

**A Guide for Artists and Arts Organizations in Santa Cruz:
National Resources Addressing Equity, Inclusivity, and
Environmental Justice**



This guide has been assembled by the Santa Cruz City Arts Program manager and the Arts Commission. It is available for anyone to use and share. Please share it, that's the whole point!

Why/How to use this guide:

This is one way to learn about National organizations you are not familiar with -- many also have local chapters which are noted in the Santa Cruz Local Resource Guide available on the Santa Cruz City Arts website www.SantaCruzCityArts.com

Please consider:

The Santa Cruz Arts Commission is committed to pursuing equity, inclusivity and environmental justice in all of our projects and programs. We recognize that historical and ongoing inequities, biases, and barriers exist and are perpetuated within communities and institutions unless they are directly and intentionally addressed and systematically changed. This Resource Guide is one way to learn about resources you may not be familiar with. Included in this guide are a myriad of educational resources that you can share with your team or organization to help deepen an understanding of the need to systematically and intentionally address inequities in your programs, organizations and communities.

Cultural and Racial Equity - National

| Organization / Resources | Website / Contact | Videos & Media | Notes |
|--|---|---|--|
| Race Forward | https://www.raceforward.org | https://facebook.com/RaceForward | Huge amount of research, resources and trainings. |
| Americans for the Arts | https://www.americansforthearts.org/about-americans-for-the-arts/cultural-equity | https://www.facebook.com/americans4arts | Cultural equity section of website is great. "Our mission is to build recognition and support for the extraordinary and dynamic value of the arts and to lead, serve, and advance the diverse networks of organizations and individuals who cultivate the arts in America." |
| Southern Poverty Law Center | https://www.splcenter.org/ | https://www.splcenter.org/what-we-do | The Southern Poverty Law Center is dedicated to fighting hate and bigotry and to seeking justice for the most vulnerable members of our society. Using litigation, education, and other forms of advocacy, the SPLC works toward the day when the ideals of equal justice and equal opportunity will be a reality. |
| Intersectionality explained, Jamie Wilson - video | | https://www.youtube.com/watch?v=4o-gnznd10Y&list=PL4ruTyc9FHOVwmxmDpsQkGFLagBNITkaz&index=1 | |
| Yerba Buena - Cultural Incubator | | https://youtu.be/6WHYCVnpZ2I | YBCA believes that culture is an essential catalyst for change. Therefore, it's the responsibility of arts institutions to spur and support societal movement. |

LGBTQ Resources - National

| Organization / Resources | Website / Contact | Videos & Media | Notes |
|---|---|---|---|
| COLAGE | www.colage.org | https://www.facebook.com/colage/ | COLAGE unites people with lesbian, gay, bisexual, transgender, and/or queer parents and caregivers. |
| International Foundation for Gender Education | www.ifge.org | | IFGE promotes acceptance for transgender people. We advocate for freedom of gender expression and promote the understanding and acceptance of All People: Transgender, Cis-gender, Transsexual, Crossdresser, Agender, Gender Queer, Intersex, Two Spirit, Hijra, Kathoey, Drag King, Drag Queen, Queer, Lesbian, Gay, Straight, Butch, Femme, Faerie, Homosexual, Bisexual, Heterosexual, and of course - You! |
| PFLAG (Parents, Families and Friends of Lesbians & Gays) | www.pflag.com | http://www.facebook.com/pflag.sdco | By meeting people where they are and collaborating with others, PFLAG realizes its vision through: Support for families, allies and people who are LGBTQ; Education for ourselves and others about the unique issues and challenges facing people who are LGBTQ; Advocacy in our communities to change attitudes and create policies and laws that achieve full equality for people who are LGBTQ. |
| National Center for Transgender Equality | www.nctequality.org | https://www.facebook.com/transequitynow | The National Center for Transgender Equality advocates to change policies and society to increase understanding and acceptance of transgender people. In the nation's capital and throughout the country, NCTE works to replace disrespect, discrimination, and violence with empathy, opportunity, and justice. |
| Gender Education and Advocacy | www.gender.org | n/a | Gender Education and Advocacy (GEA) is a national organization focused on the needs, issues and concerns of gender variant people in human society. We seek to educate and advocate, not only for ourselves and others like us, but for all human beings who suffer from gender-based oppression in all of its many forms. We also are a 501(c)(3) non-profit organization incorporated in Georgia. |
| Trans-Health | www.trans-health.com | http://www.facebook.com/transhealthy | Family Health Centers of San Diego (FHCS) is a welcoming and open environment for the lesbian, gay, bisexual, transgender and queer (LGBTQ) community. As a program of FHCS, Transgender Health Services is committed to providing comprehensive health care services, including the full range of adult, women's and men's services, as well as connecting individuals with HIV or hepatitis to screenings and treatment, mental health services and more. |
| Gender Spectrum | https://www.genderspectrum.org/ | https://www.facebook.com/GenderSpectrum | A Berkeley-based organization and yearly conference for transgender and gender non-conforming youth and their families. |

Disabilities - Physical and Mental - National

| Organization / Resources | Website / Contact | Videos & Media | Notes |
|---------------------------------------|---|----------------|--|
| National Council on Disability | https://ncd.gov/resources | | Guide to all disability related laws and rights as well as vast resources on a wide range of other topics. The National Council on Disability (NCD) is an independent federal agency that provides advice and recommendations to the President, Congress, and executive branch agencies. NCD does not provide direct legal or advocacy services to people with disabilities. However, they have a huge list of resources to assist individual inquiries seeking such services which are most likely to be found at the city or state level. Please also refer to NCD's Frequently Asked Questions for answers to commonly asked questions. |

Housing and Homelessness - National

| Organization / Resources | Website / Contact | Videos & Media | Notes |
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| National Association of Free and Charitable Clinics | https://www.nafclinics.org/ | | Many people do not realize that there are approximately 1,400 Free and Charitable Clinics and Charitable Pharmacies throughout the nation who since the 1960's have been filling in the gap for those who "fall through the cracks" in our current health care system. These clinics receive little to no state or federal funding, do not receive HRSA 330 funds and are not Federally Qualified Health Centers or Rural Health Centers. |
| National Alliance to End Homelessness | https://endhomelessness.org/ | | The Alliance is a nonpartisan, nonprofit organization committed to preventing and ending homelessness in the United States. |
| the National Health Care for the Homeless Council | https://www.nhchc.org/ | | The Council is a membership organization that connects you with peers, specialists, and resources to eliminate homelessness through health care and housing. Join us if you believe that no one deserves to be homeless, and that we can do something about it. |
| National Law Center on Homelessness & Poverty | https://nlchp.org/ | | We are the only national organization dedicated solely to using the power of the law to end and prevent homelessness and to protect the rights of people experiencing homelessness. |

Food Justice Farm Workers - National

| Organization / Resources | Website / Contact | Videos & Media | Notes |
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| Campaign for Migrant Worker Justice | http://www.cmwj.org/ | | In addition to fighting for farmworker labor rights, we are committed to international worker solidarity, immigrant rights, environmental justice, sustainable agriculture, indigenous cultural dignity, and Black-Latino relations in the US. |
| Farmworker Justice | https://www.farmworkerjustice.org/ | | Farmworker Justice is a nonprofit organization that seeks to empower migrant and seasonal farmworkers to improve their living and working conditions, immigration status, health, occupational safety, and access to justice. |
| National Farm Worker Ministry | http://nfwm.org/ | | People of faith and conscience supporting farm workers as they organize for justice. |
| United Farm Workers | https://ufw.org/ | | Begun in 1962 by Cesar Chavez, Dolores Huerta, Gilbert Padilla and other early organizers, the United Farm Workers of America is the nation's first enduring and largest farm workers union. The UFW continues organizing in major agricultural sectors, chiefly in California. Recent years have witnessed dozens of UFW union contract victories protecting thousands of farm workers, among them agreements with the some of the largest berry, winery, tomato, dairy and mushroom companies in California and the nation. More than 75 percent of California's fresh mushroom industry is now under union contract. Many recent UFW-sponsored laws and regulations protect all farm workers in California, especially those at non-union ranches. They include the first state standards in the U.S. to prevent further deaths and illnesses from extreme heat and in 2016 the first law in the country providing farm workers in California with overtime pay after eight hours a day. The UFW continues to actively champion legislative and regulatory reforms for farm workers covering issues such as worker protections, pesticides and immigration reform. |

Environmental Justice - National

| Organization / Resources | Website / Contact | Videos & Media | Notes |
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| Livelihoods Knowledge Exchange Network | http://likenknowledge.org | https://www.facebook.com/LivelihoodsKnowledgeExchangeNetwork/ | <p>Based out of Lexington KY. Julie Maldonado works from UCSB and leads the Indigenous Communities Project LiKEN leverages resources for community-to-community learning for evidence-based action for sustainable livelihoods. To support democratic collaboratories of learning that build local livelihoods and wealth by facilitating exchange of knowledge and resources among communities, government and specialists-- in order to understand and act on root causes of economic and cultural well-being.</p> |

Conflict Resolutions Restorative Justice

| Organization / Resources | Website / Contact | Videos & Media | Notes |
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| Inside Circle | https://insidecircle.org/ | | We provide weekly circles and intensives designed to support inmates in healing their trauma and taking responsibility for their choices. Around 350 men have benefited from these groups, and 60 of them live free as peaceful, contributing members of society. On the outside, we offer formerly incarcerated program participants vital connection through peer mentorship, education, facilitation training, access to group intensives, and service opportunities. Our outreach and service opportunities provide concrete ways for graduates to earn a living wage while bringing their hard-earned skills and wisdom to people and communities on the outside. |