

BAY AREA URBAN DEBATE LEAGUE ANNUAL REPORT 2015-2016

Our Mission is to expand opportunities for high school and middle school students in the San Francisco Bay Area to participate in evidence-based debate and to become articulate and informed leaders in their schools and communities.



Dear Friends,

It is my pleasure to bring you the 2015-2016 Annual Report. After eight years of debate programming, BAUDL has hosted 3,334 young people at competition events and another 1,487 at workshops to prepare. San Francisco Bay Area youth have committed 7,400 hours to speaking in tournaments – that’s 2 full years of youth speaking up and out on topics from police violence to the Cuban embargo.

Programming Highlights

“The greater danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it” (Michelangelo). At BAUDL we teach students to aim as high as their private school peers, which is why:

- BAUDL youth participation grew by 26%, that’s 95 students in one year.
- BAUDL students qualified to the elite Tournament of Champions.
- BAUDL is the 2016 National Urban Debate League of the Year!

Fundraising Highlights

New partnerships brought six new law firms into the Champions of Diversity Challenge, raising the total to more than \$150,000 this year. Comedian and CNN star, W. Kamau Bell, packed the Gala and made it a night to remember.

Looking Forward

With BAUDL alumni taking over core programming positions, we plan to grow the number of schools served and launch a Career Pathways Program so youth can see the lifetime opportunities available as a result of debate. We are grateful for the many supporters (donors and volunteers) who share our belief in high-quality debate programming and smile proudly as BAUDL students defy the low-expectations set for them. Because of you, BAUDL can continue to offer support and training, to assist youth as they empower themselves and improve their lives. On behalf of BAUDL and the youth we serve, thank you!

Toni Nielson , Executive Director, August 30, 2016



Afterschool Debate Clubs & Debate Classes

Last fiscal year, BAUDL served 532 students and 24 teachers in our signature program, Afterschool Debate Clubs and Debate Classes.

The Afterschool Debate Clubs and Debate Classes Program provides the core training and support for debate teams. It is a self-contained debate league with six workshops for preparation and six competition event, as well as the coach training, materials/supplies, and snacks needed to build a strong high school debate club.

Last fiscal year, BAUDL supported sixteen high schools:

- Oakland Unified School District: Aspire Lionel Wilson, Castlemont, Fremont, Madison Park Academy, Oakland High, Oakland Tech, Skyline
- San Francisco Unified School District: Downtown, International Studies Academy, June Jordan School for Equity, Mission, Wallenberg Traditional
- Emery Unified School District: Emery Secondary
- West Contra Costa Unified School District: Richmond High
- Other: Kipp King Collegiate, Impact Academy



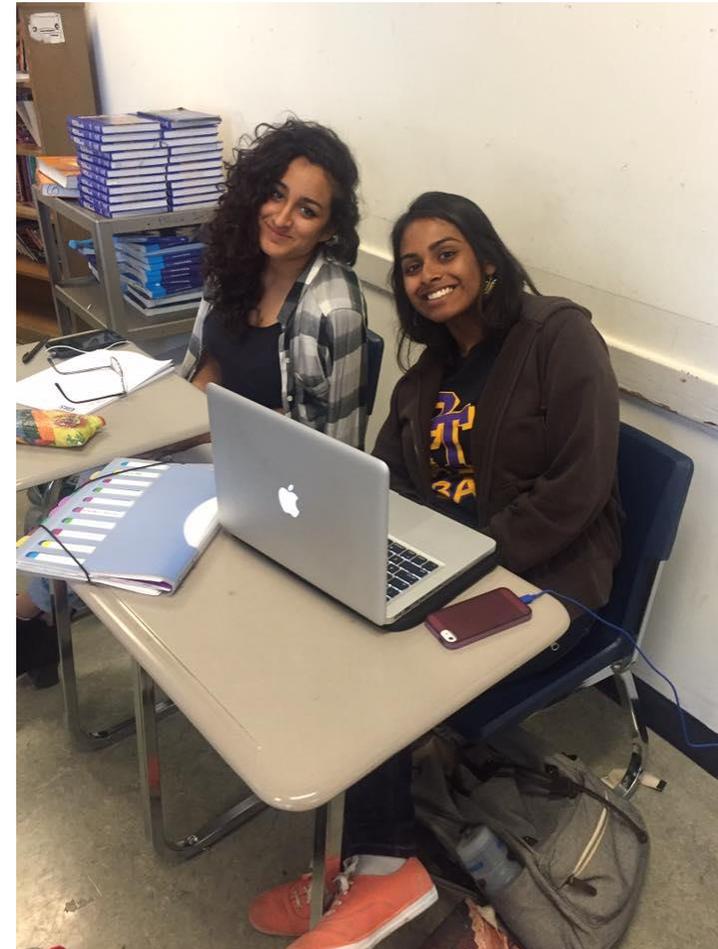
Afterschool Debate Clubs & Debate Classes

This school year was marked by significant growth in the number of students debating in the league, as well as the number of students receiving debate enriched pedagogy in a classroom. BAUDL **averaged 141 debaters per high school tournament -- a 13% increase** over our previous largest year (school year 2014). Blowing the roof off the previous record of 150 debaters at a tournament, the BAUDL had 201 students compete at the Season Opener.

Cumulatively, 317 high school students competed at a BAUDL league tournament. 42% of the league debated at half or more of events provided in a school year which is the recommended dosage of debate to have academic impact on a young person.

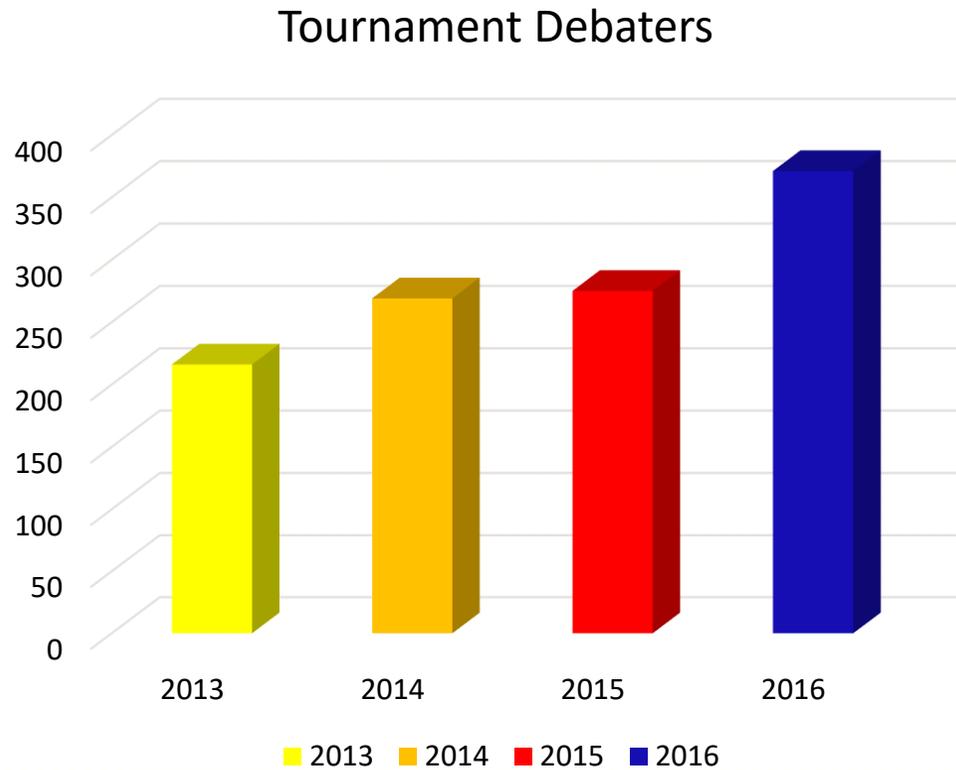
Debate classes also saw a surge. Wallenberg traditional added an advanced debate class to serve students returning after their first year. Castlemont, Fremont, and Madison Park all added debate courses into their master schedule. Cumulatively, eight BAUDL programs offered debate as a course in their master schedule.

BAUDL's work is made possible by the more than 250 volunteers who spent thousands of hours educating young people and helping them harness the power of their mind and voice. We are eternally grateful to those who help make BAUDL more than a debate league; they make it a community and a second family. Thank you.

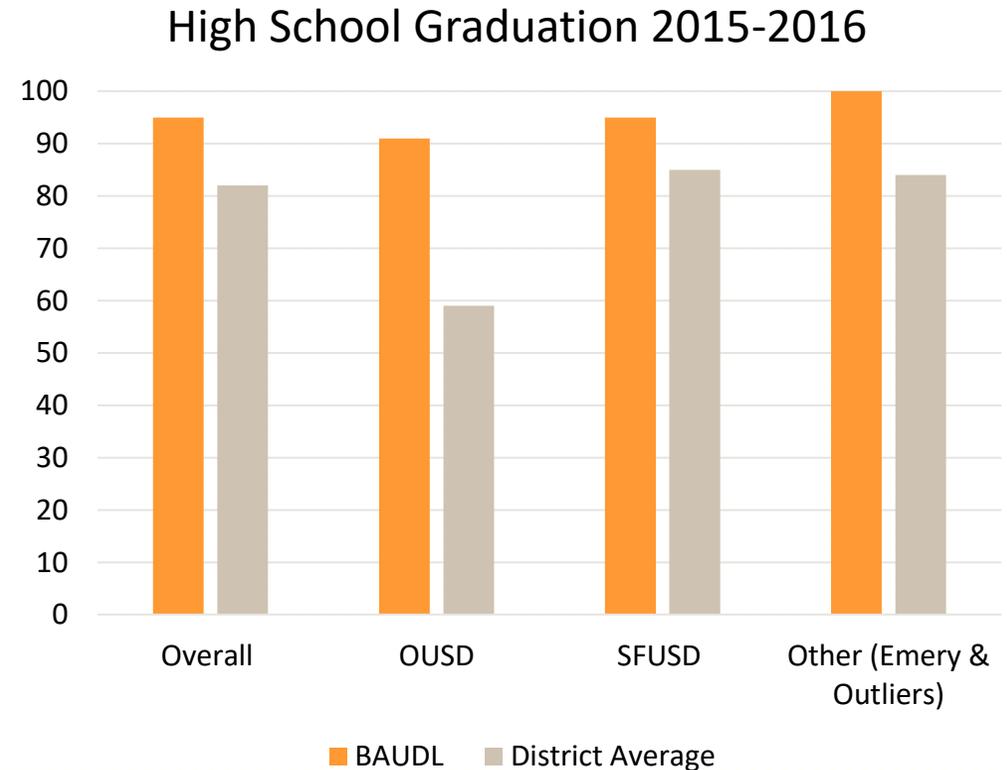


BAUDL Program Data

Growth in Clients Served



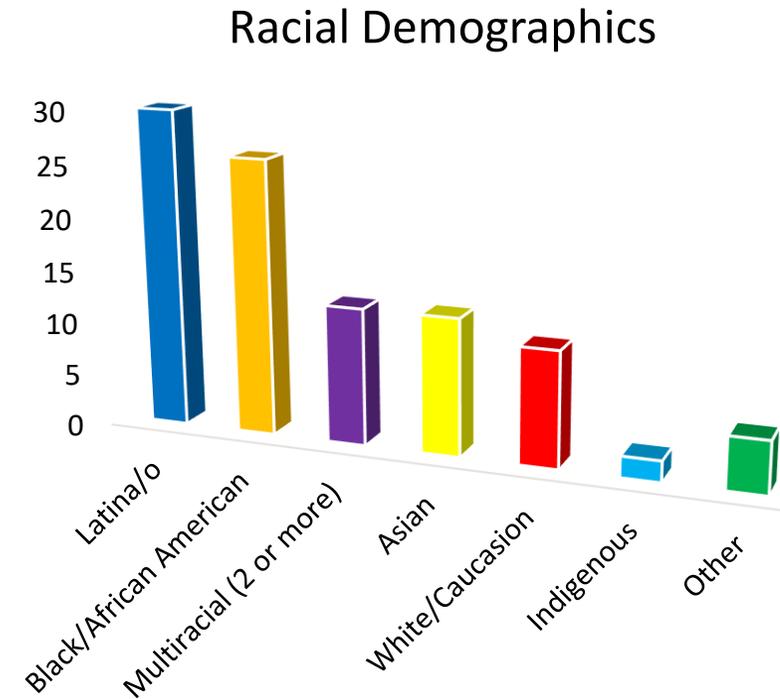
Core Outcome of BAUDL



Who are BAUDL students? Demographic Information

Who are BAUDL students?

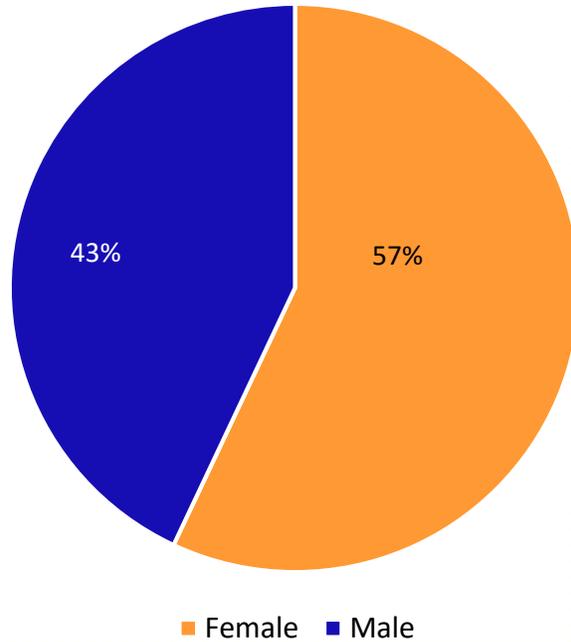
- Demographically, BAUDL students are:
 - 89% young people of color
 - 78% low-income
 - 30% English second language
- We are working in 16 high schools & 6 middle schools.
- We are working in 4 school districts across the bay area.



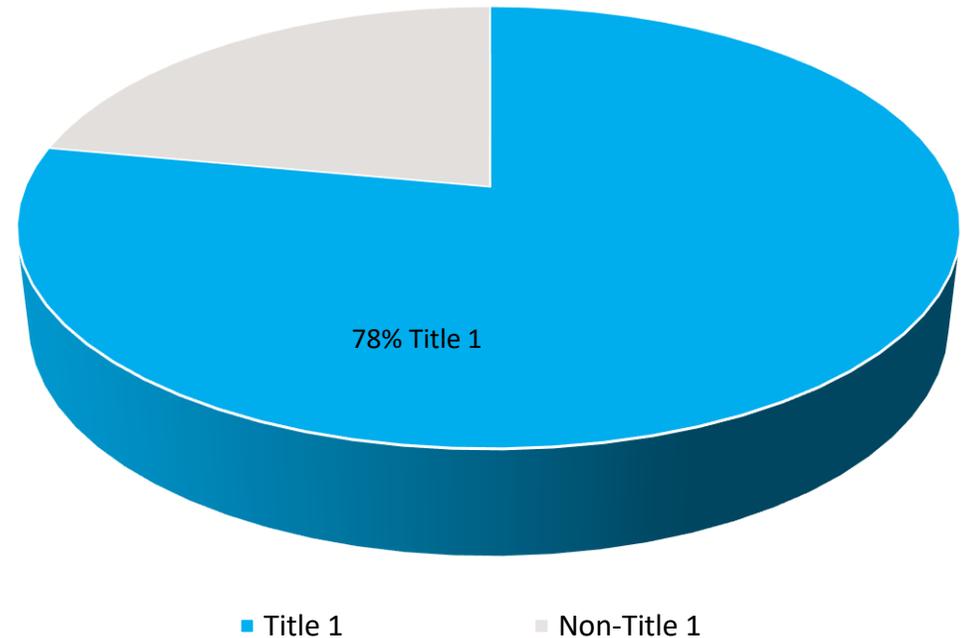
Who are BAUDL students? Demographic Information

Who are BAUDL students?

Gender Demographics



Free/Reduce Lunch Student Percentage



Traveling Team Program

Traveling Team 2015-2016 was one for the history books.

BAUDL is one of a handful of urban debate leagues nationally to invest in debate students at the same level as well-funded public schools and private schools; this program is known as Traveling Team. BAUDL's Director of Debate, Rashid Campbell, strives to demonstrate, tournament after tournament, that youth's zip code does not limit their achievements. BAUDL is proud to be the only urban debate league in California offering a high-level varsity debate team experience. We patently refuse to offer bay area youth a lesser debate opportunity and as a result BAUDL youth continue to triumph over the low expectations placed on urban students.

In school year 2015-2016, Skyline High School qualified to the elite Tournament of Champions in Kentucky. Christine Harris and Max Li were the first Oakland Title 1 public school debaters to achieve such a feat. Joining Skyline's success was Aspire Lionel Wilson who competed in elimination debates at UC, Berkeley, the University of Nevada, Las Vegas, and the Urban Debate National Championship (UNDC). Skyline and Aspire Lionel Wilson were joined by Raoul Wallenberg High School at the National Championship tournament. Wallenberg's Elisa Rae Yeung and Savannah Morris were the first team from San Francisco to qualify for the UNDC.

Overall, Traveling Team brought 65 students to tournaments outside of BAUDL, held practice weekly with dinner provided, and had a 48% win record which is a 6% increase over the previous school year. BAUDL debaters get the full impact of debate on their lives when they join the Traveling Team.



Summer Debate Institute Program

Fun and Reading Skills at BAUDL Summer Camp!

The Julia Burke Debate Institutes (JBDI) offers a national caliber educational experience at no cost for Bay Area youth. This year's instructors include two national champions and multiple highly ranked college debaters; a young mind in the Bay Area Urban Debate League will receive an opportunity on par with other prestigious debate institutes in the country. The 9th annual JBID hosted 115 students, and added middle school labs for the first time!

Students spend five days immersed in debate pedagogy, working on argumentation and public speaking skills in lab groups while learning about the new policy debate topic. During an average day, students will start with warmup vocal activities, receive lectures from top college debate minds, work in small groups on core debate skills, and prepare with their debate partner for the tournament on the fifth day. They will also get a chance to compete in our annual talent competition, mingle at the cookout, and make friends with young people from all over the Bay Area.

A primary goal of the JBID is to combat summer learning loss. In the East Bay, only 50% of ninth graders enter reading at grade level (Mercury News, 2014). Up to two-thirds of the achievement gap is attributed to cumulative summer learning loss "because low-income students lose an average of more than two months in reading achievement...while their middle income peers make gains" (McCombs Sloan et al, 2011).

Quality summer learning programs, like the Julia Burke Debate Institute, are an effective means of improving student achievement. BAUDL curriculum is rigorous and engaging. Debate research briefs ensure students are working with complicated academic texts with Lexile scores ranging from 8th to 16th grade. Urban debate is proven, in peer review research, to improve students' secondary literacy skills, as measured by GPA and ACT test scores (Mezuk et al, 2011). Spending a week at debate camp is a fun way to combat the achievement gap.



Summer Debate Institute Program

21 Students attend National Debate Institute

Attending a national summer debate institute is one way the Bay Area Urban Debate League puts students on college campuses. Students leave the comfort of the neighborhood and adventure into a new city or state for weeks. They learn and live in a college environment. When they finish three to four weeks of institute, our students have a concrete vision for going to college. National summer debate institutes materialize college dreams.

BAUDL sent 21 students to institutes across the country. Our partnerships with programs like the Julia Burke Foundation, Vince Binder Scholarships, Gonzaga, and UC, Berkeley help make this experience possible. We are grateful to be members of the national debate community which values the work of urban debate.

Students attended institutes at Dartmouth, UC, Berkeley, Coppin State, Gonzaga, CSU Fresno, and Sacramento State. For some summer institute is their first time on a plane. For others, institute is their first experience away from home. For everyone, summer camp is a life-changing experience.



Middle School Debate League

In school year 2015-2016, BAUDL launched a new middle school league with six schools and 58 youth competing in public forum debate.

We are proud to announce the success of our new middle school debate league. Based on a three school pilot project in the spring of 2015, BAUDL took the plunge in offering a full league experience to six middle schools. Students received 4 tournaments and 3 workshops, as well as teacher-coach training, supplies, and of course snacks!

The results were astounding. 58 students came out to tournaments and all six schools had, at least, some participation. Frick Impact Academy placed a speaker in the top 10 of the state at the California Middle School Championship!

After a year of hard work on topics like US military bases in Okinawa, the refugee crisis, and income inequality, students and teachers alike asked for more debate. Students want more tournaments, more workshops, and more opportunities. We are excited to provide expansion next year.

Serving middle schools fills an important need for academic extra curricular activities in our schools, but it also is a necessary intervention to prevent high school dropout. According to the Hechinger Report (2014), thousands of California middle schoolers every year do not make it to 9th grade. Middle school often gets ignored, but research shows the warning signs for drop out appear as early as middle school. BAUDL is building debate programs in middle schools, because “if you’re waiting until high school to do dropout prevention, you’re waiting too long” (Duardo, 2014).



Last fiscal year, BAUDL supported six middle schools:

- Oakland Unified School District: Elmhurst Community Prep, Frick Impact Academy, Sakofa Academy, and Westlake Middle School.
- San Francisco Unified School District: James Lick Middle School and Visitacion Valley Middle School.

Leading with Debate Fellowship

I joined BAUDL last school year and enjoy attending tournaments, sometimes I think that 6 tournaments isn't enough, sometimes I even wish they were each weekend...While I think awards are awesome, my main focus on debate has always been to improve myself...In LDF, I will be able to use my voice to talk about change. - Jocelin Robles, 11th Grade

Leading with Debate Fellowship (LDF) is the public debate arm of the BAUDL. This program pushes debate out of the competition and into our communities. 25 students and 38 distinguished members of the Bay Area participated in LDF events this school year. Students had opportunities to speak about their concerns in a variety of forums and formats.

BAUDL's commitment to the Leading with Debate Fellowship program is born of two promises:

1. BAUDL is invested in providing young people of color with the platform and skills to demonstrate that they are conscious, informed leaders.
2. There is an intellectual community of people in the Bay Area who want to make a difference and will listen to youth, if they speak up.

Collaboration with the San Francisco State University KSFS Radio program and KRON4's Grant Lodes put students behind mic to discuss current news events. Community debates at Google paired young people with established members of the community to discuss the housing crisis in San Francisco. A problem-solving forum sat young people down with concerned adults in the East Bay to combat gentrification.

We look forward to seeing the power of these youth leaders as they grow into adults and are please to fulfill our LDF promises to the Bay Area.



Urban Debate is Education Equity

“Education is the most powerful weapon you can use to change the world.” - Nelson Mandela

The achievement gap is a formidable opponent for education advocates. Our daily work is a challenge to structural inequalities which seem to put success continually just out of reach. Overarching changes to the education system cost millions, nay, billions. Structural overhaul requires decades of commitments and national resources. For many regular people, the task before us can feel like an avalanche. But there are some solutions which can be quickly and easily implemented while having a significant impact.

Former U.S. Secretary of Education Arne Duncan contends urban debate leagues are one such solution; he says, “In America, education is the great equalizer. And in our urban high schools, competitive debate is one of the great equalizers of educational opportunity. Urban debate leagues help ensure teens in the inner-city get the same exposure to academic rigor as teens in wealthy suburban schools – where competitive debate teams have long been a fixture.” Suburban and private schools invest heavily in debate programs, but, according to the Department of Education (2011), high-poverty schools typically receive less state and local funding which pushes activities like debate out of their reach. Enter Urban Debate Leagues. Youth nonprofit organizations, like BAUDL, fill the gap in struggling school districts. Once a school district shows a commitment to debate programming, BAUDL donors provide a dearth of resources so that young people in low-income schools get opportunities like summer debate institutes, fourteen debate competitions a year, and public speaking and advocacy programs.

Malachi Ambrose, a Skyline debater, argues debate is a path to education equity; “BAUDL debate gives you the freedom to choose your area of research. Debate wakes up your passion for knowledge. ; it opens the world for you. After debate, I was like, wait a second, I like that class I thought I hated. History and math are useful. Debate is a solution to education inequity because we become motivated to learn new things, all sorts of new things.” The process Malachi is describing is self-directed learning. Debate puts youth, considered at-risk because of their demographic categorization, into the drivers seat of their education.

Urban debate is a productive intervention available right now. For less than the annual cost of a San Francisco parking space, BAUDL can provide a student with the path to a life-changing opportunity and the incentives to take it. 95% of BAUDL seniors graduate – a statistic that is 15 to 30 points higher than their school district average. BAUDL youth are talking about careers and college; they are acting as leaders in their community and envisioning themselves in future leadership positions.

BAUDL: 2016 National League of the Year

The National Association for Urban Debate Leagues honors BAUDL as the 2016 League of the Year!

Why BAUDL? BAUDL programming surged:

- Student participation grew by 26%.
- Eight high schools placed debate courses in their master schedule resulting in 340 students receiving debate enriched pedagogy.
- A new middle school league brought public forum debate to six new schools.
- Expansion to Richmond High School opened the door to a new school district.
- BAUDL set competitive varsity debate records by winning the CSU, Fullerton tournament, placing as a finalist at the UC, Berkeley tournament, and qualifying to the Tournament of Champions.
- An army of 270 volunteers gave their time to youth education over the course of 16 debate events.

It was a banner programming year!

The National Association for Urban Debate Leagues is the parent organization to 22 leagues and honors one each year for excellence. Check out the league and our work on YouTube, “2016 Urban Debate League of the Year – Bay Area Urban Debate League”.



Annual Gala: Debate is *the* Difference

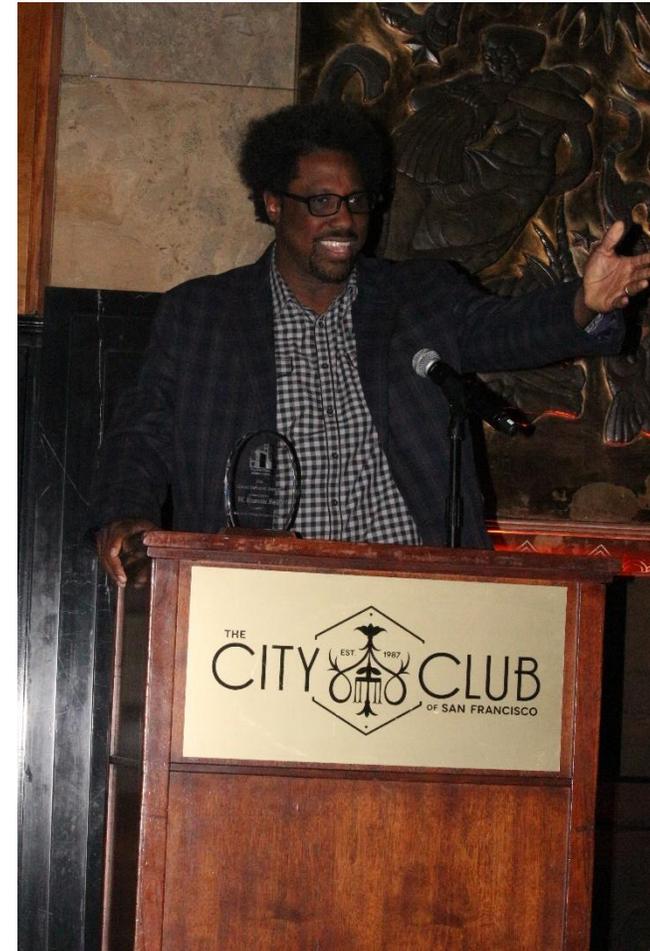
The 2016 BAUDL Gala Awards Dinner was a special night celebrating the difference debate makes in the lives of low-income young people of color in the Bay Area. The night is an opportunity for BAUDL to honor the generosity of our donors, the triumph of our students, and the social justice achievement of one outstanding member of the Bay Area. It was an emotional and memorable night.

W. Kamau Bell accepted the 2016 Great Debater Award. Kamau is a social justice leader every day! Moliere said, “The duty of comedy is correct men by amusing them.” Kamau Bell is the Great Debater because that is exactly what he does. His comedy challenges racism and sexism in America. Kamau pointedly challenges America on immigration, the prison pipeline, policing, and the KKK. His work goes beyond laughter, transforming into the hard work of activism as an ACLU ambassador for racial justice. Kamau encouraged all of us to have the uncomfortable and hard conversations necessary to make racial justice a reality.

Alan Fox is a BAUDL Hero. His involvement began in 2008 when Alan jumped on board as one of the first major donors of the Bay Area Urban Debate League. A former high school debater, Alan recognizes the value debate had in his and his children’s lives. Now as a New York Times bestselling author, Alan calls upon his communication and argumentation skills. He gives so that others may some day have the same *People Tools* in their communication repertoire.

Jontae Henry is the BAUDL Visionary. Jontae started debate at the requirement of her teacher and mother who were concerned about her poor academic performance as a sophomore. Through debate Jontae found her voice and her passion for social justice. Her academic and social turnaround is nothing short of amazing. We are pleased to report Jontae finished debating ranked in the top 8 teams in the national urban debate league system. She will be attending San Francisco State University in the fall.

The night wasn’t all awards; it was also philanthropy. Through the generosity of 100 attendees, more than \$75,000 was raised for debate programming.



Annual Gala: Debate is *the* Difference

BAUDL Debaters love the Gala!



Honorees W. Kamau Bell & Alan Fox enjoy a conversation in the VIP room.



Champions of Diversity Challenge

Law Firms Fund Debate for Future Diversity

Sixteen San Francisco Bay Area law firms demonstrated their commitment to diversity in the legal pipelines during the 2016 Champions of Diversity challenge by raising more than \$150,000 for debate education in our most diverse public schools.

According to the Bureau of Labor Statistics (2015), law is the least diverse profession in the United States, but top firms in the Bay Area are rolling up their sleeves to build a brighter future. For a week, Bay Area law firms flexed their competitive muscles against each other to raise money for Bay Area debate teams.

The week was more than donations; it was also a chance to inspire future attorneys from the Bay Area Urban Debate League. Students from five high schools visited firms to speak with attorney's about their future. Azariah Cole-Shephard received some mentoring from Morrison & Foerster attorney, Diana Kruze. For Azariah, it was an amazing opportunity to network with attorney's and collect information for her senior project on intellectual property rights litigation. Sekayi Bardell and DaCobi Anderson walked away from their public demonstration debate at Munger, Tolles & Olsen feeling on top of the world. Debaters paired up with attorneys at O'Melveny & Myers for a debate broadcast to the entire firm!

Urban debate is an excellent diversity pipeline for law. More than 50 law school deans and professors, including Elena Kagan, Erwin Chemerinsky, and Laurence Tribe, "enthusiastically endorse Urban Debate Leagues as a valuable method by which to diversify the legal pipeline and profession." BAUDL is a uniquely effective pipeline organization for two reasons: First, debate builds skills directly applicable to the legal field, such as critical thinking, research, analysis, and presentation skills. Second, BAUDL has a mentorship program which connects one attorney to one student for 8 months of mentorship. The combination builds skills and connections to ensure aspiring youth a pathway toward a career in law.

Gold Champion



O'MELVENY & MYERS LLP

Silver Champion



Bronze Champion



Statement of Financial Activities

Revenues and Support	
Individuals	147,959
Corporations	164,690
Foundations	137,500
Special Events	152,295
Earned Income	48,974
Total	651,419

Expenses	
Program Services	388,515
Development	108,853
General & Administrative	50,690
Total	548,058

Statement of Financial Activities

Statement of Financial Position

BAUDL had a successful fiscal year 2015-2016. At the end of fiscal year (2014-2015), the organization ended in the red by \$16,000. We are pleased to report an impressive economic rebound resulting in adding \$103,000 to our surplus, or a 14% growth over the previous fiscal year.

In order to improve BAUDL's revenue, we focused our attention on three key areas: corporations, special events, and earned income.

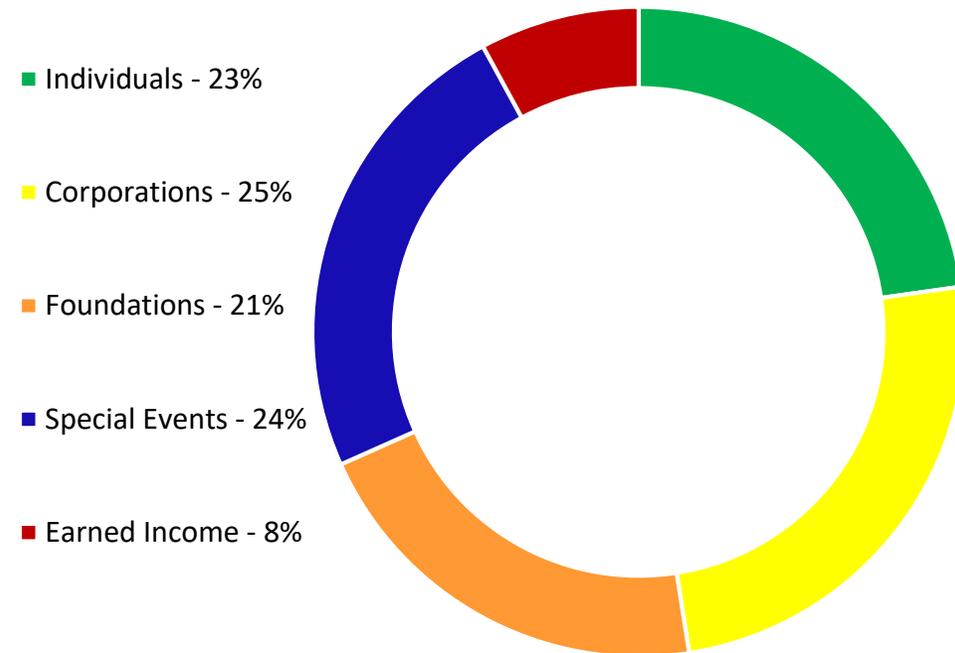
Special Events: The BAUDL Gala continues to be a financial success by netting more than \$75,000. In addition, the National Association of Urban Debate League's reward the league of the year with a paddle raise at their annual dinner which brought in significant revenue.

Corporations: The Champions of Diversity is BAUDL's core corporate fundraising mechanism. Four new law firms joined the campaign this year. Donations exceeded \$150,000. The Champions of Diversity has raised more than a half million dollars in the last 5 years.

Earned Income: Many debate teams fund their programming by hosting tournament. BAUDL used its experience staff to host two Middle School tournaments and one high school tournament. Earned income increased by 200%.

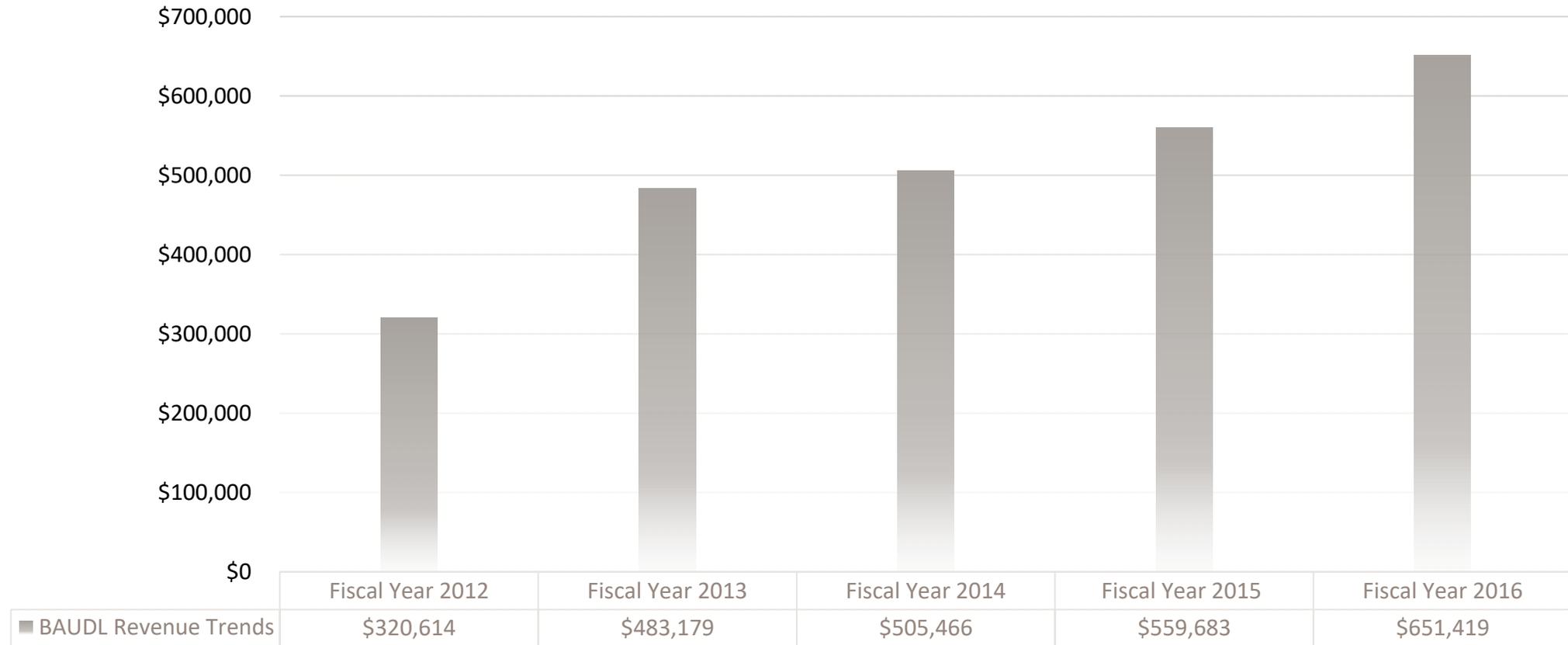
Finally, BAUDL made a positive step forward by increasing revenue allocated and spent on programming services by 6% and decreasing expenses on overhead and development.

Revenue FY 2015-2016



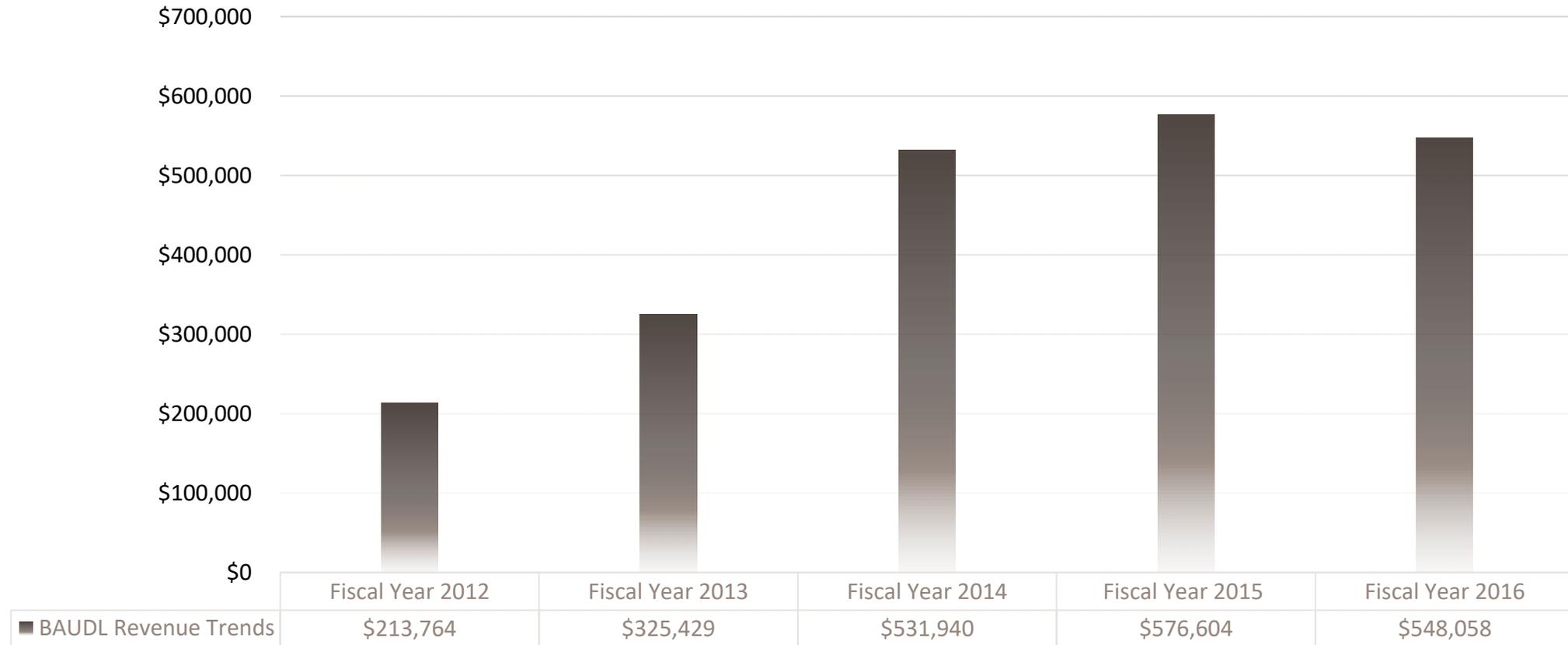
Statement of Revenue Trends

BAUDL REVENUE TRENDS



Statement of Expense Trends

BAUDL EXPENSE TRENDS



Because They Gave

Julia Burke Foundation

115 students attended a debate camp just for them.

Traveling Team competed at tournaments in Southern California, Utah, and Nevada.

Richmond High School relaunched their debate team for the first time since the 1980's.

Rupe Foundation

The Middle School league was launched with 6 schools and 58 debaters.

Public Forum debate introduced students to topics such as: the refugee crisis, military bases in Japan, and solutions for income inequality.

UC, Berkeley

BAUDL hosted two tournaments with a total of 350 students in attendance.

Students went to the California National Debate Institute on scholarship where they lived and studied on the Cal campus for three weeks.

City College of San Francisco

Urban debate students from all over the country attended the national champion in San Francisco.

The middle school league hosted an invitational where BAUDL students could experience debating outside of the league for the first time.

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