

## City of San Luis Obispo Grant Recipient Report Template

**Midyear Report Due: DUE DATE - July 10, 2024 Year-End Report Due: DUE DATE**

<b>Grant Name:</b>	DEI High Impact Grant		
<b>Grant Year:</b>	FY 2023-2024		
<b>Type of Report:</b>	Midyear Report (check box)	X	End-year Report (check box)
<b>Organization:</b>	CASA of San Luis Obispo County		
<b>Project Name:</b>	Diversity is the Power of Change - Year 2		

**Administrator’s Report:** (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) and any changes that have occurred during the reporting period. ***If operations or service provision have changed, please disclose, and explain the reasoning and response to changes in this section.***)

SLO CASA received a grant of \$8,000 from the City of San Luis Obispo to help fund the continuation of our 2022-2023 DE&I Project. Combined with funding received from the National CASA/Gal Association, the project is enabling us to implement the recommendations from our two focus groups in 2023 of current volunteers and staff members which identified additional strategies focused on recruiting more male and Latino/bilingual volunteers. 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. The following outreach was completed in the first half of 2024:

- Our Training Manager spoke to the Pismo Coast Association of Realtors with 87 attendees and the Retired Active Men of SLO meeting with 64 attendees.
- In June our Advocate Supervisor who is both male and Hispanic/bilingual, along with our Training Manager spoke at Mission San Luis Obispo de Tolosa and Saint William’s Parish Church at their Spanish masses to share about the need for Latinx and bilingual volunteers, along with CASA information tables at both locations. They also tabled at the Nipomo SWAP Meet.
- Various CASA staff tabled at Pride festivals for 2 days in June and 2 days for the Makeshift Muse Markets, where they interacted with a wide range of people.
- We have diversified our social media presence to include posts in both English and Spanish
- Our Executive Director and a CASA board member attended a networking mixer organized by Diversity SLO to recruit BIPOC volunteers and board members.

Our Advocate Supervisor who is both male and Hispanic/bi-lingual is developing an ongoing support group for our male and Latinx volunteers. He already facilitated one general support group for advocates this calendar year, with the help of our Senior Advocate Supervisor. His plan is to start official groups specifically for male advocates after the summer and he has been gathering information from male advocates over the past few months regarding what they want/need from SLO CASA and how we can best support them.

SLO CASA is committed to increasing the cultural competence of our Board of Directors and staff. This grant from the City of San Luis Obispo will allow us to expand 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 in 2024.

**Statistical Report:** (This section must include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the surveys.

- 1) Our short-term result thus far this year for the metrics reported in our grant application are as follows:
  - Our current percentage of male volunteers is 19%
  - Our current percentage of Latino volunteers is 10%, which is an increase from 7.23% at the time we submitted our grant application; 7% of our volunteers are bilingual
  - We will deliver additional DEI training provided by Dr. Joy Pedersen to the Board of Directors and CASA Staff by December 31<sup>st</sup>, 2024
  
- 2) As of June 2024, SLO CASA is providing advocacy services to 241 abused and/or neglected children in foster care in San Luis Obispo County. Of the current children we are serving: 132 are female and 109 are male; 1.24% are American Indian or Alaska Native; 2.07% are Asian; 26.97% decline to state or are unknown; 2.9% are Black or African American; 10.79% are Hispanic or Latino; 5.81% are two or more races, and 49.79% are White. Their ages are: 65 are ages 0-5; 97 are ages 6-13; 50 are ages 14-17, and 29 are ages 18-21.

As of June 2024, we have sworn in 22 new CASA volunteer advocates this year, with a total of 167 CASA volunteers providing advocacy services for children in foster care in SLO County. Of the current volunteer pool, 135 are women and 32 are men. There are 13 bilingual CASA volunteers currently assigned to foster youth, and 17 are Hispanic or Latino.

**Financial Report:** (A financial statement detailing how the City's grant funding has been or planned to be allocated.)

The proposed budget of \$8,000 includes funding for personnel working on the project, operating expenses related to recruitment and outreach for volunteers, and DEI training for our Board of Directors and staff led by a local consultant.

For this first grant period we have spent \$750 for the personnel salary of our Training Manager. We have spent \$914 for volunteer outreach and recruitment, including the cost of background checks for new volunteers, and registration and supplies for several recruitment events. We plan to allocate \$5,000 by the end of 2024 to the following:

- Deliver additional DEI training provided by Dr. Joy Pedersen to the Board of Directors and SLO CASA staff.

**Grant Metrics & Performance Outcomes Template**

<b>Metrics/Performance Outcomes</b>	<b>Results</b>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>• Services directly provided by the grantee;</li> <li>• Program/project applications, instructions, trainings, products, or concepts;</li> <li>• Information (orally or in printed, in-person, virtually or over the phone);</li> <li>• Any materials (flyers, brochures, etc.);</li> <li>• Referrals</li> </ul>	<ul style="list-style-type: none"> <li>• 241 children in foster care served</li> <li>• 100 attendees for volunteer info sessions</li> <li>• 22 volunteers attended pre-service training sessions</li> <li>• 118 volunteers attended in-service trainings</li> <li>• Approximately 10-50 brochures distributed per tabling/outreach event</li> </ul>
<p><b>2. Number of service hours provided.</b></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>6135.90 volunteer service hours</p>
<p><b>3. Number of activities.</b></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"> <li>• Activities refer to any gathering designed to <b>promote</b> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>create awareness</b> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>outreach, engage, consult, and collaborate</b> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>CASA organized the following:</p> <ul style="list-style-type: none"> <li>- 12 Volunteer Info Sessions for outreach to potential new volunteers</li> <li>- 2 pre-service trainings (40 hours each)</li> <li>- 12 "team gatherings" for current volunteers to engage and collaborate</li> <li>- 6 Mentor groups for teens in foster care and their assigned advocates</li> <li>- 4 Infant &amp; Toddler Program group meetings for advocates assigned to children ages 0-5</li> </ul> <p>CASA attended the following:</p> <ul style="list-style-type: none"> <li>- 10 community events to create awareness of our program and for outreach/recruitment and engagement</li> </ul>
<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>Approximately 500 individuals either attended a grantee-led event or received information (orally or in-print) at community events where CASA participated</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>22 surveys administered at the conclusion of pre-service advocate trainings (100% of individuals received surveys); At least 120 surveys (approximately) were administered/received to volunteer advocates or 100% of those who attended team gatherings and volunteer support groups/meetings to ensure that those meetings are useful to the volunteers; 41 volunteer advocates were surveyed and responded to a CA CASA survey that measured impact on the youth/clients served (administered by SLO CASA).</p>
<p><b>6. Demographic Questions</b></p> <p>Demographic questions are <b>highly encouraged</b> 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>	<p>To be reported by grantee in statistical section above.</p>

**(must be reported by all grant recipients)**

Katrina Cathcart

Development Director

805-541-6542

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Phone



7/8/2024

kathcart@slocasa.org

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
E-mail

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

# City of San Luis Obispo

## Grant Recipient Report Template

Mid-year Report Due: July 10, 2024 ~ Year-End Report Due: January 10, 2025

<b>Grant Name:</b>	23-24 SLO City DEI High Impact Grant
<b>Grant Year:</b>	Oct. 2023 - Oct. 2024
<b>Type of Report:</b>	Mid-year
<b>Organization:</b>	The Diversity Coalition of San Luis Obispo County
<b>Project Name:</b>	BIPOC Board Leadership Program

**Administrator's Report:** *(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.*

The Diversity Coalition of San Luis Obispo County has made significant strides in delivering our BIPOC Board Leadership Training Program during the reporting period. We successfully delivered two cohorts:

1. Class #1: November 9 & 11, 2023, with 13 BIPOC professionals participating.
2. Class #2: April 11 & 13, 2024, with another 13 BIPOC professionals.

Additionally, we hosted two Board Matching & Networking Mixers:

1. First Mixer: December 7, 2023, with 15 nonprofits and 13 graduates with their guests.
2. Second Mixer: June 6, 2024, with 18 nonprofits and 16 alums.

We've assisted six alums in securing board positions on various nonprofit boards. These activities align with our goals of increasing BIPOC representation on nonprofit boards and fostering community connections.

Plans for Remainder of Grant Term

We are on track to deliver Class #3 in the fall of 2024, with a mixer to follow. Our strategies for the upcoming months include:

- Recruitment Efforts: Targeted outreach to BIPOC professionals and nonprofits.
- Community Tabling: Presence at local events to promote the program.
- Building Partnerships: Engaging with community organizations to expand our reach.
- Database Development: Implementing a robust system to track alumni, nonprofits, and board placements effectively.

Spokes integrated DEI topics into the Winter Board Academy session on Maintaining a Healthy Board and a separate workshop on Building an Effective Nonprofit Board. Spokes offered an online workshop, DEI Basics for Board Members. In the spring, Spokes provided a Symposium, Creating and Maintaining an Inclusive Board Environment. One change is that, in addition to the planned programs, Spokes has begun to incorporate articles on DEI topics in its bi-weekly e-newsletter.

**Statistical Report:** *(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.)*

- Number of Individuals Served: 26 BIPOC professionals through the training program and mixers.
- Number of Service Hours Provided:
  - Training: Each cohort involved 4 hours of prep work, 16 hours of training, and 4 hours of homework (total of 48 hours for two cohorts).
  - Mixers: Each mixer involved approximately 3 hours (total of 6 hours).
- Number of Activities: 4 major activities (2 training sessions and 2 mixers).
- Estimated Number of Individuals Attending Activities: Approximately 72 individuals (26 BIPOC professionals + 18 nonprofits at the second mixer + guests and nonprofit representatives).
- Perception of Services Provided: High satisfaction levels based on participant feedback, with a testimonial highlighting the impact:
  - "I am grateful to have been part of the inaugural cohort of the BIPOC Board Leadership Training program. The Diversity Coalition of San Luis Obispo County has thoughtfully built relationships with various organizations serving our communities in the region. Events like the Fall 2024 mixer created the connections with RACE Matters San Luis Obispo that led to my joining the Board and taking on the role of Board Secretary." - Class 1 Alum
  - "Was a great night! Loved connecting with everyone 10/10 night. It was definitely a great opportunity to connect with the graduates and other community leaders, even if it likely won't result in board placement for us -- I am quite confident it helped form and solidify connections that will continue." -Nonprofit Organization (June 2024 Mixer)
  - "It was such a wonderful event. I only got to about 4 NPs, so I missed a bunch, but I know there is always Dec." - Class 2 Alum (June 2024 mixer)
  - "The BIPOC Board Leadership Training hosted by Diversity SLO is a beacon of support and empowerment for BIPOC leaders in SLO County. This transformative program not only equips participants with essential board skills but also fosters a community where BIPOC experiences are centered and celebrated. Through meaningful discussions and connections, it inspires new leadership paradigms and aims for a pivotal shift in board practices. An invaluable initiative promoting diversity, equity, and inclusion in leadership. Highly recommended." - Class 2 Alum

As of July, 2024, 52 people had participated in Spokes' DEI-related programs. These people represent 24 different nonprofit organizations.

**Financial Report:** *(A financial statement detailing how the City's grant funding has been or planned to be allocated.)*

The City's grant funding has been allocated to cover costs associated with:

- Venue rentals and meals for training sessions and mixers.
  - \$0 expended
    - \$1000 remaining
- Marketing
  - \$3,000 (April 2024 Class and June 2024 Mixer)
    - \$3,500 funds remaining
- Training materials and supplies.
  - \$3000 expended
    - \$3000 remaining
- Compensation for trainers and guest speakers.
  - \$2,500 (4 instructors for one Class)
    - \$2500 remaining funds
- Staffing costs for program coordination.
  - Program Director's staff costs \$7,500 (6 months)
    - \$7,500 remaining funds
- Meals
  - \$500 expended

## Grant Metrics & Performance Outcomes

- \$500 remaining

Total Expended: \$16,500. Remaining funds will be expended on the fall training and mixer.

Of the \$10,000 allocated to Spokes, funds expended to date at least:

Consultant Total 650.00  
 Publicity Total 225.00  
 Staff Total 1,728.00  
 Supplies Total 90.08  
 Grand Total 2,693.08

The remaining funding will be spent on additional staffing, supplies and publicity for training of white boards.

<i>Metrics/Performance Outcomes</i>	<i>Results</i>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>● Services directly provided by the grantee;</li> <li>● Program/project applications, instructions, trainings, products, or concepts</li> <li>● Information (orally or in printed, in-person, virtually or over the phone);</li> <li>● Any materials (flyers, brochures, etc.);</li> <li>● Referrals</li> </ul>	<p>26 BIPOC professionals directly through training and mixers.</p>
<p><b>2. Number of service hours provided.</b></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>27 hours per BIPOC trainee (24 training + 3 mixers) x 2 trainings</p>
<p><b>3. Number of activities.</b></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"> <li>● Activities refer to any gathering designed to <b>promote</b> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>● Activities also refer to any gathering designed to <b>create awareness</b> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>● Activities also refer to any gathering designed to <b>outreach, engage, consult, and collaborate</b> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>4 (2 training sessions and 2 mixers)</p>

<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>Approximately 72 - 80 BIPOC professionals (mixers/trainings)</p> <p>Approximately 80 - 100 community members (outreach/tabling)</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>High levels of satisfaction and positive feedback. Testimonials reflect the program's impact on participants' professional growth and community engagement.</p> <p>“This training provides a unique space for BIPOC folks to gather and discuss board governance and also goes one step further to create a safe space of connection and support among the cohort. I will forever be part of and cohort#2 and proud of this. And I will encourage other BIPOC community to attend when they can and this community will continue to grow! Thanks you for creating this in our County!” - Class 2 Alum</p> <p>“The Diversity Coalition San Luis Obispo County is providing a vital resource to the community by offering this BIPOC Board Leadership Training. Black, Indigenous, People of Color are disportionally misrepresented in spaces of leadership, including on non-profit boards and in local government. This training (and the other supports that Diversity Coalition SLO offers) create much need resources for BIPOC to be involved in the community in an informed and sustainable way.” - Class 2 Alum</p> <p>“Yes, all modules met my expectations. Coming in, I expected to learn in a safe and engaging space and also network with my peers. While I was surprised that there was a group assignment, I appreciated that my peers were active and engaged in the process. As someone with many years of board experience coming in, I appreciated that I was able to benefit from all modules, particularly the fundraising module. This has always been scary to me, but I love a party and was happy that the tips spoke to me as someone that is adept at event planning.” - Class 1 Alum</p>



**Grant Metrics & Performance Outcomes**

**6. Demographic Questions**

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 grantees to reach out for the demographic survey template.

100% of trainees were BIPOC professionals

Rita Casaverde

Executive Director

(805)8065626

Name

Title

Phone



07/10/24

ed@diversityslo.org

Signature

Date

E-mail

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

## City of San Luis Obispo Grant Recipient Report Template

**Midyear Report Due: July 10 - Year-End Report Due: DUE DATE**

<b>Grant Name:</b>	City of SLO DEI High Impact Grant		
<b>Grant Year:</b>	2023-24		
<b>Type of Report:</b>	Midyear Report (check box)	X	End-year Report (check box)
<b>Organization:</b>	The Gala Pride & Diversity Center		
<b>Project Name:</b>	SLO Queer Cultural Revitalization Project		
<b>Administrator's Report:</b> (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) and any changes that have occurred during the reporting period. <i><b>If operations or service provision have changed, please disclose, and explain the reasoning and response to changes in this section.</b></i> )			
<p>After meeting with local artists, producers, and performers, we decided to integrate this program into the now year-round Pride program and use the established connections and growing opportunities there to support new and upcoming LGBTQ+ cultural collectives. Collaborators had the opportunity to work with the 40 person Pride Planning Committee, its many subcommittees, create their own events with the support of our existing resources, or connect to events put on by local supporting businesses. Below is a list and description of all events that supported and benefited from the Queer Cultural Revitalization Project.</p> <p><u>My Pride is Political 5/10:</u> An evening with 5 speakers of diverse backgrounds sharing their experiences at the intersection of BIPOC and LGBTQIA2S+ identities, followed by a social hour. This was part of our Action &amp; Activism team, who generated interest with this event to host an additional 2-4 events per year. 38 attendees</p> <p><u>Trans Pride in the Park 5/11:</u> A family-friendly day in the park celebrating our trans and nonbinary community. We hosted 43 performers and speakers of diverse backgrounds, including 1 new LGBTQ dance troupe, 1 upcoming drag troupe, and 1 established Ventura-based drag troupe new to performing in SLO County offering mentorship to new drag performers. Est. 3,000 attendees</p> <p><u>Milestone Drag Spectacular 5/17:</u> Connected 6 local drag performers with Milestone Tavern, a local LGBTQ+ supportive business with potential for more LGBTQ+ centered events. 55 attendees</p> <p><u>Dancing Queen Wine Release 5/19:</u> Connected 3 local drag performers with Timbre Winery, a local LGBTQ+ supportive business with potential for more LGBTQ+ centered events. 38 attendees</p> <p><u>Rise Up! Drag and Burlesque Show 5/31-6/1:</u> A night of drag, burlesque, and live music hosting 34 performers across two established LGBTQ+-centered performance groups at the Fremont Theater. 6 new performers were introduced this year through these established performance groups. Est. 800 attendees</p> <p><u>Pride in the Plaza 6/1:</u> Our annual return to the Mission Plaza! We hosted 24 speakers, performers, and artists through stage performances, an art show centering LGBTQ+ history, and an open-mic stage that hosted 3 new performers. Est. 5,000 attendees</p> <p><u>Pride in the Park 6/2:</u> A Pride themed family day in the park! We hosted 36 speakers, performers, and artists on our stage, including 6 up and coming performers. Est. 5,000 attendees</p> <p><u>Pride Prom 6/8:</u> A Prom night for LGBTQ+ and allied youth in 8th-12th grade. We hosted 4 artists, including one new college student performer. 47 attendees</p> <p><u>Atascadero Pride 6/16:</u> This was Atascadero's first major Pride celebration! The last two years of Atascadero Pride have been micro events hosted by a local business, and this year we connected 14 performers with 28</p>			

vendors and sponsors, and approximately 2,500 attendees. The announcement of this event was met with significant backlash and subsequent safety concerns. In turn, we received significant community support and collaborated with known allies in the community to provide safety and support for this young and vital event.

Los Osos Pride 6/22: We supported the third annual Los Osos Pride and helped connect 4 drag performers with The Merrimaker, one of two supporting locations. Est. 1,000 attendees

Cambria Pride by the Sea 6/30: Cambria hosted their first Drag Brunch! We supported the connection of a local drag house of 6 performers, including 2 new performers, to the brunch event. We also supported the main event, which hosted 14 local musicians, dancers, and performers.

Pride Blow Out Party 6/30: The final event of Pride month, we connected 2 local LGBTQ+ artists to Libertine, a local affirming event host. Est. 60 attendees

**Statistical Report:** (This section must include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the surveys.

Measurable Outcomes	Metric #	Note
Attendees across all events associated with the SLO DEI High Impact Grant	19,240	This number includes all attendees, volunteers, speakers, and performers at applicable events
Number of new artist collectives, organizations, renewed projects, and/or ongoing programming developed in this project	5	1. Helped established the new House of Mello Havoc; 2. Atascadero's first major Pride celebration; 3. Cambria's first Pride Brunch; 4. Action & Activism events to go from annual to quarterly schedule; 5. J Bird's Burlesque grew with connections made in this program and plans to host an additional show each year
New independent events or programs in the planning stage by end of 2024	1	Out & Savvy (new group for lesbians age 50+)
Event or program successfully implemented by participants by the end of the one year program	1	J Bird's Birthday Burlesque Bash

<b>Financial Report:</b> (A financial statement detailing how the City's grant funding has been or planned to be allocated.)			
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**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
<b>Personnel Expenses</b>			
Performers (Drag Artists, DJs, Dancers, Musicians, Comedians, Luchadores,	\$16,000	\$7,500	\$8,500

etc.) for Cultural Events			
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
Website Designer for Gala, Tranz Central Coast, and SLO Pride Sites	\$1,500	\$1,000	\$500
Translation Services	\$5,000	\$3,000	\$2,000
<b>Total Personnel Expenses</b>	<b>\$24,500</b>	<b>\$13,000</b>	<b>\$11,500</b>
<b>Operating Expenses</b>			
Printed Promotional Material	\$9,500	\$4,000	\$5,500
Promotion Space on Local TV, Newspapers, and Radio Stations	\$8,000	\$3,000	\$5,000
<b>Total Operating Expenses</b>	<b>\$17,500</b>	<b>\$7,000</b>	<b>\$10,500</b>
<b>Total Expenses</b>	<b>\$42,000</b>	<b>\$20,000</b>	<b>\$22,000</b>

<b>Metrics/Performance Outcomes</b>	<b>Results</b>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>• Services directly provided by the grantee;</li> <li>• Program/project applications, instructions, trainings, products, or concepts;</li> <li>• Information (orally or in printed, in-person, virtually or over the phone);</li> <li>• Any materials (flyers, brochures, etc.);</li> <li>• Referrals</li> </ul>	<p>210 (# of impacted performers, speakers, collaborators, producers, venue hosts)</p>
<p><b>2. Number of service hours provided.</b></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>170</p>
<p><b>3. Number of activities.</b></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"> <li>• Activities refer to any gathering designed to <b>promote</b> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>create awareness</b> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>outreach, engage, consult, and collaborate</b> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>12</p>
<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>18,700</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>Very few contacts completed our survey, but we received positive feedback about energy and opportunity for engagement and growth; our greatest challenges were in marketing and getting a late start in conversations with some new talent sources in the planning stages.</p>
<p><b>6. Demographic Questions</b></p> <p>Demographic questions are <b>highly encouraged</b> 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>	<p>To be reported by grantee in statistical section above.</p>

**Grant Metrics & Performance Outcomes Template**

**(must be reported by all grant recipients)**

Serrin Ruggles

Name

Director of Programming

Title

805-541-4252

Phone



Signature

August 23, 2024

Date

sruggles@galacc.org

E-mail

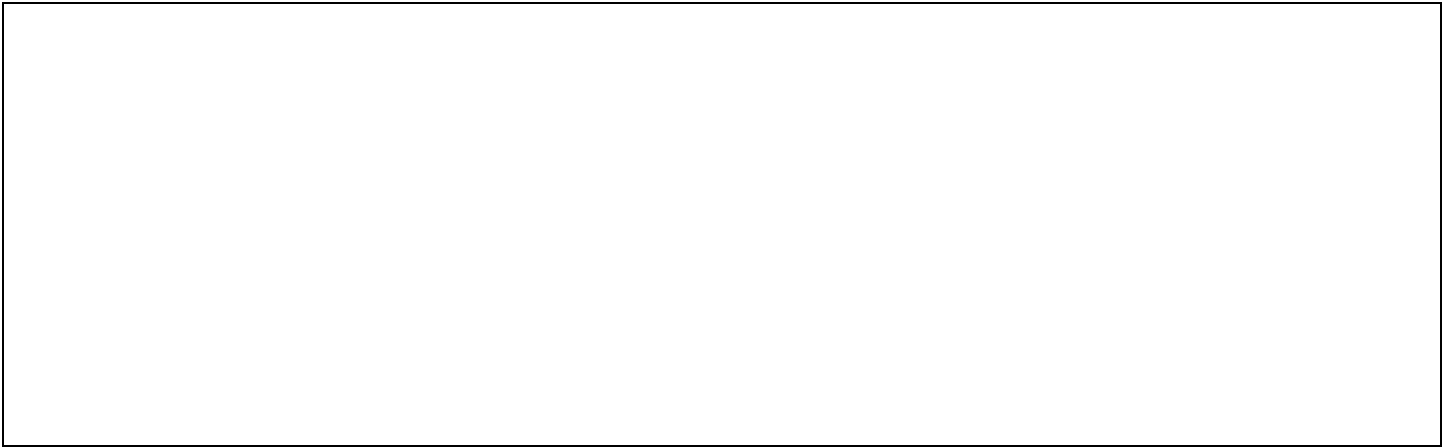
Once signed, please scan and e-mail to Nestor Veloz-Passalacqua, DEI Manager ([nveloz@slocity.org](mailto:nveloz@slocity.org)) and to [dei@slocity.org](mailto:dei@slocity.org).

## Exhibit B

## City of San Luis Obispo Grant Recipient Report Template

**Midyear Report Due: DUE DATE - Year-End Report Due: DUE DATE**

<b>Grant Name:</b>	High Impact DEI		
<b>Grant Year:</b>	2024		
<b>Type of Report:</b>	<input checked="" type="checkbox"/> Midyear Report (check box)	<input type="checkbox"/>	End-year Report (check box)
<b>Organization:</b>	R.A.C.E. Matters SLO County		
<b>Project Name:</b>	Shop Talk		
<b>Administrator's Report:</b> (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) and any changes that have occurred during the reporting period. <i><b>If operations or service provision have changed, please disclose, and explain the reasoning and response to changes in this section.</b></i> )			
<p>January and February 2024: Program Director Courtney Haile met with RM board member and psychologist Dr. Alexis Smith to for program design and foundation. Smith and Haile met with local therapists of color to determine fit for the program and scheduling. Therapist Allison Parker signed on to co-lead the Shop Talk monthly meet-up (centered on Black Healing) with Smith. Haile and Smith also met with GALA Pride and Diversity Center Program Director Serrin Ruggles to gain insights as GALA has also run therapist-led support groups. It was determined in March that Shop Talk would not include programming for youth under 18 during year 1 of the program. This is a change from the original service plan.</p> <p>March 2024: Monthly drop-in therapist-led space centered on Black healing launched, has been running monthly on First Tuesdays.</p> <p>March and April 2024: Haile met with other BIPOC mental health professionals and based on therapeutic principles, created an offering of closed 6-week sessions centered on Black identified and all BIPOC populations respectively. It became clear while promoting that the 6-week session format presented barriers for participation and that drop-in groups are best for the first year of Shop Talk.</p> <p>July 2024:</p> <ul style="list-style-type: none"> <li>- Monthly drop-in meditation space centered on healing for all BIPOC communities planned to launch in August with Black identified meditation practitioner Jevon Rowden.</li> <li>- Haile meets with BIPOC therapist Alisa Orozco about re-launching her proposed closed 6-week session as a drop-in format, first hosting an information session.</li> </ul>			
<b>Statistical Report:</b> (This section must include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the surveys.			



**Financial Report:** (A financial statement detailing how the City's grant funding has been or planned to be allocated.)

The City's grant funding has been allocated as follows:

- Payments to therapists who have facilitated Shop Talk sessions
- Payment to staff and contractors for hours directly related to the project
- Lights snacks for monthly meet-up

By the end of the grant period the City's grant funding will be allocated as follows:

- Payments to meditation practitioner for monthly program to begin in August centered on wellness for Black, Indigenous, or Other People of Color
- Payments to additional therapist(s) for drop-in groups centered on healing for Black, Indigenous and People of Color.



**Grant Metrics & Performance Outcomes Template**

**(must be reported by all grant recipients)**

There have been 5 Monthly Meet Ups centered on Black Wellness. As reported in the Administrator's Report, we are pivoting from offering closed 6 week sessions and adding more drop-in offerings.

23 attendees served directly by the Shop Talk monthly meet-up centered on Black Wellness, approximately 50% living in the City of SLO and 50% living in other cities in SLO County.

All attendees are Black-identified, inclusive of mixed-race individuals.

<b>Metrics/Performance Outcomes</b>	<b>Results</b>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>• Services directly provided by the grantee;</li> <li>• Program/project applications, instructions, trainings, products, or concepts;</li> <li>• Information (orally or in printed, in-person, virtually or over the phone);</li> <li>• Any materials (flyers, brochures, etc.);</li> <li>• Referrals</li> </ul>	<p>23 attendees served directly by the Shop Talk monthly meet-up centered on Black Wellness, approximately 50% living in the City of SLO and 50% living in other cities in SLO County.</p>
<p><b>2. Number of service hours provided.</b></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>Approximately 30 hours have been spent in planning meetings, on program design, and preparing for and during Shop Talk sessions.</p>
<p><b>3. Number of activities.</b></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"> <li>• Activities refer to any gathering designed to <b>promote</b> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>create awareness</b> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>outreach, engage, consult, and collaborate</b> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>There have been 5 Monthly Meet Ups centered on Black Wellness.</p> <p>Other activities related to Shop Talk include:</p> <ol style="list-style-type: none"> <li>1) Promotional emails to email list</li> <li>2) Targeted promotional emails to community partners who engage with target populations</li> <li>3) Design and posting of social media graphics</li> <li>4) Posting of printed flyers in coffee shops and BiPOC owned businesses downtown.</li> <li>5) Promotion of Shop Talk via tabling, and posters displayed at other RM events.</li> </ol>
<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>23 people have attended the monthly meet up centered on Black Healing</p> <p>Approximately 40 people who fit our targeted demographics have approached a R.A.C.E. Matters booth or table, and Shop Talk programs were being promoted.</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>Survey shall be administered towards the end of the grant period and results will be made available for the final report.</p>
<p><b>6. Demographic Questions</b></p> <p>Demographic questions are <b>highly encouraged</b> 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>	<p>To be reported by grantee in statistical section above.</p>

Courtney Haile

Executive Director

(415) 264-8641

Name

Title

Phone

DocuSigned by:  
*Courtney Haile*  
D0A2AC4D5A0A448...

7/7/2024

courtney@racematters10.org

Signature

Date

E-mail

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

## City of San Luis Obispo Grant Recipient Report Template

Midyear Report Due: DUE DATE - Year-End Report Due: DUE DATE

<b>Grant Name:</b>	DEI High Impact Grant		
<b>Grant Year:</b>	2023-2024		
<b>Type of Report:</b>	Midyear Report (check box)	x	End-year Report (check box)
<b>Organization:</b>	SLO Hillel		
<b>Project Name:</b>	Jews of Color Series: Shine a Light on Identity and Antisemitism		

**Administrator’s Report:** (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) and any changes that have occurred during the reporting period. ***If operations or service provision have changed, please disclose, and explain the reasoning and response to changes in this section.***)

SLO Hillel saw tremendous success with its second annual Jews of Color program supported by the City of SLO's DEI High Impact Grant.

Our intent was to replicate our speaker program from the last grant cycle when we brought in Rain Pryor and featured her at the Palm Theatre as a part of the Jewish Film and Learning Festival. This year's program rolled out little differently, but with as much collaboration, enthusiasm, and participation. What we wound up doing was in December, hosted in conjunction with Cal Poly Student Affairs, a luncheon at the PAC Pavilion entitled, "Shine a Light on Antisemitism," featuring three Jewish Hillel students with different ethnic backgrounds to hear their on-campus experiences since October 7th.

Then in May we partnered with the Diversity Coalition of SLO County to host Kiyomi Kowalski as our guest speaker for "Shine a Light on Jews of Color" to highlight her intersectional identities and anti-semitism at the SLO Museum of Art to a standing room only crowd.

**Statistical Report:** (This section must include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the surveys.

The "Shine a Light on Antisemitism" luncheon included a full room of 100 guests, including Cal Poly's President, Jeff Armstrong, and his wife, the Cal Poly Chief of Police, the deans of each school, and staff from Cal Poly's Diversity and Inclusion office. Also in attendance were various community leaders, faculty and staff, all of whom work in the City of SLO and many who reside here.

Similarly, the "Shine a Light on Jews of Color" program at the SLO Museum of Art attracted a crowd of community leaders from the Jewish community to those involved in the museum and in the Diversity Coalition. The room was set for 75 and it wound up as standing-room only.

SLO Hillel issued a survey immediately following the programs at the PAC and SLOMA. The results indicated a demographic that attendance during the PAC talk was largely 45+ and identified as Caucasian. However, there was a strong cross-section of diversity with the 75+ attendees at the Kiyomi Kowalski event in age and color.

**Financial Report:** (A financial statement detailing how the City's grant funding has been or planned to be allocated.)

Expenses included:

Venue fees -

\$500 - PAC Pavilion

\$1000 - SLO Museum of Art

Supplies and materials - \$1000

Food costs - \$1200

Graphics/Marketing materials/Promotion - \$2150

Speaker Honorarium - \$2500

Travel and expenses - \$2000

**Grant Metrics & Performance Outcomes Template**

<b>Metrics/Performance Outcomes</b>	<b>Results</b>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>• Services directly provided by the grantee;</li> <li>• Program/project applications, instructions, trainings, products, or concepts;</li> <li>• Information (orally or in printed, in-person, virtually or over the phone);</li> <li>• Any materials (flyers, brochures, etc.);</li> <li>• Referrals</li> </ul>	<p>In collaboration with the Diversity Coalition of SLO County, SLO Museum of Art, Cal Poly Office of Diversity and Inclusion and Student Affairs, our program this year virtually reached over 5000 individuals through our listservs alone</p>
<p><b>2. Number of service hours provided.</b></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>Implementation - 20            Program hosting - 8            Total service hours - 28</p>
<p><b>3. Number of activities.</b></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"> <li>• Activities refer to any gathering designed to <b>promote</b> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>create awareness</b> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <b>outreach, engage, consult, and collaborate</b> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>We held multiple meetings with the collaborative groups for this program, as working together wound up as a result of planning the program, as opposed to when we applied for the grant.            Many started as consult meetings, and to raise awareness of the Shine A Light/Jews of Color program, and resulted in partnership.            Total number of activities - 10</p>
<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>180 in-person attendees at the presentations            Estimated 500 in tabling activities on campus</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>Significant impact with this programming due to global climate and frightening spike in antisemitism this year. Program attendees were grateful to understand perspective; community/students were grateful to know this program was happening</p>
<p><b>6. Demographic Questions</b></p> <p>Demographic questions are <b>highly encouraged</b> 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>	<p>To be reported by grantee in statistical section above.</p>

**(must be reported by all grant recipients)**

Lauren Bandari

Name

Executive Director

Title

805-295-0890

Phone



Signature

7/16/24

Date

lauren.bandari@slohillel.org

E-mail

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

# City of San Luis Obispo

## Grant Recipient Report Template

<b>Grant Name:</b>	DEI HIGH IMPACT GRANT		
<b>Grant Year:</b>	FY 2023-2024		
<b>Type of Report:</b>	Midyear Report (check box)	X	End-year Report (check box)
<b>Organization:</b>	San Luis Obispo Museum of Art (SLOMA)		
<b>Project Name:</b>	Expanding Equity in Exhibitions		
<b>Administrator's Report:</b> <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>			
<p>This project supports two upcoming exhibitions at SLOMA: "Whose Waters?" and "Maria Molteni: Beautiful Seven." Both exhibitions are set to open soon (July 13 and August 2, respectively) and final preparations are currently underway. In addition to weekly docent tours and monthly <i>First Fridays</i> events, confirmed public programming for the exhibitions includes:</p> <p><i>Whose Waters?</i>            7/13/24: Panel discussion with artists Gabriella Angotti-Jones, Stephen Milner, Shea Somma, and Joni Sternbach. Free &amp; open to the public.            7/13/24: <i>Second Saturdays</i> free family art day. Free &amp; open to the public.            8/11/24: Surfboard Swap. Free &amp; open to the public.</p> <p><i>Beautiful Seven</i>            8/4/24: <i>Games Are Magic!</i> event for trans youth. Free &amp; presented with project partners.</p>			
<b>Statistical Report:</b> <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>			
Demographic data of participants will not be available until after the exhibitions open and public programs begin.			
<b>Financial Report:</b> <i>(A financial statement detailing how the City's grant funding has been or planned to be allocated.)</i>			
<p>A small portion of grant funds have been allocated to staff time for project planning; the majority of funds will be allocated after the exhibitions open and public programming begins.</p> <p>Total Grant Award: \$9,424.38            Grant Funds Allocated To Date: \$1,000 (curatorial staff time for planning the exhibitions and programs)            Remaining Grant Funds: \$8,424.38 (to be allocated to add'l staff time, exhibition materials, marketing, accommodations/translations, and public programming)</p>			



## City of San Luis Obispo Grant Recipient Report Template

**Midyear Report Due: July 10, 2024 - Year-End Report Due: DUE DATE**

<b>Grant Name:</b>	DEI High Impact		
<b>Grant Year:</b>	2024		
<b>Type of Report:</b>	Midyear Report (check box) <input checked="" type="checkbox"/>	✓	End-year Report (check box) <input type="checkbox"/>
<b>Organization:</b>	SLO County UndocuSupport / The Community Foundation San Luis Obispo County		
<b>Project Name:</b>	"How To" Resource Videos		
<b>Administrator's Report:</b> (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) and any changes that have occurred during the reporting period. <i>If operations or service provision have changed, please disclose, and explain the reasoning and response to changes in this section.</i> )			

Activities Synopsis:

Jan. 29 - Program Manager convened ad hoc committee to determine final video topics  
 Mar. 5 – Issued RFP for Coordinating Agency to provide filming coordination, script editing, and actor payments  
 Apr. 25 - Executed contract with filmmaker Alyssa Toledo to direct and film  
 May 27 - Scripts written by Program Manager with input from film director and edited by agencies for accuracy  
 May 30 - Spanish translations completed by Program Manager and edited for accuracy and cultural competency by CFS staff  
 Jun. 12 - Executed contract with Center for Family Strengthening to provide filming logistical coordination, script editing, and support on set  
 Jun. 31 - Casting completed by Program Manager with the assistance of the director  
 Jun. 31 - Filming schedule completed including locations, props  
 Jun. 22 - Filming completed  
 In process - Video post-production – Anticipated completion is fall 2024  
 In process - Video Dissemination – Anticipated late fall / early winter 2024

Changes / Improvements:

**Videographer /Filmmaker**

The videographer identified in the original grant application unexpectedly backed out of the project in early 2024 and a new filmmaker was identified and contracted with. Alyssa Toledo is a local filmmaker who identifies as BIPOC and speaks Spanish. Once Alyssa was brought on to the project, she wanted to be more involved in the script creation. She proposed to the Program Manager that more of a story line be incorporated in addition to the informational portion of the films. The Program Manager and Director decided that the series of informational videos would be offered in two versions: the complete beginning-to-end version in the form of a short film with a fictional storyline and the information, and also as shorter informational films that can more easily be shared by partner organizations.

This change would allow the audience to form an emotional connection to the main characters and empathize with their situation and in theory would increase overall viewership and increase the amount of people that watch the series through all the way to the end. It could also serve to educate the general public about the struggles and triumphs of persons living among us who are undocumented.

### **Mixteco Voiceover / Audio**

In the original application, the services of Herencia Indigena were planned to be engaged to provide the Mixteco voiceover for the videos. However, once casting was completed, that was determined not to be needed, because the main actors are bilingual and speak both Spanish and Mixteco. The Program Manager and Director determined that having the main actors speak Mixteco in their own words rather than having a Mixteco voiceover would connect better with the Mixteco-speaking population.

### **Video Topics**

One video topic which had been agreed on by the ad hoc committee was substituted in favor of a different topic. "Applying for workers compensation / disability" and / or "get help finding a job" was replaced with "banking services" which includes cashing checks for free and building credit. After multiple conversations with staff at America's Job Center / Eckerd Connects, which is federally-funded through the Employment Development Department, and after several separate conversations with other agencies that refer clients to them, it was still unclear to me whether or not undocumented persons are truly eligible for their services. I heard from some that a valid Social Security Number was required in order to access the services. I heard from others that the verification process allows for all SSNs, not necessarily only valid ones, to be processed. In the end, I wasn't 100% sure if: 1) undocumented immigrants qualified, and 2) that they would be able to be successful in accessing the services due to multiple barriers.

Banking services was another frequently-mentioned topic for which undocumented persons are eligible (at select banks) so it was chosen as the replacement video topic. SESLOC has been a wonderful partner in the past and has initiatives focused on reaching out to the Spanish-speaking and unbanked community. While the videos do not show SESLOC logos or mention SESLOC by name, there are other banks that serve the undocumented community.

### **Updated Budget**

\$2,600 was removed from the Mixteco voice-over line item on the budget. 100% of that amount was re-allocated to the director / filmmaker due to their increased role in script production and the increased video length with the fictional storyline added. A line item for props (which had not been previously accounted for) was also added in the amount of \$271.02. The line item for video dissemination was reduced by this exact amount leaving the balance for video dissemination at \$4,138.98. A final change is the combination of 3 line items: actor mileage reimbursement, Community member actor compensation, and partner agency actor compensation into one line item called "actor compensation" for ease of issuing payments.

The reason for all the shifts in the budget are due to the fact that a project like this hasn't been undertaken in our community before, and many things were unknown about the budget and needs when the grant was written. The project total remain the same, and the project is projected to be completed and spent down by the deadline.

**Statistical Report:** (This section must include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the surveys.

1) Exhibit A Metrics:

- Estimated number of people served through this project / program: 1,000
- Estimated number of SLO City Residents served through this project / program: 300

- Exhibit A Metric: 14 How To Videos produced (7 in Spanish and 7 in Mixteco)
- Exhibit A Metric: 7 – 14 How To Videos on topics disseminated via client-preferred media platforms
- Exhibit A Metric: 30% increased views to UndocuSupport’s website where the videos are posted
- 20% increase in undocumented immigrant community member awareness of community resources featured in videos

**Exhibit A Metrics Reported: 0 / 0% for all as video completion anticipated for fall 2024**

2) Demographic data collected through surveys

**None / TBD as video completion anticipated for fall 2024**

**Financial Report:** (A financial statement detailing how the City's grant funding has been or planned to be allocated.)

Here is the financial statement as of June 30, 2024 on how UndocuSupport has expended the grant funding to-date:

UndocuSupport Activity and Month-End Balance	
6/30/2024	
	<b>DEI</b>
<b>Revenues</b>	
Total	39,776
<b>Expenses Incurred</b>	
Supplies	(19)
Services/Interpretation	(5,000)
Consulting	(11,170)
Salary	(7,155)
Total	(23,343)
<b>Other Fees and Reimbursements</b>	
Admin Fees (CFSLOCO)	(3,616)
Total	(3,616)
<b>End-of-Month Fund Balance</b>	<b>12,816</b>

Description of Expenses:

Supplies - Props for films  
 Services / Interpretation - Budget line item shifted to filmmaker for additional work with Mixteco-speaking actors  
 Consulting - This is the amount paid to the project’s sub-contractor, Center for Family Strengthening, to assist with the filming, edit the Spanish translation of scripts, and pay actors (payments currently in process)  
 Salary - Program Manager Salary  
 Admin Fees (CFSLOCO) - Paid to UndocuSupport’s fiscal sponsor, The Community Foundation San Luis Obispo County for administrative and financial services rendered.

A description of each line item including the changes is detailed in this spreadsheet: [Updated UndocuSupport Project Budget.xlsx](#)

<b>Metrics/Performance Outcomes</b>	<b>Results</b>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>● Services directly provided by the grantee;</li> <li>● Program/project applications, instructions, trainings, products, or concepts;</li> <li>● Information (orally or in printed, in-person, virtually or over the phone);</li> <li>● Any materials (flyers, brochures, etc.);</li> <li>● Referrals</li> </ul>	<p>0. Videos in post-production as of the date of this report.</p>
<p><b>2. Number of service hours provided.</b></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>170 Program Manager  52.5 Film Director  64 Partner agency staff (topics identified, script editing, and filming location coordination)  210 Cast and crew</p>
<p><b>3. Number of activities.</b></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"> <li>● Activities refer to any gathering designed to <b>promote</b> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>● Activities also refer to any gathering designed to <b>create awareness</b> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>● Activities also refer to any gathering designed to <b>outreach, engage, consult, and collaborate</b> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>2 Contracts executed with sub-contractors (Film Director and Coordinating Agency)  9 Final English scripts produced  8 Final Spanish scripts produced  8 Days of filming  10 Filming locations (all within SLO City)</p>
<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>17 Ad Hoc Committee Members  11 Partner agency staff involved in script production  41 Cast members  6 Crew members</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>Videos in post-production as of the date of this report.</p>
<p><b>6. Demographic Questions</b></p> <p>Demographic questions are <b>highly encouraged</b> 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>	

**Grant Metrics & Performance Outcomes Template**  
**(must be reported by all grant recipients)**

Cassandra Kartashov

Director of Grants & Programs,

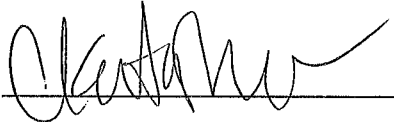
The Community Foundation

(805) 543-2323

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Phone



\_\_\_\_\_  
Signature

7/10/24

\_\_\_\_\_  
Date

cassandra@cfsloco.org

\_\_\_\_\_  
E-mail

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

# UndocuSupport Project Budget

Item	Original Amount Requested in Application	Notes	Updated Budget - as of April 22, 2024	Notes	Item	Updated Budget - as of July 8, 2024	Notes	Expenditures as of June 30, 2024	Notes	Total Remaining
<b>Personnel</b>										
UndocuSupport Program Manager	\$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.)	\$10,533.60			\$10,533.60		\$7,155.00	Program Manager Salary	\$3,378.60
Partner Agency Consultant/ Project Co-Manager	\$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.)	\$6,000.00	Paid by Coordinating Agency: Center for Family Strengthening		\$6,000.00		\$6,000.00	Paid to CFS in lump sum of \$11,170	\$0.00
<b>Mileage</b>										
Program Manager	\$45.85	10 mi. roundtrip / video x 1 person x 7 videos	\$45.85			\$45.85		\$0.00		\$45.85
Actors / Talent	\$550.20	60 miles roundtrip / video x 2 actors x 7 videos	\$550.20	Paid by Coordinating Agency: Center for Family Strengthening. Total contract amount: \$11,170.20		\$0.00	Combined into one lump sum for actor compensation	\$550.20		\$0.00
<a href="#">Mixteco Voiceover</a>	\$2,600.00	<a href="#">7 videos 4 min. or less. \$300/video for the Mixteco voiceover plus \$500 flat fee. Admin. Bid.</a>	\$0.00	We have cast actors that are bilingual in both Spanish and Mixteco which will be featured as the main characters in every video. The actors and director have agreed to film 14 videos (7 in Spanish and 7 in Mixteco) as opposed to the 7 videos with the Mixteco voiceover being used with the Spanish-filmed videos, as was originally planned. For Mid-Year Report explain that this funding was shifted from the "Mixteco Voiceover" line items to the Video Production line item which was originally "Sky's the Limit" and is now "Filming." This change will provide more of a cultural connection with the Mixteco-speaking community and more visual representation of the individuals that speak the language.		\$0.00			Moved to Filming line item as main actors cast speak Mixteco and filming completed by actors in Spanish and Mixteco.	
<b>Video Production</b>										
Filming	\$7,400.00	<a href="#">Video production (10 "How To" Videos.) Bid.</a>	\$10,000.00	\$2,600 moved from the "Mixteco Voiceover" line item to be added to the original \$7,400 for a total of \$10,000 for filming 7 additional videos (7 filmed in Spanish and 7 filmed in Mixteco.) filming environment, any additional equipment.		\$10,000.00		\$5,000.00	Paid to Filmmaker / Directory Alyssa Toledo. Balance paid upon completion of films.	\$5,000.00
Script production and translation	\$1,470.00	\$35/hr x 6 hrs/ script x 7 Spanish scripts	\$1,470.00			\$1,470.00		\$1,470.00	Paid to CFS in lump sum of \$11,170.	\$0.00
Community member actor compensation	\$700.00	\$35/hr x 10 hrs/film including prep and actual filming x 2 community members (one per video)	\$700.00	Paid by Coordinating Agency: Center for Family Strengthening. Total contract amount: \$11,170.20		\$3,700.20	Combination of Actor Mileage, Community member actor compensation and Partner agency actor compensation into one lump sum, paid out by CFS	\$3,700.20	Paid to CFS in lump sum of \$11,170. Actors in process of being paid.	\$0.00
Partner agency actors	\$2,450.00	\$35/hr x 10 hrs/film including coordinating meetings, script memorization, and actual filming x 7 community members (one per video)	\$2,450.00			\$0.00	Combined into one lump sum for actor compensation		Paid to CFS in lump sum of \$11,170. Actors in process of being paid.	
					Props	\$271.02	Party decoations, food, drinks, cups, plates, napkins, picture frames for birthday party scene (Medi-Cal video) and baby shower theme (Intro video.) Taken from "Partner Agency Video Dissemination" line item.	\$271.02		\$0.00
<b>Distribution</b>										
Partner agency video dissemination	\$4,410.00	Video distribution via social media including scheduling/timing coordination (\$35/hr x 3 staff persons x 3 hr/ video x 14 videos)	\$4,410.00			\$4,138.98	Less \$271.02 for props for which there previously was no line item.	\$0.00		\$4,138.98
	\$36,159.65	<b>SUBTOTAL</b>	\$36,159.65	<b>SUBTOTAL</b>		\$36,159.65	<b>SUBTOTAL</b>			

# UndocuSupport Project Budget

Item	Original Amount Requested in Application	Notes	Updated Budget - as of April 22, 2024	Notes	Item	Updated Budget - as of July 8, 2024	Notes	Expenditures as of June 30, 2024	Notes	Total Remaining
<b>Admin</b>										
Community Foundation	\$3,615.97	10% of Subtotal	\$3,615.97	10% of Subtotal		\$3,615.97	10% of Subtotal	\$3,615.97		\$0.00
	<b>\$39,775.62</b>	<b>Total Program Cost</b>	<b>\$39,775.62</b>	<b>Total Grant Budget</b>		<b>\$39,775.62</b>	<b>Total Grant Budget</b>	\$27,762.39		\$12,563.43
			\$11,170.20	CFS Total						
Cell	\$35/mo. x 10 mo. x 1 FTE									
Rent	(\$2,900 / year)									
IT	1200/year				Dissemination Budget Notes	Food estimate				
						\$400	50 people (pizza, sodas, pan dulce, cafe, juice)			
						\$1,600	200 people			
							Ask Food Bank to do a distribution			
							Possibly host at library			

## City of San Luis Obispo Grant Recipient Report Template

Midyear Report Due: DUE DATE - Year-End Report Due: DUE DATE

<b>Grant Name:</b>	DEI High Impact Grant		
<b>Grant Year:</b>	2023-2024		
<b>Type of Report:</b>	Midyear Report (check box)	X	End-year Report (check box)
<b>Organization:</b>	History Center of San Luis Obispo County		
<b>Project Name:</b>	Translation and Multilingual Access		
<b>Administrator's Report:</b> (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) and any changes that have occurred during the reporting period. <i>If operations or service provision have changed, please disclose, and explain the reasoning and response to changes in this section.</i> )			
<p>In collaboration with renowned food and culture writer Silvia Martinez, we developed and delivered a comprehensive three-part lecture series on the history of Mexican music. The series, which took place in June 2024 was conducted in Spanish, and explored the evolution of Mexican musical traditions, highlighting their cultural significance and historical development. The lectures were recorded and are now available on our website for public access.</p> <p>We engaged Cal Interpreting &amp; Translations to create a Spanish-language version of our 15-minute video designed to serve as an introduction to local history. They translated the script, hired a voice actress, and performed the technical work to provide us with a viewer-ready video file of the film. Bilingual signage has been updated throughout the museum to inform the public of the linguistic availability since the beginning of March 2024.</p>			
<b>Statistical Report:</b> (This section must include 1) the metrics reported as described in Exhibit A (your grant application) and 2) the demographic data collected through the surveys.)			
<p>In the first six months of our film's availability in Spanish, we have played the Spanish version 18 times. This demonstrates that while we have begun the process of improving the linguistic diversity of our audience, we obviously have much further to go.</p> <p>Each of the three lectures had in-person audiences. These were 25, 42, and 46 respectively.</p>			

<b>Financial Report:</b> (A financial statement detailing how the City's grant funding has been or planned to be allocated.)
See attached transaction reports for an accounting of funds already expended.
The remaining funds will go towards translating exhibits in the museum.



## Grant Metrics & Performance Outcomes Template

<b>Metrics/Performance Outcomes</b>	<b>Results</b>
<p><b>1. Number of individuals served.</b></p> <p><u>Served</u> refers to individuals specifically receiving any of the following:</p> <ul style="list-style-type: none"> <li>• Services directly provided by the grantee;</li> <li>• Program/project applications, instructions, trainings, products, or concepts;</li> <li>• Information (orally or in printed, in-person, virtually or over the phone);</li> <li>• Any materials (flyers, brochures, etc.);</li> <li>• Referrals</li> </ul>	<p>18 groups have watched the video. We did not keep track of how many were in each group, but there have been very few individuals, it has been mostly families of 3 or more.</p>
<p><b>2. Number of service hours provided.</b></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>N/A</p>
<p><b>3. Number of activities.</b></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"> <li>• Activities refer to any gathering designed to <i>promote</i> programs, services, or concepts related to the components within the scope of the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <i>create awareness</i> of the programs, services, or concepts related to the components as defined within the agreement signed by the grantee.</li> <li>• Activities also refer to any gathering designed to <i>outreach, engage, consult, and collaborate</i> with the community as defined within the agreement signed by the grantee</li> </ul>	<p>3 lectures</p> <p>1 video</p>
<p><b>4. Estimated number of individuals attending activities.</b></p> <p>Based on the scope of the agreement signed by the grantee, <b>please provide a rough number or best estimate</b> of individuals that 1) either attend a grantee led event or 2) approach the booth/table in which the grantee participates.</p>	<p>113 lecture attendees</p>
<p><b>5. Report perception of services provided and/or engaged activities.</b></p> <p>Survey individuals to <b>measure the impact</b> 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>N/A</p>
<p><b>6. Demographic Questions</b></p> <p>Demographic questions are <b>highly encouraged</b> 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>	<p>To be reported by grantee in statistical section above.</p>

**(must be reported by all grant recipients)**

Thomas Kessler

Name

Executive Director 805-543-0638

Title

Phone



Signature

9/13/21

Date

thomas@historycenterdo.org

E-mail

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