Para esta información en español, póngase en contacto con 805-781-7100 or DEI@slocity.org

Please review the following information before completing the linked Application. For further information or questions, please contact 805-781-7100 or DEI@slocity.org

PURPOSE

The City of San Luis Obispo will provide up to $120,000 in financial support to non-profit organizations for programming that advances diversity, equity, and inclusion (DE&I) in the City.

The purpose of this funding is to enhance the sense of belonging for all people in our community. This funding allocation is an effort to uplift and support local projects, programs, or initiatives (“Projects”) that contribute to creating a San Luis Obispo that is welcoming, inclusive, equitable, and safe.

The scope of equity work is inherently broad and systematic; therefore this NOFA seeks to support organizations and projects that will achieve demonstrable success and contribute to the pursuit of systemic change.

REQUIREMENTS

• Applicants must be a registered 501(c)(3) non-profit organization, government or education entity, or faith-based organization.

• Collaborations between one or more organizations or groups are welcome. At least one in the partnership needs to be an eligible entity noted above.

• Applicants must demonstrate core values of justice, equity, diversity and/or inclusion in their mission and operations, and have been providing DEI-related services or programs within SLO County for at least one year prior to application. (The proposal can be for something new, but the recipient organization must have been operating locally for at least one year.)

• Funded activities must primarily occur in the City.

• Funding activities must primarily serve City residents. Applicants that serve in neighboring communities, but also serve a significant number of City residents, will be considered.

• Requests must be for programs or services with the ability to show demonstrable (measurable) impact and success measurements. New, creative approaches that are rooted in best practices or evidence-based, as well as proven approaches, are welcome.

• Recipients must enter into a contract with the City prior to receipt of DEI funds. A sample can be found HERE.

• Recipients must complete periodic impact reports. A sample can be found HERE.

• Applicants must submit a complete application package.
FUNDING AREAS
This funding is focused on narrowing equity gaps that have disproportionately impacted marginalized communities. These gaps include, are not limited to:

- Physical and mental health services
- Education
- Housing
- Criminalization
- Food security
- Community representation

FUNDING USES
These funds can be used for projects or services that reduce equity gaps and improve justice, equity, diversity, and/or inclusion for underrepresented groups in the City of San Luis Obispo.

Proposals may focus on specific marginalized communities, the community-at-large, and/or systemic change. Examples of activities include, but are not limited to: (Examples are not ranked.)

- Social Justice/Anti-racism activities, programs
- Ally or Advocacy training/programs
- Business development - training, access to capital, operational support, etc.
- Civic engagement for underrepresented people - voter registration, participation, etc.
- Community art projects
- Develop and implement culturally and linguistically appropriate services and practices
- Education – improvements, assistance, access
- Health care - education, access, services
- Leadership development
- Mentoring or apprenticeships programs
- Multicultural centers, community spaces, places to gather and build community
- Provide translated materials and interpretation to ensure diverse communities can participate
- Provide programs and services in non-traditional settings that increase access to those services
- Training/education for the broad community – awareness, equity, belonging, etc.
- Work programs - job search, job training, etc.

FUNDING RESTRICTIONS
Funds cannot be used for:

- Advancing a political cause(s)
- Religious activities
- For profit or personal gain

FUNDING CRITERIA

- The maximum request amount will be determined and weighed by the City. Applicants are encouraged to provide budgets and strategies based on different award levels.
- A maximum of one grant award is allowed per organization.
- Funding may be used for new or existing projects, programs, or initiatives that have proven successful and/or utilize best practices or innovative approaches. Programs that leverage existing or other funding sources are encouraged.
- Initiative must start by March 1, 2021
- Must execute a contract with City prior to award of funds
### FUNDING DECISIONS

The Diversity, Equity and Inclusion Task Force (DEI-TF) will review all received applications and develop funding recommendations based on the answers provided in each application. Recommendations will be presented to the City Council for approval.

Proposals will be evaluated for meeting identified need(s), potential to succeed, ability to make high impact or enduring systemic change, and for serving the most marginalized communities. *Please note that the DEI-TF will exercise discretion when developing funding recommendations.*

### APPLICATION & FUNDING TIMELINE

<table>
<thead>
<tr>
<th>Month</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>September 2020</strong></td>
<td>September 18th – Applications available online. Contact <a href="mailto:DEI@slocity.org">DEI@slocity.org</a> if you prefer a hard copy.</td>
</tr>
</tbody>
</table>
| **October 2020**  | October 22nd – Applications due by 5:00pm. Late submissions will not be considered.  
By October 28th – DE&I Task Force subcommittee begins review of applications |
| **November 2020** | By November 4th – Subcommittee develops preliminary award recommendations  
November 5th – DE&I Task Force reviews and adopts Subcommittee recommendations  
November 17th – City Council considers and approves DE&I Task Force funding recommendations |
| **December 2020** | DE&I contracts emailed to grant recipients  
Funds released to grant recipients once all contracts received |
| **March 2021**    | No later than March 1 – Funded programs/projects must start |

**Impact Reporting**

- 90-days after start of program/project – Submit first Progress Report  
- Date TBD - Submit Mid-Year Impact Report  
- At end of program/project or at 12 months from start, whichever comes first – Submit Final Impact Report
FOR REFERENCE

Marginalized: Marginalized communities are groups of people who experience the systematic process of being relegated to the lower outer edge or margin of society economically, politically, culturally, and socially. Marginalized groups were (and some continue to be) denied full participation/representation in mainstream cultural, social, political, and economic activities. Historically, marginalized communities have typically referred to Black, Indigenous, people of color, LGBTQ+, women, low-income, and people with disabilities.

Anti-Racism: Anti-racism is defined as the work of actively opposing racism by advocating for changes in political, economic, and social life (Kendi, 2019).

Racial Justice: Racial justice—or racial equity—goes beyond “anti-racism.” It is not just the absence of discrimination and inequities, but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures. Racial Justice (is defined) as the proactive reinforcement of policies, practice, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts, and outcomes for all (Race Forward).

Demographics of SLO City

<table>
<thead>
<tr>
<th>San Luis Obispo, CA</th>
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</thead>
<tbody>
<tr>
<td>Population Estimates 2019</td>
<td>47,459</td>
</tr>
<tr>
<td>Race and Ethnicity</td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>84.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>2.2%</td>
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<tr>
<td>Indigenous American Indian and Alaska Native</td>
<td>0.4%</td>
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<tr>
<td>Asian</td>
<td>5.8%</td>
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<tr>
<td>Native Hawaiian and Other Pacific Islander</td>
<td>0.0%</td>
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<tr>
<td>Two or More Races</td>
<td>3.6%</td>
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<tr>
<td>Latinx</td>
<td>18.3%</td>
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<tr>
<td>Families and Living Arrangements</td>
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<tr>
<td>Language other than English spoken at home (2018)</td>
<td>17.0%</td>
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<tr>
<td>Education</td>
<td></td>
</tr>
<tr>
<td>High school graduate or higher, percent of persons age 25 years+, 2014-2018</td>
<td>92.7%</td>
</tr>
<tr>
<td>Bachelor’s degree or higher, percent of persons age 25 years+, 2014-2018</td>
<td>49.6%</td>
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<tr>
<td>Health</td>
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<tr>
<td>With a disability, under age 65 years, percent, 2014-2018</td>
<td>5.5%</td>
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<tr>
<td>Persons without health insurance, under age 65 years, percent</td>
<td>6.2%</td>
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<tr>
<td>Business</td>
<td></td>
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<tr>
<td>Minority-owned firms, 2012</td>
<td>13.5%</td>
</tr>
<tr>
<td>Nonminority-owned firms, 2012</td>
<td>78.6%</td>
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