



BAUDL ANNUAL REPORT

2014-2015

Our Mission is to build competitive evidence-based debate programs in every public high school and middle school in the Bay Area.

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DEAR FRIENDS:

Dear Friends:

It is my pleasure to present to you the Bay Area Urban Debate League 2014-2015 Annual Report, marking our seventh year of service to the community. After seven years of partnering with San Francisco Bay Area public schools, we are proud to have served 2,964 young people at BAUDL hosted tournaments and another 1,184 at BAUDL hosted workshops. In that time, the young people of the Bay Area have committed 5,800 hours preparing with BAUDL staff for tournaments and 15,444 hours, or 643 days – almost 2 years, competing at tournaments. And we're not nearly done!



PROGRAMMING HIGHLIGHTS

This year the quality of a BAUDL education exceeded all expectations. A deep investment in our Coach Professional Development program has yielded knowledgeable cultures of debate inside BAUDL schools. As a result, young minds soared to new heights at regional and national debate competitions. BAUDL youth were crowned varsity division champions at three tournaments consecutively. Skyline debaters received the league's first elite Tournament of Champions bid. Finally, top varsity debater, Leonard Irving-Thomas was awarded "Debater of the Year" over 8,452 students from 19 cities in the National Urban Debate League. It was an exciting year at BAUDL!

FINANCIAL HIGHLIGHTS

After the immense success of the 2014 Gala, BAUDL renewed its Annual Awards Gala in the San Francisco City Club. The Gala celebrated the way debate changes lives and awarded Van Jones the Great Debater Award for his outstanding advocacy on behalf of at-risk communities and our planet. The event hosted over 100 guests and raised over \$90,000 for BAUDL programs and services, double the results of last year's Gala!

LOOKING AHEAD

Next year, BAUDL is excited to expand into the West Contra Costa School District by serving Richmond High School. Expansion has been in the works for years, and the time has finally come! BAUDL is also excited to announce Oakland Unified School District will support a Middle School Program for four schools. Looking forward, we feel so much gratitude for your commitment to equitable education. Because of you, BAUDL will continue to offer support and training, to help youth to empower themselves and improve their lives. On behalf of the BAUDL and the youth we serve, thank you.

Toni Nielson
Executive Director
August 28, 2015

PROGRAMS & SERVICES



Programs & Services

Last fiscal year, BAUDL served 379 youth and 145 teachers through the following programs and services:

AFTER SCHOOL DEBATE TEAMS

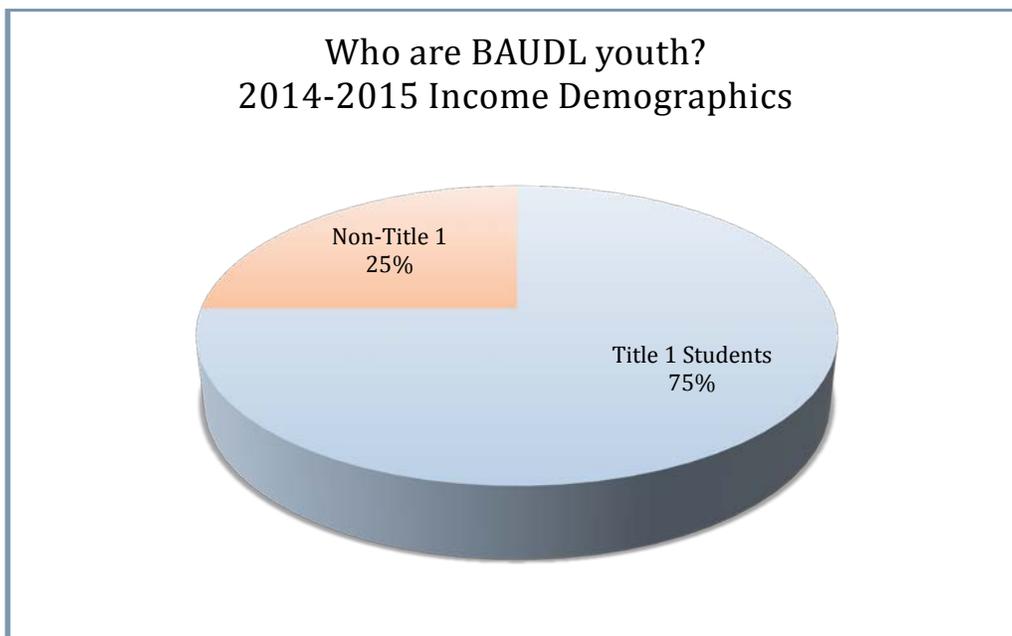
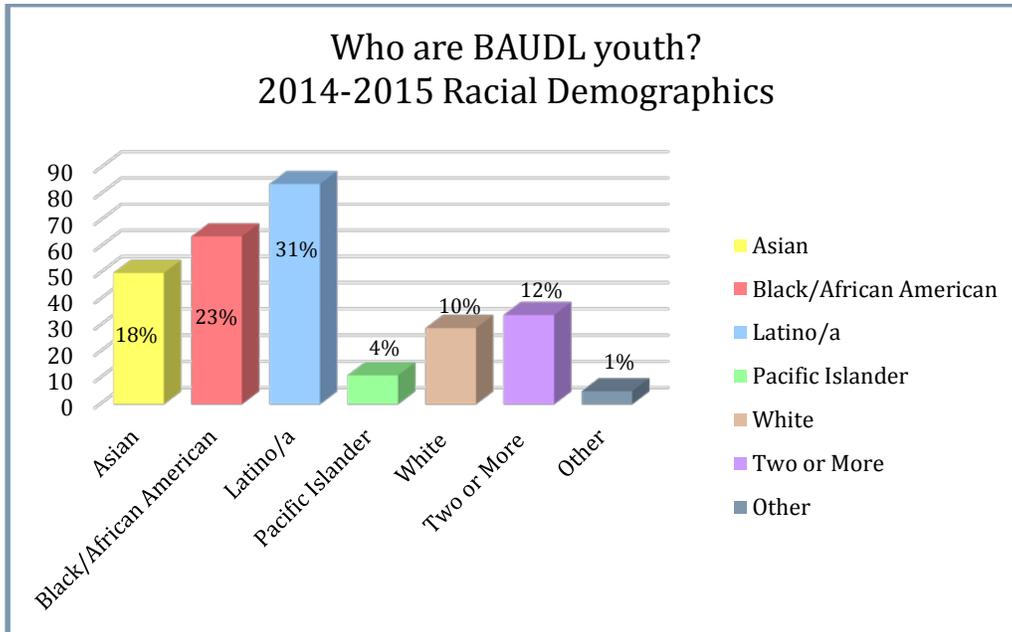
Our signature program is After School Debate Teams which provides startup and ongoing debate team support to low-income, racially diverse, urban public schools. Last fiscal year, BAUDL supported thirteen high schools: six schools in Oakland, one in Emeryville, and six in San Francisco. After school debate teams require a variety of support ranging from food and debate supplies to intensive instructional support. This program supplies those needs for each partner school. BAUDL staff members, in collaboration with public school teachers, build briefs to fit the needs of our league. Briefs range from beginner, 65 pages of scholarly work on plastic pollution in the ocean, to intermediate, 300 pages on a wide variety of field research. Varsity teams learn original research techniques so they can build their own briefs.

In fiscal year 2015, there were a number of successes. Emery Secondary achieved the highest percentage of growth in a single year for any BAUDL school; they grew from four to fifteen team members. Skyline retained its competitive dominance by winning all of the varsity division tournaments. Wallenberg moved students up a division, a sign of depth in the program. Finally, BAUDL added a new school. San Francisco Unified School District's Mission High School joined the BAUDL community and fielded the league's top novice debater, Damaris Bonner – a legacy debater.

Cumulatively this school year, 275 BAUDL debaters, representing sixteen schools, competed in a total of 3,338 debate rounds. High schools in partnership with BAUDL include: Castlemont, Fremont Media Academy, Aspire Lionel Wilson College Preparatory, Oakland Traditional, Oakland Technical, Skyline, Emery Secondary, Balboa, Downtown, Ida B. Wells, June Jordan School for Equity, Mission, & Raoul Wallenberg Traditional High School. Middle schools in partnership with BAUDL include: Sankofa Academy, James Lick, Visitacion Valley.

PROGRAMS & SERVICES

Demographically, **90% of BAUDL debaters are young people of color and 75% are low-income.**



PROGRAMS & SERVICES

TRAVELING TEAM (TT)

Traveling Team is a group of students who seek additional competition beyond the BAUDL hosted tournament schedule. The only qualification to join TT is dedication to debate as a craft and a community. Students from multiple high schools come together for weekly practice with an elite debate educator. At regional and national debate tournament invitations, TT students work together to debate against some of the best schools in California and the country. The Travel Team program had 82 student participants this year and a participant averaged 11 debate rounds, approximately two tournaments each. The number of participants increased 40% over fiscal year 2014 and the depth of participation increased by 35%. In total, TT students competed in 1,018 advanced debate rounds at 15 competitions beyond BAUDL league tournaments. BAUDL debaters placed at 80% of the travel team tournaments they attended!



DEBATE IN THE MASTER SCHEDULE

Making smart cool is a large cultural shift in some education environments and it requires institutional commitment. Adding debate as a course offering into the master schedule is a critical commitment made by a high school to demonstrate its dedication to debate as a means of closing the opportunity gap. By offering a course, a high school dramatically increases student participation in debate. Compared to after school programs, having debate during the school day gives students a guaranteed practice spot and additional instruction beyond a single weekly 90 minute team meeting. Programs at Skyline, Raoul Wallenberg, and June Jordan School for Equity include debate in their course offerings. In the 2014-2015 school year, Ida B. Wells Continuation School also added a debate class as a new tool for increasing graduation opportunities for their students. Participation at Ida B. Well increased dramatically and several students graduated. Continuation

schools, like Ida B. Wells and Downtown High School, use debate programming as a means for students to earn credits toward graduation.

NATIONAL SUMMER DEBATE INSTITUTE

National Summer Debate Institute is an opportunity for young people to immerse themselves in a college environment. Students live on campus, work with college students, and receive instruction from college debate professors. A single day at a national institute averages 12 hours of education by moving students between lectures, workshops, and lab environments. Student learn to produce original research on the new debate topic and build complicated arguments which is a skill that will serve them the entire school year and beyond. The terminal result of institute is deep student initiated belief that they are ready for college. BAUDL sent 23 students to national debate institutes on scholarships covering tuition and transportation. BAUDL partnership institutes included Gonzaga, Emory, University of California - Berkeley, University of North Texas, University of Missouri, Kansas City, Morgan State, and the Women's Debate Institute.

PROGRAMS & SERVICES

JULIA BURKE DEBATE INSTITUTE (JBDI)

The 8th annual Julia Burke Debate Institute (JBDI) hosted 106 students over five days and brought in faculty from all over the country to provide the highest quality institute education while sparking youth interest in debate. Similar to a national summer institute, the JBDI provides lab and workshop environments to get students thinking and talking about the new debate topic in the BAUDL community.

A primary goal of the JBDI is combatting summer learning loss. Summer learning loss is the decay of retained education that happens when students are not actively learning for a prolonged period. The Wallace Foundation (2011) indicates, “low-income and higher-income students learn at nearly the same rate while in school, but during the summer, low-income students’ learning falls far below that of their higher-income peers...the nonschool environment of low income students does not support educational growth to the same extent as it does for students with higher family income levels” (p. 21-22). They note the results of summer learning loss stand out in reading comprehension and word recognition. Annually, low-income students fall “further and further behind their affluent peers” and cumulatively contributing to the achievement gap (Wallace Foundation, 2011, p. 23). BAUDL

students come from Title 1 schools and functionally the overwhelming majority of the league qualifies as low-income. Urban debate is a tried solution to combat literacy decay specifically. Debaters score higher on English and college readiness tests than their non-debate peers. Summer learning loss is a tangible community problem that BAUDL is in a unique position to help resolve.

Quality summer learning programs, such as the Julia Burke Debate Institute (JBDI), are an effective means of improving student achievement. First, we provide instruction in smaller class sizes. The average BAUDL learning environment has a 5 to 1 student to instructor ratio. Second, we offer different instruction levels to teach a wide range of students. There are three different levels of academics at summer camp and instructors tailor their work to the level of students in their classroom. Third, our instructors are high

quality. BAUDL brings in top ranked urban debate coaches from all over the country to teach for the week. Several institute teachers are national debate champions who seek to give back to a debate community they love. Fourth, BAUDL curriculum is rigorous and engaging. Debate is a highly engaging format and the curriculum Lexile ratings for BAUDL briefs range from 8th grade through 16th grade. BAUDL research briefs ensure students engage complicated academic texts over time. Overall, the JBDI brings together a wide array of community members to provide high quality educational services to Bay Area young adults as they begin to transition back into the school year. JBDI participants begin each school year with a head start over their peers.



PROGRAMS & SERVICES

COACH PROFESSIONAL DEVELOPMENT

On face, BAUDL appears to be a direct service youth organization, but in reality BAUDL is a teacher serving organization. Teacher-coaches are the “boots on the ground” of the Bay Area Urban Debate League. The coach is the single most important factor in a successful debate program. Tom Landry once said, “A coach is someone who tells you what you don’t want to hear, who has you see what you don’t want to see, so you can be who you always knew you could be.” Teacher-coaches are the primary influence in a BAUDL young adult’s world because they see and speak to their students daily and live in the same high school community. They organize, motivate, and educate BAUDL youth. Teacher-coaches understand BAUDL youth better than any other support system external to the school. In order to succeed, BAUDL must continue to invest heavily in teacher-coaches.

Coach professional development programs start with the Coaches Institute which is a week-long summer professional development opportunity. The Coaches Institute provides 25 hours of professional development based on teacher-coach skill level. Sessions are crafted to work with multiple levels of teacher experience. Teacher-coaches are encouraged by the school district and partners to attend Coaches Institute; each coach receives University of the Pacific graduate credits and district pay for their professional development. Eleven coaches attended the 2014 Coaches Institute.

During the school year, there are two distinct professional development opportunities provided by BAUDL to our teacher-coaches. First, the new Coaches Workshop Series consists of six workshops, 30 hours total, designed to teach introduction to argumentation, basic public speaking, beginning policy debate, and core elements of managing a team. Twelve teacher-coaches participated in the Coaches Workshop Series. Second, BAUDL believes in praxis as practice; therefore, our second unique professional development opportunity is the Coaches Victory Tournament. This annual two day tournament puts teachers in the position of BAUDL youth, giving them a first-hand perspective on the world of debate competition. Teacher-coaches prepare, with their teacher-coach debate partner, outside of officially structured professional development time. During the tournament, coaches debate the briefs created for the league and are judged by local debate experts and BAUDL alumni.

The Coaches Victory Tournament is unique to the Bay Area Urban Debate League. Other leagues, such as the Los Angeles Metropolitan Debate League, hope to replicate its success. Nine coaches and three regional coordinators participated in the 2014-2015 Coaches Tournament.

At a broader institutional level, BAUDL collaborated with the San Francisco Unified School District (SFUSD) to provide district wide teacher professional development. The session, Debate & the Common Core, gave 115 SFUSD teachers a chance to learn debate pedagogy and integrate it as a means of assessment into their

The Coaches Victory Tournament is legitimately the most efficient, high octane method for learning how to use and teach packs of evidence. Just like any teacher should do the work before teaching the students how to do the work, any good coach needs to practice debating to really teach youth how to debate. It’s a win-win: either you win a round and get glory points, or you lose a round and you *win* all of the knowledge.”

Sarah Ahmed, teacher-coach of Oakland Technical High School

PROGRAMS & SERVICES

humanities courses. As a follow-up, Galileo High School requested a similar session for their history department. Teachers were taught introduction to argumentation and provided with curriculum and activities to proactively use debate across their curriculum. These two professional development sessions served 125 secondary public school teachers and have spawned a new BAUDL program called Argument Lab, debuting in fiscal year 2016.

MIDDLE SCHOOL DEBATE LEAGUE (MSBAUDL)

In fiscal year 2015, BAUDL launched a Middle School Debate League pilot project. Two San Francisco Unified Middle Schools, James Lick and Visitacion Valley, and one Oakland Unified Middle School, Sankofa Academy, joined the Bay Area Urban Debate League. The program incentivized a five hour professional development session for teacher-coaches to receive instruction in argumentation, public speaking, and public forum debate. BAUDL staff created evidence packs for students and eight weeks of debate curriculum. BAUDL high school debaters modeled debate in demonstrations and joined the judge corps

to volunteer at middle school tournaments. The culmination of all the hard work was three intramural tournaments with 44 middle school youth competing in public forum debate.

The pilot program was a resounding success! Middle school youth reported that being on the debate team was very positive. Participants' said that after debating, their social skills improved, they felt more confident in their voice, and they are better able to succeed in class. 95% of middle school youth who participated in the pilot project would like to debate next school year!



PROGRAMS & SERVICES

LEADING WITH DEBATE FELLOWSHIP (LDF)



Leading with Debate Fellowship is a youth development program connecting youth community advocates with established change-makers. LDF encourages young adults and established community members to become partners who are co-invested in change. Part of the vision of BAUDL is for youth to be equipped with leadership skills; LDF empowers young people to have a voice and take a leadership role in the decisions that impact them. Authentic engagement requires the opportunity to have interaction and influence with decision-makers. Young people must be given the opportunity to tell us what they need, because they have a huge part in improving their lives and communities. LDF strives to provide a space for young people to connect with decision-makers in San Francisco and Oakland.

This fiscal year, LDF held a roundtable in Oakland. Participants included: Oakland Mayor Libby Schaaf, OUSD Superintendent Antwan Wilson, Commissioner Roseanne Torres, Castlemont faculty member Richie Bennett, Skyline junior Dacobi Anderson, Fremont Media Academy freshman Daniella Reyes, and Castlemont senior Precious Brazil. The forum was open to the public and attracted an audience of 135 community members to the Oakland City Hall council chambers. Participants brought innovative solutions to Oakland's public education crisis. Students spoke up about the need for job skills, the effects of intensive teacher and administrator turn-over in their high schools, and the community fear that Fremont Media Academy would become a charter school in the 2015-2016 school year. The Education Innovation Roundtable was a great night for youth civic activism allowing students to bring their own agenda to powerful leaders in education.

Urban Debate is Social Justice

Students who attend school with high levels of poverty tend to have lower test scores, higher absenteeism, and higher suspension rates. Low-income schools often have less qualified teachers, increased administrative and teacher turnover, and run down facilities. BAUDL brings a new opportunity, typically reserved for private and suburban students, to low-income urban schools. As noted by the Atlantic (2014), if you went to a debate tournament, you used to see “bookish future lawyers”, most of whom were white, but that’s no longer the case. BAUDL is training a diverse group of participants - transforming the debate scene and ultimately academics.

Debating is exciting; it’s so much fun students don’t think of it as learning. That’s why it works! Students joining a debate team immerse themselves in the fun while connecting with a community that celebrates and rewards their intellect. Competitive, interscholastic policy debate is an unparalleled training ground and educational space for the most sophisticated research, critical thinking, advocacy, and ethical deliberation skills. Policy debate is everything we want formal schooling to be, except faster and more of it. Policy debate is high octane education

Is debate, an academic club, really social justice? What does social justice even mean in education? Bree Picower, in the Perspectives on Urban Education Journal, identifies four imperatives for social justice in education: equity, youth agency, cultural relevance, and critical literacy.

1. **Equity.** Young people should have equality opportunities, but intentional efforts should be made to overcome social and institutional injustices along race, class, and gender lines. Debate is an advanced academic opportunity that colleges are looking for in students. Policy debate, in particular, provides intensive literacy, critical thinking, and research skills available to private school students all over the United States. BAUDL brings policy debate to schools who cannot financially invest the tens of thousands of dollars annually necessary to support a successful program. We are an education equity organization to help level the academic playing field.
2. **Agency.** Education should give students a space for their ideas and voice. In debate, students take center stage while teachers, administrators, and prestigious members of the community do the listening. The power dynamic of a classroom is completely reversed. Students talk; adults listen.
3. **Cultural Relevance.** Education must be relevant to the lived reality of students and value who they are in the world. BAUDL curriculum is designed to encourage students to investigate who they are in the world in relationship to the political sphere. Other debate programs begin investigation with the topic, but BAUDL asks the question, “How is this topic relevant to the lives of Bay Area youth?”

Policy debate is uniquely valuable. A policy question stands at the intersection of all learning, demanding of any who may try to answer an understanding of human action, values, the political process, history, economics, and just about any other "sphere" of learning... Getting good at answering policy questions, improving our method of answering them, is of vital importance to everyone.

Ross Smith, Wake Forest University Professor

URBAN DEBATE IS SOCIAL JUSTICE

We create debate materials with the lives of the students we serve at the forefront of our preparation. Materials are a starting point for students to delve into the institutional, cultural, and individual oppression happening in their own lives, communities, and the larger political world.

4. Critical Literacy. Schools should teach students to read closely the world around them. The information age bombards all of us; without proper tools, young people won't know how to separate the wheat from the chaff. Policy debate pushes students academically and initiates conversations to encourage socially conscious citizens. BAUDL students learn to view the world academically, politically, and socially. Students consistently provide feedback stating that they understand the world better as a result of debating.

The Bay Area Urban Debate League's vision is a world where young people are equipped with strong voices, critical thinking, and leadership skills needed to succeed in college and the world. Policy debate is a strategy to fight for education social justice. BAUDL provides low-income youth with the same quality debate education found at College Preparatory School or The Harker School, top ranked California private schools. Our students receive intensive argumentation, public speaking, and research training typically reserved for only those who can afford it. BAUDL stands alone in its attempt to combine the highest level of education offered in policy debate with a social justice approach. BAUDL is a unique urban debate league because it believes that low-income students of color should receive, and are capable of receiving, the most academic debate can provide. We will not water down policy debate. Coaches work hard to help students master complicated texts and politics which are directly relevant to student lives. We refuse to accept low expectations for urban students which is why BAUDL achieves the highest competitive result of any urban debate league in California. We will continue to keep high expectations and standards for curriculum into the coming school year.

We must provide all of our youth with a world-class education. Urban Debate Leagues take us a solid step closer to that goal. Urban Debate Leagues work with teachers to build creative and innovative classrooms. These debate leagues can help reduce the educational-opportunity gap that separates rich and poor communities and thus they can help our children's chances and our nation's future.

Robert B. Reich, Professor of Public Policy, University of California Berkeley, former U.S. Secretary of Labor

The Urban Debate League approaches...academic debate as a way to help urban public school students learn the skills, disciplines, knowledge, and values that enable them to become critically literate and effectively engaged citizens. Debating is...a form of critical literacy that empowers students...not only with high-powered academic skills but also with the essential knowledge and beliefs necessary to convince them that they can become both effective advocates for democracy and leaders in a world they must learn how to influence to govern.

Dr. Henry Giroux, University Professor

NATIONAL DEBATER OF THE YEAR: LEONARD IRVING-THOMAS

National Debater of the Year: Leonard Irving-Thomas

THE MOST SHINY OF DIAMONDS COME FROM THE ROUGH OF THE ROUGH.

Leonard Irving Thomas, 2015 National Debater of the Year



Leonard Irving-Thomas was named the National Association for Urban Debate Leagues' 2015 Debater of the Year. Students, in their senior year, from all over the country apply to receive this honor. The award considers a student's academic success, competitive debate success, and leadership in their community. Almost 9,000 students from 19 cities covet a chance to be the best of the best. We are proud, but not surprised, that Leonard Irving-Thomas topped the charts.

Leonard has been a member of Skyline debate for his entire high school career. Placed randomly in the debate class, Leonard found debate intriguing and decided to use debate rounds as a platform for his voice to be heard. Honestly, Leonard will tell you he joined the debate team, at first, for the food, but after a couple of meetings he was hooked on debating. The team was the best activity for him; it changed his life. When Leonard joined the debate, he had a less than 2.0 GPA and lacked any real plan for the future. After 3 years on the debate team, Leonard had improved his GPA to a 3.5. According to Leonard, "the only thing that changed was debate." This spring, Leonard proudly announced that he had been accepted to the University of California, Berkeley.

BAUDL evens the playing field of opportunity. As Leonard would say, just because someone has economic privilege, it doesn't mean urban students' minds can't compete at the level of their private school and suburban peers. Working with debate partners, on team, and in a community taught Leonard to erase the boundaries he had set for his own achievement. The result was accomplishing amazing feats he hadn't even imagined. Just when he thought he was on the moon, Leonard looked up in time to recognize the stars could be next.

Why does Leonard love debate so much? There are so many reasons. His top reason is the community bond, sharing that "The bond comes from all of us. We are all champions...And we have come to make an ever-lasting change." As a team leader, Leonard stepped in to help his community. When the debate coach retired, Leonard taught three debate courses daily for two weeks until a replacement could be found. He has marched with Black Lives Matter in honor of young black men lost recently. Leonard truly cares about the future of Oakland.

If you would like to watch all of Leonard's acceptance speech, you can see it on youtube.com at: [2015 Urban Debater of the Year- Leonard Irving-Thomas.](#)



ANNUAL GALA: DEBATE CHANGES LIVES



Annual Gala: Debate Changes Lives

After the immense success of last year's Gala, BAUDL renewed its Annual Gala at the spectacular San Francisco City Club. The evening celebrated the life transforming effect of debate and the philanthropic spirit of so many BAUDL supporters.

Van Jones accepted the "Great Debater 2015 Award" for his passionate advocacy for environmental justice. BAUDL youth read Mr. Jones arguments on the disability ethic of plastic consumption. Students from Skyline, Oakland Technical, and Wallenberg were excited to hear him speak. Van Jones had a very clear message: we must do more by our youth. His statements were bold and direct; as we help provide opportunities for young people to advance through high school and into college, we must not forget about them as they move forward. Philanthropists make tangible dreams for young people, but we must translate our current support into a long-term commitment to build a better future for youth.

The evening was an occasion to honor the top law firms in the 2015 Champions of Diversity Challenge. The Champions of Diversity Challenge is an annual competition between law firms to raise funds for BAUDL as a critical intervention in the legal pipeline. BAUDL trains hundreds of underserved youth in local public schools to research, prepare briefs, and advocate positions on complex policy issues. Participation in debate gives these students the skills to enter college and succeed in the field of law. Long-term, the legal field as a whole will benefit from the skills and confidence that young people build through competitive debate.

The 2015 Champions of Diversity Challenge

- Gold Champion: O'Melveny & Myers LLP
- Silver Champion: Munger, Tolles & Olson LLP
- Bronze Champion: Morrison Foerster LLP
- Finalist: Burke, Williams & Sorensen LLP
- Participation Percentage Winner: Nossaman LLP

2015 was a record setting year for the Champions of Diversity campaign which has now raised \$123,000 this year and more than a half million dollars to date forwarding its mission of diversifying the legal field. As the first groups of BAUDL students are finishing their bachelor's degrees, firms may soon see the fruits of their labor.



2015 STATEMENT OF ACTIVITIES

2015 Statement of Activities

REVENUES AND SUPPORT

Individual Contributions	191,921
Corporations	123,713
Special Events	79,478
Foundation Grants	172,210
Earned Income, other	14,096
TOTAL REVENUES	581,418

EXPENSES

Program Services	310,791
General and Administrative	144,546
Development	121,183
TOTAL EXPENSES	576,520

FINANCIAL STATEMENTS

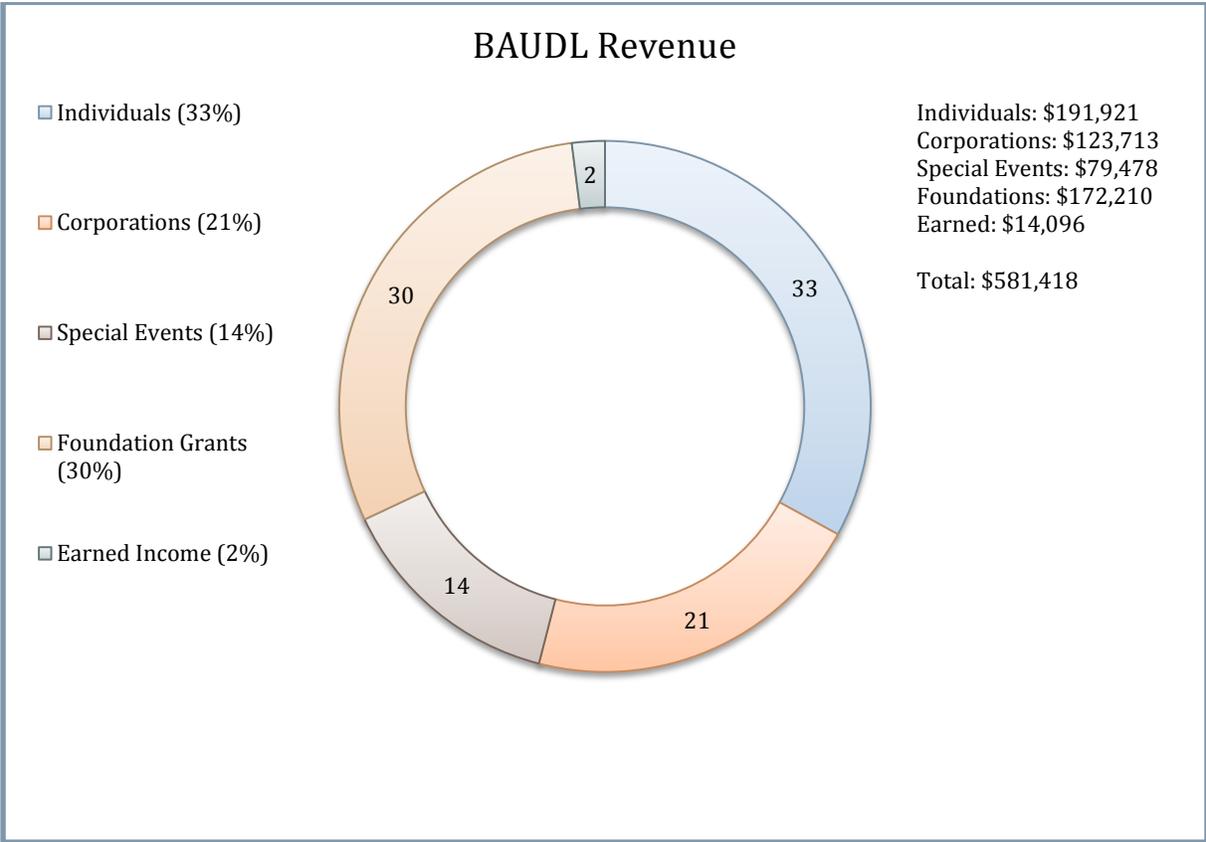
Financial Statements

STATEMENT OF FINANCIAL POSITION

The Bay Area Urban Debate League is in a stable financial position. In fiscal year 2015, BAUDL deepened its commitment to quality program services by: offering additional institute scholarships, traveling to new tournaments at a higher participation rate, and investing in new programming staff to improve our overall impact. While improving programming, BAUDL added modestly to the reserve built to stabilize the organization.

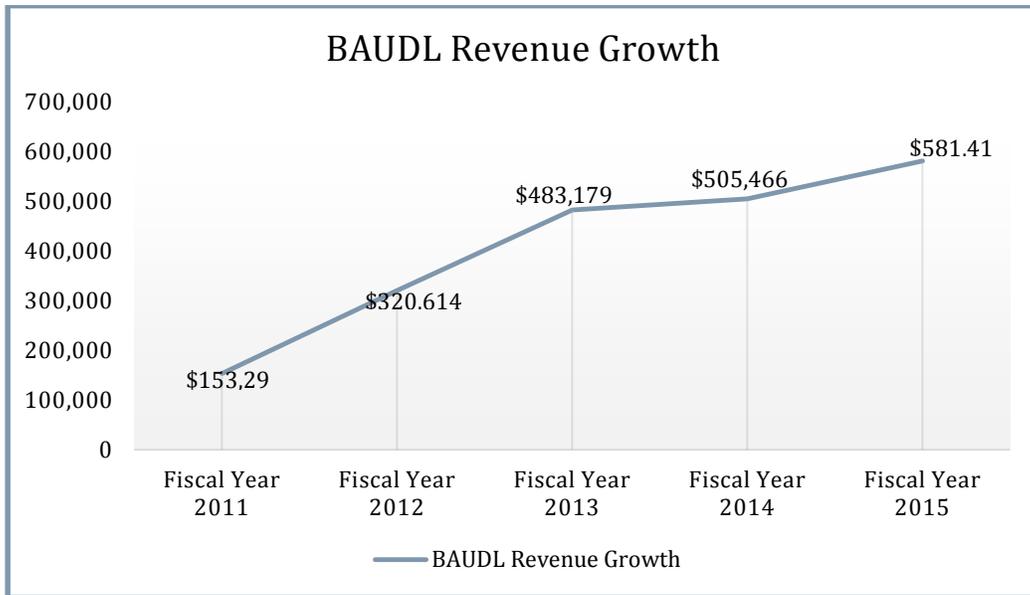
STATEMENT OF COMPREHENSIVE INCOME (REVENUE & EXPENSES)

- Revenue

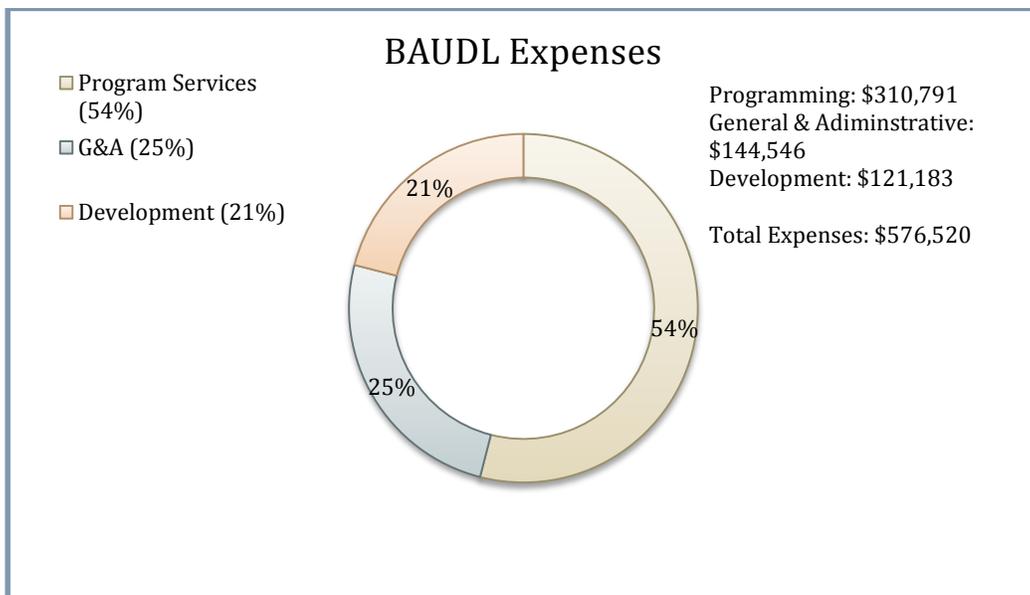


- Revenue Trends

The Bay Area Urban Debate revenue grew 13% in fiscal year 2015. BAUDL has demonstrated a solid record of growth over the course of the last five years.



- Expenses



BECAUSE THEY GAVE

Because They Gave



BAUDL would not be where it is today if not for the generosity of its donors, many of whom have supported the urban debate league since its very beginning. Thank you for your support. With your guidance and backing, BAUDL has grown into a successful education and youth development organization. **The Julia Burke Foundation**

Julia Burke was a passionate young woman who loved debate. Her passing was a tragic loss for the world. The Julia Burke Foundation ensures a bright future for others in remembrance of her light. This foundation has been a champion for BAUDL since 2008 when it agreed to fund all three start up programs, including the 1st Julia Burke Debate Institute, which has now served more than 500 Bay Area youth.

The University of California, Berkeley Debate Team

The Cal Debate Team is an essential partner to BAUDL and a model for how universities can have a dramatic impact on their community. Cal Debate donates space for BAUDL to host two tournaments on campus every year. They donate trophies and have a class, the De-Cal, designed to facilitate mentorship to BAUDL schools. As a result, BAUDL debaters feel at home on the Cal campus and aspire to attend the university. Currently, alumni Natassija Jordan and Leonard Irving-Thomas debate for the Cal team. Go Bears!



O'Melveny & Myers LLP

OMM has a long standing commitment to diversity and promoting equal opportunity. For several years, O'Melveny & Myers has fundraised during the Champions of Diversity campaign to encourage diversity in the legal pipeline. Debate is often a feeder program for law school. O'Melveny supports BAUDL as a means of intervening to promote racial and economic inclusion in the legal field. They go above and beyond to make a difference.



INVEST IN OUR FUTURE

Invest in Our Future



BECOME A DONOR

Contributions from individuals directly support BAUDL's programming and services where the need is greatest.

Make a one-time gift or join our monthly giving program, *Invest in a Team*.

BAUDL also accepts donations of new or gently used laptops, desktop computers, computer accessories (wireless mouse, thumb drives, etc.), as well as supplies of pens, paper, and expandable files.



MAKE A PLANNED GIFT

Help ensure that BAUDL remains a critical resource for Bay Area youth by including the organization in your estate plans. Planned gifts made in wills, trusts and retirement plans help build BAUDL's future, while providing donors with financial benefits and tax savings. If you choose to include BAUDL in your plans, please let us know so we can express our gratitude.



BECOME A VOLUNTEER

BAUDL has a vibrant volunteer corps and a diversity of volunteer needs – from mentoring debate teams weekly to judging at tournaments. Join the BAUDL family today and give back to your community!

Other Ways To Get Involved

- Come to BAUDL for a site visit.
- Attend our annual Gala.
- Buy an item from our AmazonSmile Wish List.
- Nominate BAUDL for a grant or matching grant from your company.
- Like BAUDL on Facebook, Twitter, and Instagram and/or sign up for our newsletter.

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