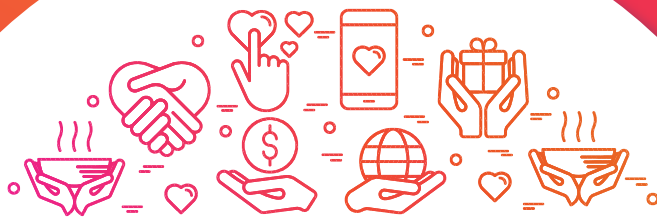


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APRIL 17, 2023



LOS ANGELES BUSINESS JOURNAL

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& Corporate Citizenship

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THE 2023 NOMINEES

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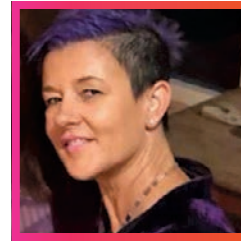
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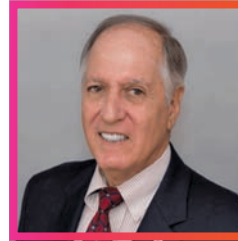
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Alliance in Mentorship
(Founding Nonprofit of MiMentor)



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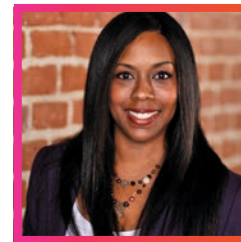
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Torrey Pines Bank,
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KEITH DRAKE
SVP, Regional Manager, Commercial Banking
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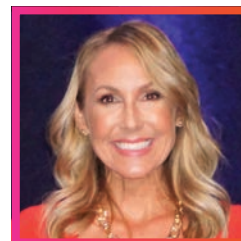
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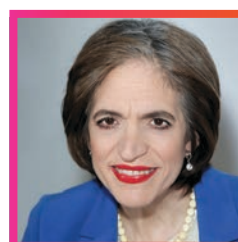
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CEO
Asian Americans Advancing Justice
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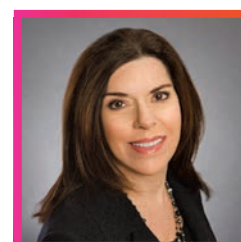
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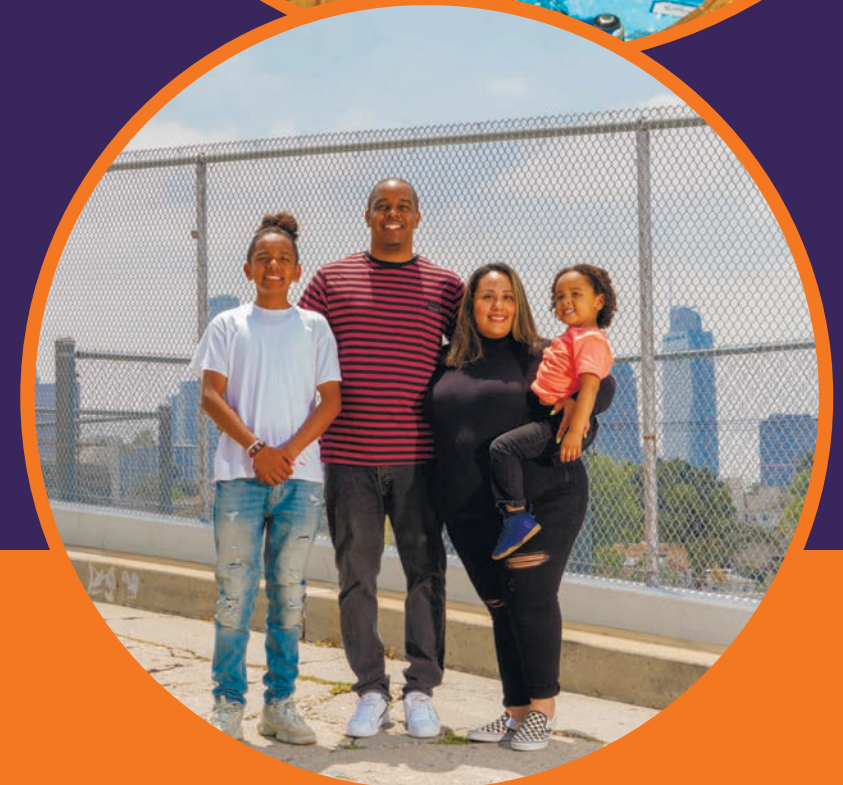
KLAUDIA KOVACS
Film and Theater Director



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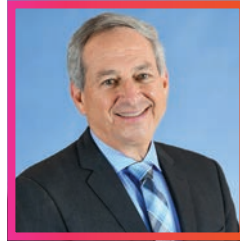
CRAIG MITCHELL
 Judge
 Los Angeles Superior Court



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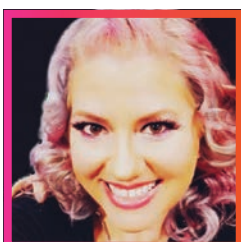
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 Creative Steps



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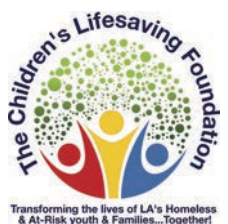
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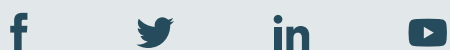
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An Entry Level Job Can Save a Young Person From Homelessness

Every night, over 3000 youth experience homelessness in Los Angeles County. Transition-age foster and re-entry youth account for over 60% of the unhoused young people on our streets. In LA, the risk of experiencing homelessness is 83% higher for Black youth, 33% higher for Latinx youth.

Instead of surviving day to day, what if our most vulnerable youth were employed, housed, and pursuing a stable future? That is what The RightWay Foundation, a nonprofit based in South Los Angeles, works toward every day.

Established in 2011 by Franco Vega, an orphan and former probation youth, The RightWay Foundation helps foster and re-entry youth build stable lives, grounded in mental health treatment and solidified through employment. Utilizing intensive therapy, tailored job training and placement, dedicated housing, financial capability building, and community, RightWay's transformative programs are working to create a systemic sea change for foster and probation youth.

The system has failed our kids. Already burdened by trauma and instability, foster youth in group homes never get the chance to join Girl Scouts or have a summer job. Moved from school to school, system-impacted youth never get the chance to join a basketball team or lead a club. They enter adulthood with no resume, no entry level work experience, and none of the tools they need to find employment, keep employment, and build financial stability. But they are expected to make it on their own.

Research suggests that young people who do not have stable jobs by their early twenties are at a higher risk of unemployment and lower earnings throughout their adulthood. For transition-age foster and justice-involved youth, structural racism and the effects of trauma yield an even greater risk of socioeconomic immobility. The statistics are bleak. Nearly 25% of California's foster youth are incarcerated within two years of emancipation. Most of the young women picked up in sex trafficking raids are from the child welfare system. Half of foster youth will be homeless within a few years of exiting the system.

"It's not your fault, but it is your life." This is a phrase Vega often shares with the young adults in RightWay's programs. Youth come to RightWay to get a job and break the cycle of poverty. RightWay connects each youth with a job and gives them the support they need to keep that job.

"No one else is mixing therapy into employment services and helping to find housing, all under one roof," said Vega.

At RightWay's offices, youth are also connected to therapists, housing navigators, job developers, life skills coaches, financial literacy, and community.

Vega and his team know that retaining young people can be a challenge in the new economy. To support employers, RightWay developed a culturally competent, trauma-informed training to give companies and managers the tools to motivate, mentor, and manage the young people they hire. RightWay's program fosters leadership transformation and understanding in managers and employers, giving them tools to effectively advance professional and personal development in young employees



and lower turnover rates. RightWay works closely with employers of all sizes to help them retain employees with traumatic backgrounds and provide meaningful work experience for system-impacted youth in LA County. From restaurants in LAX to plumbers and museums, RightWay's employment partners transform the lives of foster youth and probation youth.

A survey from the Urban Institute showed that young people of color are employed at much lower rates than white youth, and Black and Latino/a/x youth who work are paid less than their white peers. This gap in access to employment opportunities, along with the reality that only 7% of working youth who age out of the foster care system in California earn a livable wage at age 24, poses a nearly insurmountable barrier for system-involved youth.

But every barrier can be dismantled.

RightWay believes that building strong relationships with employers who hire system-impacted young people is critical to advancing racial equity and satisfaction within the workplace. Through RightWay's Motivate, Mentor, Manage training, employer partners learn how to encourage young people's personal and professional growth and development. RightWay provides employers with an in-depth look at trauma and its impact, so that managers and employers can learn best practices for building and maintaining trust-based, supportive relationships with employees. The training guides employers toward self-reflection, self-evaluation, and self-awareness of their own biases and perspectives, how they impact their relationship with youth, and how bridging differences creates growth within a company. When a young per-

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son feels a sense of belonging in their organization, they are more likely to feel committed and connected to the organization's mission and their future in the workplace and career.

RightWay's five-hour training educates employers what it means to be trauma-informed in the context of employment and how to promote leadership that encourages teamwork, mutual understanding, and communication vital to a productive environment. Participants of the training learn how to nurture and advance empathy, connection, and trust in order to foster an inclusive and supportive workplace, thus impacting agency-wide reduction of employee turnover and stress. Participating companies report an increase in morale across the organization as a result of the awareness and training. By learning a trauma-informed approach to leadership, management, and mentoring, participants can further promote growth opportunities and racial equity for young people entering the workforce.

A foster youth in RightWay's programs

shared her experience: "I was struggling financially on probation and without a home for more than two years. This program has supported me with all of my pain, depression, excessive stress, and emotional breakdowns. I had one goal when I entered the program which was to obtain full-time employment. Over the years they have supported me beyond what I expected. The RightWay Foundation has demonstrated what a supportive family feels like. In August 2021, The RightWay Foundation moved me into my own apartment. One take away: No excuses!"

Together with youth and employers, RightWay's critical preventative work aims to stop the pipelines from foster care to homelessness, unemployment, and incarceration. RightWay's programs break down the barriers perpetuating poverty and trauma for system-impacted youth and counter the corrosive effects of the homeless crisis that endangers young people of color and damages communities.

Learn more at therightwayfoundation.org.

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Fighting Hunger for 50 Years: the Story of the Los Angeles Regional Food Bank

By MICHAEL FLOOD

For 50 years, the Los Angeles Regional Food Bank has been fighting hunger in Los Angeles County. What started as a small operation in a garage has grown into a massive hunger-relief operation, including two large distribution centers and 600 partner agencies. Thanks to Food Bank donors, volunteers and partners, approximately 800,000 receive nutritious food assistance each month.

The Los Angeles Regional Food Bank was founded in 1973 by Tony Collier, a cook at the Grandview Foundation, who saw the need for a centralized food repository in the region. Collier's vision was to create a place where perfectly good food could be rescued rather than thrown away.

In the early days, the Los Angeles Regional Food Bank operated out of the Grandview Foundation's garage but eventually relocated to a dedicated space on Fair Oaks Avenue in Pasadena. Then, in 1983, the Food Bank moved to a 10,000-square-foot location in El Monte, and in 1989 moved to South Los Angeles, which serves as Food Bank headquarters today. As the facilities increased in size, the Food Bank was able to reach more people in need, and it quickly grew to become a vital community resource.

Over the years, the Los Angeles Regional Food Bank has partnered with a wide range of food sources, including farmers, supermarkets, wholesalers, as well as food producers and manufacturers. These partnerships have allowed the organization to rescue large quantities of food that would otherwise time out and go to waste. In fact, over the last 50 years, 1.9 billion pounds of food have been rescued.

Today, the Los Angeles Regional Food Bank continues to be a vital resource for the community. The high cost of living in LA County means more people spend a larger portion of their budget on housing and other essentials, and more people are likely to skip meals or prioritize cheap food with low nutritional content. The Food Bank also responds to emergencies such as the 1994 Northridge earthquake, the Great Recession and the COVID-19 pandemic, providing emergency food to people during



times of trial.

The Los Angeles Regional Food Bank's 50th anniversary is a reminder to everyone that hunger is a persistent problem in our society. The Food Bank and the partner agency network have been a lifeline for many people over the past 50 years, and it appears that it will be just as vital for the foreseeable future. In 2022 alone, the Food Bank distributed 110 million pounds of food and grocery items, which provided the equivalent of 88 million meals for those in need in LA County. Since the onset of the pandem-

ic, the Food Bank has distributed 415 million pounds of food and product, the equivalent of 335 million meals with a value of \$695 million, to our neighbors in need.

As the cost of basic needs continues to increase, many families simply can't afford to put nutritious food on the table. A strong and effective hunger-relief operation like the Los Angeles Regional Food Bank is crucial for every community. The Los Angeles Regional Food Bank is grateful to the generous people of LA County who have made this work possible. By

The Los Angeles Regional Food Bank's 50th anniversary is a reminder to everyone that hunger is a persistent problem in our society. The Food Bank and the partner agency network have been a lifeline for many people ... and it appears that it will be just as vital for the foreseeable future.



supporting the Food Bank, individuals, businesses, foundations and others help fill pantries and refrigerators that might otherwise be empty. With the continued support of the community, the Food Bank can grow and expand essential services, reaching even more people until no one goes hungry in LA County.

The Food Bank has come a long way since its humble beginnings in Tony Collier's garage. Through hard work, dedication, and a commitment to fighting hunger, the Food Bank has become a vital resource for millions of people in LA County.

Michael Flood is president/CEO of the Los Angeles Regional Food Bank. Learn more at lafoodbank.org.



A New Look at The Music Center: LA's Performing Arts Destination

A leader in innovative arts experiences, The Music Center, LA's performing arts destination, is embracing new programming through its TMC Arts division with a vision to deepen the cultural life of every resident of Los Angeles County. Championing the diverse voices and communities of Los Angeles, The Music Center strives to foster connection, creativity and enrichment.

As part of that effort, The Music Center recently launched its Digital Innovation Initiative (DII), introducing digital and virtual reality experiences as the performing arts center embraces change in new and sometimes radical ways. The DII team's first public art exhibit, *We Are Here: A Celebration of Legacy*, offered Angelenos the opportunity to learn—through augmented reality (AR) and with hands-on artistic experiences—about the legacies of Black, Indigenous and People of Color (BIPOC) communities and individuals who have contributed to Los Angeles County's rich diversity.

The team's second public art exhibit, *Our Common Home*, addressed issues of climate change by integrating participants' live facial expressions and physical movements into

digital artworks created in real time and projected on giant LED screens on Jerry Moss Plaza at The Music Center. In June, The Music Center's DII presents *Cosmogony*, a fantastical digital dance performance that will be broadcast live in real-time from a dance studio in Geneva, Switzerland, as the dancers are transformed into avatars using motion-capture technology.

With the goal to reach more Angelenos, The Music Center launched a community collaboration, *The Music Center's Arts Grown L.A.*, to expand programming into neighborhoods all across Los Angeles County. *Arts Grown L.A.* offers free, family-friendly performances and artmaking experiences for everyone through partnerships with libraries, community centers and senior centers. Performances, workshops and special experiences highlight the diverse cultural traditions of the county and the world.

The 20th season of the beloved *Glorya Kaufman Presents Dance at The Music Center* dance residencies opens with the world-renowned Paul Taylor Dance Company (April 28-30). To deepen the experience and make

dance more accessible, the residency includes an evening of ideas and conversation, "How is Art a Weapon in War?" on April 25, 2023. Open to the public and produced in association with Zócalo Public Square, this dialogue will tap into the anti-war and political messaging in two of Paul Taylor Dance Company's works. The series continues with residencies featuring three acclaimed dance companies: Momix's *Alice* based on Lewis Carroll's *Alice in Wonderland* (May 19-23), Complexions Contemporary Ballet featuring *LOVE ROCKS* set to the music of Lenny Kravitz (June 16-18), and Dutch National Ballet's *Frida* based on the life of Frida Kahlo (July 14-16). Each will include interactive and free events, ranging from a dance film festival connected to Dutch National Ballet's *Frida*, to a creative way that Angelenos can express what in Los Angeles gives them wonder as part of the Momix *Alice* residency. Complete details are available at MusicCenter.org/Dance.

As The Music Center expands and deepens its programming, it looks to the Los Angeles business community. The organization's new *Business Partners for The Arts* membership

Championing the diverse voices and communities of Los Angeles, The Music Center strives to foster connection, creativity and enrichment.

group supports The Music Center's creative, community-focused approach. Business Partners have access to The Music Center's leadership, receive invitations to network and entertain clients and join a community of forward-looking innovators.

Contact Jason Frazier, jfrazier@musiccenter.org, or visit musiccenter.org/BusinessPartners for more details about this program and to learn more about Los Angeles' premier performing arts center.



Dance to the Sound of Summer In The Heart of DTLA

Summer is just around the corner, which means Grand Performances free concerts are back! Meet up with friends and colleagues every Saturday from June - August 2023 at California Plaza for free concerts and connect with a vibrant community of DTLA music lovers.





Lori Gangemi: A Profile in Nonprofit Leadership Excellence

AbilityFirst stands for, and alongside, people with developmental disabilities and their families. The organization creates a welcoming environment where everyone feels they belong and are valued. AbilityFirst's first consideration is always for the well-being of its participants, and — through the mutual trust that is shared — each person is supported to achieve his or her personal best. At AbilityFirst the team looks beyond disabilities, focuses on capabilities and expands possibilities.

Lori Gangemi has been CEO of AbilityFirst since 2004 and has spearheaded its growth from a \$12 million to \$20 million organization. She leads a staff of 270 employees across LA County who provide a variety of programs designed to help more than 1700 children and adults with developmental disabilities achieve their personal best.

In 2020, AbilityFirst merged with FVO Solutions resulting in expanded programs. The organization also launched three new community-based programs between 2017 and 2020: College to Career: ExploreAbility; and PossAbility.

Gangemi earned her bachelor's degree in

Communications from Washington State University and has a 35-year track record of success in the nonprofit arena. She previously held executive leadership positions at the March of Dimes (including executive director for the Southern California Chapter) and the American Heart Association.

For more than a decade, Gangemi has been active in Vistage, a CEO peer advisory group. She is also a longtime member of the Organiza-

tion of Women Executives (OWE) and the Los Angeles Coalition of Service Providers, a collaboration among organizations serving individuals with disabilities in Los Angeles County.

She is a graduate of Leadership Southern California and was an active member of the Los Angeles Rotary Club (LA5) from 2004 until 2019.

Gangemi shared, "AbilityFirst person-centered programs are grounded in individual

choice, autonomy and community participation. They empower individuals with autism, cerebral palsy, Down syndrome and other intellectual/developmental disabilities to discover what is important to them in their lives and to develop the skills that are important for them to achieve their goals. At AbilityFirst, we value — trust, belonging and personal best."

AbilityFirst recently resumed in-person programming that was suspended during the pandemic, while retaining the most popular and needed aspects of its virtual and small group "alternative location" activities implemented during the shutdown. This has had the effect of making its programs even more person-centered and varied, providing each person with more opportunities and choices of program options.

AbilityFirst has a variety of online programming that inspires socialization and fun. Not only are the programs fun for participants, they help them overcome some of the isolation and feelings of anxiety that can result from the disruption of their daily routines.

Learn more at abilityfirst.org.

'AbilityFirst person-centered programs are grounded in individual choice, autonomy and community participation. They empower individuals with autism, cerebral palsy, Down syndrome and other intellectual/developmental disabilities to discover what is important to them in their lives and to develop the skills that are important for them to achieve their goals.'

withum⁺
ADVISORY TAX AUDIT

give back

A small act of kindness can create a ripple effect that positively impacts the lives of many. Withum is proud to support the Los Angeles Business Journal's Nonprofit & Corporate Citizenship Awards for celebrating the tireless efforts of such nonprofit leaders, teams, and programs, as well as the contributions of individuals and companies who believe in creating a better tomorrow for the communities they serve.

withum.com





A Legacy of Providing Services to Those Most in Need

By CORINNE SANCHEZ

As El Proyecto del Barrio, Inc., enters our 52nd year of providing services to those most in need in our communities, we are advancing our mission of delivering high-quality services to address those needs. We have experienced tremendous growth from our humblest beginnings to becoming one of the 25 largest nonprofit organizations in the greater Los Angeles area. We offer health care, behavioral health, adult and youth employment and child development services in the San Fernando and San Gabriel Valleys, East Los Angeles and San Bernardino.

A PROUD LEGACY OF HOPE

We're proud of our history, our accomplishments and our legacy of meeting emerging community needs. We're committed to expanding access to underserved populations, providing high quality care to all we serve, and never turning away a person in need. This is our unwavering commitment to the future for the people of the communities we serve.

We plan to continue our upward arc, growing our health and human services that bring so much hope to our communities, thanks to the dedicated and courageous El Proyecto staff who have served those in need in the community so

heroically.

We lengthened our stride during the COVID-19 pandemic, when we conducted more than a half-million health care visits for our patients, provided more than 100,000 COVID-19 vaccinations and boosters, helped many adult and youth job seekers find new positions, and given hundreds of children a great start at our Child Development Centers. Our services include:

ACCESSIBLE AND AFFORDABLE HEALTH CARE

Our health clinics provide nearly 200,000 accessible and affordable health care visits annually to the growing underserved populations in San Fernando Valley and San Gabriel Valley communities. On many quality measures, El Proyecto's performance is excellent and surpasses statewide health benchmarks.

We are designated as a Federally Qualified Health Center by the Health Resources Services Administration.

Our health care operations include: Arleta Family Health Clinic; Arleta Dental Clinic; Winnetka S. Mark Taper Foundation Center For a Healthy Community; Azusa Health Center; Panorama City Esperanza Clinic; Baldwin Park Clinic; Northridge Community Clinic; and Behavioral Health Services.

Our Health and Wellness Services include

Family Practice; Obstetrics and Gynecology; Pediatrics; Dental; Podiatry; Behavioral Health Service; HIV Counseling, Testing and Treatment; Laboratory Services; Family Planning and Counseling; Comprehensive Perinatal Services Program; Women's Health; Mammograms; Immunizations; Radiology; Pharmacy; and Pregnancy Test.

EMPLOYMENT SERVICES

We are a long-standing, leading provider of adult and youth employment services. El Proyecto WorkSource Sun Valley provides a One-Stop Job Preparation, Skills Development-Training, Job Placement, Job Transition and Job Retention Services to residents aged 18 and older. EPWS identifies local residents that are job ready, and matches them with employers that are experiencing challenges in finding qualified candidates. Services are funded by the City of Los Angeles, Economic and Workforce Development Department (EWDD).

El Proyecto YouthSource Centers provide comprehensive employment and training services for youth ages 16-24 in the San Fernando Valley and San Bernardino. We focus on jobless youth, whether they are enrolled in school or not. Our services ensure that young people that have barriers to employment or education get the skills and education that are required to

enter the workforce. The YouthSource Program is funded by the City of Los Angeles, EWDD.

CHILD DEVELOPMENT SERVICES

Our three Child Development Centers in the San Fernando Valley and East Los Angeles are each licensed to help preschool children aged three through four years nurture and inspire their individual growth and creativity. Child development services are no-cost and are funded by the California Department of Education.

BEHAVIORAL HEALTH SERVICES

We provide counseling and referrals to men and women with substance abuse and mental health problems, including specialized services for women who are pregnant, postpartum or parenting. Staffed by bilingual/bicultural drug-certified counselors, the program assists men and women in areas including domestic violence/sexual abuse, self-esteem, peer support, life skills, health education, drug education, 12-Step/relapse, and parenting who receive treatment rather than incarceration. This program is a certified State of California MediCal Drug Program.

Wherever there is El Proyecto, there will always be hope.

Corinne Sanchez is president/CEO of El Proyecto del Barrio. Learn more at elproyecto.us.



Empowering communities. Changing lives.

EDUCATION WORKFORCE DEVELOPMENT ENTREPRENEURSHIP

For more than 100 years the Los Angeles Urban League has served as a vocal advocate for African Americans and other minorities by making sure our communities have access to careers with living wages, opportunities to create successful businesses, and pathways to educational and economic growth.

Together we are working with individuals, families, corporations and foundations to uplift our under-utilized communities to create a more equitable Los Angeles.

Learn more on how you can get involved.

laul.org





Strengthening Children, Families and Communities

As part of its mission to strengthen children, families and community, Child Care Resource Center (CCRC) administers subsidized child care, child development programs, and family engagement while equipping providers with professional development training, coaching, and small business services. To help remove barriers to success for the 50,000 people served across northern Los Angeles County and the entirety of San Bernardino County, CCRC deploys through a diverse funding stream innovative and immersive programming, educational campaigns, and comprehensive support.

“Some of our county’s most vulnerable families and their children are left to fall through the cracks due to highly stressed systems designed to support them,” said CCRC president & CEO Dr. Michael Olenick. “By focusing on whole child, whole family well-being, CCRC intervenes in often life-saving ways. Though it wasn’t in the original composition of our services, CCRC not only provides child care, but also critically needed food, clothing, diapers, and other essential resources by leveraging community partnerships, government and donor dollars to better serve families.”

From April 2022 to year’s end, the agency provided nearly 14,000 families and child care providers with over \$1M in supplies.

“Tuesday I only had \$17 in my bank account,

and I had no diapers,” one mother told CCRC. “I’m so blessed and thankful for CCRC to help us because we received 100 diapers and now, I’ll be set until I get paid.”

Under the leadership of Dr. Olenick, CCRC has surpassed 1,000 employees and operates 25+ Head Start/Early Head Start locations. Founded in 1976 in response to a shortage of affordable child care options, one of the agency’s top priorities remains enrollment of families in subsidized child care.

“Thank God there’s not that pressure of how I’m going to pay for day care each month,” said Desiree, a mother of twins who receives CCRC’s assistance. “If I had to pay for care, all my money would go to care and there wouldn’t be money left for bills.”

Care is available to a family of four earning up to \$7,900 per month. Families can apply at ccrcca.org.

CCRC hosts an annual Holiday Book and Toy drive in December, where families receive a book, toy, food, and supplies. For many, the event provides the only toy their child will unwrap. About 3,000 families attend the four events hosted across CCRC’s service area. To support the most underserved children, CCRC’s Adopt a Family campaign allowed community members to sponsor families, providing more resources. CCRC met with local businesses to

‘Some of our county’s most vulnerable families and their children are left to fall through the cracks due to highly stressed systems designed to support them.’

gain sponsorships, solicited individuals, and conducted outreach to news agencies to secure funding. In 2022, Adopt a Family supported 490 families through \$60,000 in donations from 200 donors.

With a focus on developing generational change that uplifts vulnerable populations from poverty, CCRC Head Start’s holistic approach supports children and families with education, nutrition, development, and social interaction to provide a great head start in life. CCRC offers home visiting by a trained professional, trauma-informed care and mental health trainings, ages and stages assessments, and more. A CCRC pilot program to support foster parents’ child care needs was so successful, it led to an \$88M statewide program that includes navigation and

trauma training for providers, and a voucher. The findings of CCRC’s Research Division have prompted statewide systems delivery change and enables CCRC to educate and train other organizations using proven research and results. CCRC fosters meaningful relationships with community child care advocates, local business leaders and legislators, and actively informs on urgent early care issues and budget needs. CCRC successfully appealed to the governor to preserve funding for child care and family services amid a state budget deficit. Many other worthy causes suffered funding cuts but families emerged unscathed, thanks in part to the advocacy of CCRC.

To effectively reach families of all racial identities and backgrounds, the agency provides information and direct support in several different languages and culturally competent meetings with diverse staff. To meet the ever-growing need, CCRC recruited new staff and incentivized existing staff to support these integral efforts. In response to inflation, the agency increased wages among staff and continued its competitive benefits package, which includes paid insurance premiums for all full-time employees. Surveys show employment satisfaction remains high thanks to these efforts.

Learn more at ccrcca.org.



ALL IT TAKES IS AN OPPORTUNITY.

EXP Board of Directors congratulates our CEO Amy Grat for her nomination for Nonprofit Executive of the Year at the 2023 Los Angeles Business Journal Nonprofit & Corporate Citizenship Awards. Amy has grown this organization over 13 years, evolving from a small staff of five serving four schools to a winning team of 22 supporting more than 8,200 students across 13 schools in five districts throughout greater Southern California.

Established in 1999, EXP brings business and education together to close the skills gap. We level the playing field and open the doors of opportunity for youth in underserved communities to become the next generation of business leaders through career discovery events, mentorship, and summer internship programs.



Join us in shaping tomorrow's workforce
at www.expfuture.org/fuel





Harnessing the Transformative Power of Music

From Billie Holiday’s harrowing classic “Strange Fruit” to Sam Cooke’s anthemic ballad, “A Change Is Gonna Come,” artists have utilized music as a catalyst for individual growth and social transformation. Harmony Project continues this proud tradition by empowering the vibrant voices of children and youth through music education programming that channels their boundless creativity and provides a healthy outlet for self-expression.

Founded in 2001, Harmony Project began housed within the walls of a small church located in Hollywood, California. Its founders were a group of forward-thinking music educators, attorneys, and real estate professionals, yearning to give music education to children with no access. They would go on to create a more equitable and prosperous Los Angeles for every underserved K-12 student. Now in its 22nd year of operation, Harmony Project has become the city’s largest community-based and music-focused nonprofit organization.

At Harmony Project, more than 3,500 underserved students between the ages of five and 18 receive access to professional-grade musical instruments and high-quality instruction from trained musicians. Participants also become a part of a thriving community of young musicians that actively seek to create a bolder and brighter future for themselves and

their peers by channeling their creativity in a constructive and positive manner.

Students like Willy Aguilar-Montenegro, whose family fled from a politically volatile situation in El Salvador credit Harmony Project with helping him adjust to life in America. Willy joined Harmony Project as a quiet and shy second grader. Over a decade later he has transformed into a capable and confident high school graduate, currently pursuing a degree in Political Science at Haverford College.

“My story is found in the times my creativity and curiosity were let loose,” Aguilar-Montenegro wrote in his scholarship essay. “If it wasn’t for Harmony Project, the spark in my eye, that creative and curious spark, would’ve dimmed.”

Harmony Project believes the impact of its programming extends beyond teaching

students how to play a musical instrument. They’ve built a world-class music education and college prep program that takes a holistic approach to student success, providing a full range of social, emotional, educational, and financial assistance. Harmony Project makes it possible for kids to aspire to the biggest goals imaginable. To become agents of change in their own communities. To create the kinds of futures that dreams are made of.

Through the Banchik Family Scholarship, Harmony Project further reinforces the long-term success of its students by recognizing the need for targeted financial aid. The scholarship established by chair emeritus Howard Banchik recognizes the commitment and dedication of each graduating class, while also providing invaluable support to cover unforeseen college expenses. To date, Harmony Project has award-

ed more than 600 alumni over \$3,000,000 in scholarship funds.

The results are undeniable. During the 2021-2022 academic year, 97 percent of their graduating high school class were accepted to a college or university, 86 percent of whom were first-generation college students. More impressive, 54 percent of Harmony Project alumni have earned a bachelor’s degree by age 24, far surpassing the national average for African American (14%) and Latinx (13%) students.

Over the course of its storied history, Harmony Project has provided students with many incredible once-in-a-lifetime opportunities, including a halftime performance alongside Beyonce, Bruno Mars, and Coldplay at Super Bowl 50. Through the years they’ve garnered the support of the White House and U.S. Department of Education, receiving a Coming Up Taller Award in 2009 and Presidential Citizens Medal in 2011 as well as being recognized as a Bright Spot in Hispanic Education in 2015. Most importantly, Harmony Project has given more than 35,000 children and youth of color the gift of creative expression and a life-long love of music.

To learn more about Harmony Project and/or support its work with a contribution, please visit harmony-project.org.

‘My story is found in the times my creativity and curiosity were let loose. If it wasn’t for Harmony Project, the spark in my eye, that creative and curious spark, would’ve dimmed.’



The Music Center’s Business Partners for the Arts is a group of civic-minded business partners who believe arts philanthropy is one of the most powerful drivers of social change.

Business Partners gain exclusive benefits and experiences:

- Meet like-minded business leaders
- Entertain clients
- Increase philanthropic recognition

Photo Credits: (Above) Michelle Shiers for The Music Center. (Right) Will Yang for The Music Center.



JOIN US in bringing the transformative power of the arts to all Angelenos!

For more information: musiccenter.org/businesspartners or contact Jason Frazier jfrazier@musiccenter.org | (213) 972-3319

THANK YOU TO OUR MEMBERS!





Bringing Enhanced Access to the Arts for 37 Years

As the longest running presenter of free global performing arts in Los Angeles, Grand Performances returns this summer for its 37th season of free, all-ages, outdoor concerts at California Plaza, in the heart of DTLA. Founded on the belief that access to the arts should be a right and not a privilege, Grand Performances plays a critical role in maintaining a creatively and culturally vibrant Los Angeles.

Founded in 1986, Grand Performances' mission is to inspire community, celebrate diversity, and unite Los Angeles through free access to the global performing arts. With a national reputation for quality, innovative, vital productions, Grand Performances' programs increase exposure to new art forms and ideas, contribute to the artistic growth of local performing artists, promote greater understanding and respect for human differences, and help more people discover how the arts can play a vital role in their lives.

In 2023, Grand Performances returns with free concerts every Saturday in June, July and August, featuring music from Africa, Asia, Middle East, Latin America and beyond. Over the years Grand Performances has presented free concerts featuring legendary superstars like Stevie Wonder and Bootsy Collins, Grammy winners like Ozomatli and Kronos Quartet, local artists turned household names like Aloe Blacc and HAIM, global music pioneers Angel-

ique Kidjo and Ladysmith Black Mambazo, and countless others.

All of Grand Performances' events are free, outdoors, all ages and open to the public at California Plaza in the heart of Downtown Los Angeles, next to the Museum of Contemporary Art (MOCA), The Broad and Walt Disney Concert Hall. Grand Performances is one of the premiere organizations that established downtown as a cultural hub and whose mission has gifted Angelenos with a myriad of memorable experiences.

Grand Performances was conceived in the late 1980's by the City of Los Angeles and its Community Redevelopment Agency to provide free performances in downtown Los Angeles as part of a unique public/private partnership with the property owners of California Plaza.

"We are grateful for the long-standing support we've received from past owners and managers at California Plaza and currently through The CIM Group, Rising Realty Partners and The OMNI Hotel," said Rafael Gonzalez, President & CEO of Grand Performances. "Through this unique public/private partnership we have created a space where for over three decades Angelenos come together to experience the global performing arts in the heart of downtown LA."

Grand Performances contributed to the demystification and redevelopment of down-

Grand Performances has become "the urban experiment that works," bringing together the nation's most diverse audience to experience world-class artists from our own neighborhoods and around the globe.

town Los Angeles, introducing the area to thousands of people for whom downtown was not yet a destination. It continues to play a significant role in establishing Downtown's reputation as a place where people can find a vibrant nightlife in safe gathering spaces.

Grand Performances has become "the urban experiment that works," bringing together the nation's most diverse audience to experience world-class artists from our own neighborhoods and around the globe.

Building on its successful history as a nationally respected arts organization with America's most diverse audience, Grand Performances continues to attract people from every

socio-economic group residing in Los Angeles to join its audiences (with an emphasis on people from underserved communities).

As Grand Performances looks toward the future, it will celebrate its 40th anniversary in 2026, continuing to serve as cultural ambassadors throughout Los Angeles and the global community.

Grand Performances plans to bring free global performing arts to the people by expanding their reach beyond its downtown core with innovative programs with other art and non-art community-serving organizations, as well as expanding their season beyond summer into year-round programming.

By creating a rich tapestry of innovative programs featuring outstanding local and touring performing artists, developing programs that provide opportunities for the community to discover how the arts can play an essential role in civic life, and serving as a unique "common-ground" where people from diverse communities can come together to enjoy the arts and share their cultures, Grand Performances is a place to connect, reflect, dance and have fun. The arts can help transform lives and communities, and Grand Performances is one of Los Angeles' most vital examples.

Learn more at grandperformances.org.

ALZHEIMER'S AFFECTS US AT HOME AND AT WORK.



Over **11 million** Americans provide unpaid care for people living with Alzheimer's or other dementias.

WAYS TO GET INVOLVED

 **Join a leadership committee.**

 **Become a sponsor.**

 **Start a corporate team.**

Reach out to Greg Forni at gdforni@alz.org or 323.977.6395

6 in 10 caregivers were employed in the past year.

These individuals worked an average of **35 hours** per week while caregiving.



18% of caregivers went from full-time to part-time or cut back hours.



Nine percent of caregivers gave up working entirely.





Enriching the Lives of Children and Adults with Learning Differences Since 1946

Founded in 1946, Exceptional Children’s Foundation (ECF) is a nationally recognized innovator of services for young children, students and adults challenged with developmental, learning and emotional barriers. ECF serves nearly 4,000 clients and their families each year at 15 program sites, remotely, in clients’ homes and in community settings throughout Los Angeles County. ECF is the only organization of its kind in California offering a full continuum of lifespan services for children and adults with developmental disabilities and other special needs.

MISSION

The mission of ECF is to provide the highest quality services for children and adults who are challenged with developmental, learning and emotional barriers – empowering them to reach their greatest potential.

ECF PROGRAMS

ECF offers a wide array of impactful programs, including:

EARLY START: The ECF Early Start Program provides home-based and center-based early

intervention and educational services to families with children 0-3 who are developmentally delayed or disabled. Speech, occupational and physical therapies guide each child to develop motor, cognitive, language and social skills – contributing to healthy and age-appropriate development. Family supports offered include parent education, counseling, referrals and advocacy, and medical assessments.

KAYNE ERAS SCHOOL: ECF’s WASC-accredited nonpublic K-12 school provides special education for students who have learning, emotional and developmental challenges. An Enrichment Program is also offered. All our educators are committed to the idea that every child can learn – and with individualized support and care, we help each child develop their confidence and unique potential so they can succeed in and out of the classroom.

MENTAL HEALTH SERVICES: Individual, group and family treatment is provided to help students overcome complex challenges that create barriers to their academic success, while also supporting their family members. Medication

evaluation and management is available, as is Applied Behavioral Analysis Services for those with autism spectrum disorders.

EXCEPTIONAL WORKS / PATHWAYS TO EMPLOYMENT:

ECF’s Exceptional Works program is a unique continuum of services that offer skill development, work training, on-site paid work experience and placement into community jobs – all creating Pathways to Employment.

- Work Readiness
- Exceptional Packaging Solutions
- Exceptional Training Academy
- College Classroom Program
- Exceptional Employment Solutions

ECF ART CENTERS PROGRAM: The ECF Art Centers program provides fine art training along with opportunities for participants to exhibit and sell their work. Juried art shows, local gallery exhibits and partnerships with local arts organizations provide community exposure for artists and their work. View and purchase art at ArtECF.org.

DEVELOPMENTAL ACTIVITY CENTER: The Developmental Activity Center provides

participants with opportunities to strengthen their independence, social skills and self-determination, all with respect for each person’s ability level.

EXCEPTIONAL COMMUNITY CONNECTIONS:

Exceptional Community Connections offers meaningful volunteer opportunities where participants can integrate into community settings.

RESIDENTIAL SERVICES: Residential Services offers a variety of living arrangements from apartment complexes to group homes, combined with independent living skills training and support services to foster the highest level of client independence. Around-the-clock assistance and medical supervision services are available to meet clients’ needs.

TOGETHER TOWARD THE FUTURE

ECF is committed to ensuring highest-quality programs and services to empower all we serve to reach their greatest potential. Together, we transform lives. Together, we are exceptional.

To learn more, visit ECF.net.



El Proyecto del Barrio, Inc.

Providing High-Quality Health and Human Services
To Underserved Communities Since 1971.



elproyecto.us



Will You Inspire New Hope on the Streets?

Dawn grew up on Skid Row with an abusive mother and started running away before she was even 10. When her mother abandoned her and her little brothers, Dawn began stealing and selling drugs to keep them fed and sheltered.

No child should have to live like that, and Dawn's brothers were soon taken into foster care. Tragically, Dawn was left behind, so she grew up on the streets.

"Feeling like I let my brothers down started me down a 25-year spiral of drug abuse. In my addiction, I did not care about anything or anyone," said Dawn.

But deep down, Dawn knew there had to be something better.

That faint hope was finally realized when she came to Los Angeles Mission's Anne Douglas Center for Women.

"I had never received so much love," she said. "It led to healing and transformation that continues today."

Not only has Dawn's life changed, but after decades apart, Dawn was reunited with her brothers. That's why she now says, "Los Angeles Mission donors mean everything to me."

UNPRECEDENTED NEED IN OUR COMMUNITY PROVIDES A POWERFUL OPPORTUNITY TO SHARE GOD'S LOVE

Almost no one becomes homeless overnight. Rather, individuals tend to experience homelessness after personal crises: broken relationships, job loss, sickness, domestic violence, financial loss, addiction, etc. This downward spiral routinely plays out over a year or more, but when it reaches its conclusion, there's nowhere left to go but the streets.

It's difficult to describe the intensity of the emotions a person feels when they're in that situation. The despair is overwhelming, and when it gives way to hopelessness . . . well, a person may do little more than survive on the streets for years.

Poverty, social unrest, business closings, rising prices, and other crises have led to extreme demand on Los Angeles Mission — for healthy meals and numerous other essential services. Hardworking parents are struggling to provide for their children, while many people have lost hope on the streets. Los Angeles Mission is working around the clock to feed a record number of people, and to care for every neighbor in need. With your help, we're serving people on Skid Row and delivering meals directly to local children and families. Demand is extraordinary, prices are high — and we can't meet the unprecedented need without friends like you.

Each man, woman, or child who walks through our doors represents an opportunity to

'I had never received so much love,' she said. "It led to healing and transformation that continues today.'

share God's love, model Christ-like compassion, and bring healing to our community. But we can't do it alone.

'I HAVE JOY IN MY LIFE AGAIN'

Vu was nine when his family fled the communist regime in Vietnam and came to the U.S. His parents started a clothing business, and when they retired in the mid-2000s, they turned the business over to Vu.

Sadly, he fell deep into debt, lost everything, and ended up on the streets. After nearly a decade out there, Vu heard about Los Angeles Mission and decided to walk in. He was impressed with all the resources to help rebuild his life. He also loved learning about Jesus.

Today, Vu says, "I'm very grateful because I have joy in my life again and hope for my future."

Thank you for giving him another chance!

NEW HOPE BEGINS WITH A MEAL AT LOS ANGELES MISSION

Meals, water, shelter, clean clothes, a shower . . . these "creature comforts" draw neighbors experiencing homelessness to the Mission. They open the door for the Mission to provide other long-term, comprehensive healing services. And as the community faces record numbers of people on the streets, the Mission has never been more important.

As food, fuel, rent and utility prices all increase, many people in Los Angeles simply cannot keep up with their bills. People who have never needed help before are ending up on the streets and turning to Los Angeles Mission for help.

The Mission urgently needs support today to provide meals and care to the growing number of people who are barely making it from one day to the next. Please help provide vital meals and care for men, women, and children experiencing homelessness. Today, the Mission can feed a hungry person for just \$2.53. But what's even more amazing is that every person Los Angeles Mission feeds has an opportunity to change their life.

Learn more at LosAngelesMission.org.



Lori Gangemi
Chief Executive Officer



SERVING CHILDREN AND ADULTS WITH DISABILITIES

We are proud to Congratulate AbilityFirst Chief Executive Officer Lori Gangemi as a nominee for Nonprofit Executive of the Year!

AbilityFirst™ programs help to strengthen and cultivate skills that give people with disabilities the tools to successfully navigate each transition in life, including building social connections, exploration and independence, employment preparation, training and experience. To learn more visit abilityfirst.org or call 877-768-4600.





Greenberg Glusker Shares Inaugural CSR Report

Greenberg Glusker has played a significant supporting role within the Los Angeles community for over 60 years. Our founding partner Arthur Greenberg likes to say that we have “done well by doing good.” At the end of 2022, we shared our inaugural Corporate Social Responsibility Annual Report, which discussed three key areas:

CHARITABLE GIVING

Each year we contribute time, money, and firm resources to over 50 organizations. Below are some of the charitable initiatives we participated in this past year:

- In honor of Women’s History Month, we hosted a friendly competition to raise money for Dress For Success’s “Your Hour, Her Power” campaign.
- We partnered with Foothill Family to provide necessities, toys, and housewares to families facing financial insecurity.
- We participated in Cycle for Survival, where several team members switched off riding on a stationary bike to raise funds for rare cancer research for Memorial Sloan Kettering (MSK).
- We engaged in a lip-sync battle by department for Food From The Bar, an annual fundraiser where law firms compete to raise money for the Los Angeles Regional Food Bank.

DIVERSITY, EQUITY & INCLUSION

At Greenberg Glusker, we stress the importance of diversity and inclusion within the firm by focusing on recruiting, mentorship, leadership opportunities, and building an inclusive workplace.

Our proudest achievement this year was launching a book scholarship program where we awarded eight first-year law students at UCLA and USC scholarships based on an application process. This initiative helped students start their legal careers off on the right foot by defraying the costs of their books. Our Diversity Committee worked directly with admissions and career services to make sure the application reached as many diverse and underrepresented populations as possible.

For the last two years, we have partnered with the Association of Corporate Counsel (ACC) – Southern California to support their Diversity Internship Program. We hosted a webinar, a mentorship opportunity, and a networking reception for 12 interns to give them a window into the day-to-day life of an attorney.

Within the firm, we celebrated various heritage months and holidays and each of these events featured speakers, trivia, or an open forum to discuss pertinent issues. We also publish a dedicated Diversity Newsletter for each month, which highlights prominent

leaders who made a difference, ways to make a difference, or resources such as books, recipes, and music.

PRO BONO SERVICES

We support our attorneys in advocating on behalf of members of the community who cannot afford legal services. And we provide unlimited billable credit for pro bono work to stand by our commitment. We proudly work alongside the largest pro bono organizations, including Public Counsel, Bet Tzedek, Legal Aid Foundation of Los Angeles, Inner City Law Center, and ACLU of Southern California.

Below are a few stories from this past year:

- Greenberg Glusker received the 2022 Community Impact Award in recognition of our ongoing support of the Los Angeles County Bar Association (LACBA) Counsel for Justice AIDS Project.
- Vera Serova and Jillian Berk settled a case referred by the Alliance for Children’s Rights resulting in the payment to our client of \$24.5K in retroactive extended foster care benefits.
- Vera Serova has been helping Ukrainian humanitarian parolees with resettlement in the U.S. since March. She runs a social media

group with ~4,500 members, where she and a few other volunteers consult Ukrainian arrivals on basic immigration and resettlement issues such as how to apply for a work permit, secure housing and find a job, apply for welfare benefits, enroll a child in school, and more. They have been working together with the Refugee Programs Bureau of California Department of Social Services, county refugee coordinators, and a few resettlement agencies to remove barriers to resettlement.

- In partnership with the Los Angeles County Bar Association’s Cannabis Section, Michelle Mabugat and Alexa Steinberg have represented numerous Social Equity applicants and licensees in a wide variety of general corporate and transactional matters, ranging from entity formation and structuring to commercial transactions and Social Equity partnerships in connection with the Social Equity Program in the City of Los Angeles.

To read our full 2022 Corporate Social Responsibility Report, visit: greenbergglusker.com/csr-report-2022.

Sheenika Gandhi, Director of Marketing at Greenberg Glusker LLP, can be reached at sgandhi@ggfirm.com. To learn more, visit greenbergglusker.com.

Congratulations

On behalf of our staff, leadership and Board of Directors, Child Care Resource Center (CCRC) celebrates its nominations for the Los Angeles Business Journal’s Non-Profit of the Year and Social Enterprise of the Year and CEO of the Year.

Serving the community for over 46 years, we are proud to be a trusted resource in the local community, empowering children, families and child care providers to reach their full potential. With over 1,000 staff members, the agency creates meaningful and competitive employment while assisting care givers and families to contribute to the local economy as well.

As CCRC looks to current and future progress, we will continue to focus efforts that build upon:

- Strong and resilient children and families
- Supportive and connected communities
- Sustained public and political will

CCRC supports and inspires diversity, equity, and inclusion in both the workplace and in the communities that we serve.



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The Commercialization of Innovative Therapies

By CHRIS CHAPMAN

Better treatment begins with better understanding. But how do you properly educate others on innovative treatments and then introduce those treatments to the market? That's what our team is attempting to solve, and with more than 400 years of combined dermatology experience across our executive and commercial leadership teams, we are uniquely positioned for this task.

So, what type of attributes do we — as an industry — highlight for patients and providers? Differentiators. Qualities of a given product that patients care about most. Traits that physicians can confidently refer to during conversations with their patients. Properties that make a product stand out from others.



Characteristics of a company that not only showcase its mission and values, but also live it. And, most importantly, facts of the matter in terms of both safety and efficacy.

Throughout

my years in the industry, I have found that it is paramount to communicate a new treatment's value clearly and continuously to the patients and providers who may benefit from it. Though we encourage patients and providers to be advocates of their care, we also have a responsibility to provide them with the information and resources they need to make informed decisions that may improve health outcomes.

We have just exited a period of over 25 years of minimal innovation in the topical psoriasis treatment space with the FDA's approval of Dermavant's first-in-class treatment option for adults with plaque psoriasis.¹⁻⁴ Many patients living with plaque psoriasis, as well as their providers and others helping them on their treatment journeys, have been waiting for a novel topical treatment option for a very long time. To deliver it, we knew that a successful launch could not be siloed from other functions. A successful launch required a combination of just about everything — developing a safe and effective product, gleaning valuable insights from patients and physicians, building strategic relationships with world-class manufacturers, and ensuring that the best possible talent was in our corner.

Chris Chapman is chief commercial officer of Dermavant. Learn more at dermavant.com.

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As food, fuel, rent and utility prices all increase, many people in Los Angeles simply cannot keep up with their bills. People who have never needed help before are ending up on the streets and turning to Los Angeles Mission for help. We urgently need your support today to provide meals and care to the growing number of people who are barely making it from one day to the next.



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How Innovative Treatments Positively Impact Community

By ANNA TALLMAN

As we know too well, plaque psoriasis is more than skin deep, and for the millions of people with plaque psoriasis worldwide, the condition can impact every aspect of their lives. Following this recognition from the Los Angeles Business Journal on Dermavant's partnership with the National Psoriasis Foundation, my team and I are reflecting on the many patient stories and experiences we have



heard from our clinical trial participants and the providers who treat them.

For people living with plaque psoriasis, this chronic condition can significantly affect their day-to-day life. This can mean having to vacuum their bedsheets to clean up the plaque scales left from a night of scratching, to leaving their hair down on a scorching hot day to cover the plaques on their neck in an attempt to avoid strangers' reactions or questions. Outside of the physical burden, the emotional burden of the condition, coupled with a frustrating but somewhat common trial-and-error treatment process, may cause many patients to suffer silently and face a lower quality of life.

This is what inspires our work at Dermavant to provide treatment options that healthcare providers want to prescribe, and patients have been waiting for. An innovative treatment option, like our novel topical therapy recently approved by the FDA, is just one example of our ongoing commitment to patients, and one that we hope will help them regain control over their condition.

People living with plaque psoriasis should not face it alone. We believe that successful disease management is essential and gives patients the tools they need to break the cycle of their condition.

By bringing forward novel therapeutic

People living with plaque psoriasis should not face it alone. We believe that successful disease management is essential and gives patients the tools they need to break the cycle of their condition.



options that fill gaps in the immuno-dermatology space, especially those with the potential to benefit adults with plaque psoriasis across all disease severities, I know that we can positively impact the community at large.

In collaboration with the National Psoriasis Foundation, healthcare providers and

patients, we hope to continue building unparalleled change for the millions of patients who are seeking new ways to not just deal with their condition, but to overcome it.

Anna Tallman is vice president of medical affairs at Dermavant. Learn more at dermavant.com.

ECF CONGRATULATES our beloved volunteer, Ellen Turner, and all of the esteemed nominees recognized by the Los Angeles Business Journal Nonprofit and Corporate Citizenship Awards.



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If Children are the Future, Why Aren't Businesses Investing in Them?

Employers should start building their talent pipeline in high school instead of focusing on recruiting college graduates.

By AMY GRAT

Research by the Organisation for Economic Co-operation and Development (OECD) suggests that young people start forming their career aspirations as early as age 10. By age 15, many have already made significant decisions about their future education and career paths. And yet, according to a survey by the National Association of Colleges and Employers, only 57% of employers engage with high school students to create a talent pipeline. Those businesses recognize the value of engaging with high school students and are developing programs to attract and train young talent.

My message to the other 43% of employers: you are missing out on a huge opportunity to position your companies for success.

BUILDING A TALENT PIPELINE

Companies that partner with schools and community organizations to develop career-focused programs tend to have higher retention rates and more robust talent pipelines. We see firsthand the result of these partnerships over 23 years.

In 1999, business leaders in the maritime industry at the Port of Los Angeles invested time, treasure, and talent to create a small nonprofit organization that introduced harbor area youth to high-wage, high-growth careers right in their backyard. That organization, now called EXP, has since helped Phineas Banning High School in Wilmington to become the top feeder to California State University, Maritime Academy. Their graduates return to build careers at the companies that invested in them initially with internships, sponsored field trips, and mentors, such as the Port of Los Angeles, Long Beach Container Terminals, Ports America, UPS, and Duthie Power Services, to name a few.

IT TAKES JUST ONE OPPORTUNITY

A study by the National Mentoring

Partnership found that students who have a mentor are more likely to enroll in college and have higher self-esteem than their peers who do not have a mentor. Teens have always needed a little nudge to see beyond their immediate horizons. However, in this post-pandemic era, schools and employers are dealing with a generation that needs much greater intervention and support to successfully navigate the challenges of the “real world.”

For the past 13 years as the CEO of EXP – The opportunity engine, I have repeatedly seen the profound impact a caring adult can make on youth at our career exploration events, guest speaker series, and internship program.

Take a skeptical sophomore walking up to an exhibitor at our “GPS Your Future” Career Discovery Day. They come away with dreams of being an engineer. That student sits down for their first mock interview with an industry volunteer as a junior and stands up three feet taller, ready to go after that summer internship. Now a rising senior, they carry that confidence into the hands-on internship experience and enter their senior year better equipped to make informed choices in college

and career.

And when that student graduates and is ready to enter the workforce, who do they think of first?

Every single contribution of time, talent, and treasure through partnerships with local high schools benefits the students just as much as your business beyond the bottom line.

By investing in the development of young talent, you are making a positive impact beyond your corporate social responsibility goals. In addition, you are laying the groundwork for your company's economic future.

Together, we are bringing genuine opportunities to every young person we can reach, preparing youth to succeed in school, career, and life, and building a better future for all of us.

Amy Grat is the CEO of EXP. Based in Carson, EXP brings industry together with Southern California high schools to build tomorrow's workforce and provide career opportunities to students from underserved communities. Learn how you can help develop the next generation of leaders at expfuture.org/fuel.

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DriveH2 Movement Rolls Out the Green Carpet for Pre-Oscar Gala Fundraiser

Energy Independence Now (EIN) and a gathering of eco-conscious celebrities, athletes and thought leaders convened at the Petersen Automotive Museum the Thursday before Oscars Weekend this year to learn about and raise funds for research, policy advocacy and public outreach to promote the widespread adoption of diverse zero emissions solutions.

The event featured musical performances by Warner recording artist YDE and NBA legend Baron Davis (as his DJ alter ego Bart Oatmeal), featured experiential live auction items and shone the spotlight squarely on sustainable entertainment, cars, cocktails and a glimpse into a more environmentally-friendly future. Planet-friendly gift-bags (containing surprises such as ManukaGuard’s all-natural Medical Grade Manuka Honey Nasal Spray, and samples of sustainable Noble Oak Double Oak Whiskey) were provided to guests, who were also treated to sustainable foods and drinks.

Celebrity attendees included Martin Kove (Cobra Kai); Jessica Kayane (Brazilian actress and influencer); Nika King (Euphoria); Cam Akers (Los Angeles Rams); George Lazenby (On Her Majesty’s Secret Service); Bai Ling (international actress); Mallory James Mahoney

(Bunk’d); Terrell Owens (NFL legend); Ronnie Radke (lead singer, Falling in Reverse); Saraya (AEW star wrestler); John Savage (Deerhunter); Theotis Beasley (pro skateboarder); Mychal-Bella Rayne Bowman (Underground Railroad); Lindsey Coffey (model); Porscha Coleman (Dad Stop Embarrassing Me); and many additional celebrity guests.

Sponsored by Toyota and Noble Oak Double Oak Whiskey, LA Car Guy and Hyperion, the Green Pre-Oscar Gala event benefitted the DriveH2 zero emissions movement and was designed to bring an unforgettable night of entertainment, cars, celebrity chef procured cuisine, sustainable cocktails, a lively fundraising auction, and a glimpse into a more sustainable future.

Food, drink, products and gifts were provided by ManukaGuard, Peroni, Smoke Lab Vodka, Demon Rum, Le Kool Grand Cru, No 3 Gin, Zef BBQ, Mind Blown Plant Based Seafood, Cookie Pop, Open Water, and Zico.

Receiving the main spotlight on the evening was DriveH2, the public service initiative by environmental nonprofit EIN and its message of a hydrogen powered future. Working with EIN, Toyota (one of the event’s sponsors, and

makers of the Mirai, a groundbreaking hydrogen fuel cell powered car), has already made vehicle donations to non-profit organizations such as the American Red Cross, Petersen Automotive Museum (for education programs), Social Justice Learning Institute, ThinkWatts LA, Via Care and After-School All-Stars.

“It’s exciting to see high profile personalities and influencers from film, television, sports and music working to educate themselves about viable, planet-friendly innovations and solutions to the gas and emissions crises and step forward and use their platforms to share what they’ve learned with their audiences,” said Brian Goldstein, EIN’s executive director. “If we are to effectively meet emission reduction goals, governmental and private investments in H2 are critical and it was gratifying to see so many influencers here to explore the solutions with us tonight.”

DriveH2 is a public service initiative by Energy Independence Now, an environmental nonprofit committed to educating the world about the benefits of hydrogen fuel cell electric vehicles. The organization engages in comprehensive research, policy advocacy and public outreach to promote the widespread adoption of

a diverse zero emissions portfolio.

Learn more at driveh2.org.



Singer YDE performs at the DriveH2 Green Pre-Oscar Gala event.

HERE AT DERMAVANT, PATIENTS ARE AT THE CENTER OF EVERYTHING WE DO.

That’s why we’re hard at work, developing novel treatments that deliver groundbreaking science exactly where patients need it – their skin.

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SKIN DESERVES MORE.

We’re proud to support the National Psoriasis Foundation, where our collective work, combined resources and ongoing partnership continue to create meaningful change for the 8 million Americans living with psoriasis.



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Fifty Years of Transforming Lives in Materially Poor Communities

For more than half a century, a nonprofit in Santa Ana, California, has been working alongside people living in material poverty to effectively transform their communities.

Concern America, established by volunteers, was initially focused on supporting food and education centers in refugee camps in Bangladesh. Since then, the organization has extended its mission of transforming need into self-sufficiency to other communities around the world.

Today, Concern America works in isolated regions where civil wars and broken governmental systems have led to severe socioeconomic crises, and families face a myriad of issues such as lack of access to health care, clean water to drink, education in their indigenous languages, and jobs.

“We directly engage communities in health, sanitation, and income-generation projects by training community members to become their own healthcare providers, water system builders, teachers, and cooperative business members,” said John Straw, Concern America’s executive director. “So, it’s essential that we build upon our community members’ lived experiences and knowledge.”

Since 1972, Concern America has improved the lives of more than two million people in 15

countries. It currently works with 4,000 health care providers, midwives, dental promoters, teachers, water system builders, and artisan cooperative members in more than 1,000 communities in Mexico, Guatemala, and Colombia.

According to Catharine “Cat” Quinn, field program coordinator, Concern America’s health professionals do not directly see patients. Instead, they train local people to become health promoter practitioners, who provide care to over 300,000.

“Our model is unique,” she said. “We’ve been recognized by the Buckminster Fuller Institute and Conrad N. Hilton Foundation for being unparalleled in our quality of instruction for individuals with little formal education.”

Because of its history serving communities faced with violence, Concern America maintains a low profile and intentionally does not receive government funding. Focusing its efforts on local and direct fundraising, 75 percent of its budget comes from donations from individuals.

“We’ve been fortunate,” Straw said, “For more than 50 years we’ve connected with generous people who partner with us to support our mission. We hope to form new partnerships to guide us through the next 50.”



Women from a remote community in Guatemala learn to perform a pregnancy well-check from a Concern America health promoter practitioner.

With an urgent need for community-led health systems, Concern America aims to double the number of communities it works with

over the next 10 years.

Visit concernamerica.org to learn more.



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America’s CEOs Advocate for Corporate Citizenship in Shareholder Letters

JP Morgan Chase & Co. chairman and CEO Jamie Dimon’s letter to investors is the latest in a continuing “drumbeat from leaders making a strong business case for corporate citizenship”

Despite divisive politics in which ESG, DEI, and CSR initiatives are increasingly finding themselves under attack, leading executives of America’s top companies continue to speak out in support of corporate responsibility ahead of annual stakeholder meetings during the 2023 financial reporting season.

As corporations make public financial disclosures for the first quarter in accordance with SEC requirements, JP Morgan Chase co-chairman and CEO Jamie Dimon is the latest executive to support corporate responsibility stating in his 2023 letter to shareholders, “research has shown that purpose-driven companies achieve stronger business results

and have greater impact by doing better for their customers, employees and shareholders.”

“As one of the world’s largest financial institutions, JP Morgan Chase Chairman and CEO Jamie Dimon is in a growing chorus of executives in 2023 who continue to double down on making a strong business case for corporate citizenship,” said Carolyn Berkowitz, president and CEO of the Association of Corporate Citizenship Professionals (ACCP), the nation’s leading advocate for corporate social impact professionals.

“The political pushback against ESG by politicians more interested in elections than sound policy is being rejected in the boardrooms of America’s top corporations because the data clearly shows that being good corporate citizens is good for business. It’s time for politicians weaponizing the ongoing movement towards diversity, equality & inclusion and environmentalism to drop the charade and join America’s top CEOs who are strengthening our economy by comprehensively addressing income inequality.”

About the controversy, Dimon said “As a free-enterprise and free-market capitalist...” he “finds nothing inconsistent with the multi-

‘It’s time for politicians weaponizing the ongoing movement towards diversity, equality & inclusion and environmentalism to drop the charade and join America’s top CEOs who are strengthening our economy by comprehensively addressing income inequality.’

faceted ways we use our capabilities to lift up our communities.”

“In his annual letter to stakeholders, Dimon links the competitiveness of the U.S. and his company to policies, investments, and

practices that uplift communities, power economic growth, and re-establish the American promise of providing equal access to opportunity for all. Despite an uncertain economy, corporate leaders in all industries should heed Dimon’s advice and continue strong investment in the functions within their companies that ignite their corporate responsibility strategies,” concluded Berkowitz.

A report from KPMG last year illustrated the real impact of investing in CSR and ESG efforts. The report concluded: “With the potential recession testing CEOs’ commitment to their ESG strategies, reducing investment may lead to long-term financial risks. This test comes at a time when CEOs have made significant strides in tying ESG to profitability, with 70% of U.S. CEOs saying that ESG improves financial performance, compared to 37% last year.”

ACCP recently released its 4th annual Making the Case for CSR toolkit aimed at supporting organizations and companies’ journey to implementing CSR and ESG initiatives.

Learn more at AACCP.org.

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Fewer Couples are Making Charitable Giving Decisions Together

A recent study and report by the Women's Philanthropy Institute explores charitable giving decision-making in the general population. The report analyzes the first new data on this topic in 15 years, and finds that 61.5% of couples make giving decisions together — a number that has declined from 73.4% in 2005. When one partner in the household decides, women are more likely to do so.

Women Give—which is funded by a grant from the Bill & Melinda Gates Foundation—found that couples who decide together about charitable giving are typically older and have children, while younger couples are more likely to decide separately or have one partner make the decision for the household. The report suggests this may be due to couples marrying later and entering the relationship with preferred charitable causes, in addition to shifting gender roles within couples. Among sole deciders, individuals have varying thresholds for how much they will give without consulting their partners; this amount is much higher for men compared to women.

"Women Give has significant implications for the philanthropy community; the findings signal the importance of understanding the

dynamics of household decision-making as gender roles continue to shift and evolve. For nonprofits, this is an opportunity to rethink how they engage every member of the household in conversations about giving and impact," said Jeannie Sager, director of the Women's Philanthropy Institute.

The report adds new dimension to research on this topic by exploring comparisons in household decision-making. When looking at different types of household financial decisions — such as long-term financial planning, paying taxes or buying groceries — charitable giving decision-making is most similar to short-term financial management, except that more households use separate decision-making about giving. This comparison suggests that many households see charitable giving as a subset of short-term financial decisions.

Most couples make giving decisions without any outside consultation. Only 1.1% have ever talked about giving with a financial or philanthropy advisor.

"Giving has the potential to bring households closer together, especially when partners are strategic and intentional about their philanthropy. Women Give presents an opportunity

for families to connect over shared values, explore how they give, and embrace the joy that comes with giving. The report also provides donors and advisors with actionable insights to inform household giving and ensure it has the greatest impact possible," said Debra Mesch, Ph.D., professor of philanthropic studies and Eileen Lamb O'Gara Chair in Women's Philanthropy at the Indiana University Lilly Family School of Philanthropy.

Women Give is the 12th in a series of signature research reports conducted by the Women's Philanthropy Institute that focus on gender differences in giving to charitable organizations. Each report explores unique questions about the factors that shape gender-based giving patterns — including age, religion, income, marital status and more — in order to increase understanding about how gender influences philanthropy.

Additional key findings from Women Give include:

- More than six out of 10 couples make charitable giving decisions jointly (61.5%). When one partner makes decisions for the household, women are slightly more likely to do so than men (15.3% and 12.1%, respectively). The remaining couples (11.1%) decide separately.

- Compared to other types of household financial decisions, charitable giving is most similar to short-term financial management, although more households make giving decisions separately.

- Certain demographic characteristics, such as age, religiosity, and couples' educational differences, are associated with how households decide about charitable giving.

- Charitable decision-making is related to the average amount households give. On average, man-deciding households give the most, and separately deciding households give the least.

- Individuals have varying threshold amounts for giving without consulting their partners. Couples who decide separately, or where men solely decide, have the highest threshold for giving without consulting their partners; couples deciding jointly, or where women solely decide, have much lower thresholds for consultation.

- Most households report that they are satisfied with their charitable decision-making, and partners broadly agree on their giving; around three-fourths of couples agree about the amount and recipients of their giving (74.6% and 77.5%, respectively).

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Martine Singer

President & CEO of Children's Institute

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Mark Easton

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Corporate Social Responsibility Survey Reveals C-Suite Expectations of CSR are Rising

Many nonprofits struggle with lagging resources

The survey of more than 100 companies conducted by the Association of Corporate Citizenship Professionals (ACCP) and Rocket Social Impact, a CSR consulting agency, further identified a gap in knowledge about the company’s social impact strategy among its top leaders.

Key Findings include:

- 80% indicated company leadership demands of the CSR function have increased since 2021, representing a continued trend.
- Only 20% believe they have sufficient staff
- Only 25% believe they have sufficient budget
- In greatest demand are more integration with ESG (44%), more data on impact (39%), and more integration with DEI (36%).
- Only 33% consider their leadership’s understanding of CSR strategy to be high

“The time is now for corporate leaders to replace words of support with impactful actions



that remove barriers and challenges that hinder the full impact of corporate social responsibility,” said Carolyn Berkowitz, CEO of ACCP.

- The data noted CSR professionals need more than financial resources to meet leader-

- 40% seek greater leadership support and buy-in for their work on behalf of the company.

“The question for corporate leaders is a simple one—are you committed?” said Rich Maiore, president of Rocket Social Impact. “Impactful CSR, where companies generate better business and greater good, can’t be achieved with half-measures and empty gestures.”

The survey was open to all corporate social impact professionals; Rocket Social Impact and ACCP conducted outreach to more than 2000 corporate social responsibility professionals and encouraged participation from Director level or higher representative overseeing CSR at the company. One survey response per company was requested.

The full report, 3rd Annual CSR Insights Survey, is available at accp.org.

The Association of Corporate Citizenship Professionals (ACCP) advances the effectiveness of corporate social impact professionals by sharing knowledge, fostering solutions, and cultivating inclusive peer communities. Learn more at accp.org.

- ship and stakeholder expectations.
- 50% identified a need for greater alignment between business and social goals
- 42% seek enhanced ESG expertise on their teams, and



CONGRATULATIONS, JOHN MURILLO

Recognized by the Los Angeles Business Journal as a nominee for their 2023 Nonprofit & Corporate Citizen Awards.

Your dedication, expertise and leadership have had an incredible impact on our organization, the banking industry and our community.





Employers Should Shout Louder About their Giving to Attract Talent

Businesses should be more open and transparent about their charitable donations, according to 70% of individuals, new research from the British Charities Aid Foundation (CAF) shows. Almost half (46%) of employees do not know whether their employer donates a proportion of its profits to charitable causes while 35% believe they don't donate at all.

HR teams could potentially be missing out on new talent as nearly half (47%) of people say they'd be more inclined to work for a business if it donates to charitable causes. With the cost-of-living crisis taking its toll across the nation, 68% believe businesses have an obligation to support the local communities in which they operate.

CAF's research reveals that two in five (41%) employees don't even know if their employer offers a payroll giving service. A similar number (40%) believe their employer doesn't offer payroll giving, while only 18% of people say it's available at their workplace.

As the UK's biggest payroll giving agency, CAF has granted more than £1.6 billion in employee donations to over 40,000 charities through their payroll giving scheme Give As



You Earn since it launched in 1987. But with many people still unaware of the service, this figure could be much higher.

Payroll giving is tax effective as charitable donations are taken from pay before income tax is deducted. For a charity to receive a

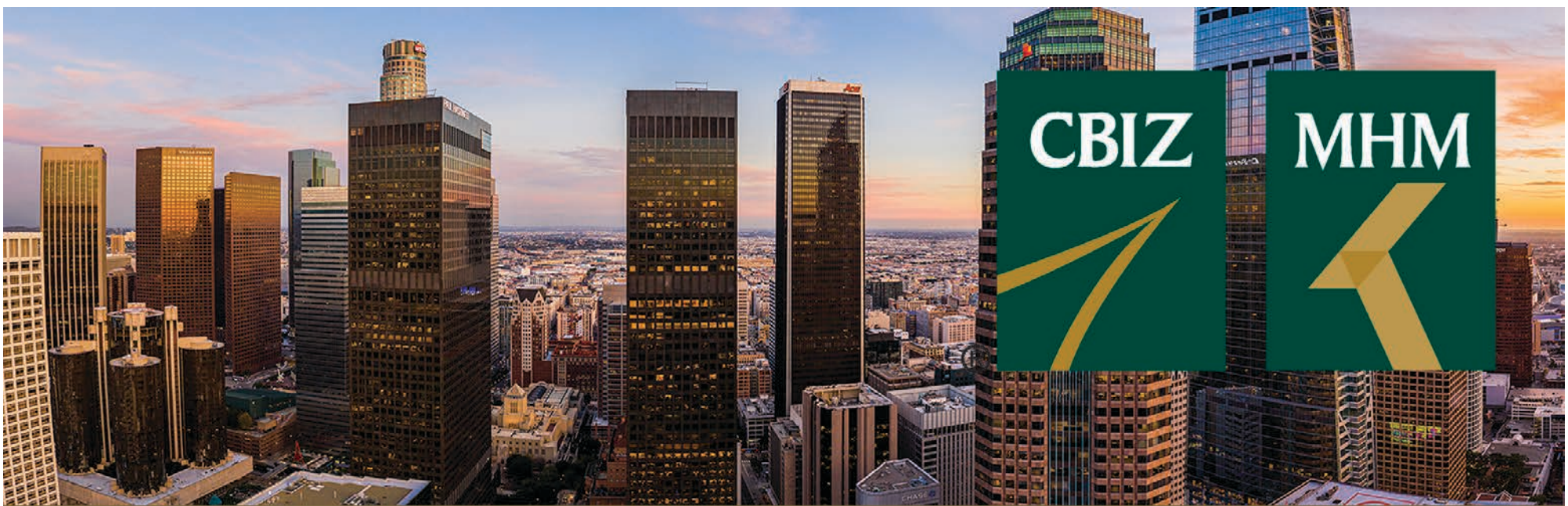
\$25 donation, it effectively 'costs' a base rate taxpayer \$20 or a higher rate taxpayer \$15. Charities receive a reliable and regular income, and reduced administration and fundraising costs. Many employers match their employees' payroll giving, which can double the donation

a charity receives, and it can be easily integrated into a benefits platform for simple sign-up. Employers can also work with professional fundraising organizations who are dedicated to driving employee engagement in payroll giving.

Mark Greer, managing director for philanthropy services at the Charities Aid Foundation, said, "Working for a business that has a social purpose matters to employees and job-seekers. How a company supports its communities, whether local or global, is increasingly seen as fundamental to attract and retain talent in a world where competition is high."

"However, corporate responsibility needs to be authentic and transparent. Embedding purpose by engaging employees and partnering with charities can help a business to have a positive impact on society and meet its strategic goals. Payroll Giving is an accessible and affordable way for employees to engage with their employer's responsible values. By matching your employee's donation, you can work together to have a positive impact on society," Greer added.

Learn more at CAF.org.



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Most Wealthy Donors Have Maintained Charitable Giving Levels

Amid market downturn, most private foundations remained consistent; of those that made a change, most increased the size or number of grants

In February, Foundation Source, the nation's largest provider of management solutions for private foundations, released its 2022 Client Survey, which offers a glimpse into how donors either adapted or upheld their level of charitable giving through private foundations in 2022.

Out of 215 respondents, the majority (74%) indicated no change in their foundation's grantmaking activities. Furthermore, when looking ahead to 2023, most respondents said they plan on keeping their charitable giving similar to 2022 or increasing it slightly

STAYING THE COURSE IN 2022

While the majority of donors maintained the status quo in 2022, of those who made changes to their foundation's activities, most expanded their generosity by increasing the

size and number of grants. Eighty-three percent of respondents didn't change the asset allocation of their foundation's endowment. But for those that did make changes, they added equities (29%) or liquidity (32%), with 40% noting the changes were due to the economic environment.

"The results we are seeing from our 2022 Client Survey demonstrate that the generosity of donors persists even in the face of a challenging market environment," said Gillian Howell, Head of Client Advisory Solutions at Foundation Source. "But in our view, we're also seeing the discipline that underpins the charitable giving strategies of many foundations. Rather than reacting to short-term dynamics, they are building long-term partnerships and deep-rooted philanthropic legacies."

TAKING AN OPTIMISTIC VIEW IN 2023

Looking ahead to 2023, most respondents plan to maintain (58%) or slightly expand (20%) their giving levels. Only 11% said they would scale back grantmaking slightly and only 1% said they would scale back grantmaking significantly. Forty-two percent of respondents

'The results we are seeing from our 2022 Client Survey demonstrate that the generosity of donors persists even in the face of a challenging market environment.'

said they plan to add to their endowment in 2023, with 61% of that group saying it will be a planned addition and 18% saying it will be because of a liquidity event.

Survey respondents also noted that managing succession, hearing from other funders, and understanding the unique features of foundations are topics of highest interest for learning and collaboration.

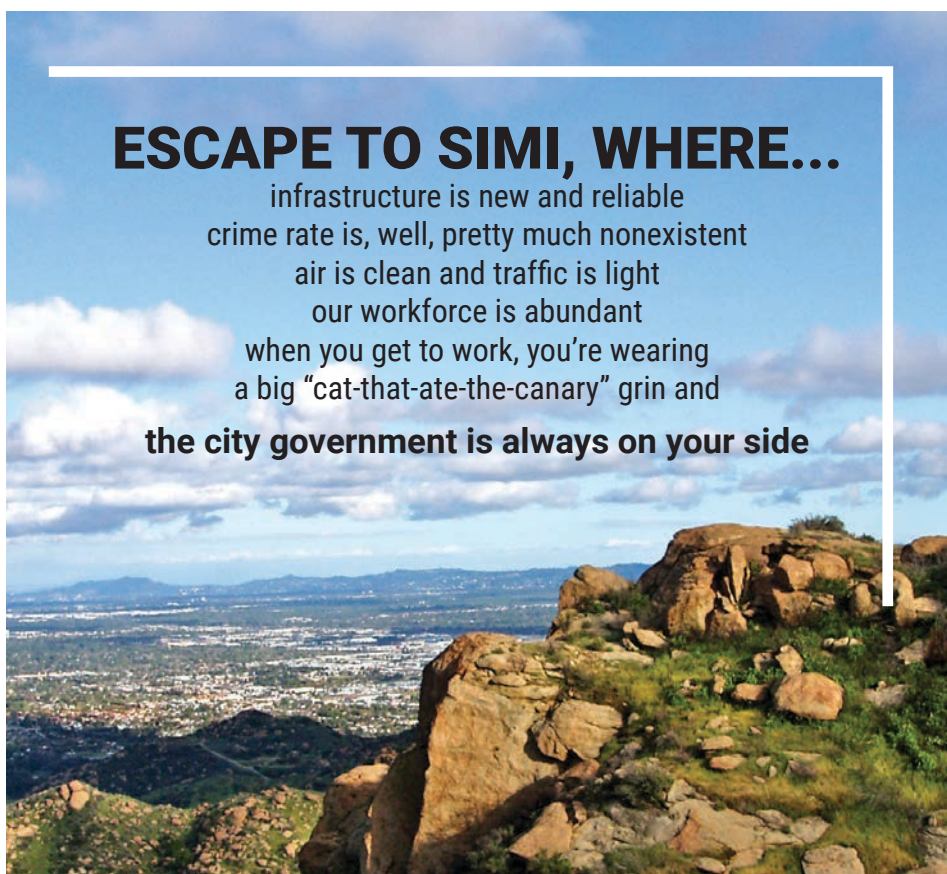
"With over 47,000 grants made in 2022, totaling over \$1.5B in charitable gifts, the level

of generosity among our clients is inspiring" said Sunil Garga, president and chief executive officer of Foundation Source. "The results of our latest client survey underscore how the mission-oriented private foundation structure can encourage donors, regardless of market conditions, to remain committed to their missions and serve communities around the world."

The data presented here is from a digital survey conducted between December 20, 2022 and January 11, 2023 with Foundation Source clients. Responses are from 215 private non-operating foundations.

Foundation Source is the nation's largest provider of foundation management services and a trusted source for philanthropic expertise. We offer purpose-built software applications and a configurable suite of tech-enabled administrative, compliance, tax and advisory solutions for private philanthropists and their foundations.

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Most Employees Say Employers' Philanthropic Values are Important

Workplace giving programs can play a large role in attracting and retaining employees, particularly for Millennials and Gen Z

Demonstrating a commitment to good corporate citizenship could be key to attracting and retaining top talent, according to a new study by Fidelity Charitable, an independent public charity and the nation's largest grantmaker. In an ongoing tight labor market, with unemployment at a low 3.5%, 86% of employees say it's important to work for a company whose values align with their own. And 81% want to work for a company that has socially responsible business practices.

"Employees are seeking more than a paycheck—they want to feel good about where that paycheck is coming from," Fidelity Charitable president Jacob Pruitt said.

"Investing in thoughtfully designed programs that connect employees to their community, their coworkers, and their company

is one way for employers to retain talent in a tight market—and appeal to job seekers."

Nearly 48 million people in the U.S. quit their jobs in 2021, and workers are still on the move. Half of all employees—and 6 in 10 Millennial and Gen Z workers—say they're considering changing employers in the next year. Among those considering a switch, the desire for more meaningful work is in the top three reasons they are seeking a new job.

One way companies are connecting with employees and applicants is through workplace giving programs—defined as any benefit that supports and encourages employees to volunteer or make donations to charities. Employees who have a workplace giving program are more likely to say that their company's values align with their personal values.

In addition to making employees feel more connected to their employer, workplace giving programs can have bearing on employee retention, particularly for younger employees. Thirty-five percent of Millennial and Gen Z workers say their workplace giving programs factor into staying at their current job, and half of these younger employees wish their companies were doing even more

when it comes to workplace giving.

ROBUST, AUTHENTIC PROGRAMS HOLD THE MOST VALUE

There are many types of programs that fall under the umbrella of workplace giving—group volunteering, company matches of employee donations, holiday giving drives, and more.

Of employees with access to a workplace giving program, 63% say the program helps them connect with their coworkers, and 60% say that being a part of the program gives them a greater sense of purpose at work. However, 37% of workers with a giving program—and nearly half of Millennials with a giving program—wish they had more of a say in how it's run.

Maeve Miccio, head of Fidelity Philanthropic Consulting, said that many companies are taking this message to heart and taking steps in 2023 to examine their approach to corporate citizenship. Fidelity Philanthropic Consulting is a division of Fidelity Investments that provides strategic guidance and customized solutions to individuals and institutions in areas related to philanthropic strat-

egy, planning, and administrative support. "The past few years have been eye opening for both employees and employers," Miccio said.

"Many companies have recently overhauled their approaches to workplace giving. This trend will continue through 2023 as they pursue engaged employees and customers."

The study was conducted in September and October 2022 and examined workplace giving programs and charitable giving among 1,579 Americans employed at private sector companies with five or more employees.

Within the sample, 25% of respondents indicated that their current employer is a small company (defined as having 5-49 employees), 21% a mid-size company (defined as having 50-499 employees), 23% a large company (defined as having 500-4,999 employees), and 27% a very large company (defined as 5,000+ employees). Four percent of respondents indicated that they did not know the size of their employer.

For more findings from the research, visit fidelitycharitable.org.



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