

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| | |
|--|---|
| Organization | The Gala Pride & Diversity Center |
| Grant Program Name | SLO Queer Cultural Revitalization Project |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>In our January meeting of LGBTQ+ creatives, we decided to interweave some of the events associated with this grant into our Pride programming to increase the reach and overall impact of the program, bringing more opportunities to LGBTQ+ creatives and producers.</p> <p><u>May 5th</u>: "We Are Family: Portraits of LGBTQ+ Families on the Central Coast", an exhibit of photographs hosted at SLO Museum of Art on May 5th hosted throughout the month of May before moving to The Bunker for the month of June. This event spotlighted the work of local photographers Renoda Campbell and Summer Truschke and offered opportunity for artists and community to connect while highlighting local LGBTQ+ families.</p> <p><u>May 19th</u>: "Re-Indigenizing Gender & Sexuality with Damien Montano" provided reflection on what it means to decolonize gender. When was gender and sexuality colonized for American Indian and Indigenous peoples and how is that an ongoing process? This uplifted indigenous 2 spirit voices while creating space for LGBTQ+ people with intersecting marginalized identities to connect and feel seen.</p> <p><u>May 26th</u>: "Trans Pride Drag & Dance" was a night of drag queens, trans joy, and dancing in collaboration with Libertine Brewing Co. and featuring local queer and BIPOC performers and DJs.</p> <p><u>June 3rd</u>: "Pridefest Afterparty" hosted with Libertine SLO brought in local queer and BIPOC DJs, drag queens, and performers.</p> <p><u>Monthly Drag Trivia</u>: Pandora Mystere teams up with Benny's Pizza Palace & Social Club to host a monthly trivia night creating a new fun queer safe space in our city! Program started in September and is continuing today!</p> <p><u>October 29th</u>: "Drag Me to Hell Halloween Dance Party" Drag me to Hell Halloween dance party with performances by Cal Poly Drag Club.</p> <p><u>December 8th</u>: "Writing Workshop for Queer Empowerment" hosted a writers circle focused on queer empowerment through writing. Participants made new connections in our local community and found strength in their voices.</p> <p><u>December 22nd</u>: "Kingdom Come: Holiday Show and Dance" at Bang the Drum Brewery with NEW local drag group House of Mello Havoc, established local drag performers, and DJs.</p> <p>This grant supported the development of a new drag house in our region! House of Mello Havoc is unique in our area in its centering of drag kings and things, and their work has continued into 2024. Drag houses are crucial centers of empowerment, community building, and expression in queer communities, and we're very excited for this new addition.</p> <p>This grant also supported the establishing of Benny's Pizza Palace & Social Club and The Bunker as safe spaces for LGBTQ+ community members, creatives, and producers, and helped continue the tradition of LGBTQ+ spaces at Bang the Drum Brewery, Two Broads Cider, and Libertine Brewing Co.</p> | |

Statistical Report (This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)

Overall these events served approximately 900 guests, performers, artists, musicians, producers, and local business owners. Approximately 800 of these 900 individuals were local to San Luis Obispo County, and 600 were local to the City of San Luis Obispo. 150 of these individuals were artists, creatives, performers, musicians, producers, or local business owners who built lasting relationships for further growth. All five of the venues that hosted these events and benefited from the SLO Queer Cultural Revitalization Project were located in the city of San Luis Obispo. The new drag house that was supported by this program is based in the city of San Luis Obispo.

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

| Budget Item | 2024 Expense | 2024 City of SLO DEI High Impact Grant Budget |
|---|-----------------|---|
| Personnel Expenses | | |
| Performers for Cultural Events | \$18,000 | \$8,000 |
| Facilitators for Art Workshops, Panel and Roundtable Discussions | \$3,000 | \$2,000 |
| Producers for Cultural Events | \$2,000 | \$1,500 |
| Graphic Designers for Event Promotion | \$2,000 | \$1,000 |
| Graphic Designers for Creating Historical Display | \$500 | \$300 |
| Website Designer for Gala, Tranz Central Coast, and SLO Pride Sites | \$1,500 | \$1,000 |
| Translation Services | \$5,000 | \$3,000 |
| Total Personnel Expenses | \$27,000 | \$13,800 |
| Operating Expenses | | |
| Printed Promotional Material | \$9,500 | \$3,000 |
| Promotion Space on Local TV, Newspapers, and Radio Stations | \$8,000 | \$3,000 |
| Art Supplies for Workshops | \$300 | \$200 |
| Total Operating Expenses | \$17,800 | \$6,200 |
| Total Expenses | \$44,800 | \$20,000 |

| | |
|---|------------------------------------|
| Name: Serrin Ruggles | Date: 3/7/24 |
| Title: Director of Programming | Phone: 805-541-4252 |
| Signature:  | E-mail: sruggles@galacc.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity, Equity & Inclusion High-Impact Grant Funding

FINAL IMPACT REPORT / CLOSING REPORT

Date of report: January 15th, 2024

Organization: Richard Pancho Gonzalez Youth Foundation

Person completing report, Gregory Gonzales/Executive Director

Program funded through this grant: Pancho Foundation San Luis Obispo Tennis Programming

Amount of DEI High Impact grant received: \$8,212.

1) Administrator's Report - Provide a brief synopsis of the activities, services or programs provided by the funds, as described in your grant application and service agreement. Please describe any changes to the program or activities from original proposal, or unexpected challenges:

The goal was to provide tennis programming to SLO Latino and minority youth. We also strive to inspire and increase the confidence of the kids through Pancho Gonzalez's story as a self-taught ten-time world champion.

We planned to provide programming at various sites in SLO City and County. Upon grant award, the City of SLO informed they desired to have approximately 50 percent of the programming provided within the City as opposed to SLO County. We provided tennis programming at both the new SLO Boys and Girls Club and the Almond Acres Club.

The SLO Boys and Girls Club just began operations in 2023. Therefore, we initially spent several months acquiring SLO Club's and the adjacent middle school's various approvals, such as fingerprints and School County requirements for use of courts and flyers. Programming finally began in May. The SLO Club was closed for the summer, and we planned to restart in September. However, around this time, it lost access to the adjacent school and its tennis courts.

In July we began providing programming four times weekly at the Paso Robles Almond Acres Club. After providing great programming at Almond Acres and although they desired additional programming, to meet the 50 percent expenditure goal within the City, we transitioned to working with SLO's Big Brothers and Big Sisters Organization. They planned to have November - December programming there, but unfortunately the Organization's schedule was unable to accommodate this. Marina Penna plans to work with Instructor Patience Santos to start programming at the beginning of this year.

2) Statistical Report

Total number of people served with grant funds, for the entire grant period:

Demographic information about the people served, as available:

Number of services provided and any other statistics collected:

We estimate we served well over 100 – 150 kids with tennis programming last year. Most classes contained 20 – 25 kids and are comprised of 8 years old to 16 years old youth. Approximately 80 percent of the youth are Latino and generally comprised of 50 percent male and 50 percent female gender categories.

3) Financial report

Amount received: \$8,212

Amount expended to date: \$4,629.36

How have the funds been used? Please list line items with associated expenditure (or include as attachment): \$2,448 of instruction costs and \$1,761 of equipment costs along with \$420 of other costs.

4) Greatest Successes or Impacts - What are the greatest impacts/outcomes of this grant-funded project?

The total number of kids we were able to provide opportunities to participate in tennis, likely a new activity for them since tennis is generally nontraditional in Latino and poorer communities. The programming provides good challenges and physical & skill development for them, like hand-eye coordination, potentially serving them for the rest of their lives.

5) Greatest Challenges – What were the greatest challenges in delivering this grant-funded project?

The greatest challenge was acquiring the various SLO Club and adjacent school approvals and then losing access to the adjacent school courts. Additionally, on short notice Big Brothers & Big Sisters was unable to accommodate us into their fall schedule. Many organizations were still recovering from the impacts of the Pandemic and just restarting a lot of their programming. There were no comparable challenges for the Almond Acres Club.

6) Lessons Learned - What insights have you gained? What learnings will you apply? What advice would you give to others seeking to do similar activities?

The new SLO Club began operations in 2023. So, there was much logistical learning and time to put the pieces in place. The unfortunate timing of the Club's loss of the adjacent school just after acquiring all approvals and other steps was not anticipated. Having a potential 2nd backup site and plan could possibly allow the programming to recontinue sooner when unexpected events like closures happen.

7) Sustainability Plan – If the grant funds supported an on-going program, project or activities,

how do you plan to sustain the effort?

We have had several conversations and emails with SLO Big Brothers and Big Sisters Caity McCardell and Marina Penna. Although the Organization could not accommodate us at the end of last year, they plan to start programming with us now that the holidays are over. Ms. Penna will be contacting Coach Patience. Patience also plans to contact the SLO Boys and Girls Club to see if their circumstances and location will accommodate programming this year. Although, not in the SLO City, we can continue to provide programming at County Clubs such as Almond Acres.

We've set up three instructors: Patience Santos, Richard Gonzales Jr. and Tennis Warehouse's Michelle Heidbrink to teach. Both Patience and Michelle played college and are current SLO high school tennis coaches. Richard has coached beginners to professional tennis players during his extensive instructional career.

8) Recommendations or Feedback for the City – How can the City of San Luis Obispo serve vulnerable, under-represented populations even better through the DEI High Impact Grant Program?

Our experience shows that under-represented populations need but have less opportunities to participate in physical and wholesome activities. Although sometimes the obstacles are great, it is well worth the effort to help provide these kids activity opportunities to help them have fulfilling rather than extremely challenging lives now and later in life. Nestor and the City of SLO has helped by working with us and the youth organizations to help provide the programming. This type of support is very important to help overcome challenges and eventually achieve the youth programming goals.

9) Other Comments – Any other information you'd like to share about your project

Our organization had a great year allowing us to bring many top names in Latino tennis and civil rights icons, such as Dolores Huerta to help us achieve our tennis youth goals. We

have put a lot of time into the SLO programming are very hopeful we can bring more and successful programming in 2024.

Name Title Phone E-mail

Gregory Gonzales/Executive Director

(623) 810-1707

greg@panchofoundation.org

Signature Date: January 15th, 2024

Once completed and signed, please save as pdf and e-mail to DEI@slocity.or

AMENDMENT No. 1 TO DEI HIGH IMPACT GRANT AGREEMENT

THIS AMENDMENT, dated 3/6/2024 | 3:47 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 Richard Poncho Gonzalez Youth Foundation (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, on November 28, 2022 GRANTEE and CITY entered into an Agreement for Diversity Equity Inclusion Program Grant (the “Agreement”), in which GRANTEE agreed to provide an After School Tennis Program serving BIPOC and LATINX youth as further described in GRANTEE’s application submitted to the CITY on August 31, 2022 (the “Services”); and

WHEREAS, GRANTEE was unable to complete the Services by December 31, 2023 because of logistic complications including staffing difficulties and termination of GRANTEE’s partner organization’s youth services contract with the school sites; and

WHEREAS, GRANTEE is now able to complete the services further described in Exhibit 1 because they have established a working partnership with Big Brothers Big Sisters to connect directly with youth who historically have not accessed such activities, and

WHEREAS, the CITY reaffirms its finding that GRANTEE’s services will provide a benefit to the community by enhancing a sense of belonging for all people and contributing to a community that is welcoming, inclusive, equitable, and safe, and the goals of GRANTEE’S services will be properly met if GRANTEE is allowed an extension time to perform the services.

NOW THEREFORE, in consideration of their mutual promises, obligations and covenants hereinafter contained, the parties hereto agree as follows:

1) **AMENDMENTS.** The parties agree to amend the Agreement as follows:

a) Paragraph 1 is deleted and replaced as follows:

The Parties acknowledge that GRANTEE made some of its Services, as described in its application (the “Application”), incorporated by reference and attached to the Agreement as Exhibit A, available to CITY residents in 2023. GRANTEE further agrees to complete the services described in Exhibit 1 of this Amendment by June 30, 2024.

b) Paragraph 2 is deleted and replaced as follows:

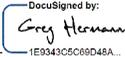
The Parties acknowledge that GRANTEE provided CITY with a mid-year report on June 3, 2023. GRANTEE shall provide a final program report, summarizing administrative, statistical, financial, and client Service activities in the form of Exhibit 2 of this Amendment, by July 15, 2024.

- 2) **FAILURE TO PERFORM.** Should GRANTEE fail to perform the services described in Exhibit 1 on or before June 30, 2024, GRANTEE shall return to the CITY a prorated sum calculated by the CITY which represents the funds granted to GRANTEE but unused by June 30, 2024. Additionally, should GRANTEE complete the services described in Exhibit 1 at a cost lower than the funding amount granted by the CITY, GRANTEE shall return to the CITY the excess funds. Either or both reimbursement(s) shall be made no later than July 15, 2024. Should GRANTEE fail to provide a final program report by July 15, 2024, GRANTEE may be deemed ineligible for future grants or other financial aid offered by the CITY.
- 3) **FORCE AND EFFECT.** Except as set forth in this Amendment, all terms and conditions of the Agreement shall remain in full force and effect.
- 4) **PRIORITY ORDER.** In the event of a conflict between the Agreement and this Amendment, the terms of this Amendment shall take precedence.
- 5) **AUTHORITY TO EXECUTE.** Each Party represents and warrants that it has full power and authority to execute this Amendment and to undertake each and all of its respective obligations hereunder, and that each person executing this Amendment on its behalf is duly and validly authorized to do so.
- 6) **COUNTERPARTS.** This Amendment may be executed in counterparts, each of which shall be deemed an original and all of which shall be taken together and deemed to be one instrument. The parties further agree that a signature transmitted via facsimile or e-signature shall be deemed original for all purposes hereunder.

GRANTEE

By:  _____
Gregory Gonzales, Executive Director

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By:  _____
Greg Hermann, Deputy City Manager

APPROVED AS TO FORM:

By:  _____
Sadie Symens, Deputy City Attorney

February 5, 2024

Re: 2024 Pancho Foundation San Luis Obispo Tennis Programming

Dear Nestor,

Our programming plans are to partnership with Big Brothers Big Sisters to conduct an initial San Luis Obispo City community tennis clinic at Sinsheimer Park. The Clinic will be held on Saturday March 2nd from 10:00 – 2:00 to include a rsvp lunch and prizes. The Pancho Foundation will provide some books and other inspirational materials. It will include two hours of tennis programming. This will kick off their new Big Brothers Big Sisters Sports Buddies program. Along with kids, volunteers and others attending, their Board of Supervisors will be invited.

We are currently working with interim Big Brothers Big Sisters Executive Director Caity McCardell. The courts have been reserved with Parks and Recreation. She is currently developing a flyer for the event. We will begin working together this week on the promotional aspects of the Clinic.

We have discussed opening the Clinic up to other local organizations. Accordingly, I have contacted the YMCA Executive Director Douglas Trawick who will post our flyer at their Facility. I have also spoken with the Sinsheimer Elementary School and the School Unified District to acquire flyer posting approval for the event and subsequent programming. We have worked through this process last year for our activities at the Laguna Middle School. Caity mentioned the Latin Outreach Council and we will be reaching out to them to see if any beneficial partnerships can be developed for the programming.

After the first clinic, we plan to provide a series of lessons there during April through May. This will be our first clinic event. We will evaluate working with the Big Brothers Big Sisters mentors to see how the tennis programming works with Bigs and Littles to see if we can incorporate any programming with them during the week. We are also working with the YMCA and School District to see if programming can be provided directly at the Sinsheimer Elementary School.

We also contacted Mina Donker, Executive Director of Boys and Girls Club. We provided programming to their Almond Acres club last year and discussing having additional programming at their Tom Maas and Flamson sites.

We have Pancho's son Richard Jr, and two high school coaches, one who works at Tennis Warehouse, to help with the programming. Our plans are to provide 8 clinics within the City and 2 more in the County and the Boys and Girls Clubs. This will provide an even distribution of the funds between the City and the County.

I will provide updated finalized information this Friday. Please contact me if you need more information.

Thank you,

Gregory Gonzales
(623) 810-1707
Executive Director
Pancho Foundation

| Contractor: Richard Pancho Foundation | | | |
|---------------------------------------|---|--|----------------------------|
| | Planned Activity - Description | Expected Date of Implementation | Expected Dollar Amount Use |
| 1 | Partner with Big Brothers Big Sisters to conduct an initial San Luis Obispo City community tennis clinic at Sinsheimer Park. The Clinic will be held on Saturday March 2nd from 10:00am – 2:00pm and will include an RSVP for lunch and prizes. The Richard Pancho Foundation will provide some books and other inspirational materials. The clinic will include two hours of tennis programming. This will kick Big Brothers Big Sisters new Sports Buddies program. Along with kids, volunteers and others attending, their Board of Supervisors will be invited. | March 2, 2024 | \$380.00 |
| 2 | 8 Follow-up clinics at Sinsheimer Park – Saturdays | April 6 th – June 1 st | \$2,280.00 |
| 3 | 4 Clinics at SLO County Tom Maas and Flamson Boys & Girls Clubs sites | April & May | \$814.00 |

**HUMAN RELATIONS COMMISSION AGREEMENT FOR
DIVERSITY EQUITY INCLUSION PROGRAM GRANT**

THIS AGREEMENT, dated 11/28/2022 | 3:23 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 Richard Poncho Gonzalez Youth Foundation (referred to herein as GRANTEE).

WITNESSETH:

WHEREAS, GRANTEE has requested CITY to contribute to After School Tennis Program serving primarily BIPOC and LATINX youth as submitted in its application to the CITY on August 31, 2022 (the "Service" or "Services")

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, 2023 to December 31, 2023.
2. GRANTEE will provide CITY with a mid-year report, due May 1, 2023, and final program report, due January 1, 2024, summarizing administrative, financial, and client Service activities. Said reports shall be in the form of "Exhibit B," attached hereto.
3. 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 for GRANTEE. They shall not, for any purpose, be considered employees or agents of the CITY.
4. 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 on the part of the CITY as a result of any act or omission, negligent or otherwise, by GRANTEE.
5. CITY agrees to pay GRANTEE a one-time only grant, in the sum of \$8212, 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.
6. The Department Head – Administration may terminate this agreement at his sole discretion, after a public hearing and upon ten (10) days written notice to GRANTEE. Said termination shall be effective thirty (30) days after CITY mails notice of termination of agreement to GRANTEE. Any funds not paid pursuant to paragraph 5 above shall revert to CITY upon said

termination.

- 7. GRANTEE hereby certifies and agrees that it will comply with the Human Relations Committee "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.
- 8. 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:

Richard Poncho Gonzalez Youth Foundation
 14079 W. Edgemont Ave.
 Goodyear, AZ 85395
 greg@panchofoundation.org

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

Grantee

By:
DocuSigned by:
Gregory Gonzalez

98146870E6ED4118

CITY OF SAN LUIS OBISPO, A MUNICIPAL CORPORATION

By:
DocuSigned by:
Greg Hermann For Derek Johnson

1F9343C5C69D48A
 Greg Hermann, Assistant City Manager

APPROVED AS TO FORM:

By:
DocuSigned by:
Mark Amberg for Christine Dietrick

49590318C87B45D
 Christine Dietrick, City Attorney



Exh. A

APPLICATION

Diversity, Equity and Inclusion

2022-2023 FUNDING FOR HIGH-IMPACT DE&I PROJECTS

Please provide all requested information before submitting your application. **Please be as specific as possible!**

If accommodation or assistance is needed in completing this Application, or if a paper version is preferred, please contact (805) 781-7073 or DEI@slocity.org

PART 1: APPLICANT INFORMATION

| | |
|--|--|
| Organization Name: | Richard Pancho Gonzalez Youth Foundation |
| Year Established: | 2012 |
| Fiscal Agent, <i>if different than above:</i> | |
| Tax ID#: | 80-0816999 |
| Name of Executive Director (or highest leadership position) | Gregory Gonzales |
| Approximate Annual Budget: | \$75,000 |
| Major Sources of Funding: | Donations and Grants |
| Mission Statement: | To inspire and enhance the lives of today's youth through physical fitness, academic pursuit and character building through the sport of tennis. |
| Number of paid staff (full- or part-time): | Currently none |
| Number of volunteers: | 10 |
| Name of Board President or Chair: | Daniel Gonzales |
| Name of Person completing this Application: | Gregory Gonzales |
| Organization Mailing Address: | 14079 W. Edgemont Avenue, Goodyear, AZ 85395 |
| Phone: | (623) 810-1707 |
| E-mail: | greg@panchofoundation.org |
| Name of Project: | Pancho Foundation San Luis Obispo Tennis Programming |
| Est. number of people served through this project: | 150 |
| Total Project Cost: | \$15,863 |
| AMOUNT OF CITY FUNDING REQUESTED: | \$12,221 |

Briefly describe your Organization's mission, primary activities, and operating structures.

The main mission and activity are to provide an opportunity to nontraditional participants, mostly Hispanic, to play tennis through weekly programming. We also strive to inspire and increase the confidence of the kids through Pancho's story as a self-taught world champion.

We also provide several playday events, some by Richard Gonzales Jr. and Patience Santos at the Santa Maria Boys and Girls Club. As an example, we are part of a large event planned for September 17th in San Diego being held by the USTA's Southern Cal Tennis Association for Hispanic Month.

We've been in recent hibernation starting back this fall. The Foundation has operated primarily on family and others volunteering and donations and some grant awards. VP Greg Gonzales is a CPA and handles the administrative duties. The Foundation's President Daniel Gonzales and Greg Gonzales are recent cofounders of a new Foundation with Hall of Fame Player Rosie Casals and many other Latin Hall of Fame Members to promote the growth of Latin American tennis. This should increase the Foundation's operations.

Describe the community(ies) your Organization supports.

Please be specific in the population and geographic area.

We generally offer programming to BIPOC kids ages 5-16 years old. The male and female participation is equivalent. Programming is generally provided in Hispanic communities; some are low-income and/or immigrant communities.

PART 2: PROJECT INFORMATION**Describe your proposed project or program.**

Specify what the requested funds will be used for, the need for this project, the number of people impacted. Include a project plan, if available.

The proposed project will provide after school tennis instruction at three Boys and Girls Club's in San Luis Obispo, Santa Maria, and the new Paso Robles facilities. The Santa Maria Boys and Girls Club has tennis courts across the street and the SLO Boys and Girls Club has the Laguna Middle School courts. Paso Robles has indoor facilities.

Instruction will be provided by Richard Gonzales Jr., Pancho's son. Richard played and trained with his father often. He has taught professional players along with famous celebrities. The kids will be able to learn about his father through memorabilia and other printed inspirational materials. Assisting is Coach Patience Santos, an Elementary and Middle School Physical Education and Spanish Teacher at the Old Mission Catholic School. She coaches the varsity high school tennis team at Mission College Preparatory and won the 2018 CIF High School Championships. She teaches tennis for the SLO Parks and Recreation Department in the summer. Lastly, "Coach Patience" was the recent recipient of the 2022 United States Professional Teacher's Association (USPTA) Southern California Diversity and Inclusion Bob Ryland Award. Together, as part of the Pancho Foundation, both have led clinics at the Santa Maria Boys and Girls Club. Patience is our California Central Coast Community Outreach and Event Planner. Some employed at the Tennis Warehouse have offered to help.

Richard and Patience have recently visited some of the Clubs to discuss having this programming and they were very interested in the prospect.

We also have our Inspirational Baseball Cards (some in Spanish), various media, a new Pancho Gonzales Fine Points of Power Tennis Booklet, and Tennis Legend Pancho Gonzalez bio junior high-level book. We are developing nutritional materials that can be used. We'd love to show you samples.

Describe the community the project will support.

Specify the population, location of services provided, and any other identifiers your proposed project will support.

We will provide tennis programming at three Boys and Girls Clubs. Our prior events and clinics at the Santa Maria Club along with a recent visit to the new Paso Robles Club show most of the participants will be BIPOC and mostly Hispanic.

Describe the equity gaps and community needs this project will address.

The Foundation generally serves nontraditional tennis participants, mostly Hispanic. This often includes those persons that don't normally have access to tennis, economically or physically, many living in urban or rural areas. Almost all the kids we've taught at the Santa Maria Boys and Girls Club are Hispanic and some are the children of farmworkers. Tennis programming will serve to offset possible unfavorable conditions by providing kids uncommon opportunities to learn skills and tools to help promote their health and confidence through tennis and its physical activity.

In the table below briefly list 2-3 methods of evaluation and indicators of success or measurable outcomes.

| Methods of Evaluation | Indicators of Success / Measurable Outcomes |
|--|--|
| <i>Example: # of BIPOC serving on public boards, committees</i> | <i>Example: 10% increase by end of 2021</i> |
| Our Board is mostly BIPOC | Establishing and Maintaining Programming at each site (20 participants) is Goal 1 |
| The new LATF Board is all BIPOC | A 10% increase is actually a good goal for Year 1&2 |
| Dan Gonzales helped establish and was Chair of the United States Tennis Association's first National Diversity and Inclusion Committee | Increasing the No. of Programs on Site is Indicator of Success and associated Goal |
| Dan recently served with the USTA's Intermountain Section Diversity Committee | |
| | |

In the chart below, identify any partnerships/collaborations that are supporting this project, and their roles.

| Name of Partner | Activity/Service They Provide for This Project |
|----------------------------------|---|
| Tennis Warehouse | Equipment and Potential Volunteers |
| USTA Southern California | Logistics, Equipment and Supplies as Needed |
| Latin American Tennis Foundation | Hall of Fame Consultation and future funding |
| | |
| | |

Provide the timeline for this proposed project.
Mid- January through Mid- December 2023.

Describe your plan for sustainability beyond the City's one-year award funding, if applicable.

Through local and national partnerships and fundraising, we will strive to grow the program at each Club.

As needed, we can work with some employees at the Clubs so they can continue to instruct the kids.

Pancho Foundation Board members are cofounders of the new Latin American Tennis Foundation with President Rosie Casals, International Tennis Hall of Famer. The new Foundation's mission statement is To represent, enhance and provide equal opportunities to Latin tennis players of all ages and in Spanish is Representar, mejorar y brindar igualdad de oportunidades a los tenistas latinos de todas las edades. Our participation and partnership with the new Foundation will enhance financial donations and other resources to grow the program

PART 3: PROJECT COST / BUDGET

Using the table below, please provide a broadly- itemized budget for your project, including the source of any matching funds.

| | Item Description <i>add more lines as needed</i> | Total Cost | Amount Provided by City Funds | Amount of Matching /Source* | Other Funds |
|----|---|-------------|----------------------------------|-----------------------------------|----------------|
| 1. | Tennis Instruction | \$5,985.00 | \$ 5,485.00 | \$ | 500.00 |
| 2. | Travel | 2,415 | 2,415 | | - |
| 3. | Tennis Equipment | 4,427.50 | 2,727.50 | | 1,700.00 |
| 4. | Inspirational Materials | 1,593.75 | 1,593.75 | | - |
| 5. | General & Administrative Rate (10%) | 1,442.13 | - | | 1,442.13 |
| 6. | | \$15,863.38 | \$12,221.25 | | \$3,642.13 |

*During application review, you may be asked for further financial information or for proof of any matching funds

PART 4: AWARENESS AND VISIBILITY

Describe the plan for promoting this project within the City of San Luis Obispo.

As we did for our Tennis Playday events, we'll have promotion through the Boys and Girls Clubs marketer. We issued press releases in the Santa Maria Times, had event radio shows and was covered in San Luis Obispo magazine. We could do some

television given Pancho's legacy. We can also pursue Spanish media venues We've had Telemundo attend one of our events that was shown nationally.

How will you highlight the City's support of your project?

All promotion materials will highlight the City's as primary supporter. We will also have printed programming and inspirational materials that could include the City's logo. We will have onsite banners that will include all the supporting organizations logos. The programming could also be highlighted in the USTA Southern California Section's marketing department. We can also pursue Spanish media venues such as articles on Pancho's career and the programming.

PART 5: CERTIFICATION

By signing this application, I certify that the information contained within is true and correct to the best of my knowledge. I agree to comply with the requirements of the City of the San Luis Obispo.

Name of Person Completing this Application:

Signature:

/signed/ Gregory Gonzales – a signed pdf copy to be provided with the application

Title:

Executive Director/Vice President

Date:

08/31/2022

Application Checklist

Use this checklist as a tool to ensure all required components are submitted with your final application.

I have included all of the following documents, in hard copy or via the online site:

- Completed Grant Application
- List of Organization’s current Board Members or leadership body
- Organizational Chart
- Copy of Document Certifying Federal Tax-Exempt status, if applicable

My Final Application includes all documents listed above, submitted by **5:00 pm on August 31st, 2022**, via one of the following methods:

- The online application site: <https://forms.slocity.org/Forms/2022-2023-FUNDING-FOR-HIGH-IMPACT-DEI-PROGRAMS>
- X One (1) signed application, including all attachments, in PDF format, submitted via email to **DEI@slocity.org**
- One (1) signed application, including all attachments, submitted via Hard Copy, either in person or by email to: DE&I Task Force
919 Palm St. San Luis Obispo, CA 93401
Attn: Dale Magee

Postmarks will not be accepted

INTERNAL REVENUE SERVICE

DEPARTMENT OF THE TREASURY

P. O. BOX 2508
CINCINNATI, OH 45201

Date: JUN 18 2013

RICHARD PANCHO GONZALEZ YOUTH
FOUNDATION
14602 W CATALINA DR
GOODYEAR, AZ 85395-8343

Employer Identification Number:
80-0816999
DLN:
17053270372032
Contact Person:
JACOB A MCDONALD ID# 31649
Contact Telephone Number:
(877) 829-5500
Accounting Period Ending:
December 31
Public Charity Status:
170(b)(1)(A)(vi)
Form 990 Required:
Yes
Effective Date of Exemption:
April 23, 2012
Contribution Deductibility:
Yes
Addendum Applies:
No

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed Publication 4221-PC, Compliance Guide for 501(c)(3) Public Charities, for some helpful information about your responsibilities as an exempt organization.

I acknowledge, I agree to comply with the requirements of the City of the San Luis Obispo.

DocuSign Envelope ID: C8CFE5B2-B038-4C4A-90F5-9A3ECAAA12DE

Name of Person Completing this Application:

Signature: *[Handwritten Signature]*

Title: *Executive Director*

Date: *8/31/2022*

Application Checklist

Use this checklist as a tool to ensure all required components are submitted with your final application.

I have included all of the following documents, in hard copy or via the online site:

- Completed Grant Application
- List of Organization's current Board Members or leadership body
- Organizational Chart
- Copy of Document Certifying Federal Tax-Exempt status, if applicable

My Final Application includes all documents listed above, submitted by 5:00 pm on August 31st, 2022, via one of the following methods:

- The online application site: <https://forms.slocity.org/Forms/2022-2023-FUNDING-FOR-HIGH-IMPACT-DEI-PROGRAMS>
- One (1) signed application, including all attachments, in PDF format, submitted via email to DEI@slocity.org
- One (1) signed application, including all attachments, submitted via Hard Copy, either in person or by email to: DE&I Task Force
919 Palm St. San Luis Obispo, CA 93401
Attn: Dale Magee

Postmarks will not be accepted



PROVIDING THE UNDERSERVED AND OTHER YOUTH
THE OPPORTUNITY TO PLAY TENNIS AND LEARN

Don

Staff

HOME > Staff



Dan Gonzales

Co-Founder | President | Board Chairman

Son of Pancho Gonzalez, Dan has a background in tennis instruction and tennis facility management along with many years of sales and management experience in the sporting goods industry. He has served as Director and Board Member for several tennis organizations, including the Colorado Tennis Association and the Intermountain sections of the United States Tennis Association (USTA). He currently works as a tennis professional at a community tennis club and coaches boys and girls local high school tennis teams.

Share



Greg Gonzales

Co-Founder | Vice President | Board Member

Pancho's nephew, Greg, has been around tennis all his life and has worked as a tennis instructor for several years. He worked at the Caesars Palace Tennis Shop and helped run the Alan King Tennis Classic Professional Tournament. In recent years, he has helped fundraise and organize events during the USTA's Hispanic Initiative, including the USTA tribute to Pancho Gonzalez held at the US Open in 2009. He has published a children's book entitled, "Tennis Legend Pancho Gonzalez" and was Associate Producer on Spike Network's national broadcasted biography on Pancho Gonzalez, "Pancho Gonzalez: Warrior of the Court."

Richard Gonzales

Director of Tennis Programming | Board Member

Pancho's eldest son, Richard, is a professional tennis instructor with an extensive history of player development and tennis event and tournament operations. Richard's instruction work began at the Pancho Gonzalez Tennis Ranch, located in the Santa Monica mountains northwest of Los Angeles, CA. The Tennis Ranch was a summer camp for young people who wanted to learn and improve their tennis skills. Subsequently, Richard was appointed Assistant Tennis Director for Caesars World, Inc., headquartered at Caesars Palace in Las Vegas, NV. Throughout the years, Richard was able to work alongside his father to gain valuable experience in coaching, training, and tennis event development and management, including Las Vegas Virginia Slims WCT and Alan King Tennis Classic events. Richard, along with his father, won three national father and son titles, one clay, and two indoor titles. He currently resides in Bakersfield, CA, continuing to teach and share his extensive knowledge of tennis.

Salvatore "Sal" De Leva

Board Member

Sal has been involved in the game of tennis since his arrival from Italy in his youth. Sal started and was the publisher of Tennis Life magazine for the Washington D.C. area and has served in various USTA positions, which culminated his position as President of the Maryland District for two terms and the Mid-Atlantic section for one term. During this period he was also a member of the

NJTL and Public Relations committees at the national level. In 2006, shortly after leaving the USTA, he decided to return to Washington D.C. and convince the Latin American Youth Center to begin a tennis program targeting the kids of the large Hispanic community. Sal began the "Pancho Gonzalez Youth Tennis Academy," which was a huge success. Presently, Sal continues to volunteer for the Academy, and organizes a year-round junior tournament circuit in the Washington D.C. area.

CONTACT US

RICHARD PANCHO GONZALEZ
YOUTH FOUNDATION

Address -

P.O. Box 7693
Goodyear, AZ 85338

Phone: [623.414.1012](tel:623.414.1012)

E-mail: info@panchofoundation.org

OUR MISSION

To inspire and enhance the lives of today's youth through physical fitness, academic pursuit and character building through the sport of tennis.

NJTL

The RPGYF is a proud National Junior Tennis and Learning (NJTL) Chapter

SUBSCRIBE TO OUR EM

First Name *

Last Name *

Email *

Richard Pancho Gonzalez Youth Foundation Organizational Chart

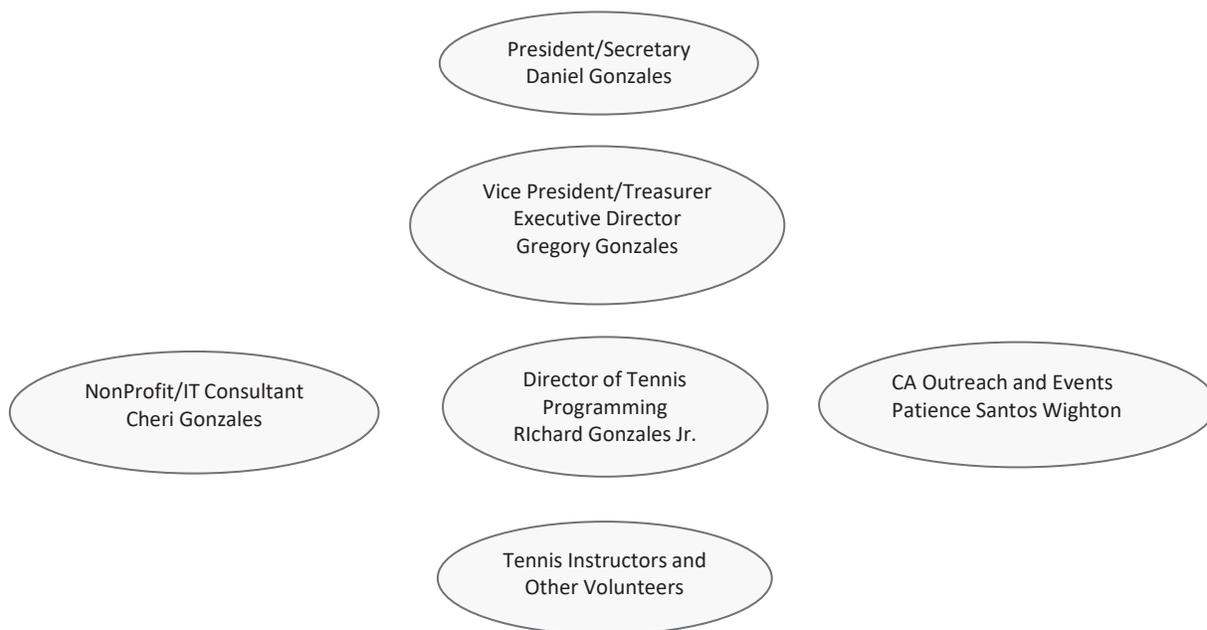


Exhibit B

**Diversity Equity Inclusion High Impact Grant Program
MID-YEAR REPORT**

Due: May 1, 2023

Organization: _____

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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. **If operations have changed due to COVID-19, please disclose briefly here.**)*

Statistical Report: *(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)*

Financial report: *(A financial statement detailing how the City's grant money has been expended or plan to be expended.)*

Name

Title

Phone

Signature

Date

E-mail

**DIVERSITY EQUITY INCLUSION PROGRAM
YEAR-END REPORT**

Due: January 1, 2024

Organization: _____

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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. **If operations have changed due to COVID-19, please disclose briefly here.**)*

Statistical Report: *(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)*

Financial report: *(A financial statement detailing how the City's grant money has been expended or plan to be expended.)*

Name

Title

Phone

Signature

Date

E-mail

Please limit to no more than 2 pages. Once signed, please scan and e-mail to Greg Hermann, Assistant City Manager, (ghermann@slocity.org)

Certificate Of Completion

| | |
|---|---------------------------|
| Envelope Id: C8CFE5B2B0384C4A90F59A3ECAA12DE | Status: Completed |
| Subject: Complete with DocuSign: Ricardo Pancho Agreement DEI.pdf | |
| Department: | |
| Supplier: | |
| Source Envelope: | |
| Document Pages: 15 | 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: 141.126.98.25 |

Record Tracking

| | | |
|------------------------|-----------------------|--------------------|
| Status: Original | Holder: Daniel Clancy | Location: DocuSign |
| 11/17/2022 11:24:19 PM | dclancy@slocity.org | |

Signer Events

Gregory Gonzalez
greg@panchofoundation.org
Vice President
Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

981A8D70E6EB418...
Signature Adoption: Pre-selected Style
Using IP Address: 98.177.235.96

Timestamp

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Viewed: 11/18/2022 7:17:40 AM
Signed: 11/25/2022 4:55:22 PM

Electronic Record and Signature Disclosure:

Accepted: 11/18/2022 7:17:40 AM
ID: fe4fbe3b-c332-4ed5-89a5-78def22baacb

Mark Amberg for Christine Dietrick
mamberg@slocity.org
Assistant City Attorney
Security Level: Email, Account Authentication (None)

DocuSigned by:

49590B18C87B45D...
Signature Adoption: Pre-selected Style
Using IP Address: 104.129.198.252

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Signed: 11/28/2022 3:04:17 PM

Electronic Record and Signature Disclosure:

Accepted: 11/28/2022 3:04:02 PM
ID: 8ead4bf4-4c30-4fd5-8746-839eee2b6a22

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

DocuSigned by:

1E9343C5C69D48A...
Signature Adoption: Pre-selected Style
Using IP Address: 104.129.202.83

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Viewed: 11/28/2022 3:23:40 PM
Signed: 11/28/2022 3:23:53 PM

Electronic Record and Signature Disclosure:

Accepted: 11/28/2022 3:23:40 PM
ID: da2b3f4d-a7f2-41e6-9e26-6f010a43a0e4

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 |
|--------------------|--------|-----------|
|--------------------|--------|-----------|

| | | |
|--|---|---|
| <p>Matt Melendrez mmelendr@slocity.org Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 12/14/2022 6:19:31 PM ID: 02a0a1c7-8b1f-4f3e-a5f6-f78190bef4bc</p> | <div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>COPIED</p> </div> | <p>Sent: 11/28/2022 3:23:56 PM Viewed: 1/12/2023 3:10:03 PM</p> |
|--|---|---|

| | | |
|--|---|------------------------------------|
| <p>Gregory Gonzalez greg@panchofoundation.org Vice President Security Level: Email, Account Authentication (None)</p> <p>Electronic Record and Signature Disclosure: Accepted: 11/18/2022 7:17:40 AM ID: fe4fbe3b-c332-4ed5-89a5-78def22baacb</p> | <div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>COPIED</p> </div> | <p>Sent: 11/28/2022 3:23:57 PM</p> |
|--|---|------------------------------------|

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

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

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

| | | |
|---------------------|------------------|------------------------|
| Envelope Sent | Hashed/Encrypted | 11/17/2022 11:27:23 PM |
| Certified Delivered | Security Checked | 11/28/2022 3:23:40 PM |
| Signing Complete | Security Checked | 11/28/2022 3:23:53 PM |
| Completed | Security Checked | 11/28/2022 3:23:57 PM |

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

| Electronic Record and Signature Disclosure |
|--|
|--|

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 PROGRAM
YEAR-END REPORT**

Due: January 1, 2024

Organization: Central Coast Coalition for Undocumented Student Success
Program: 2023 Undocu Student Summit

Administrator's Report: The activity funded by the grant was the 2023 2nd Annual Undocu Student Summit, held in-person at Laguna Middle School in San Luis Obispo on October 7th, 2023. The event was trilingual, with Spanish and Mixteco interpretation available for participants. The day-long conference consisted of eleven sessions (run concurrently throughout the day) and a keynote address by Madeleine Villanueva of Immigrants Rising. Lunch was provided. The goal of the summit was to raise awareness of issues facing the undocumented community by centering the vision and voices of undocumented individuals throughout the planning and execution of the summit. The grant provided the necessary funding to achieve this vision- in particular by allowing us to provide stipends to students and individuals who were part of the organizing and designing of the summit and for session presenters. Student organizers helped determine session topics and organized the resource fair of relevant agencies. Sessions included an undocu student panel, legal aid information, a session on leadership, celebrating undocujoy amongst others. The full program is still available on our organization's website. In a post-event survey, participants reported they felt better informed and empowered by the information they obtained from the summit.

Statistical Report:

We reached our participation goals for the summit.

| Metric Indicated in Grant Application | Actual Participants |
|---|---|
| All 10 student organizers will be undocumented, formerly undocumented, and/or from mixed status families (at least 2 of whom will be from SLO City) | 10 total student organizers, all undocumented, formerly undocumented and/or from mixed status families. 6 were from SLO City. |
| At least 50 undocu students will participate in the summit (at least 20 of whom will be from SLO City) | Due to best practice, we did not ask the status of participants; however, at least 42 students attended the event. We advertised heavily in the Dream Centers of Cal Poly, Cuesta, and Allan Hancock College, as well as Laguna Middle School and Pacheco Elementary. |
| At least 100 advocates and allies will participate in the summit (at least 50 of whom will be from SLO City) | There were about 120 attendees overall, and 49 indicated an affiliation with San Luis Obispo (either attending school, living, or working) in their summit registration. |

Financial report:

| Category | Original Allocation | Expended from grant | Co-sponsored |
|---|---------------------|---------------------|--------------|
| Student organizers stipends | \$5,000.00 | \$6,000 | \$0 |
| Speaker Fees (Keynote, workshops, etc.) | \$5,000.00 | \$6,702 | \$0 |
| Keynote transportation / hotel | \$1,500.00 | \$1,093.06 | \$0 |
| Student organizer transportation / hotel* | \$0 | \$1,837.73 | \$0 |
| Food (event) | \$2,500.00 | \$1,094.86 | \$1,400 |
| Advertising/Promotion | \$2,500.00 | \$0 | \$0 |
| Material Translation | \$1,500.00 | \$0 | \$0 |
| Printing | \$2,000.00 | \$1,606.24 | \$0 |
| Simultaneous Interpretation | \$1,500.00 | \$3,000 | \$0 |
| To be allocated, as needed | \$1,408.00 | <i>Allocated</i> | \$0 |
| Location* | \$0 | \$0 | in-kind |
| Event insurance* | \$0 | \$0 | in-kind |
| Event supplies* | \$0 | \$716.41 | \$0 |
| Fiscal sponsor fee | \$1,992.00 | \$1,992.00 | \$0 |
| Total | \$24,900.00 | \$24,042 | \$1,400 |
| Remainder* | \$0 | \$858 | \$0 |

* category added for reporting purposes as compared to original requested budget

| | | |
|---|-----------------------------------|----------------------|
| Name | Title | Phone |
| Adrienne Garcia-Specht | CCC-USS Steering Committee Member | 805-458-5192 |
| Signature | Date | Email |
|  | 12/31/23 | ccc.undocu@gmail.com |



12/29/23

To whom it may concern:

We are grateful for the support of the 2022-23 City of San Luis Obispo Grant Funding for High Impact Diversity, Equity, and Inclusion Projects for our project, “Undocu Student Summit” on 10/7/23 (grant period 1/1/23 to 12/31/23).

The original award was \$24,900, of which we have expended \$24,042 – leaving a remainder of \$858 unspent.

By way of this memo, we are requesting a no-cost extension of the funding through 6/30/24, to be utilized to host a “Undocu Student Summit” **follow-up event** as part of our upcoming 7th Annual Social Justice Education Conference in May 2024 (date TBD).

The follow-up event will share the same goals as originally proposed:

1. Raise awareness of and address issues facing undocumented student communities (including students in mixed status households) in San Luis Obispo City, San Luis Obispo County, and Northern Santa Barbara County.
2. Foreground and center the goals and visions of undocumented student community members in the design and implementation of this event via the student organizer program.
3. Celebrate undocujoy amongst undocumented student communities.
4. Create spaces for members of the Central Coast undocumented student communities to guide the work of individual and organizational allies and advocates in SLO City, SLO County, and Northern SB County.
5. Collectively develop a more robust and nuanced understanding of Central Coast undocumented student communities, including those students in San Luis Obispo City.
6. Highlight the leadership role of SLO City in taking action to meet the needs and support the dreams of undocumented student communities

The \$858 will be utilized within the originally proposed grant categories of spending.

Thank you for your consideration of this request.

City of San Luis Obispo Grant Recipient Report Template

Year-End Report Due: January 10, 2024

| | | | |
|--|-----------------------------------|--------------------------|---|
| Grant Name: | DEI High Impact Grant | | |
| Grant Year: | CY 2023 | | |
| Type of Report: | Midyear Report (check box) | <input type="checkbox"/> | End-year Report (check box) <input checked="" type="checkbox"/> |
| Organization: | Hospice of San Luis Obispo County | | |
| Project Name: | In-Home Volunteers | | |
| 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> | | | |
| <p>Herein is our Year-End Report for the \$6,795 High Impact DEI grant we received for In-Home Volunteers that began on 1/1/2023. This report includes data from May 1, 2023 - Dec 31, 2023.</p> <p>2,169 hours of in-home support have been provided by 83 volunteers. This includes in-home respite support, Pet Peace of Mind, end-of-life vigil support, reiki, and bedside singing from the Threshold Singers.</p> <p>We have supported 27 in-home clients in the given timeframe, as well as 2 end-of-life vigil clients and 6 Pet Peace of Mind clients. Four of the 27 were in the City of SLO. The age range of clients served is 58-100 and 13 clients have cognitive impairment. One client lived in a long-term care facility and the rest resided at home.</p> <p>We recently updated our comprehensive in-home volunteer training manual and revamped our training content. It is now back to being offered in person instead of on Zoom. It spans six weeks in three-hour sessions.</p> | | | |
| 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> | | | |
| <p>We have held two comprehensive volunteer trainings. There were 24 participants (including 8 from the City of SLO). As a result of these recent trainings, 15 participants have or are currently onboarding as volunteers (6 from the City of SLO).</p> <p>Given funding limitations, we were not able to send out targeted mailings to local schools, doctor's offices, or businesses during the designated time period, other than our end-of-year appeal letter. Our social media outreach initiatives during the given time period included the following; however, we did not expend DEI High Impact grant funds on social media or other outreach, opting instead to direct the funds towards volunteer training expenses. We look forward to engaging in additional outreach via direct mail and social media as funding becomes available.</p> <ul style="list-style-type: none"> • Instagram: 7 posts, total reach 290 people, total engagement 51 likes • Facebook: 7 posts, total reach 2,329 people, total engagement 68 reactions • Post topics included Volunteering late in life, Volunteer Opportunities, Be a Part of our Team, Sign up for our Free Training, and Learn About Volunteering. | | | |

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

Grant Allocation:

- Volunteer Services Manager (full-time): \$2,545
- Volunteer Onboarding Expenses (20 volunteers x \$175 ea.): \$3,500
- Volunteer Training Materials: \$750

Total: \$6,795

Additional details are provided in the budget shown below.

Shannon McOuat

Executive Director

(805) 544-2266

Name

Title

Phone

Shannon McOuat

01/25/2024

shannonmcouat@hospiceslo.org

Signature

Date

E-mail

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

| 2023 DEI High Impact Grant, City of San Luis Obispo | | | | |
|---|----------------------|-------------------------------|--------------------|--|
| | Program Expense | DEI High-Impact Grant Request | Grant Allocation | Matching/Source |
| I. Personnel Expenses | | | | |
| Volunteer Services Manager (full-time) | \$ 58,240.00 | \$ 10,000.00 | \$ 2,545.00 | Fundraising, donations, bequests, other grants |
| Executive Director (full-time) | \$ 85,000.00 | \$ - | | Fundraising, donations, bequests, other grants |
| Care Manager (full-time) | \$ 48,500.00 | \$ - | | Rupe Foundation grant fully funded |
| Volunteer Onboarding Expenses (50 volunteers x \$175 ea.) | \$ 8,750.00 | \$ 3,500.00 | \$ 3,500.00 | Fundraising, donations, bequests, other grants |
| Subtotal - Personnel Expenses | \$ 200,490.00 | \$ 13,500.00 | \$ 6,045.00 | |
| II. Operating Expenses | | | | |
| Volunteer Training materials | \$ 1,000.00 | \$ 750.00 | \$ 750.00 | Fundraising, donations, bequests, other grants |
| Technology Expenses | \$ 500.00 | \$ 250.00 | \$ - | Fundraising, donations, bequests, other grants |
| Marketing & Outreach Expenses | \$ 6,650.00 | \$ 5,500.00 | \$ - | Fundraising, donations, bequests, other grants |
| Subtotal - Operating Expenses | \$ 8,150.00 | \$ 6,500.00 | \$ 750.00 | |
| Total Program Expenses | \$ 208,640.00 | \$ 20,000.00 | \$ 6,795.00 | |

Diversity Equity Inclusion High Impact Grant Program

**YEAR-END REPORT
Due January 10, 2024**

| | |
|--|--|
| Organization | San Luis Coastal Education Foundation |
| Grant Program Name | Students of Promise Initiative (NextGen) |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>The San Luis Coastal Education Foundation created the 'Students of Promise' Initiative, renamed 'NextGen' in 2022, as a pilot program aimed at removing barriers to college readiness for our community's first-generation and historically underserved students. Right now, capable students without access to resources are choosing not to enroll in advanced placement courses because they know they cannot afford the \$100 exam at the end of the class. High achieving seniors are defaulting to community colleges because they cannot afford the \$75 college entrance exam or the \$95 college admission application. Not only are these students missing out on opportunities they have earned, but our community is missing out on exceptional talent that can help us build a more robust and inclusive economy.</p> <p>The program's life-changing goals are to ensure that the participants are ready for entrance to four-year universities and for successful college degree attainment. Program participants will have a guaranteed "pre-scholarship" fund of up to \$1,000 to draw from for AP exams, tutoring, college entrance exams and college applications.</p> <p>With the support of the City of San Luis Obispo's DEI grant, we have accomplished the following during the grant period:</p> <ul style="list-style-type: none">● Finalized the program goals and structure, including academic goals and support strategies, summer activities and family engagement strategies.● Hired a dedicated Family Liaison, Jessica Baza. Herself a first-generation college graduate, Ms. Baza is a bilingual middle school counselor passionate about increasing representation and advancing equity within our educational system.● Successfully selected, recruited and enrolled the first cohort of 44 NextGen students from Laguna and Los Osos Middle Schools.● Established multiple direct contacts with each family, ensuring that each family understood the program goals and offerings, and began forging a trusted relationship with Ms. Baza.● Organized a kick off event for all of the NextGen students and their families, the purpose of which was to celebrate the students, begin fostering community within the cohort and inspire the families with a clear display of support from the community.● Built a custom tutoring program that pairs NextGen students with personalized local resources in their areas of academic need.● Organized field trips and guest speaker series to improve exposure to college and career opportunities. | |

Statistical Report (This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)

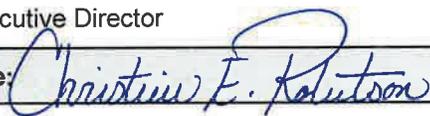
In the pilot year supported by the grant, we recruited 44 total student participants. Participants were identified and recruited in their 7th grade year attending middle school within the San Luis Coastal Unified School District. All program participants are now in their 8th grade year and are preparing for their transition into high school.

Participant demographic breakdown is as follows:

- 59% City, 41% Coast
- 84% Socioeconomically Disadvantaged (SED)
- 18% English-Learners (EL)
- 68% Previously EL, Now Reclassified Fluent English Proficient (RFEP)
- 100% First Generation College-Bound

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

| | |
|-------------------------------|----------------------|
| SLO City DEI Grant award | \$15,000 |
| Family Liaison (2023 stipend) | -\$15,000 |
| Remaining funds | \$ 0.00 |

| | |
|---|--------------------------------------|
| Name: Christine E. Robertson | Date: February 8, 2024 |
| Title: Executive Director | Phone: (805) 549-1300 |
| Signature:  | E-mail: crobertson@slcusd.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

**DIVERSITY EQUITY INCLUSION PROGRAM
YEAR-END REPORT**

Due: January 1, 2024

Organization: SLO County UndocuSupport
Fiscal Agent: The Community Foundation San Luis Obispo County

Program: SLO County UndocuSupport Partnership and Direct Aid with Local Immigrant Families

Administrator’s Report:

Direct Aid Exhibit B: 35 families living in San Luis Obispo receive direct aid to address basic needs

Results: In July 2023, UndocuSupport’s Grants Committee convened and recommended the distribution of \$13,400 to CAPSLO, Catholic Charities, and the Central Coast Coalition for Undocumented Students Success (CCC-USS) divided equally among the three agencies to distribute to undocumented immigrants residing in the City of SLO to assist them with basic needs. All 3 agencies expended funds as of Dec. 15, 2023 assisting a total of 34 households / 89 individuals.

Neighborhood Convenings

Exhibit B: Organize 2 neighborhood convenings in the City of SLO in the 2023 calendar year with 8-10 convening participants contribute knowledge that helps update documentation of needs and resources specific to families living/working in San Luis Obispo

Results: Three neighborhood convenings or focus groups were conducted in the City of San Luis Obispo in May 2023. UndocuSupport worked with the English-Learner Advisory Councils (ELACs) at 3 Title 1 schools in the San Luis Coastal Unified School District. The convenings were held at the schools during regularly scheduled meetings. Meetings were attended by parents of elementary school children who have been designated as “English Language-Learners” and speak Spanish in the home. Open-ended conversations were held in Spanish regarding general needs of the undocumented immigrant and Latine/x community, barriers to accessing known resources and services, and the challenge of being undocumented.

Representation

Exhibit B: Representation by SLO-based immigrant community members in UndocuSupport leadership increased by 3 through participation in a regional UndocuSupport advisory board.

Results: Four individuals with lived experience of being undocumented have been recruited to join UndocuSupport’s 2024 Leadership Council, which provides guidance and oversight for the SLO County UndocuSupport program and functions similar to a Board of Directors.

Statistical Report:

Direct Aid

89 total individuals were served with 83% receiving rental assistance, 11% receiving utility assistance, 3% receiving help purchasing food, 2% receiving assistance with gas or transportation. One hundred percent of the \$13,400 in aid was distributed to undocumented immigrants residing in the City of San Luis Obispo.

| Sub-grantee | Households | Individuals | Type of Services Provided | | | |
|--------------------|------------|-------------|---------------------------|-----------|----------|----------------------|
| | | | Rental Assistance | Utilities | Food | Gas / Transportation |
| CAPSLO | 11 | 42 | 32 | 10 | | |
| Catholic Charities | 12 | 36 | 31 | | 3 | 2 |
| CCC-USS | 11 | 11 | 11 | | | |
| Toals: | 34 | 89 | 74 | 10 | 3 | 2 |

Neighborhood Convenings

Please refer to [UndocuSupport's Mid-Year Report](#) for the Statistical Report of the 3 Neighborhood Convenings which were completed in May 2023.

Financial Report:

UndocuSupport Activity and Month-End Balances

11/30/2023

| | DEI Fund | Grant Deliverable |
|--------------------------------------|---------------------|--|
| Revenues | | |
| Current Year Donations | \$16,000.00 | |
| Total | \$16,000.00 | |
| Outgoing Grants | | |
| Comm. Action Partnership | -\$4,466.00 | Direct Aid |
| Catholic Charities | -\$4,467.00 | |
| Ecologistics - VD - Central Coast | -\$4,467.00 | |
| Coalition for Undocumented Student | -\$4,467.00 | |
| Total | -\$13,400.00 | |
| Expenses Incurred | | |
| Entertainment/Catering/Food/Venue | -\$456.00 | Neighborhood Convenings / Focus Groups |
| Supplies | -\$518.00 | |
| Travel | -\$26.00 | |
| Total | -\$1,000.00 | |
| Other Fees and Reimbursements | | |
| Admin Fees (CFSLOCO) | -\$1,600.00 | |
| Total | -\$1,600.00 | |
| End-of-Month Fund Balance | \$0.00 | |

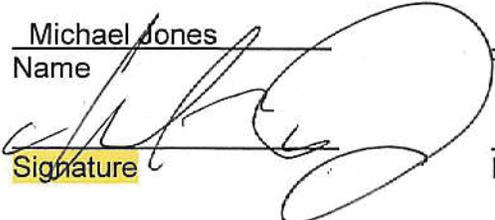
UndocuSupport Line Item Tracker

\$ (1,000) Neighborhood Convenings / Focus Group Budget

| Vendor | Amount (\$) | Fund (Choose from list) | Purpose or Use | Notes |
|-------------------------|----------------------|-------------------------|-----------------------------------|---|
| PANDA | \$ (210.98) | DEI | Entertainment/Catering/Food/Venue | Food for convening on 5/11/23 |
| LOS OSOS MEXICAN MARKET | \$ (174.28) | DEI | Entertainment/Catering/Food/Venue | Food for convening 5/9/23 |
| SPLASH CAFÉ | \$ (71.00) | DEI | Entertainment/Catering/Food/Venue | Food for convening on 5/3/23 |
| STAPLES | \$ (41.22) | DEI | Supplies | |
| TARGET | \$ (300.00) | DEI | Supplies | Participant compensation |
| MILEAGE CHELSEA RUIZ | \$ (25.53) | DEI | Travel | Mileage reimbursement for Program Manager |
| GIFT CARDS | \$ (176.99) | DEI | Supplies | Participant compensation |
| TOTAL | \$ (1,000.00) | | | |

Michael Jones _____
Name Title

(805) 543-2323 _____
Phone


Signature Date 12/21/2023

michael@cfsloco.org _____
Email

Please limit to no more than 2 pages. Once signed, please scan and e-mail to Greg Hermann, Assistance City Manager, (ghermann@slocity.org)

Diversity Equity Inclusion High Impact Grant Program

**YEAR-END REPORT
Due January 1, 2024**

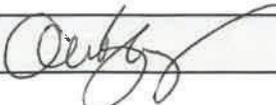
| | |
|--|-------------------------------------|
| Organization | Downtown SLO |
| Grant Program Name | DEI at the Downtown Farmers' Market |
| Administrator's Report <i>(A brief synopsis of the activities of the reporting period, including a statement of the activities, service or programs provided as described in Exhibit B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>We celebrated our 40th Anniversary of the Downtown Farmers' Market in San Luis Obispo in 2023. In addition to our Block Party celebration on July 6, 2023, we expanded the market to include 4-special DEI side street activations that provided access, special programming and an opportunity for marginalized groups and organizations with limited resources to join our market and enjoy access to our diverse audience and attendees. The 4-organizations/groups who were able to take advantage of this opportunity included the following:</p> <p>Streets of Vintage: May 11, 2023 Gala Pride: June 29, 2023 Mariposa Celebration/Hispanic Heritage Month: September 14, 2023 Veteran's Day at the Market: November 9, 2023</p> <p>We increased marketing efforts to promote our Cal Fresh EBT food access program at our 40th Anniversary Block Party and at our DEI activations through signage, brochures, social media posts, reels and boosts. We invested in a large Market branded step and repeat sign that we activate at the market for special occasions.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>Streets of Vintage: Owned and operated by a Hispanic, LGBTQ resident of Ventura. During this activation, 20 minority and LGBTQ+ individuals from Ventura, SB and SLO counties sold their vintage wares and artisan crafts at our market at reasonable prices. We saw a 15% increase in market attendance on 5/11/23. Largely due to college students enjoying this activation.</p> <p>Gala Pride Celebration: The Gala Pride and Diversity Center in SLO County works to provide a safe space and resources-creating opportunities for the LBGTQ+ community. Celebrating pride month in June, Gala participated at our Market on 6/29/23 with 3 booths that included education, resources and a dance party with a DJ and music. We saw an overall increase of 10% of attendees. We attribute the attendance increase to tourism and recognized a decrease in students returning home for summer.</p> <p>Mariposa Festival: The Central Coast State Parks Association (CCSPA) along with the Western Monarch Trail and in collaboration with the Latino Outreach Council hosted their first Mariposa Festival-A Migration Celebration on September 14, 2023. This was in recognition of the return of the western monarch butterfly and Hispanic Heritage Month. 21-booths at the Market hosted a colorful array of exciting and educational booths and artisans who represented the best of the Central Coast! In</p> | |

Hispanic folklore the monarch is a symbol of dignity and resilience who is said to carry the souls of ancestors visiting from the afterlife. We saw an increase in 20% at this market and attribute the increase to cross promotion and the return of college students.

Veteran's Day: The Veterans Service Office with the County of SLO coordinated 15-booths in honor of Veteran's Day at the Market on 11/9/23. Community members and veteran families had access to information on employment, taxes, elder services and behavioral health to name a few. We saw an uptick of a 20% increase at this market. We attribute the increase to a holiday weekend, tourism and cross promotion for this activation.

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

| | | |
|----------------------------|-----------------|---------------|
| Streets of Vintage | \$1050.00 | 5/11/23 |
| Staffing | \$1500.00 | 5/11/23 |
| Promotion | \$100.00 | 5/11/23 |
| Gala | \$1050.00 | 6/29/23 |
| Staffing | \$1500.00 | 6/29/23 |
| Promotion | \$100.00 | 6/29/23 |
| Mariposa/Hispanic Heritage | \$1050.00 | 9/14/23 |
| Staffing | \$1900.00 | 9/14/23 |
| Promotion | \$100.00 | 9/14/23 |
| Veteran's Day | \$1050.00 | 11/9/23 |
| Staffing | \$1500.00 | 11/9/23 |
| Promotion | \$100.00 | 11/9/23 |
| EBT/Market Promotion | \$400.00 | June/December |
| TOTAL | \$11,400 | |

| | |
|---|------------------------------------|
| Name: Ali Bailey | Date: 1/2/2024 |
| Title: Fundraising Director | Phone: 805-345-8349 |
| Signature: <i>Ali Bailey</i>  | E-mail: ali@downtownslo.com |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| | |
|---|---|
| Organization | San Luis Obispo Community Leadership Foundation: Leadership SLO |
| Grant Program Name | The Representation in Leadership SLO Initiative |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>Leadership SLO feels ongoing gratitude for City support to enhance our inclusivity effort by increasing support within the cohort, improving our ongoing curriculum, and researching community need for BIPOC focused leadership training.</p> <p>While we still have progress to make on some fronts, we're excited about the systemic changes underway with Leadership SLO. Efforts to date (and lessons learned, adjustments being made) are:</p> <ul style="list-style-type: none"> - After recruitment for volunteers for the Inclusivity Mentors Program wrapped up, our organization completed its strategic planning update and has further expanded upon the scope of mentorship programming with a goal of making it a built in component of Leadership SLO. - Diversity and Inclusion Day was a success thanks careful coordination and partnership with Joy Pederson, the Boys and Girls Club of the Mid Central Coast, the GALA Pride and Diversity Center, Diversity Coalition of SLO County, and Dubs Paso Soul Food Grill. Despite postponing the event in March, October 13th was a sufficient make up date. In addition, concepts from the Diversity and Inclusion session have been woven into program sessions throughout, including special features of diverse food and leadership in our Economic Development Day. - Ongoing work is still being done with researching the BIPOC Leadership Program concept. The aforementioned Strategic Plan Update has initiated a significant change in Leadership SLO Structure to formalize partnerships with community nonprofits that share values with LSLO. These partnerships will empower LSLO and its partners to better collaborate on existing programming and further explore affinity spaces as an option for expansion. Now that the plan update is complete, partnership talks are underway with some organizations and details are emerging about how we can team up to make an impact. | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>Total people engaged through the grant to date: 123</p> <p>Service has covered Diversity, Equity, and Inclusion educational content regarding with a focus on community inequities, systemic racism, and the importance/impact of prioritizing and doing work promoting belonging for underrepresented communities.</p> <p>Cohort #31 Members Served: 36 People</p> <ul style="list-style-type: none"> - Regional breakdown: 67% SLO, 17% North County, 11% South County, 6% Coast - Race/ethnicity breakdown: 72% White, 17% Hispanic, 6% Asian, 3% African American, 3% 2 or more races. - Gender breakdown: 58% Female, 39% Male, 3% Non-binary - Sexual orientation breakdown: 89% Straight, 8% Bisexual, 3% Lesbian | |

Volunteers Served:

13 People demonstrating interest in mentorship program

- Demographic breakdown unavailable.

38 People via exploratory conversations regarding shift to community engagement oriented approach to new programming forging partnerships with stakeholders for program research and through efforts for Diversity and Inclusion focused day session.

Cohort #32 Members Served:

36 People

- Regional breakdown: 58% SLO, 22% North County, 17% South County, 3% Coast
- Race/ethnicity breakdown: 75% White, 14% Hispanic, 0% Asian, 6% African American, 6% 2 or more races.
- Gender breakdown: 67% Female, 33% Male, 0% Non-binary
- Sexual orientation breakdown: 91% Straight, 6% Bisexual, 3% Prefer not to disclose

Financial report: *(A financial breakdown detailing how the City's grant money has been or plan to be allocated.)*

\$3300 Expended

\$700 Allocated

Mentorship Program:

- Administration: \$600
- Meeting support subsidies: \$300

Diversity and Inclusion Day Session (October 13):

- Administration: \$200
- Day session expenses: \$200
- Catering supporting inclusivity businesses (April 14 & October 13): \$1600

BIPOC Serving Leadership Program research:

- Administration: \$300
- Event costs, catering (pending): \$700

| | |
|--|-----------------------------------|
| Name: Dan Rivoire | Date: 2/13/24 |
| Title: Executive Director for Leadership Development | Phone: 805.234.3024 |
| Signature:  | E-mail: dan@slochamber.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| | |
|---|---|
| Organization | Boys & Girls Clubs of Mid Central Coast |
| Grant Program Name | Youth for Unity – The Club at Laguna |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>The Youth for Unity program was implemented weekly during Laguna Middle School’s 30 minute lunch period, from 4/5 to 4/26. We involved both members and non-members in the series of activities designed for ages 13-15.</p> <p>The Self Portrait Collage - Youth identified important parts of their personality and identity, drew pictures, and cut out images and words from magazines to create a multimedia self portrait. Our Cookbook: Students thought about a food that was important to them and their families. Using magazines and grocery catalogs, they made a collage of the ingredients and wrote down the different recipes they used at home.</p> <p>Take a Closer Look: Students practiced media literacy and critical thinking by watching advertisements and examining them for bias. After watching a few example ads, students suggested advertisements from their favorite products and looked at them through a more critical lens. They noticed biased assumptions about the consumer, a lack of representation, and stereotypes used for comedy in the ads.</p> <p>Commitments Mural: Youth created a paper banner for the club and wrote down at least five commitments they felt they could make to create a safe and inclusive space for everyone around them. They drew accompanying pictures, decorated the banner, and at the end of the lunch period, took a group picture.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>Self Portrait Collage 4/5: 8 students total; 1 from Oceano, 3 from San Luis Obispo, and 4 non-members from unknown cities.</p> <p>Our Cookbook 4/12: 10 students total; 4 from San Luis Obispo, and 6 non-members from unknown cities.</p> <p>Take a Closer Look 4/19: 19 students total; 4 from San Luis Obispo, 1 from Santa Maria, and 14 non-members from unknown cities.</p> <p>Commitments Mural 4/26: 34 students total; 6 from San Luis Obispo, 1 from Santa Maria, and 27 non-members from unknown cities.</p> <p>April Total: 34 students served</p> | |

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

| | <u>City Funds Allocated towards this item:</u> |
|--------------------------|--|
| Project Personnel | \$5,500 |
| Marketing Outreach | \$100 |
| General & Administration | \$1000 |
| Scholarships | \$3000 |
| Program Supplies | \$400 |
| | |
| Total City Funds: | \$10,000 |

| | |
|--|--|
| Name: Emily Reneau | Date: 2/8/2024 |
| Title: Chief Philanthropy Officer | Phone: (805) 602-0435 |
| Signature:  | E-mail: emily.reneau@centralcoastkids.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

**YEAR-END REPORT
Due January 10, 2024**

| | |
|---|-----------------------------------|
| Organization | R.A.C.E. Matters SLO County |
| Grant Program Name | Texture Salon and Multi Use Space |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>October 2022 - February 2023: Planning for Texture space inclusive but not limited to looking for retail estate, purchasing of furniture and fixtures, design ideation.</p> <p>March 2023: Commercial Lease signed at 474 Marsh Street A&B</p> <p>**This location is different from the location discussed in the application and required more significant tenant improvements.</p> <p>April 2023: Planning for tenant improvements at 474 Marsh A&B commence, minor use permitting process with City of SLO commences.</p> <p>May 2023: R.A.C.E. Matters holds Climate Justice art show and vendor fair in Texture parking lot, compensating artists of color to create works around climate justice themes, featuring vendors of color.</p> <p>Tenant improvements and permitting process continues.</p> <p>June 2nd 2023 : Soft opening and ribbon cutting event</p> <p>Tenant improvements continue, Texture passes City inspection of minor construction for operations.</p> <p>R.A.C.E. Matters personnel begin using space for daily operations.</p> <p>July 2023 - Regular visiting stylist Caprishia Daniels begins seeing clients in 4-6 week intervals</p> <p>R.A.C.E. Matters personnel begin using space for meetings with community partners.</p> <p>August 2023: Stylist Funmi Bello holds free Back to School braiding event at Texture, KSBY covers the event</p> <p>November 2023: Retail operation launches with funds from SLO DEI Business Grant</p> <p>Texture hosts mixer for SLO Museum of Art artist Alisa Sinkelianos Carter in advance of her Black hair-centric exhibition</p> <p>Texture hosts annual R.A.C.E. Matters Day with Santa event featuring Black Santa Myk,</p> <p>December 2023: Retail sales continue</p> | |

Statistical Report *(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)*

Texture as Community/Event Space: Clients served at cultural events from June to December 2023: Approximately 150, Approximately 95 are city residents

Texture Salon: Clients served from July to December 2023: 74, approximately 50 are City of San Luis Obispo residents

:

Financial report: *(A financial breakdown detailing how the City's grant money has been or plan to be allocated.)*

City's grant money expended as following:

Rent and Utilities for 474 Marsh Street A&B

Purchase of culturally affirming decor

Purchase of furnishings and salon fixtures

| | |
|---|---|
| Name: Courtney Haile | Date: 2/26/2024 |
| Title: Executive Director | Phone: (415)264-8641 |
| Signature:  <small>DocuSigned by: D0A2AC4D5A0A448...</small> | E-mail: courtney@racematterslo.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

**YEAR-END REPORT
Due January 10, 2024**

| | |
|---|---|
| Organization | Independent Living Resource Center |
| Grant Program Name | Workshops on accessible meetings and events |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>The purpose of this project was to educate 160 civic, community, and nonprofit leaders to in the city of SLO on creating accessible community events and gatherings.</p> <p>During the grant year, we held seven workshops over Zoom on this topic. Three of the seven workshops were made available for the general public, while the other 4 were for more targeted groups/businesses. Targeted groups and businesses include the County of San Luis Obispo Behavioral Health Department, The County of SLO Public Health Department, a SLO based non-profit called City Farm, and for State Assembly Member Dawn Addis's staff.</p> <p>While we initially expected to host these trainings in person, we found that virtual meetings were the preferred platform for these trainings. The trainings took place on 04/03/23, 06/15/23, 07/12/23, 10/02/23, 10/10/23, 11/30/23, and 12/19/23.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>133 individuals participated in the workshops, however recordings of the trainings were provided to all groups who said they would be sharing on a larger scale. All viewers lived or worked in the City of SLO, though individuals from outside the City area did reach out for information. Approximately 90% of attendees worked in in the public service, while 10% of attendees came from the non-profit community.</p> | |

Financial report: *(A financial breakdown detailing how the City's grant money has been or plan to be allocated.)*

ILRC was awarded \$7,668 for this project. We initially anticipated hosting these events in person and created our budget around this. However, upon engaging in the grant activities learned that the public preferred these workshops to be held virtually, which led to significant cost savings as mileage/travel, training space, and supplies were no longer needed.

Original grant amount: \$7,668

Total Spent:

Access Accommodations: \$775.00

Speaker Stipends: \$1,350.00

Salaries: \$2,375.00

Total Spent: \$4,500.00

Cost Savings: \$3,168.00

Budget Summary:

- Five of the webinars included an ASL interpreter at \$155 per webinar.
- Stipends for each webinar were provided to speakers at \$50 per webinar. Twenty-seven total stipends were provided.
- The staff member spent at least 80 hours on planning, coordination, and hosting the workshops.

| | |
|-------------------|----------------|
| Name: | Date: |
| Title: | Phone: |
| Signature: | E-mail: |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| | |
|--|------------------------------------|
| Organization | SLO Noor Foundation (SLONF) |
| Grant Program Name | Whole Community Care (WCC) Project |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>Thanks to funding from the City of San Luis Obispo, the SLONF has afforded laboratory diagnostics, radiology imaging, and clinical supplies necessary to expand clinical programming to accommodate new and established patients from diverse and underserved backgrounds, including BIPOC and LGBTQ+ communities.</p> <p>Through the funded project, the SLONF has delivered the following health and support services for the first half of the grant cycle: bilingual primary and specialty care, including dermatology, podiatry, cardiology, neurology, women's health, and physical rehab services; transdisciplinary screenings and referrals; laboratory and radiology diagnostics; medication prescription and refills; health and vaccine education; telehealth care and virtual support; lifestyle and nutrition consultations, including meal planning, 24-hour diet recalls, and exercise plans; preventive and restorative dental care; oral surgery and rehabilitation, including crown and bridge installments; comprehensive eye exams, including free prescription glasses and diabetic retinopathy screenings; and social services and community referrals.</p> <p>Furthermore, the SLONF made progress in the DEI-focused initiatives through the following efforts: (1) recruited a volunteer provider specializing in HIV and transgender care; (2) consulted the Pride Center for medical and intake forms with a focus on transgender inclusivity; (3) engaged with the Hispanic Business Association, Latino Outreach Council, MICOP, Pride Center, the Center for Family Strengthening Promotores Collaborative, and CAPSLO for the purpose of reaching diverse and underserved populations; (4) participated in San Luis Obispo Pride events, including Trans Pride events as well as community health and public events; (5) completed an NIH implicit bias training course, which was offered to clinical staff and volunteers; (6) opened a North County-based clinic site and launched a mobile clinic program, which will serve sites in San Luis Obispo and across San Luis Obispo County, and; (7) developed a community outreach initiative and care coordination program intended to connect internal patients to clinical and community resources and to engage community members from hard-to-reach populations who may need additional assistance accessing SLO Noor Health Clinics.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>In addition to the above outcomes, the SLONF has continued the delivery of health and support services through its clinical programs, serving 1,657 BIPOC patients over 4,641 encounters and 8,737 diagnostics over the first half of the grant cycle. Please refer to the following breakdown for additional metrics:</p> <p>- 351 BIPOC patients resided in the City of San Luis Obispo (SLO City) and were served over 998</p> | |

encounters and 1,879 diagnostics, making the City of San Luis Obispo the highest represented municipality within the SLONF's patient base, where 24% of the SLONF's patient base resides within City limits.

- 197 medical BIPOC SLO City patients were served over 663 encounters.
- 103 vision BIPOC SLO City patients were served over 175 encounters.
- 51 dental BIPOC SLO City patients were served over 161 encounters.

Due to funding restrictions, the SLONF was not able to incorporate LGBTQ+ statistics in its data collection due to lack of administrative and indirect expense funds. Despite this limitation, the SLONF has made progress in LGBTQ+ inclusivity efforts as described in the administrator's report.

Financial report: *(A financial breakdown detailing how the City's grant money has been or plan to be allocated.)*

2022-2023 SLONF WCC PROJECT YEAR-END FINANCIAL REPORT

| ITEM DESCRIPTION | | TOTAL BUDGET | PROJECT BUDGET | TOTAL ACTUAL | PROJECT ACTUAL |
|-------------------------------------|---|------------------|------------------|------------------|------------------|
| I. DIRECT OPERATIVE EXPENSES | | | | | |
| A. SUPPLIES | 1. Laboratory and Imaging Diagnostics (\$18.90/pt)* | \$ 44,400 | \$ 8,050 | \$ 38,612 | \$ 8,050 |
| | 2. Mobile and Physical Clinical Supplies (\$14.15/pt) | \$ 33,240 | \$ 5,000 | \$ 15,177 | \$ 5,000 |
| I. TOTAL DIRECT | | \$ 77,640 | \$ 13,050 | \$ 53,789 | \$ 13,050 |
| II. TOTAL EXPENSE | | \$ 77,640 | \$ 13,050 | | |
| III. TOTAL INCOME | | | | \$ 53,789 | \$ 13,050 |

| | |
|---|---|
| Name: David Parro | Date: 01/09/2024 |
| Title: Executive Director | Phone: 805-439-1797 |
| Signature:  | E-mail: grants@slonoorfoundation.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| | |
|---|--|
| Organization | Central Coast Ag Network dba City Farm SLO |
| Grant Program Name | Expanding Access to Farm-Based Education for Individuals with Disabilities |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>In this project, City Farm SLO is built critical infrastructure to increase universal accessibility at City Farm SLO for youth in our existing education programs and for individuals reached by our existing community programs.</p> <p>Since 2013, City Farm SLO has delivered weekly Therapeutic Horticulture programming to students with disabilities in partnership with San Luis Coastal Unified School District. In the 2021-2022 academic year, we tripled the number of students served by this program. The program now serves 36 high-needs students on a regular basis, and this number will increase as services are offered to more special education classrooms. As the demand for services continues to increase, the need for supportive infrastructure is becoming more urgent. This project is reducing equity gaps to allow for inclusive participation in programming among all our students through the addition of the following elements:</p> <p>Universally Accessible Garden: This new construction, called "A Garden for All" features a decomposed granite foundation and pathways, raised beds at varying heights including full wheelchair access, shade structures, a mobile classroom, cooking cart, and sensory gardens. Construction is currently 100% complete.</p> <p>Universally Accessible Pathway & Signage: We installed 400 ft length of ADA-compliant pathway to ensure that all students and community members can access key points of City Farm SLO that have been previously inaccessible by wheelchair/walker/etc. This pathway will connect the "Garden for All" to our animal enclosures, fruit orchard, and teaching spaces. We installed six standalone educational signs along the pathway at key points. Signage is ADA compliant, available in English and Spanish, and serves as an educational tool for students and will provide a self-guided walking tour for other visitors. Our ADA pathways and signage are 100% complete.</p> <p>Our original scope of work included construction of a universally accessible permanent restroom using a Clivus Multrum M54 Composting Toilet. Ultimately, this structure was not permitted by the City of SLO, so we pivoted to installing ADA accessible portable restrooms.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>2023 June - December Project Outputs:</p> <ul style="list-style-type: none">- 415 individual instruction hours delivered to 45 students with disabilities in weekly Therapeutic Horticulture programming (26 students are residents of San Luis Obispo)- Therapeutic Horticulture Program expanded to include regular sessions with 2 additional classrooms in Fall 2023.- In 2022-2023, 100% of Therapeutic Horticulture teachers indicated that their students "experienced a mental health benefit as a result of programming". | |

- More than 1,050 local community members visited City Farm SLO for volunteer days, farm tours, public and private events, and educational workshops. (Roughly 75% of visitors are residents of San Luis Obispo)

Financial report: *(A financial breakdown detailing how the City's grant money has been or plan to be allocated.)*

| Expense | Amount |
|--|-------------|
| Materials for Garden for All – lumber, hardware, steel posts, equipment rental, etc. | \$10,000.00 |
| ADA pathway installation | \$1,520.00 |
| Signage production (7 signs) | \$5,860.00 |
| Signage graphic design (7 signs) | \$1,420.00 |
| Signage Installation | \$1,200.00 |
| Total | \$20,000.00 |

| | |
|-------------------|----------------|
| Name: | Date: |
| Title: | Phone: |
| Signature: | E-mail: |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org



ACCESSIBLE RAISED BEDS

These raised garden beds were built in 2023 by ALLISON WILD as a Senior Project in Cal Poly's Construction Management Department with support from these sponsors:

PRIME ELECTRIC | CMAC





THAT'S ALL





Regenerative Market Garden

WHY REGENERATIVE?

Regenerative farming is a holistic approach to agriculture that focuses on restoring soil health, improving biodiversity, and enhancing ecosystems.

OUR REGENERATIVE PRACTICES

Unlike conventional farming, which often relies on synthetic inputs and large-scale monoculture production, regenerative farming emphasizes practices such as

- Crop rotation
- Cover cropping
- Reduced tillage
- Compost & mulch application
- Integration of livestock to promote soil health & carbon sequestration

Our produce is distributed locally to the SLO Food Bank, local school districts, local restaurants, and direct to consumers through Harvestly.org



SCAN FOR
ACCESSIBILITY



Diversity Equity Inclusion High Impact Grant Program

YEAR END REPORT
Due January 1, 2024

| | |
|--|---|
| Organization | Restorative Partners Inc. (RP) |
| Grant Program Name | Restorative Justice Conferencing Program (RJCP) |
| <i>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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>As the year comes to an end, Restorative Partners (RP) could not be happier with the level of collaboration it experienced with the District Attorney's Office (DA) and the Victim Witness Assistance Center (VW) in the development and implementation of the Restorative Justice Conferencing Program (RJCP). In the last year, RP hired and onboarded a RJCP Coordinator whose task was to partner with the above stakeholders, and in using a restorative justice (RJ) approach, plan and develop the fundamental components of this new program. The RJCP Coordinator had previously developed a similar program in Marin County and immediately scheduled meetings to discuss the program. A few logistical needs were immediately identified and it was acknowledged that the initial program proposed in the application would take more time than originally planned. Building the program itself took 5 months and due to the DA's decision in how to best proceed with this new RJC program, the program shifted from the original targeted cases of diversion to the pre-trial cases.</p> <p>All stakeholders collaborated by assigning staff and meeting on a regular basis. Spearheaded by the RJCP Coordinator, the team met weekly and focused on the following:</p> <ul style="list-style-type: none">- Developing policies and procedures describing the roles and expectations of each stakeholder involved. These policies and procedures included the formal referral process, confidentiality guidelines and workflows for the affected agencies.- The RJCP Coordinator created and developed participation contract forms, safety/confidentiality protocols for participants, agreement resolution contracts, letters of introduction for victims and file management guidelines.- The RJCP Coordinator worked with RP's Grants and Database Manager to plan and develop a database subsection for data collection and reporting for this program.- The team worked on increasing awareness of the program to secure referral pathways. The RJCP Coordinator presented an educational and informational training for key referring parties such as district attorneys and victim advocates. Each stakeholder needed to be well versed in the materials explaining the process. The RJCP Coordinator was involved in all aspects of the planning, organizing and creation of all necessary documents needed for the program.- Presentation and speaking events in various community groups and agencies were also held to educate the public on this victim-offender dialogue program which allowed us to increase in capacity and support. The RJCP Coordinator presented and spoke on the program at Cal Poly, SLO Public Safety meetings, Police Advisory Committee meetings, numerous local churches, local women's associations and more.- The RJCP Coordinator created a RP internal team to help with the program on a regular basis. The team included 1 part time intern and 1 part-time co-facilitator. They both completed the RP's Orientation training before being introduced to the RJC program. Additionally, they met with RP's Grant and Database Manager for a database training. The Grant and Database Manager created a database using program management systems for the team to use for data entry. Data such as client profiles, casenotes, and outcomes were entered by the team.- A filing system for digital files and hard copies were created by the RJCP Coordinator and RJCP intern. The digital platforms and management systems used are BonTerra Apricot and Monday Inc.- The RJCP Coordinator met with the RP team for weekly check ins and preparation meetings for ones on ones with clients. Though many cases didn't lead to a completed RJ process, several intakes and individual meetings were prepared and conducted. Many hours of work were completed.- The RJCP Coordinator received referrals, contacted the potential defendants, and conducted intakes and individual meetings that may or may not lead to a circle (meeting face-to-face) with the other party. The outcomes would | |

include relaying of information regarding the incident, apologies relayed, concrete steps to repair the harm caused, etc.

- The RJCP Coordinator also worked with the RP's Finance Department to create a restitution collection system for cases in which restitution was owed to the victim. This was needed due to the DA Office not having this in place for such cases.

Description of a successfully completed case through the RJCP:

The case involved a person accused of having assaulted an employee while volunteering at a local agency. Both parties were invited to participate in the RJCP to discuss the incident. After several individual meetings with our facilitators, the parties decided to meet face to face. The victim shared the impact the incident had on him. He described being shocked at the time and didn't realize the extent of the impact until days later. The interaction had triggered strong emotions related to past and personal experiences and even sought out therapeutic treatment due to the emotional impact suffered. The accused engaged in the process with respect and a willingness to learn. Though he indicated that his intentions were not to harm, he found himself being sympathetic to the victim and understood how his actions affected him and others that day. He acknowledged that the situation gave him time to reflect on his approach towards others and wished to gain understanding of how to better identify situations he should avoid or address with more care. Both discussed how best to repair the harm. After meeting in person, a sincere apology relayed, participants stated that they would gladly share their story to help others and find ways to improve the way agencies and volunteers collaborate, especially in stressful environments. The result was better understanding, reconciliation, and even future plans to partner and become allies.

Statistical Report (This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)

To date, 17 referrals were made by the DA's Office to the program. 15 referrals were retracted or not eligible for the program. One case was completed successfully and one is currently in progress. There are a variety of reasons a case does not go beyond the referral. A victim-offender dialogue process requires at least two willing participants. In 3 cases, the victim declined to participate. Upon further exploration, one case was identified as a domestic violence case and the referral was retracted. All other referrals either did not contain correct contact information or the timeframe to complete a referral had lapsed. A case that is being considered for filing must be resolved within 9 months of the incident and unfortunately by the time the referral was made, for some cases, very little time was left to direct the case to the RJ program and complete it.

Stakeholders have learned important lessons during the implementation of this project. Bringing crime affected parties together, as the RJC program intended to do, required time and due diligence. Several gaps were noticed, such as the lack of contact information for parties. The type of cases referred were cases still at the pre-filing stage of the judicial system. We found that defendants contacted were often hearing for the first time that the incident they had been involved in resulted in a referral to the DA's Office. The targeted number of referrals was 10 by December 31, 2023.

Several solutions were proposed to address the barriers identified. First, the DA expanded their criteria of eligible cases (for example, having priors in certain cases no longer disqualified a participant). This increased the number of referrals made in the beginning. Secondly, it was deemed important for the RJCP Coordinator to be part of the first contact made with the victim. There were some concerns on how the RJ program was being introduced and if the 3 victims who declined were accurately informed about RJ. The workflow was modified in November 2023 to include the RJCP Coordinator in the first phone call made to the victim. Additionally, it was explored by the different stakeholders that perhaps the RJCP would be better situated if available at a different stage in the judicial proceedings. It was suggested for the DA's Office to meet with the "Justice Partners" (a group of stakeholders including court, defense attorneys, probation, etc.) and see how it would be received. The meeting took place on December 8, 2023 and all were enthusiastic about exploring the RJCP program as part of Court Misdemeanor Diversion. This would mean that the RJ opportunity would be offered to the post-filing stage, and the defendant would be referred to the program from court. This would ensure that accurate contact information would be available and at times even involve a defense counsel which would be very helpful.

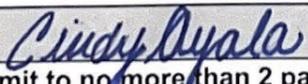
The next step involves the RJCP Coordinator to present and discuss the possibility of RJ with the Justice Partners, in January or February 2024.

What RP and the stakeholders have done, and is committed to continuing to work towards, is making a significant systemic change in the criminal justice system. This change takes time, resources, and careful examination all along the way. We are most grateful for this opportunity to do this new systemic change work here in SLO. The goal is to adequately meet the needs of the victims, help hold defendants accountable and ensure public safety. The team has developed intentional, restorative, mindful and safe guidelines, all while using a restorative justice and collaborative approach themselves in working together.

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.) Below is the financial breakdown of how Restorative Partners will allocate the funds. An attached PDF version is also included.

Restorative Partners, Inc.
DEI Grant Budget
 January 1, 2023 through December 31, 2023

| | |
|--------------------------------|-----------|
| Ordinary Income/Expense | |
| DEI Grant | 18,525.00 |
| Gross Profit | 18,525.00 |
| Expense | |
| DEI Grant Expenses | |
| IT Services | 476.00 |
| Office Furniture & Equipment | 740.00 |
| Telephone, Internet - Office | 165.00 |
| Salaries and Wages | 14,286.67 |
| Employee Benefits | 2,857.33 |
| Total DEI Grant Expense | 18,525.00 |
| Net Ordinary Income | 0.00 |
| Net Income | 0.00 |

| | |
|--|---------------------------------------|
| Name: Cindy Ayala | Date: 12/27/2023 |
| Title: Mission and RJ Implementation Director | Phone: (805) 234-9078 |
| Signature:  | E-mail: cindy@restorativepartners.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to the Office of DEI at dei@slocity.org



Diversity, Equity & Inclusion High-Impact Grant Funding

FINAL IMPACT REPORT / CLOSING REPORT

Please limit to no more than 4 pages.

Date of report: 12/19/2023

Organization: San Luis Obispo Museum of Art (SLOMA)

Person completing report, Name/Title: Erica Ellis, Operations & Collections Manager

Program funded through this grant: Public programs & collabs with grassroots orgs

Amount of DEI High Impact grant received: \$5000

1) Administrator's Report - *Provide a brief synopsis of the activities, services or programs provided by the funds, as described in your grant application and service agreement.*

Funds from the City of SLO's DEI High Impact Grant supported public programming aimed at engaging historically underserved and excluded communities. Programs included arts events hosted in partnership with grassroots organizations composed of, and directly serving, these communities. Public events included an after-hours reception celebrating the opening of an exhibition by Mexican-American artist Marela Zacarías in March 2023, followed by a free artist talk, both hosted in partnership with the Latino Outreach Council. The artist also visited the Latino Outreach Council's town hall for a presentation about her artistic practice and exhibition at SLOMA for their members and visitors. Between 500-600 people attended the events and her exhibition at SLOMA was viewed by over 19,000 visitors. All exhibition and programming materials were available in both English and Spanish.

SLOMA also welcomed the Gala Pride and Diversity Center in May 2023 for an after-hours public reception in celebration of SLO Pride. SLOMA hosted a pop-up of Gala's "We Are Family: Portraits of LGBTQ+ Families on the Central Coast" exhibition as part of the event, which was attended by well over 500 people.

Please describe any changes to the program or activities from original proposal, or unexpected challenges:

No significant changes. The only challenge was the extreme weather during Marela's opening, which had a one-day rain delay.

2) Statistical Report

Total number of people served with grant funds, for the entire grant period: 19,500

Demographic information about the people served, as available:

We collected visitor demographic data as part of the May 2023 event with the Gala

Pride and Diversity Center (which also coincided with Marela Zacarías' exhibition):

- Approximately 8% of respondents identified as non-binary or Queer
- Approximately 13% of respondents identified as Hispanic/Latino
- Approximately 70% of respondents were SLO City residents

Number of services provided and any other statistics collected:
n/a

3) Financial report

Amount received: \$5000

Amount expended to date: \$5000

How have the funds been used? Please list line items with associated expenditure (or include as attachment):

- \$300 rental fee, Palm Theatre (artist's talk)
- \$1000 marketing for events
- \$200 event supplies
- \$1300 contractor fees, a/v
- \$200 Spanish-language translation costs for public programming & materials
- \$2,000 staff costs

4) Greatest Successes or Impacts - *What are the greatest impacts/outcomes of this grant-funded project?*

The greatest outcome of this grant-related project was the strengthening of our partnership network through collaborations with the Latino Outreach Council and the Gala Pride and Diversity Center. Because the public programming funded through this grant was so successful, we intend to continue our partnerships into the foreseeable future as part of our continuing DEI initiatives.

Greatest Challenges – *What were the greatest challenges in delivering this grant-funded project?*

Delivering on the grant programming was fairly straightforward except during Marela Zacarías' exhibition opening, which sadly coincided with a major rainstorm that necessitated moving the event back one day.

5) Lessons Learned - *What insights have you gained? What learnings will you apply? What advice would you give to others seeking to do similar activities?*

Complementary programming that tied into the missions of both partners was incredibly powerful and helped to introduce the work of both SLOMA and our grassroots partners to new audiences.

6) Sustainability Plan – *If the grant funds supported an on-going program, project or activities, how do you plan to sustain the effort?*

Grant funds did not support on-going programs, though we intend to sustain our partnerships with

the Latino Outreach Council and Gala, as well as other regional grassroots organizations, through complementary programs and engagement initiatives.

7) Recommendations or Feedback for the City – *How can the City of San Luis Obispo serve vulnerable, under-represented populations even better through the DEI High Impact Grant Program?*

Continue growing the DEI program through partnerships and collaborations. There are so many small organizations doing amazing work in the community that would benefit from the City's megaphone.

8) Other Comments – *Any other information you'd like to share about your project*

Thanks for the support!

Name: Erica Ellis Title: Operations & Collections Manager Phone: 805-543-8562 E-mail: eellis@sloma.org

Erica Ellis 12/19/23

Signature

Date

Once completed and signed, please save as pdf and e-mail to DEI@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| Organization | Diversity Coalition San Luis Obispo County | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|---|-----------|---------------|------|------------|-----------|---------------|--------|--------------------|----|-----|----------|---|----|----|--------|---|----|-----|--------|-----------------|----|-----|-----------|----------------------------------|----|-----|-------|---|-----|-----|
| Grant Program Name | School Speakers Program & Fostering Understanding in Our Community | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>FOSTERING UNDERSTANDING IN OUR COMMUNITY SERIES</p> <p>A total of five (5) community education events were held under our Fostering Understanding Series umbrella in the city of San Luis Obispo, covering topics ranging from black hair, birth equity, drag shows, immigration, resilience and pride. Every community event organized in 2023 met the capacity of the venues, all were streamed live, held at accessible venues, and are still available on our website for on demand watching.</p> <p>SCHOOL SPEAKER PROGRAM</p> <p>Our School Speaker Program coordinated sixteen (16) presentations during 2023. Seven (7) of these school presentations served the San Luis Coastal Unified School District, and 2 were coordinated for schools in San Luis Obispo. Challenges in coordination with SLO schools due to last minute scheduling changes, caused a push of presentations to later in the school year/beginning of 2024.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>FOSTERING UNDERSTANDING IN OUR COMMUNITY SERIES</p> <p>Dates / Event Name & Attendance numbers</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 10%;">Date</th> <th style="width: 50%;">Event Name</th> <th style="width: 20%;">In Person</th> <th style="width: 20%;">Virtual Views</th> </tr> </thead> <tbody> <tr> <td>Feb 23</td> <td>Black Hair Matters</td> <td style="text-align: center;">75</td> <td style="text-align: center;">122</td> </tr> <tr> <td>April 21</td> <td>Ethnic Studies Teach In (In Partnership with Cuesta College Ethnic Studies)</td> <td style="text-align: center;">75</td> <td style="text-align: center;">65</td> </tr> <tr> <td>May 10</td> <td>From Trauma to Hope - Cambodia refugees</td> <td style="text-align: center;">75</td> <td style="text-align: center;">274</td> </tr> <tr> <td>May 31</td> <td>The Joy of Drag</td> <td style="text-align: center;">98</td> <td style="text-align: center;">188</td> </tr> <tr> <td>August 31</td> <td>Maternal Health and Birth Equity</td> <td style="text-align: center;">52</td> <td style="text-align: center;">309</td> </tr> <tr> <td>Total</td> <td style="text-align: center;">-</td> <td style="text-align: center;">375</td> <td style="text-align: center;">958</td> </tr> </tbody> </table> <p>Total people served: 1333</p> | | | | Date | Event Name | In Person | Virtual Views | Feb 23 | Black Hair Matters | 75 | 122 | April 21 | Ethnic Studies Teach In (In Partnership with Cuesta College Ethnic Studies) | 75 | 65 | May 10 | From Trauma to Hope - Cambodia refugees | 75 | 274 | May 31 | The Joy of Drag | 98 | 188 | August 31 | Maternal Health and Birth Equity | 52 | 309 | Total | - | 375 | 958 |
| Date | Event Name | In Person | Virtual Views | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Feb 23 | Black Hair Matters | 75 | 122 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| April 21 | Ethnic Studies Teach In (In Partnership with Cuesta College Ethnic Studies) | 75 | 65 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| May 10 | From Trauma to Hope - Cambodia refugees | 75 | 274 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| May 31 | The Joy of Drag | 98 | 188 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| August 31 | Maternal Health and Birth Equity | 52 | 309 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | - | 375 | 958 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

SCHOOL SPEAKER PROGRAM STATS

Dates / Schools & Attendance numbers

| Date | Presentation | School | School District | # students |
|----------|--------------------|---------------------------|----------------------------------|-------------|
| 3/15/23 | Afghan refugee | Nipomo High School | Lucia Mar School District | 90 |
| 3/15/23 | Afghan refugee | Arroyo Grande High School | Lucia Mar School District | 220 |
| 3/16/23 | Afghan refugee | Paso Robles High School | Paso Robles JUSD | 110 |
| 3/21/23 | Holocaust survivor | Nipomo High School | Lucia Mar School District | 90 |
| 4/17/23 | Holocaust survivor | Morro Bay High School | San Luis Coastal School District | 200 |
| 4/17/23 | Holocaust survivor | Los Osos Middle School | San Luis Coastal School District | 250 |
| 4/18/23 | Holocaust survivor | Laguna Middle School | San Luis Coastal School District | 300 |
| 5/10/23 | Cambodian refugees | Arroyo Grande High School | Lucia Mar School District | 150 |
| 5/10/23 | Cambodian refugees | Nipomo High School | Lucia Mar School District | 80 |
| 5/23/23 | Afghan refugee | Morro Bay High School | San Luis Coastal School District | 110 |
| 5/23/23 | Afghan refugee | Morro Bay High School | San Luis Coastal School District | 80 |
| 5/23/23 | Afghan refugee | SLO High School | San Luis Coastal School District | canceled |
| 11/28/23 | Chumash Elder | Judkins Middle School | Lucia Mar School District | 250 |
| 11/28/23 | Chumash Elder | Mesa Middle School | Lucia Mar School District | 250 |
| 11/29/23 | Chumash Elder | Paulding Middle School | Lucia Mar School District | 200 |
| 11/29/23 | Chumash Elder | Los Osos Middle School | San Luis Coastal School District | 250 |
| | | | | |
| | | | TOTAL | 2630 |

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

All funding has been spent to date.

Breakdown:

- School Speaker Program Speaker Fees: \$4700
- Fostering Understanding Speaker Fees: \$4500
- Lodging for speakers: \$600
- Venue rentals: \$1350
- Staff costs to organize and coordinate events: \$6350

Total: \$17,500

| | |
|--|------------------------------------|
| Name: Rita Casaverde | Date: 02/20/24 |
| Title: Executive Director | Phone: (805)8065626 |
| Signature:  | E-mail: ed@diversityslo.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT
Due January 10, 2024

| | |
|---|--|
| Organization | SLO Hillel |
| Grant Program Name | Jews of Color: Intersecting Identities, Intersecting Struggles |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>SLO Hillel saw great success in its Jews of Color program with the City of SLO's grant-in-aid provided. Over the course of a three-day event known as the Jewish Festival of Learning, SLO Hillel hosted a community and campus wide exhibit on the diversity of the Jewish people, as well as featured the Jewish history of the City of San Luis Obispo. The exhibit included featured artwork that showcased Jewish life from India to Iran to Europe, all on loan from Hebrew Union College's Heller Museum of Jewish Art in New York City. The exhibit also featured two talks on antisemitism - from student, faculty and community perspectives.</p> <p>Our keynote speaker that the Grant-In-Aid supported was Rain Pryor who spoke at the Palm Theatre with a screening of her documentary film. Rain's story and narrative spoke to her identities as black and Jewish, and the importance of embracing our different backgrounds in their fullest senses.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| <p>The Festival for Jewish Learning in all saw an attendance rate of 200 students per day over three days to experience the exhibit. There were 80 community attendees of the exhibit's speaking programs, and 120 attendees of Rain Pryor's talk at the Palm Theatre. In all, there were an estimated 700 attendees for the Jewish Learning Festival; the majority being City of SLO residents.</p> <p>SLO Hillel issued a survey immediately following the programs at the Palm Theatre. The results</p> | |

indicated a demographic that attendance during that portion of the festival was largely 65+ and identified as Caucasian and Jewish. However, there was a strong cross-section of diversity with the 120 attendees at the Rain Pyror event in age and color.

Financial report: *(A financial breakdown detailing how the City's grant money has been or plan to be allocated.)*

Expenses included:

Venue fee - \$950

Exhibit materials - \$1000

Graphics/Marketing materials/Promotion - \$2170

Speaker Honorarium - \$5000

Travel and expenses - \$2000

| | |
|----------------------------------|---|
| Name: Lauren Bandari | Date: February 13, 2024 |
| Title: Executive Director | Phone: 805-295-0890 |
| Signature: Lauren Bandari | E-mail: lauren.bandari@slohillel.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

**YEAR-END REPORT
Due January 10, 2024**

| | |
|---|---|
| Organization | San Luis Obispo International Film Festival |
| Grant Program 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>The DEI Grant helped fund our free program that highlights films and storytelling from BIPOC filmmakers. We partnered with R.A.C.E. Matters SLO to help program and help facilitate the screening. It was a series of five short films and was titled Textures of Love about different textures of love. We were able to bring four of the five filmmakers to San Luis Obispo and they participated in Q&A with Fanshen Cox. Fanshen has been a huge advocate of diversity and inclusion and drafted the Inclusion Rider which has created change in Hollywood. The in-person screening on Saturday April 29 was completely free to the public and also included in our virtual encore portal the following week.</p> <p>This is the third addition of the free program and it continues to grow each year. We feel will added support and promotion we would like to continue to promote opportunities for the community to engage with film and enjoy the festival with out cost prohibitions.</p> | |
| Statistical Report <i>(This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)</i> | |
| | |

In-Person screening: April 29th, Fremont Theater 1PM – 100 attendees

Virtual Encore: - 70 views (vouchers)

Festival Stats (based on Annual Survey to all festival participants)

Age: 18-24 3.2% 25-34 4.49%

35-44 9.62% 45-54 12.18% 55-64 19.87% 65+ 60.64%

Gender:

Female: 62.67% Male:34% Non-binary: 2%

Race:

Asian: 2.7%

Black or African American: 2.03%

Hispanic or Latino: 5.41%

Middle Eastern or North African:1.35% Multiracial or Multiethnic: 4.05%

Native American or Alaska Native: 0% Native Hawaiian or Pacific Islander 0% White: 81.76%

Income:

Less than 20k: 2.56%

20 to 30k: 5.77%

35 to 49k: 9.62%

50 to 74k: 21.79%

75 to 99k: 17.31%

100 to 149k: 20.51%

150 or more: 22.44%

Location:

Arroyo Grande

Atascadero Avila

Cambria

Grover Beach Los Osos

Morro Bay

San Luis Obispo

Santa Maria

Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

Speaker Fees for Panelists (\$150 each) (4 panel guests for panel): \$600
Host for Panel fee (\$100 each):\$100
Targeted Marketing through social media and local advertising: \$1000
Virtual Platform Upload (\$20 per film, 5 films) + 1cent per minute viewed : \$1000
Technical Support/Staff (For panel/Q&As) - \$500
Lead Programmer - \$600
Screening Fee (For BIPOC filmmakers(five films)) \$200 each - \$1,000 Brunch Filmmaker Mixer + Maker Market - \$1000 (not used Brunch was paid for by R.A.C.E Matters, would like to relocate funds to filmmaker grant Local Filmmaker Grant Award - \$1000 (Will be relaunched and parameters opened, originally was open to only BIPOIC filmmakers, will be relaunched with additional 1k to all Central Coast Filmmakers
TOTAL:\$6,900

| | |
|----------------------------------|---|
| Name: Skye McLennan | Date: 2/7/2024 |
| Title: Executive Director | Phone: 805-225-3219 |
| Signature: | E-mail: skye@slofilmfest.org |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

Diversity Equity Inclusion High Impact Grant Program

YEAR-END REPORT Due January 10, 2024

| | |
|--|--|
| Organization | AAPI SLO (Asian American & Pacific Islanders of SLO) |
| Grant Program Name | Second Annual AAPI SLO FESTIVAL |
| 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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)</i> | |
| <p>In an effort to celebrate and empower the AAPI community, AAPI SLO held an annual festival — the second of its kind — on May 13, 2023 at the SLO Public Market (3845 S. Higuera St. San Luis Obispo, CA 93401). Holding this festival for a second consecutive year was crucial to establishing the event as an annual tradition.</p> <p>Business owners, professionals, families, college students, artists, performers, and leaders of AAPI heritage gathered — together with allies — to celebrate and unify the existing AAPI community in SLO County. Leaders of AAPI ethnic heritage were represented: Speakers Lan George (Vietnamese-American Council Member of Arroyo Grande) and Clint Weirick (Chinese-American Council Member of Grover Beach). Two community members were the recipients of our poetry contest, describing lived experiences as AAPI members of the city of SLO. Cal Poly, long standing community businesses and organizations, Cuesta, and community artists such as Izumi Spargo presented personal artwork. A locally started business by a Cal Poly Alum represented what AAPI SLO would like to continue to see: AAPI students who stay and make SLO their home and place of business. South Asians , SLO high school students, as well as several professionals newer to the area were also present.</p> <p>Donors and vendors were very difficult to connect with this year as the AAPI community worked to recover from Covid impacts. Many were unable to contribute financially and were short staffed. This was especially true of small business owners. Many who could not physically be present participated by donating prizes and gift cards to distribute to volunteers for the event.</p> <p>In preparation for and as an extension of the festival is the ongoing awareness project where hate incident reports are gathered and shared in collaboration with the national organization STOP AAPI HATE. QR codes guiding attendees to links including the website, hate incident report, and donation page were utilized throughout the festival. This project is an extension of the festival and aligns with our goal to empower the AAPI community. Marketing expenses to make the reporting tool available widely across SLO City and the county is expected as the year progresses.</p> <p>Also as an extension of the festival was the need for a gathering for AAPI Professionals. A networking event to include 22 AAPI Professionals will be held on July 1st, 2023. This need was made aware to the Executive Director during the festival as many in attendance were newer to the area and in need of making connections. Event expenses were sourced from grant funds as an extension of the festival.</p> <p>Receiving funds from SLO City allowed us to survive as a grassroots non-profit organization. We are still learning what being a non-profit entails, including how to procure funding for the organization. To help with this deficit, we have created space for Board members who can help us navigate funding. We also have plans to connect with the Diversity SLO's Board Training program to learn more.</p> | |

Statistical Report (This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)

The number of people in attendance: 500-600 people (about double the number from the previous year)

Demographic Estimates: AAPI and mixed (50%), White (35%), Hispanic (10%), Black(5%)

Children: 5% of total

Cal Poly Students: 30% of total

AAPI Organizations/clubs connected with: 21

AAPI Businesses connected with: 28

AAPI Artists connected with: 12

Ethnic Groups represented: Korean, Cambodian, Thai, Laos, Chinese, Taiwanese, Japanese, Filipino, Native Hawaiian, Indian, Mixed Race.

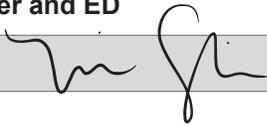
Financial report: (A financial breakdown detailing how the City's grant money has been or plan to be allocated.)

Amount Received: \$9,000

Amount expended to date: \$8,417.68

How have the funds been used? (See chart below)

| | |
|-----------------------------|------------------|
| Ecologistics Administrative | \$584.10 |
| Facility | \$225.00 |
| Insurance | \$299.00 |
| Personnel | \$4600.00 |
| Interns | \$868.00 |
| Sound | \$463.36 |
| Prize Winners | \$550.00 |
| Misc. Food for Volunteers | \$404.68 |
| Decorations | \$423.54 |
| | \$8417.68 |

| | |
|---|--|
| Name: Mia Shin | Date: 2/24/24 |
| Title: Co-Founder and ED | Phone: 703-895-2031 |
| Signature:  | E-mail: aapislocounty@gmail.com |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to DEI Manager, nveloz@slocity.org and to the Office of DEI at dei@slocity.org

DIVERSITY EQUITY INCLUSION PROGRAM

YEAR-END REPORT

Organization: CASA of San Luis Obispo County, Inc.

Program: DE&I Project

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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the **reporting period. If operations have changed due to COVID-19, please disclose briefly here.**)

SLO CASA received a grant of \$5,000 from the City of San Luis Obispo which funded approximately 10% of our 2022-2023 DE&I project. Combined with funding received from the National CASA/Gal Association, the project enabled us to 1) improve the diversity of our volunteer base by increasing the number of men and persons of Latino descent who serve in this pivotal role and 2) fund foundational and organizational development DEI training for our Board of Directors.

1) Assess the effectiveness of current recruitment marketing and expand this work to support additional strategies.

- The Executive Director and Program Director met with a number of stakeholders including the Center for Family Strengthening/Promotores to discuss the project and request assistance identifying resources and strategies.
- Added a new webpage to the SLO CASA website to highlight our commitment to DEI goals and activities and to identify project funders (<https://slocasa.org/dei/>).
- Other outreach activities included an interview with our Executive Director on a local Spanish-speaking radio station, monthly newsletters, and a featured story on KSBY television that resulted in applications from 18 potential volunteers (<https://www.ksby.com/news/local-news/slo-casa-looking-for-volunteers-to-support-vulnerable-kids-navigating-the-court-system>)
- Since we submitted the mid-year report, our ED had a speaking engagement for the staff of Native Trails in November 2023 to highlight the need for male and Latino volunteers. The majority of Native Trails employees in attendance were male and Latino and we also provided Spanish brochures.
- Three new double-sided bilingual over-the-street banners featuring men and Latino volunteers and children were designed, manufactured and installed on Higuera Street in SLO, Morro Bay and Templeton.
- New recruitment brochures were designed in both English and Spanish. We partnered with the Promotores to ensure that the Spanish brochures are accurately and effectively translated.

2) Convene two focus groups of current volunteers and staff members to identify additional recruitment strategies focused on recruiting more male and Latino volunteers.

- Latino/Bilingual Focus Group members were identified and invited to kickoff meetings. A kickoff meeting for the Men's Focus Group was held March 21st. Some changes that were implemented based on feedback from participants: 1) include a current male volunteer at all future information sessions and other recruitment events and 2) use the April volunteer recognition event to recruit friends of current CASA volunteers. • The Latino/Bilingual Focus Group was held on April 10th, 2023.

3) Host two special recruitment events targeting potential male and Latino/bilingual volunteers.

- A recruitment event focused on attracting new male volunteers was held at the Avila Bay Athletic Club on June 19th. This event was one in a series of events that led to a significant increase in male CASA volunteers.

- Our Training Manager spoke at St. Williams Catholic Church in Atascadero and Mission Church in SLO after the Spanish mass to share about the need for Latinx and bilingual volunteers, along with CASA information tables at both locations.
- Rather than holding targeted recruitment for men and Latinx volunteers at Sunset Honda and Specialty Construction as discussed in our proposal, we chose to make presentations to Rotary Clubs in order to target a larger audience of potential new volunteers.

4. We provided a DEI training to the Board of Directors led by Dr. Joy Pedersen, a local consultant who is also Dean of Students at Cal Poly University. Dr. Pedersen also conducted a full-day DEI training for all staff. The four modules of Dr. Pedersen’s DEI training for our Board of Directors were completed in November 2023. Board training topics included:

- Foundations of Diversity, Equity and Inclusion
- Building Awareness: Understanding Privilege
- Creating an Inclusive and Anti-Racist Culture
- Implicit Bias and Systemic Oppression

SLO CASA’s Board of Directors found the trainings to be very informative and welcomed the opportunity to expand their knowledge and understanding of DEI issues.

We are thrilled to report that the funded project had a significant impact on the diversity of our volunteer base. Results indicate that our outreach this year was effective. The overall percentage of men in our current volunteer pool has increased from 17% to 21% over the past year. The overall percentage of Latino volunteers in our current volunteer pool show an increase from 6% to 10% in calendar year 2023.

Statistical Report: (This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)

In calendar year 2023, SLO CASA supported 174 volunteers who were assigned to 254 foster children. Of the 254 children: 53% were female and 47% were male; 16% were Hispanic/Latin, 3% were Black, 58% were White, and the rest were other races, two or more races or unknown. 26% were ages 0-5, 31% were ages 6-12, 31% were ages 13-17, and 12% were ages 18-21. Approximately 41 children, or 16% of children served resided in the City of SLO.

Our October training class, with 10 new advocates, was sworn in on November 15th. Three of these new advocates are fully bilingual and being assigned to Spanish-speaking children. This is a much higher percentage of bilingual advocates than we typically have in one training class.

Financial report: (A financial statement detailing how the City's grant money has been expended or plan to be expended.)

The award of \$5,000 was utilized to pay for new bilingual over-the-street banners, and to enter into a contract with Dr. Joy Pedersen for DEI training:

| | |
|--------------------------------|----------------|
| SLO CASA DEI training | \$3,800 |
| <u>Bilingual banner design</u> | <u>\$1,200</u> |
| TOTAL | \$5,000 |

Marina Bernheimer

Executive Director

530 575-8404

Name

Title

Phone

Marina Bernheimer 12/20/2023

mbernheimer@slocasa.org

Signature

Date

E-mail

Please limit to no more than 2 pages. Once signed, please scan and e-mail to Greg Hermann, Assistant CityManager,

(ghermann@slocity.org)

DIVERSITY EQUITY INCLUSION PROGRAM
YEAR-END REPORT

Due: January 1, 2024

Organization: Transitions-Mental Health Association (TMHA)

Program: DEI Mental Wellness Initiative

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 B (your grant application) using the Grants-In-Aid provided, and any changes that have occurred during the reporting period. If operations have changed due to COVID-19, please disclose briefly here.)

TMHA submitted a request for \$64,045 and was awarded \$27,550 by the City of San Luis Obispo. In scaling back the proposal, we opted to focus on two main areas: 1) a collaboration with the Promotores Collective of San Luis Obispo, with the Promotores conducting outreach about TMHA mental health services to the Hispanic, Latino/a/x and Mixteco communities in our area of service; and 2) Spanish translations and printing of TMHA published materials.

TMHA staff and members of the Promotores Collective of San Luis Obispo meet each quarter to assess program process and to improve operations. During the grant period, 809 individuals were reached through in-person contact and provided with TMHA materials. 10,886 individuals were reached through Facebook and Instagram.

COMMUNITY PROGRAMS

Wellness For All

In the Behavioral Health field, the Hispanic/Latinx communities face a glaring inequity in access to services.

According to a 2020 SAMHSA survey, 35.1% of Hispanic/Latinx adults with mental illness receive treatment each year compared to the U.S. average of 46.2%.

There are reasons for this gap. The scarcity of culturally and linguistically appropriate mental health services, compounded by mental health stigma, keeps many Hispanic/Latinx community members with mental illness from seeking services.

This inequity puts these communities at a higher risk. Without treatment, mental health conditions often worsen.

This year, TMHA launched a pair of new programs to bridge that gap.

Our agency and the Promotores Collaborative of San Luis Obispo began a strategic partnership through a City of San Luis Obispo High Impact Diversity, Equity, and Inclusion (DEI) grant. Since January, the Promotores have provided invaluable countywide outreach among



ROBERTO CUEVA
Texting Coordinator - Central Coast Hotline

the Hispanic, Latinx and Mixteco populations to raise awareness about mental illness and TMHA's free Family Services Program. As of this writing, we have reached over 1,700 Spanish-speaking individuals through direct contact and social media engagement.

At the same time, a wonderful opportunity opened up for the team that presents TMHA's High School Program on local campuses. Roberto Cueva, Texting Coordinator for Central Coast Hotline, was invited by Arroyo Grande High School to start a weekly Spanish-language support group for students.

"I am so excited," Cueva shared. "I want the students to have a space to be themselves, learn about what mental health means to them, and how they themselves can be a support for someone struggling with their mental health. As a facilitator that comes from a similar background and can speak the same language as the students, I believe I can be a major support for those participating. This class will lean heavily on peer support and embracing our Mexican/Hispanic heritage. I also plan on having the class act as a processing space for challenges that arise for Hispanic students navigating the education system."

Both of these programs are beginning to make an impact, one that TMHA hopes to deepen as we secure more funding and expand our efforts in the coming year.



Statistical Report: (This section should include the number of clients served, their cities of origin, the nature of services provided, as well as any other statistics which are kept by the agency. The total number of clients served also should be broken down by the type of service received.)

As mentioned above, 809 individuals have been reached through in-person contact, and 553 individuals were reached through social media. The breakdown by city for those individuals reached in-person is as follows:

San Luis Obispo 59
Arroyo Grande 82
Oceano 133
Paso Robles 294
Morro Bay 15
Atascadero 20
Los Osos 8
Pismo Beach 20
Grover Beach 56
Nipomo 71
San Miguel 51

Financial report: (A financial statement detailing how the City's grant money has been expended or plan to be expended.)

The grant was budgeted as follows:

- \$20,000 to the Promotores Collective of San Luis Obispo for outreach activities (paid in quarterly installments)
- \$4,795 for translation and printing
- \$2,755 for a 10% administrative allocation

To date, all funds have been disbursed.

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|---|--------------------------------------|--------------------------|
| <u>Michael Kaplan</u> | <u>Community Engagement Director</u> | <u>805-540-6513</u> |
| Name | Title | Phone |
|  | <u>1/25/24</u> | <u>mkaplan@t-mha.org</u> |
| Signature | Date | E-mail |

Please limit to no more than 2 pages. Once signed, please scan and e-mail to GregHermann,AssistantCityManager, (ghermann@sbcity.org)