



HUMAN  
RESOURCES  
AGENCY  
COUNTY OF SANTA CRUZ

ADMINISTRATION  
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December 1, 1998

Agenda: December 8, 1998

## BOARD OF SUPERVISORS

County of Santa Cruz  
701 Ocean Street  
Santa Cruz, California

### LATINO EQUITY REPORT

Dear Members of the Board:

At the meeting of September 22, 1998, your Board directed the Human Resources Agency to report on the way Latino Equity programs are evaluated; the way the funds are allocated; the criteria that is used; and an explanation of the terms used within the criteria. The purpose of this letter is to respond to your Board's inquiry and to provide a progress report on the Latino Equity Initiative.

#### Historical Recap

Over the last six years, your Board has demonstrated its commitment to Latino Equity by allocating funds to a variety of community programs focusing services to the previously underserved Latino community. The amounts allocated by your Board have been \$60,000 in FY 92/93, \$75,000 in FY 93/94, \$60,000 in FY 94/95, \$60,000 in FY 95/96, \$90,000 in FY 96/97, \$90,000 in FY 97/98, and \$90,000 in FY 98/99. Since these amounts are continuing grants, which expand the ongoing base funding of the grantee agency, your Board's efforts have resulted in a cumulative allocation of \$1,950,000 from FY 92/93 through FY 98/99. Attachment A provides a detailed list of programs and Latino Equity funding year by year. As will be discussed below, recent demographic data underscores the need for ongoing efforts to serve Latinos in Santa Cruz County.

#### Program Evaluation and Allocation of Funds

Your Board has asked for clarification of the Community Programs evaluation process and how programs are recommended for additional funding as part of the Latino Equity program.

As you will recall, on October 7, 1997 your Board adopted a set of criteria for funding, and directed the Human Resources Agency, in conjunction with the Human Services Commission and the Latino Affairs Commission, to utilize these criteria in developing recommendations for the allocation of future Latino Equity funds. These criteria, which were used in formulating the funding recommendations for FY 98/99, establish minimum qualifications for funding as well as



additional considerations which are evaluated in making final recommendations for funding. These criteria are provided as Attachment B for your information, and are summarized in the discussion below.

To meet the minimum qualifications to be eligible for Latino Equity funding, an applicant program must demonstrate that it provides services in an area where there is a high concentration of residents with incomes at or below 200% of the poverty level, and whose primary language is other than English. At least 70% of the applicant's client population must meet these characteristics; additionally an applicant must maintain a majority of bilingual, bicultural, and culturally competent staff in accordance with sections D and I of the Standards of Accessibility for Latino Services. The Standards of Accessibility (included as Attachment C), adopted by your Board in 1992 and revised in 1994, set forth eleven standards which all Community Programs must meet to demonstrate accessibility in areas with a significant Latino population.

Meeting the minimum qualifications is not a guarantee of funding, it simply places the applicant in a pool of agencies and programs eligible to receive Latino Equity funds. These applicants are then evaluated according to the additional criteria, including: 1) the degree to which the agency or program's leadership (board of directors and administration) is culturally competent and effective in empowering the client population; 2) the agency or program's past performance in meeting the Standards of Accessibility; and 3) the degree in which the agency or program meets the critical needs of the Latino community as identified in the United Way sponsored Community Assessment Project and the Latino Strategic Plan.

The two criteria required to meet the minimum qualifications are essential for providing assurance that the agency or program will utilize Latino Equity funding effectively in the communities the funds were designed to serve. The first criteria requires that the services be directed to areas where there is a large percentage of non-English speaking low income residents, and that 70% of the applicant's client base reflect these characteristics. The second criteria requires that the applicant's staff have the capacity to adequately serve the communities intended to be served by Latino Equity. In formulating difficult funding recommendations, the presence of a majority of bilingual and bicultural staff is a key indicator that the applicant services are culturally competent and accessible, inasmuch as the staffing pattern reflects a set of behaviors, attitudes, and policies which enables the agency to work effectively in cross-cultural situations.

It might be noted that all programs and agencies receiving Community Programs funding are familiar with the two criteria which define the minimum qualifications for Latino Equity funding. The two criteria are simply restatements of five of the twelve Standards of Accessibility, which are included in each Community Program's funding contract with the County. Compliance with the Standards is one area of focus of HRA's biennial contract monitoring, and thus a program or agency's progress or deficiencies in assuring its services are accessible to the Latino community are measured every two years and included in the monitoring reports.

The additional criteria, such as the program or agency's leadership in empowering the Latino community it serves, or meeting critical needs identified in the Community Assessment Project, are valid measurements of the applicants' effectiveness in addressing needs of the previously underserved Latino communities. A board of directors which demonstrates cultural competence through a high percentage of bicultural members is reflective of a program which reaches out to the community the agency serves. These criteria are not requirements, but simply measuring tools which the Subcommittee may consider in making funding recommendations. Your Board's adoption of these criteria, which were endorsed by the Human Care Alliance and the Coalition of Latino Agencies and Programs in 1997 has proven successful in making the application and recommendation process for Latino Equity as objective as possible.

For the past six years your Board has relied on the Ad Hoc Latino Equity Subcommittee to review applications and make recommendations for Latino Equity funds, by weighing the most pressing areas of need for Latino services and by determining the programs' eligibility under the criteria adopted by your Board. The Subcommittee, composed of three members each from the Human Services Commission and the Latino Affairs Commission, and chaired by the HRA Administrator, evaluates all eligible applications in light of the applicant's most recent monitoring report and ten questions which measure a program or agency's efficiency in providing client services to the Latino community. This evaluation tool, the "10 Questions" (which were referenced in the 6/7/96 Latino Equity funding recommendations to your Board), is included for the Board's information as Attachment D.

Since the availability and amount of Latino Equity funding can vary from year to year, the Subcommittee initially makes recommendations for programs assuming a base \$60,000 augmentation level. Funding recommendations for programs are also made for \$90,000 and \$120,000 assuming additional funds are available. The recommendations are then submitted at budget hearings, which may be modified or enhanced as your Board so chooses.

The difficulty of the task your Board has delegated to the Ad Hoc Committee cannot be overstated. As your board is aware, there has been no augmentation of Community Programs funding (other than cost of living increases) for many years. Some programs have looked to Latino Equity funding to meet increased operating expenses or to replace funds lost from other revenue sources, even though the program does not meet the minimum qualifications for funding, and this is not the purpose of the Latino Equity program. Other programs have been disappointed when their application was not given highest priority for funding. Yet a review of Latino Equity funding over the last six years reveals that 24 different programs have been funded to enhance services to the Latino community, a clear indication that the Ad Hoc Committee's recommendations have attempted to spread limited resources as widely as possible to meet the goals of the Initiative.

The numerous applications for Latino Equity funding (existing program requests totaled \$255,693 in FY 98/99 alone) is reflective of the ongoing need for enhancement of services to the

Latino community. The number of applications also may reflect the need for a mechanism to augment baseline funding for other Community Program agencies, when compelling circumstances are presented, such as loss of other revenues or emerging needs. HRA and Health Services Agency staff are aggressively pursuing options (such as Medi-Cal Administrative Activities) to claim state and federal dollars for service performed by Community Programs, in an effort to expand the pool of available funding. Your Board will be advised of any progress in this endeavor.

#### Future Need for Latino Equity

While your Board's six-year effort to increase and enhance services to the historically underserved Latino residents of Santa Cruz County has generated positive results, the ongoing need for the Latino Equity Initiative is supported by recent demographic changes and disturbing national trends in the early results of welfare reform initiatives.

According to the U.S. Census Bureau estimates, the County's Hispanic population grew by 32% between 1990 and 1997. As of 1997, the Hispanic population was estimated at 61,682, an increase of 14,885 over the number of Latinos who lived in Santa Cruz County in 1990. With this increase, 25.6% of the overall County population is Latino. (This new census data may understate the actual Latino population, as many believe that the County Latino population has been severely undercounted, and that there must be vigilant efforts to assure an accurate count in the 2000 census.) The new demographic information has profound implications for the direction of the County's social services resources in the decade to come, and particularly for the future of Latino Equity. If the ratio of the percentage of Latinos under 200% of the poverty level (a criterion for "low income") to Latinos in the general County population remains consistent with figures derived from the 1990 census, this new data suggests that Latinos comprise approximately 49% of those living below 200% of the poverty level in Santa Cruz County.

In the past, the effectiveness of the Latino Equity Initiative has been measured by determining whether services to the Latino community are proportional to Latino representation among the total low income population in the County. As your Board will recall, between 1991 and 1997, the share of Community Program funding for services provided for services to the Latino community increased from 25% to 37.5%. Since 1990 census data reflected that, as of that time, 38.9% of the County low income residents were Latino, it appeared that funding levels were proportional to the numbers of low income Latinos in the general population and Latino Equity goals had been nearly achieved. It might also be noted that in FY 97/98, 83% of the total population served by Community Programs funding were low income. (See Attachment E.)

However the updated census data reflects that there may still be a sizable gap between the proportion of Latinos receiving County-funded services and the proportion of Latinos in the total low income population. Attachment F provides data for FY 97/98 regarding the percentage of Latino clients served by each County-funded program, the total amount of County funds provided to each program, and the amount of funds used by each agency to serve Latinos (total funding multiplied by percentage of Latino clients). The amount of County funding to Latino

services in FY 97/98 was \$1,058,351, or 39.4% of the total Community Programs allocation (an increase of 1.9% over FY 96/97 funding levels). Certainly this level of funding to Latino services demonstrates the continuing progress the Board has made in reaching the goals of the Latino Equity Initiative. However, when the 39.4% share of County funding is compared to the 1997 census data indicating that 49% of the County's low income population is Latino, it suggests that the level of services to Latinos is no longer proportional, and that Latino Equity goals should be revised upwards.

These new numbers may also indicate that HRA faces additional challenges in meeting welfare reform goals in assisting recipients in transitioning from welfare to work within two years. Recent studies of New York City's welfare reform efforts show the number of Hispanic parents remaining on aid had remained steady, while as many as 57% of other ethnic population parents have left the rolls in the last three years. Surveys indicated that the Hispanic parents lagged behind in having the skills in demand in job growth areas. Limited education and language skills, and the lack of culturally sensitive childcare were cited as the main reasons that Hispanic parents were not moving in to the job market as quickly as other ethnic parents.

In Santa Cruz County as well, it is quite likely that limited education and language skills will put low-income Latino parents at a disadvantage in moving from welfare or part-time seasonal work, into permanent employment opportunities. This is especially a concern in South County, where the unemployment rate consistently runs in the double digits. This longstanding trend in South County is one of the many challenges to be addressed by the Job Training Task Force, which your Board created last February in order to develop more effective strategies to provide employment opportunities to local residents. While the Task Force's report will not be released until the latter part of 1999, it is anticipated that Community Programs will play a pivotal role in the County's efforts to address barriers which prevent Latino workers from moving into unsubsidized employment.

### Conclusions

Your Board's Latino Equity program has been effective in remedying the human service needs in the historically underserved Latino community. Although each year, there continues to be great demand for Latino Equity funding augmentation, the criteria for funding which your Board adopted in 1997 has proven to be an effective tool in measuring program effectiveness, and in assisting the Ad Hoc Latino Equity Subcommittee in prioritizing funding requests for recommendation to your Board.

Further, recent demographic findings emphasize the need for your Board's continuing support for the Latino Equity Initiative. The County's Latino community is not only the largest growing segment of the population, but may also represent almost half of those living in our County at or below 200% of the poverty level. These numbers may necessitate a dramatic shift in where the County focuses its resources to assure success in meeting its welfare reform goals, as well as

BOARD OF SUPERVISORS  
Agenda: December 8, 1998  
Latino Equity Report

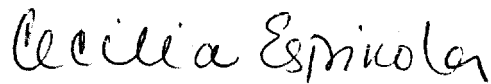
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assuring the economic health of the community as a whole. The Community Programs which provide services to the Latino community must continue to be provided the resources to assist in this effort.

IT IS THEREFORE RECOMMENDED that your Board accept and file this report on Latino Equity as recommended by the Human Resources Agency Administrator.

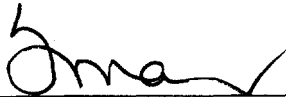
Very truly yours,



CECILIA ESPINOLA  
Administrator

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RECOMMENDED:



Susan A. Mauriello  
County Administrative Officer

cc: Chief Administrative Office  
Health Services Agency  
Human Services Commission  
Latino Affairs Commission  
Coalition of Latino Agencies and Programs

Latino Equity Funding HistoryFY 92/93

Food & Nutrition Services/Adelante	\$ 6,000
Alianza/Cannery Workers Organizing Project	\$5,000
Central Coast Center for Independent Living	\$2,500
COPE Centro Familiar	\$ 2,000
Defensa de Mujeres	\$ 6,300
Familia Center	\$ 5,000
Fenix Services	\$2,000
Community Action Board/Immigration Project	\$4,000
Salud Para La Gente	\$27,500

TOTAL	\$60,000
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~~FY~~ 1994

Central Coast Center for Independent Living	\$ 2,500
COPE Centro Familiar	\$ 7,000
Defensa de Mujeres	\$ 7,000
DIENTES! Community Dental Clinic	\$ 2,500
Familia Center	\$ 7,000
Pajaro Valley Shelter Services	\$ 7,000
Salud Para La Gente	\$ 35,000
Santa Cruz Community Counseling Center/Si Se Puede	\$ 7,000

TOTAL	\$75,000
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~~94/95~~

Central Coast YMCA/Watsonville	\$ 5,000
Community Action Board/Immigration Project	\$ 2,500
COPE Centro Familiar	\$ 4,000
Defensa de Mujeres	\$ 7,000
Familia Center	\$ 5,000
Pajaro Valley Shelter Services	\$ 5,000
Salud Para La Gente	\$17,000
Santa Cruz Barrios Unidos	\$ 7,000
Santa Cruz Community Counseling Center/Si Se Puede	3 5,000
Walnut Avenue Women's Ctr./Downtown Child Care	\$ 2,500

TOTAL	\$60,000
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95/96

Central Coast YMCA/Watsonville	\$ 2,000
Defensa de Mujeres	\$10,000
DIENTES! Community Dental Clinic	\$10,000
Familia Center	\$ 5,000
Fenix Services	\$ 9,000
Santa Cruz Barrios Unidos	\$10,000
Pajaro Valley Children's Center	\$ 2,000
Pajaro Valley Shelter Services	\$ 2,000
Salud Para La Gente	\$10,000
TOTAL	<hr/> \$60,000

FY 96/97

Community Action Board	\$ 3,500
Cope Centro Familiar	\$20,500
Defensa de Mujeres	\$ 9,000
Familia Center	\$ 9,000
Family Health Education Center	\$ 1,000
Fenix Services	\$12,000
Food and Nutrition Services/Adelante	\$ 7,000
Pajaro Valley Shelter Services	\$ 6,500
Salud Para la Gente	\$13,000
Santa Cruz Barrios Unidos	\$ 4,500
Santa Cruz Community Counseling Center/Si Se Puede	\$ 2,000
Walnut Avenue Women's Center/Teenage Mothers	\$ 2,000
TOTAL	<hr/> \$90,000



FY 97/98

Central Coast YMCA/Watsonville Branch	\$ 412
Community Action Board	\$ 2,250
Cope Centro Familiar	\$11,400
Defensa de Mujeres	\$ 9,740
Familia Center	\$ 9,500
Fenix Services	\$11,500
Food and Nutrition Services/Adelante	\$ 8,600
Pajaro Valley Unified School District/Healthy Start	\$ 5,200
Salud Para la Gente	\$13,340
Santa Cruz Barrios Unidos	\$ 7,450
Santa Cruz Community Counseling Center/Si Se Puede	\$ 6,054
YWCA of Watsonville/YW-Teens	\$ 4,554

TOTAL	<hr/> \$ 90,000
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FY 98/99

Community Action Board/Santa Cruz County Immigration Project	\$ 1,600
Cope Centro Familiar	\$ 7,000
Defensa de Mujeres	\$12,536
Familia Center	\$ 6,568
Fenix Services	\$ 6,400
Food and Nutrition Services/Adelante	\$ 7,000
Food and Nutrition Services/Translation Services	\$ 900
Pajaro Valley Shelter Services/KIDSPACE	\$11,460
Pajaro Valley Unified School District/Healthy Start	\$ 4,800
Planned Parenthood Mar Monte/Watsonville Center	\$ 5,000
Salud Para la Gente	\$ 9,840
Santa Cruz Barrios Unidos	\$ 7,902
Santa Cruz Community Counseling Center/Si Se Puede	\$ 8,994

TOTAL	<hr/> \$90,000
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## ATTACHMENT B

## CRITERIA FOR LATINO EQUITY FUNDING

1. **Minimum qualifications for Latino Equity funding.** To be considered for Latino Equity funding, applicants must meet the following two criteria:
  - A. Agencies or programs that provide the majority of services and resources in areas with a high percentage of people at or below 200% of poverty level and whose primary language is other than English. At least 70% of the applicant's client population must reflect these characteristics, in accordance with the County's Standards of Accessibility sections D and I;
  - B. Agencies or programs that maintain a majority of bilingual, bicultural, culturally competent staff, in accordance with the Standards of Accessibility sections C, E, and F.
2. **Additional considerations for Latino Equity funding.** Meeting the minimum qualifications in #1 does not guarantee that an applicant will be recommended to receive Latino Equity funds. Applicants which meet the minimum qualifications will be evaluated according to additional criteria which include, but are not limited to, the following:
  - A. The degree to which the agency or program's leadership (Board of Directors and administration) is culturally competent and effective at empowering the client population;
  - B. The agency or program's past performance in meeting the County's Standards of Accessibility; and
  - C. The degree to which the agency or program meets critical needs of the Latino community as identified in the Community Assessment Project and the Latino Strategic Plan.

(The Standards of Accessibility for Latino Services, adopted by the Board of Supervisors in April, 1992 and revised in December, 1994, are attached.)

Approved: October 7, 1997  
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## ATTACHMENT C

**COUNTY OF SANTA CRUZ**  
**STANDARDS OF ACCESSIBILITY FOR LATINO SERVICES**

*All programs contracting with the County are expected to comply with the following standards if providing services in areas with a significant Latino population.*

- A. All materials are available in Spanish and are culturally sensitive and appropriate.
- B. Services are actively marketed to the Latino community.
- C. All services - and the entry points to services (reception, information and referral, etc.) - have bilingual capability with equal levels and quality of service.
- D. Services are located in areas readily accessible to the Latino community.
- E. Services are culturally competent<sup>1</sup>.
- F. Agency leadership is culturally competent, aware of the special needs of the Latino community, and effective in empowering the Latino community.
- G. When recruiting new staff, the agency advertises vacant positions in locations and publications readily accessible to the Latino community, and actively conducts outreach to ensure equal employment opportunities for Latinos.
- H. The Latino community is adequately represented on agency policy and advisory boards.
- I. Services are evaluated annually, in part, according to these standards of accessibility. It is assumed that if services are accessible and appropriate, the client population will reflect the needs in the Latino community.
- J. Client demographics are representative of the agency's service and geographic areas.
- K. HRA's Monitoring of agencies will include compliance with these standards and conformance in service provision with the demographic characteristics of the geographic area in which they are located.

(Revised 13194)

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<sup>1</sup> The concept of "cultural competence" is drawn from a model which has been used in the provision of mental health and social services to indicate a set of behaviors, attitudes, and policies enabling an agency to work effectively in cross-cultural situations.

## ATTACHMENT D

10 QUESTIONS

- 1) Does the program serve a significant number of Latinos?
- 2) Are the services being provided important to vulnerable, at-risk people in the Latino community?
- 3) Does the program serve a significant number of clients in the unincorporated area?
- 4) Are the services proposed unavailable at acceptable quality from other sources?
- 5) To the extent that significant numbers of clients living in the cities are being served, are the appropriate cities making a significant investment in the program?
- 6) Does the program's monitoring report indicate compliance with County contract terms and standards?
- 7) Is the County's investment in the program well leveraged against other funds?
- 8) Is the program's administration/direct service/expenditure ratio appropriate?
- 9) Does the agency's leadership, including staff and board of directors members, indicate significant policy-making direction from members of the Latino community?
- 10) If applicant agencies were previously funded under Latino Equity, do agency and monitoring reports indicate significant expansion in services to the Latino community?

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FY 97/98 Community Programs Analysis Percent of Services to Clients at or below 200% of Poverty			
Program	% Low Income Clients*	FY 97/98 Funding	Funds to Low Income Services**
After School Day Care	52%	\$40,326	\$20,970
Association of Watsonville Area Seniors	69%	\$5,014	\$3,460
Big Brothers/Big Sisters	82%	\$8,275	\$6,786
Cabrillo College Stroke Center	73%	\$35,401	\$25,843
California Grey Bears	74%	\$46,241	\$34,218
Central Coast Center for Independent Living	98%	\$24,180	\$23,696
Central Coast YMCA - Watsonville Branch	84%	\$7,624	\$6,404
Child Development Resource Center	N/A	\$5,571	\$0
Children's Center of San Lorenzo Valley	32%	\$74,360	\$23,795
CCH/Homeless Garden Project	100%	\$2,090	\$2,090
CCH/Interfaith Satellite Shelter Program	100%	\$6,207	\$6,207
Community Action Board			
- Davenport Resource Service Center	100%	\$30,825	\$30,825
- Santa Cruz County Immigration Project	97%	\$22,746	\$22,064
- The Shelter Project	100%	\$5,528	\$5,528
Community Options/Court Referral	93%	\$122,223	\$113,667
COPE Centro Familiar	100%	\$90,079	\$90,079
Court Appointed Special Advocates	90%	\$20,793	\$18,714
Defensa de Mujeres	95%	\$106,737	\$101,400
Dientes! Community Dental Clinic	95%	\$12,812	\$12,171
Emeline Child Care Center	17%	\$15,939	\$2,710
Familia Center	100%	\$55,899	\$55,899
Family Service Association of Pajaro Valley	95%	\$13,157	\$12,499
Family Service Association of Santa Cruz			
- I-You Venture	86%	\$15,939	\$13,708
- Senior Outreach	95%	\$11,078	\$10,524

**FY 97/98 Community Programs Analysis**  
**Percent of Services to Clients at or below 200% of Poverty**

<b>Program</b>	<b>% Low Income Clients*</b>	<b>FY97198 Funding</b>	<b>Funds to Low Income Services**</b>
- Suicide Prevention	N/A	\$23,738	\$0
Fenix Services	100%	\$33,387	\$33,387
Food and Nutrition Services			
- Administration	N/A	\$57,250	\$0
- Adelante	100%	\$68,296	\$68,296
- Child and Adult Care Food Program	91%	\$1,170	\$1,065
- Child Care Centers	100%	\$50,186	\$50,186
- Elderday	82%	\$118,309	\$97,013
- Family Health and Education Center	90%	\$6,172	\$5,555
- Meals on Wheels of Santa Cruz County	99%	\$443,349	\$438,916
- Translation Services	100%	\$39,721	\$39,721
- Lift Line Transportation	75%	\$11,121	\$8,341
- Women, Infant and Children's Program	100%	\$1,170	\$1,170
Glen Arbor School	34%	\$49,838	\$16,945
Group Home Society	84%	\$17,656	\$14,831
Homeless Community Resource Center	100%	\$15,805	\$15,805
Legal Aid of the Central Coast	100%	\$26,789	\$26,789
Mid County Children's Center	50%	\$57,531	\$28,766
New Life Community Services	97%	\$4,138'	\$4,014
Ombudsman/Advocate	86%	\$25,091	\$21,578
Pacific Preschool	30%	\$22,765	\$6,830
Pajaro Valley Children's Center	80%	\$19,590	\$15,672
Pajaro Valley Shelter Services			
- Emergency Shelter for Women and Children	100%	\$18,252	\$18,252
- KIDSPACE	98%	\$7,998	\$7,838
Pajaro Valley USD - Healthy Start	99%	\$3,500	\$2,975
Parents Center	88%	\$39,156	\$34,457

**FY 97/98 Community Programs Analysis**  
**Percent of Services to Clients at or below 200% of Poverty**

<b>Program</b>	<b>% Low Income Clients*</b>	<b>FY 97/98 Funding</b>	<b>Funds to Low Income Services**</b>
Planned Parenthood Mar Monte/Westside	92%	\$5,224	\$4,806
Project SCOUT	80%	\$1,755	\$1,404
Salud Para La Gente	99%	\$134,235	\$132,893
Santa Cruz AIDS Project	N/A	\$16,072	\$0
Santa Cruz Barrios Unidos	80%	\$36,934	\$29,547
Santa Cruz Community Counseling Center			
- River Street Shelter	97%	\$47,738	\$46,306
- Si Se Puede	100%	\$22,876	\$22,876
Santa Cruz Toddler Care Center	51%	\$77,129	\$39,336
Santa Cruz Women's Health Center	90%	\$5,224	\$4,702
Second Harvest Food Bank	94%	\$153,175	\$143,985
Senior Citizens Legal Services	80%	\$47,376	\$37,901
Senior Citizens Organization of SLV	83%	\$13,549	\$11,246
Senior Network Services	90%	\$12,285	\$11,057
Seniors Council	38%	\$13,850	\$5,263
Valley Resource Center	95%	\$13,098	\$12,443
Volunteer Centers of Santa Cruz County			
- Friends Outside	90%	\$12,318	\$11,086
- Volunteer Centers	90%	\$41,279	\$37,151
Walnut Avenue Women's Center			
- Downtown Children's Center	100%	\$4,586	\$4,586
- TAM Infant/Toddler Center	100%	\$5,572	\$5,572
Welfare & Low Income Support Network, Inc.	100%	\$16,715	\$16,715
Women's Crisis Support	96%	\$44,562	\$42,780
YWCA of Watsonville	32%	\$22,116	\$7,077
<b>TOTAL</b>	<b>83%</b>	<b>\$2,688,690</b>	<b>\$2,230,386</b>

Low Income defined as at or below 200% of poverty (\$26,660/yr. for a family of 3).

\*\* Note: Funds to Low Income Services = %Low Income clients x FY 97/98 funding.

FY 97/98 Latino Equity Analysis			
Program	% Latino Clients	FY 97/98 Funding	Funds to Latino Services*
After School Day Care	12%	\$40,326	\$4,839
Association of Watsonville Area Seniors	37%	\$5,014	\$1,855
Big Brothers/Big Sisters	39%	\$8,275	\$3,227
Cabrillo College Stroke Center	5%	\$35,401	\$1,770
California Grey Bears	5%	\$46,241	\$2,312
Central Coast Center for Independent Living	16%	\$24,180	\$3,869
Central Coast YMCA - Watsonville Branch	74%	\$7,624	\$5,642
Child Development Resource Center	N/A	\$5,571	\$0
Children's Center of San Lorenzo Valley	4%	\$74,360	\$2,974
CCH/Homeless Garden Project	6%	\$2,090	\$125
CCH/Interfaith Satellite Shelter Program	28%	\$6,207	\$1,738
Community Action Board			
- Davenport Resource Service Center	45%	\$30,825	\$13,871
- Santa Cruz County Immigration Project	97%	\$22,746	\$22,064
- The Shelter Project	25%	\$5,528	\$1,382
Community Options/Court Referral	44%	\$122,223	\$53,778
COPE Centro Familiar	100%	\$90,079	\$90,079
Court Appointed Special Advocates	35%	\$20,793	\$7,278
Defensa de Mujeres	71%	\$106,737	\$75,783
Dientes! Community Dental Clinic	21%	\$12,812	\$2,691
Emeline Child Care Center	3%	\$15,939	\$478
Familia Center	82%	\$55,899	\$45,837
Family Service Association of Pajaro Valley	65%	\$13,157	\$8,552
Family Service Association of Santa Cruz			
- I-You Venture	15%	\$15,939	\$2,391
- Senior Outreach	29%	\$11,078	\$3,213
- Suicide Prevention	11%	\$23,738	\$2,611



FY 97/98 Latino Equity Analysis			
Program	% Latino Clients	FY 97/98 Funding	Funds to Latino Services*
Fenix Services	78%	\$33,387	\$26,042
Food and Nutrition Services			
- Administration	N/A	\$57,250	\$0
- Adelante	99%	\$68,296	\$67,613
- Child and Adult Care Food Program	52%	\$1,170	\$608
- Child Care Centers	76%	\$50,186	\$38,141
- Elderday	21%	\$118,309	\$24,845
- Family Health and Education Center	38%	\$6,172	\$2,345
- Meals on Wheels of Santa Cruz County	13%	\$443,349	\$57,635
- Translation Services	98%	\$39,721	\$38,927
- Lift Line Transportation	14%	\$11,121	\$1,557
- Women, Infant and Children's Program	84%	\$1,170	\$983
Glen Arbor School	0%	\$49,838	\$0
Group Home Society	39%	\$17,656	\$6,886
Homeless Community Resource Center	20%	\$15,805	\$3,161
Legal Aid of the Central Coast	28%	\$26,789	\$7,501
Mid County Children's Center	11%	\$57,531	\$6,328
New Life Community Services	37%	\$4,138	\$1,531
Ombudsman/Advocate	15%	\$25,091	\$3,764
Pacific Preschool	25%	\$22,765	\$5,691
Pajaro Valley Children's Center	54%	\$19,590	\$10,579
Pajaro Valley Shelter Services			
- Emergency Shelter for Women and Children	64%	\$18,252	\$11,681
- KIDSPACE	79%	\$7,998	\$6,318
Pajaro Valley USD - Healthy Start	85%	\$3,500	\$2,975
Parents Center	34%	\$39,156	\$13,313
Planned Parenthood Mar Monte/Westside	24%	\$5,224	\$1,254
Project SCOUT	30%	\$1,755	\$527

FY 97/98 Latino Equity Analysis			
Program	% Latino Clients	FY 97/98 Funding	Funds to Latino Services*
Salud Para La Gente	97%	\$134,235	\$130,208
Santa Cruz AIDS Project	15%	\$16,072	\$2,411
Santa Cruz Barrios Unidos	80%	\$36,934	\$29,547
Santa Cruz Community Counseling Center			
- River Street Shelter	9%	\$47,738	\$4,296
- Si Se Puede	100%	\$22,876	\$22,876
Santa Cruz Toddler Care Center	23%	\$77,129	\$17,740
Santa Cruz Women's Health Center	30%	\$5,224	\$1,567
Second Harvest Food Bank	54%	\$153,175	\$82,715
Senior Citizens Legal Services	18%	\$47,376	\$8,528
Senior Citizens Organization of SLV	0%	\$13,549	\$0
Senior Network Services	25%	\$12,285	\$3,071
Seniors Council	10%	\$13,850	\$1,385
Valley Resource Center	3%	\$13,098	\$393
Volunteer Centers of Santa Cruz County			
- Friends Outside	30%	\$12,318	\$3,695
- Volunteer Centers	32%	\$41,279	\$13,209
Walnut Avenue Women's Center			
- Downtown Children's Center	35%	\$4,586	\$1,605
- TAM Infant/Toddler Center	57%	\$5,572	\$3,176
Welfare & Low Income Support Network, Inc.	43%	\$16,715	\$7,187
Women's Crisis Support	24%	\$44,562	\$10,695
YWCA of Watsonville	70%	\$22,116	\$15,481
<b>TOTAL</b>	<b>39.4%</b>	<b>\$2,688,690</b>	<b>\$1,058,351</b>

\* NOTE: Funds to Latino Services = % Latino Clients x FY 97/98 Funding.

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