

Economic Justice Program

2022 Inspire Giving Opportunity

Organization Description & Mission Statement*

If you answered "no" to the question above, please provide a brief description of your organization and its mission.

The Sacramento LGBT Community Center works to create a region where LGBTQ+ people thrive. We support the wellness of the most marginalized, advocate for justice and work to build a culturally rich LGBTQ+ community. As the largest LGBTQ+-serving institution in the Sacramento region, we are committed to serving Queer and Transgender Black, Indigenous, People of Color disproportionately vulnerable to the economic impacts of discriminatory policies. Our Health and Wellness competency focuses on the safety and sustainability of community basic needs, sexual and mental health services, youth programs, housing services, and economic justice. Our Advocacy with Cultural Humility competency centers both individual and community work that supports those who have experienced discrimination, harassment, as well as changing systems that have led to historical abuse. Lastly, our Community Building competency works to advance a community inclusive of ethnicity, spirituality, and gender identity.

Operations History*

Please describe your organization's operations history. If you are a fiscally sponsored organization, also describe the fiscal sponsor's operations history.

Since 1978, the center has provided support programs and linkage to affirming services. Over the last decade, we've expanded to provide multi-lingual community resource navigation, respite, support groups, counseling, sexual and gender health services and now COVID testing, vaccination, and financial assistance. Programs include a drop-in center, homelessness services, support groups, enrichment internships. We provide emergency shelter and transitional housing programs for 18-24 youth, which include case management and wraparound services. The Center works to build a culturally rich and intersectional LGBTQ+ community through events and activities including Sacramento Pride designed to provide a sense of belonging, affirming visibility, and support amongst chosen friends and family.

Project Name*

Economic Justice Program

Number of people served.*

How many people do you project will be served by this project?

100

Primary Racial/Ethnic Group Served*

African American

Primary Population Served*

LGBTQ

Primary Geographical Area Served*

Sacramento County

Primary Age Group Served*

Adults

Describe the project, program or other efforts for which you are applying for funding.*

Include how your project, program or other efforts will impact the focus area of Community and Economic Development and Affordable Housing.

The Sacramento LGBT Community Center launched our emergency transitional housing shelters in 2018 to provide safe pipeline housing for LGBTQ youth victimized by the war on drugs or impacted by the foster youth system. Our target population centers 18-24 youth in need of housing and professional development services. Over 90% of emergency housing youth have exited to safe and stable housing and are employed annually. Through this program we discovered the intersectional need for LGBTQ+ friendly employers who established hiring practices with an affinity for LGBTQ+ identities, histories, and experiences. The Center works to build a culturally rich LGBTQ+ community through events and activities including Sacramento Pride designed to provide a sense of belonging, affirming visibility, and support amongst chosen friends and family.

We launched the Economic Justice Program (EJP) in 2020, connecting youth to employment opportunities. We built relationships with over 100 employers and now hold Sacramento's only tri-annual LGBTQ+ career and education fairs specifically for people BIQTPOC. With 94% of Center clients identifying as low-income, understanding how economic barriers created by the WoD, political discrimination and exclusion makes having a workforce development program purposeful and intentional to aide in prevention and intervention of further disenfranchisement and reaffirms that our Center is competent, capable, and ready to meet the needs of our priority population.

Primary Target Population*

Describe the primary target population of your project.

Pre-pandemic, transgender workers report unemployment at three times the rate of the population as a whole; 44% currently working were underemployed; and 30% who had a job in the past year reported being fired, denied a promotion, or experiencing some other form of mistreatment related to their gender identity or expression. As the largest LGBTQ+ servicing organization in the Sacramento region, we are keenly aware of the challenges facing our clients. We also know that there are other factors including housing instability and mental health that impact an individual's ability to obtain and maintain stable employment. 40% of youth experiencing homelessness identify as LGBTQ+ the majority of whom became homeless due to family and community rejection. And now 75% of LGBTQ+ adults say the pandemic has negatively impacted their mental health, with 49% feeling the impact has been major. Our programs operate in the 95811, 95816, 95814, 95818, 95820, 95824, 95822, 95823 zip codes

Intended Outcomes*

Describe 2-3 key outcomes your organization wants to achieve as a result of the Inspire Giving Grant.

Include how the in-kind and volunteer opportunities will help achieve these outcomes.

The impacted Sacramento Metro has been disproportionately subjected to higher arrest rates, little access to wealth, and less educational opportunities. Between 2004-2016, the Sacramento Police Department recorded 13,652 arrests in which at least one charge included a cannabis-related crime. Of those, 6,808 arrestees were Black, despite the fact Black/AA residents make up only 14% of the population. This arrest rate is significant, because a criminal conviction can limit one's ability to gain employment, apply for public assistance, or obtain a loan or financial aid.

These historic issues resonant today in the form of low homeownership, educational attainment, and employment rates of the AA/QTPOC communities that live in neighborhoods located in the Sacramento Metro area. The economic justice program was designed with these histories and outcomes in mind to reverse the historic educational gaps and under-employment and reinvest in Black/LGBTQ communities as our primary target population. Our intended outcomes desired from the economic justice program are 1) Professionally development 18-24 transitional aged youth in our emergency housing shelters to local LGBTQ friendly employers seeking employees 2) Provide introductory and on-going diversity and inclusion training to local employers seeking to enhance their organization environment and hiring practices 3) Reduce the unemployment rates amongst LGBTQ youth ages 18-24 in the Sacramento Metropolitan Area.

Project Sustainability*

Indicate the ways in which future funding needs for your requested project will be addressed after funding from the Sacramento Region Community Foundation has ended.

The Sacramento LGBT Community Center has a long-standing history of community organizing, cross-institutional collaboration, and support city-wide initiatives with Sacramento metro area colleges, community centers, the Sacramento capital, and health organizations. Through working in partnership and in support of ending violence, homelessness, and unemployment amongst the most marginalized, our center has created collaborative and strategic partnerships to help advance the sustainability of the economic justice program once funding for the Sacramento Region Community Foundation has ended. This includes utilizing funds from community donors and local sponsors in support of the mission of the economic justice program. The program is also strategically cultivated in collaboration with our emergency housing services due to its residents being program participants. Funding for our housing services comes from the California Office of Emergency Services and our MOU's with the International Rescue Commission, Sacramento State, WEAVE, and Wellspace Women's Center. During the interim funding notification period, the center will continue to apply for grant funds for the Economic Justice Program to ensure the continuation of the program needs and objectives are met.

Organizational Representation*

Part of what makes this grant unique is that in addition to the grant funding, Inspire Giving will call on its network of connections, to provide volunteers and in-kind contributions to further support the applicant's project, during the grant year.

The Center will designate its Chief Development Officer to oversee the recruitment, management, and stewardship of Inspire Giving's volunteers in addition to engaging with donors who would like to contribute in-kind goods or services. The CDO currently oversees this work and can apply the overall division's plans and strategies to fully maximize Inspire Giving's network.

Those plans include, but are not limited to 1) a focus on transformational giving and community-centric fundraising principles 2) a strong volunteer training and cultivation to develop long lasting partnerships and 3) a commitment to not only engage with Inspire Giving's partners, but to bring our own robust partnerships to the table as well.

Project Budget Narrative*

Provide a budget narrative with a brief justification for your expenses. Also, please explain what other sources of funding you may be pursuing or have secured to help fund this project.

Please note that this grant cannot be used solely to offset salaries. Finally, make sure to indicate any in-kind services and/or volunteer hours that are a part of your request.

The attached budget reflects our projected cost of hosting 5 interns annually who will assist our Economic Justice Program personnel. EJP launched in 2021 with the support of AT&T, private contributions, and US Bank. We recently secured funding from Kaiser Permanente and Union Pacific and submitted an application to Safe Credit Union. Their listed amounts indicate the funds from those grants that will be allocated to specifically to the internship program. We are budgeting for 10% overhead and through our existing programs and operations we intend to absorb or raise in-kind contributions for many of the project (and to a greater extent the entire program) costs.