

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 1/23/2024 | 3:35 PM PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and Court Appointed Special Advocates (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to update bilingual and bicultural recruitment plan for Latinx volunteers and DEI training for Board of Directors (hereinafter the “Services”) as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the “Application”), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of “Exhibit B,” attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services’ impact in addressing the equity gap(s) and community need(s) described in the Application.
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$8,000, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1. If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

Court Appointed Special Advocates
75 Higuera Street, Suite 180
San Luis Obispo, CA 93401
Attn: Katrina Cathcart
kcathcart@slocasa.org

IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

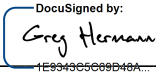
GRANTEE

By: _____

DocuSigned by:
Katrina Cathcart
143B0C62339F4CC

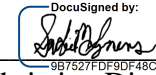
Katrina Cathcart, Grants Manager

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 
1E8343C5C69B46A...

Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 
8B7827FD9DF48C...

Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

Court Appointed Special Advocates (CASA) of San Luis Obispo County Inc.

2) 501(c)(3) - employer identification number (if applicable) *

77-0316227

3) Fiscal Agent *

Court Appointed Special Advocates (CASA) of San Luis Obispo County Inc.

4) Project/Program Name *

Diversity is the Power of Change - Year 2

5) Requested Amount *

\$8,000.00

6) Name of Person Completing Application *

Sarah DeYoung

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

75 Higuera Street, Suite 180

Address Line 2

City

San Luis Obispo

Postal/Zip Code

93401

State/Province/Region

CA

Country

United States

9) Phone *

805-541-6542

10) E-mail

sdeyoung@slocasa.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

SLO CASA is celebrating 30 years of advocating for and supporting abused and neglected children in the foster care system in San Luis Obispo County. We recruit, screen, train, and supervise volunteers who advocate for this vulnerable population with the goal of ensuring that every child grows up in a safe, nurturing, and permanent home. We are committed to providing a trained and competent CASA volunteer for every abused and neglected child in the foster care system in San Luis Obispo County who wants or needs one.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

SLO CASA's program is focused on recruiting, screening, training, and supervising CASA volunteers who provide one-on-one support and advocacy for children who have been removed from their homes and whose parents are working with the court and Child Welfare Services (CWS) to reunify with their children. In the event that reunification is not successful, these children are often adopted by relative caregivers such as grandparents or aunts and uncles.

As of July 19, 2023, CASA staff supported 113 sworn volunteers who are assigned to 132 children in the foster care system in San Luis Obispo County. This figure represents 73% of the children who need and want a CASA volunteer.

SLO CASA volunteers are recruited from the local community and are required to attend an information session, submit a detailed application, and participate in a two-hour interview. Applicants are also required to provide three references and to be fingerprinted and screened via an extensive background check. Only those applicants who successfully pass the interview and other screening requirements are admitted into one of our training classes. When trainees have successfully completed the 40 hours of required training, they are sworn in as officers of the San Luis Obispo County dependency court system and assigned to a child or sibling group. Last fiscal year we recruited, screened, and trained 38 new CASA volunteers.

CASA volunteers are trained to gather information and focus their advocacy (primarily in reports to the court) in order to cover the needs of the whole child including placement, physical and mental health, education, permanency, and wellbeing. Each volunteer receives support and supervision from one of our six Advocate Supervisors.

Perhaps the most important component of the CASA program is the weekly CASA/child visit. The goal of these visits is to have fun, build trust, and gather information that will help CASA volunteers identify and advocate for outcomes that are in the youth's best interests. Weekly outings take a variety of formats based on the interests, age, and needs of each individual child.

When a child or youth reunifies with their parents or is adopted, the CASA volunteer's official role ends. However, the volunteer often becomes a "permanent connection" for the child and transitions into a role that might include periodic visits or ongoing support. After a case closes, many volunteers agree to take another case and help another child.

3) Name of Executive Director *

Marina Bernheimer

4) Number of paid staff (full or part-time) *

15

5) Number of volunteers *

Over 200

6) Name of Board President or Chair *

Dr. Gilbert Stork

7) Describe the community(ies) your organization supports *

CASA of San Luis Obispo serves children and youth in the foster care system in San Luis Obispo County. In FY 2022-2023, SLO CASA supported 206 volunteers assigned to 223 foster children.

Of these 223 children: • 123 were female and 100 were male. • 63 were ages 0-5, 57 were ages 6-11, 69 were ages 12-17, and 34 were ages 18-21. • 3 were American Indian/Alaskan, 4 were Asian, 11 were Black/African American, 39 were Hispanic/Latino (all races), 9 were two or more races, 136 were White/Caucasian, and 21 were Unknown/Decline to State.

Approximately 50 of those children, or 22%, were placed in the city of San Luis Obispo during the fiscal year. As of the end of the fiscal year, approximately 30, or 15%, of our CASA volunteers resided within the city boundaries.

While the overwhelming majority of children and youth served by our CASA volunteers are placed within the county, we also have children and youth who are placed with relatives or in Short Term Residential Treatment Placements in Santa Barbara, Sacramento, Ventura, Los Angeles, and San Diego counties.

8) Approximate Annual Budget *

\$1,458,587.00

9) Major Sources of Funding *

State Government Grants, Local Government Grants, Private Foundations, Corporate Foundations, Individuals and Businesses, Corporate Sponsors

Part 3 Project/Program Information



1) Please provide an executive summary of proposed project/program (200 words max) *

As noted in the mid-year report for our current grant, we have made progress on our DEI project goals but would like to expand the program in 2024. In particular, we have identified new strategies and approaches to help us connect in a more meaningful way with the Latinx community and expect to be aided in achieving those goals by the support of our newest Advocate Supervisor, who is both male and Hispanic/bi-lingual. We are also interested in building on the Board training provided by local consultant Dr. Joy Pedersen to add staff modules and to provide more in-depth training for the Board of Directors.

2) Total project cost*

\$50,000.00

3) Requested Amount*

\$8,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words)*

CASA of San Luis Obispo (SLO CASA) adopted goals in its 2020-2023 Strategic Plan to improve the diversity, equity, and inclusion of its volunteer base to more accurately reflect the gender and ethnicity of the foster children we serve. The Program Team specifically identified the need to recruit more men and persons of Latino descent. Boys in the foster care system often lack positive male role models and respond very positively to being assigned to a male CASA volunteer. Similarly, bilingual Latino CASA volunteers are crucial in helping Latino children stay connected with their cultural traditions, as well as with their biological families. Currently, both groups are under-represented among SLO CASA's volunteers.

In 2023, SLO CASA adopted a DEI project that was focused on assessing the effectiveness of CASA's current recruitment marketing and expanding this work to support additional strategies; convening two focus groups of current volunteers and staff members to identify additional recruitment strategies focused on recruiting more male volunteers and more volunteers who identify as Latino; hosting two special recruitment events targeting potential male and Latino volunteers; and preparing and offering DEI training for our Board of Directors led by a local consultant.

With funding provided by the city of San Luis Obispo and the National CASA/Gal Association, we made significant progress on our project goals. We convened two focus groups and received helpful feedback and assistance identifying strategies and recruitment tools. We also updated our over-the-street banners and brochures to feature men and Latino volunteers and children, in both Spanish and English. Our Executive Director participated in an interview on a Spanish-speaking local radio station, and a local news station featured a story that resulted in 18 new volunteers signing up for an information session, half of whom are men.

Short term results indicate that outreach to men has been especially effective. The overall percentage of men in our current volunteer pool has increased from 17% to nearly 20% over the past year, and approximately 25% of the trainees in our July/August 2023 training class are male.

However, we recognize that we need to do more to make progress on recruiting more Latinx and bilingual volunteers. Although we have not yet increased the overall percentage of Latino volunteers in our current volunteer pool from 6%, 19% of the trainees for our July/August 2023 training class identify as Latino (and one is both male and Latino!).

In 2024, we plan to implement the recommendations from our two focus groups, especially with regard to changing our outreach to the Latinx community. Focus group participants told us that rather than host large recruitment events to persuade potential Latino volunteers to come to us, we need to look at venues and ways to do outreach in the Latinx community, including at Catholic churches and the Nipomo swap meet.

One of the two Advocate Supervisors hired in the 2Q23 is both male and Hispanic/bi-lingual, and he will be responsible for heading up this project in 2024 with the assistance of our Program Director and other Program staff. The project's goals include 1) Developing an updated recruitment and outreach plan for 2024, 2) Developing a plan for providing additional ongoing support to our male and Latinx/bilingual volunteers and 3) Implementing these plans.

With regard to the Board of Directors, SLO CASA is committed to increasing the cultural competence of our Board of Directors and staff. A grant of \$8,000 from the City of San Luis Obispo will help us expand on our partnership with Dr. Joy Pedersen of Cal Poly and the Clarity Collective to provide additional DEI training to our staff and Board of Directors.

5) Describe the community/population the project/program will support*

SLO CASA believes that its investments in improving the diversity, equity, and inclusion of its volunteer base to more accurately reflect the gender and ethnicity of the foster children we serve will not only directly benefit boys and children of Latino descent but will also raise awareness and benefit the entire San Luis Obispo County. Although prior to adopting our DEI project we had been successful in increasing the percentage of new volunteers and volunteers who identified as Latino in recent years, the overall percentage of Latino volunteers assigned to children and youth last fiscal year was only 7.23% and is still not reflective of the population of Latino children we currently serve (17%). Similarly, although the overall percentage of men in our assigned volunteer pool has improved from 17% to 19.28%, it is still well below the percentage of boys we currently serve (45%). We are committed to continuing to identify strategies and recruitment tools that will help us make additional progress toward our goals.

6) Describe the equity gaps and community needs this project/program will address*

We continue to believe – based on the experiences of children and youth served by these volunteers – that support from a positive male and/or Latino role model significantly increases the sense of belonging and inclusion experienced by these often-marginalized youth. Such diversity is important because many of the boys in the foster care system lack male role models and respond very positively to being assigned to a male CASA volunteer and to do “guy stuff” with them. Similarly, foster children of Latino heritage often face language barriers, and bilingual Latino CASA volunteers can be especially effective in helping these children learn English, as well as supporting them in interacting with their biological families. Even where language is not an issue, Latino volunteers can help Latino foster children stay connected to their cultural traditions.

7) Provide timeline for project*

1Q24 or once funding is secured:

- 1) Contract with Dr. Pedersen for additional DEI training to be delivered to SLO CASA's Board of Directors and staff.
 - 2) Develop outreach and recruitment plan. 3) Develop plan to provide ongoing support to male and Hispanic/bi-lingual volunteers.
- 2Q - 4Q24: Deliver additional training and implement plans for outreach and additional support.

8) List any partnerships/collaborations that are supporting this project/program and their roles *

In 2023, we worked with the Promotores Collaborative of San Luis Obispo to identify new strategies for connecting with and doing more effective recruitment in the Latinx community. The Promotores also assisted us in translating our new recruitment brochures into Spanish. Our Latinx focus group has helped identify a number of community organizations and churches where we plan to do outreach in the coming months. We also plan to continue our partnership with Dr. Joy Pedersen of Cal Poly and the Clarity Collective to provide additional DEI training to our staff and Board of Directors. We will continue to leverage funding from the City with funding we are seeking from the California Office of Emergency Services and the Community Foundation of San Luis Obispo to make meaningful progress on our DEI goals.

9) Describe your plan for sustainability beyond the City's one-year award funding *

In 2023, we gained great insight and knowledge about how to make significant progress on SLO CASA's DEI work well beyond the funding period, especially through the learnings from the two proposed focus groups. We believe that this information will be instrumental in helping us modify and enhance our recruitment strategies and continue to improve the diversity of our volunteer base in the future. As mentioned previously, our newest Advocate Supervisor hire is both male and Hispanic/bi-lingual. Once he is fully trained in his Advocate Supervisor duties, we plan to designate him as the permanent lead for this project. This role would include developing and implementing plans for 2024 that would include targeted recruitment as well as provide additional support and training to our existing male and Latino volunteers. This plan could include regular gatherings of these subsets of volunteers (e.g., relaunching our monthly men's group at a local brewery or coffee shop), new marketing and advertising materials or strategies (in both Spanish and English) and participating in outreach activities in the local community.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

In 2023, we updated and placed new over-the-street banners (one placed above Marsh or Higuera Streets for two weeks at a time) that depict male and Hispanic volunteers and children, and which were printed in English on one side and Spanish on the other. We plan to continue to display these banners in 2024. We also updated our recruitment brochure and received help from the Promotores Collaborative to translate it into Spanish. Print and online flyers, social media posts, and other materials will be included in our 2024 outreach and targeted recruitment plans.

11) Est. Number of people served through this project/program *

200

12) Est. Number of SLO City Residents served through this project/program *

50

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|--|
| 1 | Improve percentage of male volunteers to 23% by December 31st 2024 |
| 2 | Improve percentage of Latino/bilingual volunteers to 9% by December 31st 2024 |
| 3 | Deliver additional DEI training provided by Dr. Joy Pedersen to the Board of Directors by December 31st 2024 |
| 4 | Deliver DEI training provided by Dr. Joy Pedersen to SLO CASA staff by December 31st 2024 |

DEI statement *

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

Detailed budget *

Including how the total requested amount of grant would be spent.

SLO CASA Proposed Budget City of SLO 2024 DEI Grant Application.pdf 45.46KB

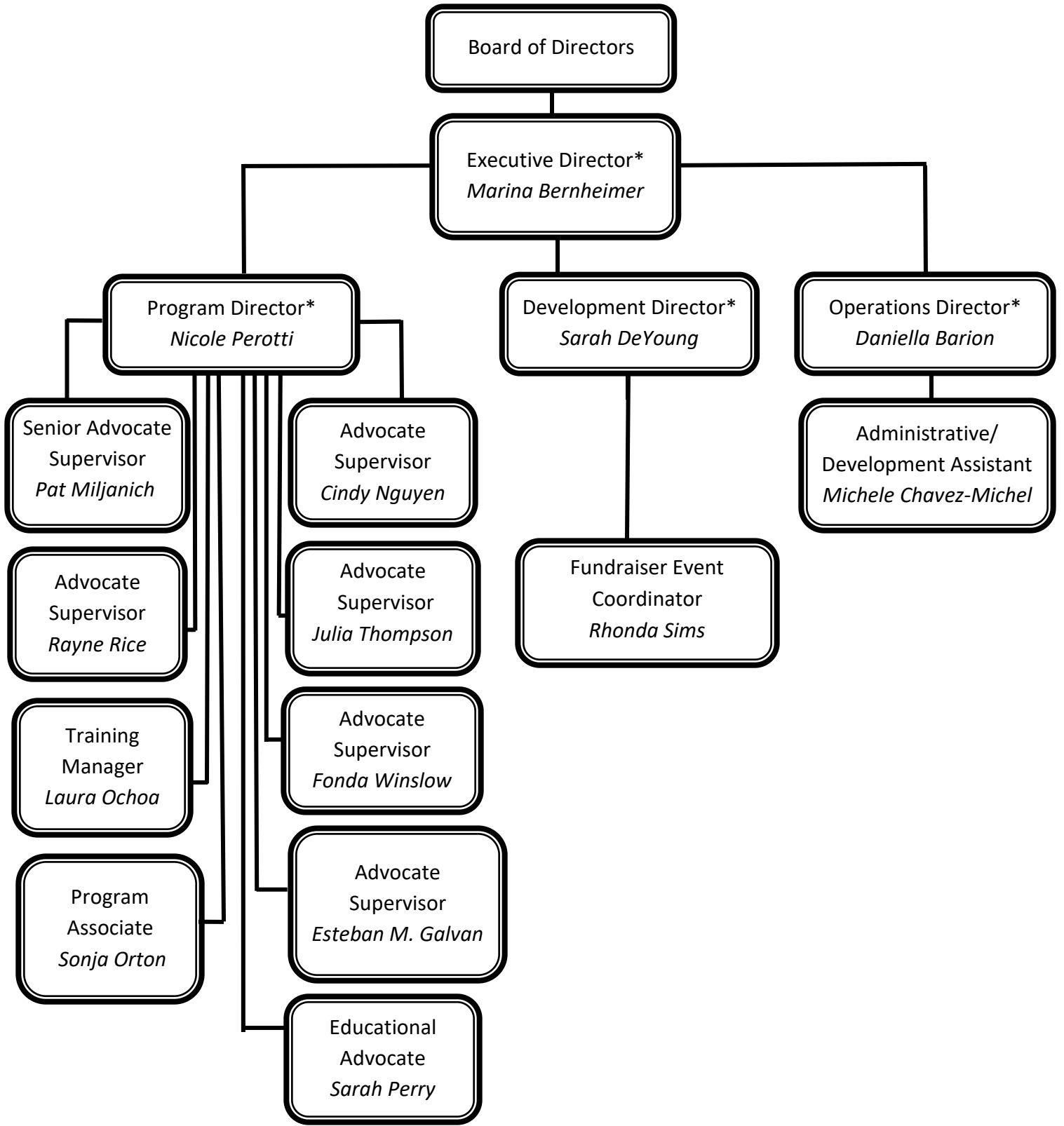
Organizational chart. *

Organizational Chart July 2023.pdf 215.65KB

Federal Tax-Exempt Status *

Copy of 501(c)(3) Status IRS Determination Letter.pdf 220.7KB

CASA of San Luis Obispo County Organizational Chart, July 2023



*Management Team member

Chapter 11

Addendums to Policies and Procedures

Procedure

11

Diversity, Equity & Inclusion (DEI)

In order to create stability for our children and youth in an anti-racist and inclusive environment, we pledge to examine and work to eliminate learned racism, bias, and discrimination. We pledge to:

- Educate and train our board members, staff, and CASA volunteers and have the conversations about systemic racism, unconscious bias, dominant culture, white supremacy, color blindness, and any form of oppression that is affecting the children and families we serve.
- Increase the diversity of our CASA staff members, board members, and volunteers so that CASA of San Luis Obispo County better reflects the racial and other identities of the children we serve.
- Advocate for fairness and equity in every individual case to which we are assigned by the court.
- Advocate for and support relevant anti-racist policies in the California state legislature, California judiciary, with local government officials, and in state and local county child welfare and social services departments, as much as possible within our sphere of influence.
- Lead by example through our own policies, recruiting, decisions, and communications by being culturally responsive and inclusive of all identities. We are committed to regular assessment of our pledge and our progress on this journey.

2023 City of SLO DEI High-Impact Grants Application
Proposed Budget

| Budget 2024 | Expenses | Grant Request |
|----------------------------|----------|---------------|
| Personnel | \$1,500 | |
| Operating Expense | \$1,500 | |
| DEI Training – J. Pedersen | \$5,000 | |
| | | |
| | | |
| Grant Amount Requested: | | \$8,000 |

Copy of 501(c)(3) Status IRS Determination Letter

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: NOV 05 1997

Employer Identification Number:
77-0316227
DLN:
17053186738007
Contact Person:
ANNA YORK
Contact Telephone Number:
(513) 684-3957
Our Letter Dated:
January 1994
Addendum Applies:
No

COURT APPOINTED SPECIAL ADVOCATES
OF SAN LUIS OPISBO COUNTY INC
550 FOOTHILL BLVD
SAN LUIS OPISBO, CA 93405

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(1) and 170(b)(1)(A)(vi).

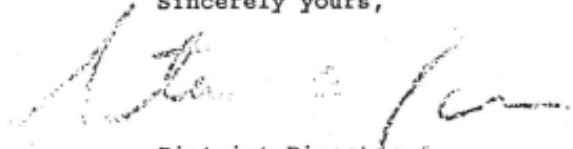
Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

If we have indicated in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,



District Director

Exhibit B

City of San Luis Obispo Grant Recipient Report Template

Midyear Report Due: January 10, 2024 - Year-End Report Due: July 10, 2024

| | | | |
|---|----------------------------|--------------------------|-----------------------------|
| Grant Name: | | | |
| Grant Year: | FY 2022-2023 | | |
| Type of Report: | Midyear Report (check box) | <input type="checkbox"/> | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |



Grant Metrics & Performance Outcomes Template

| Metrics/Performance Outcomes | Results |
|--|---|
| <p>1. Number of individuals served.</p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> • Services directly provided by the grantee; • Program/project applications, instructions, trainings, products, or concepts; • Information (orally or in printed, in-person, virtually or over the phone); • Any materials (flyers, brochures, etc.); • Referrals | |
| <p>2. Number of service hours provided.</p> <p><u>Service hours</u> refer to any amount of time that is directly linked or performed as part of the work defined within the scope of the agreement signed by the grantee.</p> | |
| <p>3. Number of activities.</p> <p>Activities can be defined as gatherings either the grantee organizes or attends. In either case, grantee must specify if it attended or organized the activity. This can be events, workshops, panel discussions, roundtable discussions, presentations, etc.</p> <ul style="list-style-type: none"> • Activities refer to any gathering designed to promote programs, services, or concepts related to the components within the scope of the agreement signed by the grantee. • Activities also refer to any gathering designed to create awareness of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee. • Activities also refer to any gathering designed to outreach, engage, consult, and collaborate with the community as defined within the agreement signed by the grantee | |
| <p>4. Estimated number of individuals attending activities.</p> <p>Based on the scope of the agreement signed by the grantee, please provide a rough number or best estimate of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p> | |
| <p>5. Report perception of services provided and/or engaged activities.</p> <p>Survey individuals to measure the impact of the services provided and/or engaged activities as described within the scope of the agreement signed by the grantee. Report in percent and total number of individuals served. Technical assistance can be provided to grantee in development of questions.</p> | |
| <p>6. Demographic Questions</p> <p>Demographic questions are highly encouraged to be completed by individuals that fall within the grantee's scope of services. A current demographic survey is available and is highly encouraged for grantee to reach out for the demographic survey template.</p> | To be reported by grantee in a separate page. |

Name

Title

Phone

Signature

Date

E-mail

Once signed, please scan and e-mail to Nestor Veloz-Passalacqua, DEI Manager (nveloz@slocity.org) and to dei@slocity.org.

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

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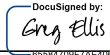
City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

Diversity Coalition
P.O. Box 376
Arroyo Grande, CA 93421
Attn: Greg Ellis
gregjohnellis@gmail.com

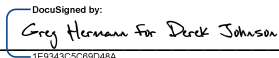
IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

GRANTEE

By: 


Greg Ellis, Grant Administrator`

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 

Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 

Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

Five Cities Diversity Coalition dba Diversity Coalition San Luis Obispo County

2) 501(c)(3) - employer identification number (if applicable) *

82-2075135

3) Fiscal Agent *

Five Cities Diversity Coalition dba Diversity Coalition San Luis Obispo County

4) Project/Program Name *

BIPOC Board Leadership Program

5) Requested Amount *

\$40,000.00

6) Name of Person Completing Application *

Greg Ellis

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

PO Box 376

Address Line 2

City

Arroyo Grande

Postal/Zip Code

93421

State/Province/Region

CA

Country

USA

9) Phone *

805-806-5626

10) E-mail

gregjohnellis@gmail.com

Part 2 Organizational Information



1) Purpose/Mission Statement *

Diversity Coalition San Luis Obispo County's (DCSLOC) mission is to build and sustain a coalition that seeks a more diverse, equitable, and inclusive community through advocacy and education.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

Purpose/Vision:

Over the last 12 years we have focused on coalition building and education through the sharing of personal stories to promote empathy and foster understanding. Our vision is of a SLO County where everyone feels safe and valued by the diverse perspectives that they bring to each space.

Primary Activities:

School Speakers: We bring renowned diversity speakers to schools, educating a predominantly white audience on diversity issues while also affirming our BIPOC audience's lived experiences.

Fostering Understanding Community Forums: We focus on bringing different community members to foster understanding through community presentations and panel discussions around issues of diversity, equity and inclusion.

Climate Justice Alliance: Recognizing a need to connect climate change to social justice, we co-organized the formation of the San Luis Obispo County Climate Justice Alliance, bringing together a variety of organizations from government, academics and the nonprofit sector to develop just and effective solutions to climate change. Additionally, and in coalition, we have secured grant funding to work on more relatable messaging around electrification for BIPOC and low and middle income communities in California.

BIPOC Board Leadership Training: Our new BIPOC Board Leadership Training program will provide comprehensive board governance training to local BIPOC professionals and provide assistance for matchmaking with nonprofit and agency boards. Our goal is to tackle the current lack of fair representation in SLO County. We have also leveraged support from Spokes, the local nonprofit resource center, to provide DEI training for white board members.

Operating Structures:

Our current operating structure consists of an Executive Director and Program Director working with the Board of Directors to determine organizational strategy and plan and implement programming. The board members take on specific roles to support program implementation and expansion (see attached Organizational Structure document). The Program Director, our second paid staff member, was hired to lead development and implementation of our new BIPOC Board Leadership Training Program. With guidance from the Executive Director, volunteers support our educational events and outreach.

3) Name of Executive Director *

Rita Casaverde

4) Number of paid staff (full or part-time) *

2

5) Number of volunteers *

200

6) Name of Board President or Chair *

Cornel N. Morton

7) Describe the community(ies) your organization supports *

Through our programming we support a wide range of community members who face systemic barriers. Our advocacy in the county helps to shift power structures, directing funding to disadvantaged communities, while our educational programming helps create allies who support and work towards more equitable laws and distribution of resources. We provide BIPOC, refugees, LGBTQ+ individuals, and other often marginalized community members with platforms to share their stories in their own words through our speaker series. Through our BIPOC Board Leadership Training Program, we seek to support BIPOC individuals in accessing board leadership positions by providing comprehensive training and networking opportunities. We will partner with Spokes, a local nonprofit resources agency, to leverage their community connections and increase DEI training for local non-profit boards. This partnership will increase the success of our matching process by ensuring that trainees have a better experience and longer terms of service when joining majority white boards.

8) Approximate Annual Budget *

\$285,000.00

9) Major Sources of Funding *

Energy Solutions - \$40,000

City of San Luis Obispo - \$17,500

City of Morro Bay - \$6,000

City of Arroyo Grande - \$5,000

PG&E - \$5,000

Institute for Climate Leadership & Research - \$5,000

Individual Donations - \$50,000

1) Please provide an executive summary of proposed project/program (200 words max) *

We request \$40,000 to support our BIPOC Board Leadership Training Program--this developing program requires strong community investment to establish and grow, therefore our request is for the maximum funding amount.

First, our BIPOC Board Leadership Training increases the pool of trained, willing and supported BIPOC ready to serve on boards, overcoming a perceived shortage. We plan to have 2 (two) trainings every calendar year. Each training will last two days and will have a cohort of 12-15 diverse BIPOC participants.

Second, after each training, we will provide board placement assistance services for BIPOC individuals with nonprofit boards through direct communication as well as in-person mixer events held twice annually, overcoming systemic barriers in traditional board recruitment methods. We aim to match 10-20 local boards with a BIPOC training graduate within a year of training completion (5-10 per cohort).

Third, we work with our partner Spokes to provide DEI training to local agencies interested in diversifying their boards, improving their ability to recruit, retain and support BIPOC board members, reaching 50 board directors at 20 nonprofits.

2) Total project cost *

\$130,000.00

3) Requested Amount *

\$40,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

This grant will support our BIPOC Board Leadership Training Program, partially funding a paid Program Director position in our organization to lead program development and implementation in a focused and intentional way and to cover a portion of the operation expenses, and support Spokes' DEI training for white-dominant boards--we request \$40,000 over 12 months. Our program addresses a critical issue of board leadership diversity raised through the Unity Committee Report done through the Sheriff's office, one of the only documents in SLO County recognizing systemic racism. This is a new program which addresses the lack of diversity in nonprofit and agency governance by: 1. increasing the number of BIPOC trained and ready to serve on boards through a comprehensive BIPOC board leadership training program; 2. facilitating placement of BIPOC on boards through direct coordination and mixer events; 3. increasing demand for and recruitment and retention of BIPOC on boards by training existing nonprofit boards in boardroom DEI best practices.

Strategy: BIPOC Board Leadership Training

There has been no substantial effort in our county to increase BIPOC capacity to serve on boards, and therefore barriers of culturally-relevant and supportive technical training, confidence-building and mentorship required for BIPOC to break into leadership positions have been a limiting factor, contributing to predominantly white boardrooms in both the nonprofit and government agency sectors.

Our program will train BIPOC specifically, with attention to the intersectionality of disability, immigration status, gender and age, etc. to increase the pool of eligible, willing and supported BIPOC board members available to SLO agency boards. We will recruit widely throughout San Luis Obispo County to attract BIPOC to the program, in addition to recruiting among our diverse array of affiliate organizations.

We will hold two trainings per year with each training cohort consisting of 12-15 BIPOC participants. Each two-day training will cover topics including Board Governance, Finance, Fundraising/Networking, and Strategic Leadership Management. Each cohort will have the opportunity to connect with each other, creating mini diverse networks. Additionally, our training instructors will also be BIPOC, experts in their fields, who will open their own networks to our trainees.

Strategy: BIPOC Board Member Placement

Despite recognizing the need to diversify their boards, many organizations struggle to successfully recruit diverse individuals. One of the main limitations is that well-established, predominantly white, existing board-member networks are hard to break through, as board recruiting often occurs between professionals in the same field who already know one another.

This also causes tokenizations of the few BIPOC within their networks, where a few BIPOC individuals serve many roles, and BIPOC individuals in service may represent a limited background and experience. Overall, there are few opportunities for boards to connect with BIPOC from diverse backgrounds and experiences.

We will provide board matching assistance services to BIPOC individuals, connecting them with organization boards through direct communication as well as in-person mixer events held twice annually after each BIPOC Board Leadership Training. We will recruit 10-15 organizations per board-matching mixer, collaborating with our partners to conduct outreach.

Strategy: Boardroom DEI Training

We will address training for dominantly white boards. Spokes will include boardroom DEI training in their annual Board Academy and Board Officer training programs, ensuring that boards are doing everything they can to recruit and retain BIPOC board members.

Spokes offers two trainings per year and aims to train up to 50 board directors, executive directors and officers representing up to 20 local organizations.

Over the 12 months of the grant, we expect to graduate 24-30 trainees prepared and willing to serve on local nonprofit and governmental boards, matching them to 10-20 organization boards and dramatically shifting representation of BIPOC on decision making bodies. Spokes will train 50 white nonprofit leaders (representing 20 organizations) in boardroom DEI best practices.

Organizations will pay a one-time \$150 fee to apply for direct-placement assistance services, while trainees will pay a \$500 fee to participate in the

program—this encourages personal investment in attending and completing the program and offsets some of the costs of the training (about \$3000 per person). BIPOC individuals with financial need can apply for scholarships to ensure that this fee is not a barrier. Companies can also sponsor their BIPOC employees to attend. Spokes' workshops have a nominal fee for participants of \$10 - \$30 per person.

We will collect exit surveys from trainees and boards and will use participant feedback to evaluate and improve our program.

This program is a powerful lever that creates a profound ripple effect through the community while maximizing our use of our limited resources. More BIPOC individuals placed on local boards will transform and expand the capacity of local organizations and agencies to provide effective, equitable, and culturally competent services to our community members with the highest need. With the support of this grant, we will tackle systemic inequities directly and empower other organizations and agencies in the community, many of whom are at the forefront of providing direct services to marginalized populations, to do the same.

5) Describe the community/population the project/program will support *

Through our Board Diversity Program, we seek to support BIPOC individuals (with attention to the intersectionality of disability, immigration status, gender and age) in accessing board leadership positions by providing comprehensive training and networking opportunities, and also training local governing boards how to better recruit, retain, and support BIPOC board members. Increasing diversity on local governing boards will improve the delivery of educational, social and health services to BIPOC communities throughout our county.

6) Describe the equity gaps and community needs this project/program will address *

The Lack of Board Diversity

Our program seeks to address the long-standing racial disparity in local board leadership--local boards are predominantly white. In 2021 the local Unity Committee, created by the SLO Sheriff's Office with our support and input, presented a report which showed that of the 22 prominent county, city, educational and nonprofit boards examined, all displayed historical and current overrepresentation of white people in board leadership by at least 10%, and more than half of boards consisted entirely of white board members. The background and lived experiences of people in these influential positions affect the policies and practices of their institutions, perpetuating opportunities for whites and intentional or unintentional bias against people of color that directly result in poorer health, education, and economic outcomes. This local data points to an urgent need to address the inequities in our community by elevating BIPOC to leadership positions—a need we are addressing directly through our new BIPOC Board Leadership Training Program.

Barriers to BIPOC Board Recruitment

White-dominated boards have implicit biases that make recruitment and retention of BIPOC board members challenging. First, white boards act within 'bubbles' of limited professional and social networks to recruit new board members, missing opportunities to bridge contact to more diverse communities. At times, BIPOC individuals are tokenized--only BIPOC with similar experiences and backgrounds are recruited to white boards, missing the chance to tap into more diversely experienced board members. Other barriers, such as give/get requirements for board members, may limit the socio-economic and racial diversity of a board--board practices need to be examined for these biases. Second, when BIPOC board members are recruited to boards, it is important that they are included, recognized, and treated respectfully--often BIPOC board members come from vastly different backgrounds and experiences that can be hard for white boards to understand. These differences stand to enrich and strengthen boardroom decision-making and better serve agency clientele.

The Local Demand for Board Diversity

There is a demonstrated interest by local nonprofit and agency boards to increase their diversity: 10 nonprofit organizations have reached out to DCSLOC unprompted during the last year asking for help diversifying their boards—and there are more than 250 organizations in the county with leadership boards. The City of San Luis Obispo has also expressed interest in increasing the diversity of its committee and advisory boards. This indicates the local demand for a resource to train and connect governing boards with qualified BIPOC professionals who are prepared and willing to serve.

7) Provide timeline for project *

January-February 2024 - Marketing and initial outreach activities

April -May 2024 - Training (Cohort #1 of BIPOC Board Leadership Training and Spokes Board Academy to train white board members)

May-June 2024 - Post-training Mixer

June-July 2024 - Follow-up surveys to participants and organizations, Program adjustments

August-September 2024 - Marketing

October-November 2024 - Training (Cohort #2 of BIPOC Board Leadership Training and Spokes Board Officer Training for white board members)

November-December 2024 - Post-training Mixer

December 2024 - Follow-up surveys to participants and organizations, Program adjustments

8) List any partnerships/collaborations that are supporting this project/program and their roles *

Spokes, a local resource and training hub for nonprofits is the primary partner for this project and will coordinate closely with DCSLOC to leverage their nonprofit connections, helping recruit organizations to the board mixers. They will also lead the training of prevailing white boards and white board members in boardroom DEI best practices.

We will recruit BIPOC trainees from our affiliate organizations. These organizations will be invited to our mixers. We will also partner with the wider nonprofit community to involve them in mixers and board recruitment.

Affiliate organizations (not a comprehensive list):

R.A.C.E. Matters

Central Coast Coalition for Undocumented Student Success (CCCUSS)
Bloc Power
Planned Parenthood California Central Coast
Peace Academy of the Sciences and Arts
Cal Poly Office of Diversity and Inclusion
Leadership SLO
Asian American & Pacific Islanders of SLO
SLO Climate Coalition
GALA Pride & Diversity Center
SLO County UndocuSupport
Boys & Girls Clubs of Mid Central Coast
Congregation Beth David
JCC Federation of San Luis Obispo
San Luis Obispo Symphony
The Tribune
The Community Foundation of SLO County
PG&E
Tech Clean California
RRM Design Group
City of SLO
County of San Luis Obispo

9) Describe your plan for sustainability beyond the City's one-year award funding *

An initial investment from the City of SLO will have a high impact in helping our program succeed with our initial training cohorts, building a name and increasing our profile to sponsors, donors, paying trainees and grantors who will continue to support the program financially into the future.

This grant's benefits will persist through its legacy impacts of training new BIPOC board members, training existing boards in DEI best practices and providing placement assistance with local nonprofits and agencies, leveraging Spokes connections with local nonprofits, improving local capacity of boards to deliver effective, culturally competent services.

Spokes will integrate DEI boardroom best practices training into their annual Board Academy and Board Officer Training curriculum, ensuring that the impacts of this grant are carried on into future years.

This program is currently being developed, with the first cohort planned for the fall of 2023. Once developed, the program will persist as a regular part of the Diversity Coalition of San Luis Obispo County's programming. We will continue the program as long as we can secure funding, and resources have been dedicated to this effort in the form of budgeting the program as a part of the organization's annual budget and dedicating resources to grant writing and fundraising. A highly qualified Program Director, with past experience leading similar board leadership trainings has been hired to develop and implement the program and will continue its operation into the future, training more BIPOC board members and placing them with local nonprofits with a goal of graduating 100 trainees within 3 years.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

We will recruit widely throughout the City of San Luis Obispo to attract BIPOC to the program. In addition to recruiting directly among our diverse array of affiliate organizations, we will conduct direct outreach to local nonprofits and city government diversity offices, inviting them to be involved in the mixers. We will publicize our program through our email list and social media, and a number of our affiliate organizations will cross-promote our program on their networks. We will conduct in-person outreach at our SLO-based Fostering Understanding events. Spokes, a resource hub for local nonprofits, will also conduct outreach on our behalf. Spokes will work closely with the San Luis Obispo Chambers of Commerce to advertise through E-Blasts, flyers, and a Good Morning SLO "soap box." In addition to these methods Spokes will also advertise through: Social media; Direct mail to nonprofits; Spokes email newsletter, outreach to membership; Radio and television PSA's, such as KCBX, KVEC, KSBY.

We will also reach out to Cal Poly's Office of University Diversity & Inclusion as well as the Student Diversity & Belonging Department. We will also promote our program through press releases to local media.

11) Est. Number of people served through this project/program *

Directly: 24-30 BIPOC Board Leadership Trainees, 50 white Board Directors; Indirectly: 1000's of clients of nonprofits where BIPOC board members will serve;

12) Est. Number of SLO City Residents served through this project/program *

5000

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of

referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|--|
| 2 | # of BIPOC board leadership trainings completed |
| 2 | # of post-training mixers held |
| 20 | # of orgs and agencies involved in the mixers |
| 30 | # of graduates trained |
| 15 | # of graduates placed on a nonprofit or governing board within 1 year of training completion |
| 20 | # of nonprofit boards trained in DEI best practices |
| 50 | # of nonprofit board members trained in DEI best practices |

DEI statement*

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

DCSLOC DEI Statement - FY23 SLO City High Impact DEI Grant.pdf

53.53KB

Detailed budget*

Including how the total requested amount of grant would be spent.

DCSLOC Grant Budget - SLO City DEI Grant.pdf

55.81KB

Organizational chart.*

DCSLOC Org. Chart (5).pdf

89.35KB

Federal Tax-Exempt Status*

Diversity Coalition Letter of Determination (4).pdf

249.94KB

The Diversity Coalition of San Luis Obispo County | Board of Directors

Rita Casaverde - *Executive Director*

Atascadero

Rita Casaverde was born and raised in Lima, Peru and moved to California in 2012. In Peru, Rita received the Green Youth award by the United Nations. This award recognized her conservation work with communities in the Andes of Peru where she helped protect an endemic forest and multiple watersheds.

After moving to California, Rita had the opportunity to build a career in the Tech industry as a Product Manager, but after eight years working for local tech companies, she decided to join the office of Congressman Salud Carbajal to streamline her passions. In 2020, Rita and other community leaders helped found SLO County UndocuSupport with the goal of financially supporting immigrant families during the COVID-19 pandemic.

Rita joined the Diversity Coalition as Executive Director in 2022.

Vickie Prothro - *Program Director*

Los Osos

Victoire “Vickie” Prothro is our Program Director for the BIPOC Board Leadership Training Program. Vickie brings her nearly 30 years of experience in community engagement and project management to Diversity Coalition.

Vickie moved from the Los Angeles area to San Luis Obispo County in 2022. Contracted by the SLO Climate Coalition as its first Interim Executive Director and subsequently as their Equity Advisor. She previously held the position of director of communications and operations for the African American Board Leadership Institute (AABLI). She produced the organization’s first AABLI Board Talks video series. Before joining AABLI, she worked as an independent contractor, performing communications, outreach, and program functions for several local nonprofit institutions. Vickie is a cum laude graduate of Pepperdine University’s Graziadio School of Business and Management, where she received a Bachelor of Science degree in business management.

Cornel N. Morton - *President*

San Luis Obispo

Cornel N. Morton, Ph.D. is Cal Poly, San Luis Obispo Vice President for Student Affairs, Emeritus. He has served as a consultant to public and private organizations in areas including diversity awareness, student success, inclusivity, strategic planning, team building and conflict mediation.

His community service includes membership on the French Hospital Community Board, Board Member of the Martin Luther King Jr. Scholarship Committee and Life Long Learners of the Central Coast Advisory Board. Cornel lives in San Luis Obispo County.

Trey Duffy - *Board Treasurer*

San Luis Obispo

Trey Duffy is a disability rights educator and former program administrator with 35 years experience in higher education and social services. He previously served as the Director of the Disability Resource Centers at the University of Wisconsin-Madison and Cal Poly-SLO. Mr. Duffy has worked as a special education instructor, certified sign language interpreter, expert

The Diversity Coalition of San Luis Obispo County | Board of Directors

witness representing colleges and universities, President of an independent living center and is a former President of the Association on Higher Education and Disability. He retired from the University of Wisconsin – Madison in 2006 and from Cal Poly-SLO in 2015.

Jean DeCosta - Secretary - Co-chair of Governance

Atascadero

Jean DeCosta, Ph.D., retired from Cal Poly, Dean of Students, Emeritus. Jean's background is as an educator, administrator, organizational consultant and trainer. Jean has provided consulting to public and private organizations in the areas of conflict resolution, communication, strategic problem solving, and team development. Jean has worked in private practice as a clinical therapist and trained as a conflict mediator. Jean holds a doctorate in Organizational Systems, an M.S. in Education, and was a licensed clinical Marriage, Family Therapist. Jean lives in SLO county.

Michael Boyer - Founding Director, Past-President & Membership Chair - Co-chair of Governance

Arroyo Grande

Michael has been a business and community leader in San Luis Obispo County for over 20 years with continued business involvement in Epic Entertainment, Doc Burnstein's, and Pismo Beach Homes.

Michael is the CEO of the Boys & Girls Clubs of Mid Central Coast, which serves thousands of children who need us most from Orcutt to San Miguel. Serving kids every day in Atascadero, Guadalupe, Paso Robles, Santa Maria, and Shandon to three priority outcomes: Academic Success, Good Character & Citizenship, and Healthy Lifestyles.

Michael is committed to the community through his board involvement as the Chair of Stand Strong, a Director at Arroyo Grande Community Hospital Foundation, a past Director at Big Brothers Big Sisters, a Director at The Rotary Club of Pismo Beach, a past Director at San Luis Obispo YMCA, a Director at Diversity Coalition & a past Director at St. Patrick School Board. Michael lives in Arroyo Grande, CA.

Sarah Conn - Director - Co-Chair of Educational Programs

Pismo Beach

Sarah Conn, DVM, is a practicing veterinarian, mother of 2 rambunctious boys, and local business owner along with her husband, Joel Conn, at Pismo Beach Veterinary Clinic. She holds a B.S. in Conservation Biology and achieved her doctorate from the UC Davis School of Veterinary Medicine.

Sarah hopes to strengthen our community by building respect and tolerance for each other and for our Earth. She promotes these values in her business, with her employees, and with her friends and family. She has participated in service projects and educational events with her husband and the Rotary Club of Pismo Beach/Five Cities since they moved to the Central Coast in 2009. She has sat on the Board of Directors for the SLO County YMCA since 2019, and has been the Events and Programs Chair for the Diversity Coalition since 2017.

In her spare time, Sarah enjoys playing Ultimate Frisbee, traveling, listening to the ocean from her deck, and playing board games with friends and family.

The Diversity Coalition of San Luis Obispo County | Board of Directors

Kathleen Minck - *Director - Co-Chair of Educational Programs*

Arroyo Grande

Kathleen taught at the Lucia Mar school district for 32 years. Promoting tolerance for diversity and teaching about our different cultural experiences were always passions of hers. She sat on her district's Wellness Committee and was her school's Bully Prevention Coordinator. CTA (Cal. Teachers Association) awarded her their Peace and Justice Human Rights award for the work she did at her school and throughout her district, partnering with the Canadian organization, Free the Children, and Heifer International, among others. She continued her passion in her travels as well, helping to build a school in Kenya, and studying health and education concerns with Witness for Peace and SOA Watch in Venezuela and Cuba. As an advocate for unions, she was her school's LMUTA union rep and sat on their board, and was the Human Rights contact person for CTA's local service center. She was also elected to CTA's State Council, sitting on the Civil Rights in Education committee, and to the NEA National Assembly.

Kathleen retired from teaching in 2015 and currently volunteers for Wilshire Hospice, Teddy Bear Foundation at Cottage Hospital, and Human Rights Watch. She resides in Arroyo Grande.

Kendra Paulding - *Director - Chair of Fundraising*

Arroyo Grande

Kendra Paulding, a Cal Poly SLO graduate, has a Bachelor of Science degree in Business Finance. Formerly a financial advisor at Morgan Stanley, Kendra now manages the office at Paulding Law with her husband, Jimmy Paulding. She lives in Arroyo Grande.

Joy Pedersen - *Director - Chair of Coalition Building*

Morro Bay

Joy M. Pedersen, Ph.D. grew up on the Central Coast, and her experience with social justice is both personal and professional. She serves as the Dean of Students at Cal Poly, teaches multicultural counseling at UMass, and owns a coaching and consulting company. She is also a founding member of the Asian Pacific-Islander Faculty and Staff Association at Cal Poly. In all aspects of her work, she has been deeply committed to diversity, equity and inclusion.

In addition to her professional experience, she has a B.A. in Psychology from Claremont McKenna, an M.A. in Counseling and Guidance from Cal Poly, and a Ph.D. in Educational Leadership & Organization from University of California, Santa Barbara.

Joe Whitaker - *Director - Chair of Marketing & Communications*

Arroyo Grande

Joe Whitaker, a retired businessman, is a former senior marketing executive at Mattel Toys, Columbia Pictures and Lorimar Productions. During his career, he also acted as an independent marketing consultant to small and mid-size children's product and entertainment firms.

The Diversity Coalition of San Luis Obispo County | Board of Directors

Joe is also a long-time member of SLO SCORE, the local chapter of the national SCORE small business counseling service. He has resided in Cypress Ridge since 2006.

Diversity Coalition of San Luis Obispo County DEI Statement

The Diversity Coalition of San Luis Obispo County's (DCSLOC) mission is to build and sustain a coalition that seeks a more diverse, equitable, and inclusive community through advocacy and education. Our organization was founded on these values, and over the past 12 years we have centered DEI in everything we do. The Coalition envisions San Luis Obispo County as a welcoming and inclusive community, sustained by collaborative and shared values of equity and social justice. In order to create a safe place for all people to live, learn, work, grow, and play, we strive to create physical space, programs, and leadership to support our diverse human lifestyles, cultural richness, and equity in health, education, and financial security.

All of our work focuses on promoting and furthering diversity, equity, and inclusion in the community. These values also drive the way we plan, promote, and implement our programs and events. We reach a diverse, representative cross section of the community, promoting directly to our own as well as affiliate organizations' diverse memberships. All of our School Speakers and Fostering Understanding events are free. We strive to make our BIPOC Board Leadership Training affordable for program participants—the training is being offered at a fraction of the actual cost, and we have scholarship options for BIPOC participants with financial need. Our goal is to train a diverse group of BIPOC individuals that represent different groups of different incomes, disabilities, gender, backgrounds, skills, etc. All of our community events are held in ADA accessible spaces that are easily accessible by public transportation. Free food served at these events include gluten free, vegan and other options that consider dietary preferences and restrictions. We also ensure that our events will not be held on major religious or cultural holidays.

Our BIPOC Board Leadership Training Program will have a broad and long-lasting impact on efforts to advance diversity, equity, and inclusion in the City of San Luis Obispo. This program's benefits will persist through its legacy impacts of training new BIPOC board members and providing placement assistance with a wide range of SLO-based nonprofits and agencies, improving capacity of boards to deliver effective, culturally competent services to SLO City residents for years to come.

DCSLOC Grant Budget - SLO City DEI Grant

DCSLOC Costs

| Item | Description | Cost | Unit | Quantity | Total | DEI Grant |
|-----------------------------------|---|----------|--------|----------|-----------------|-----------------|
| Program Director | Plans, organizes and hosts raining, coordinates partners, evaluations | \$66,000 | salary | 1 | \$66,000 | \$15,000 |
| Support Staff | Including ED Time, assistant time | \$30 | hour | 270 | \$8,100 | \$0 |
| Staff overhead | Insurance, office cost, travel, etc. | \$14,500 | n/a | 1 | \$14,500 | \$0 |
| DCSLOC Staff Costs Total | | | | | \$88,600 | \$15,000 |
| Marketing | digital + printing + tabling + event fees + cohort headshots | \$3,250 | cohort | 2 | \$6,500 | \$6,500 |
| Materials | branded training packet, certificates | \$200 | person | 30 | \$6,000 | \$6,000 |
| Venue | 2 trainings/year - 2 days/training = 4 (includes insurance) | \$250 | day | 4 | \$1,000 | \$1,000 |
| Meals | cohort participant + faculty + staff, breakfast, snacks, drinks and lunch | \$38 | person | 40 | \$1,500 | \$1,500 |
| Faculty | Stipends for DEI training teachers | \$500 | person | 10 | \$5,000 | \$0 |
| DCSLOC Program Costs Total | | | | | \$20,000 | \$15,000 |

Spokes Costs

| Item | Description | Cost | Unit | Quantity | Total | DEI Grant |
|--|------------------------|-------|-------|----------|------------------|-----------------|
| DEI consultants | Expert presentations | \$750 | hours | 3 | \$2,250 | \$2,250 |
| DEI consultants | Planning | \$250 | hours | 8 | \$2,000 | \$2,000 |
| DEI consultants | Panelists | \$100 | hours | 9 | \$900 | \$900 |
| DEI consultants | Roundtable facilitator | \$250 | hours | 3 | \$750 | \$750 |
| DEI consultants Total | | | | | \$0 | \$5,900 |
| Publicity | KCBX promo | \$100 | ad | 3 | \$300 | \$300 |
| Publicity | Chamber e-blast | \$125 | ad | 3 | \$375 | \$375 |
| Publicity | Chamber soapbox | \$225 | ad | 1 | \$225 | \$225 |
| Publicity | Chamber mailing list | \$150 | ad | 1 | \$150 | \$150 |
| Publicity | TV promo | \$250 | ad | 1 | \$250 | \$250 |
| Publicity | Facebook | \$100 | ad | 3 | \$300 | \$300 |
| Publicity | Direct mail | \$1 | ad | 350 | \$420 | \$420 |
| Publicity Total | | | | | \$2020 | \$2,020 |
| Technology | Webinar room | \$50 | room | 2 | \$100 | \$100 |
| Supplies | Printing, office | \$200 | job | 1 | \$200 | \$200 |
| Supplies & Technology Total | | | | | \$300 | \$300 |
| Staff | Program assistant | \$31 | hours | 150 | \$4,650 | \$620 |
| Staff | CEO | \$58 | hours | 150 | \$8,700 | \$1,160 |
| Spokes Total | | | | | \$37,240 | \$10,000 |
| Total Grant Request | | | | | \$130,170 | \$40,000 |

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: **AUG 09 2018**

FIVE CITE DIVERSITY COALITION
1145 STONECREST DRIVE
ARROYO GRANDE, CA 93420-0000

Employer Identification Number:
82-2075135
DLN:
26053618007978
Contact Person:
CUSTOMER SERVICE ID# 31954
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
June 30
Public Charity Status:
170(b)(1)(A)(vi)
Form 990/990-EZ/990-N Required:
Yes
Effective Date of Exemption:
June 15, 2017
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We're pleased to tell you we determined you're exempt from federal income tax under Internal Revenue Code (IRC) Section 501(c)(3). Donors can deduct contributions they make to you under IRC Section 170. You're also qualified to receive tax deductible bequests, devises, transfers or gifts under Section 2055, 2106, or 2522. This letter could help resolve questions on your exempt status. Please keep it for your records.

Organizations exempt under IRC Section 501(c)(3) are further classified as either public charities or private foundations. We determined you're a public charity under the IRC Section listed at the top of this letter.

If we indicated at the top of this letter that you're required to file Form 990/990-EZ/990-N, our records show you're required to file an annual information return (Form 990 or Form 990-EZ) or electronic notice (Form 990-N, the e-Postcard). If you don't file a required return or notice for three consecutive years, your exempt status will be automatically revoked.

If we indicated at the top of this letter that an addendum applies, the enclosed addendum is an integral part of this letter.

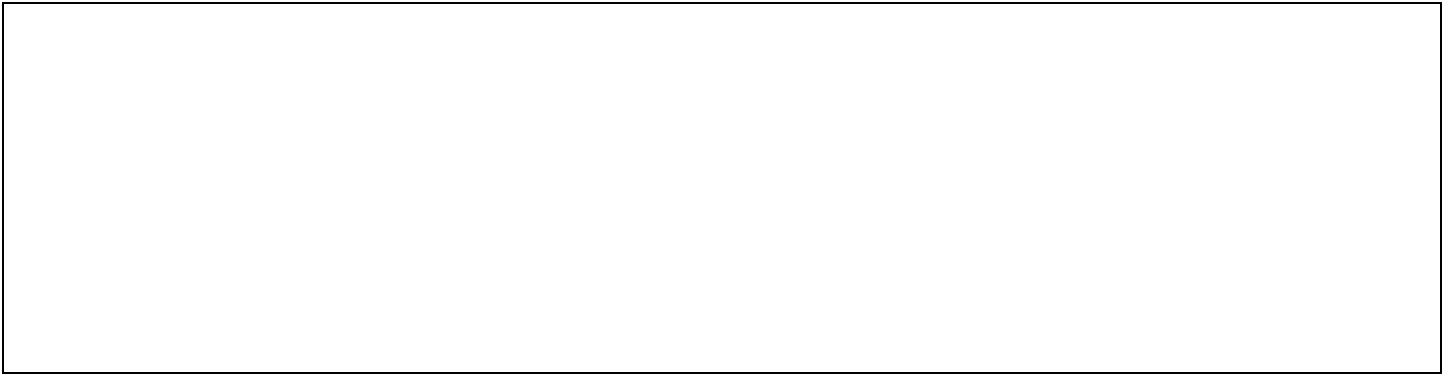
For important information about your responsibilities as a tax-exempt organization, go to www.irs.gov/charities. Enter "4221-PC" in the search bar to view Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, which describes your recordkeeping, reporting, and disclosure requirements.

Exhibit B

City of San Luis Obispo Grant Recipient Report Template

Midyear Report Due: January 10, 2024 - Year-End Report Due: July 10, 2024

| | | | |
|---|----------------------------|--|-----------------------------|
| Grant Name: | | | |
| Grant Year: | FY 2022-2023 | | |
| Type of Report: | Midyear Report (check box) | | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |



Grant Metrics & Performance Outcomes Template

| Metrics/Performance Outcomes | Results |
|--|---|
| <p>1. Number of individuals served.</p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> • Services directly provided by the grantee; • Program/project applications, instructions, trainings, products, or concepts; • Information (orally or in printed, in-person, virtually or over the phone); • Any materials (flyers, brochures, etc.); • Referrals | |
| <p>2. Number of service hours provided.</p> <p><u>Service hours</u> refer to any amount of time that is directly linked or performed as part of the work defined within the scope of the agreement signed by the grantee.</p> | |
| <p>3. Number of activities.</p> <p>Activities can be defined as gatherings either the grantee organizes or attends. In either case, grantee must specify if it attended or organized the activity. This can be events, workshops, panel discussions, roundtable discussions, presentations, etc.</p> <ul style="list-style-type: none"> • Activities refer to any gathering designed to promote programs, services, or concepts related to the components within the scope of the agreement signed by the grantee. • Activities also refer to any gathering designed to create awareness of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee. • Activities also refer to any gathering designed to outreach, engage, consult, and collaborate with the community as defined within the agreement signed by the grantee | |
| <p>4. Estimated number of individuals attending activities.</p> <p>Based on the scope of the agreement signed by the grantee, please provide a rough number or best estimate of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p> | |
| <p>5. Report perception of services provided and/or engaged activities.</p> <p>Survey individuals to measure the impact of the services provided and/or engaged activities as described within the scope of the agreement signed by the grantee. Report in percent and total number of individuals served. Technical assistance can be provided to grantee in development of questions.</p> | |
| <p>6. Demographic Questions</p> <p>Demographic questions are highly encouraged to be completed by individuals that fall within the grantee's scope of services. A current demographic survey is available and is highly encouraged for grantee to reach out for the demographic survey template.</p> | To be reported by grantee in a separate page. |

Name

Title

Phone

Signature

Date

E-mail

Once signed, please scan and e-mail to Nestor Veloz-Passalacqua, DEI Manager (nveloz@slocity.org) and to dei@slocity.org.

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 1/23/2024 | 3:43 PM PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and GALA Pride & Diversity Center (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to SLO Queer Cultural Revitalization Project and Roundtable Discussions (hereinafter the “Services”) as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the “Application”), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of “Exhibit B,” attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services’ impact in addressing the equity gap(s) and community need(s) described in the Application.
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$20,000, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1. If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

GALA Pride & Diversity Center
1060 Palm St.
San Luis Obispo, CA 93401
Attn: Serrin Ruggles
sruggles@galacc.org

IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

GRANTEE

By: _____

DocuSigned by:

Serrin Ruggles

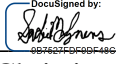
913574066FA94FC...

Serrin Ruggles, Director of Operations

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 
Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 
Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

The Gala Pride & Diversity Center

2) 501(c)(3) - employer identification number (if applicable) *

77-0372544

3) Fiscal Agent *

The Gala Pride & Diversity Center

4) Project/Program Name *

SLO Queer Cultural Revitalization Project

5) Requested Amount *

\$20,000.00

6) Name of Person Completing Application *

Serrin Ruggles

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

1060 Palm St.

Address Line 2

City

San Luis Obispo

Postal/Zip Code

93401

State/Province/Region

CA

Country

USA

9) Phone *

805-541-4252

10) E-mail

sruggles@galacc.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

The Gala Pride & Diversity Center supports and empowers people of all sexual orientations, gender identities and expressions to strengthen and unite our Central Coast community.

El Centro de Orgullo y Diversidad (Gala) apoya y empodera a la gente de todas las orientaciones sexuales, identidades de género, y expresiones de género, para fortalecer y unir nuestra comunidad de la Costa Central.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

The Gala Pride & Diversity Center (GPDC) supports and empowers people of all sexual orientations, gender identities and expressions to strengthen and unite our Central Coast community. To this end, we provide support and social groups, youth services, special events, in-house affirming therapy services, community informational sessions, and connecting those in need with affirming services. We also provide regular community newsletters, cultural competency training, meet with community stakeholders to enact policy changes, and work with state run organizations to help them meet state and federal anti-discrimination requirements. Our community service center work is informed by community members who attend listening sessions, information sessions, or reach out to us directly, and there are no membership fees or requirements for receiving services. We have a volunteer board of directors, who work with our Executive Director to guide the organization forward. We also have two volunteer youth directors, as well as volunteer run committees such as our Pride and governance committee, another key way we engage our community in the development and delivery of our work. All of our work is framed by the DEI statement developed through collaboration with QueerProfs and BIPOC stakeholders in our community, which is posted on our website. The day-to-day work is overseen by the Director of Operations and carried out by our general staff members.

3) Name of Executive Director *

Dusty Colyer-Worth

4) Number of paid staff (full or part-time) *

5

5) Number of volunteers *

380

6) Name of Board President or Chair *

Elissa DeHart

7) Describe the community(ies) your organization supports *

The Gala Pride & Diversity Center is an LGBTQ+ resource center based in the city of San Luis Obispo offering a wide variety of support and advocacy services in San Luis Obispo County and Region. The majority of those receiving direct services are either organizations seeking to improve DEI efforts or LGBTQ+ individuals and families based in San Luis Obispo County. However, we collaborate with other local nonprofits to advocate for LGBTQ+, BIPOC, immigrant, disabled, and incarcerated communities, and to ensure that those communities are well represented in all of our training and social programming. Intersectional considerations for these and other marginalized communities are woven into all training sessions and services that we provide.

8) Approximate Annual Budget *

\$384,250.00

9) Major Sources of Funding *

Individual donors, company sponsorships, fundraising events, training services, grants, and endowments

Part 3 Project/Program Information ▼

1) Please provide an executive summary of proposed project/program (200 words max) *

Local queer cultural spaces are in dire need of revitalization. We lost most of our local queer artist groups to the pandemic and increased anti-LGBTQ+ efforts, and the few remaining queer event producers struggle to withstand backlash or lack the capacity for consistent programming. Our goal with this program would be to bring talented LGBTQ+ artists, performers, and producers together with low to no cost events to network, collaborate to make new queer cultural spaces, and build skill in combating bigoted efforts, all while rebuilding a sense of community, empowerment, and unadulterated queer joy.

2) Total project cost *

\$43,600.00

3) Requested Amount *

\$20,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

GPDC built the first regional Pride in 1997 and has decades of connections and experience as a stronghold against efforts to shut down LGBTQ+ events. By leveraging connections and history of partnerships with local nonprofits, businesses, and queer artists for these events, we bring marginalized voices to established local organizations and connect them into the larger San Luis Obispo cultural network. We have the resources to protect and empower local queer and allied artists and producers to come together and create community driven events that endure beyond the year funded by this grant.

We have identified LGBTQIA2S+ and allied creatives, producers, venue managers, businesses, and audiences in San Luis Obispo as our stakeholders for this project, and will be working to bring in long standing favorites as well as new members. The series will start with a roundtable discussion of these stakeholders, a space where we can share our successes, challenges, and ideas for the future. This discussion will help us identify the most pressing needs in the coming year and begin to build networks and seed ideas for collaboration.

Over the next 11 months, we will offer a special event for these stakeholders every other month, each with unique networking opportunities and activities designed to draw our stakeholders together. Each event will feature a different aspect of queer culture, from drag in all its forms across cultures, to cinematic features, to community crafting nights, to fine art gallery exhibits. Additionally, each event will serve to highlight one of our stakeholder groups, whether it's an open stage for new drag talent, an evening bringing in local venues and businesses eager for new business, art showings, or a social event for event producers looking for talent and connections.

We'll wrap the program up with a final roundtable discussion to identify the successes of the program and what new initiatives came of it, and build a long-term support plan to ensure the longevity of the cultural spaces and initiatives that grew from this project. The Gala Pride & Diversity Center commits to supporting these new groups by offering ongoing advertisement through our monthly newsletter, social media, and weekly bulletin, and will offer an ongoing quarterly social for queer and allied artists, producers, venues, and businesses. The support plan from this discussion will also integrate the network of queer and allied professionals built during this project, building on a community of support.

5) Describe the community/population the project/program will support *

The Gala Pride & Diversity Center serves as a vital resource organization for LGBTQIA2S+ people in San Luis Obispo County and region. Our artist community was deeply impacted by the COVID-19 pandemic, and these struggles have been compounded further by the steep rise in anti-LGBTQ+ efforts in recent years and continuing problems of racial inequity. This programming would focus on uplifting queer voices, and especially queer voices of color. This benefits creatives and producers by supporting their connection and development, promotes opportunities for collaboration and growth for local businesses and organizations, and builds audiences. We know that the arts are a crucial way to build community and understanding, and our audiences are a key part of building the success of the ongoing independent programming we seek to build with this project. All told, this project will connect and empower queer, and especially BIPOC and gender diverse creatives and producers while benefiting local businesses and building understanding and inclusion in the wider community.

GPDC served approximately 8,500 people in 2022 through special events. Our programming is designed to meet the needs of a diverse range of people, with inclusive programming that welcomes allies and everyone under the LGBTQIA2S+ umbrella, as well as specialized programs that center specific experiences such as those of BIPOC and gender diverse people. 30% of our program was specific to our transgender population in 2022, but due to our inclusive programming, closer to 60% of our served populace was transgender, nonbinary, or gender nonconforming (TGNC). We also work to center queer BIPOC voices by hiring artists, speakers, and panelists of color, and hosting bilingual special events. We aim to increase our capacity to serve 10,000 people with special events over the next year while centering TGNC and LGBTQ+ youth, and Black and Latinx community members based on our community feedback.

6) Describe the equity gaps and community needs this project/program will address *

We lost most of our queer nightlife to the pandemic and increased anti-LGBTQ+ efforts. In 2018, our county had 9 independent, long standing LGBTQ+ groups putting on cultural events outside of Gala; only 3 of those groups exist today, and are producing a fraction of the cultural events they used to. Many local queer event producers struggle to withstand backlash or lack the capacity for consistent programming. These events are crucial for providing space for community building, understanding for our marginalized communities, and building a sense of greater belonging.

Feedback collected during and after our month-long series of Pride events tells us that community events like these remind people that they aren't alone, helps friends and families understand their loved ones better, and gives LGBTQ+ people a sense of pride in their often marginalized identities. We built the first regional Pride in 1997 and have decades of connections and experience as a stronghold against efforts to shut down LGBTQ+ events. Our partnerships with other local groups and businesses have grown Pride into a county-wide celebration, with first-time Pride events in Los Osos, Cambria, Atascadero, Paso Robles, and Arroyo Grande in the past two years.

LGBTQ+ rights are under fire on both a local and national level. While it's our coordinated advocacy efforts that push for long term policy changes, we know that arts and cultural events promote understanding. Our special events and cultural activations bring greater awareness to the struggles faced by LGBTQ+ people and build empathy for marginalized people in our community. We consistently see an uptick in people volunteering for LGBTQ+ organizations around the county after our special events, and we need allies in this fight. The expansion of these cultural arts events is crucial to our ability to provide meaningful support to our marginalized populations and foster understanding and belonging in our greater community.

This grant would transform our ability to hire local queer and allied professionals to increase the capacity of these events and support the revitalization of our local queer cultural arts scene. These events provide a crucial space for creators to create and connect, whether it's for programming directly provided by the Gala Pride & Diversity Center, or a collaboration for future events to diversify our local queer art community offerings. This grant would also allow us to expand our ability to support and empower a diverse community of LGBTQ+, Latinx, and allied community builders to build a local network of creatives to build the foundation for an enduring effort to revitalize our queer cultural scene. The ultimate goal of this program is to support the development of a diverse community of creators to form intersectional queer cultural programming throughout SLO County for years to come, and foster the development of new and renewed groups producing queer events to diversify and revitalize our cultural scene.

We also hope to promote belonging by looking back. The contributions of queer people to SLO County are often overlooked, and many of our younger members don't feel connected to the roots of their community. We've partnered with staff at the SLO Museum of Art and History Museum

of SLO County to digitize our collection of historical documents and collect data from previous efforts to record our history, resulting in greater availability of local queer histories and collaboration between our organizations. We hope to use the funds from this grant to use these digital archives to design and install a permanent display in our library celebrating local LGBTQ+ history and culture. With these types of activations, we hope to expand awareness, belonging, and empowerment for our queer community members and lay the foundation for sustainable programming that constantly evolves to meet the diverse cultural needs of our marginalized communities.

7) Provide timeline for project *

This one year project will focus on developing spaces for local queer and allied producers, creatives, and venue managers to come together to network for future collaborations, build skills in enduring backlash, and bring new audiences to queer arts and culture events. We will kick things off with a roundtable of local event makers to start building connections and identify the most pressing needs of the program participants to build on in the coming year. We'll continue with special events every other month designed to bring producers, creatives, venue owners, and audiences together with networking and skill building activities to support the development of new and renewed collaborations and queer artist groups. The year-long program will finish off with another event maker roundtable to evaluate the successes of the program, identify new creative groups that emerged from our efforts, and build a support plan for initiatives that incorporates the entire network of queer and allied professionals.

8) List any partnerships/collaborations that are supporting this project/program and their roles *

The Gala Pride & Diversity Center has longstanding partnerships with many of our local service organizations. Programming supported by this grant would likely see us partnering with the Latino Outreach Council, RACE Matters SLO, Cal Poly Pride Center, SLO Museum of Art, Cuesta College Harold J Miossi Art Gallery, History Museum of SLO County, and Queer Archives Project. Our partner organizations help us reach new audiences and talent, identify and address equity needs, and bring our programming to established venues. We will also utilize our connections with local businesses such as the Palm Theater, Fremont Theater, Sunset Drive-In, Libertine, Skipper's Brew, SLO Provisions, Bang the Drum, Two Broads Cider, and more to further connections between local businesses and the queer cultural arts scene. We will also levy our decades of connections with queer and allied performers and producers to expand our networks and make these events possible. Some of the programs funded by this grant may also be supported by grants from the Growing Together Foundation, Absolut Ally initiative, and other grants we're pursuing this year. We hope to use this grant to identify even more affirming businesses, artists, producers, and support organizations to build an ongoing community of queer cultural arts in SLO County.

9) Describe your plan for sustainability beyond the City's one-year award funding *

This program is designed to bring our community together to build lasting independent queer cultural spaces. Our project builds on itself to develop, establish, and support new queer creative initiatives that platform the unique voices that already exist here in San Luis Obispo and empower marginalized artists with resiliency skills and deeper empowering connections to the greater community. This program is designed to set artists up for long-term success and independence by providing them the tools they need to come together and build new cultural spaces and connect with established organizations in the wider community. We will continue to support these artists and events through ongoing promotional opportunities through GPDC and establishing an ongoing quarterly social for queer and allied artists, producers, businesses, and venue hosts.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

GPDC has a direct line to our established LGBTQ+ community through our social media, weekly bulletin, monthly newsletter, and our home office where people gather for affinity groups, where we promote our programming directly to our primary audience. We build on this network by working with partner organizations like RACE Matters SLO, Diversity Coalition SLO, the Latino Outreach Council, SLO Chamber of Commerce, the City's Tourism Business Improvement District, and many more local groups to collaborate and cross-promote events to reach an even larger audience. Our keynote special events will also be promoted in local publications such as the New Times and Santa Maria Sun, The Tribune, and local radio stations. We will acknowledge the support of the City of San Luis Obispo through the DEI High Impact Grant in these advertisements.

11) Est. Number of people served through this project/program *

300

12) Est. Number of SLO City Residents served through this project/program *

300

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|---|
| 300 | Attendees across all events associated with this program |
| 3 | Number of new artist collectives, organizations, renewed projects, and/or ongoing programming developed in this |

| | |
|---|--|
| | project |
| 2 | New independent events or programs in planning stage by the end of the year |
| 1 | Event or program successfully implemented by participants by the end of the one year program |

DEI statement*

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

GPDC DEI Statement January 2022.pdf

70.85KB

Detailed budget*

Including how the total requested amount of grant would be spent.

23 SLO City DEI 1 Yr Grant Budget - Sheet1.pdf

54.97KB

Organizational chart.*

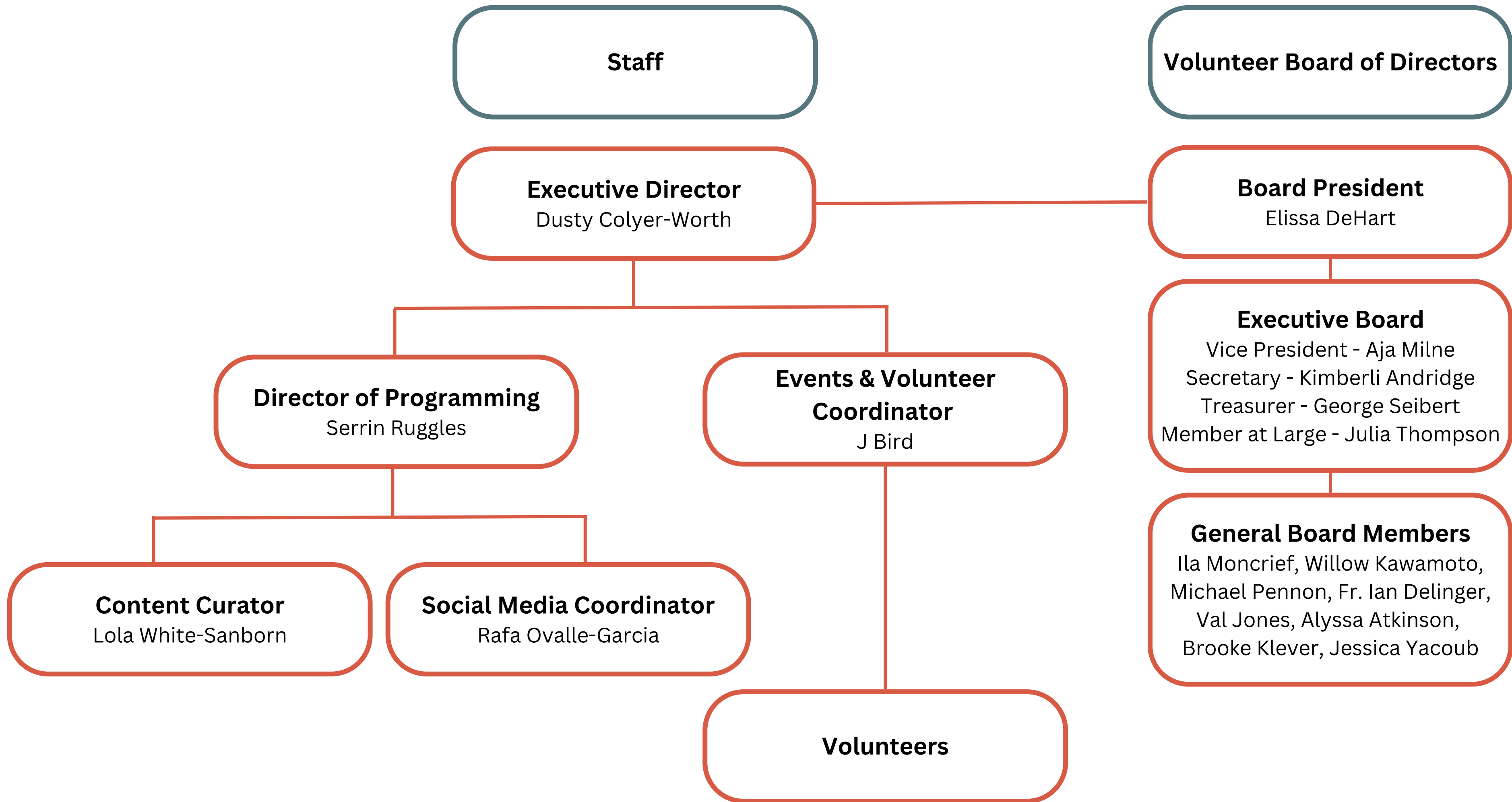
GPDC 2023 Organizational Chart.pdf

38.87KB

Federal Tax-Exempt Status*

501-c-3 (1).pdf

60.72KB





DIVERSITY, EQUITY AND INCLUSION STATEMENT OF The Gala Pride and Diversity Center (GPDC)

In working with and for lesbian, gay, bisexual, transgender, non-binary, queer, Indigenous identities, and similarly identified (LGBTQ+) communities in San Luis Obispo County, The Gala Pride and Diversity Center (GPDC) acknowledges that white supremacy and settler-colonialism are enduring systems of hierarchy, division, and exploitation. These systems create significant inequities in our communities, but they do not operate in isolation. Oppression is mutually constructed based on categories including sexual orientation, gender identity, gender expression, race, ethnicity, Indigeneity, social class, disability, religion, and immigration status. Just as all forms of inequality are interconnected, so are all forms of justice. Working for racial justice, Indigenous sovereignty, economic justice, and all forms of social justice are part of the core mission of the Gala Pride and Diversity Center.

The Gala Pride and Diversity Center is located on the unceded land of the yak tit'yu tit'yu yak tiłhini – Northern Chumash Tribe of San Luis Obispo County and Region. We are aware that this land was taken from Indigenous peoples violently - without agreement, consideration, or compensation. We are committed to including local Indigenous history in our training and we set the intention of relationship with and support of local Indigenous peoples. Additionally, we acknowledge our responsibility to protect the natural environment.

To effectively support all people within the LGBTQ+ community, the Gala Pride and Diversity Center commits to proactively working in solidarity against white supremacy, settler-colonialism, xenophobia, ableism, capitalist exploitation, religious bigotry, and all forms of cis-heteropatriarchy.

The following Organizational Policy details (1) current organizational priorities and practices in transformative work of dismantling oppression and (2) a transparent structure for ensuring community-responsive policies that will grow over time.

Organizational Practices

- Celebrate diverse cultures and heritage in solidarity with trusted community leaders.
 - Seek out cultural celebrations in the community to find appropriate ways to include and support LGBTQ+ community members.
 - Be consistent and inclusive of all Black, Indigenous, and People of Color (BIPOC) groups to demonstrate commitment and build trust.
- Prioritize BIPOC experts, communities, and needs in the majority of programs.
- Offer interpretation/translation and multiple formats of engagement in all programs.

- Create relationships with multiple vendors who can provide Spanish-language interpretation, Indigenous-language interpretation, live captioning, and American Sign Language (ASL) interpretation.
- Feature the capacity, including equipment and staffing, to allow for hybrid participation (virtual/face-to-face) in programs, as well as synchronous and asynchronous engagement per public meeting protocols and guidance.
 - Follow all relevant guidelines and procedures for safe gatherings.
 - Document, record, and publicize all public programs (not including discussion groups, private community spaces, etc.).
 - Maintain and grow community spaces in-person and online.
- “Nothing about us without us”: Center the voices of affected community members in programs, panel discussions, and sponsored events.
 - Build meaningful relationships with BIPOC community leaders, including LGBTQ+ allies (see also, Leadership section).
 - Support leadership development among multiply marginalized communities to increase capacity for self-determination and participation in collaborative efforts.
 - Value BIPOC expertise through paid opportunities to lead programs and consult on a range of topics, including but not limited to race and racism.
 - Create a speaker’s bureau of relevant experts to participate in panels and events.
- Publicize appropriate collaborations and diversity work to help raise the visibility of partner organizations and demonstrate positive inclusion.
- Work against the lasting impact of bias and exclusion that have been experienced within LGBTQ+ spaces.

Communications

- Commit to reaching diverse community members in public communications.
 - Translate website, newsletter communications, and social media content into Spanish.
 - Include image descriptions in all social media captioning.
 - Work with BIPOC community leaders and collaborate with community networks to ensure that all sectors of the County and Region are aware of opportunities and programs.
- “Stand in the gap”: Create inclusive communication by meeting people where they already are.
 - Work with allied organizations to identify gaps in services and resources for shared constituencies.

Growth

- Counter the isolation that disparately affects BIPOC and lower-income communities by expanding efforts into more places throughout the County.
 - Partner with existing community leaders and allies in a collaborative manner.
 - Close equity gaps by holding space to serve North County.
 - Rotate the location of in-person events (when safe and appropriate).

- Develop organizational capacity for diversity, equity, and inclusion work.
 - Provide ongoing professional development support for staff members and volunteer leaders to increase and refresh their fluency in anti-racist, decolonial, and other anti-oppressive practices.
 - Include work toward diversity, equity, and inclusion goals in all performance evaluations and consideration for promotions and raises.
 - Incorporate diversity, equity, and inclusion into development goals.
 - Commit a portion of general operating funds to these projects.
 - Prioritize grants and donors with dedicated support for equity and social change work.

Leadership

- Build pathways for leadership and representation among BIPOC and other historically underrepresented groups.
 - Publicize Board meetings and opportunities for community members to observe meetings and get involved.
 - Create a training program that orients potential Board members from historically underrepresented groups to learn more about the organization and how to get involved.
 - Welcome young board members, including minors (with no voting capacity).
- Hire and cultivate internal leaders with the expertise to advance diversity, equity, and inclusion.
 - Recruit staff members, volunteers, and organizational leaders from historically underserved groups, including LGBTQ+ allies.
 - Prioritize hiring individuals with experience leading efforts with historically underserved groups.
 - Establish bi/multilingual fluency as a preferred qualification for all job postings.
 - Include specific items in descriptions of job duties to advance diversity, equity, and inclusion throughout organizational processes.
 - For example: Participate in strategic partnerships with coalitions led by affected groups.
 - Include lived experience and relevant professional background equivalent to formal credentials in job qualifications for staff and contract positions.
 - Advertise job postings to reach a wide range of eligible candidates (see also, Communications section).
 - Practice transparency with salaries and job postings for potential candidates, speakers and consultants.
- Engage in ongoing evaluation and strategic planning with a lens for diversity, equity, and inclusion.
 - Address progress toward diversity, equity, and inclusion goals in the organization's Annual Report.
 - Create regular space in Board meetings to address diversity, equity, and inclusion issues as a group.

Accessibility

- Ensure physical access to programs and events for people with disabilities.
 - Ensure availability of ramps, guard rails, assistive equipment, technological resources, and all reasonable accommodations including, but not limited to, those required under the Americans with Disabilities Act.
 - Utilize the principle of universal design to create accessible spaces that minimize the need for accommodation.
 - Apply these requirements to outside spaces rented for public programs and events.
- Create free and sliding scale participation options for a majority of public events.
- and events.
 - Provide bus vouchers, parking reimbursement, and gas cards for attending events.
 - When possible, select locations that are easily accessible by public transportation.
 - When possible and appropriate, provide transportation directly to community members in need.
- Create access for families and communities by creating programs that are open to multi-generational groups.
 - Create family-oriented events and community programs inclusive of allies to encourage participation by entire families.
 - Assess potential for child-care services or create opportunities for guests to self-organize child care.

Advocacy

- Take an active role in working against injustice in the San Luis Obispo County and Region, including racism, white supremacy, settler-colonialism, xenophobia, and exploitative capitalism.
 - Sign on to relevant letters of support and campaigns against systems of oppression.
 - Participate in meetings and coalitions with key partners.
 - Fund collaborative efforts to address local equity gaps.
- Sponsor regular research and evaluation to provide evidence of the existence and experience of diverse LGBTQ+ peoples.
- Elevate BIPOC and historically underrepresented voices when providing input and training to relevant institutions like City and County Governments, Dignity Health, Sierra Vista, and Community Health Centers.
- Ensure that all vendors at events, including Pride and other public programs, acknowledge and affirm the Gala Pride and Diversity Center's policies on Diversity, Equity and Inclusion.
- Work toward economic justice by supporting local producers to counter corporate Pride (i.e., rainbow-washing).

- Continue to sponsor, collaborate with, and promote LGBTQ+ owned and LGBTQ+ friendly businesses, along with BIPOC-owned and BIPOC-friendly businesses.

Methodology, Accountability and Living Policy

This document was created through a collaborative process between The GPDC Board, staff, community constituents, and QueerProfs. The organization recognized the need for a statement to strategically organize policy for diversity, equity, and inclusion within GPDC. The first round of development included reviewing organizational strengths, weaknesses, opportunities, and threats, and reflecting on findings within the QCares study and other relevant research.

QueerProfs synthesized this feedback in conversation with the staff and Board to identify the context that guides current diversity, equity, and inclusion work at the GPDC. These priorities helped inspire a Black, Indigenous, and People of Color (BIPOC) Listening Session, which was held on August 17, 2021. This session included community members and representatives of local BIPOC organizations. The conversation allowed participants to share experiences and provide direct feedback on organizational policies and programs. In addition to the discussion over Zoom video conference and chat, participants and community members were invited to share written feedback through an anonymous form.

The policies identified here were created by systematically coding the content of these conversations. Data used were the audio recording and transcript of this Listening Session, along with feedback submitted by Zoom chat and through the standalone Google Form. QueerProfs coded this data by extracting relevant themes from each of the responses. When possible, codes were used reflecting the exact language shared by participants. These codes identified specific experiences as well as direct recommendations for the GPDC. Themes that appeared multiple times were noted for importance and relevance, as well as complexity. When BIPOC and non-BIPOC voices converged on a single theme, the content of BIPOC perspectives was centered to inform effective policy recommendations. Themes were then grouped according to the actionable steps available to the organization in the areas presented above: programs, communications, growth, leadership, accessibility, and advocacy.

This document will be made available to the public, including the GPDC supporters and constituents (see also, Communications section). Individuals can provide feedback by [writing a Comment in Google docs](#) or contacting the QueerProfs at queerprofs@gmail.com. This is a living document, which is meant to be updated continuously. For example, the goals set out in this document should be accomplished and expanded to address new ambitions and address emergent problems.

Further practices for this Living Policy are:

- Host regular listening sessions (at least once per quarter) to bring a wide range of BIPOC voices into the process of evaluating progress and setting new goals.
 - Staff and leaders will be responsible for providing indicators of effort and progress concerning the goals included in this document.

- These listening sessions will include opportunities to provide direct feedback on this living policy document.
 - Additional listening sessions would be helpful to center the specific needs of transgender individuals, bisexuals, people with disabilities, religious minorities, women, and immigrants.
- Completed goals will be removed and logged in a separate section celebrating accomplishments.
- The current effective document and past versions will be available to the public on The Gala Pride and Diversity Center's website at www.galacc.org along with instructions on providing feedback or suggestions.

Note: A significant portion of funding for all of the expenses listed below comes from sponsorships (especially during Pride season), as well as monthly donations from our constituents, and other grants. We do not have any grants secured for 2024 or 2025 yet, but are pursuing grants from diverse sources that would further support these events. Any income from events (including fundraisers not supported by this grant) also helps to support our low to no cost community events outlined here. Values in the "Other Funding Amount" column are projections based on our expectations for that funding in the coming years. We anticipate an increase in sponsorships and regular donations in the next two years as our leadership activates a capital campaign to set our organization up for long term growth and success.

| Budget Item | 2024 Expense | 2024 Grant Budget Requested | 2024 Other Funding Amount |
|---|---------------------|------------------------------------|----------------------------------|
| Personnel Expenses | | | |
| Performers (Drag Artists, DJs, Dancers, Musicians, Comedians, Luchadores, etc.) for Cultural Events | \$15,000 | \$7,000 | \$8,000 |
| Facilitators for Art Workshops, Panel and Roundtable Discussions | \$3,000 | \$2,000 | \$1,000 |
| Latinx Event Development Contracted Staff | \$2,000 | \$1,500 | \$500 |
| Graphic Designers for Event Promotion | \$2,000 | \$1,000 | \$1,000 |
| Graphic Designers for Creating Historical Display | \$500 | \$300 | \$200 |
| Website Designer for Gala, Tranz Central Coast, and SLO Pride Sites | \$1,500 | \$1,000 | \$500 |
| Translation Services | \$5,000 | \$3,000 | \$2,000 |
| Total Personnel Expenses | \$24,000 | \$12,800 | \$11,200 |
| Operating Expenses | | | |
| Printed Promotional Material | \$9,500 | \$3,000 | \$6,500 |
| Promotion Space on Local TV, Newspapers, and Radio Stations | \$8,000 | \$3,000 | \$5,000 |
| Film Screening Fees | \$1,000 | \$500 | \$500 |
| Art Supplies for Workshops | \$300 | \$200 | \$100 |
| SLO Queer History Sign | \$800 | \$500 | \$300 |
| Total Operating Expenses | \$19,600 | \$7,200 | \$12,400 |
| | | | |
| Total Expenses | \$43,600 | \$20,000 | \$23,600 |

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

MAR 24 1999

GAY AND LESBIAN ALLIANCE OF THE
CENTRAL COAST
P.O. BOX 3558
SAN LUIS OBISPO, CA 93403-3558

Employer Identification Number:
77-0372544
DLN:
17053023713039
Contact Person:
MIKE CRONIN ID# 31094
Contact Telephone Number:
(877) 829-5500
Our Letter Dated:
May 1994
Addendum Applies:
No

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(2).

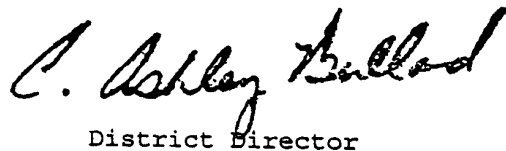
Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(2) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(2) organization.

If we have indicated in the heading of this letter that an addendum applies., the addendum enclosed is an integral part of this letter.

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,


District Director

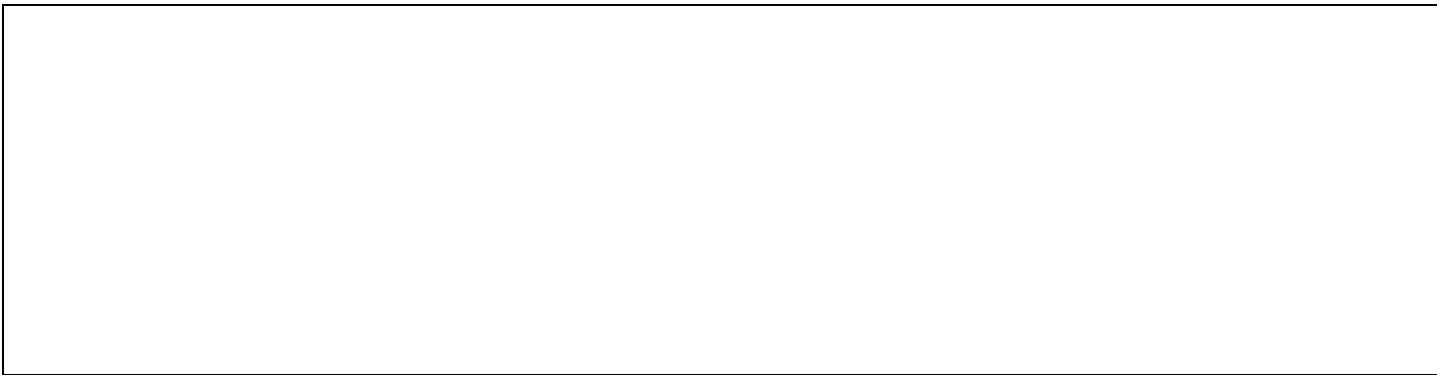
Letter 1050 (DO/CG)

Exhibit B

City of San Luis Obispo Grant Recipient Report Template

Midyear Report Due: January 10, 2024 - Year-End Report Due: July 10, 2024

| | | | |
|---|----------------------------|--|-----------------------------|
| Grant Name: | | | |
| Grant Year: | FY 2022-2023 | | |
| Type of Report: | Midyear Report (check box) | | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |



Grant Metrics & Performance Outcomes Template

| Metrics/Performance Outcomes | Results |
|--|---|
| <p>1. Number of individuals served.</p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> • Services directly provided by the grantee; • Program/project applications, instructions, trainings, products, or concepts; • Information (orally or in printed, in-person, virtually or over the phone); • Any materials (flyers, brochures, etc.); • Referrals | |
| <p>2. Number of service hours provided.</p> <p><u>Service hours</u> refer to any amount of time that is directly linked or performed as part of the work defined within the scope of the agreement signed by the grantee.</p> | |
| <p>3. Number of activities.</p> <p>Activities can be defined as gatherings either the grantee organizes or attends. In either case, grantee must specify if it attended or organized the activity. This can be events, workshops, panel discussions, roundtable discussions, presentations, etc.</p> <ul style="list-style-type: none"> • Activities refer to any gathering designed to promote programs, services, or concepts related to the components within the scope of the agreement signed by the grantee. • Activities also refer to any gathering designed to create awareness of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee. • Activities also refer to any gathering designed to outreach, engage, consult, and collaborate with the community as defined within the agreement signed by the grantee | |
| <p>4. Estimated number of individuals attending activities.</p> <p>Based on the scope of the agreement signed by the grantee, please provide a rough number or best estimate of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p> | |
| <p>5. Report perception of services provided and/or engaged activities.</p> <p>Survey individuals to measure the impact of the services provided and/or engaged activities as described within the scope of the agreement signed by the grantee. Report in percent and total number of individuals served. Technical assistance can be provided to grantee in development of questions.</p> | |
| <p>6. Demographic Questions</p> <p>Demographic questions are highly encouraged to be completed by individuals that fall within the grantee's scope of services. A current demographic survey is available and is highly encouraged for grantee to reach out for the demographic survey template.</p> | To be reported by grantee in a separate page. |

Name

Title

Phone

Signature

Date

E-mail

Once signed, please scan and e-mail to Nestor Veloz-Passalacqua, DEI Manager (nveloz@slocity.org) and to dei@slocity.org.

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 1/23/2024 | 3:44 PM PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and History Center of SLO County (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to accessible translated material, immersive experience, and public lectures in Spanish (hereinafter the “Services”) as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the “Application”), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of “Exhibit B,” attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services’ impact in addressing the equity gap(s) and community need(s) described in the Application. GRANTEE agrees to the modified scope as set forth in Exhibit C
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$6,000, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1. If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

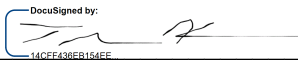
City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

History Center of SLO
696 Monterey St
San Luis Obispo, CA 93401
Attn: Thomas Kessler
director@historycenterslo.org

IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

GRANTEE

By: 
Thomas Kessler, Executive Director

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 
Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 
Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

History Center of San Luis Obispo County

2) 501(c)(3) - employer identification number (if applicable) *

95-6150680

3) Fiscal Agent *

none

4) Project/Program Name *

Translation and Multilingual Access

5) Requested Amount *

\$7,000.00

6) Name of Person Completing Application *

Thomas Kessler

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

696 Monterey Street

Address Line 2

City

San Luis Obispo

Postal/Zip Code

93401

State/Province/Region

CA

Country

USA

9) Phone *

(805) 543-0638

10) E-mail

director@historycenterslo.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

The History Center promotes the understanding and appreciation of San Luis Obispo County's historical and cultural heritage. The History Center collects, preserves and exhibits historic artifacts, records, images, and documents and provides access to its collections in both traditional and digital forms, for research, study and educational purposes. The History Center cooperates with other regional organizations and promotes their goals and programs.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

Founded in 1953, the Historical Society for the county of San Luis Obispo facilities consist of a museum, archive, research room, and historic home & garden. We believe that an impartial understanding of the past provides the community with an identity and the power to shape its future. We are committed to providing the tools and the forum to preserve this history.

We are governed by a Board of Directors, which provides direction. The Executive Director answers to the Board and is responsible for day-to-day implementation of direction. Our collections staff care for the historic materials in our possession and three part time managers assist in running portions of our facilities when regular staff isn't present. A large portion of the organization's work is done by volunteers who take part in our committee structure.

3) Name of Executive Director *

Thomas Kessler

4) Number of paid staff (full or part-time) *

5

5) Number of volunteers *

50

6) Name of Board President or Chair *

Benjamin Peterson

7) Describe the community(ies) your organization supports *

The History Center is dedicated to encouraging access to historical information for all residents AND visitors to San Luis Obispo who want to know more about the people, places, and events that have shaped our county. Whether that curiosity already exists, or we are able to spark it through our outreach, we believe that a population that understands its history is better able to make informed decisions about its future. As we serve a linguistically diverse community, we need to be able to provide access to our materials in multiple languages. Thus far, we have struggled to accommodate non-English speakers when creating our exhibits due to resource constraints.

8) Approximate Annual Budget *

\$300,000.00

9) Major Sources of Funding *

County of San Luis Obispo; private donors; earned income through events, rentals, and sales.

Part 3 Project/Program Information ▼

1) Please provide an executive summary of proposed project/program (200 words max) *

Our goal is to increase accessibility to our exhibits and public lecture events by offering text translations and public lectures in Spanish, the second most commonly spoken language in our area. Translating our exhibits into Spanish and introducing a Spanish-language lecture series will enhance public accessibility to our institution. By providing Spanish translations of exhibit materials we can create a more immersive experience for Spanish-speaking visitors and foster a deeper connection with the stories and artifacts we present. This accommodates diverse audiences and encourages cross-cultural understanding.

Moreover, a dedicated Spanish-language lecture series will allow our museum to engage with the community on a more profound level. Experts and scholars can deliver insightful talks on various topics, conducted in Spanish. This initiative allows the Spanish-speaking population access to the same information the English speaking community receives and creates a platform for intellectual exchange and dialogue in their native language. Introducing linguistic and cultural adaptations acknowledges the importance of language diversity in enriching the visitor experience. It also reflects the museum's commitment to embracing multiculturalism and catering to the needs of a globalized world. Ultimately, translating exhibits and offering lectures in Spanish facilitates knowledge dissemination, bridges language gaps, and promotes a more inclusive and enlightened society.

2) Total project cost *

\$7,000.00

3) Requested Amount *

\$7,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

This program has two distinct but closely related tracks.

The first track relates to translation of materials presented to the public in the museum. Our permanent exhibit consists of a 15-minute video that tells a broad-brush overview of the history of the county through photographs and narration. We propose translating the script into Spanish and having a second version of the film produced with a Spanish audio track. We also have three gallery spaces that have rotating exhibitions - though it

must be stressed that the amount of effort and research necessary to produce an exhibit means that they don't change more than once a year. The panels will remain in English for now, but we will be able to offer supplemental materials in Spanish - most likely in the form of laminated cards with translations of all written panels, captions, and descriptions.

The second track will involve outreach to the Spanish speaking population of our county through a lecture series designed specifically for them, to be carried out in Spanish and advertised in Spanish-language media. Translations into English can be provided afterward, but the primary focus of this program will have at its center the idea that hispanophones have been, are, and will remain a significant factor in our community. Stories of local and state history will be brought to life through speakers who can bring a Latinx, non-Anglo perspective.

5) Describe the community/population the project/program will support *

We will be specifically targeting Spanish speaking residents of San Luis Obispo County. In preparing this application, we reached out to the San Luis Coastal School District for a breakdown of the languages spoken at home by their students - the thinking being that the children are the tip of the iceberg in identifying our local communities. They reported 1299 Spanish speaking students. Second place is a tie between Arabic and Tagalog at 27 each. As the Spanish-speaking community is the most prominent, we have chosen to begin with this community.

6) Describe the equity gaps and community needs this project/program will address *

Our volunteer base has been nearly exclusively English speaking, which means that the members of our community who are unable to communicate effectively in English - or those who prefer to use a different language - have been underserved. By offering translations of our exhibits in a second, broadly-spoken language, we will be able to serve segments of the population that haven't traditionally felt welcomed in museum spaces. A critical component of this project is outreach and relationship building within the Spanish-speaking community. Running off a few copies of translated written materials will not achieve our goal of expanding access to our institution: we need to connect with the Spanish-speaking community through outreach programs. Eventually, we hope to make connections with groups and organizations that we could work with for future exhibits with a focus on underrepresented communities in our county.

7) Provide timeline for project *

Initial translation of the movie and exhibit panels could happen in relatively short order upon receipt of the funding. The speaker program and accompanying Spanish-language media outreach would take longer to prepare and we would likely aim for March or April 2024 to give us enough time to lay the groundwork and not risk getting caught up in the holidays.

8) List any partnerships/collaborations that are supporting this project/program and their roles *

Steve Lombardi & Associates has a track record of providing us with wide-ranging and effective marketing at exceptional rates. Cal Interpreting & Translations is a vendor we have identified that can do both the actual translation from English to Spanish and other languages, and also the technical work of applying secondary audio channels and subtitles for our video. WriteNowSF is an organization based in San Francisco that we have worked with to bring attention to topics like Japanese-American farmers in San Luis Obispo County, as well as hosting speakers and readings from poets, educators, artists, and activists such as Jaime Cortez, Sandra Bass, Karla Brundage, and Shizue Seigel. We also intend to collaborate with the Latino Outreach Council and other groups to identify potential speakers for our Spanish outreach program.

9) Describe your plan for sustainability beyond the City's one-year award funding *

This program will enable us to translate our permanent video exhibit as well as our current rotating exhibits, which each tend to be up for a year or so. As we move forward, we will need to make it a part of our central operations to budget translation services into each new exhibit's production pricing.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

We plan on making heavy use of free and earned media, including email, social media, community calendars, and outreach to fellow organizations. We will also take advantage of Spanish-language radio stations in San Luis Obispo, Paso Robles, and Santa Maria to make inroads into populations we haven't traditionally done a good job of serving.

11) Est. Number of people served through this project/program *

We average about 10,000 visitors per year. We would love to aim for 500 Spanish-speaking visitors during the grant period.

12) Est. Number of SLO City Residents served through this project/program *

We do receive a significant number of tourists through the museum, but we hope this program will encourage visitation by city residents who will be able to learn about their history in their own language.

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|---|
| 500 | # of Spanish speaking visitors |
| 75 | # of requests for translated audio of the movie |
| 250 | # of attendees to Spanish-language lectures |
| 10 | % increase in attendance by locals |

DEI statement*

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

DEI and History statement.pdf

52.16KB

Detailed budget*

Including how the total requested amount of grant would be spent.

Translation and Multilingual Access budget.pdf

53.07KB

Organizational chart.*

Board and Staff.pdf

9.63KB

Federal Tax-Exempt Status*

History Center IRS 501c3.pdf

752.27KB

| | | |
|---------------------|--------------------------|--|
| | | |
| Chair | Peterson, Benjamin | |
| | | |
| Directors | Andre, Jim | |
| | Cairns, Kathleen | |
| | Collins, Debbie | |
| | Dublin Macmillan, Leola | |
| | Gottesfeld, Sharon | |
| | Scoggins Herring, Kaylee | |
| | Roberta Soules | |
| | Villa, John | |
| | | |
| Staff: | | |
| Executive Director | Thomas Kessler | |
| Collections Manager | Brittany Webb | |
| Rentals Manager | Stacey Avelar | |
| Weekend Docent | Jim Dellemonico | |
| Weekend Docent | Ariel Waterman | |

Diversity, Equity, and Inclusion at the History Center

The History Center of San Luis Obispo County acknowledges, accepts, and embraces the idea that a thorough understanding of history requires study from multiple perspectives and a recognition of the biases those perspectives carry.

We are guided by the belief that an inclusive interpretation of the past must uphold historical truths, must encompass a wide range of voices and lived experiences, and must not suppress information that may make some uncomfortable.

Historical practices of racism, discrimination, and exclusion have often been institutionalized over time, and the way history is narrated can either reinforce or challenge dominant power structures. Because of these facts, we commit ourselves to ensuring that our programming both respects the diverse traditions, heritages, and experiences of our community and presents the story of our community's history in diverse and inclusive ways.

We are committed to continually strengthening and evaluating our DEI efforts and to exploring underlying, unquestioned assumptions that interfere with inclusiveness.

We will strive to embed diversity, equity, and inclusion practices in every aspect of our organization, and to recognize and address inequities in our policies, programs, and services.

The History Center of San Luis Obispo County respects and welcomes varied perspectives from the community as well as members, donors, and employees.

This statement is a work in progress and has not yet been adopted by our Board of Directors, but it does reflect the work being done and the values held by the History Center.

| | |
|--|------|
| CIT interpretation of 15-minute film | 350 |
| Spanish audio for 15-minute film | 1150 |
| Translation of exhibit panels | 2500 |
| Advertising campaign on Spanish-Language Radio | 2000 |
| Honoraria for speakers | 1000 |



State of California Secretary of State

I, DEBRA BOWEN, Secretary of State of the State of California, hereby certify:

That the attached transcript of 1 page(s) is a full, true and correct copy of the original record in the custody of this office.

IN WITNESS WHEREOF, I execute this certificate and affix the Great Seal of the State of California this day of

MAY 19 2010



Debra Bowen

DEBRA BOWEN
Secretary of State

A 0703517

ENDORSED - FILED
in the office of the Secretary of State
of the State of California

APR 29 2010

CERTIFICATE OF AMENDMENT OF THE
ARTICLES OF INCORPORATION OF
San Luis Obispo County Historical Society

The undersigned certify that:

1. They are the **president** and the **secretary**, respectively, of *San Luis Obispo County Historical Society*, a California nonprofit corporation.

2. The following amendment to the articles of incorporation of the corporation has been approved by the board of directors:

The name of the corporation has been changed from The San Luis Obispo County Historical Society to **THE HISTORY CENTER OF SAN LUIS OBISPO COUNTY.**

3. The foregoing amendment of Articles of Incorporation has been duly approved by the board of directors.

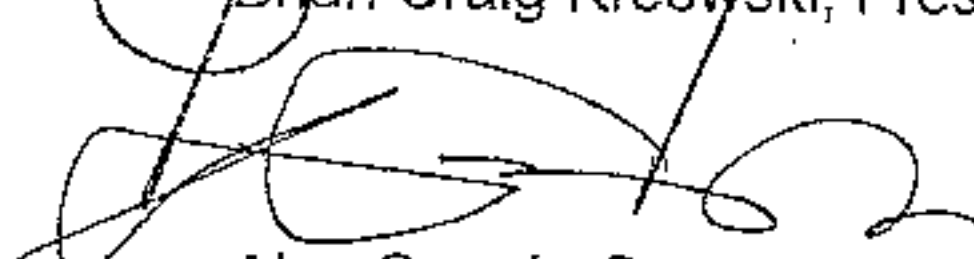
4. The foregoing amendment of Articles of Incorporation has been duly approved by the required vote of the members.

We further declare under penalty of perjury under the laws of the State of California that the matters set forth in this certificate are true and correct of our own knowledge.

DATE: _____

4/26/10


Brian Craig Kreowski, President


Alex Gough, Secretary





**U. S. TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE**

DISTRICT DIRECTOR
P. O. BOX 231
LOS ANGELES, CALIFORNIA 90053

June 26, 1967

IN REPLY REFER TO
Form L-178
Code 414: PJD
LA-EO-67-5114

San Luis Obispo County
Historical Society
696 Monterey Street
San Luis Obispo, California 93401

| | |
|--|-------------------------------------|
| PURPOSE Educational | |
| ADDRESS INQUIRIES & FILE RETURNS WITH DISTRICT DIRECTOR OF INTERNAL REVENUE | |
| Los Angeles | |
| FORM 990-A RE- QUIRED | ACCOUNTING PERIOD ENDING |
| <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO | June 30 |

Gentlemen:

On the basis of your stated purposes and the understanding that your operations will continue as evidenced to date or will conform to those proposed in your ruling application, we have concluded that you are exempt from Federal income tax as an organization described in section 501(c)(3) of the Internal Revenue Code. Any changes in operation from those described, or in your character or purposes, must be reported immediately to your District Director for consideration of their effect upon your exempt status. You must also report any change in your name or address.

You are not required to file Federal income tax returns so long as you retain an exempt status, unless you are subject to the tax on unrelated business income imposed by section 511 of the Code, in which event you are required to file Form 990-T. Our determination as to your liability for filing the annual information return, Form 990-A, is set forth above. That return, if required, must be filed on or before the 15th day of the fifth month after the close of your annual accounting period indicated above.

Contributions made to you are deductible by donors as provided in section 170 of the Code. Bequests, legacies, devises, transfers or gifts to or for your use are deductible for Federal estate and gift tax purposes under the provisions of section 2055, 2106 and 2522 of the Code.

You are not liable for the taxes imposed under the Federal Insurance Contributions Act (social security taxes) unless you file a waiver of exemption certificate as provided in such act. You are not liable for the tax imposed under the Federal Unemployment Tax Act. Inquiries about the waiver of exemption certificate for social security taxes should be addressed to this office, as should any questions concerning excise, employment or other Federal taxes.

This is a determination letter.

Very truly yours,

F. S. Schmidt
F. S. Schmidt
District Director

You are cautioned that upon dissolution your remaining assets must be distributed to an organization described in section 501(c)(3) of the Code and exempt from Federal income tax.

Our ruling letter of June 28, 1955, holding you to be exempt as an organization described in section 501(c)(7) of the Code is hereby modified to the extent that it is inconsistent with this determination letter.



U. S. TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
LOS ANGELES 12, CALIF.

JUN 28 1955

IN REPLY REFER TO:
A:F:BW:PAK

San Luis Obispo County Historical Society
c/o Mrs. Mel Sebastian
1241 Nipomo Street
San Luis Obispo, California


Gentlemen:

It is the opinion of this office, based upon the evidence presented, that you are entitled to exemption from Federal income tax under the provisions of section 501(c)(7) of the Internal Revenue Code of 1954 and the corresponding provisions of the Internal Revenue Code of 1939.

Accordingly, you are not required to file income tax returns unless you change the character of your organization, the purposes for which you were formed, or your method of operation. Any such changes should be reported immediately to the District Director of Internal Revenue, Los Angeles 12, California in order that their effect upon your exempt status may be determined.

You are required, however, to file an information return, Form 990, annually, with the District Director of Internal Revenue, Los Angeles 12, California, so long as this exemption remains in effect. This form may be obtained from the District Director of Internal Revenue, Los Angeles 12, California, and is required to be filed on or before the 15th day of the fifth month following the close of your annual accounting period.

Very truly yours,


R. A. Riddell
District Director of Internal Revenue

FL-400

RCSF 901359

City of San Luis Obispo

Grant Recipient Report Template

| | | | |
|---|----------------------------|--------------------------|-----------------------------|
| Grant Name: | DEI HIGH IMPACT GRANT | | |
| Grant Year: | FY 2023-2024 | | |
| Type of Report: | Midyear Report (check box) | <input type="checkbox"/> | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |

City of San Luis Obispo

To: History Center
From: Office of Diversity, Equity, and Inclusion
Date: December 7, 2023
Re: DEI High Impact Grant Exhibit C Contract

As a recipient of the 2023-24 DEI High Impact Grant program and receiving partial funds for the project listed in Exhibit A, grantee will scope their Services, as stipulated in the contract, in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services' impact in addressing the equity gap(s) and community need(s) described in the grantee's application. Grantee agrees to scope Services as required by the new allocated dollar amount.

Best,

Office of Diversity, Equity, & Inclusion

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 1/24/2024 | 9:32 AM PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and RACE MATTERS (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to 48 free "Shop talk" community healing sessions (hereinafter the "Services") as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the "Application"), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of "Exhibit B," attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services' impact in addressing the equity gap(s) and community need(s) described in the Application. GRANTEE agrees to the modified scope as set forth in Exhibit C
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$16,800, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1. If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

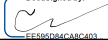
City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

RACE MATTERS
PO Box 5215
San Luis Obispo, CA 93403
Attn: Courtney Haile
hello@racematterslo.org

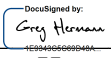
IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

GRANTEE

By: 

Courtney Haile, Executive Director

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 

Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 

Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

RACE Matters SLO County

2) 501(c)(3) - employer identification number (if applicable) *

86-1879181

3) Fiscal Agent *

N/A

4) Project/Program Name *

Shop Talk (primary) Hair Fund (secondary)

5) Requested Amount *

\$20,000.00

6) Name of Person Completing Application *

Courtney Haile

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

P.O. Box 5215

Address Line 2

City

SAN LUIS OBISPO

Postal/Zip Code

93403

State/Province/Region

CA

Country

United States

9) Phone *

8052426256

10) E-mail

hello@racemattersslo.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

MISSION:

Create artistic, cultural, educational, and social experiences that amplify Black voices and matters of racial justice.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

VISION:

Build community that celebrates diversity and works together for racial and social justice.

WHAT WE DO

Produce events, media content, cultural activations, and programs -- respond to social and racial injustice, and support others in the community working in this space.

R.A.C.E. Matters is a Black-led organization under the direction of a Board

3) Name of Executive Director *

Courtney Haile

4) Number of paid staff (full or part-time) *

3

5) Number of volunteers *

5-10

6) Name of Board President or Chair *

Preston Allen

7) Describe the community(ies) your organization supports *

R.A.C.E. Matters aims to center Black communities in particular and BIPOC communities more broadly -- regularly supporting and contracting artists, culture bearers, and scholars of color for our events and original content. We also strive to center members of these communities in our planning of social events and more intimate programs intended to foster belonging and community building. Our educational resources -- including resource pages for programs including Belonging 2021 - we are here, documentary film Restrictions Apply, and Braiding Water - invite the community at large to learn about the importance of representation, the history of systemic racism right here at home, and contextualization of the climate crisis and climate justice.

8) Approximate Annual Budget *

\$150,000.00

9) Major Sources of Funding *

Corporate and government grants + individual donations.

Part 3 Project/Program Information ▼

1) Please provide an executive summary of proposed project/program (200 words max) *

R.A.C.E. Matters seeks funds to support programs dedicated to Health Equity and Well Being for BIPOC Community Members through two initiatives:

"Shop Talk" - Advancing Health Equity and Well Being with Clinician-Led Discussion Groups:

We are seeking funds to support free, monthly, therapist and/or clinician-led discussion groups intended to foster healing, community making, well-being, and joy. While R.A.C.E. Matters does not discriminate, the Shop Talk program would consist of 4 monthly sessions (48 total) intended to serve community members who identify with the following categories 1) Black-identified adults 2) Black-identified youth and/or young adults 3) BIPOC identified adults 4)BIPOC identified youth and/or young adults. Requested Shop Talk funds would be used for 1) compensation for clinicians 2) compensations for other healers such as breathwork practitioners, artists, culture bearers or cultural scholars 3) facility and administrative costs to R.A.C.E. Matters directly related to the program, and more as outlined in the budget spreadsheet. Over the past year, R.A.C.E. Matters personnel have been in conversation and community with clinicians of color regarding the Shop Talk program, broaching subjects including but not limited to potential program structure and community agreements. While we've outlined the session categories above, we are flexible to adjust along the way and defer to expressed community needs, such as mixed-raced or LGBTQ of color sessions, and/or if there is needed processing of national or local racial trauma. In addition, while sessions would be clinician-led, confidential and intended to encourage healing, they would not be a substitute for a therapeutic environment or group therapy. R.A.C.E. Matters is committed to this program and intends to execute a pilot prior to the funding decision for this application.

Hair Fund: This particular ask around hair services is inspired by a "Back to School" braiding event at Texture salon organized by a skilled and generous volunteer. R.A.C.E. Matters seeks funds for a hair fund that enables local folks with financial barriers to receive hair services at Texture salon, while also allowing stylists and braiders to be compensated for their labor. Funds are sought for stylist compensation + facility use and administrative costs directly related to the program. R.A.C.E. Matters plans to sustain the Hair Fund with community donations.

2) Total project cost *

\$20,000.00

3) Requested Amount *

\$20,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

"Shop Talk" - Advancing Health Equity and Well Being with Clinician-Led Discussion Groups:

We are seeking funds to support free, monthly, therapist and/or clinician-led discussion groups intended to foster healing, community making, well-being, and joy. While R.A.C.E. Matters does not discriminate, the Shop Talk program would consist of 4 monthly sessions (48 total) intended to serve community members who identify with the following categories 1) Black-identified adults 2) Black-identified youth and/or young adults 3) BIPOC identified adults 4)BIPOC identified youth and/or young adults. Requested Shop Talk funds would be used for 1) compensation for clinicians 2) compensations for other healers such as breathwork practitioners, artists, culture bearers or cultural scholars 3) facility and administrative costs to R.A.C.E. Matters directly related to the program, and more as outlined in the budget spreadsheet. Over the past year, R.A.C.E. Matters personnel have been in conversation and community with clinicians of color regarding the Shop Talk program, broaching subjects including but not limited to potential program structure and community agreements. While we've outlined the session categories above, we are flexible to adjust along the way and defer to expressed community needs, such as mixed-raced or LGBTQ of color sessions, and/or if there is needed processing of national or local racial trauma. In addition, while sessions would be clinician-led, confidential and intended to encourage healing, they would not be a substitute for a therapeutic environment or group therapy. R.A.C.E. Matters is committed to this program and intends to execute a pilot prior to the funding decision for this application.

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The Shop Talk program will advance diversity, equity, and inclusion in San Luis Obispo by promoting health and well being for Black and BIPOC residents in a safe, professionally led and culturally affirming space. While our cities, institutions, and organizations strive towards greater representation and inclusion of Black and BIPOC community members, we must also care and hold space for the health and well being of those who are representing.

The Hair Fund program will advance diversity, equity, and inclusion in San Luis Obispo by providing culturally affirming personal services to those who face financial barriers. While free hair services certainly may aid self-esteem and be an exciting treat, protective styles such as braids and weaves, along with basic maintenance such as texture-specific hair trimming and conditioning treatments can protect the long term condition of one's hair. Braided styles can also be essential for periods of limited mobility due to medical issues.

5) Describe the community/population the project/program will support *

While R.A.C.E. Matters does not discriminate, the Shop Talk program would consist of 4 monthly sessions (48 total) intended to serve community members who identify with the following categories 1) Black-identified adults 2) Black-identified youth and/or young adults 3) BIPOC identified adults 4)BIPOC identified youth and/or young adults.

While we've outlined the session categories above, we are flexible to adjust along the way and defer to expressed community needs, such as mixed-raced or LGBTQ of color sessions, and/or if there is needed processing of national or local racial trauma.

The Hair Fund will support those with textured hair who have financial barriers.

6) Describe the equity gaps and community needs this project/program will address *

The Shop Talk program will advance diversity, equity, and inclusion in San Luis Obispo by promoting health and well being for Black and BIPOC residents in a safe, professionally led and culturally affirming space. While our cities, institutions, and organizations strive towards greater representation and inclusion of Black and BIPOC community members, being a community representative or simply surviving in an expensive area like SLO city can be taxing. As a professionally-led affinity space aimed at healing, "Shop -Talk" would address health equity by creating free spaces that offer community care.

The Hair Fund program will advance diversity, equity, and inclusion in San Luis Obispo by providing culturally affirming personal services to those who face financial barriers. While free hair services certainly may aid self-esteem and be an exciting treat, protective styles such as braids and weaves, along with basic maintenance such as texture-specific hair trimming and conditioning treatments can protect the long term condition of one's hair. Braided styles can also be essential for periods of limited mobility due to medical issues.

7) Provide timeline for project *

Over the past year, R.A.C.E. Matters personnel have been in conversation and community with clinicians of color regarding the Shop Talk program, broaching subjects including but not limited to potential program structure and community agreements. R.A.C.E. Matters is committed to this program and intends to execute a pilot prior to the funding decision for this application. We intend to meet with clinicians to plan the pilot before 2023's end, and plan to begin the program in January.

8) List any partnerships/collaborations that are supporting this project/program and their roles *

R.A.C.E. Matters enjoys fruitful relationships with several organizations including Cal Poly's Black Academic Excellence Center and Black Faculty and Staff Association. These relationships will help with recruitment of program participants. While R.A.C.E. Matters will be the primary organization

executing the program, we are open to collaboration as needed.

9) Describe your plan for sustainability beyond the City’s one-year award funding *

R.A.C.E. Matters plans to sustain Shop Talk and the Hair Fund by pursuing corporate and governmental grants in addition to seeking individual donations with a targeted campaign.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

Our promotional plan includes the design and printing of flyers that will distributed to section 8 housing complexes, BIPOC owned businesses, and more generally. Additionally, paid social media advertisements and community outreach will be used. We will also rely on our mailing list and on outreach at our own events.

11) Est. Number of people served through this project/program *

65

12) Est. Number of SLO City Residents served through this project/program *

45

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|---|
| 1 | # of city residents served, measured by attendance tracking and surveys. |
| 2 | # of county residents (not city residents)served, measured by attendance tracking and surveys |
| 3 | consistent attendance, measured by attendance tracking and surveys |
| 4 | positive feedback reflected, measured with qualitative surveys |
| 5 | referrals made by community members, measured with attendance surveys |

DEI statement *

that includes Applicants’ understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

RM_DEI Statement_ High Impact Funding .docx.pdf 89.15KB

Detailed budget *

Including how the total requested amount of grant would be spent.

DEI_HighImpact_2023_2024 (1).xlsx 10.88KB

Organizational chart. *

R.A.C.E. Matters Organizational Chart 2023 (1).pdf 41.64KB

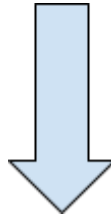
Federal Tax-Exempt Status *

Copy of EIN-2021-02-04 (2).pdf 13.58KB

R.A.C.E. Matters Organizational Chart 2023

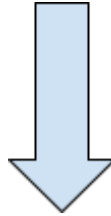
Board of Directors

Preston Allen, President
Julie Lynem, Vice President
Renoda Campbell - Monza, Secretary
Laura Albers, Treasurer
Dr. Alexis Smith, Member at Large



Executive Director

Courtney Haile



Program Coordinator: Nalah Loman

Specialized Volunteer Support: Stephanie Allen, Dr. Elizabeth Sine

R.A.C.E. Matters was founded in 2016 and has been a non-profit organization since 2021 – with the mission to create artistic, cultural, educational, and social experiences that amplify Black voices and matters of racial justice. By engaging the public through the creation of public dialogues, Black-centered social spaces, cultural and arts events that center Black creative expressions, and racial justice educational programming, the group has emerged as a publicly recognized local leader in matters of race relations. The organization has led and advanced the racial justice conversation locally since its first event – *A Conversation About Race In America* in 2016, as well as through its *Belonging* arts and culture series and numerous other initiatives. R.A.C.E. Matters' educational resources – including the original documentary film *Restrictions Apply* – invite the community at large to unpack local systemic racism.

R.A.C.E. Matters seeks funds to support programs dedicated to *Health Equity and Well Being for BIPOC Community Members* through two initiatives:

Shop Talk - Advancing Health Equity and Well Being with Clinician-Led Discussion Groups:

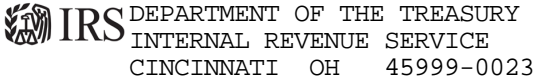
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| R.A.C.E. Matters SLO | |
|--|-----------------|
| HEALTH EQUITY & WELL BEING | |
| 2023/4 Program Estimated Budget | |
| Program Costs | |
| "Shop Talk": Clinician-Led Discussion Groups | |
| sessions) | \$4,800 |
| Facility Rental (48 sessions, half day rental of \$50) | \$2,400 |
| Insurance (5% of ttl. RM costs) | \$200 |
| overall program prep, individual session prep, session debriefs, | \$3,500 |
| Facility cleaning fee, (\$25 x 48 sessions) | \$1,200 |
| each for half of total sessions) | \$2,400 |
| Refreshments (\$25 x 48 sessions) | \$1,200 |
| Marketing (printing of flyers, paid social media posts | \$500 |
| Supplies for craft-based sessions (\$50 X12 sessions) | \$600 |
| | |
| | |
| | |
| | \$0 |
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| | |
| | |
| Shop Talk Program Costs | \$16,800 |
| Hair Fund Program Costs | |
| people for free | \$2,500 |
| services | \$700 |
| | \$3,200 |
| Total program costs | \$20,000 |



Date of this notice: 02-04-2021

Employer Identification Number:
86-1879181

Form: SS-4

Number of this notice: CP 575 E

RACE MATTERS SLO COUNTY
PO BOX 5215
SN LUIS OBISP, CA 93403

For assistance you may call us at:
1-800-829-4933

IF YOU WRITE, ATTACH THE
STUB AT THE END OF THIS NOTICE.

WE ASSIGNED YOU AN EMPLOYER IDENTIFICATION NUMBER

Thank you for applying for an Employer Identification Number (EIN). We assigned you EIN 86-1879181. This EIN will identify you, your business accounts, tax returns, and documents, even if you have no employees. Please keep this notice in your permanent records.

When filing tax documents, payments, and related correspondence, it is very important that you use your EIN and complete name and address exactly as shown above. Any variation may cause a delay in processing, result in incorrect information in your account, or even cause you to be assigned more than one EIN. If the information is not correct as shown above, please make the correction using the attached tear-off stub and return it to us.

When you submitted your application for an EIN, you checked the box indicating you are a non-profit organization. Assigning an EIN does not grant tax-exempt status to non-profit organizations. Publication 557, Tax-Exempt Status for Your Organization, has details on the application process, as well as information on returns you may need to file. To apply for recognition of tax-exempt status under Internal Revenue Code Section 501(c)(3), organizations must complete a Form 1023-series application for recognition. All other entities should file Form 1024 if they want to request recognition under Section 501(a).

Nearly all organizations claiming tax-exempt status must file a Form 990-series annual information return (Form 990, 990-EZ, or 990-PF) or notice (Form 990-N) beginning with the year they legally form, even if they have not yet applied for or received recognition of tax-exempt status.

Unless a filing exception applies to you (search www.irs.gov for Annual Exempt Organization Return: Who Must File), you will lose your tax-exempt status if you fail to file a required return or notice for three consecutive years. We start calculating this three-year period from the tax year we assigned the EIN to you. If that first tax year isn't a full twelve months, you're still responsible for submitting a return for that year. If you didn't legally form in the same tax year in which you obtained your EIN, contact us at the phone number or address listed at the top of this letter.

For the most current information on your filing requirements and other important information, visit www.irs.gov/charities.

City of San Luis Obispo

Grant Recipient Report Template

| | | | |
|---|----------------------------|--------------------------|-----------------------------|
| Grant Name: | DEI HIGH IMPACT GRANT | | |
| Grant Year: | FY 2023-2024 | | |
| Type of Report: | Midyear Report (check box) | <input type="checkbox"/> | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |

Exhibit C

City of San Luis Obispo

To: Texture
From: Office of Diversity, Equity, and Inclusion
Date: December 7, 2023
Re: DEI High Impact Grant Exhibit C Contract

As a recipient of the 2023-24 DEI High Impact Grant program and receiving partial funds for the project listed in Exhibit A, grantee will scope their Services, as stipulated in the contract, in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services' impact in addressing the equity gap(s) and community need(s) described in the grantee's application. Grantee agrees to use funds for the following:

1. Funds to cover the 48 free shop talk community healing sessions.

Best,

Office of Diversity, Equity, & Inclusion

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 12/28/2023 | 9:15 AM PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and SLO HILLEL (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to one presentation for the Jews of Color speaker series (hereinafter the “Services”) as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the “Application”), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of “Exhibit B,” attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services’ impact in addressing the equity gap(s) and community need(s) described in the Application. GRANTEE agrees to the modified scope as set forth in Exhibit C
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$10,000, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1. If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

SLO HILLEL
1 Grand Ave
San Luis Obispo, CA 93407
Attn: Lauren Bandari
lauren.bandari@slohillel.org

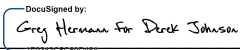
IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

GRANTEE

By: 

Lauren Bandari, Executive Director

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 
Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 
Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

San Luis Obispo Hillel

2) 501(c)(3) - employer identification number (if applicable) *

521844823

3) Fiscal Agent *

Lauren Bandari

4) Project/Program Name *

"Jews of Color" Speaker Series Presentation

5) Requested Amount *

\$20,000.00

6) Name of Person Completing Application *

Lauren Bandari

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

1 Grand Ave

Address Line 2

City

San Luis Obispo

Postal/Zip Code

93407

State/Province/Region

CA

Country

USA

9) Phone *

(805) 295-0890

10) E-mail

lauren.bandari@slohillel.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

San Luis Obispo Hillel is the center-point of Jewish life at Cal Poly and in the San Luis Obispo community. We provide a welcoming and supportive environment, so our students can be proud of and engaged with their Jewish heritage.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

Hillel raises awareness on campus of the significance of our Jewish heritage and values. Through career-based and community-service programs, social and cultural events, and gatherings, SLO Hillel brings Jewish students and the entire community together to enrich lives. San Luis Obispo Hillel strives to be pluralistic and diverse through new programming. Events include hiking, music and bonfires, on-campus BBQs, off-campus retreats,

wellness activities, seminars with diverse and intriguing speakers, and dinners with other cultural and religious groups, building connections and unity on campus and throughout the community. From 1970-2018, the organization was entirely student run. Currently, San Luis Obispo Hillel has an Executive Director, Lauren Bandari, and an Israeli fellow, Lidar Eini, who manage day-to-day operations and outreach, expanding the scope and overall reach of the organization.

3) Name of Executive Director *

Lauren Bandari

4) Number of paid staff (full or part-time) *

2

5) Number of volunteers *

20

6) Name of Board President or Chair *

Micah Dekofsky

7) Describe the community(ies) your organization supports *

Every day, San Luis Obispo Hillel supports Jewish young adults on campus and in the broader San Luis Obispo community, and on a deeper level, we support the education of the entire community on the diversity and richness of Jewish culture, history and traditions. Inclusion can come only through outreach, awareness and relationship building, and San Luis Obispo Hillel is thrilled to be at the forefront of campus and community DEI efforts.

8) Approximate Annual Budget *

\$150,000.00

9) Major Sources of Funding *

Individual Donors and Board Members (Cal Poly Alum), Hillel International grants, Jewish Agency grant

Part 3 Project/Program Information ▼

1) Please provide an executive summary of proposed project/program (200 words max) *

After a very successful event with actress Rain Pryor last year, San Luis Obispo Hillel is seeking grant funding to host another charismatic speaker to break down stereotypes and inspire San Luis Obispo audiences in the pursuit of DEI. The speaker (TBD) would be a well-renowned Jewish person of color – someone of the caliber of Rain Pryor – who can speak to the diversity of the Jewish identity and experience, as well as the shared social struggles that we face in a way that is engaging and powerful. Building on the momentum from last spring's moving talk, this dynamic speaker will provide thought-provoking new insights into the ongoing conversations of race, ethnicity and identity, with a particular focus on the relationship between antisemitism and systemic racism in today's world. The impact of this speaking engagement would be expanded beyond the single event, with a separate planned (smaller) engagement with members of campus/student leadership, and a reception with collaborating groups (in the DEI space).

2) Total project cost *

\$42,000.00

3) Requested Amount *

\$20,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

We've seen a stunning rise in antisemitism in our city and county, and as Dan Miesel, Regional Director of ADL Santa Barbara/Tri Counties noted, "the best response to hate is a combination of communal condemnation and meaningful engagement." This free speaking event, with its proven track record, is an ideal opportunity to engage in this conversation in a way that will help attendees recognize and challenge antisemitism and all forms of racial and ethnic hatred - wherever they see it - in our community and beyond.

Additionally, we will be expanding our impact through a reception with partner organizations, and a separate intimate talk with student leadership (student organization leadership, student government, etc.) on campus, made possible through a separate grant we received through the Taubman Symposium grant. These two separate events would provide additional valuable opportunities for dialogue and discussion.

This year, we have begun expanding our outreach to build support through collaboration (financial and promotional) to some of the key leaders in this space - NAACP, Race Matters, Cal Poly DEI, and the Jews of Color Initiative. The goal is to grow our attendee numbers, attract a speaker with a

higher honorarium cost, and increase our impact.

The speaking event would be a special feature presentation under the Jewish Festival of Learning umbrella. The Jewish Festival of Learning is a community-wide celebration of Jewish life and education on antisemitism for the Central Coast. This event occurs at the end of January/early February, coinciding with International Holocaust Remembrance Day. The Jewish Festival of Learning features a diverse range of authors, scholars, podcasters, and other luminaries, and has been well-attended in past years, reaching around 800 participants during the 2022 event.

A speaker who has experienced antisemitism and racism based on the color of their skin or appearance would be able to speak to the impact of both and share how these experiences are interconnected. Through educational opportunities like this, we can target its root cause, and make our community and world more inclusive.

San Luis Obispo Hillel believes that a dynamic speaker who is a Jew of color would be the best mouthpiece to deliver this message to the San Luis Obispo community and enlighten our residents to the diversity of the Jewish identity, how this perspective and understanding can fit into existing DEI efforts by deconstructing harmful stereotypes, and how to fight back against antisemitism and other forms of racism have impacted generations of diverse peoples.

After the success of last year's Rain Pryor event, we believe that we can attract an even larger audience, and that the presentation's powerful impact will resonate throughout the community and beyond. It is important to note that this keynote program will NOT be a religious program or feature religious practices of any kind, in accordance with the guidelines of this grant.

5) Describe the community/population the project/program will support *

This speaker event will be free and open to the public, with a target audience of San Luis Obispo residents (of all ages). The event will be hosted at a San Luis Obispo movie theatre or a similar sized venue that is easily accessible to all residents.

6) Describe the equity gaps and community needs this project/program will address *

To the average person, the perception of Jewish identity is "whitewashed" and generalized, and the rich diversity of Jewish identity is often overlooked. Just as the Black community is not a monolith, the same is true for the Jewish community, and both share a unique history of racial oppression in this country and others. Jewish people descend from ancient communities in Ethiopia, India, and China, and today with increasing numbers of interracial marriages, some experts estimate that up to 15 percent of American Jews are Jews of color.

Yet even those perceived as "white" Jews understand that their privilege ends at the point where antisemitism begins. Many define the Jewish identity solely in religious terms, but Jews are more than just a religious group and the racism they face is much more surface level than their beliefs. Historically, Jews have been designated as "a people apart"; Jews were, and continue to be, characterized as distinct or different - harassed, derided and hated for being Jews. And as a result, they have been plagued with racism throughout their 4000-year history - racism that has ultimately led to oppression and genocide in the last century, and a legacy of antisemitism, that persists even in our very own county.

We would like to bring this issue to light through the perspective of a diverse, captivating speaker, who is both ethnically Jewish and a person of color, and frame it within the broader DEI context of denouncing all forms of racism, breaking down stereotypes and uniting our community against intolerance and hatred.

7) Provide timeline for project *

-October - November 2023: Planning/Logistics; Initial Promotion

-December 2023 - January 2024: Early Promotion Continues; Media Blitz to all local and regional outlets

-Late January/Early February 2024: Paid Social Promotion Begins (Facebook/Instagram Ads); Event Execution

8) List any partnerships/collaborations that are supporting this project/program and their roles *

-NAACP San Luis Obispo County: Local Promotional Support, leveraging connections to attract larger- name speakers

-Jews of Color Initiative: Speaker suggestions

-ADL: Publicity support

-JCC Federation: Financial Support, Outreach

-AEPi: Financial Support, Outreach

9) Describe your plan for sustainability beyond the City's one-year award funding *

Ultimately, the goal is to continue to build this up as an annual series, so that the community can hear from diverse perspectives. We would continue the momentum of last year's successful event by working with other organizations that are looking to achieve a similar end goal (Anti-Defamation League, NAACP, Jews of Color, etc). However, we believe the City's support and endorsement of this special keynote presentation will help it gain the attention of local community groups to sustain similar events like it in the future.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

We plan to advertise the event through traditional means and social media advertising:

- Posters and other direct outreach to frequented venues throughout the City, Cal Poly and Cuesta College
- Communications sent to high school teachers and college (Cal Poly/Cuesta College) professors to share with their students
- Communications sent to local DEI groups (to reach diverse audiences) and SLO-based community groups
- Local media blitz and press releases
- Targeted Facebook and Instagram ad campaigns focused on the City of San Luis Obispo, as well as Cal Poly, and Cuesta College

11) Est. Number of people served through this project/program *

750

12) Est. Number of SLO City Residents served through this project/program *

600

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|---|
| 750 | Number of Total Keynote Presentation & Other Session Attendees |
| 600 | Number of SLO City Residents Served |
| 70 | Net Promoter Score from Survey Responses Showing Favorable Impact |
| 70 | % of "Yes" Responses in Post-Event Survey to the Question "Did this speaker change your perspective?" |

DEI statement *

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

DEI Statement_SLO Hillel.pdf

81.08KB

Detailed budget *

Including how the total requested amount of grant would be spent.

DEI Impact Grant Budget.pdf

94.47KB

Organizational chart. *

Org Chart - SLO Hillel.pdf

62.76KB

Federal Tax-Exempt Status *

Exemption 9.17.98.pdf

2.08MB

SLO Hillel - Organizational Chart



San Luis Obispo Hillel – DEI Statement

In alignment with the City of San Luis Obispo's commitment to making San Luis Obispo a more welcoming, equitable, and inclusive city for all, we believe it's critical that we educate our community on the complexity of the Jewish identity. Only by doing so can we truly enhance the sense of belonging for all people in our community. We're all in this together, and antisemitism is still present today in part because of a failure of our society to reflect upon the tragedies caused by antisemitism in the past and to say "never again" – both to antisemitism specifically, **and to racism in general**. On a broader level, San Luis Obispo Hillel is all about building community, and this starts with inclusion. We never turn away those who have a sincere desire to learn about our culture and values, and we challenge those who have misguided preconceptions and beliefs – about **any** person. Inclusion can come only through outreach, awareness and relationship building, and San Luis Obispo Hillel is thrilled to be at the forefront of campus and community DEI efforts.

Jews of Color - Event Budget

| | Total Cost | Amount Requested from City of SLO |
|--|------------|-----------------------------------|
| Speaker Honorarium | \$25,000 | \$15,000 |
| Main Event Venue Costs | \$2,000 | \$2,000 |
| Speaker Travel Costs | \$2,000 | \$0 |
| Paid Social Media Advertising | \$1,000 | \$0 |
| Private Event Security | \$1,000 | \$1,000 |
| Photographer/Videographer | \$1,000 | \$0 |
| Meet & Greet Reception Costs | \$4,000 | \$2,000 |
| On-Campus Event at Cal Poly (Venue & Other Costs) | \$6,000 | \$0 |

| | |
|--------------|----------|
| Total Budget | \$42,000 |
|--------------|----------|

| | |
|---------------------------|----------|
| Total Requested from City | \$20,000 |
|---------------------------|----------|

| | |
|----------------------------------|-------------|
| Total Committed by Other Sources | \$ 6,000.00 |
|----------------------------------|-------------|

| | |
|--|-------------|
| Remaining Funded/Fundraised by SLO Hillel & Partner Organizations | \$16,000.00 |
|--|-------------|

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date:

SEP 17 1998

THE FOUNDATION FOR JEWISH CAMPUS
LIFE
C/O ARYEH FURST
1640 RHODE ISLAND AVE NW
WASHINGTON, DC 20036-3278

Employer Identification Number:
52-1844823

DLN:
17053220762038

Contact Person:
D. A. DOWNING
Contact Telephone Number:
(513) 241-5199

Our Letter Dated:
December 1993

Addendum Applies:
No

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(1) and 170(b)(1)(A)(vi).

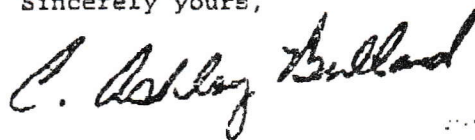
Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

If we have indicated in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,



District Director

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
31 HOPKINS PLAZA
BALTIMORE, MD 21201

DEPARTMENT OF THE TREASURY

Date: 1/10/94

THE FOUNDATION FOR JEWISH CAMPUS
LIFE
1640 RHODE ISLAND AVENUE NW
WASHINGTON, DC 20036

Employer Identification Number:
52-1844823
Case Number:
523348047
Contact Person:
EP/EO CUSTOMER SERVICE UNIT
Contact Telephone Number:
(410) 962-6058
Accounting Period Ending:
June 30
Foundation Status Classification:
509(a)(1)
Advance Ruling Period Begins:
September 29, 1993
Advance Ruling Period Ends:
June 30, 1998
Addendum Applies:
Yes

Dear Applicant:

Based on information you supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3).

Because you are a newly created organization, we are not now making a final determination of your foundation status under section 509(a) of the Code. However, we have determined that you can reasonably expect to be a publicly supported organization described in sections 509(a)(1) and 170(b)(1)(A)(vi).

Accordingly, during an advance ruling period you will be treated as a publicly supported organization, and not as a private foundation. This advance ruling period begins and ends on the dates shown above.

Within 90 days after the end of your advance ruling period, you must send us the information needed to determine whether you have met the requirements of the applicable support test during the advance ruling period. If you establish that you have been a publicly supported organization, we will classify you as a section 509(a)(1) or 509(a)(2) organization as long as you continue to meet the requirements of the applicable support test. If you do not meet the public support requirements during the advance ruling period, we will classify you as a private foundation for future periods. Also, if we classify you as a private foundation, we will treat you as a private foundation from your beginning date for purposes of section 507(d) and 4940.

Grantors and contributors may rely on our determination that you are not a private foundation until 90 days after the end of your advance ruling period. If you send us the required information within the 90 days, grantors and contributors may continue to rely on the advance determination until we make a final determination of your foundation status.

If we publish a notice in the Internal Revenue Bulletin stating that we

Letter 1045 (DD/CG)

THE FOUNDATION FOR JEWISH CAMPUS

will no longer treat you as a publicly supported organization, grantors and contributors may not rely on this determination after the date we publish the notice. In addition, if you lose your status as a publicly supported organization, and a grantor or contributor was responsible for, or was aware of, the act or failure to act, that resulted in your loss of such status, that person may not rely on this determination from the date of the act or failure to act. Also, if a grantor or contributor learned that we had given notice that you would be removed from classification as a publicly supported organization, then that person may not rely on this determination as of the date he or she acquired such knowledge.

If you change your sources of support, your purposes, character, or method of operation, please let us know so we can consider the effect of the change on your exempt status and foundation status. If you amend your organizational document or bylaws, please send us a copy of the amended document or bylaws. Also, let us know all changes in your name or address.

As of January 1, 1984, you are liable for social security taxes under the Federal Insurance Contributions Act on amounts of \$100 or more you pay to each of your employees during a calendar year. You are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the private foundation excise taxes under Chapter 42 of the Internal Revenue Code. However, you are not automatically exempt from other federal excise taxes. If you have any questions about excise, employment, or other federal taxes, please let us know.

Donors may deduct contributions to you as provided in section 170 of the Internal Revenue Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Donors may deduct contributions to you only to the extent that their contributions are gifts, with no consideration received. Ticket purchases and similar payments in conjunction with fundraising events may not necessarily qualify as deductible contributions, depending on the circumstances. Revenue Ruling 67-246, published in Cumulative Bulletin 1967-2, on page 104, gives guidelines regarding when taxpayers may deduct payments for admission to, or other participation in, fundraising activities for charity.

You are not required to file Form 990, Return of Organization Exempt From Income Tax, if your gross receipts each year are normally \$25,000 or less. If you receive a Form 990 package in the mail, simply attach the label provided, check the box in the heading to indicate that your annual gross receipts are normally \$25,000 or less, and sign the return.

If you are required to file a return you must file it by the 15th day of the fifth month after the end of your annual accounting period. We charge a penalty of \$10 a day when a return is filed late, unless there is reasonable

-3-

THE FOUNDATION FOR JEWISH CAMPUS

cause for the delay. However, the maximum penalty we charge cannot exceed \$5,000 or 5 percent of your gross receipts for the year, whichever is less. We may also charge this penalty if a return is not complete. So, please be sure your return is complete before you file it.

You are not required to file federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T, Exempt Organization Business Income Tax Return. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, we will assign a number to you and advise you of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

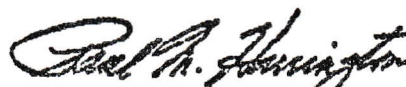
If we said in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Because this letter could help us resolve any questions about your exempt status and foundation status, you should keep it in your permanent records.

We have sent a copy of this letter to your representative as indicated in your power of attorney.

If you have any questions, please contact the person whose name and telephone number are shown in the heading of this letter.

Sincerely yours,


District Director

Enclosure(s):
Addendum
Form B72-C

City of San Luis Obispo

Grant Recipient Report Template

| | | | |
|---|----------------------------|--------------------------|-----------------------------|
| Grant Name: | DEI HIGH IMPACT GRANT | | |
| Grant Year: | FY 2023-2024 | | |
| Type of Report: | Midyear Report (check box) | <input type="checkbox"/> | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |

Exhibit C

City of San Luis Obispo

To: SLO Hillel
From: Office of Diversity, Equity, and Inclusion
Date: December 7, 2023
Re: DEI High Impact Grant Exhibit C Contract

As a recipient of the 2023-24 DEI High Impact Grant program and receiving partial funds for the project listed in Exhibit A, grantee will scope their Services, as stipulated in the contract, in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services' impact in addressing the equity gap(s) and community need(s) described in the grantee's application. Grantee agrees to use funds for the following:

1. Funds to cover one (1) presentation for the Jews of Color Speaker Series

Best,

Office of Diversity, Equity, & Inclusion

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 1/23/2024 | 10:16 AM, PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and SLO Museum of Art (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to free exhibitions showcasing underserved and excluded communities (hereinafter the “Services”) as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the “Application”), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of “Exhibit B,” attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services’ impact in addressing the equity gap(s) and community need(s) described in the Application. GRANTEE agrees to the modified scope as set forth in Exhibit C
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$9,424.38, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1. If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

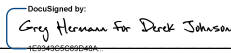
SLO Museum of Art
1010 Broad St.
San Luis Obispo, CA 93401
Attn: Erica Ellis
eellis@sloma.org

IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

GRANTEE

By: 
Erica Ellis, Operations & Collections Manager

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 

Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 

Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

San Luis Obispo Museum of Art

2) 501(c)(3) - employer identification number (if applicable) *

95-6134270

3) Fiscal Agent *

San Luis Obispo Museum of Art

4) Project/Program Name *

Expanding Equity in Exhibitions

5) Requested Amount *

\$20,000.00

6) Name of Person Completing Application *

Erica Ellis

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

1010 Broad Street

Address Line 2

City

San Luis Obispo

Postal/Zip Code

93401

State/Province/Region

CA

Country

USA

9) Phone *

(805) 543-8562

10) E-mail

eellis@sloma.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

Art Matters: We enrich our community by using art as a doorway to deeper insight and connection.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

The San Luis Obispo Museum of Art (SLOMA) is a 501c3 nonprofit organization located in the heart of San Luis Obispo's arts and culture district. SLOMA is led by a volunteer Board of Directors and a professional staff of 7 dedicated and talented individuals.

SLOMA contributes to the arts and culture of San Luis Obispo by presenting high-caliber art exhibitions and public art projects, engaging visual arts

events, and impactful arts education for youths and adults. Our admission and public programs are all offered as a free community service. Our Vision is to bring people together through art.

3) Name of Executive Director *

Leann Standish

4) Number of paid staff (full or part-time) *

7

5) Number of volunteers *

20

6) Name of Board President or Chair *

Barbara Bell

7) Describe the community(ies) your organization supports *

SLOMA serves the diverse communities of San Luis Obispo County, primarily the residents, workers, and visitors of the City of San Luis Obispo.

8) Approximate Annual Budget *

\$951,000.00

9) Major Sources of Funding *

Major sources of funding include museum memberships, private donations, private and civic grants, and corporate giving.

Part 3 Project/Program Information ▼

1) Please provide an executive summary of proposed project/program (200 words max) *

Grant funds will support two exhibitions showcasing artists from historically underserved and excluded communities, as well as free public programming for youths and adults presented in collaboration with local community partners.

The first exhibition, by artist Maria Molteni, will build upon a prior collaboration with the City of San Luis Obispo as part of the “Art in Public Places” program and will launch in June 2024 in SLOMA’s McMeen Gallery.

The second exhibition, a group show of BIPOC artists from the Central Coast and greater California, will explore historic segregation within California surf communities and highlight the BIPOC and LGBTQIA+ communities that have long been excluded from beaches and beach communities. The exhibition will launch in July 2024 in SLOMA’s Gray Wing.

We anticipate the exhibitions will be visited by 10,000-15,000 people, with additional engagement through programs and events. The goals of this project include increasing the representation of artists from historically excluded communities and providing opportunities for community gathering and storytelling to enhance a sense of belonging.

2) Total project cost *

\$45,000.00

3) Requested Amount *

\$20,000.00

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

DEI High Impact grant funds will support an exhibition by artist Maria Molteni tentatively titled “Celestial Antiphony,” as well as complementary public programs for adults and youths. Molteni (They/She) is a queer transdisciplinary artist and educator. Their practice has grown from formal studies in Painting, Printmaking, and Dance to incorporate research, ritual, and play-based collaboration. Exploring seemingly separate areas of study—athletics, craft, feminism, spiritualism, and queerness—they seek to interrupt binary thinking, crossing otherwise siloed communities and research. They engage in extensive research to gather imagery from academic, folkloric, and mystical/spiritual sources. In 2010 they founded the international queer/feminist collective New Craft Artists in Action.

Molteni’s exhibition will build upon “Seven Sisters (Celestial Subduction),” their successful 2021 mural in downtown SLO that was a joint project between the Museum of Art and the City of SLO. The exhibition will explore themes around queerness and faith, and complementary public programs will incorporate the themes and media of the exhibition in active, tactile modalities. Molteni’s experience with youth education and queer/feminist coalition building will influence the exhibition and programs to thoughtfully engage members of the LGBTQIA+ communities on the

Central Coast. The exhibition will be complemented by public programming in collaboration with the Gala Pride and Diversity Center.

DEI High Impact grant funds will also support a group exhibition of California and Central Coast-based visual artists exploring hidden surf communities. Coastal California is the land of sun, sand, and surf. It is ingrained into the lifestyle, sold to tourists and residents alike so much so that if you conduct an internet search for "California surfer" you will be inundated by pictures of men and women who are overwhelmingly cisgender, young, and white. However, these images do not reflect reality and exclude many historically underrepresented communities, including BIPOC and LGBTQIA+, sending the message that surfing isn't for them. This community is particularly conducive to hosting an exhibition that explores the in-group/out-group aspects of a sport—a lifestyle—so fraught with these specific concerns.

The exhibition, whose working title is simply "The Surf Show," will build upon the photojournalistic work of Southern California BIPOC artist Gabriella Angotti-Jones whose "I Just Wanna Surf" book highlights Black female and non-binary surfers as well as other unseen or outright ignored communities that ride the waves off the Golden State. The exhibition will explore the history of California surfing from a socio-political perspective through the work of other artists from across California, including San Luis Obispo County, that represent the impacted communities. This project is especially applicable to San Luis Obispo and the greater Central Coast, home to some of the best surf spots in the state.

San Luis Obispo-based BIPOC artist Shea Somma will also be included in the exhibition and is collaborating with SLOMA's Chief Curator to bring together 10-15 additional Central Coast visual and surfcraft artists from historically excluded communities to be included in the exhibition and in public programs, including a surfboard swap event on SLOMA's lawn area adjacent to Mission Plaza. The exhibition, running from July to September 2024, will be accompanied by a series of public programs including a "Surf Shorts" mini film festival and a discussion panel with artists and content experts from project partner California Polytechnic University, San Luis Obispo's faculty and Office of University Diversity and Inclusion.

Both exhibitions will be complemented by free public programming including docent tours, school group tours, YMCA kids camp tours and art activities, family art days, digital and in-person educational materials, and an accessible and multi-lingual mobile app. All exhibition and educational materials will be presented in both English and Spanish, and exhibition signage will conform to ADA accessibility recommendations.

5) Describe the community/population the project/program will support *

The exhibitions and public programming will intentionally engage BIPOC and LGBTQIA+ communities through the integration of artists and grassroots organizations that identify with these communities and art reflecting their lived experiences. By building partnerships with content experts and grassroots organizations directly serving these underrepresented communities, we will be able to deeply impact audiences in a respectful and collaborative manner. Public events held in collaboration with these project partners will also provide opportunities for community gathering and story sharing.

Through our continuing partnership with the YMCA of SLO County, SLOMA will host interactive group tours and guided art activities for YMCA summer camps serving youths from Grover Beach, Los Osos, and San Luis Obispo. Grover Beach and Los Osos in particular are beach-adjacent towns with significant historically underserved populations, making our onsite and offsite guided programming for this project especially significant. The art activities will be inspired by the exhibitions and incorporate tactile, auditory, and visual learning modalities to engage children with different learning strengths and will also be presented in both English and Spanish to engage bilingual/multilingual students.

6) Describe the equity gaps and community needs this project/program will address *

The exhibitions and public programming in this project will address a need at SLOMA, in our community, and in cultural institutions across the nation: increasing the diversity in the artists exhibited. SLOMA was founded in the late 1960s as the volunteer-run San Luis Obispo Art Center by, and primarily to exhibit the works of local visual artists. For a long time, white male artists represented most of the work in the exhibitions. Over the years, the representation of female artists and artists of color gradually increased, though the balance was still remarkably unequal. In 2011, the Art Center became the Museum of Art and we began to build a trained curatorial staff. Over the past decade, we have made the concerted effort to engage more historically excluded artists, to listen to stakeholders, and to build collaborative partnerships with organizations that directly serve historically excluded communities. These efforts have resulted in new programs and exhibitions uplifting the voices and perspectives of diverse artists, especially since our May 2021 post-COVID reopening. In late 2021, we completed our first IMLS/AAM Museum Assessment Program project, which has had an immense influence on our programs and strategic planning. In early 2022, SLOMA's Board of Directors and staff collaborated with a DEI consultant to craft the Museum's Strategic Plan intentionally focused on improving our practices and setting goals for equity, access, and inclusion. Our IDEA (Inclusion, Diversity, Equity, and Access) statement was formally adopted in 2022 and is now available on our website. We recognize that we still have a lot of work to do, and that these exhibitions and programs represent only one step in the long journey toward equity, but SLOMA's staff and board are committed to expanding access to, and participation in, the visual arts for historically excluded communities and artists.

As mentioned previously, the work of advancing diversity is something that the entire cultural industry needs to address. According to a 2018 joint investigation by In Other Words and artnet News, since 2008, less than 8% of exhibitions at 30 prominent US museums sampled featured work by African-American artists. While US museums are starting to engage more with artists from historically excluded communities, many larger museums tend to focus their exhibitions and resources on a small number of known names, to the detriment of emerging artists. This lack of equity in exhibitions translates into a lack of diversity in audiences, who do not see themselves represented on gallery walls: in a recent report on museum participation, researchers found that cultural representation is a "primary motivator" for BIPOC and other historically excluded groups to visit museums.

It is because of such sobering statistics as these that one of our Strategic Plan's top goals is to ensure that our exhibitions, programming, and communications are diverse, accessible, and inclusive by showcasing a variety of perspectives and elevating the voices and histories of underrepresented artists.

The target populations for direct services are primarily adults and families in the City of San Luis Obispo, and SLOMA staff will intentionally engage audiences from regional BIPOC and LGBTQIA+ communities. The artists themselves identify as members of the BIPOC and LGBTQIA+ communities and will drive engagement strategies in partnership with SLOMA. Outreach strategies will be directed by the artists, cultural partners, and the Chief Curator.

7) Provide timeline for project *

- Pre-exhibition curatorial collaboration with artist Maria Molteni and partner orgs, Mar-Jun 2024
- Pre-exhibition curatorial collaboration with Surf Show artists and partner orgs, Apr-Jul 2024
- Exhibition marketing and collaborations with fellow nonprofits/grassroots orgs, led by SLOMA's curatorial staff members, May-Sept 2024
- Preparation and installation of the exhibitions by our preparator, the artist, and Cal Poly interns, Jun-Jul 2024
- Public programming launched in collaboration with community organizations and partners, Jun-Sept 2024.
- Weekly free docent tours of the exhibition will be led by SLOMA's trained docents, Jun-Nov 2024. "Second Saturdays," a free family art-making day with art activities inspired by the exhibitions, Jun and Sept 2024.
- YMCA youth group tours and art activity events, led by SLOMA's Chief Curator, Jun-Aug 2024
- School group VTS tours and art activities, led by SLOMA's Chief Curator, Sep-Nov 2024
- "First Fridays," a free monthly event with exhibition receptions and community partner events, Jun-Nov 2024.
- Surf Show programs, including panel discussion, surf shorts film fest, and surfboard swap, Jul-Nov 2024.

8) List any partnerships/collaborations that are supporting this project/program and their roles *

SLOMA will partner with the Gala Pride and Diversity Center for the Maria Molteni exhibition. Gala will participate in SLOMA's monthly "First Fridays" program and provide promotional assistance as part of their Pride Month festivities around the City of San Luis Obispo. Additional collaboration and cross-promotion opportunities are currently being discussed between Gala, SLOMA, and the artist.

As part of the Surf Show exhibition, SLOMA will partner with the Cal Poly Office of University Diversity and Inclusion. Cal Poly OUDI will provide promotional and programming assistance, as well as provide translation services for the exhibition and related materials. Representatives from Cal Poly OUDI and additional faculty from the university will promote and also participate in an artist's panel discussion (presented for free and open to the public) that will take place shortly after the exhibition launch.

Through our continuing partnership with the YMCA of SLO County, SLOMA will host interactive group tours and guided art activities during both exhibitions for YMCA summer camps serving youths from Grover Beach, Los Osos, and San Luis Obispo. All three camps come from beach-adjacent towns and serve historically underserved populations, making our onsite and offsite guided programming for both exhibitions especially significant.

SLOMA has confirmed the above-named partnerships and we have worked with these organizations on previous DEI initiatives and programs.

9) Describe your plan for sustainability beyond the City's one-year award funding *

This project only requires one-year award funding as the exhibitions will end before December 2024. However, both exhibitions will be archived on SLOMA's website which is supported through SLOMA's operations budget.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

SLOMA will promote the events through the City of San Luis Obispo's tourism website, VisitSLO , as well as other digital, television, radio, and print outlets including The New Times, VisitSLOCAL, KSBY 6 News, KCBX radio, Facebook, Instagram, and SLO LIFE Magazine. A pre-launch promotional postcard for the Surf Show will be mailed to local SLOMA members. Promotions will include the logos of exhibition sponsors. Promotions with sponsor logos will also be sent to SLOMA's email list of over 3800 throughout both exhibitions; most people on SLOMA's email list are from the City and County of San Luis Obispo.

11) Est. Number of people served through this project/program *

We anticipate between 10,000-15,000 people will tour these exhibitions and participate in associated public programming.

12) Est. Number of SLO City Residents served through this project/program *

Based on past audience surveys, we anticipate approximately 8,000 adults viewing the exhibitions will be San Luis Obispo City residents. We anticipate another 300-400 youths from the City of SLO will participate in school tours, family art days, and YMCA events.

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|---|
| 800 | Number of SLO City residents served through the exhibitions |

| | |
|-----|---|
| 300 | Number of K-12 children from City of SLO served through youth-oriented programming |
| 10 | Percentage increase in engagement from audiences identifying as BIPOC or LGBTQIA+ |
| 10 | Number of BIPOC or LGBTQIA+ artists gaining valuable industry experience to further their careers |

DEI statement*

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

IDEA Statement SLOMA.pdf

85.33KB

Detailed budget*

Including how the total requested amount of grant would be spent.

Project budget.pdf

124.17KB

Organizational chart.*

SLOMA Org Chart 2023.pdf

214.34KB

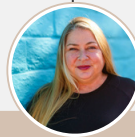
Federal Tax-Exempt Status*

SLOMA 501c3_combined.pdf

106.57KB

SAN LUIS OBISPO museum OF art

BOARD OF DIRECTORS



Leann Standish
EXECUTIVE DIRECTOR



Emma Saperstein
CHIEF CURATOR



Erica Ellis
OPS & COLLECTIONS



Lena Rushing
VISITOR SERVICES



Rowan Waters
ADMIN ASST.



Taylor Owens
PREPARATOR



Mac Wilkinson
CURATORIAL ASST.



VOLUNTEERS



SLOMA is committed to Inclusion, Diversity, Equity, and Access (IDEA) in all aspects of our work. We have a responsibility to build authentic and affirming relationships with members of every community we serve. We are committed to creating welcoming spaces that foster safety and belonging within our museum and gathering places.

INCLUSION

We define Inclusion as the ongoing and intentional work to ensure SLOMA is a welcoming space for visitors, volunteers, artists, and staff of all backgrounds, identities, abilities, and cultural beliefs. The mere presence of difference alone does not ensure inclusion; Inclusion requires people to value, respect, and accept diversity.

DIVERSITY

We define Diversity as the representation or the presence of difference (including but not limited to race and ethnicity, gender and gender identity, sexual orientation, social class, language, culture, national origin, religion, age, (dis)ability status) and value difference/diversity for the positive impact it can make in any organization or community.

EQUITY

We define Equity as promoting fair and just treatment of all community members by identifying and removing structural barriers that have prevented the full participation of historically and currently underrepresented groups. Tackling equity issues requires an understanding of the underlying or root causes of outcome disparities within our society.

ACCESS

We define Access as the design of programs, products, devices, services, or environments with the goal of meeting the needs of all visitors, volunteers, artists, and staff to ensure full participation in SLOMA programming.



SLOMA se compromete a promover la inclusión, la diversidad, la equidad y el acceso (IDEA) en todos los aspectos de su trabajo. Es nuestra responsabilidad entablar relaciones auténticas y afirmativas con los miembros de todas las comunidades a las que ofrecemos nuestros servicios. Nos comprometemos a crear espacios abiertos que fomenten la seguridad y la pertenencia a nuestros museos y lugares de reunión.

INCLUSIÓN

Definimos la Inclusión como el trabajo continuo e intencionado para garantizar que SLOMA sea un espacio cálido para visitantes, voluntarios, artistas y personal de todos los orígenes, identidades, capacidades y creencias culturales. La sola presencia de la diversidad no garantiza la inclusión; la inclusión implica que las personas valoren, respeten y acepten la diversidad.

DIVERSIDAD

Definimos la Diversidad como la representación o la presencia de la diferencia (incluidos, entre otros, la raza y la etnia, el género y la identidad de género, la orientación sexual, la clase social, la lengua, la cultura, el origen nacional, la religión, la edad y el estado de (dis)capacidad) y valoramos la diferencia/diversidad por el impacto positivo que puede tener en cualquier organización o comunidad.

EQUIDAD

Definimos la equidad como la promoción de un trato justo y equitativo para todos los miembros de la comunidad mediante la identificación y eliminación de las barreras estructurales que han impedido la plena participación de los grupos históricamente y escasamente representados en la actualidad. Abordar las cuestiones de equidad exige comprender las causas subyacentes o profundas de las disparidades de resultados en nuestra sociedad.

ACCESO

Definimos el acceso como el diseño de programas, productos, dispositivos, servicios o ambientes con el objetivo de satisfacer las necesidades de todos los visitantes, voluntarios, artistas y personal para garantizar la plena participación en la programación de SLOMA.

ADVANCING DEI IN THE CITY OF SLO

This project will complement the City of San Luis Obispo's DEI initiatives by providing space and opportunities for historically underserved and excluded communities to gather, affirm each other, and share their experiences. Public programming provided through this project will also advance the City's education and inclusion priorities, increase engagement with the arts, and increase a sense of belonging for BIPOC and LGBTQIA+ communities.

PROJECT BUDGET AND GRANT ALLOCATION

SAN LUIS OBISPO MUSEUM OF ART

Maria Molteni: Celestial Antiphony

| Item | Budgeted | DEI Grant Allocation |
|---|-----------------|----------------------|
| Gallery preparation, signage, and exhibition materials; artwork shipping & insurance; artist honorariums & travel | \$4,050 | \$1,400 |
| Translation & ADA accommodation svcs | \$200 | \$100 |
| Public programming | \$1,100 | \$1,000 |
| Marketing and promotions | \$3,250 | \$1,700 |
| Staff time | \$9,000 | \$3,000 |
| | | |
| GRAND TOTALS | \$17,600 | \$7,200 |

The Surf Show

| Item | Budgeted | DEI Grant Allocation |
|---|-----------------|----------------------|
| Gallery preparation, signage, and exhibition materials; artwork shipping & insurance; artist honorariums & travel | \$5,000 | \$2,500 |
| Translation & ADA accommodation svcs | \$300 | \$200 |
| Public programming | \$4,000 | \$3,600 |
| Marketing and promotions | \$5,100 | \$2,500 |
| Staff time | \$13,000 | \$4,000 |
| | | |
| GRAND TOTALS | \$27,400 | \$12,800 |

| | | |
|-----------------------------|-----------------|-----------------|
| PROJECT TOTAL BUDGET | \$45,000 | \$20,000 |
|-----------------------------|-----------------|-----------------|



U. S. TREASURY DEPARTMENT
INTERNAL REVENUE SERVICE

DISTRICT DIRECTOR
P. O. BOX 231
LOS ANGELES, CALIFORNIA 90033

June 6, 1966

IN REPLY REFER TO
Code 414:HJC
608-4884
LA-EO-66-572

95-6134270

San Luis Obispo Art Association
1020 Broad Street
P. O. Box 813
San Luis Obispo, California 93401

Gentlemen:

We have considered your application for exemption from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1954.

On the basis of your stated purpose and the understanding that your operations will continue as evidenced to date, we have concluded that you are exempt from Federal income tax as an organization described in section 501(c)(3). Any changes in operation from those described or in your character or purposes must be reported immediately to this office, for consideration of their effect upon your exempt status. You must also report any change in your name and address.

You are not required to file Federal income tax returns so long as you retain an exempt status, unless you are subject to the tax on unrelated business income imposed by section 511 of the Code, in which event you are required to file Form 990-T.

You are, however, required to file an information return, Form 990-A, annually, on or before the 15th day of the fifth month after the close of your annual accounting period.

Contributions made to you are deductible by donors as provided in section 170 of the Code. Bequests, legacies, devises, transfers or gifts to you or for your use are deductible for Federal estate and gift tax purposes under the provisions of section 2055, 2106 and 2522 of the Code.

You are not liable for the tax imposed under the Federal Insurance Contributions Act (social security taxes) unless you file a waiver of exemption certificate as provided in such act. You are not liable for the tax imposed under the Federal Unemployment Tax Act. Inquiries about the waiver of exemption certificate for social security taxes should be addressed to this office as should any questions concerning excise, employment or other Federal taxes.



OGDEN UT 84201-0046

In reply refer to: 0423246387
Oct. 28, 2011 LTR 252C 0
95-6134270 000000 00
Input Op: 0423246387 00004167
BODC: TE

SAN LUIS OBISPO MUSEUM OF ART
PO BOX 813
SN LUIS OBISP CA 93406-0813



021278

Taxpayer Identification Number: 95-6134270

Dear Taxpayer:

Thank you for the inquiry dated Sep. 21, 2011.

We have changed the name on your account as requested. The number shown above is valid for use on all tax documents.

If you need forms, schedules, or publications, you may get them by visiting the IRS website at www.irs.gov or by calling toll-free at 1-800-TAX-FORM (1-800-829-3676).

If you have any questions, please call us toll free at 1-877-829-5500.

If you prefer, you may write to us at the address shown at the top of the first page of this letter.

Whenever you write, please include this letter and, in the spaces below, give us your telephone number with the hours we can reach you. Also, you may want to keep a copy of this letter for your records.

Telephone Number () _____ Hours _____

Sincerely yours,

Sheila Bronson
Dept. Manager, Code & Edit/Entity 3

Enclosure(s):
Copy of this letter

City of San Luis Obispo

Grant Recipient Report Template

| | | | |
|---|----------------------------|--------------------------|-----------------------------|
| Grant Name: | DEI HIGH IMPACT GRANT | | |
| Grant Year: | FY 2023-2024 | | |
| Type of Report: | Midyear Report (check box) | <input type="checkbox"/> | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |

City of San Luis Obispo

To: SLO Museum of Art
From: Office of Diversity, Equity, and Inclusion
Date: December 7, 2023
Re: DEI High Impact Grant Exhibit C Contract

As a recipient of the 2023-24 DEI High Impact Grant program and receiving partial funds for the project listed in Exhibit A, grantee will scope their Services, as stipulated in the contract, in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services' impact in addressing the equity gap(s) and community need(s) described in the grantee's application. Grantee agrees to scope Services as required by the new allocated dollar amount.

Best,

Office of Diversity, Equity, & Inclusion

Certificate Of Completion

| | |
|---|----------------------------|
| Envelope Id: 102484B1746040E9A7B9BF091B7BA57D | Status: Completed |
| Subject: Complete with DocuSign: SLO Museum of Art DEI High Impact Grant 23-24 Contract.pdf | |
| Department: | |
| Supplier: | |
| Source Envelope: | |
| Document Pages: 17 | Signatures: 3 |
| Certificate Pages: 5 | Initials: 0 |
| AutoNav: Enabled | Envelope Originator: |
| Envelopeld Stamping: Enabled | Daniel Clancy |
| Time Zone: (UTC-08:00) Pacific Time (US & Canada) | 990 Palm Street |
| | San Luis Obispo, CA 93422 |
| | dclancy@slocity.org |
| | IP Address: 104.129.202.86 |


Record Tracking

| | | |
|-----------------------|-----------------------|--------------------|
| Status: Original | Holder: Daniel Clancy | Location: DocuSign |
| 12/13/2023 5:11:19 PM | dclancy@slocity.org | |

Signer Events

Erica Ellis, SLOMA
 eellis@sloma.org
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 Erica Ellis, SLOMA
 7F86A74578B6401...
 Signature Adoption: Pre-selected Style
 Using IP Address: 97.84.123.94

Timestamp

Sent: 12/13/2023 5:13:16 PM
 Viewed: 12/14/2023 8:23:17 AM
 Signed: 12/14/2023 8:25:17 AM

Electronic Record and Signature Disclosure:
 Accepted: 12/14/2023 8:23:17 AM
 ID: 047c162b-c568-4752-84d3-0bc57a970442

Markie Kersten for Christine Dietrick
 mkersten@slocity.org
 Assistant City Attorney
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 Markie Kersten for Christine Dietrick
 D722BF10107A454...
 Signature Adoption: Pre-selected Style
 Using IP Address: 104.129.202.82

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 Resent: 1/3/2024 12:40:04 PM
 Resent: 1/22/2024 7:49:24 PM
 Viewed: 1/23/2024 9:19:43 AM
 Signed: 1/23/2024 9:20:35 AM

Electronic Record and Signature Disclosure:
 Accepted: 1/23/2024 9:19:43 AM
 ID: 723d8234-8ff8-4ff9-bc4c-b6933b0bc063

Greg Hermann for Derek Johnson
 ghermann@slocity.org
 Deputy City Manager
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 Greg Hermann for Derek Johnson
 1E9343C5C69D48A...
 Signature Adoption: Pre-selected Style
 Using IP Address: 104.129.202.95

Sent: 1/23/2024 9:20:36 AM
 Viewed: 1/23/2024 10:15:58 AM
 Signed: 1/23/2024 10:16:56 AM

Electronic Record and Signature Disclosure:
 Accepted: 1/23/2024 10:15:58 AM
 ID: 181b0c20-eeb8-43e5-be61-1878fd5fe9ed

| In Person Signer Events | Signature | Timestamp |
|------------------------------|-----------|-----------|
| Editor Delivery Events | Status | Timestamp |
| Agent Delivery Events | Status | Timestamp |
| Intermediary Delivery Events | Status | Timestamp |

| Certified Delivery Events | Status | Timestamp |
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| Carbon Copy Events | Status | Timestamp |
|--------------------|--------|-----------|
|--------------------|--------|-----------|

| | | |
|---|---------------|-----------------------------|
| Erica Ellis, SLOMA eellis@sloma.org Security Level: Email, Account Authentication (None) | COPIED | Sent: 1/23/2024 10:16:57 AM |
|---|---------------|-----------------------------|

Electronic Record and Signature Disclosure:
Accepted: 12/14/2023 8:23:17 AM
ID: 047c162b-c568-4752-84d3-0bc57a970442

| | | |
|---|---------------|-----------------------------|
| Matt Melendrez mmelendr@slocity.org Security Level: Email, Account Authentication (None) | COPIED | Sent: 1/23/2024 10:16:58 AM |
|---|---------------|-----------------------------|

Electronic Record and Signature Disclosure:
Accepted: 12/4/2023 8:53:32 AM
ID: d03156ca-f732-4a13-b71c-48b997c994d0

| Witness Events | Signature | Timestamp |
|----------------|-----------|-----------|
|----------------|-----------|-----------|

| Notary Events | Signature | Timestamp |
|---------------|-----------|-----------|
|---------------|-----------|-----------|

| Envelope Summary Events | Status | Timestamps |
|-------------------------|--------|------------|
|-------------------------|--------|------------|

| | | |
|---------------------|------------------|-----------------------|
| Envelope Sent | Hashed/Encrypted | 12/13/2023 5:13:16 PM |
| Certified Delivered | Security Checked | 1/23/2024 10:15:58 AM |
| Signing Complete | Security Checked | 1/23/2024 10:16:56 AM |
| Completed | Security Checked | 1/23/2024 10:16:58 AM |

| Payment Events | Status | Timestamps |
|----------------|--------|------------|
|----------------|--------|------------|

| Electronic Record and Signature Disclosure |
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ELECTRONIC RECORD AND SIGNATURE DISCLOSURE

From time to time, Carahsoft OBO City of San Luis Obispo (we, us or Company) may be required by law to provide to you certain written notices or disclosures. Described below are the terms and conditions for providing to you such notices and disclosures electronically through your DocuSign, Inc. (DocuSign) Express user account. Please read the information below carefully and thoroughly, and if you can access this information electronically to your satisfaction and agree to these terms and conditions, please confirm your agreement by clicking the 'I agree' button at the bottom of this document.

Getting paper copies

At any time, you may request from us a paper copy of any record provided or made available electronically to you by us. For such copies, as long as you are an authorized user of the DocuSign system you will have the ability to download and print any documents we send to you through your DocuSign user account for a limited period of time (usually 30 days) after such documents are first sent to you. After such time, if you wish for us to send you paper copies of any such documents from our office to you, you will be charged a \$0.00 per-page fee. You may request delivery of such paper copies from us by following the procedure described below.

Withdrawing your consent

If you decide to receive notices and disclosures from us electronically, you may at any time change your mind and tell us that thereafter you want to receive required notices and disclosures only in paper format. How you must inform us of your decision to receive future notices and disclosure in paper format and withdraw your consent to receive notices and disclosures electronically is described below.

Consequences of changing your mind

If you elect to receive required notices and disclosures only in paper format, it will slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required notices or disclosures to you in paper format, and then wait until we receive back from you your acknowledgment of your receipt of such paper notices or disclosures. To indicate to us that you are changing your mind, you must withdraw your consent using the DocuSign 'Withdraw Consent' form on the signing page of your DocuSign account. This will indicate to us that you have withdrawn your consent to receive required notices and disclosures electronically from us and you will no longer be able to use your DocuSign Express user account to receive required notices and consents electronically from us or to sign electronically documents from us.

All notices and disclosures will be sent to you electronically

Unless you tell us otherwise in accordance with the procedures described herein, we will provide electronically to you through your DocuSign user account all required notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to you during the course of our relationship with you. To reduce the chance of you inadvertently not receiving any notice or disclosure, we prefer to provide all of the required notices and disclosures to you by the same method and to the same address that you have given us. Thus, you can receive all the disclosures and notices electronically or in paper format through the paper mail delivery system. If you do not agree with this process, please let us know as described below. Please also see the paragraph immediately above that describes the consequences of your electing not to receive delivery of the notices and disclosures electronically from us.

How to contact Carahsoft OBO City of San Luis Obispo:

You may contact us to let us know of your changes as to how we may contact you electronically, to request paper copies of certain information from us, and to withdraw your prior consent to receive notices and disclosures electronically as follows:

To contact us by email send messages to: keriksso@slocity.org

To advise Carahsoft OBO City of San Luis Obispo of your new e-mail address

To let us know of a change in your e-mail address where we should send notices and disclosures electronically to you, you must send an email message to us at keriksso@slocity.org and in the body of such request you must state: your previous e-mail address, your new e-mail address. We do not require any other information from you to change your email address..

In addition, you must notify DocuSign, Inc to arrange for your new email address to be reflected in your DocuSign account by following the process for changing e-mail in DocuSign.

To request paper copies from Carahsoft OBO City of San Luis Obispo

To request delivery from us of paper copies of the notices and disclosures previously provided by us to you electronically, you must send us an e-mail to keriksso@slocity.org and in the body of such request you must state your e-mail address, full name, US Postal address, and telephone number. We will bill you for any fees at that time, if any.

To withdraw your consent with Carahsoft OBO City of San Luis Obispo

To inform us that you no longer want to receive future notices and disclosures in electronic format you may:

- i. decline to sign a document from within your DocuSign account, and on the subsequent page, select the check-box indicating you wish to withdraw your consent, or you may;
- ii. send us an e-mail to keriksso@slocity.org and in the body of such request you must state your e-mail, full name, IS Postal Address, telephone number, and account number. We do not need any other information from you to withdraw consent.. The consequences of your withdrawing consent for online documents will be that transactions may take a longer time to process..

Required hardware and software

| | |
|----------------------------|--|
| Operating Systems: | Windows2000? or WindowsXP? |
| Browsers (for SENDERS): | Internet Explorer 6.0? or above |
| Browsers (for SIGNERS): | Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above) |
| Email: | Access to a valid email account |
| Screen Resolution: | 800 x 600 minimum |
| Enabled Security Settings: | <ul style="list-style-type: none"> •Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection |

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

Acknowledging your access and consent to receive materials electronically

To confirm to us that you can access this information electronically, which will be similar to other electronic notices and disclosures that we will provide to you, please verify that you were able to read this electronic disclosure and that you also were able to print on paper or electronically save this page for your future reference and access or that you were able to e-mail this disclosure and consent to an address where you will be able to print on paper or save it for your future reference and access. Further, if you consent to receiving notices and disclosures exclusively in electronic format on the terms and conditions described above, please let us know by clicking the 'I agree' button below.

By checking the 'I Agree' box, I confirm that:

- I can access and read this Electronic CONSENT TO ELECTRONIC RECEIPT OF ELECTRONIC RECORD AND SIGNATURE DISCLOSURES document; and
- I can print on paper the disclosure or save or send the disclosure to a place where I can print it, for future reference and access; and
- Until or unless I notify Carahsoft OBO City of San Luis Obispo as described above, I consent to receive from exclusively through electronic means all notices, disclosures, authorizations, acknowledgements, and other documents that are required to be provided or made available to me by Carahsoft OBO City of San Luis Obispo during the course of my relationship with you.

DIVERSITY EQUITY INCLUSION HIGH IMPACT GRANT 23-24

THIS AGREEMENT, dated 1/23/2024 | 3:40 PM PST for the convenience of the parties hereto, is between the City of San Luis Obispo, a chartered municipal corporation (referred to herein as CITY), and San Luis Obispo County UndocuSupport (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to 14 “how to” videos in English, Spanish, and Mixteco on accessing various resources and services in the City of San Luis Obispo and SLO County (hereinafter the “Services”) as submitted in its application to the CITY on September 3, 2023.

WHEREAS, the Services will be available to residents of the City, thereby serving both a public and municipal purpose.

NOW, THEREFORE, CITY and GRANTEE for and in consideration of the mutual benefits, promises, and agreements set forth herein, do agree as follows:

1. GRANTEE will make its Services, as described in its application (the “Application”), incorporated by reference and attached as Exhibit A, available to City residents from January 1, 2024 to December 31, 2024. GRANTEE shall not exclude from its Services any potential participants based on membership in any protected class.
2. GRANTEE will provide CITY with a mid-year report, due July 10, 2024, and final program report, due January 10, 2025, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of “Exhibit B,” attached hereto. Failure to provide the mid-year or final program report may disqualify GRANTEE from future CITY grant programs or other financial aid.
3. GRANTEE will scope their Services in proportion to the amount of funding received, if not equal to the total funding requested, so that the reduction in magnitude of Services provided does not substantially diminish the Services’ impact in addressing the equity gap(s) and community need(s) described in the Application.
4. GRANTEE and all its agents, representatives, or participants in any manner in the performance of its obligations and duties hereunder shall be employees or volunteers of GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
5. GRANTEE agrees to hold CITY harmless and to defend CITY against, from, and in any claim, action, proceeding, or hearing wherein there is an allegation charging liability of the part of the CITY as a result of any act or omission, negligent, or otherwise, by GRANTEE.

6. CITY agrees to pay the GRANTEE a one-time only grant, in the sum of \$39,775.62, to be used for the Services as described in the Application. The grant will be paid in one installment when a signed contract is received.
7. The CITY may terminate this agreement if 1) the funds appropriated for this Grant program are no longer available, or 2) upon GRANTEE'S breach of this Agreement, including but not limited to the description of Services incorporated herein as Exhibit A. Upon GRANTEE's alleged breach, CITY shall notify GRANTEE in writing of the breach. If GRANTEE fails to cure the breach within ten (10) days of receiving the notice, this Agreement shall be terminated.
 - 7.1.If the Agreement is terminated due to GRANTEE's breach, any funds not expended by GRANTEE in performance of the Services at the time of termination = shall revert to CITY within 30 days of said termination.
8. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Commission "Bylaws," which creates an environment within the City in which all persons can enjoy equal rights and opportunities regardless of race, religion, sex, national origin, sexual orientation, age, physical, mental, or economic status.
9. For purposes of notice under this agreement, all notices shall be considered effective upon being sent by certified mail to the following addresses:

CITY:

City of San Luis Obispo
919 Palm Street
San Luis Obispo, CA 93401
Attn: Greg Hermann, Assistant City Manager

GRANTEE:

San Luis Obispo County UndocuSupport
550 Dana St.
San Luis Obispo, CA 93401
Attn: Heidi McPherson
heidi@cfsloco.org

IN WITNESS WHEREOF, the parties have executed this agreement by their proper officers duly authorized:

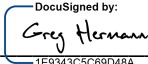
GRANTEE

By:

DocuSigned by:
Heidi McPherson
6DD6857E7A3D44E

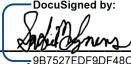
Heidi McPherson, CEO

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By: 

Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By: 

Christine Dietrick, City Attorney



DEI High Impact Grant

23-24 Application

Part 1 Basic Information



1) Organization Name *

San Luis Obispo County UndocuSupport

2) 501(c)(3) - employer identification number (if applicable) *

77-0496500

3) Fiscal Agent *

The Community Foundation San Luis Obispo County

4) Project/Program Name *

San Luis Obispo County UndocuSupport

5) Requested Amount *

\$39,775.62

6) Name of Person Completing Application *

Chelsea Ruiz

7) Name of Person for Grant Communication for Grant Cycle (if different from above)

8) Organization Mailing Address *

Street Address

550 Dana St.

Address Line 2

City

San Luis Obispo

Postal/Zip Code

93401

State/Province/Region

CA

Country

United States

9) Phone *

8013189478

10) E-mail

UndocuSupport@cfsloco.org

Part 2 Organizational Information



1) Purpose/Mission Statement *

To provide and connect resources, support and advocacy for and with immigrant families in San Luis Obispo County in order to make meaningful impact and true system change.

2) Briefly describe your organization's purpose, vision, primary activities, and operating structures *

Purpose:

San Luis Obispo County UndocuSupport strives to meet the basic needs of immigrant families to allow them to be healthy and thrive in the challenging environment of disproportionate impacts of disasters and beyond, layered over years of systemic racism. UndocuSupport seeks to

improve access to basic health and social services, and provide support to allow families to work, attend school, and care for children.

Guiding Principles:

Driven by the community, Maximize existing resources, Fill critical gaps, and Stand up & speak out

Primary Activities / Focus Areas:

1) Aid for urgent, critical needs

Provide financial and other support to local undocumented and other immigrant families who have limited access to resources. Ensure that our partners can meet immediate and ongoing critical needs to reduce vulnerability and fill the gaps in resources.

2) Integrated and streamlined access to and delivery of services for undocumented and other immigrants

Harness our collective strength by supporting the collaboration, coordination and effectiveness of existing and emerging providers to maximize resources, ensure efficient aid distribution, build resiliency and spur system change.

3) System change

Go beyond meeting immediate needs and address the root causes of inequities faced by undocumented and other immigrants. Leverage our resources and deploy strategies that strengthen this community's voice, increase awareness, and grow the critical mass needed to influence decision makers and bring real system change.

4) Fiscal and operational sustainability

Ensure the success, resiliency, and sustainability of this work. Employ traditional and innovative approaches to structure, leadership, and fundraising. Remain realistic about scope, planning and operations given the social and political challenges in funding this mission.

Operating Structures:

UndocuSupport is a funded program of The Community Foundation San Luis Obispo County which serves as its fiscal sponsor and provides all financial and administrative oversight and support. The organizational structure consists of an Executive Committee comprised of a Chair, Vice Chair, and Treasurer which provide vision, leadership, and oversight. A Leadership Council of 11-13 members meets monthly to direct the program and provide support. UndocuSupport also works with and benefits from the collective wisdom of a wider coalition of nonprofits, community organizations, government agencies, volunteers and community members, and others.

3) Name of Executive Director *

Chelsea Ruiz, Program Manager

4) Number of paid staff (full or part-time) *

1

5) Number of volunteers *

Approx. 30

6) Name of Board President or Chair *

Rita Casaverde, Executive Committee Chair

7) Describe the community(ies) your organization supports *

SLO County UndocuSupport serves local immigrant families, focusing on undocumented and indigenous immigrants.

8) Approximate Annual Budget *

\$128,000.00

9) Major Sources of Funding *

UndocuSupport's major funding sources include grants and gifts:

Grants:

1) \$55,000

Source: CenCal Housing and Homeless Incentive Program

Grant ends: Oct. 31, 2023

2) \$10,000

Source: The Community Foundation San Luis Obispo County

Grant ends: Nov. 30, 2023

3) \$10,000

Source: The Community Foundation San Luis Obispo County

Grant ends: Nov. 30, 2024

Gifts:

1) \$25,000

Source: Individual donor

2) We also have a small number of gifts from various individual donors totaling approx. \$5,000 / year, but it currently doesn't make up a significant

portion of our funding sources

Future funding opportunities:

1) League of California Community Foundations

Request: \$40,000

Submission deadline: Sep. 1, 2024

2) We are also in communication with another local funder on a potential project with a budget of up to \$100,000 that would begin later this fall and end in June 2024.

Part 3 Project/Program Information



1) Please provide an executive summary of proposed project/program (200 words max) *

Our project will increase access for Spanish and Mixteco-speaking undocumented immigrants to free and low-cost services available within the community that will improve their health and economic situation. We will create 14 "How To" videos covering 7 topics with easy to understand, step-by-step instructions on eligibility and the basics of how to apply. For each topic covered, one video will be produced in Spanish with English subtitles, and a second companion video will be created with the same visuals and information with Mixteco voiceover. We will film and use photography taken in the City of San Luis Obispo and focus on services that can be obtained in the city, however the principles outlined in the videos will be generalizable and services are available county-wide which will allow us to disseminate the information not only within the city but throughout the entire county as well.

2) Total project cost *

\$44,295.62

3) Requested Amount *

\$39,775.62

4) Please provide a detailed description of proposed project/program (not to exceed 1,000 words) *

Purpose:

To connect Spanish and Mixteco-speaking undocumented and mixed-status community members to community resources and services they qualify for but are not accessing due to lack of knowledge of systems, procedures, language barriers, lack of both general literacy and technological, and fear of potential legal repercussions such as deportation and/or public charge which could jeopardize future applications for citizenship.

Project:

Create a series of 14 "How To" videos on 7 topics in Spanish with English subtitles and Mixteco with easy to follow, step-by-step instructions on how undocumented and mixed-status immigrant families can access community services and resources.

Proposed Videos (Only 7 of the following topics would be produced):

Entity: SLO Legal Assistance Foundation

Topics: Renter's rights and other legal services

Entity: SESLOC Credit Union

Topic: How to access and create credit

Entity: Community Action Partnership SLO

Topic: How to become a licensed childcare provider as a home business

Entity: Department of Social Services

Topic: MediCal eligibility and enrollment

Topic: How to apply for CalFresh

Entity: Local immigration lawyers

Topic: Public charge misconceptions and/or how to avoid notario scams

Entity: SLO County Food Bank

Topic: How to access a food distribution and public charge misconceptions

Entity: Employment Development Department of California

Topics: How to access resumé and job finding services

Entity: San Luis Obispo Public Library

Topic: Benefits of and how to access basic library services

Entity: Lumina Alliance

Topics: Rights in situations of domestic violence and sexual assault (restraining orders, temporary housing, legal services, etc.)

Dissemination:

A robust dissemination of the videos will put these tools in the hands of service-providers so they can be shared as needed with clients. These videos will be shared through Promotores facebook and WhatsApp and on UndocuSupport's website. They will also be shared by partner organizations such as the agencies featured in the videos, SLO County Public Health Department, and others that serve the undocumented immigrant population.

Logistics:

UndocuSupport will work with a local, professional videographer to create the videos and will collaborate with partner agencies on the scripts and coordinate filming schedules. Partner agencies will provide actors which will be compensated for their time and mileage. Herencia Indígena, a local medical interpreting business, will provide voiceover in Mixteco. The video production company will work with UndocuSupport to host the videos on YouTube so they can be easily shared via social media and linked to UndocuSupport's Immigrant Services Guide to enhance the information shared there. UndocuSupport will look for opportunities to coordinate with the video series Public Health is currently creating (Healthy Voices) and cross-promote and share information to avoid duplication and increase viewership.

Video Utilization:

We envision providing a quick and easy go-to resources that front line staff such as Promotores, LINK Family Advocates, school counselors, church leaders, field nurses, and other service-providing agencies can use to quickly send accurate information via text to specific clients who can view and/or listen to the videos as they work or from the comfort of their homes without having to call the agency and find someone who speaks Spanish or Mixteco to assist them during business hours or travel to the office, itself. These videos are intended to increase awareness of and open the door to services and resources that undocumented immigrants wouldn't have otherwise known about, known they qualify for, and known how to access. A call to action will be included at the end of each video with next steps.

5) Describe the community/population the project/program will support *

This project will serve local Spanish and Mixteco-speaking immigrant families who have limited knowledge of and experience significant barriers to accessing services provided by government agencies, nonprofits, and other organizations that are available for free or low-cost that will improve their health and/or economic situation and will not impact their immigration status if utilized.

6) Describe the equity gaps and community needs this project/program will address *

There are significant barriers for the undocumented immigrant population in accessing essential resources and services that they already qualify for which include but are not limited to:

Lack of information:

- There is a widespread lack of awareness of programs and services as well as eligibility and how to access them.
- Most people don't know what's out there or where to start which is exactly what these videos will cover.

Lack of literacy, both general and technological:

- The clientele UndocuSupport focuses on serving is the most vulnerable subset of the undocumented immigrant population. For native Spanish-speakers, literacy in their own language is often a significant barrier to accessing resources. For native Mixteco-speakers, Mixteco is only a spoken language with over 81 variants, and translation of written materials is not feasible. Audio and video are the best ways to reach this population with information and services.
- This video series will be in Spanish and Mixteco and can be played on YouTube and accessed via this population's preferred social media platforms of facebook and WhatsApp.

Lack of access to technology:

- Most families do not own a computer, and they only way they're able to access the internet is via smart phone which households sometimes share with the head of household taking it to work with them.
- Our videos can be played on smartphones and shared via radio both of which are highly utilized by this population including during and after work and are accessible via smartphone.

Accessible hours of operation:

- Most family members work multiple jobs and can't make it to an office that's only open M-F from 8:00 AM - 5:00 PM.
- Our video series can be played anytime including during work hours. This population has multiple household members that work multiple jobs and spend most of their time, (often 6 days a week,) working. These videos will enable them to be accessed when it's most convenient for them.

Access to transportation:

- If they have a car, families prioritize it for work. Multiple workers in a household with multiple jobs sharing a car make it almost impossible for other transportation needs such as for doctor's appointments and appointments for accessing services.
- Accessing our video series doesn't require transportation.

Childcare:

- Affordable childcare options with extended hours of operation, especially for agricultural workers who begin work at 5:00 or 6:00 AM are non-existent in our area.
- Our video series can be accessed during work hours or at home and doesn't require clients to engage childcare services.

For undocumented immigrants, the most basic necessities of rent, food, and work are prioritized. Families don't have the time or resources to research services nor do they have the time to make and attend multiple appointments, travel to and from multiple agencies, gather documents, complete applications, and follow up with service providing agencies on their applications. Our videos will be shared online via trusted social media sources and will be able to be played via YouTube while people are working. They will be in Spanish and Mixteco and will use accessible language that people can easily understand. These videos will also address specific fears of deportation and immigration status which is another barrier this population faces in accessing services.

From 2021-2023, UndocuSupport conducted focus groups in locations throughout SLO County. These open-ended discussions were held in Spanish and Mixteco. We heard from 131 individuals who shared barriers to accessing resources and identified their top 3 needs:

- 1) Affordable housing and high cost of living
- 2) Access to affordable medical care
- 3) Need for interpretation services and language barriers

Other concerns included hunger, healthcare, childcare, unfair working conditions, and multiple hurdles to accessing services including discrimination and exploitation based on their immigration status, race and ethnicity, and language barriers.

Specifically, many participants expressed frustration about the high cost of deposits for rental units. The high cost of rental unit deposits, county-wide shortage of affordable housing, and further reduced housing stock available to undocumented immigrants due to their lack of a social security number and credit present significant barriers to obtaining housing. One-time housing assistance will support families and individuals who are striving for self-sufficiency and would become homeless without the aid.

This video series is a direct response to the equity gaps highlighted by our undocumented community members in these focus groups.

7) Provide timeline for project *

2024:

- Jan. - Feb. - Solidify partnerships with participating agencies and create filming schedule and video distribution plan
- Mar. - Apr. - Produce scripts in English and translate into Spanish and begin filming
- May - Jun. - Filming and solidify/confirm video distribution plan
- Jul - Aug. - Post-production and Mixteco voiceover
- Sep. - Oct. - Video distribution (One featured video per week for 7 weeks + 1 additional video from Public Health)
- Nov. - Dec. - Partner payments and Reporting

8) List any partnerships/collaborations that are supporting this project/program and their roles *

Center for Family Strengthening and/or the Promotores Collaborative - Assistance with script development and translation, actors, and video distribution

Sky's the Limit Productions - Video production for 14 videos including both filming and post-production

Herencia Indigena - Mixteco voiceover for 7 videos/topics

SLO County Public Health (Healthy Voices Project) - Coordination of video topics, possible video collaboration, cross promotion of videos, thought partnership, and potential B-roll sharing

Partner organizations such as the SLO Legal Assistance Foundation, SESLOC Credit Union, Community Action Partnership SLO, SLO County Department of Social Services, local immigration lawyers, the SLO County Food Bank, Employment Development Department of California, San Luis Obispo Public Library, and Lumina Alliance who would provide script development and actors for filming.

9) Describe your plan for sustainability beyond the City's one-year award funding *

The financial sustainability of this project is tied to its success. As UndocuSupport is able to disseminate valued information and become a trusted resource by both partner organizations and community members, we will attract funding and other collaborative opportunities that will sustain us past the life of this project. UndocuSupport continues to seek funding opportunities so we can carry on this important work. We are still a relatively new organization, and as we continue to grow, our opportunities are expanding as well.

This project is sustainable in ways that are less tangible (financial) but more transformative of the undocumented community members themselves. As they are provided with accurate and easily-accessible information that is culturally-appropriate, they will be more knowledgeable and confident in their own abilities to access resources for themselves and their families. One of the many things I find incredible about this community is the power of word-of-mouth. When one person has a good experience, they spread it, and it spreads extremely quickly. The impact of one person viewing one video has the potential to be multiplied throughout the entire community, if the video is produced and disseminated well.

The sustainability we seek to create is in the community. We want to build a foundation which helps community members live more prosperous lives and help the entire system of services that benefit undocumented immigrants function in a more coordinated and connected way. Once this project ends, the community members and referring service-providers will be equipped with a better understanding of the services available and how to access those services. This information and these new skills will stay with people long after the information in the videos is outdated. Word-

of-mouth is a critical component of sustainability, because it means the resource is trusted. Building on community historical knowledge is another goal of this project which makes it sustainable.

10) Describe the plan for promoting this project within the City of San Luis Obispo *

We will work with service-providing agencies within the City of San Luis Obispo to highlight resources available here. All filming will take place within the city. UndocuSupport will work with the DEI Office to promote the videos as appropriate and the agencies featured in the videos to share online in website, newsletters, and on social media. The entire series will be featured on UndocuSupport's website and will enhance the information provided on the Immigrant Services Guide. We will also work with Public Health to cross-promote their Healthy Voices video series and create opportunities to share each other's information.

11) Est. Number of people served through this project/program *

1,000

12) Est. Number of SLO City Residents served through this project/program *

300

13) In the table below include a minimum of four (4) metrics or performance outcomes that relate to the implementation/success of the project. Examples include: # of SLO City residents served, # of referrals provided to individuals seeking social services, # of trainings completed, # of cultural event attendees reported a 10% increase in knowledge and application of DEI practices, etc.

Example: # of cultural event attendees reported a 10% increase in DEI knowledge and application

| Metric # | Indicators of Success / Measurable Outcomes |
|----------|---|
| 14 | How To Videos produced (7 in Spanish and 7 in Mixteco) |
| 14 | How To Videos on 7 topics disseminated via client-preferred media platforms |
| 30 | 30% increased views to UndocuSupport's website where the videos are posted |
| 20 | 20% increase in undocumented immigrant community member awareness of community resources featured in videos |

DEI statement *

that includes Applicants' understanding and application of DEI, Affirming language that creates access and a sense of belonging in our community apart from grant, and Explain how this project will advance DEI in the City of SLO.

UndocuSupport DEI Statement - Aug. 2023 (3).pdf

128.29KB

Detailed budget *

Including how the total requested amount of grant would be spent.

UndocuSupport Project Budget - SLO City DEI High Impact (3).pdf

85.43KB

Organizational chart. *

UndocuSupport Org Chart - Feb. 2023 (2).pdf

105.25KB

Federal Tax-Exempt Status *

TCFSLOCO_IRS_Determination_Letter (2).pdf

4.81MB

SLO County UndocuSupport

COALITION: *Collective of social services, humanitarian, faith based, philanthropic, volunteer, local public sector leaders and advocacy organizations and individuals working with immigrant families.*



Fiscal Sponsor:



SLO County UndocuSupport

Fiscal Agent:
The Community Foundation San Luis Obispo County
550 Dana St., San Luis Obispo, CA 93401
C: (801) 318-9478 - O: (805) 543-2323
UndocuSupport@cfsloco.org

August 2023

2023 Leadership Council

Adrienne Garcia-Specht
& Jane Lehr
*Central Coast Coalition for
Undocumented Student Success*

Erica Ruvalcaba-Heredia
*Promotores Collaborative of
SLO County*

Gina Whitaker
*Allies for Immigration Justice,
SLO County*

Irebid Gilbert
Herencia Indígena

Lisa Fraser
Center for Family Strengthening

Mariana Gutierrez
*Community Action Partnership
of San Luis Obispo County*

Mayra Valencia
Community Advocate

Quinn Brady
Community Advocate

Rita Casaverde
Diversity Coalition SLO County

Wendy Wendt
First 5 SLO County

—

Chelsea Ruiz
Program Manager
SLO County UndocuSupport

Diversity, Equity, and Inclusion Statement for the SLO City DEI High Impact Grant:

We are a collaboration of local organizations, community leaders, and concerned individuals that came together in April 2020 during the early stages of the COVID-19 pandemic with a common goal: to provide financial support for local immigrant families, including undocumented and mixed status immigrant families who were left out of federal pandemic relief programs.

We proactively provide leadership in coalition-building to influence policy makers and decision-making to influence discussions and activities that increase awareness of and support of immigrants and focus efforts to elevate their voices, help immigrants become influential leaders themselves, maximize and champion efforts of providers and change agents, and provide awareness and education to the community at large.

This project will advance diversity, equity, and inclusion in the City of San Luis Obispo by providing culturally-appropriate and accessible information regarding community services and increased access to essential resources for our undocumented Spanish and Mixteco-speaking immigrant community members.

| UndocuSupport Project Budget | | | | |
|---|-------------------------|---|---------------------------|--|
| Personnel | Amount Requested | Amount Secured through other funding sources | Total Project Cost | Notes |
| UndocuSupport Program Manager | \$10,533.60 | \$4,520.00 | \$10,533.60 | 1/3 FTE for project coordination and oversight including script development and translation, arranging partners for videos, overseeing filming, and grant reporting. 95 days (Oct. 1, 2023 - Mar. 30, 2024.) |
| Partner Agency Consultant/ Project Co-Manager | \$6,000.00 | | \$6,000.00 | Coordinate and enhance video dissemination, script editing and oversight, actor and filming scheduling, and reporting. (Approx. 8 hrs / mo. for 1 year at \$60/hr for 100 hrs total.) |
| | | | | |
| Mileage | | | | |
| Program Manager | \$45.85 | | \$45.85 | 10 mi. roundtrip / video x 1 person x 7 videos |
| Actors / Talent | \$550.20 | | \$550.20 | 60 miles roundtrip / video x 2 actors x 7 videos |
| | | | | |
| <u>Mixteco Voiceover</u> | \$2,600.00 | | \$2,600.00 | 7 videos 4 min. or less. \$300/video for the Mixteco voiceover plus \$500 flat fee Admin. Bid. |
| | | | | |
| <u>Video Production</u> | | | | |
| Sky's the Limit | \$7,400.00 | | \$7,400.00 | Video production (10 "How To" Videos.) Bid. |
| Script production and translation | \$1,470.00 | | \$1,470.00 | \$35/hr x 6 hrs/ script x 7 Spanish scripts |

| | | | | |
|-------------------------------------|--------------------|------------|--------------------|--|
| Community member actor compensation | \$700.00 | | \$700.00 | \$35/hr x 10 hrs/film including prep and actual filming x 2 community members (one per video) |
| Partner agency actors | \$2,450.00 | | \$2,450.00 | \$35/hr x 10 hrs/film including coordinating meetings, script memorization, and actual filming x 7 community members (one per video) |
| | | | | |
| Distribution | | | | |
| Partner agency video dissemination | \$4,410.00 | | \$4,410.00 | Video distribution via social media including scheduling/timing coordination (\$35/hr x 3 staff persons x 3 hr/ video x 14 vidoes) |
| | | | | |
| | \$36,159.65 | | \$36,159.65 | SUBTOTAL |
| | | | | |
| Admin | | | | |
| Community Foundation | \$3,615.97 | | \$3,615.97 | 10% of Total Grant Request |
| | | | | |
| | \$39,775.62 | \$4,520.00 | \$44,295.62 | Total Program Cost |

OCT 21 2016

Internal Revenue Service
P.O. Box 2508
Cincinnati, OH 45201

Department of the Treasury

Date: October 14, 2016

Person to Contact:

Ms. Herald
ID #02-03115

Toll-Free Telephone Number:

877-829-5500

Employer Identification Number:

77-0496500

Form 990 Required:

Yes

THE COMMUNITY FOUNDATION
SAN LUIS OBISPO COUNTY
HEIDI MCPHERSON
550 DANA ST
SAN LUIS OBISPO CA 93401

Dear Sir or Madam:

This is in response to your request dated September 19, 2016, regarding your tax-exempt status.

We issued you a determination letter in April 1999, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(3).

Our records also indicate you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If a return is required, you must file Form 990, 990-EZ, 990-N, or 990-PF by the 15th day of the fifth month after the end of your annual accounting period. IRC Section 6033(j) provides that, if you don't file a required annual information return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).

If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

Sincerely yours,



Jeffrey I. Cooper
Director, Exempt Organizations
Rulings and Agreements

MAY 14 2003

INTERNAL REVENUE SERVICE
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: MAY 11 2003

Employer Identification Number:
77-0496500

DLN:
17053088721053

SAN LUIS OBISPO COUNTY COMMUNITY
FOUNDATION
PO BOX 1580
SAN LUIS OBISPO, CA 93406-1580

Contact Person:
GARY L BOTKINS ID# 31463

Contact Telephone Number:
(877) 829-5500

Our Letter Dated:
April 1999

Addendum Applies:
No

Dear Applicant:

This modifies our letter of the above date in which we stated that you would be treated as an organization that is not a private foundation until the expiration of your advance ruling period.

Your exempt status under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3) is still in effect. Based on the information you submitted, we have determined that you are not a private foundation within the meaning of section 509(a) of the Code because you are an organization of the type described in section 509(a)(1) and 170(b)(1)(A)(vi).

Grantors and contributors may rely on this determination unless the Internal Revenue Service publishes notice to the contrary. However, if you lose your section 509(a)(1) status, a grantor or contributor may not rely on this determination if he or she was in part responsible for, or was aware of, the act or failure to act, or the substantial or material change on the part of the organization that resulted in your loss of such status, or if he or she acquired knowledge that the Internal Revenue Service had given notice that you would no longer be classified as a section 509(a)(1) organization.

You are required to make your annual information return, Form 990 or Form 990-EZ, available for public inspection for three years after the later of the due date of the return or the date the return is filed. You are also required to make available for public inspection your exemption application, any supporting documents, and your exemption letter. Copies of these documents are also required to be provided to any individual upon written or in person request without charge other than reasonable fees for copying and postage. You may fulfill this requirement by placing these documents on the Internet. Penalties may be imposed for failure to comply with these requirements. Additional information is available in Publication 557, Tax-Exempt Status for Your Organization, or you may call our toll free number shown above.

If we have indicated in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Letter 1050 (DO/CG)

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SAN LUIS OBISPO COUNTY COMMUNITY

Because this letter could help resolve any questions about your private foundation status, please keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown above.

Sincerely yours,

A handwritten signature in cursive script that reads "Lois G. Lerner".

Lois G. Lerner
Director, Exempt Organizations
Rulings and Agreements

Letter 1050 (DO/CG)

INTERNAL REVENUE SERVICE
DISTRICT DIRECTOR
P. O. BOX 2508
CINCINNATI, OH 45201

DEPARTMENT OF THE TREASURY

Date: APR 21 1999

Employer Identification Number:
77-0496500

DLN:
17053328038008

SAN LUIS OBISPO COUNTY COMMUNITY
FOUNDATION INC
C/O WARREN A SINSHEIMER
1010 PEACH STREET
SAN LUIS OBISPO, CA 93401

Contact Person:
PATRICE WHANG ID# 95083
Contact Telephone Number:
(415) 522-6053

Accounting Period Ending:
December 31

Foundation Status Classification:
170(b)(1)(A)(vi)

Advance Ruling Period Begins:
May 8, 1998

Advance Ruling Period Ends:
December 31, 2002

Addendum Applies:
No

Dear Applicant:

Based on information you supplied, and assuming your operations will be as stated in your application for recognition of exemption, we have determined you are exempt from federal income tax under section 501(a) of the Internal Revenue Code as an organization described in section 501(c)(3).

Because you are a newly created organization, we are not now making a final determination of your foundation status under section 509(a) of the Code. However, we have determined that you can reasonably expect to be a publicly supported organization described in sections 509(a)(1) and 170(b)(1)(A)(vi).

Accordingly, during an advance ruling period you will be treated as a publicly supported organization, and not as a private foundation. This advance ruling period begins and ends on the dates shown above.

Within 90 days after the end of your advance ruling period, you must send us the information needed to determine whether you have met the requirements of the applicable support test during the advance ruling period. If you establish that you have been a publicly supported organization, we will classify you as a section 509(a)(1) or 509(a)(2) organization as long as you continue to meet the requirements of the applicable support test. If you do not meet the public support requirements during the advance ruling period, we will classify you as a private foundation for future periods. Also, if we classify you as a private foundation, we will treat you as a private foundation from your beginning date for purposes of section 507(d) and 4940.

Grantors and contributors may rely on our determination that you are not a private foundation until 90 days after the end of your advance ruling period. If you send us the required information within the 90 days, grantors and contributors may continue to rely on the advance determination until we make a final determination of your foundation status.

Letter 1045 (DO/CG)

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SAN LUIS OBISPO COUNTY COMMUNITY

If we publish a notice in the Internal Revenue Bulletin stating that we will no longer treat you as a publicly supported organization, grantors and contributors may not rely on this determination after the date we publish the notice. In addition, if you lose your status as a publicly supported organization, and a grantor or contributor was responsible for, or was aware of, the act or failure to act, that resulted in your loss of such status, that person may not rely on this determination from the date of the act or failure to act. Also, if a grantor or contributor learned that we had given notice that you would be removed from classification as a publicly supported organization, then that person may not rely on this determination as of the date he or she acquired such knowledge.

If you change your sources of support, your purposes, character, or method of operation, please let us know so we can consider the effect of the change on your exempt status and foundation status. If you amend your organizational document or bylaws, please send us a copy of the amended document or bylaws. Also, let us know all changes in your name or address.

As of January 1, 1984, you are liable for social security taxes under the Federal Insurance Contributions Act on amounts of \$100 or more you pay to each of your employees during a calendar year. You are not liable for the tax imposed under the Federal Unemployment Tax Act (FUTA).

Organizations that are not private foundations are not subject to the private foundation excise taxes under Chapter 42 of the Internal Revenue Code. However, you are not automatically exempt from other federal excise taxes. If you have any questions about excise, employment, or other federal taxes, please let us know.

Donors may deduct contributions to you as provided in section 170 of the Internal Revenue Code. Bequests, legacies, devises, transfers, or gifts to you or for your use are deductible for Federal estate and gift tax purposes if they meet the applicable provisions of sections 2055, 2106, and 2522 of the Code.

Donors may deduct contributions to you only to the extent that their contributions are gifts, with no consideration received. Ticket purchases and similar payments in conjunction with fundraising events may not necessarily qualify as deductible contributions, depending on the circumstances. Revenue Ruling 67-246, published in Cumulative Bulletin 1967-2, on page 104, gives guidelines regarding when taxpayers may deduct payments for admission to, or other participation in, fundraising activities for charity.

Contributions to you are deductible by donors beginning May 8, 1998.

You are not required to file Form 990, Return of Organization Exempt From Income Tax, if your gross receipts each year are normally \$25,000 or less. If you receive a Form 990 package in the mail, simply attach the label provided, check the box in the heading to indicate that your annual gross receipts are normally \$25,000 or less, and sign the return. Because you will be treated as

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SAN LUIS OBISPO COUNTY COMMUNITY

a public charity for return filing purposes during your entire advance ruling period, you should file Form 990 for each year in your advance ruling period that you exceed the \$25,000 filing threshold even if your sources of support do not satisfy the public support test specified in the heading of this letter.

If a return is required, it must be filed by the 15th day of the fifth month after the end of your annual accounting period. A penalty of \$20 a day is charged when a return is filed late, unless there is reasonable cause for the delay. However, the maximum penalty charged cannot exceed \$10,000 or 5 percent of your gross receipts for the year, whichever is less. For organizations with gross receipts exceeding \$1,000,000 in any year, the penalty is \$100 per day per return, unless there is reasonable cause for the delay. The maximum penalty for an organization with gross receipts exceeding \$1,000,000 shall not exceed \$50,000. This penalty may also be charged if a return is not complete. So, please be sure your return is complete before you file it.

You are not required to file federal income tax returns unless you are subject to the tax on unrelated business income under section 511 of the Code. If you are subject to this tax, you must file an income tax return on Form 990-T, Exempt Organization Business Income Tax Return. In this letter we are not determining whether any of your present or proposed activities are unrelated trade or business as defined in section 513 of the Code.

You are required to make your annual return available for public inspection for three years after the return is due. You are also required to make available a copy of your exemption application, any supporting documents, and this exemption letter. Failure to make these documents available for public inspection may subject you to a penalty of \$20 per day for each day there is a failure to comply (up to a maximum of \$10,000 in the case of an annual return).

You need an employer identification number even if you have no employees. If an employer identification number was not entered on your application, we will assign a number to you and advise you of it. Please use that number on all returns you file and in all correspondence with the Internal Revenue Service.

In accordance with section 508(a) of the Code, the effective date of this determination letter is May 8, 1998.

This determination is based on evidence that your funds are dedicated to the purposes listed in section 501(c)(3) of the Code. To assure your continued exemption, you should keep records to show that funds are spent only for those purposes. If you distribute funds to other organizations, your records should show whether they are exempt under section 501(c)(3). In cases where the recipient organization is not exempt under section 501(c)(3), you must have evidence that the funds will remain dedicated to the required purposes and that the recipient will use the funds for those purposes.

Letter 1045 (DO/CG)

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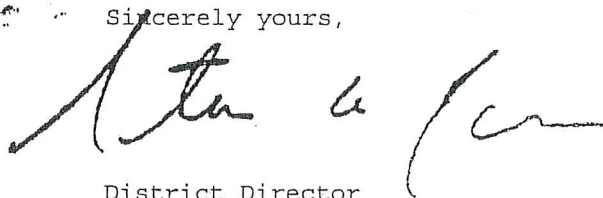
SAN LUIS OBISPO COUNTY COMMUNITY

If we said in the heading of this letter that an addendum applies, the addendum enclosed is an integral part of this letter.

Because this letter could help us resolve any questions about your exempt status and foundation status, you should keep it in your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown in the heading of this letter.

Sincerely yours,

A handwritten signature in black ink, appearing to read "John A. [unclear]", written over the typed name "District Director".

District Director

Enclosure(s):
Form 872-C

Form **872-C**

Consent Fixing Period of Limitation Upon Assessment of Tax Under Section 4940 of the Internal Revenue Code

OMB No. 1545-0056

(Rev. September 1998)

Department of the Treasury
Internal Revenue Service

(See instructions on reverse side.)

To be used with
Form 1023. Submit
in duplicate.

Under section 6501(c)(4) of the Internal Revenue Code, and as part of a request filed with Form 1023 that the organization named below be treated as a publicly supported organization under section 170(b)(1)(A)(vi) or section 509(a)(2) during an advance ruling period,

San Luis Obispo County Community Foundation, Inc.

(Exact legal name of organization as shown in organizing document)

c/o Warren A. Sinsheimer

1010 Peach Street, San Luis Obispo, CA 93401

(Number, street, city or town, state, and ZIP code)

and the

District Director of
Internal Revenue, or
Assistant
Commissioner
(Employee Plans and
Exempt Organizations)

consent and agree that the period for assessing tax (imposed under section 4940 of the Code) for any of the 5 tax years in the advance ruling period will extend 8 years, 4 months, and 15 days beyond the end of the first tax year.

However, if a notice of deficiency in tax for any of these years is sent to the organization before the period expires, the time for making an assessment will be further extended by the number of days the assessment is prohibited, plus 60 days.

Ending date of first tax year December 31, 1998
(Month, day, and year)

DISTRICT DIRECTOR
INTERNAL REVENUE SERVICE
RECEIVED
APR 12 1999
EP NORTH BRANCH
SAN FRANCISCO P.O.
LOS ANGELES DISTRICT

| | |
|--|------|
| Name of organization (as shown in organizing document) | Date |
|--|------|

San Luis Obispo County Community Foundation, Inc.

4/8/99

| | |
|---|------------------------------|
| Officer or trustee having authority to sign | Type or print name and title |
|---|------------------------------|

Signature *Jane Sinton*

Jane Sinton, President

| | |
|-------------------------|--|
| For IRS use only | |
|-------------------------|--|

| | |
|---|------|
| District Director or Assistant Commissioner (Employee Plans and Exempt Organizations) | Date |
|---|------|

[Handwritten signature]

4/16/99

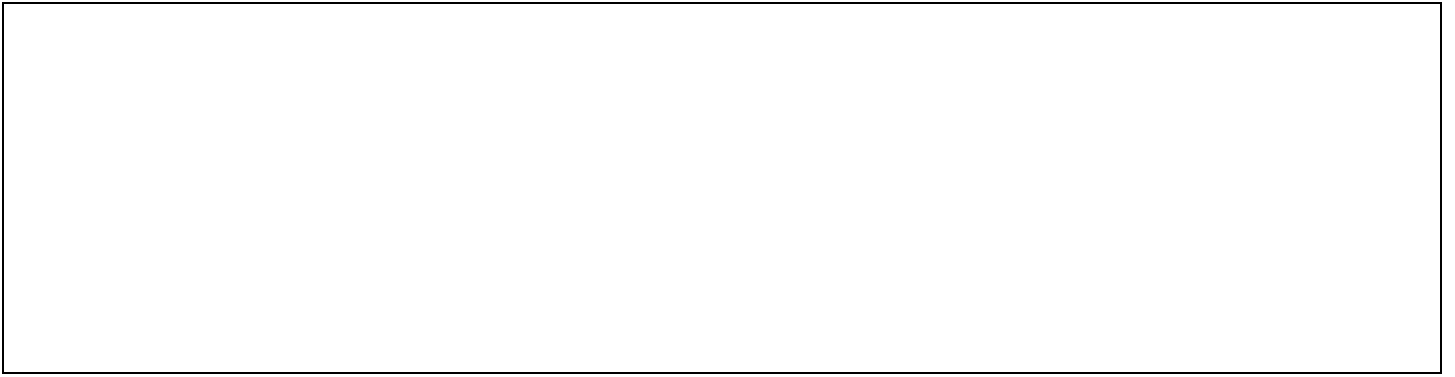
By *Jack Kroll*

Exhibit B

City of San Luis Obispo Grant Recipient Report Template

Midyear Report Due: January 10, 2024 - Year-End Report Due: July 10, 2024

| | | | |
|---|----------------------------|--|-----------------------------|
| Grant Name: | | | |
| Grant Year: | FY 2022-2023 | | |
| Type of Report: | Midyear Report (check box) | | End-year Report (check box) |
| Organization: | | | |
| Project Name: | | | |
| Administrator's Report: <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit A (your grant application) using the business grant provided, and any changes that have occurred during the reporting period. If operations or service provisions have changed, please disclose and explain the reasoning and response to changes here.)</i> | | | |
| | | | |
| Statistical Report: <i>(This section should include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the survey shared by the City.)</i> | | | |
| | | | |
| Financial Report: <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i> | | | |
| | | | |



Grant Metrics & Performance Outcomes Template

| Metrics/Performance Outcomes | Results |
|--|---|
| <p>1. Number of individuals served.</p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> • Services directly provided by the grantee; • Program/project applications, instructions, trainings, products, or concepts; • Information (orally or in printed, in-person, virtually or over the phone); • Any materials (flyers, brochures, etc.); • Referrals | |
| <p>2. Number of service hours provided.</p> <p><u>Service hours</u> refer to any amount of time that is directly linked or performed as part of the work defined within the scope of the agreement signed by the grantee.</p> | |
| <p>3. Number of activities.</p> <p>Activities can be defined as gatherings either the grantee organizes or attends. In either case, grantee must specify if it attended or organized the activity. This can be events, workshops, panel discussions, roundtable discussions, presentations, etc.</p> <ul style="list-style-type: none"> • Activities refer to any gathering designed to promote programs, services, or concepts related to the components within the scope of the agreement signed by the grantee. • Activities also refer to any gathering designed to create awareness of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee. • Activities also refer to any gathering designed to outreach, engage, consult, and collaborate with the community as defined within the agreement signed by the grantee | |
| <p>4. Estimated number of individuals attending activities.</p> <p>Based on the scope of the agreement signed by the grantee, please provide a rough number or best estimate of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p> | |
| <p>5. Report perception of services provided and/or engaged activities.</p> <p>Survey individuals to measure the impact of the services provided and/or engaged activities as described within the scope of the agreement signed by the grantee. Report in percent and total number of individuals served. Technical assistance can be provided to grantee in development of questions.</p> | |
| <p>6. Demographic Questions</p> <p>Demographic questions are highly encouraged to be completed by individuals that fall within the grantee's scope of services. A current demographic survey is available and is highly encouraged for grantee to reach out for the demographic survey template.</p> | To be reported by grantee in a separate page. |

Name

Title

Phone

Signature

Date

E-mail

Once signed, please scan and e-mail to Nestor Veloz-Passalacqua, DEI Manager (nveloz@slocity.org) and to dei@slocity.org.

Certificate Of Completion

| | |
|---|---------------------------|
| Envelope Id: 3F12C47CBBDD45368751869DAD153F8B | Status: Completed |
| Subject: Complete with DocuSign: UndocuSupport DEI High Impact Grant 23-24 Contract.pdf | |
| Department: | |
| Supplier: | |
| Source Envelope: | |
| Document Pages: 25 | Signatures: 3 |
| Certificate Pages: 5 | Initials: 0 |
| AutoNav: Enabled | Envelope Originator: |
| Envelopeld Stamping: Enabled | Daniel Clancy |
| Time Zone: (UTC-08:00) Pacific Time (US & Canada) | 990 Palm Street |
| | San Luis Obispo, CA 93422 |
| | dclancy@slocity.org |
| | IP Address: 71.86.109.130 |


Record Tracking

| | | |
|-----------------------|-----------------------|--------------------|
| Status: Original | Holder: Daniel Clancy | Location: DocuSign |
| 1/17/2024 10:15:21 PM | dclancy@slocity.org | |

Signer Events

Heidi McPherson
 heidi@cfsloco.org
 CEO
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

 Heidi McPherson
 6DDE857F7A3D44E...
 Signature Adoption: Pre-selected Style
 Using IP Address: 97.93.18.177
 Signed using mobile

Timestamp

Sent: 1/17/2024 10:17:20 PM
 Viewed: 1/18/2024 5:48:44 PM
 Signed: 1/18/2024 5:49:08 PM

Electronic Record and Signature Disclosure:
 Accepted: 1/18/2024 5:48:44 PM
 ID: 1c5586c9-eabe-4fe7-887a-a089db340685

Sadie Symens for Christine Dietrick
 ssymens@slocity.org
 Deputy City Attorney
 City of San Luis Obispo
 Security Level: Email, Account Authentication (None)

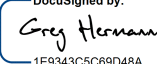
DocuSigned by:

 Sadie Symens
 9B7527FDF9DF48C...
 Signature Adoption: Drawn on Device
 Using IP Address: 104.129.199.29

Sent: 1/18/2024 5:49:09 PM
 Viewed: 1/19/2024 7:50:57 AM
 Signed: 1/19/2024 7:51:10 AM

Electronic Record and Signature Disclosure:
 Not Offered via DocuSign

Greg Hermann
 ghermann@slocity.org
 Deputy City Manager
 Security Level: Email, Account Authentication (None)

DocuSigned by:

 Greg Hermann
 1E9343C5C69D48A...
 Signature Adoption: Pre-selected Style
 Using IP Address: 104.129.202.83

Sent: 1/19/2024 7:51:11 AM
 Resent: 1/22/2024 7:49:24 PM
 Viewed: 1/23/2024 3:39:45 PM
 Signed: 1/23/2024 3:40:30 PM

Electronic Record and Signature Disclosure:
 Accepted: 1/23/2024 3:39:45 PM
 ID: 18704b56-11c6-45b9-b766-96443d00388d

| In Person Signer Events | Signature | Timestamp |
|------------------------------|-----------|-----------|
| Editor Delivery Events | Status | Timestamp |
| Agent Delivery Events | Status | Timestamp |
| Intermediary Delivery Events | Status | Timestamp |

| Certified Delivery Events | Status | Timestamp |
|---------------------------|--------|-----------|
|---------------------------|--------|-----------|

| Carbon Copy Events | Status | Timestamp |
|--------------------|--------|-----------|
|--------------------|--------|-----------|

| | | |
|---|---------------|----------------------------|
| Heidi McPherson heidi@cfsloco.org CEO Security Level: Email, Account Authentication (None) | COPIED | Sent: 1/23/2024 3:40:31 PM |
|---|---------------|----------------------------|

Electronic Record and Signature Disclosure:
Accepted: 1/18/2024 5:48:44 PM
ID: 1c5586c9-eabe-4fe7-887a-a089db340685

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| Nestor Veloz-Passalacqua nveloz@slocity.org Security Level: Email, Account Authentication (None) | COPIED | Sent: 1/23/2024 3:40:32 PM Viewed: 1/24/2024 9:26:21 AM |
|--|---------------|--|

Electronic Record and Signature Disclosure:
Accepted: 7/19/2023 12:29:17 PM
ID: 4fd29707-c1b8-4e6d-9dc8-7b8fb7dd0644

| Witness Events | Signature | Timestamp |
|----------------|-----------|-----------|
|----------------|-----------|-----------|

| Notary Events | Signature | Timestamp |
|---------------|-----------|-----------|
|---------------|-----------|-----------|

| Envelope Summary Events | Status | Timestamps |
|-------------------------|--------|------------|
|-------------------------|--------|------------|

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|---------------------|------------------|-----------------------|
| Envelope Sent | Hashed/Encrypted | 1/17/2024 10:17:20 PM |
| Certified Delivered | Security Checked | 1/23/2024 3:39:45 PM |
| Signing Complete | Security Checked | 1/23/2024 3:40:30 PM |
| Completed | Security Checked | 1/23/2024 3:40:32 PM |

| Payment Events | Status | Timestamps |
|----------------|--------|------------|
|----------------|--------|------------|

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Required hardware and software

| | |
|----------------------------|--|
| Operating Systems: | Windows2000? or WindowsXP? |
| Browsers (for SENDERS): | Internet Explorer 6.0? or above |
| Browsers (for SIGNERS): | Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above) |
| Email: | Access to a valid email account |
| Screen Resolution: | 800 x 600 minimum |
| Enabled Security Settings: | <ul style="list-style-type: none"> •Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection |

** These minimum requirements are subject to change. If these requirements change, we will provide you with an email message at the email address we have on file for you at that time providing you with the revised hardware and software requirements, at which time you will have the right to withdraw your consent.

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