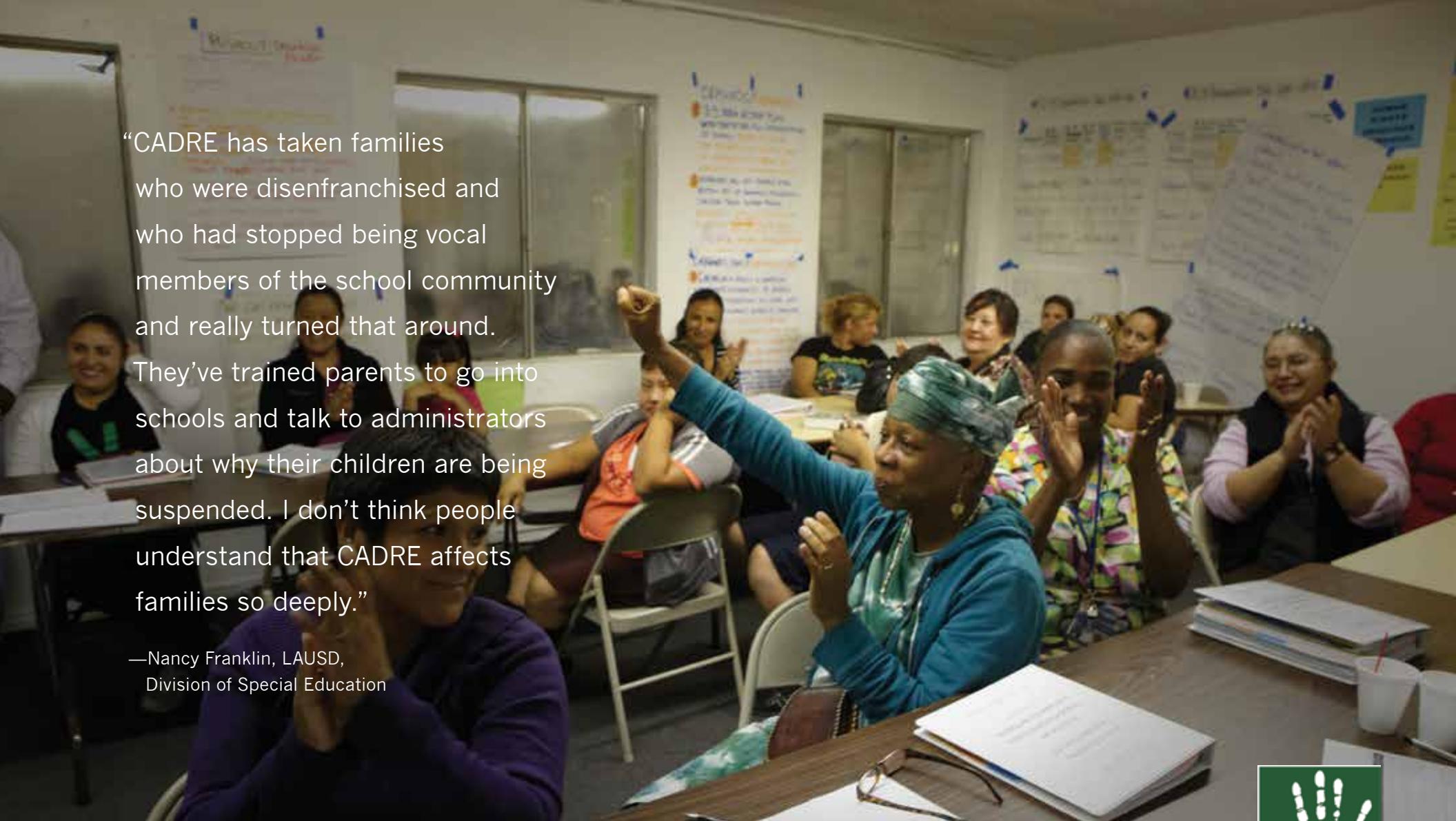
Turning our most challenged schools around will require respect for children's dignity, meaning schools will not exclude, get rid of, or criminalize children for misbehavior or underachievement.



Justification of harsh school discipline has dramatically changed school culture. Across the United States, school districts are increasingly employing police to maintain a presence on public school grounds. The conduct and policies of these police can create a tense and destructive school environment that negatively impacts students, particularly those in low-income areas like South LA.

According to the Center for Public Integrity, between 2009-2011 school police in Los Angeles issued more than 33,500 citations to youth between 10-18 years old. Most of these citations are for nonviolent and non-drug related offenses, with the highest number issued for tardiness and willful defiance. Ticketed students are ordered to appear in court with a parent during regular work hours, which creates even more economic hardship. School arrests have also increased dramatically, as police are called in for disciplinary purposes.

This move towards police presence in schools is part of a broader, decades-long "zero tolerance" approach to school discipline whose aim is to punish, exclude and criminalize students rather than teach positive behavioral and educational skills. Studies show that these overly harsh disciplinary policies result in our most at-risk children being pushed out of schools and into the juvenile and criminal justice systems, in a downward spiral that has come to be known as **the "school-to-prison pipeline"**.



“CADRE has taken families who were disenfranchised and who had stopped being vocal members of the school community and really turned that around. They’ve trained parents to go into schools and talk to administrators about why their children are being suspended. I don’t think people understand that CADRE affects families so deeply.”

—Nancy Franklin, LAUSD,
Division of Special Education

June 2006

Held first-ever South LA People’s Hearing on school pushout;
Launched policy campaign and partnership with Public Counsel

February 2008

Launched Parent Educational Empowerment Academy

September 2008

Began grassroots monitoring of LAUSD’s new School-Wide Positive Behavior Support Discipline Foundation Policy

June 2009

Helped launch the national Dignity in Schools Campaign and local chapter



Our Community of Support

Co-Founders

Maisie Chin
Rosalinda Hill

Founding Core Parents

Kenneth Hill
Bill Burgess
Dona Smith Lopez
Adrian Angulo
Roslyn Broadnax
Earlene Elzy
Naomi Haywood
Hekima Jaliwa

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Huong Hoang, Manager, Finance & Administration
Danielle Lafayette, Associate Director,
Policy & Strategic Initiatives
Rob McGowan, Associate Director, Organizing
Barbara Penn, Childcare Provider
Agustín Ruelas, Director, Special Projects
Carlos Valle, Associate Director, Development

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2001–2012

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Liberty Hill Foundation
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Norman Foundation
Schott Foundation for Public Education
Taproot Foundation
The California Endowment
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United Latino Fund
United Way of Greater Los Angeles
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Hilaria Cruz
Ruth Cusick
Haydee Cuza

"CADRE is one of those "success stories" that you hope to have as a funder. The Hazen Foundation made our first grant to them when they were a handful of parents with a vision, and today they are an important actor in the movement for educational justice, pushing for fundamental change in schools in Los Angeles and, through partnerships and alliances, at the federal policy level. It is a privilege to have had even a small part in that achievement." —Lori Bezhaher, President, Edward W. Hazen Foundation

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June 2010

Released the result of our first two years of parent-led monitoring: a "shadow report" assessing LAUSD's discipline policy implementation in South LA

"CADRE is unflinching in their moral compass, providing life-changing results for individual parents. With a very

Raphael Travis, Jr.
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Gabriela Valle
Monica Valle
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Al Vega
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Action Network (LA CAN)
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Public Interest Projects
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Center for Community Change
ChangeUp
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Chinatown Kung Fu
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Justice (CEJ)
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National and Los Angeles
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Three Strikes (FACTS)
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I Five Design
InnerCity Struggle
Justice Matters
Kappa Alpha Psi, Fraternity Inc.,
Beta Omega Chapter
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and Staff
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McKenna and Staff
LAUSD Superintendent
Dr. John Deasy and Staff
Liberty Hill Foundation
Wally Marks Leadership
Institute
Los Angeles Community
Action Network (LA CAN)
Los Angeles Conservation Corps
Los Angeles Metropolitan
Churches
Los Angeles Parent Organization
Network (PON)
National Economic and Social
Rights Initiative (NESRI)
Nonstop Printing
Occidental College and
Rebellious Lawyering Class
Parents for Unity
Public Allies Los Angeles
Public Counsel Law Center
Sigma Lambda Gamma,
Sorority Inc., Nu Alpha Chapter
Southern California Library
Strategic Actions for a
Just Economy (SAJE)
Strategic Concepts in Organizing
and Policy Education (SCOPE)
Tumis
UCLA Institute for Democracy,
Education and Access (IDEA)
United Nations Expert on
Minority Issues - Gay McDougall
United Way of Greater Los Angeles
US Bank
Youth Justice Coalition



Carlos Aguilar	Charles Fields	Antonio Manning	Linda Sanchez
Cathy Albisa	Nancy Franklin	Alma Márquez	Susan E. Sandler
Maryun "May May" Ali	Paul Freese	Gaylen Matsumura	Christine Senteño
Olivia Araiza	Chris Gabriele	Monami Maulik	Stacie Sheffie
Kirti Baranwal	Rosemary Garcia	Kim McGill	Geri Silva
Anthony Barrera	Tania Garcia	Emilee McGowan	Sue Simon
Jay Beckner	Lamar Glover	Janet McIntyre	Noemi Soto
Lori Bezahler	Shane Goldsmith	Michelle "Mickey" McKinney-Thrash	Saira Soto
Gail Blackwell	Ayde Gonzalez	Gabriel Medel	Ami Pascual Spears
Maria Brenes	Esperanza Gonzalez	Kavitha Mediratta	Jeff Spiegel
Michael Browning	Rafael Gonzalez	Maria Mercado	Liz Sullivan
Goldie Buchanan	Dr. Cheryl Grills	Stephanie Moore	Christopher Sweeten
Meteka Patterson Bullard	The Honorable Judge	Juan Carlos Muñoz	Eric Tablada
Gerri Calvin/Regency West	Donna Groman	Michael Norville/3rd Eye	Adreena Thomas
Charity Capili	Ana Guerrero	Dimension Productions	Raphael Travis
Lawrence Casey	Pia Guerrero	Dr. Jeannie Oakes	Gabriela Valle
Sylvia Castillo	David Guizar	Mary Ochs	Bryan Ventura
Boyne Chin	Lukas Haynes	Yusef Omowale	Dr. Sandra Villanueva
Cynthia Choi	Rosa Hirji	Socorro Orozco	Gloria Walton
Don Cipriani	Megan Huard	Ramona Ortega	Mia Watson
Tanya Coke	Choisette Hunter	Patricia Ovando	Jacqueline Waggoner
Rocio Cordoba	Dr. John Jackson	Joyce Parker	Joyce Germaine Watts
Matt Gregor	Ryan Johnson	Alex Caputo-Pearl	Michele Welsing
Manuel Criollo	Tamu Jones	Thelmy Perez	MayLynn Whatley
Ruth Cusick	Joel Jordan	Lalee Vicedo-Quijada	Pete White
Karen Escalante-Dalton	Bonnie Kim	Margarita Ramirez	Ron Wilkins
Maria Luisa Daou	Alicia Lara	Barbara Raymond	Ann Wohlstetter
Marqueece Harris-Dawson	Lisa Le	Castle Redmond	Wesley Woo
Leigh Dingerson	Sally Lew	Cristina Regalado	Laura Zeff
Emory Douglas	Leonor Lizardo	Alberto Retana	
DJ LA (Lisa A. Nevins)	Ruben Lizardo	Solomon Rivera	
The Honorable Martha Escutia (CA State Senator, ret.)	Mari Lopez	Annalisa Robles	
Laura Faer	Vanessa Vela Lovelace	Dr. John Rogers	
Dr. Denise Fairchild	Tammy Bang Luu	Elmer Roldan	
Sophie Fanelli	Hector Madrigal	Dr. Sylvia Rousseau	
Brandon Farmer	Sol Magaña	Bruce Saito	
	June Makela	Claudia Salcedo	



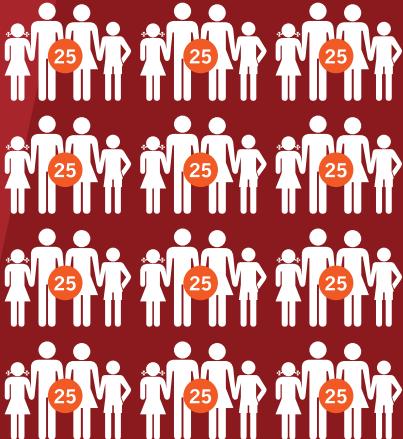
Developed through a service grant
from the Taproot Foundation

CADRE Facts

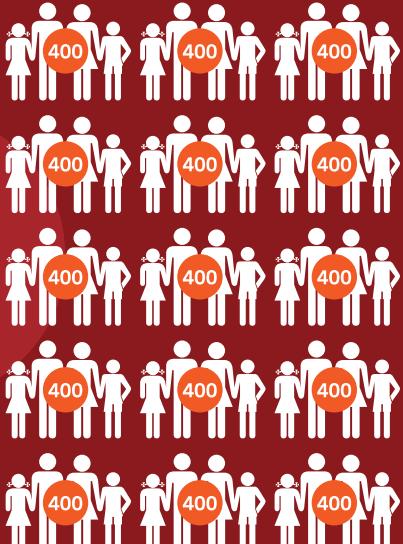
Eight Employees
(Full-time and Part-time)



300 Family Members



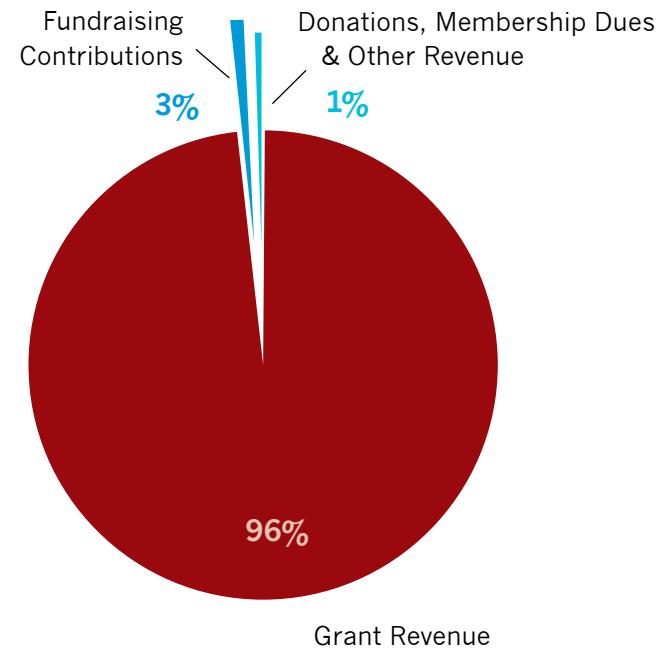
Over 10,000 Parents Engaged and
Empowered Since inception...
and growing.



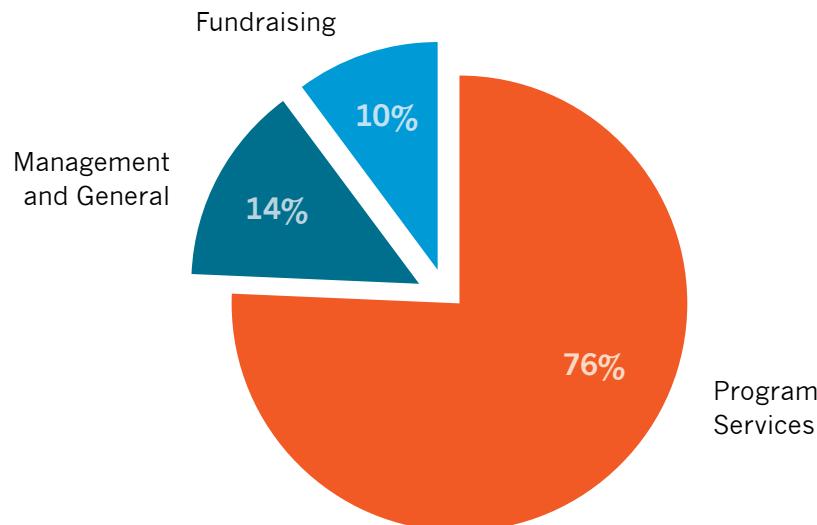
Financial Statement

Ending in June 30, 2012

Revenue and Support



Expenses

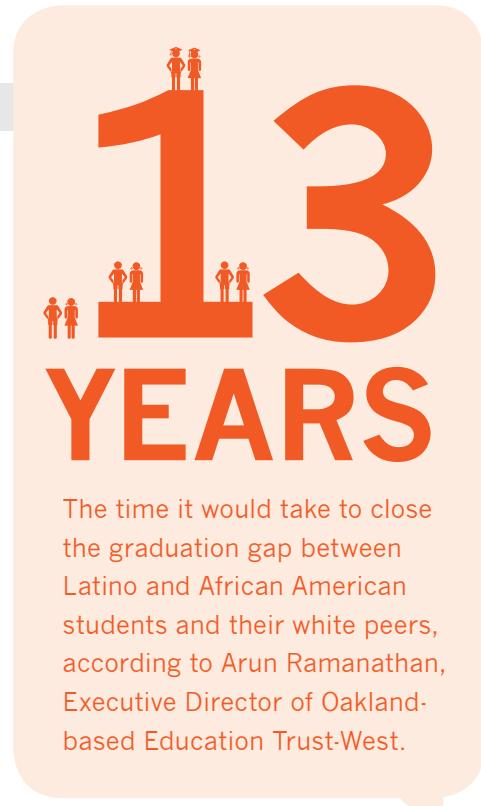


STATEMENT OF ACTIVITIES	ENDING JUNE 30, 2011	ENDING JUNE 30, 2012
Revenue and Support		
Grant Revenue	\$ 485,718	\$ 499,668
Donations	\$ 1,097	\$ 3,529
Fundraising Contributions	\$ 4,208	\$ 23,535
Membership Dues	—	\$ 610
Other Revenue	\$ 1,300	\$ 2,400
Total Revenue and Support	\$ 492,323	\$ 529,742
Expenses		
Program Services	\$ 308,448	\$ 413,408
Management and General	\$ 54,618	\$ 79,829
Fundraising	\$ 76,143	\$ 23,624
Total Expenses	\$ 439,209	\$ 516,861
Change in Net Assets	\$ 53,114	\$ 12,881
Net Assets (Temporarily Restricted)		
Beginning of Year	—	\$ 53,114
End of Year	\$ 53,114	\$ 65,995

FINANCIAL POSITION	ENDING JUNE 30, 2011	ENDING JUNE 30, 2012
Assets		
Cash and cash equivalents	\$ 78,067	\$ 31,920
Grants Receivable	—	\$ 75,000
Total Assets	\$ 78,067	\$ 106,920
Liabilities		
Accounts Payable	—	\$ 4,155
Accrued Liabilities	\$ 24,953	\$ 36,770
Total Liabilities	\$ 24,953	\$ 40,925
Net Assets (Temporarily Restricted)	\$ 53,114	\$ 65,995

Footnotes:

1. CADRE was fiscally sponsored by another nonprofit, Community Partners, from August 1999–June 2010.
2. July 2010–June 2012 represent the first two fiscal years in which CADRE operated under an independent tax identification number.
100% of CADRE funding during this period is temporarily restricted.
3. The increase in Fundraising Revenue from 2011 to 2012 reflects proceeds from our first bi-annual special event.
4. The decrease in Fundraising Expenses from 2011 to 2012 reflects a correction in the classification of grant reporting activities.



Looking Ahead

Changing the way our educational system works isn't something that's going to happen overnight. It's an arduous process that takes time and a fierce level of commitment. Here are some of the most significant goals that we'll be working to achieve in the months and years ahead.

- Full implementation of LAUSD's School-Wide Positive Behavior Support Policy
- Significant decrease in student suspensions and in particular the disproportionate rates at which African American students are impacted
- Respectful school environments in which parents can effectively exercise their human right to participate
- Vibrant parent and youth-led movement to dismantle policies and practices that contribute to the school-to-prison pipeline
- Increased political will to protect and promote public education
- Remaining an independent parent-led, membership organization with a comprehensive parent action and leadership development center in South LA

Be Part of CADRE's Future

CADRE has been the beneficiary of a large community of support that grows each day.

We invite you to visit our website at www.CADRE-la.org or call us at **323.752.9997**

to learn more about our work, stay in touch, or make your tax-deductible donation.



“CADRE is a relatively small organization in South LA that has impacted a pretty big shift in the school district.”

—Manuel Criollo,
The Labor Community
Strategy Center

September 2012

Superintendent Dr. Deasy included full implementation of the Discipline Foundation Policy and SWPBS as part of the 2012-2015 LAUSD Strategic Plan

October 2012

Five school discipline bills were passed by the CA State Legislature and signed into law by Governor Brown

December 2012

The U.S. Senate Committee on the Judiciary's Subcommittee on the Constitution, Civil Rights and Human Rights held the first-ever Congressional hearing on “Ending the School-to-Prison Pipeline”, attended by over 400 youth and parents



“When we went to Sacramento, (the) legislators, they had always seen protestors and students but when they saw 4 or 5 of us parents speaking up, they were just like, that’s what makes a difference right there. Seeing parents who are really in the thick of it, who live in these communities, out there and really concerned about what happens with their children.”

—Eddie Madison, CADRE core parent leader

We dedicate this report to CADRE co-founder Rosalinda Hill and her husband, CADRE core leader Kenneth Hill, may you both rest in peace. CADRE is part of your legacy, may we always have the strength of spirit to love and respect parents and children as unconditionally as you both did.

8510 ½ South Broadway, Los Angeles, CA 90003

323.752.9997

www.CADRE-la.org

 CADREparentpower

 @CADREparents