

November 3, 2015

Dear Swati, Richard, Justin, Christopher, and Zeus:

Thank you very much for visiting our board meeting to share your concerns and express willingness to support our efforts to ensure cultural and racial sensitivity and inclusion in all Center programs and events.

We commit to taking your input to heart, and deepening our knowledge at all levels of the organization. Whether it be our support groups, our media outreach, our events or our board member talking points, we seek to incorporate cultural and racial sensitivity throughout.

Over the coming months, please allow us opportunities to engage with you on our work and update you on our progress. A statement will be posted on the public Red Dress Party Facebook page, Red Dress Party website, and on the Center's website by 11/4. We ask that you please post the following statement to the private Facebook group called "Red Dress Party (and Other Stuff)."

*"From the Board of Directors and Executive Director of the Sacramento LGBT Community Center: We apologize for the LGBT Center's insensitivity toward Asian Pacific Islander community members in using Asian themes and symbols for the Red Dress Party. We take full responsibility for the unintended offensive message it conveyed.*

*Our community's strength is built on our diversity and the LGBT Center remains deeply committed to creating a space that reflects and welcomes that diversity. It is an unfortunate reality that prejudice is an issue that LGBT people and communities of color continue to face in their daily lives. We strive to be a leader in promoting equality for all, but we can and will do better. This is a learning experience for us and we hope to use this opportunity to increase our understanding and competency. We are charged with being a resource to and a platform for the communities we represent—and it is a responsibility we do not take lightly. In the coming months, we will work with diverse groups within the LGBT community, including yourselves, to solicit feedback and guidance on how to create a Center that can better serve us all."*

We are deeply committed to improving diversity, inclusion, and service to the most marginalized within the LGBT community, which is an ongoing process. We would like to share with you a number of steps we have already taken toward these goals and look forward to working with you to create opportunities for community input and identify additional positive actions.

Since 2011, we've been particularly intentional about living out our second value of "advocating with a diverse, inclusive and proactive manner on behalf of under served populations locally and globally" in the following ways:

- Center programs serve a substantial number of marginalized communities.
  - Currently, 54% of the youth accessing our drop-in center are people of color
  - Nearly half of the youth attending Center support groups are of color
  - 40% of the referrals made by the Center were to people of color
  - 46% of the clients who use our drop-in respite center are people of color
- Appointed nine (9) highly qualified board members of color, one (1) transgender member, and two (2) allies. 33% of our current board members are people of color and 50% are women.
- Appointed seven (7) Community Leadership Council members of color and one (1) transgender member
- Hired three (3) people of color and one (1) transgender person as paid staff
- Recruited numerous people of color and transgender individuals as volunteers and volunteer program coordinators
- Developed a volunteer training program, required for all program volunteers, that includes cultural competency training with specific units dedicated to Queer People of Color and trans\* communities
- Started a Queer People of Color group that meets twice monthly
- Invested in programs that seek to reduce the health disparities disproportionately experienced by people within the underserved LGBT population:
  - Invested in certification, training, and staffing as a Covered California enrollment entity to provide better access to health coverage
  - Invested in a respite program resources and staff to help those on the verge of a mental health crisis
  - Invested a mobile outreach unit to more effectively reach out to underserved communities outside the central city
  - Invested in certification, training, and staff as a certified HIV testing agency to reduce new HIV infections
  - Invested in our homeless youth programs to offer laundry, showers, food, and more support groups including one specifically for youth of color
- Continued providing a trans\* support group
- Continued providing access to trans\* community resources
- Co-Hosted Queer Women of Color Media Arts Project 2014
- Participated in the Martin Luther King, Jr. march 2014

If you have questions about our ongoing work, please contact us. And if you'd like to set up a recurring check-in, we welcome the opportunity.

Sincerely,

The Board of Directors & Executive Director