

**BLUE
PRINT**

FOR

A CALL TO ACTION
FOR SILICON VALLEY
PHILANTHROPY

CHANGE



CASTELLANO
FAMILY
FOUNDATION

BLUEPRINT FOR CHANGE

A CALL TO ACTION FOR
SILICON VALLEY PHILANTHROPY
TO ENGAGE AND SUPPORT LATINX
ORGANIZATIONS, COMMUNITIES AND
LEADERS FOR THE COMMON GOOD

Prepared By:



**CASTELLANO
FAMILY
FOUNDATION**

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**“Latinxs are the
future of this region
because they are the
growing population,
and that’s a reality
that has to be told.”**

Presenter at August 2019 CFF Convening

INTRODUCTION

This report is intended to motivate more intentional and aggressive efforts to advance the work and success of Latinx-focused and led nonprofit organizations in Silicon Valley.¹ It builds on extensive research, community outreach, and executive consultations over the past two years involving many of our region's leading civic and social investment principals. *(Please see our acknowledgments below.)*

While Silicon Valley has always been home to a robust cadre of Latinx people and nonprofit organizations, Latinx communities, institutions, and leaders across our region continue to experience significant relative hardships in areas ranging from education and employment to health and housing, and these hardships are further amplified by a lingering lack of access to Silicon Valley's expanding private and charitable capital.

Recent reporting in the *Stanford Social Innovation Review* reflects that while the fast-growing Latinx population constitutes now nearly 17 percent of the United States population (and over one-quarter of our regional population), **Latinx groups receive only about 1 percent of all philanthropic investment, and only about 2 percent of private foundation CEOs are of Latinx heritage.**² Latinx technicians, investors, and allied professionals are also highly under-represented in the Silicon Valley technology firms that drive so much of the nation's evolving new economy. Such disparities in representation and opportunity pose a long-term danger to our collective civic

well-being and continued regional prosperity.

The pages that follow underscore the extent of these challenges to the common good. In doing so, they lift up the case for a better and more inclusive future through expanded efforts by Silicon Valley philanthropy leaders to set a new dynamic in motion, building on vastly increased Latinx community-focused investments and cross-sector collaborations.

METHODOLOGY

For several years, as a local funder, the Castellano Family Foundation (CFF) observed a disconnect between the aspirations and needs of local Latinx leaders and nonprofits and the response from other local allies and funders to their opportunities and challenges.

When *The Giving Code* research, led by Alexa Cortés Culwell and Heather McLeod Grant of Open Impact, was published in 2016, confirming a notable gap between community needs and the burgeoning wealth of new donors, CFF seized the opportunity to draw attention to what was happening among Latinx nonprofits in Silicon Valley.

The Foundation Board began by hosting one-on-one listening sessions with leaders of color, followed by conversations with grantees. **Between August 2018 and August 2019, more than 65 Latinx-led, Latinx-focused grantee organizations participated in a series of convenings.** The goal was to create a safe space for grantees to self-reflect, express concerns, and brainstorm solutions.

In addition to confirming many of the findings previously reported about wealth imbalances in the region, CFF also uncovered a deepening anxiety among Latinx leaders trying to meet an increased demand for services with fewer resources. At the same time, we detected an emerging sense of hope about what could be accomplished through CFF's leadership. Inspired by the stories and testimonials we

heard, CFF developed a preliminary summary of findings and potential solutions that takes into account the distinct experiences and attributes of Latinx nonprofits and communities in Silicon Valley.

CFF commissioned this comprehensive report to surface and compile **data on Latinx nonprofits**, and to document their nuanced relationship with Silicon Valley's philanthropic sector. The preliminary findings and recommendations were discussed at **select convenings with key funders** in Silicon Valley and at a reconvening of Latinx leaders and nonprofits. Based on the positive feedback and enthusiasm, CFF committed to develop this Blueprint for Change, which includes a robust set of findings and recommendations, as well as a Call to Action for philanthropic leaders in Silicon Valley and philanthropy everywhere to see the value of investing in Latinx leaders and nonprofits.



**“You have to look
at the root causes
if you want to solve
these persistent
social inequities.”**

Presenter at August 2019 CFF Convening

SILICON VALLEY'S DEMOGRAPHIC TRENDS IN FOCUS

Silicon Valley is a place of staggering wealth, innovation, and diversity. Presently, a little over three million people live in the region—Santa Clara County, San Mateo County, Alameda County (Fremont, Newark, Union City), and Scotts Valley: 34 percent are white, 34 percent Asian, 25 percent Latinx, 2 percent Black, and 5 percent self-identify as other.

The local Latinx population is growing at a rapid rate and currently comprises Silicon Valley's most significant community of color in all age categories under 35. Current population projections suggest that by the year 2050, Latinx residents of the Valley will total more than 1 million people, placing them on a par with the region's expected population total for non-Hispanic white Americans.

Silicon Valley has benefited immensely over the years from robust Latinx labor force capacity, small business development, and expanding purchasing power. Indeed, despite facing persistent social barriers and inequities, Latinxs have higher labor force participation rates than non-Latinxs and own 14 percent of all small businesses in Silicon Valley.³ Such leadership and contributions from Latinx investors, business leaders, workers, and consumers have helped to elevate our region as one of unique opportunity and potential.

At the same time, for the vast majority of Latinxs and other groups, Silicon Valley is

also a place of vast and growing income inequality, pockets of deep poverty, exploding housing costs, and looming health issues.

The income gap between residents of varying educational attainment levels is greater in Silicon Valley and San Francisco than in California or the United States as a whole.⁴ Latinx high school and college completion rates significantly lag behind those of other local groups.⁵ And, according to data recently compiled by the Hispanic Foundation of Silicon Valley, only 3 percent of the region's Latinx professionals presently work in computer, math-based, architecture, or engineering occupations, compared to 19 percent of non-Latinxs.⁶ As a result, despite Latinxs' high rates of labor force participation and business ownership, their per capita income is lower than any other race or ethnic group in Silicon Valley, and their potential to contribute to the future of the region is mired in low-paying jobs and inequitable opportunity.⁷

Given the current and historical significance of Latinx communities in the region, Latinx opportunities for socioeconomic advancement in Silicon Valley should be far more evident than is currently reflected in the data. The vast scale and dynamism of the region's hi-tech economy offers an unusually strong engine for entrepreneurial initiative, innovation, and upward mobility.

In 2018, Silicon Valley venture capitalists invested an astounding \$19 billion in local enterprises, and in 2017 alone, Silicon Valley technology companies generated nearly 20,000 patents, helping to increase California's commanding national share of new patents from 37 percent to 47 percent over the past 20 years. In 2018, average annual earnings per Silicon Valley household reached \$140,000—more than double the national average. And, since 2016, the number of high-income households in the Valley has grown by 35 percent.⁸

With so much economic vitality to build on, organized philanthropy has flourished in the region during recent years. **Corporations and foundations are giving at high rates, and various influential entrepreneurs are directing their financial assets to efforts designed to solve some of the world's most complex problems.** Unfortunately, relatively little of this expanding social investment capital is finding its way to Latinx groups and leaders that are uniquely

well-positioned to help alleviate many of the most pressing challenges facing Silicon Valley communities. And very little of that money is being strategically invested in Latinx groups in the region.

Between 2008 and 2013, total Silicon Valley-based individual giving rose from \$1.9 billion to \$4.8 billion—a 150 percent increase.⁹ Unfortunately, while the number of nonprofits operating in the region has grown by 28 percent over the past 10 years to address expanding population challenges, the proportion of funding from all sources allocated to community-based organizations in Silicon Valley stagnated in that same period. **Although community-based organizations make up 84 percent of the region's nonprofits, they report only 26 percent of its total revenues, with the majority claimed by major institutions like established universities and hospitals.** As a result, 77 percent of local nonprofits report revenues under \$1 million, and many are financially unstable.¹⁰



In this context, the gap between available philanthropic capital and the current and future needs of local nonprofits is widening.¹¹ And Latinx nonprofits and their leaders are disproportionately disadvantaged by these giving trends.

Local nonprofit leaders report that it is difficult to identify donors because they do not share the same networks or social circles, are unfamiliar with or uneasy about the new ways philanthropists are reportedly giving, or feel they lack capacity to satisfy the expectations of donors around data and measurements.

Latinx nonprofits in particular report feeling undervalued by philanthropy, overtaxed by the demand for their services to communities in need, and largely invisible and irrelevant when it comes to new wealth donors.¹²

The challenge ahead is about solving long-standing social inequities and creating

a local education and career pipeline for technology, healthcare, and bioscience jobs that will address deepening income inequality gaps for Latinxs, women, and people of color.

Latinx civic, business, philanthropy, and nonprofit leaders have a large role to play in this equation. But due to a variety of factors, on their own, they lack sufficient collective capitalization and influence to fuel the change that is needed. Unfortunately, over time, left unattended, the problems increasingly affecting Silicon Valley's large and growing Latinx population will diminish our region's magnetism and quality of life.

Owing to Silicon Valley's unique influence on national economic and cultural trends, what its leaders do in response to this urgent set of factors will be instructive to many across the nation who are meaningfully seeking to reverse the social inequities holding back Latinx and other marginalized communities in contemporary America.

“ I’d like to see more collaboration to leverage our resources—language capital, cultural capital—that we all have to counter the myths and the untruths in this society. And by doing so, speaking our truth about all the great things happening in our community. ”

Adriana Ayala
Interim Executive Director, Chicana Latina Foundation

FINDINGS & RECOMMENDATIONS



BUILDING CAPACITY OF LATINX NONPROFITS

Any effort to address social inequities in Silicon Valley must address the widening gap of access, resources, networking, and expertise between philanthropy and local nonprofits, particularly those that are Latinx-focused or Latinx-led. **The most significant need expressed by nonprofit leaders and staff was support for capacity building fueled by unrestricted grants,** and to emphasize that it must be done in partnership with the nonprofit beneficiaries themselves. In fact, general operating support as an integrated component of capacity building for Latinx nonprofits and leaders is core to this Blueprint for Change.

Below are findings and recommendations in four key areas where we believe philanthropy can be more effective and where substantial investments can lead to exponential change. The suggestions are flexible and applicable to many different communities across the U.S. where Latinx leaders and nonprofits face similar challenges in their ability to meet immediate needs of their constituents while simultaneously promoting meaningful social change. We have included representative quotes from participants at the convenings, as their voices and perspectives inspired this report.



FUNDRAISING

Most grant applications are online. It is difficult to access program officers for a real conversation. This dynamic creates a gulf between funders and nonprofits that does not serve social change in communities. Honesty and collaboration between funders and fund-seekers only happens when a relationship is developed.

FINDINGS	RECOMMENDATIONS
The work of good organizations is invisible.	Introduce grantees to prospective funders and donors. Encourage them to listen and learn about the significance and value of the work that nonprofits are doing in our region.
The work of Latinx nonprofits is misunderstood and undervalued.	Provide access to fundraising, marketing, design, and communication experts to develop messages and materials that better tell their stories to funders.
Limited exchange opportunities with funders exist because applications are online with no opportunity to interact.	Invite grantees to present at or attend forums or other networking events where they can have meaningful interaction and dialogue with funders.
Top-down and one-way communication from funders is still the norm.	Encourage funders to treat nonprofit staff as equal partners in order to listen intentionally and more deeply understand their issues, approaches, challenges, and measures of success.
Government grants and contracts can help organizations scale but meeting their technical requirements can present a major barrier.	Provide grant support or technical expertise to help local Latinx nonprofits qualify for government grants and contracts.



**“ Philanthropy doesn’t ask us
enough, they don’t ask our
perspective on either how it goes in
terms of our relationship with
individual program officers or our
experiences as grantees. There is a
desire for philanthropy to be more
reflective by getting our input.”**

CFF Grantee Participant
August 2019 Convening

ORGANIZATIONAL CAPACITY

The size of a nonprofit does not equate to the importance of its ideas or size of impact. Capacity building is a wise investment because it can focus on amplifying the impact of meaningful programs and ideas.

FINDINGS	RECOMMENDATIONS
Latinx nonprofits are generally smaller and operate on tight budgets almost entirely made up of program-specific grants. Unrestricted general support gives them the flexibility to build capacity where they need it most and the bandwidth to be more responsive to community needs.	Investments in building the capacity of Latinx nonprofits and leaders requires a much better resourced Latinx nonprofit sector in Silicon Valley. General operating support is a critical and integral component of capacity building for these investments to be effective and sustainable.
Few funders provide capacity-building support, characterizing it as part of overhead instead of seeing it as a critical component of highly effective program execution. ¹³	Capacity-building is not just about fundraising but should consider an organization's needs within six domains: (1) managerial, (2) programmatic, (3) revenue enhancement, (4) leadership development, (5) communication, and (6) community systems. ¹⁴
One-size fits all capacity-building solutions are less effective for Latinx organizations that work on a wide range of intersecting issues, from arts and culture to education, social justice, and immigration reform.	Consider a funding model that supports vital organizational infrastructure needs that can lead to greater efficiency and effectiveness in program operations over time.
Collecting and analyzing sophisticated data is costly, time-consuming, and often beyond the capacity of smaller, less resourced Latinx nonprofits.	Create resource hubs or other spaces where nonprofits can come together to share resources and expertise, collaborate to meet their mutual goals, and access specialized consultants and technical assistance to address their common challenges in areas such as data collection, metrics, technology, and communications.
Capacity building is a developmental process that doesn't happen within a one-year grant cycle. Larger, longer-term and more flexible grants are needed for organizations to achieve greater reach and impact over time.	Capacity building should be co-designed, iterative, and phased over a longer time horizon so that investments can take root and inform succeeding investments until long-lasting organizational change is achieved. The process should be supported by multiyear operating grants and the flexibility to facilitate risk-taking and course-correction.
Latinx community-based nonprofits are imbedded in community, creating a close alignment between Latinx culture and organizational work culture.	Ensure that capacity-building experts and consultants are culturally competent and skilled in working with Latinx communities, understand the value of lived experience, and are attuned to the unique organizational culture of these organizations.



“ I would love to see funders make internal changes as well by diversifying their staff and focusing on cultural competency. ”

Kristina Peralta
Director of Institutional Development, SMASH

LEADERSHIP DEVELOPMENT & HUMAN RESOURCES

FINDINGS	RECOMMENDATIONS
Executive leaders need training and support to deepen their ability to coach, train, mentor, and delegate authority in order to build a succession pipeline for the next generation of leaders.	Support leadership development programs geared toward the needs of smaller Latinx nonprofits that are comprehensive, incorporate best practices and peer learning, and offer online platforms for sharing information and seeking advice.
Current programs do not effectively close the leadership gap, particularly around retaining staff, effectively leveraging lived experience, and meeting the expectations of new high-wealth donors.	Support leadership development programs that incorporate continuing education, lived experience, and exchanges with high-wealth donors and other funders.
There is high turnover for development directors and staff because the job is demanding, often underfunded, and frequently mired in unrealistic expectations.	Support the efforts of nonprofit leaders to adopt realistic expectations for their development directors and provide the necessary support and infrastructure for fundraising success at all levels of the organization.
Effective talent recruitment and retention strategies are simply not affordable to most Latinx nonprofits who face tough competition for employees in Silicon Valley.	Provide grants or creative financing tools to help organizations attract and retain staff by offering them better health insurance, retirement, or wellness benefits, regular pay increases, professional development training, and retreats for staff to engage in planning, learning, and reflection.
Latinx staff are hired to work at nonprofits because of the value of their lived experience and cultural competency. These employees are often vulnerable to secondary traumatic stress which can result in higher than average turnover.	Support specialized training and counseling for staff who are impacted by secondary traumatic stress due to the nature of their jobs, so they can secure the assistance and support they need to cope with stress and prevent burnout.



“ There is an urgent need to create a pipeline of Latinx staff for leadership positions, not only to replace legacy leaders who are retiring but also to foster multigenerational approaches and advance diversity, inclusion, and equity.”

INNOVATION & IMPACT

FINDINGS

Many nonprofits have innovative ideas and solutions but lack the time, space, or resources to develop them given the pressure to meet the next grant deadline.

Technical assistance and support are needed to advance the underlying components of innovation, from gathering and housing complex data sets and exploring new tools, to measuring impact and accessing technology.

Gathering program data for Latinx populations can be difficult due to language barriers, the unauthorized legal status of some participants, and overburdened families working multiple jobs with little time to comply with data tracking demands.

RECOMMENDATIONS

Offer organizations access to planning grants or training that incorporates the latest tools and frameworks for innovating and scaling their work so these methodologies can inform their strategic decisions and future programming.

Invest in hubs or innovation funds to provide the resources (experts + time) that social change nonprofits need to develop innovative ideas, public policy reform proposals, and conduct root cause analyses.

Collaborate with Latinx nonprofits to explore alternative models for measuring program outcomes and success, allowing for flexibility and sensitivity to their unique challenges, needs, and constituencies. Support fellowships that bring in outside expertise to help them enhance their strategic use of data, technology, movement building and public engagement strategies, or other specialized knowledge and tools.



**“ There is a perception
in Silicon Valley that only
business or highly educated
people are innovative, but we
are highly creative and
entrepreneurial because
we have to be. ”**

CALL TO ACTION:

**ENGAGE WITH
LATINX COMMUNITIES
ON THEIR TERMS**

The heart of this Blueprint is an overarching Call to Action for Silicon Valley philanthropic leaders to join the Castellano Family Foundation in pursuit of a bold vision of change across our region's social investment landscape. Such ***a bold vision of change starts with philanthropy pledging more aggressively to invest in and significantly support local Latinx nonprofits whose work is key to overcoming long-standing social inequities in the Valley.***



The following recommendations reflect various strategic opportunities that together would help to produce the substantive changes needed to better serve Latinx community leaders, organizations, and residents across Silicon Valley:

1 Form cross-sector funder collaboratives to resolve persistent social inequities, starting with Latinx education issues in Silicon Valley. To create the type of change contemplated by this Blueprint will require cross-sector funder collaboratives enabling a significant investment of new funds and partnerships involving the time, talent, and treasure of Latinx community leaders as well as influential non-Latinx executives in the technology, healthcare, and bioscience sectors. Such investment could be structured in any number of ways, and around various issues or focal points, but Latinx-led nonprofits must play a meaningful and influential role in shaping the essential goals and providing input on implementation strategy. Funder collaboratives with backbone support organizations have successfully worked with Latinx organizations resulting in increased budgets, programs, and community impact over recent years.¹⁵ But such efforts have been relatively short-lived and limited in scope. It is time to support this brand of work at scale over the next decade and beyond.

2 Invest in and create resource hubs and online sharing portals to improve the organizational capacities of Latinx nonprofits. All the recommendations offered here depend on a much better resourced Latinx nonprofit sector in Silicon Valley. General support grants should be emphasized to provide immediate relief, support, and flexibility. Hubs and online sharing should be developed to enhance the sustainability and effectiveness of Latinx nonprofits by enabling them to better coordinate and share resources such as Latinx data, use of technology, common metrics and measurement approaches, and pools of technical assistance providers in areas including human resources, fundraising, marketing and communications, technology, impact evaluation, innovation, and social change methodology.

3 Invest in and support leadership development programs that focus on nonprofit Latinx leaders and that emphasize lived experience, enhanced professional and social networking, peer learning, and the application of proven strategies for leading complex social change through collective impact efforts. Given the particularly daunting and stress-inspiring challenges facing Latinx communities and the nonprofit sector professionals who engage them, such work also needs to reflect the intersectional nature of social change work today and the impacts of primary and secondary trauma on the field. Key aspects of this work should additionally inform new pathways for common cause and exchange involving Latinx nonprofit and community leaders with their counterparts in other racial and ethnic communities across Silicon Valley.

4 **Create Innovation Funds** that can support new ideas and experiments leading to bold social change. Such funds should be intentionally structured to provide engaged Latinx community leaders with access to carefully selected mentors committed to helping them refine and implement their most promising ideas. In this context, strong efforts should be made to identify promising strategic areas for possible new collaboration and joint initiative involving program participants. Such work could include, among other pursuits, opportunities to reduce Latinx nonprofit costs through joint procurement agreements, co-location arrangements, and staff and allied resource sharing. With a little guidance and support, community-based nonprofits could benefit greatly from adopting creative problem-solving approaches similar to those increasingly used by the Silicon Valley tech sector.

5 **Set-up and develop pooled internship and fellowship programs and/or expand the reach of company volunteer programs** that can help to increase the Latinx talent pipeline, and provide experts to local Latinx nonprofits launching initiatives that require new expertise and resources (e.g., community data, civic engagement, mobilizing social movements, public policy change, and social change tools, like human-centered design, systems mapping, root cause analysis, etc.). The more active linking of Latinx nonprofit organizations and professionals to a broader array of these types of investments in community capacity building will be essential to accelerate Latinx community development and contributions to the common good in the years to come.

6 **Create authentic opportunities for Latinx communities to engage with foundations and the wider philanthropic sector** through networking and personal connections. Foundations must improve their cultural competency and bring about a more effective philanthropy by recruiting Latinxs and other people of color to help bridge the gap between philanthropy and marginalized communities. This is a necessary first step in advancing the goal of diversity, equity, and inclusion in Silicon Valley and beyond.

NEXT STEPS

We can and should think big, starting with a Call to Action for organized philanthropy in Silicon Valley to invest more meaningfully in the Latinx nonprofit sector, and to work more collaboratively with Latinx and other leaders in order to address long-standing social inequities in our region—particularly those affecting Latinx youth and emerging entrepreneurs. This requires taking risks and creating a new narrative that doesn't pit people against each other or ignore social inequities as the cost of doing business.

While much is known about what works, we may also need to think outside the box and experiment with and test ambitious new solutions. Unless philanthropy in Silicon Valley commits to take on this challenge, Latinx nonprofits will instead get channeled into little, tiny incremental investments, versus “rip up the floor” support that would really make bold and powerful change. And this, in turn, would further delimit our region's continuing capacity to offer a fair and equitable quality of life to all of its people, notwithstanding the vast stores of new wealth and capital we are otherwise producing.

The Castellano Family Foundation is well-versed in risk-taking and building power and influence from the ground up. This level of change requires the trust of local communities and nonprofits. Since its formation nearly two decades ago, CFF has earned the trust of the Latinx community and many allies locally who will be key to the next stage vision and change that we seek to advance. Too often over recent years,

organized philanthropy leaders have struggled to acknowledge and meaningfully address the multiple, interlocking systems that create the type of long-standing social inequities present in Silicon Valley. The moment for a new approach is now.

Silicon Valley surely has the wealth, expertise, and experience to create the change that is needed and called for here. The Castellano Family Foundation is committed to leveraging its family values, trust and experience by launching this Call to Action for the philanthropy leaders to invest more fully in local Latinx communities, organizations, and networks, as well as our evolving small business sector. Large-scale change can be set in motion by many philanthropic allies joining to pledge resources to support Latinx nonprofits and change in the Valley. It is time to go beyond pledging to doing and use our rhetoric to inspire action. We challenge our friends, allies, and partners—established, new, and emerging—to join us in this endeavor.

If not us, who? If not now, when?



“ If you’ve ever worked in the Latinx community you know we can be both incredibly loving and tough. We heard some of that tough love expressed today because people in the room are so committed to what they believe this work will do for the Latinx community in Silicon Valley. ”

ABOUT THE CASTELLANO FAMILY FOUNDATION

The Castellano Family Foundation (CFF) was founded in 2002 by Carmen and Al Castellano to fill a void in funding for Latinx nonprofits in Silicon Valley and to raise awareness about their importance to communities, philanthropy, and social change. Since then, the Foundation has invested \$6.5 million to support Latinx arts and culture, education, and leadership development programs, along with a small portfolio of grants to advance diversity, equity, and inclusion in philanthropy.

The value of giving back to their community as advocates for diversity and social justice is one that Carmen and Al instilled in their children long before establishing a family foundation. Their unwavering commitment to the San Jose community as volunteers and advocates, and later, as philanthropists, earned them the trust and respect of a wide range of nonprofit, civic, and political leaders in Silicon Valley and beyond.

In 2013, the Foundation transitioned its leadership to next generation family members who honored their parents' legacy by taking it to the next level, using their unique platform to advance Latino philanthropy, diversity, and civic engagement on a local, state, and national level. In 2017, the Board made a strategic decision to broaden its role beyond grantmaking in order to advocate for a bolder and more inclusive approach to philanthropy. We embarked on an agenda to leverage our family values and influence to promote greater visibility and

understanding of Latinx organizations and the communities they serve. Our approach is timely given the challenges these organizations and communities face in the current social and political climate.

The Board committed to share what we have learned from working closely with Latinx nonprofits and leaders in Silicon Valley over the past 18 years. Acting on this commitment, we are leading a call to action for the philanthropic community to collaborate across sectors in Silicon Valley to harness more effectively the talents, contributions, resiliency, and creativity of the Latinx community; help address, with clarity and vision, the deep social inequities that hold back Latinx leaders and communities; and to invest in Latinx leaders and nonprofits everywhere.



Alcario (Al) Castellano

Co-founder and Emeritus Trustee

Carmen Castellano

Co-founder and Vice-President

Carmela Castellano-Garcia

President

Armando Castellano

Secretary

Maria West

Treasurer

Angie Briones

Director of Programs and Operations

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Leigh Henderson, Teatro Visión
Dr. David P. López, The Foundation for Hispanic Education
Rosemary Baez, Third Street Community Center
Raul Lozano, Valley Verde
Diane Ortiz, Youth Alliance

FOUNDATION ALLIES

Avalos Foundation
Chavez Family Foundation
Garcia Family Fund
Hispanic Foundation of Silicon Valley
Hispanics in Philanthropy

Latino Community Foundation
Latino Family Fund de Gilroy
Shortino Family Foundation
Sunlight Giving

CFF GRANTEE ORGANIZATIONS

Abrazos and Books	Latinas Contra Cancer
ACE Charter School	Latino Education Association at San Jose City College
Adelante Dual Language Academy	Latino Family Fund
Alliance for Youth Advancement (formerly Alum Rock Educational Foundation)	Latinx Empowerment At De Anza (LEAD)
Asian Americans for Community Involvement	Learning and Loving Education Center
Alum Rock Counseling Center	Lincoln High School
Amigos de Guadalupe	MACLA/Movimiento de Arte y Cultura Latino Americana
Andariega Collective	MESA Engineering Program
Calpulli Tonalehqueh	National Hispanic University
Community Agency for Resources, Advocacy, and Services	New Hope for Youth
Cashion Cultural Legacy/Los Lupenos	NextDoor Solutions to Domestic Violence
Center for Employment Training	Opera Cultura
Center for Farmworker Families	Opportunity Court
Chicana Latina Foundation	Overfelt High School
Colectivo Acción Latina de Ambiente	People Acting in Community Together (PACT)
Community Health Partnership	Parent Institute for Quality Education (PIQE)
ConXión to Community (formerly Center for Training and Careers)	Record Clearance Project/San Jose State University
Cultural Heritage Center/San Jose State University	San Jose Conservation Corps
Downtown College Prep	San Jose High School
Education for All/Club Estrella	San Jose Jazz
El Observador Foundation	San Jose Multicultural Artists Guild
Enlace Program/Evergreen Valley College	School of Arts and Culture
Friends of Human Relations	Shop with a Cop Foundation
Gardner Health Services	Silicon Valley De-Bug
Grail Family Services	Services, Immigrant Rights and Education Network (SIREN)
Grant Elementary School	SMASH Academy at Stanford
HEFAS (Higher Education for AB 540 Students) at De Anza College	Somos Mayfair
Hispanic Foundation of Silicon Valley	Sonido Clash Music Festival
Human Agenda	South County Cal-SOAP
José Valdés Math Institute	Sunday Friends
Joyner Payne Youth Services	Sunrise Middle School
La Raza Lawyers Scholarship Foundation	Teatro Visión
La Ultima Parada	The Foundation for Hispanic Education
Latina Coalition of Silicon Valley	Third Street Community Center
	Valley Verde
	Vasconcellos Institute for Democracy in Action (VIDA)
	Youth Alliance

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FOOTNOTES

- 1 The term Latinx is an inclusive term to refer to people of Hispanic, Chicano/a or Latino/a descent. Latinx is a gender-neutral term that includes men, women, and individuals who do not identify within the gender binary of masculinity and femininity.
- 2 Mara Perez, "Rewriting the Future: A Latino Prosperity Movement," Stanford Social Innovation Review (22 June 2016): https://ssir.org/articles/entry/rewriting_the_future_a_latino_prosperity_movement.
- 3 Hispanic Foundation of Silicon Valley, Silicon Valley Latino Report Card 2018, 25.
- 4 Joint Venture Silicon Valley, 2019 Silicon Valley Index, 27.
- 5 Hispanic Foundation of Silicon Valley, Silicon Valley Latino Report Card 2018, 16-17.
- 6 Ibid., 25-26.
- 7 Joint Venture Silicon Valley, 2019 Silicon Valley Index, 27.
- 8 Ibid., 8-9.
- 9 Alexa Cortés Culwell and Heather McLeod Grant, The Giving Code: Silicon Valley Nonprofits and Philanthropy, Executive Summary (Open Impact 2016), 1.
- 10 Alexa Cortés Culwell and Heather McLeod Grant, The Giving Code: Silicon Valley Nonprofits and Philanthropy, (Open Impact 2016), 16-17.
- 11 Alexa Cortés Culwell and Heather McLeod Grant, The Giving Code: Silicon Valley Nonprofits and Philanthropy, Executive Summary (Open Impact 2016), 2-3.
- 12 Ibid., 6; CFF listening sessions with grantees.
- 13 Foundation Center (2016); Nonprofit Finance Fund Survey (2015).
- 14 Elizabeth A. Castillo, "Nonprofit Capacity Building: A Multiple-Capitals Approach," Nonprofit Quarterly (Summer 2019).
- 15 Hispanics in Philanthropy, Funders Collaborative for Strong Latino Communities, (\$31 million in 15 local communities in the U.S. 2001-2010); Latino Community Foundation, Latino Nonprofit Accelerator, (nine organizations—first cohort, evaluation, January 2019).