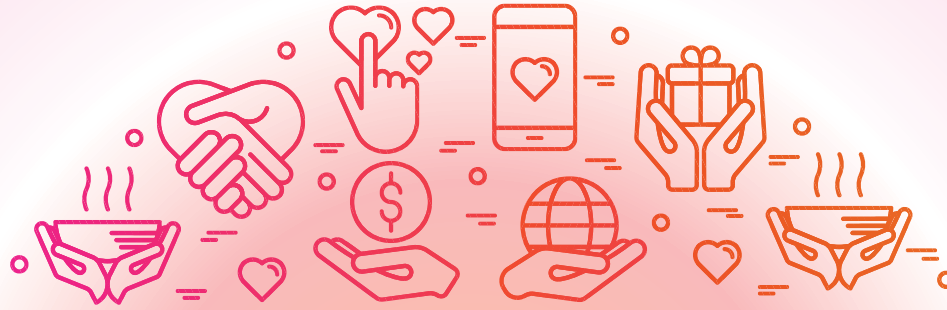


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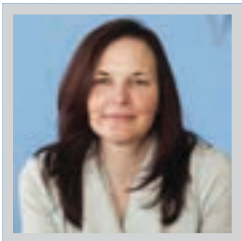
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Think Together | Vista Del Mar Child & Family Services





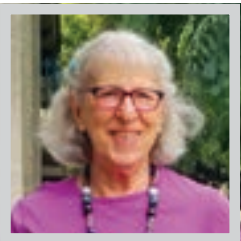
# 2021 NOMINEES: INDIVIDUALS



**MARCIA AARON**  
CEO  
KIPP SoCal Public Schools



**LORRAINE ALDERETTE**  
President  
RNY Construction & Specialties Inc.



**EDNA R.S. ALVAREZ**  
"Team Edna" Lead; Kitchen Cabinet  
Committee Member  
Food Forward



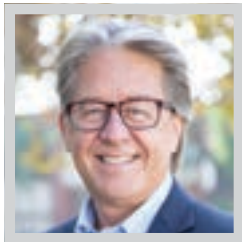
**RICHARD AYOUB**  
Executive Director  
Project Angel Food



**TOM BAGAMANE**  
Founder and Chairman  
The Giving Spirit



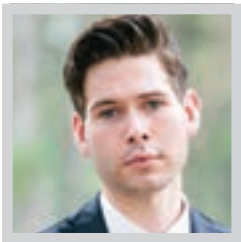
**ANDREW BALES**  
President & CEO  
Union Rescue Mission



**RANDY BARTH**  
CEO and Founder  
Think Together



**BOB BEITCHER**  
President & CEO  
Motion Picture and Television Fund (MPTF)



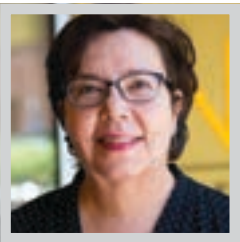
**MICHAEL BODELL**  
Chief Operating Officer  
Petersen Automotive Museum



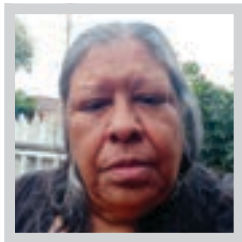
**SCOTT BOWLING**  
President and CEO  
Exceptional Children's Foundation



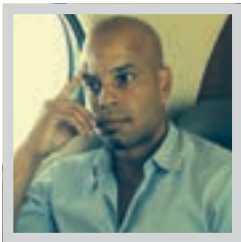
**MARC CARREL**  
President & CEO  
Breathe Southern California



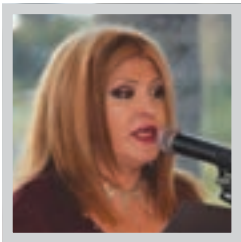
**MAGGIE CERVANTES**  
Executive Director  
New Economics for Women (NEW)



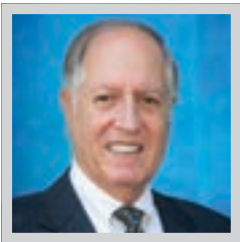
**RITA CHAIREZ**  
Project Manager  
Healing Hearts Restoring Hope



**BRANDON V. CHRÉTIEN**  
Founder  
The Limitless Initiative



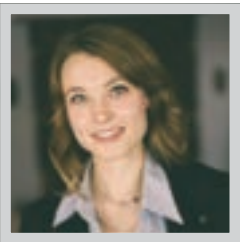
**ANNA CONTI, MA**  
Executive Director  
Su Casa ~ Ending Domestic Violence



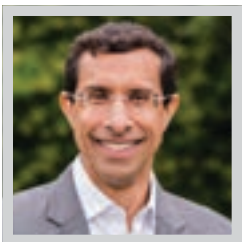
**MARTIN (MARTY) COOPER**  
President  
Cooper Communications



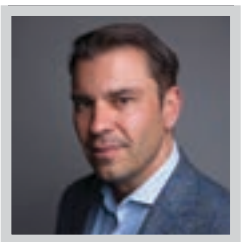
**JOSEPH COSTA**  
President and CEO Emeritus  
Hillsides



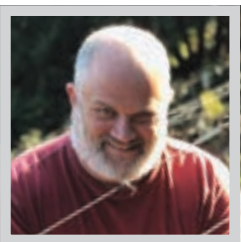
**MAYA CROSMAN**  
Designer  
Every Day Action



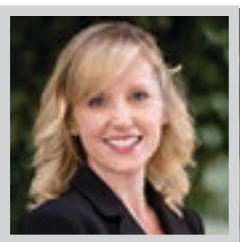
**BASSIL DAHIYAT**  
President & CEO  
Xencor, Inc.



**BARRON SEBASTIAN DE SANCTIS**  
Partner/Executive Vice President  
SDI Systems



**KEVIN DELSON**  
Senior Vice President; Sr Architect GBAM  
CTO, Advanced Engineering/WebCo GT&O  
Bank of America



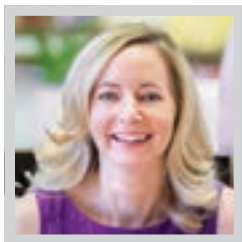
**JENNIFER HARK DIETZ, LCSW**  
Executive Director  
PATH (People Assisting the Homeless)



**JODIE EVANS**  
Board President  
826LA



**ELIZABETH FARAUT**  
Creative Director and CEO  
LA LOOP



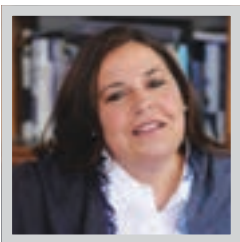
**JULIE FLESHMAN**  
President and CEO  
Pancreatic Cancer Action Network  
(PanCAN)



**MICHAEL FOLEY**  
Executive Director  
Bridge To Home SCV



**DAVID A. FORD**  
Government Relations Manager  
SCE Local Public Affairs



**ADINE FORMAN**  
Executive Director  
Hospitality Training Academy Los Angeles



**KRISTIN GAREMANI**  
Owner  
Garemani Wines



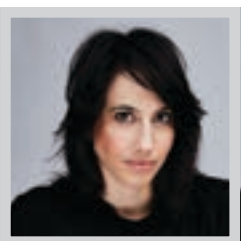
**KFIR GAVRIELI**  
Founder & CEO  
Tieks by Gavrieli



**ELI GRAHAM**  
Director of Los Angeles Mission Arts Council  
Just Do It



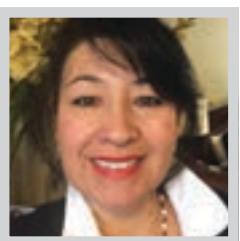
**STACY GREEN**  
Executive Vice President & Chief People Officer  
Sony Pictures Entertainment



**JENNA GREENE**  
Founder  
Forward Collective



**ERIC GURNA**  
President and CEO  
LA's BEST



**ELIZABETH HOMIER**  
Volunteer  
Los Angeles Mission



**MEI-LON JIMENEZ**  
Co-Founder  
Chica Beauty





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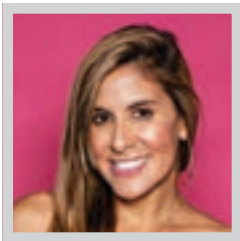
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\*Based on G2 satisfaction ratings as set forth in G2, Best Job Boards Software, as of January 25, 2021.





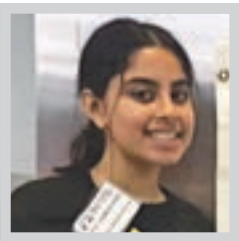
# 2021 NOMINEES: INDIVIDUALS



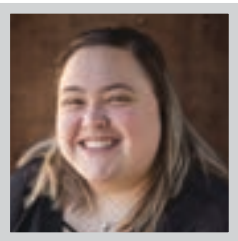
**TONI JIMENEZ**  
Co-Founder  
Chica Beauty



**JOHN JONES III**  
Founder  
East Side Riders Bike Club



**EMAAN KEEKEEBHAI**  
Bridging Humanity-BHLA



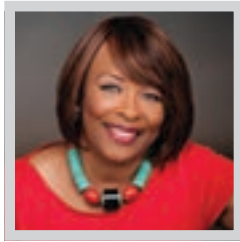
**CAITLIN KNAPP**  
VFX Coordinator  
Barnstorm VFX, Inc.



**DIANE KREHBIEL-DELSON**  
CEO/CHO  
DKKD Staffing



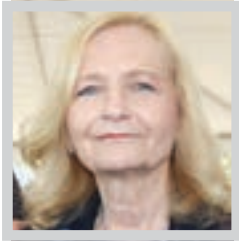
**MANJUSHA KULKARNI**  
Executive Director  
Asian Pacific Policy and Planning Council  
(A3PCon)



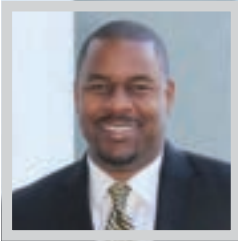
**BETTY LAMARR**  
CEO/Founder  
EmpowHer Institute



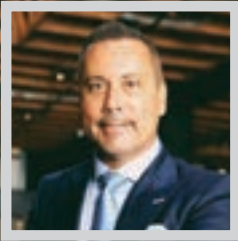
**MIKE LANSING**  
Chief Executive Officer  
Boys & Girls Clubs of the Los Angeles Harbor



**CHRIS LAULHERE**  
President  
Cherese Mari Laulhere Foundation



**THOMAS LEE**  
Executive Director  
FOTC - Los Angeles



**ART LEWIN**  
CEO  
Art Lewin Bespoke



**KANDEE LEWIS**  
CEO/President  
Positive Results Center



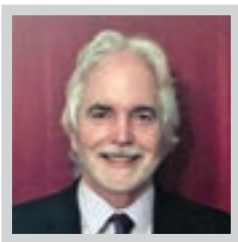
**LORNA LITTLE, MSW**  
President and CEO  
St. Anne's Family Services



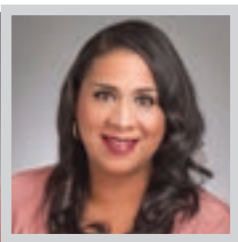
**MOLLY LUETKEMEYER**  
Principle  
M. Design LA



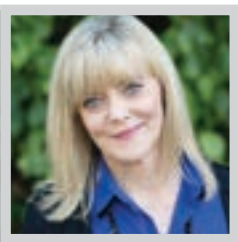
**DAVID LUNA, MD**  
Chief Medical Officer  
Valley Community Healthcare



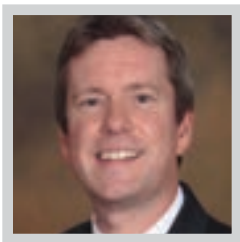
**KEVIN MACDONALD**  
CEO  
Santa Clarita Valley Senior Center



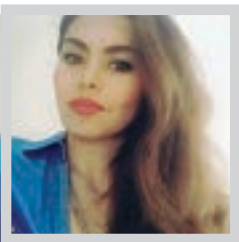
**JACKIE B. MAJORS**  
Chief Executive Officer  
Crystal Stairs, Inc.



**BECKY MANCUSO-WINDING**  
Executive Director, Strategic Community &  
Business Relations  
UCLA Health



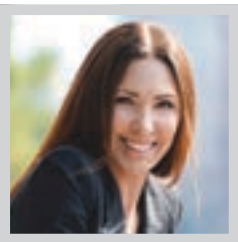
**MICHAEL MARQUARDT**  
Board Member  
Boys and Girls Club of the West Valley



**MARIBEL MAYORGA**  
Secretary  
St. Vincent De Paul



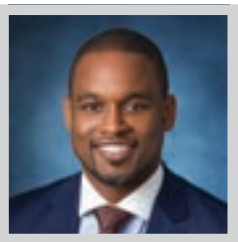
**STEVE MCFARLAND**  
CEO  
Better Business Bureau



**MARIA MELTON**  
Executive Director  
LATM.org. (Los Angeles Team Mentoring)



**ALEX MERUELO**  
Founder  
Meruelo Group



**IKENNA "IKE" MMEJE**  
Chief Operating Officer  
MemorialCare Long Beach Medical Center  
and MemorialCare Miller Children's &  
Women's Hospital Long Beach



**DELORES MORTON**  
CEO  
Step Up



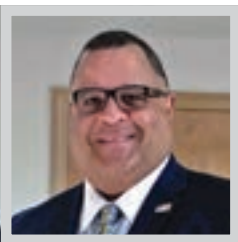
**TRISHA MUSE**  
Director of Community Relations  
So Cal Gas



**MICHAEL OLENICK**  
President and CEO  
Child Care Resource Center



**STEPHEN PECK**  
President and CEO  
U.S.VETS



**LOUIS PERRY**  
Founder & President  
Kadima Security Services, Inc.



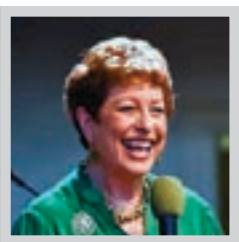
**GARY POLK**  
Co-Founder  
Polk Institute of Social Entrepreneurship



**TIM POYDENIS**  
Partner  
Goodwin Procter LLP



**JANET RODRIGUEZ**  
CEO  
All Access Events, LLC / All Access Broadcasting



**CAROL ROSENSTEIN**  
Founder / Director  
Music Mends Minds



**REBECCA ROTHSTEIN**  
Chairman of the Board  
Teen Cancer America



**ANGELICA SALAS**  
Executive Director  
CHIRLA



**NATALIE SAMARJIN**  
President & CEO  
Coro Southern California





*Creating a culture of care since 1992*



*Partnership*



*People*



*Promise*



*"Not a day goes by where I don't see someone's performance rise to another level. It's really all about bringing out the best in people."*

Robert Sausedo,  
President and CEO

Established in response to the conditions that led to the 1992 Los Angeles Civil unrest, Community Build, Inc. (CBI) is dedicated to the revitalization of South Los Angeles communities through investment in youth and commercial economic development.

CBI's intervention and prevention programs provide comprehensive and wrap-around services for youth and young adults that are at-risk for gang affiliation, gang-involved, offenders, fostercare, or first generation-college bound students.



Creating a culture of care since 1992  
communitybuild.org  
323.290.6560





# 2021 NOMINEES: INDIVIDUALS



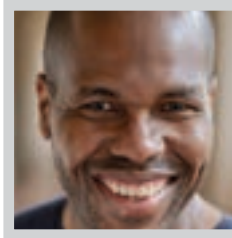
**ROBERT SAUSEDÓ**  
President and CEO  
Community Build, Inc.



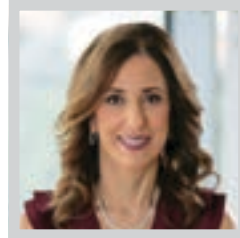
**MARVIN SCHOTLAND**  
President & CEO  
Jewish Community Foundation of Los Angeles



**MICHELLE SERRANO**  
Vice President, Field Operations  
Playworks Southern California



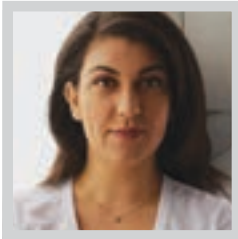
**CHRISTOPHER SMITH, LCSW, CGP**  
Volunteer of the Year  
Big Brothers Big Sisters of  
Greater Los Angeles



**WENDY SPINNER**  
Private Wealth Advisor, Endowment  
& Foundation Consultant  
UBS Private Wealth Management



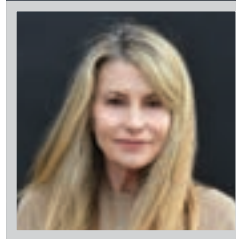
**SHANNON O. SULLIVAN**  
Executive Director  
The Leukemia & Lymphoma Society –  
Greater Los Angeles Region



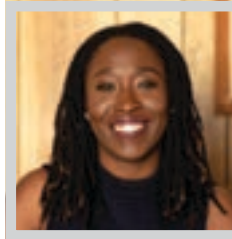
**RACHEL SUMEIKH**  
Executive Director  
Swipe Out Hunger



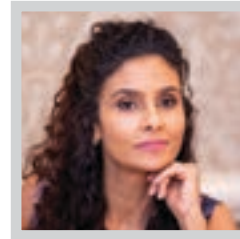
**LISA SZILAGYI**  
Founder / Director  
The Aurelia Foundation-Creative Steps  
Adult Program



**SUSAN M. TELLEM, RN, BSN**  
Executive Director  
American Tortoise Rescue



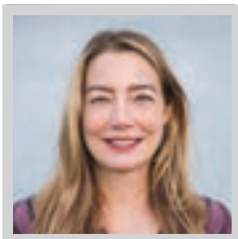
**KAMEALE TERRY**  
Los Angeles Chapter Chair  
Women in CleanTech and Sustainability



**MANUELA TESTOLINI**  
Founder  
In a Perfect World



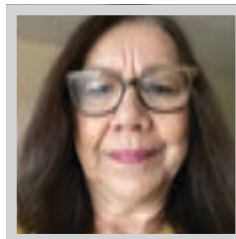
**TUNUA THRASH-NTUK**  
Executive Director  
Local Initiatives Support Corporation  
Los Angeles



**REBECCA TORREY**  
Chair of the Board of Trustees  
The Episcopal School of Los Angeles



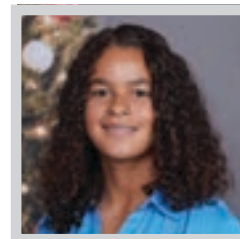
**DAVE TRAVERS**  
Chief Financial Officer  
ZipRecruiter



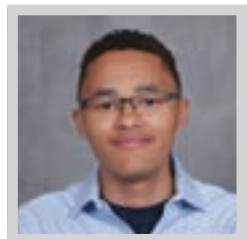
**CONSUELO VALDEZ**  
Executive Director  
Healing Hearts Restoring Hope



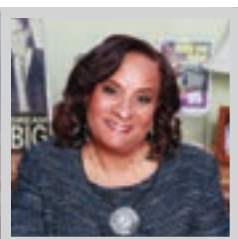
**TROY VAUGHN**  
President and CEO  
Los Angeles Mission



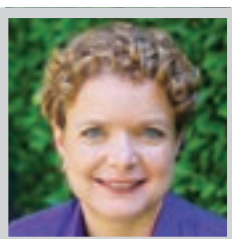
**MONIQUE VOBECKY**  
President & Founder  
Little Sunshine Foundation



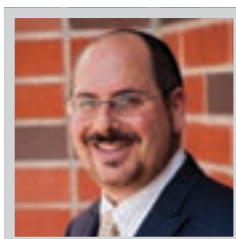
**JAY VOBECKY**  
Vice President  
Little Sunshine Foundation



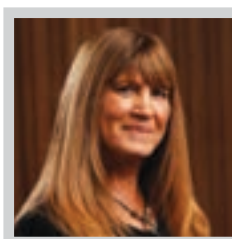
**CHARISSE BREMOND WEAVER**  
President & CEO  
The Brotherhood Crusade



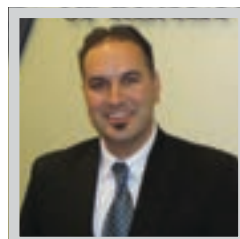
**DONELLA WILSON**  
Partner and Nonprofit Practice Leader  
GHJ  
President and Chief Philanthropy Officer  
GHJ Foundation



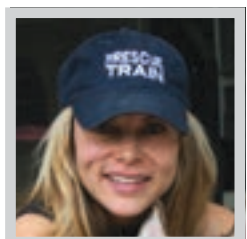
**ADAM WINEGARD**  
Partner  
GHJ



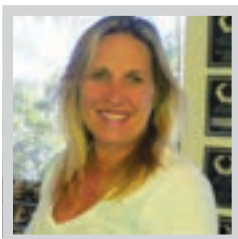
**SUSAN WOLF**  
CEO  
HKA Global, Inc



**JOHN YERESSION**  
Real Estate Broker  
WRiig



**LISA YOUNG**  
Executive Director  
Mayan Realty / El Camino College



**AMY ZIMMERMAN**  
President and Founder  
The Rescue Train

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**Across a lifespan of programs and services**, Exceptional Children's Foundation (ECF) empowers children and adults challenged with developmental, learning and emotional barriers to reach their greatest potential.

Since our founding in 1946, ECF's transformative impact on the lives of children and adults with developmental disabilities has relied upon the commitment, compassion, innovation and investment of our exceptional partners—who share our vision, support our mission, and drive us forward to the future.

Together, we enable abilities, expand opportunities and elevate the lives of thousands who rely upon us each year.

**TOGETHER, WE TRANSFORM LIVES. TOGETHER, WE ARE EXCEPTIONAL.**

*To learn more, visit [ECF.net](http://ECF.net).*





# 2021 NOMINEES: ORGANIZATIONS



100 BLACK MEN OF LOS ANGELES, INC.



826LA



A NEW WAY OF LIFE



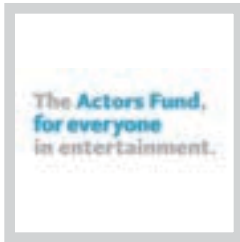
A PLACE CALLED HOME



ABC7



ACE MENTOR L.A./O.C.



THE ACTORS FUND



THE AEROSPACE CORPORATION



THE AGENCY



AIDWAY PERSONAL CARE PRODUCT INC.



AKIN GUMP STRAUSS HAUER & FELD LLP



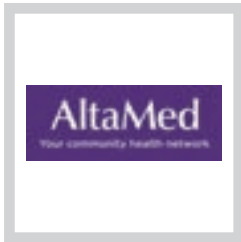
ALLIANCE IN MENTORSHIP



ALMA BACKYARD FARMS



THE ALS ASSOCIATION GOLDEN WEST CHAPTER



ALTAMED HEALTH SERVICES



ALZHEIMER'S ASSOCIATION CALIFORNIA SOUTHLAND CHAPTER



AMERICAN CANCER SOCIETY



AMERICAN TORTOISE RESCUE



AMGEN FOUNDATION



AMPAC BUSINESS CAPITAL (CDFI)



ASIAN AMERICAN ARCHITECTS AND ENGINEERS ASSOCIATION (AAA/E)



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**This year, Patron Program and Getty Fund contributions will directly support the LA Arts Recovery Fund, supporting local arts nonprofits across LA County impacted by the COVID-19 pandemic.**

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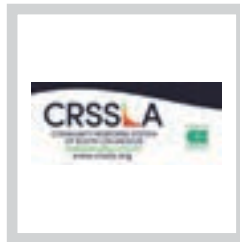
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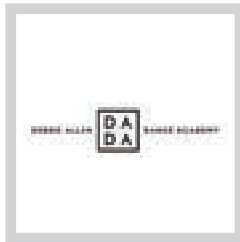
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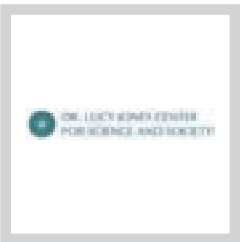
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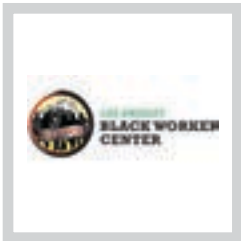




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# 2021 NOMINEES: ORGANIZATIONS



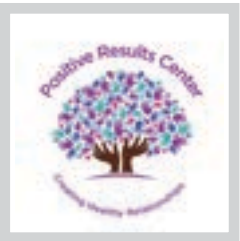
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# KIDS CAN'T STAND STILL. NEITHER WILL WE.

We thank our partners, donors, board, staff and all who helped make the **#StayActiveStayStrong** campaign a success. We helped kids who were in need.

The result was over **120,000 pieces** of sports equipment given out to kids from **Compton to Pasadena** at **60 sites**.



The **Play Equity Fund** levels the playing field to ensure access to sports & play for all kids. We believe in the power of sport to unite our communities.

It's time to believe in what can be.  
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# 2021 NOMINEES: ORGANIZATIONS



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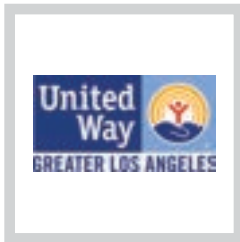
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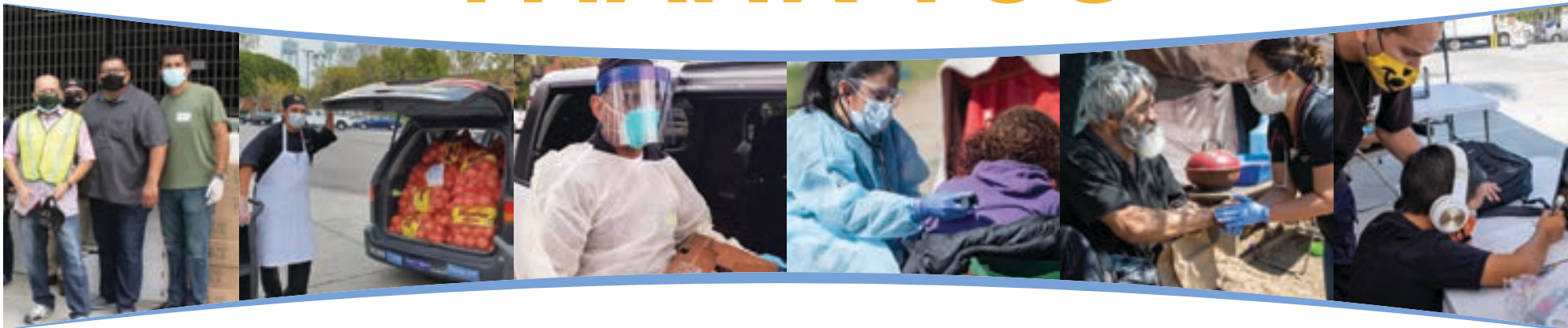


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# THANK YOU



We proudly recognize the following organizations who responded to meet the critical needs of individuals and families most impacted by this pandemic.



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Torrance Refining Company  
Toyota  
The TCW Group, Inc

Union Bank  
United Airlines  
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Thank you for your support of solutions that meet the critical needs of individuals and families across LA County.

Together we can end and prevent homelessness, achieve educational equity, and ensure economic mobility for our most vulnerable neighbors and communities.



The names included have given \$25,000 or above towards United Way of Greater Los Angeles' Creating Pathways Out of Poverty plan, and/or United Way's Pandemic Relief Fund, and HomeWalk in 2020.

[www.unitedwayla.org](http://www.unitedwayla.org)



@LAUnitedWay





# Exceptional Children’s Foundation: Celebrating 75 Years of Service

By SCOTT D. BOWLING, Psy.D

In 1946, a group of parents in Los Angeles pooled their resources to create a daycare program for their children with developmental disabilities. Over the years, Exceptional Children’s Foundation (ECF) has become a recognized innovator of services for young children, students and adults challenged with developmental, learning and emotional barriers. ECF serves more than 5,000 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 AND VISION

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 envisions a society in which people of all abilities are valued and included in educational, social, employment and residential settings.

### ECF PROGRAMS

There are a number of impactful programs offered by ECF, 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, including visual and performing arts, team sports, vocational and technology training and community service. All of 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 both 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 in improving overall family functioning.



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** teaches participants the skills needed to find and retain a job.

- **Exceptional Packaging Solutions** offers participants skills training and paid work experience while fulfilling packaging and assembly contract work from local businesses.

- **Exceptional Training Academy** offers hands-on specialized vocational training in computer literacy, janitorial services and warehouse operations.

- **College Classroom Program**, in partnership with educational institutions, provides in-class support to adult students, helping them successfully complete vocational training courses.

- **Exceptional Employment Solutions** offers job placement and on-the-job training and coaching support. Employers with fair-market wage jobs can earn a tax incentive by employing adults with developmental disabilities.

#### ECF ART CENTERS PROGRAM

Established in 1968, 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 artists and arts organizations provide community exposure for artists and their work. All sale proceeds are split between the artist and the program. View and purchase art at [ArtECF.org](http://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. Skills are reinforced through community integration experiences such as grocery shopping, attending cultural events and participating in volunteer opportunities.

#### EXCEPTIONAL COMMUNITY CONNECTIONS

Exceptional Community Connections offers meaningful volunteer opportunities where participants can integrate into community settings. Service projects are designed to assist participants in developing a variety of skills, along with sense of self-worth, while meeting the needs of diverse communities.

#### 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’ changing and emerging needs.

#### TOGETHER TOWARD THE FUTURE

As ECF celebrates its 75th anniversary of

**ECF envisions a society in which people of all abilities are valued and included in educational, social, employment and residential settings.**

service, at the end of an unprecedented year, the organization looks to the future inspired by the many ways its lifespan of services and programs bring together dedicated and gifted teachers and staff; visionary and compassionate community and business partners; advocates; and donors to realize dreams and transform the lives of children and adults with special needs and unique abilities.

ECF commits together moving forward, as it has for seven and a half decades, ensuring accessible, innovative, engaging and enriching programs and services to help children and adults with special needs reach their greatest potential – in school, in the workforce, and in the community. The impact ECF programs and services have on individual lives, on families and on its shared community is a testament to what we can all accomplish, together.

Together, we transform lives. Together, we are exceptional.



Scott D. Bowling, Psy.D., is president & CEO of the Exceptional Children’s Foundation. To learn more, visit [ECF.net](http://ECF.net).





# Thank you, Los Angeles



**For the first time ever**, the number of Americans on a waiting list for a lifesaving organ or tissue has decreased by 10% during the past several years. These numbers are a testament to those who say “yes” to donation and is a **wonderful demonstration of the generosity** of all of those who help to make the gift of life possible.

It also reflects an increased understanding that **donation is really about life**, not death, as the act of donation is an exquisite and lasting way to honor a loved one’s memory. Our thanks go out as well to donor hospitals and staff who, despite the current pandemic, have been incredible in continuing to recognize the importance of enabling donation and in fulfilling the wishes of the donor patient.

While we rejoice in the decline, **there is still a lot of work to be done**. More than 109,000 Americans are still waiting to receive a lifesaving heart, liver, lung, kidney and/or pancreas; and tragically, 17 Americans die needlessly each day while waiting for a second chance at life.

The opportunity to donate and to receive a lifesaving transplant knows no sexual orientation or age and has no national, ethnic or religious boundaries. **Please join in this effort** and help save a life by registering to be an organ donor at the DMV and at [donateLifeCalifornia.org/OneLegacy](https://donateLifeCalifornia.org/OneLegacy).



*Dedicated to saving and healing lives through organ, eye and tissue donation*

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# Getty Initiates New Fund for LA Arts Organizations



**M**ore help is on the way for arts organizations in Los Angeles struggling through continued closures and economic challenges. Building on two previous relief efforts, Getty is now collaborating with local and national funders to provide \$38.5 million in pandemic recovery assistance to nonprofits across the LA County arts sector, from the visual arts to dance, music, and theater.

Initiated by Getty and administered by the California Community Foundation, the \$38.5 million LA Arts Recovery Fund pools contributions from more than a dozen funders to provide multi-year operating support for small and medium-sized arts organizations affected by COVID-19. The fund will also help organizations gain access to technical assistance and expand their capabilities.

"Los Angeles's arts organizations embody the diverse cultures of our region and are critical to making us one of the most vibrant, innovative, and collaborative arts communities in the nation," said Joan Weinstein, director of the Getty Foundation. "We're mirroring their commitment to collaboration, coming together to provide what we hope will be meaningful support at a time when the very existence of these organizations is threatened. In the process, we hope to help create a more equitable and inclusive arts sector for the future."

Last April, at the beginning of the pandem-

ic, Getty announced a \$10 million commitment that has already provided \$2 million in emergency grants to visual arts organizations in LA County. Getty also collaborated on a related effort to provide emergency funding to 400 visual artists across the region and began working with local foundations to build the new LA Arts Recovery Fund, so as to support the entire arts sector.

National funders have now joined this latest effort, including the Ford Foundation through its "America's Cultural Treasures" initiative. Ford's grant will be directed specifically towards Black, Latinx, Asian and Indigenous arts organizations. Other supporters of the fund are the Ahmanson Foundation, Vladimir & Araxia Buckhantz Foundation, California Community Foundation, Ford Theatre Foundation/L.A. County Department of Arts and Culture, J. Paul Getty Trust, Rita and Tom Hanks, Jerry and Terri Kohl, Robert Lovelace and Alicia Miñana, the Andrew W. Mellon Foundation, the Music Man Foundation, the Ralph M. Parsons Foundation, the Perenchio Family Fund, Snap Foundation, and Sony Pictures Entertainment & Sony Global Relief Fund.

Partners of the fund are calling on community members, philanthropic organizations, and public and private institutions to join in and increase the pool to reach a goal of \$50 million to sustain LA's vital community organizations

and save jobs in the arts. As part of this effort to include support from the community, Getty is allocating all contributions to the Getty Patron Program and Getty Fund made this year

to the LA Arts Recovery Fund.

To learn more about how you can join this important initiative, visit [getty.edu/artsrecovery](http://getty.edu/artsrecovery).

# LA ARTS RECOVERY FUND



# East Side Riders Bike Club: More than a Bike Club



**E**ast Side Riders Bike Club (ESRBC) works with the community to provide safe access for bike rides in Watts and surrounding areas. ESRBC organizes group rides for children and their families, teaches proper use of masks and other COVID-19 safety protocols, bike safety, and bicycle maintenance. The club provide helmets, and, whenever possible, bikes if the parents can't afford them.

ESRBC's Bike Education and Safety Training (B.E.A.S.T.) classes are open for the whole family. The goal is to make biking easy and fun for the whole family. The club is also sharing love, acceptance, non-judgement and support. This strengthens the community and shows children and teens that there are alternatives to drugs and gangs.

ESRBC's volunteer supervisors ensure that everyone rides safely, obeys traffic laws and that everyone maintains a safe distance from each other. Due to COVID-19, people are using bikes to commute to and from school and work more than ever. They do not want to risk using public transportation.

Bike repair and maintenance classes teach people how to keep their bikes in working order, which greatly reduces the risk of their bikes breaking down on a ride. The classes also saves families money on bike repair, which helps keep them riding.

ESRBC is more than a bike club. It includes community service into its rides to reinforce the concept of "giving back." Giving back increases self-esteem and self-reliance, and strengthens the sense of community in an area that is often overlooked.

*The ESRBC Mission is to prevent kids from gangs and using drugs, help those who are in need or less fortunate and educate all who seek to enrich the community. Learn more at [esrbc.org](http://esrbc.org).*



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We're in this battle together. And that's how we'll beat it—together.

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To learn more and donate, visit:  
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# A Legacy of Leadership: The Girl Scout Way

By EMILY ANDREWS

Some call it the best-kept secret in leadership recruitment; others call it a business incubator with a century-long track record. We just call it Girl Scouts.

In greater Los Angeles, more than 40,000 Girl Scouts are in the pipeline set to lead in industries where research tells us we need them most: academia, medicine, athletics, startups, STEM, and government.

As the largest girl-serving nonprofit in Southern California, Girl Scouts of Greater Los Angeles prepares girls in grades K–12 for a lifetime of leadership through access to impactful experiences, programs, and connections. Not only are Girl Scouts learning skills (like coding, robotics, public speaking, or budgeting)—they are also gaining the confidence and resilience needed to overcome challenges they’ll face in their industries. In Girl Scouts, girls learn that taking charge means taking action—and this carries into adulthood.

Leadership, the Girl Scout way, encompasses traits like grit, problem-solving, and empathy. For nearly 100 years in the greater Los Angeles area, Girl Scouts has offered girls the best leadership development experience in the world. The Girl Scout Leadership Experience is a research-based leadership development program that builds girls of courage, confidence, and character, who make the world a better place.

Recent research from the Girl Scout Research Institute (GSRI) on alumnae shows that the impact of Girl Scouts continues well into adulthood. This is also evidenced by the sizable number of Girl Scout alums who become leaders in their fields, including 53% of female business owners and more than half of the women in Congress.

One in every three women in the United States were Girl Scouts at some point in their lives, with an average length of participation



in Girl Scouting between 2–3 years. Even just a year in Girl Scouts can make a lifelong difference in a woman’s life. Even just a year in Girl Scouts can make a lifelong difference in a woman’s life: Girl Scout alumnae are more satisfied with their education and attain higher levels of education than non-alumnae, and

**For nearly 100 years in the greater Los Angeles area, Girl Scouts has offered girls the best leadership development experience in the world.**



are more likely to be in management positions than non-alumnae.

Girl Scout alumnae take on challenges, persist when encountering failure, and are determined and motivated to achieve their goals. In a recently released study from GSRI, 75% of all Girl Scout alumnae say they learn from setbacks and failures (compared with 66% of non-alumnae) and 61% of alumnae say they are ambitious (compared with 49% of non-alumnae).

Girl Scout alumnae possess deep self-confidence, and are assured in their ability to set and achieve their goals. Of Girl Scout alumnae, 74% say they generally accomplish what they set out to do (compared with 63% of non-alumnae) and 80% say they strive to be the best at whatever they do (compared with 70% of non-alumnae).

Girl Scout alumnae feel a sense of purpose, meaning, and conviction in living their values. And the study found that 67% percent of former Girl Scouts say they lead a purposeful and meaningful life, compared to 54% of non-alumnae.

Beyond success and purpose in their personal lives, Girl Scout alumnae are more likely to be in management positions at work, more satisfied with their careers, and more likely to want to have a positive impact on society through their work. Research also showed that 42% of former Girl Scouts hold leadership positions at work, compared to 37% of

non-alumnae.

Girl Scout alumnae are also more likely to volunteer and contribute financially to causes they care about than non-alums. Girl Scout alums are invested in supporting their communities by donating their time and money and in making a difference in the world through civic action; 48% of Girl Scout alumnae volunteer for organizations and causes they’re passionate about, compared to 33% of non-alumnae.

And Girl Scout alumnae shine in leadership. Former Girl Scouts are more likely to exhibit leadership attributes and hold more leadership roles than non-alums. They bring people together, make decisions, and get things done. The longer alums were in Girl Scouts, the more likely they are to exhibit leadership attributes – of all alumnae, 84% hold leadership roles, whether that’s at work or in their communities.

Evidence suggests that participation in Girl Scouts is a powerful factor in developing these positive outcomes, providing the foundation for women to excel in education and careers, to become leaders at work and in their communities, and to be satisfied in their lives.

*Emily Andrews is senior communications manager for Girl Scouts of Greater Los Angeles.*

*Learn more about Girl Scouts by visiting [girlscoutsla.org](http://girlscoutsla.org).*





# Think Together: Providing Education Access When and Where it is Needed Most

From the global pandemic to economic devastation, worldwide calls for racial equity, and civil unrest, the world was upended in 2020 and the inequities in our society were laid bare.

Education was no exception. In fact, education was instantly in the spotlight.

Schools closed, children were sent home, classrooms transformed into computer screens. Think Together used its 20 years of experience as a nonprofit in the expanded learning, early learning, and equity-grounded school improvement space and pivoted to support the new normal.

The nonprofit asked its district and charter partners, "How can we support you during the pandemic?" Immediately, Think Together deployed more than 700 online lessons to its school partners. When Think Together's district and charter partners reached out to say students needed a lifeline, the organization offered wellness checks, translation services and device distribution. And when students needed a place to learn, Think Together pulled together safe learning hubs for the students and families that needed it most. The Think Together staff has

shown incredible resilience and worked through unimaginable challenges to meet this moment by supporting schools, students and families with essential services and meaningful academic experiences.

Think Together's Los Angeles County regions, the nonprofit's largest area of impact, partner with 14 districts, 23 charter partners, and support over 70,000 students from Azusa to Pacoima to Compton. Several of Think Together's Los Angeles County schools partnered with Think Together to operate learning hubs that served the hardest-hit students; primarily foster youth, students experiencing homelessness, and those struggling to learn online.

For students receiving in-person school day support, students arrive on campus, are provided a wellness check, and given a healthy snack. Supervised by a site coordinator and a team of expanded learning professionals, students have access to reliable wi-fi, academic and technology help, and have their questions answered by a trained, caring adult leader, as they receive synchronous online instruction from their teachers.

These services directly helped the children and families in the community, so that kids

could continue on their path toward academic success in a year of unprecedented challenges.

Despite that fateful day that COVID-19 changed everyone's lives, Think Together's mission remained steadfast; to partner with schools to change the odds for kids.

From virtual and in-person afterschool programming that includes homework assistance, grade and assignment recovery, social-emotional support, and academic enrichment, to face-to-face distance learning support for districts and schools operating online, Think Together indeed pivoted to provide these critical supports.

But the organization didn't do it alone. Think Together did it with the help of a village of caring staff, strong school partners, and generous corporate, foundation and individual donors.

## WHILE 2021 BRINGS NEW HOPE ON THE HORIZON, THERE'S STILL SO MUCH WORK TO DO.

Students are still struggling to recover from a devastating year of learning loss and social and emotional challenges. Families still face

**Think Together's Los Angeles County regions, the nonprofit's largest area of impact, partner with 14 districts, 23 charter partners, and support over 70,000 students from Azusa to Pacoima to Compton.**

insurmountable insecurities. But together, we can overcome the obstacles. Together, we can change the odds.

Think Together is honored to be part of the caring community of nonprofit organizations serving Los Angeles, and congratulates all of its fellow nominees.

To learn more, visit [thinktogether.org](http://thinktogether.org).



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# Habitat for Humanity of Greater Los Angeles: Building Homes, Communities and Hope

For over 30 years Habitat for Humanity of Greater Los Angeles (Habitat LA) has been fulfilling dreams in partnership with low-income individuals and families by building, rehabilitating, and repairing more than 1,000 homes in neighborhoods across greater Los Angeles.

Los Angeles County ranks as one of the least affordable housing areas in the U.S., and yet Habitat for Humanity is one of the few - if not only - affordable homeownership programs that serves families and individuals earning 50-120% of the median family income. Thanks to a collaborative approach with both local and national corporations, as well as congregations, foundations, and individuals, Habitat LA is addressing this housing crisis in a significant way. Through these partnerships, Habitat LA is increasing Los Angeles County's affordable housing stock, while transforming communities and helping families build strength, stability, and self-reliance.

## AFFORDABLE HOMEOWNERSHIP

Habitat LA's homeownership program is designed to assist low-income first-time homebuyers achieve the American dream of homeownership. The organization constructs sustainably built new homes in partnership with qualified homebuyers. Habitat LA sells its homes to low-income individuals at no profit, helping them leverage their purchase with affordable loans provided by Habitat LA and partner institutions. In addition to a small down payment and a modest monthly mortgage, the homebuyers invest sweat equity hours building their future Habitat home and the homes of other homebuyers, as well as complete mandatory pre- and post-homeownership counseling to ensure long-term success.

## HOME PRESERVATION

One of the fastest-growing age groups nationwide is 65 and older. The troubling reality is that many older adults are living in homes that are in disrepair or inadequate for their needs. There are also many families in our community who have a household member with limited mobility. Habitat LA applicants may have a child in a wheelchair or a service member who has become disabled, and due to their income, find it incredibly difficult to secure affordable housing that is also accessible. And for many families, the cost to modify a home is beyond their financial capacity.

Habitat LA's Home Preservation Program assists these homeowners by providing modifications such as widened hallways, updated flooring, access ramps and grab bars, and walk-in showers. Because of these improvements, household members can move around safely, and avoid accidents and injuries that can be made worse by age, illness, or impaired mobility.

## COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Habitat LA envisions a world where every person has a decent place to live. Since its inception, it has provided equitable access to homeownership for people of all races and ethnicities. Habitat LA is intentional about bridging the racial homeownership gap that exists in our country. Towards that end, Habitat LA



provides Pathways to Homeownership courses and HUD-certified housing counseling for pre-purchase housing counseling. The Family Investment Program assists homeowners with post-purchase classes in financial planning and resources to provide for routine maintenance of their home and long-term financial goals. One-on-one personalized counseling sessions provide families with additional guidance, helping them set personalized goals, action plans and budgets for long term success. Finally, Habitat LA's in-house team of REALTORS and Mortgage Loan Originators assists these families with down payment assistance loans to purchase their first home.

## NEIGHBORHOOD REVITALIZATION

Habitat LA's Neighborhood Revitalization program was launched nearly 10 years ago to address two interconnected problems in greater Los Angeles -- the persistent lack of affordable housing and the disinvestment in neighborhood infrastructure that has eroded the stability of communities throughout its service area.

The overarching goal of neighborhood revitalization is an improved quality of life for residents. Through Habitat LA's Neighborhood Revitalization program, the organization is currently partnering with residents, corporations, community stakeholders, and other non-profit agencies to help transform Long Beach's Washington Neighborhood. Because of a shared commitment to community transformation, this dense and under resourced community is becoming stronger and more cohesive. Resi-

dents are taking the lead in envisioning their community's future, and by participating in leadership, advocacy, and financial literacy trainings, and creating around "pride in place" celebrations like Dia de Los Muertos and a Black History Education caravan, the Habitat LA team sees a strength and resilience that is inspiring! Alongside these resident-led activities, Habitat LA continues to build and repair homes in the Washington Neighborhood, recently raising the first walls of a new 10 home development in the heart of the community, with plans to break ground on an additional 36 homes in the neighborhood.

## COVID-19 EMERGENCY RELIEF

In response to the pandemic, Habitat LA launched a COVID-19 Emergency Relief Fund with the intention to provide much needed personal protection equipment to frontline workers and nonprofit agencies. But as the economic effects of the pandemic took root, the relief strategy evolved to address the additional needs Habitat LA witnessed in the community.

In addition to distributing more than one million pieces of PPE to frontline and emergency workers since the onset of the pandemic, Habitat LA's COVID-19 Emergency Relief fund has provided nearly 2,100 local families with direct financial and material support. Because of the generosity of many corporations, foundations, congregations and individuals, Habitat LA has provided more than 1,300 gift cards for groceries and basic needs, close to 300 baskets of household supplies to help keep families safe, 1,100 technology kits to kids struggling



to navigate the world of online learning, more than 10,000 meals to home bound residents, and mortgage and rental assistance to nearly 70 low-income households struggling to stay in their homes. Donors also helped Habitat LA provide 50 families with a wholesome Thanksgiving dinner, and an additional 50 families with holiday baskets and gift cards during the month of December, as well as 145 baskets of toys to low-income families within the Los Angeles Unified School District.

## RESTORES AS SOCIAL ENTERPRISE

Since 2004, Habitat LA's independently operated ReStores and donation centers have served the Greater Los Angeles community, providing low-cost furniture, home goods and other items to the general public at 30-70% off retail. Habitat LA operates three physical locations – in Bellflower, Torrance and Los Angeles – as well as an online store at [shoplarestore.org](http://shoplarestore.org). Proceeds from the ReStore sales go towards building, rehabilitating and repairing Habitat LA homes.

Donating overstock and gently used products to the Habitat LA ReStores allows local businesses to liquidate surplus inventory, putting it back into the community for use, not in local landfills. All donations are tax-deductible and brand-new items can be deducted at full retail value. In addition, corporate donors will be supporting a community-based nonprofit that provides an array of housing solutions throughout greater Los Angeles.

Learn more at [habitatla.org](http://habitatla.org).





# URW: Rethinking Corporate Citizenship by Reinventing “Being Together”

By MARCUS REESE

A good corporate citizen makes a positive social impact and meets the highest legal, ethical, and economic standards. This past year, making a real difference in people’s lives took on new significance as so many communities, including Los Angeles, struggled with the COVID-19 pandemic.

For Unibail-Rodamco-Westfield (URW) – developer and operator of flagship shopping and lifestyle destinations, including local L.A. landmarks Westfield Century City and Westfield Topanga & The Village – good corporate citizenship is about three things:

- Prioritizing the safety and well-being of customers, employees, business partners, and the wider community;
- Affording direct quantifiable benefits to the local economy; and
- Leaving long-lasting impacts on the community’s social fabric, making tangible contributions to culture, education, quality of life, diversity, equity, and long-term environmental sustainability.

URW’s company purpose to Reinvent Being Together and its global CSR platform, “Better Places 2030,” form an inclusive, all-encompassing vision to make meaningful contributions to the broader health, happiness, and well-being of local communities. This commitment prompted URW to deploy industry-leading health protocols across its six L.A. area shopping centers to keep guests and visitors safe, earning the Bureau Veritas SafeGuard hygiene and safety excellence certification for its efforts.

URW also introduced a number of customer conveniences designed to minimize COVID-19 exposure risks, including new curbside pick-up and home delivery options, digital queuing technologies, shop-by-appointment services, and the distribution of personal protective equipment.

In 2020, the company also launched #WestfieldCares, a campaign intended to help drive awareness and marshal resources for vulnerable communities. As part of this effort, URW partnered with the American Red Cross in support of its LAUSD School Lunch

Program to provide daily meals for children in need, in addition to supporting some 30 local nonprofits such as the Downtown Women’s Center, LA Family Housing, and the PATH Homeless initiative. In parallel, URW also:

- Partnered with the Los Angeles County Department of Public Health on a community health awareness initiative;
- Worked with such organizations as the AFL-CIO’s Labor Community Services, the East Side Riders Bike Club, FeedCulver, and the Mid-Valley YMCA to distribute meals and PPE items to at-risk individuals;
- Established partnerships with approximately 40 charities and community organizations dedicated to economic empowerment in the African American and other minority communities, including Homeboy Industries and Project Destined; and
- Launched its new URW Entrepreneurship Program to support small businesses, while fostering new economic opportunities for minority and women-owned suppliers, vendors, and retailers.

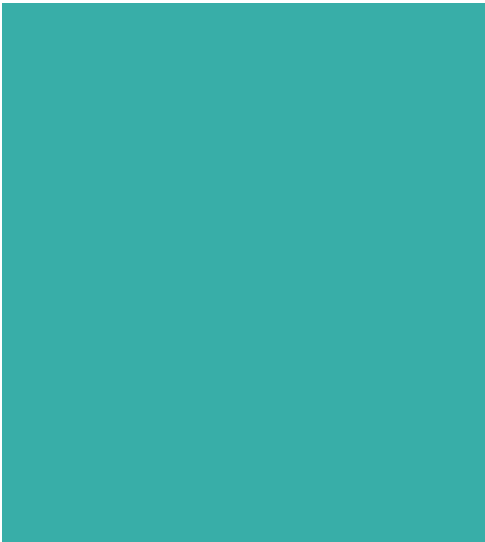
Alongside these philanthropic priorities,

URW’s L.A. corporate headquarters and shopping centers provide jobs for approximately 24,000 local residents, making the company one of the 10 largest sources of employment in the entire county and the second-largest source in the corporate sector. The company’s local shopping centers collectively host some 1,300 retail tenants – many of which are small and local businesses – and generate more than \$400 million in sales tax revenues on an annual basis.

URW has seen firsthand how a company can do well by doing good. Weaving social responsibility principles directly into the fabric of company culture and business operations can drive employee recruitment and engagement; increase diversity, inclusivity, and economic empowerment; and more than anything, make an indelible impact on local communities most in need of support.



Marcus Reese, EVP, is the Director of Corporate Affairs at URW.  
[Learn more at westfield.com.](https://www.westfield.com)



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# Responding to the New Reality of Food Insecurity



By MICHAEL FLOOD

Los Angeles County holds many distinctions: from being the entertainment capital of the world, boasting a world-renowned cultural, fashion and culinary playing field full of world-class museums, amusement parks, high profile art and music venues, and having ideal weather all year round with an estimated 3,200 hours of sunshine a year, so it comes to no surprise that it is a destination spot with a reported 50 million visitors in 2019 alone.

At the beginning of 2020, the local economy had experienced a prolonged and unprecedented period of growth. All of that vibrancy came to a screeching halt as the pandemic upended everything and changed how we are all living and adjusting to COVID-19.

Almost overnight, economic activity across many industries was interrupted as global supply chains faced factory closures and stay-at-home mandates. Travel restrictions impacted domestic and international tourism, business travel and

related consumer spending and public gathering, entertainment and recreation were all put on hold to limit the transmission of the virus. Experts say that the burdens of having to pivot to a new reality have had its inequities - widening the disparities within the community before the pandemic arrived.

The pandemic's impact on employment was immediate as LA County lost an estimated 716,000 nonfarm jobs in three months as the County's seasonally adjusted unemployment rate jumped from 4% in February 2020 to 21% in May 2020.

According to a Los Angeles County Economic Development Corporation report, the hardest-hit industries in the county included hospitality and tourism; the motion picture and television industry; non-essential retail, such as furniture and clothing stores; personal care services; and arts, entertainment and recreation that includes performing arts, spectator sports, museums, and amusement parks.

The Los Angeles Regional Food Bank and

its 700 partner agencies started to see new families and individuals, many who were seeking food assistance for the first time in their lives. And families and people who were already vulnerable to food insecurity prior to the pandemic disproportionately experienced the brunt of the economic fallout.

In my thirty years in this line of work, I have never experienced anything like this, a combination of a public health and economic disaster that continued to get worse with every passing day. The Food Bank pivoted quickly to hold large "drive-through" food distributions partnering with local governments, school districts and other community-based organizations.

Fortunately, the Food Bank's many supporters and partners also quickly sprang into action.

Even with the strain on the food supply chain, the Food Bank was able to continue to secure donated food from our regular food donors - farmers, growers, retailers, food service companies and others. Then, the US Department of Agriculture stepped up and created a new program in May 2020 to ensure that produce, dairy and meat items originally intended for now-closed restaurants, schools and hotels were acquired and distributed to food banks and other organizations instead of being dumped. All levels of government also responded. Most notably, the County of Los Angeles committed \$10 million to the Food Bank for food purchases to augment high-demand donated food supplies.

Financial support is another component of charitable food assistance, and local foundations, corporations, organizations and individuals quickly responded to provide critical support for operations to support the increased volume of food distribution.

Volunteer and in-kind support are also essential in order to provide food to families and people seeking assistance, and once again, despite

the public health concerns, the community responded to the Food Bank and its network of 700 partner agencies with tens of thousands of volunteers lending a hand.

To accentuate how quickly life changed for many people impacted by the economic downturn, the Food Bank began to feature the stories of people like Lola, a singer, songwriter, musician and live event host, who went from volunteering at the Food Bank prior to the pandemic to facing food insecurity for the first time in 2020.

There is a great appreciation and sense of relief for the millions of people the Food Bank and its partner agencies have served over the last year. The Food Bank can measure the impact with more than 194 million pounds of food, the equivalent of 158 million meals with a value of more than \$290 million distributed since the crisis started in March 2020, including more than two million emergency food boxes distributed to families.

As the local economy begins to recover, there will be no downtime for people experiencing food insecurity. The next challenge for the Food Bank will be to focus on families and people left behind - many of whom live in communities that have even fewer resources now than before the pandemic. Food insecurity rates continue to disproportionately impact communities of color. The Food Bank and its partner agencies have our work cut out for us, and we will look for new innovative ways to increase our collective impact to help make all of the communities of Los Angeles County healthy and strong.

Together, #WeFeedLA.



Michael Flood is president/CEO of the Los Angeles Regional Food Bank. Learn more at [LAFoodBank.org](http://LAFoodBank.org).







# Los Angeles Team Mentoring: Focused on a Brighter Future

By MARIA MELTON

Los Angeles Team Mentoring (LATM) is honored to have been nominated for the Los Angeles Business Journal Nonprofit & Corporate Citizenship Awards in the categories of Nonprofit of the Year, Outstanding Collaboration between a Business and Nonprofit, and Nonprofit Executive of the Year. Together with the support of community-minded corporate partners and dynamic volunteers, LATM is inspiring and empowering the next generation of leaders, helping them develop critical skills through mentorship.

In 1992, LATM launched TeamWorks, its first after-school mentoring program at Horace Mann Middle School located in South Los Angeles. At that time, social injustice was prevalent and its awareness emerging within many cities within the US including Los Angeles. Over 28 years later, we are still meeting the needs of our community's youth in an environment of inclusion and diversity.

LATM's team-based mentoring model, developed by the Princeton Center for Leadership, was instituted to train and encourage that leadership, the benefits of which have long been helping to modify the effects of gang activity, violence,



programs for support and as an uplifting connection to the outside world.

In response, LATM quickly pivoted to develop the e-Works virtual mentoring program currently being used as a blueprint for similar programs nationwide. The organization worked tirelessly to ensure that youth could continue to have a connection to caring adults during this difficult time.

'Sandy, You were really great when I had trouble and needed someone to listen to me. I want to thank you for putting up with all my questions and helping me believe that I too can go to college no matter what challenges come my way.

Your Friend Forever,  
Seventh grader, Richard Merkin Middle School'

poverty and high dropout rates of middle-school aged young people. Since its inception, LATM has impacted the lives of 28,000 young people through 2.8 million hours of after school mentoring. The organization focuses on non-school hours – after-school, weekends and summers – providing students safe and structured programming and trusted adult role models.

Although LATM does not provide tutoring, our mentees not only earn higher grades—but go on 4 years later to graduate at a 22% higher rate—in spite of 29% of those same students coming from homes where neither parent has graduated high school. In addition, 100% of LATM youth have increased self-esteem and confidence—giving them the foundation they need to dream big and succeed at all things in life.

COVID-19 disproportionately impacted Los Angeles and the population we serve. Sudden school closures in left youth without opportunities for socialization, supervision/care, safe recreational activities, or even a hot meal. Children were experiencing anxiety and depression, and parents/guardians reporting that they themselves were overwhelmed with added responsibilities brought on by the pandemic – often compounded by the stress of job loss and the unaffordable cost of childcare. When asked, 100% of the parents/guardians said that their kids needed LATM's

Utilizing an interactive curriculum and a secure online platform, e-Works support the social-emotional wellbeing of the students and help them build critical skills around career readiness and college preparation. Throughout the current program year, youth have achieved high attendance and engagement. They credit their mentors with providing much needed support, connection, and guidance, such as this note sent to a mentor by her mentee:

Teams are comprised of 3-4 adult mentors and 12-15 youth connecting weekly via email and video conferencing. The program is a weekly 1-hour commitment on a scheduled day and time. It also includes three Saturday virtual field trips and workshops. e-Works runs from October to June.

Would your company be interested in providing corporate volunteers, hosting a career field trip, or making a financial contribution that makes a lasting difference in the lives of LA's youth?



Maria Melton is executive director of Los Angeles Team Mentoring. For more information on how you or your company can get involved, please visit [latm.org](http://latm.org) or contact [communications@latm.org](mailto:communications@latm.org).



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# Collaboration is Key to Confronting COVID

By REBECCA MILNER

For International Medical Corps, 2020 started with a response to an earthquake in Puerto Rico on January 7, and ended with a response to an earthquake in Croatia on December 29. Our teams also responded to a massive explosion that destroyed large parts of Beirut, helped end two separate outbreaks of Ebola in central Africa and continued to help people in a host of countries affected by conflict.

But the biggest emergency by far in 2020 was caused by something tiny: the novel coronavirus behind COVID-19. By the end of the year, the disease had affected virtually every nation on Earth, and—despite the hope provided by vaccines developed in record time—continues to affect people and societies everywhere.

With decades of experience treating infectious diseases, International Medical Corps quickly recognized the virus for the global threat it was. In January 2020, we began activating emergency protocols, creating guidelines to protect staff and ensure continuity of operations in 30 countries, building training programs, and releasing stocks of personal protective equipment (PPE) while urgently working to source new supplies of PPE and medical equipment in an increasingly competitive market.

By March, when the outbreak had been

declared a pandemic and the virus had spread to all 50 states, International Medical Corps already was responding in the US, first in our home state of California—where we would eventually support 16 hospitals and 51 long-term care facilities—and then in the hardest-hit states across the country.

We launched what would become our biggest emergency response to date amid global shelter-in-place orders and travel bans. Despite these challenges, we were able to quickly support overwhelmed healthcare facilities in the US while continuing our global programs.

International Medical Corps' COVID-19 response in the US initially focused on providing five essentials: emergency medical field units; medical equipment; medical supplies (including desperately needed PPE); clinical staff; and training. Our focus was on critical care, due to the tremendous shortages of equipment and staff faced by hospitals nationwide, especially in the early days of the pandemic.

"It was a terrible situation," remembers International Medical Corps President and CEO Nancy Aossey. "In some hospitals, every bed was filled with COVID patients, staff members were sick and there was no equipment or PPE. We were heartbroken and knew we had to help."

Despite heavily strained global supply chains, our teams have managed to secure

and deliver 6.5 million items of PPE in the US (totaling 25.7 million worldwide), and deploy 59 emergency medical field units, which hospitals can configure for testing, triage and treatment, or use to house additional patient beds. We also deployed 150 volunteers and staff to hard-hit hospitals to relieve exhausted front-line professionals, and developed virtual and in-person training programs that have reached almost 3,000 people. All in all, since the start of the pandemic, International Medical Corps has supported 42 hospitals and 56 long-term care facilities in 34 cities across nine states and Puerto Rico.

Now that promising vaccines have been tested and approved for use, International Medical Corps is uniquely poised to contribute to this effort, having developed a national network of partners in the US through the course of our COVID-19 response. We also have strong relationships with ministries of health in the other countries where we operate, and are working with them on strategies around cold-chain management, ways to overcome "last mile" challenges in low-resource environments, and how to conduct vaccine-information campaigns that are accurate and effective.

One example of our efforts can be found right here in our hometown of Los Angeles, where our volunteers and staff are working with

**"In some hospitals, every bed was filled with COVID patients, staff members were sick and there was no equipment or PPE. We were heartbroken and knew we had to help."**

Kedren Community Health Center and Martin Luther King, Jr. Community Hospital—both of which serve at-risk communities in South LA—to vaccinate thousands of people each day while providing equipment, supplies and training. As we continue this battle here and abroad, such collaboration will be key to defeating the COVID-19 pandemic—as will the generous and unceasing support of our donors.

Rebecca Milner is chief advancement officer of International Medical Corps. To learn more about International Medical Corps' efforts to fight COVID-19 in the US and abroad, and how you can help, visit [internationalmedicalcorps.org/covid19](https://internationalmedicalcorps.org/covid19).



Juanita's Foods congratulates all the nominees for **Outstanding Collaboration between a Business and Non-Profit** and we are honored to be nominated with our partner, the Boys & Girls Club of Los Angeles Harbor.







# OneLegacy: Rallying the Community to Overcome Challenges

By TOM MONE

Like all American businesses, OneLegacy faced enormous challenges in the year just concluded as the pandemic caused a rethinking of how we could best serve the greater Los Angeles community and continue to tell the powerful story of donation and transplantation amidst the greatest national healthcare crisis in the past 100 years. We approached the challenge with the simple belief that no pandemic is as powerful as the gift of life. And since donation and transplantation is really more about life than it is about death, we felt compelled to assure that the generous act of donation would continue in earnest despite these very unsettling times. By rallying our community and healthcare partners and rethinking what was possible, OneLegacy was able to set an all-time record in lifesaving and healing organ donation and transplantation and once again lead the nation in deceased donor organ transplants. We also led in lung transplants and had a record setting year in heart transplants. In addition, more than 190,000 lives were healed, and vision was

restored through cornea and tissue donation; a number especially impressive given the COVID-caused ban on elective procedures. Our community-focused efforts encompassed a wide assortment of innovative and “first time” components necessitated by the disconcerting environment in which we were forced to live. These included:

- Turning our annual Run/Walk event into one of the country’s first virtual events of its kind. More than 2,500 participants representing 33 U.S. states, 11 countries and seven continents registered online to be part of our event and nearly 10,000 people tuned into Facebook and YouTube. Later this month – April 24 – we will once again be holding this event virtually and we invite everyone to join in raising money and awareness of the importance of donation. You can find out more about this event at [donateliferunwalk.org](http://donateliferunwalk.org).
- Launching a virtual Town Hall “Connecting the Dots” series, featuring guests of diverse backgrounds discussing organ donation and transplantation, particularly among communities of color. Through these Town Halls, which are continuing this year, we hope to

bring heightened awareness of donation and transplantation in minority communities and by doing so bridge the gap between the demand for organ transplants and supply of donated organs. The Town Halls are just one of many community-based initiatives underway at OneLegacy to address the tremendous health disparities that exist, given that Los Angeles is home to the most diverse region in the nation boasting 185 distinct languages and cultures.

- Not letting the absence of the 2021 Rose Parade derail our annual participation in the event, OneLegacy became the only organization to create a “float like” floral sculpture displayed on the grounds of the Tournament of Roses House in Pasadena. With the recent announcement that the parade will return next year, our Donate Life float will again be part of the Rose Parade experience in 2022.

We know that our work cannot be done alone, which is why we are so proud to be part of the ever-pulsating Los Angeles business community. Recently we partnered with Zeta Phi Beta and LifeStream Blood Bank at a local hospital to encourage blood donation and, at the same time,

register people to be organ and tissue donors. We are also working with the Young Visionaries Leadership Academy to offer free meals and essential household supplies to families in need. And just last month, through our Donate Life Hollywood program, we partnered with CBS-television’s B-Positive show to produce a public service announcement encouraging people to register to be a living kidney donor. The opportunity to donate an organ and tissue or to receive a lifesaving transplant knows no sexual orientation and has no national, racial, ethnic, age or religious boundaries. That is why we invite other organizations throughout the greater Los Angeles area to join us in our efforts. Together we can help create a healthier community through the generous gift of life, a powerful action that recognizes the full human equality in all Americans and is dedicated to simply helping those in greatest need.

*Tom Mone is chief executive officer of Los Angeles-based OneLegacy, a nonprofit organization dedicated to saving lives through organ, eye and tissue donation in seven counties in Southern California. Learn more at [onelegacy.org](http://onelegacy.org).*



*This mosaic is comprised of Keenan employees taking selfies on our 2020 virtual day of service.*

## Making a Difference **Today.** Building **Tomorrow.**

We are proud of Keenan’s strong history of investing in the communities we serve. More so, we are grateful to our 750 employees who are dedicated to helping us build more vibrant, productive, and engaged communities.

Keenan would like to congratulate our fellow nominees for the Corporate Citizenship Awards.  
What we all do makes a difference!

# Keenan





# Partnering for Change: South Los Angeles Nonprofit Leader has Big Plans for the Future

For nearly three decades, Community Build, Inc. has lived its mission to revitalize low income communities in South Los Angeles through human capital development, community economic development and commercial economic development.

Community Build was created as a response to the conditions that led to the 1992 Civil Unrest in Los Angeles by Brenda Shockley with the support and assistance of Congresswoman Maxine Waters and seven organizations: Black Women's Forum, Inc., Broadway Federal Bank, Brotherhood Crusade, Family Savings Bank, Founders National Bank, 100 Black Men of Los Angeles, and Watts Health Foundation.

Community Build's programs reinforce paths to self-sufficiency through community economic development services. Case managed residents develop critical competencies and access resources such as family support, delinquency prevention, gang intervention, employability skills, college persistence, financial counseling, health promotion, crisis intervention, emergency intervention, and other services to promote the independence of fragile, low-income persons.

"In community and economic development, I found my passion," said Shockley, who was tapped by Mayor Eric Garcetti in 2016 to become Deputy Mayor of Economic Opportunity and the City of Los Angeles' first Chief Equity Officer. "It's about sustaining the community by getting youth involved and having them to help be the vision of the future. It's also about transferring skills to those who have an interest and have the ability, but have not had the opportunity or the exposure."

Robert M. Sausedo succeeded Shockley as Community Build President and CEO in 2019, after 25 years of working in fields of renewable energy, public service and social justice. Sausedo served as a deputy officer during Mark Ridley-Thomas' first tenure as a city councilmember. In the course of his time in city government, he was vice chair of economic development and vice chair of the southeast area neighborhood council. Sausedo, along with several of his colleagues, led a ten-year effort to rebuild and expand the Jefferson Vassie D. Wright Memorial Branch Library in the Jefferson Park community of Los Angeles. Their perseverance paid off, the size of the library more than tripled and is enjoyed by tens of thousands each year.

Sausedo's volunteer work with the neighbor-

hood council helped him establish a corporate career around government affairs and community service. It was during this time that he learned how legislative decisions were made and how to navigate financial opportunities that exist within government to assist and sustain communities.

Sausedo also learned valuable lessons in how government and corporations can partner with communities to drive and support change. This is a skill set that he uses to this day to impact change.

"There is a triple bottom line that corporations and governments look at - economy, environment and people. Oftentimes, it's the people part that comes up short," Sausedo said. During his time as a corporate executive in the renewable energy industry, Sausedo always ensured local participation of 20 to 25 percent was included in the contract.

Developing, maintaining and leveraging partnership are a big part of Sausedo's leadership at Community Build. As a lay associate minister, Sausedo also believes his leadership at Community Build is divinely inspired. "I've always felt a special calling to bring out the greatness in the people."

Under his watch, the organization's funding for programs has more than doubled in less than two years. The increased funding enabled Sausedo to implement a Community Health Workers program resulting in over 2,700 jobs for unemployed or underemployed individuals in 2020. Community Health Workers have been tasked with community intervention, Census 2020 canvassing, community patrol programs and distributing personal protective equipment to business owners and unhoused individuals during the height of the COVID-19 pandemic. Other new programs provided employment opportunities and



training programs for ex-felons, at-risk youth, seniors and previously homeless individuals reentering the workforce.

Sausedo recently brokered a partnership with Lyft to provide discounted and free rides to vaccine appointments for South Los Angeles residents. The Vaccine Rides program enables residents with and without the Lyft app to register for transportation to and from their COVID-19 vaccine appointments.

Community Build, along with Women Organizing Resources, Knowledge and Services (WORKS), opened the first housing project using funds from Proposition HHH, the taxpayer-approved \$1.2 billion bond earmarked for supportive housing for individuals experiencing homelessness.

The project located at 88th and Vermont in South Los Angeles features 46 permanent supportive housing units for transitional-aged youth (18-25 years), veterans, and households with special needs experiencing chronic homelessness. There are an additional 14 units for very low-income families and individuals, as well as two managers' units. The LEED Gold Certified design also includes a youth and family support center that offers services to local youth through the Mayor's Gang Reduction and Youth Development (GRYD) program, and helps connect Angelenos with the job training and academic resources needed to secure employment or

schooling.

As the coronavirus pandemic and the safer at home mandates devastated underserved communities, Sausedo and Cheryl Branch, executive director of Los Angeles Metropolitan Churches, anticipated a community crisis due to employment loss and a lack of resources. In March 2020, they created the Community Response System of South Los Angeles (CRSSLA). This coalition began with 30 key community organizations, churches, educational institutions and other stakeholders in the South Los Angeles area.

Since its inception, CRSSLA member organizations have distributed over 20 million pounds of food to the neediest areas at sites across Los Angeles. Thousands of residents have received assistance ranging from COVID testing, COVID-related medical support, mental health counseling, education services and small business assistance. In less than twelve months, CRSSLA's network of partners has increased 65% and now includes a San Diego chapter.

Sausedo's long term goal is to position Community Build for the next 25 years by building the nonprofit's endowment, with a focus on economic and commercial development. These plans include growing social enterprises with businesses that either are currently in existence or will be developed, as well as creating housing projects around a commercial economic development program. Part of this strategy will be identifying and working with other nonprofits who are mission driven, but struggling financially and have assets that can be leveraged and developed.

Sausedo envisions Community Build having both a national and international footprint in the future through commodifying the company's business model and delivering it to market places not just around the country, but globally.

"This is the time to put together the proper tactical approaches that not only meet our immediate goals but demonstrate true, sustainable value," said Sausedo.

Learn more at [communitybuildinc.org](http://communitybuildinc.org).







# Bresee Foundation: Developing Pathways to Success

When the pandemic hit in March of 2020, the low-income, highly immigrant area of central Los Angeles would be one of the hardest hit parts of the city. Families already living far below the federal poverty guideline in the neighborhoods of MacArthur Park, Koreatown, Pico-Union, and East Hollywood, began to lose hours at work or were laid off from their jobs, leaving them wondering how to put food on the table and pay their rent and utility bills. And then in conjunction with the area's population density, some of the highest rates of COVID-19 infections and death in the county were seen.

Responding to this wave of need, the Bresee Foundation, a nonprofit serving the central Los Angeles area for nearly 40 years, would transform its 15,000 square foot community center located near 3rd & Vermont, into an emergency command center to meet the basic needs of families in the community. Over the next nine months, Bresee's 50-person staff mobilized to disburse over \$6 million dollars in direct financial support to nearly 7,000 clients via food distribution, emergency financial assistance, and educational support.

Leslie Roman, a freshman at UCLA, and one of Bresee's 51 scholarship recipients last year, describing the impact of the services on her family stated, "I am from El Salvador and came to

the U.S. when I was 10 years old. My parents both had a stable job until COVID-19 hit. My stepfather lost his job and was unable to secure one for at least six months. This past month both of my parents tested positive for COVID-19 and being unable to work, I had to step in and provide for our needs. Bresee staff were so generous to not only ask me what was going on but provided the funds needed to pay for three months of rent. When my mother received the money, she started crying in appreciation. Thanks to Bresee not only was I awarded a scholarship, but they also provided me with a mentor. My mentor has helped give me tips on the best way to get through COVID-19 and is there whenever I need support academically. With Bresee's support I am here today working on my Bachelor of Science degree to later find a job in which I could give back to the community."

As the lead Family Source Center (FSC) for



the Wilshire area, a network of 16 non-profits located in LA's most underserved areas, Bresee would partner with the Mayor's office and its philanthropic partners to provide vital services to thousands of families like Leslie's. In fact, the agency would go on to offer \$200,000 in food

security and over \$5.7 million in emergency financial assistance, while distributing over 600 laptops to neighborhood youth, supporting over 250 young people with virtual tutoring and counseling, and providing over \$80,000 in college scholarships.

Looking forward to 2021, Bresee's Executive Director, Seth Eklund, who has been with the Foundation since 1996, stated, "While we plan on continuing to meet our community's basic needs with food and emergency financial assistance, we are also looking at how we can best help our youth and families get back on their feet financially." According to Eklund, Bresee will expand its services by providing eviction defense, immigration consultation, financial coaching, as well as work in conjunction with the city of LA's Emergency Renters Assistance Program (ERAP) through the end of the year.

Alexis Galdamez, another of the agency's scholarship recipients, whose family has benefited from daily Grab'n'Go meals from the front of Bresee's Community Center, as well as rental assistance, summed up his thoughts on the Foundation's future, stating, "My wish is that Bresee grows to help more people and their future because thanks to Bresee, people can find new doors and pathways to success."

*Learn more at [bresee.org](https://www.bresee.org).*



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# New Legal Landscape for Charity Regulation Cases May be Emerging

Upon filing an *amicus curiae* brief in the U.S. Supreme Court on two charity regulation cases from California and the Ninth Circuit Court of Appeals, National Council of Nonprofits president & CEO Tim Delaney recently released the following statement:

“We wrote the *amicus* brief to give the Justices a deeper understanding of both the value and values of charitable nonprofits as they decide these cases. Tens of millions of Americans depend on charitable nonprofits every day. Many of those nonprofits themselves are struggling financially because of the pandemic and its economic toll. Any decision the Supreme Court makes could impact the ability of those nonprofits to be effective advancing their missions.

“We stated firmly that charitable nonprofits would oppose any attempt by government to force a nonprofit to publicly disclose the identity and amount given by each of its donors. Such government action would be wrong.

“But that is not the issue before the Court. The actual issue is whether a state can require a charitable nonprofit to file with state law enforcement – on a confidential,

non-public basis – the same form that the organization has already filed with the IRS, Schedule B to Form 990 listing only its substantial contributors. We do not oppose that non-burdensome filing.

“Charitable nonprofits make considerable efforts to ensure they operate ethically and in compliance with the law in order to earn and keep the public’s trust. Without the public’s trust, people will stop donating their time and money to charitable missions. That’s why charitable nonprofits want state and federal law enforcement to have information to stop bad actors masquerading as nonprofits. Nonprofits already provide Schedule B to the IRS, so it is not a burden to simply file that same document on a confidential, non-public basis with a state attorney general for use to detect fraud and stop any misuse of charitable assets.

“We also expressed deep concern that beneath the surface, ‘This is a campaign finance issue cloaked in charity law clothing.’ The real dispute concerns a campaign finance issue in the election law space. It’s part of the long-running war between political campaign donors who want to remain anonymous versus people

**‘Charitable nonprofits make considerable efforts to ensure they operate ethically and in compliance with the law in order to earn and keep the public’s trust.’**

who oppose “dark money” and want all dollars spent to influence elections to be disclosed for the public to see. A victory by those wanting secrecy from law enforcement in the charity law context risks politicizing charitable nonprofits, organizations that should remain fully protected from caustic, partisan politics.

“More than 80 *amicus* briefs have been filed in the case, a large percentage from groups fighting the ‘anonymity vs. dark money’ election law dispute. We did not take a side on that heated debate; it’s not our role. Instead, we focused on protecting the work of charitable nonprofits from being dragged into polarizing partisan politics, asking the Justices to be

‘sensitive to the greater risks and the ever-present law of unintended consequences.’ We also urged them to be very careful when writing the opinion to ‘avoid inadvertently weakening the ability of charitable nonprofits to provide services to the millions of people who depend on them daily.’”

The case has not been scheduled for argument yet.

*The National Council of Nonprofits (Council of Nonprofits) is a trusted resource and proven advocate for America’s charitable nonprofits. Connecting the policy dots across all levels and branches of governments, the Council of Nonprofits keeps nonprofits informed and empowered to create a positive public policy environment that best supports nonprofits in advancing their missions. Working with and through the nation’s largest network of nonprofits — with 25,000-plus organizational members — it identifies emerging trends, share proven practices, and promote solutions that benefit charitable nonprofits and the communities they serve.*

Find out more at [councilofnonprofits.org](http://councilofnonprofits.org).

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# Report Shows the Importance of American Corporate Philanthropy in Responding to COVID-19

43% of corporations have increased number of grants provided to charitable organizations

Nearly 72% of 73 global Fortune 100 and Fortune 500 corporations and small to medium enterprises (SMEs) have increased their contributions to charities amid the COVID-19 pandemic, according to a CAF America survey conducted in partnership with CyberGrants and The Association of Corporate Citizenship Professionals (ACCP). The report is the fourth in a series of monthly reports conducted by CAF America to amplify the challenges, needs, and resilience of the philanthropic sector during the global pandemic, and the first from the corporate philanthropy perspective.

“Three months of collecting data from over 1,700 global charitable organizations has allowed us to tell the story of unfolding trends amid the disruption and uncertainty of the pandemic. We learned how nonprofits are working hard to keep their doors open and

the corporate donor perspective is of critical value to inform the global response. This new report highlights how nimble corporate America has been and how they have significantly increased giving both domestically and internationally these past three months,” said Ted Hart, CAF America President and CEO. “Furthermore, the report highlights the growing flexibility in their approach to giving. American corporations are listening and it is making a difference. They are redirecting their philanthropic support so charitable organizations can meet the needs of their communities.”

Results show nearly 100% of corporations allocated some or all charitable funding to US-based nonprofits across major categories of need including health and well-being, disaster relief, and education. 59% gave internationally, advising their support to 93 countries with disaster relief, health, and food security as the top-three areas of concern. The report shows this global pandemic will trigger even further change to corporate giving programs with 43% of corporations intending to revise their disaster relief strategies and

26% intending to expand their employee engagement programming.

Despite efforts to slow the impact of the global coronavirus pandemic, 88.71% of corporate respondents said they fear some charitable organizations will only be able to continue operations for less than a year under the current conditions before being forced to close their doors. Two-thirds of charities responding to the COVID-19 survey indicated they felt they were running out of time, with one-third expecting to be forced to close down within the next 12 months if the situation remained unchanged.

Hart and CAF America Senior Vice President of External Affairs Jessie Krafft shared data and research findings from the new report during CAF America’s July 23 webinar, The Voice of Corporate Philanthropy in Response to COVID-19 Worldwide; the report is available at [cafamerica.org/covid19report/](https://cafamerica.org/covid19report/).

**TOP HIGHLIGHTS**

CAF America collected responses from 73 global Fortune 100 and Fortune 500 corporations and SMEs to learn the impact of

the pandemic on their philanthropic giving. Key findings include:

- 72% of respondents are increasing their contributions to charities, with one-quarter of the surveyed corporations giving 10-25% more and over 12% contributing 50% more.
- As a result of the pandemic, corporations have broadened their philanthropic strategy to include additional areas of focus over the past three months – 77.4% provided immediate relief funding.
- Corporations are demonstrating flexibility to grantee needs with 65% offering to change grant purposes and to redirect funds to the most immediate needs. Additional flexible offerings include 54.1% offering grant extensions to provide more time to implement current projects, expend the grant funds, or postpone reporting.

For the upcoming fiscal year, two-thirds of corporations anticipate maintaining current levels of giving or increasing their funding.

For more information about CAF America visit [cafamerica.org](https://cafamerica.org).







# Corporate Responsibility Leaders Convene to Advance Racial Equity

More than 700 of the nation’s leading corporate purpose organizations join forces for two-day virtual event, Racial Equity: Moving Companies from Promise to Action

To accelerate the progress and impact of business efforts to address racial equity, Association of Corporate Citizenship Professionals (ACCP), Chief Executives for Corporate Purpose (CECP), The Council on Foundations, and Points of Light collaborated to host a two-day conference late last year titled, “Racial Equity: Moving Companies from Promise to Action.” Designed for corporate social responsibility (CSR) and philanthropy leaders and their cross-functional colleagues from across lines of business, the event brought together diverse perspectives from thought leaders representing academia, business, nonprofits, and philanthropy. Attendees listened to voices in the movement for racial equity,

learned what peer companies are doing, identified actions to advance corporate anti-racism commitments, and framed strategies for sector accountability in a supportive community.

Key take-aways from the event included:

- Ending 400 years of systemic racism will be a journey, not a quick fix. Companies and leaders have to approach this movement for change with grace - requiring an open heart and willingness to accept criticism.
- Employees are an important litmus test. Listen to and act on the feedback provided by employee resource groups. Companies must learn from their employees’ lived experiences and perceptions.
- Companies cannot separate themselves from the communities in which they operate. Real progress will come from showing up authentically, building trust, and taking cues from what the community says it needs.
- Corporate leaders should unlock change. Progress at a company occurs when CEOs commit to creating space for conversation, taking action, and owning and leading measurable change within their company.

Companies cannot separate themselves from the communities in which they operate. Real progress will come from showing up authentically, building trust, and taking cues from what the community says it needs.

Diversity in boards of directors and senior leadership teams can hold companies accountable and strengthen the business outcomes from addressing racial equity.

- Businesses know how to build markets and advocate for laws and regulations. They now must apply that same imagination and their capacity for innovation to address systemic racism.

Speakers represented a cross-section of disciplines, including Ana Marie Argilagos, president and CEO, Hispanics in Philanthropy; Susan Taylor Batten, president and CEO, ABFE: A Philanthropic Partnership for Black Communities; Liz Dozier, founder and CEO, Chicago Beyond; Lisa Hamilton, president and CEO, Annie E. Casey Foundation; Fagan Harris, president & CEO, Baltimore Corps; Michael McAfee, CEO, PolicyLink; Marcus Owens, executive director, African American Leadership Forum; Edgar Villanueva, founder and chief strategist, Decolonizing Wealth Project; Darren Walker, president, Ford Foundation; Joan Williams, distinguished professor and director, Center for WorkLife Law, University of California, Hastings Law; and representatives from the National Millennial & GenZ Community; as well as corporate leaders who are framing change efforts inside their organizations.

Sessions were geared toward CSR, corporate philanthropy, human resources, and diversity, equity, and inclusion professionals, as well as C-Suite leaders and cross-organization



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executives. The agenda, speakers, and content for this convening received feedback from an independent review panel of experts from many sectors so the event could inform and guide both racial equity practice and decisions for corporate leaders. The focus of the content was to elevate voices in the community, with opportunities for attendees to assess and test their companies’ paths forward with peers.

“Earlier this year, corporations of all types and sizes made important declarations against systemic racism and commitments to advance racial equity within their organizations and in the communities they support,” said Carolyn Berkowitz, president & CEO, ACCP. “The information shared over the past two days provided much-needed dialogue and guidance to begin shaping sustainable action plans. ACCP is proud to have been part of this collaboration and we look forward to leaning into our own commitment to racial equity both internally and as we serve our members.”

“Decades of pledges from corporations and institutions to make real changes against systemic racism in the U.S. have gone unfulfilled. The confluence of Covid-19 and the continued brutality against and inequitable opportunities for people of color have pushed our country and communities to demand more now,” said Kari Niedfeldt-Thomas, managing director, CECF. “This event was designed to challenge corporate leaders to think and show up differently in their work so they reimagine new, authentic



actions to unravel racism in their companies and serve as beacons of justice. My thanks to all participants and their companies for their humility, vulnerability, and willingness to join this movement.”

“In the reckoning with racial injustice, corporate philanthropy leaders are realizing the fundamental shifts and long-term commitments necessary to unlock their contribution to the promise of racial equity,” said Kathleen Enright, president and CEO, Council on Foundations. “The Council on Foundations and our partners in

this event stand ready to support their work so that together we can change the systems that advantage some and disadvantage others and instead work toward an America where everyone thrives.”

“Systemic racism impacts all of us. Inequities in systems are built and dismantled one decision at a time. But when we listen, learn and take action, we have the power to dismantle those systems too – one decision at a time,” said Natalye Paquin, president & CEO, Points of Light. “It is our belief that every action matters. This conference

brought the best thinking from academia, nonprofits, and philanthropy to those change-makers inside of companies who wanted to have difficult conversations about racism in a framework that would allow them to gain understanding and learn how to take action that is accountable and impactful.”

This event builds upon collaborative work that started when the COVID-19 pandemic hit in the spring of 2020. During that time, ACCP, CECF, Council on Foundations, and Points of Light came together to support leaders of corporate purpose in acting with courage and determination to respond to the compounding health and economic crises.

Throughout a Corporate Peer Discussion series co-hosted by the four partner organizations, many companies emphasized the disproportionate impact of COVID-19 on communities of color and considered how to redirect their strategies to focus on more equitable outcomes. The urgency of the moment was amplified after the murder of George Floyd and the subsequent national movement for racial justice.

*Learn more about the Association of Corporate Citizenship Professionals at [accp.org](#).  
Learn more about Chief Executives for Corporate Purpose at [cecp.co](#).  
Learn more about the Council on Foundations by visiting [cof.org](#).  
Learn more about Points of Light at [pointsoflight.org](#).*



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## COVID-19 RESPONSE

### IMPACT SUMMARY

MARCH-DECEMBER 2020

#### Totals



6,932  
clients served



\$6,194,184  
in direct resources  
disbursed

#### Food Security



\$198,100  
in food security



10,550  
bags of groceries  
distributed

#### Emergency Financial Support



\$3.7 Million  
in emergency rental  
assistance



\$1.9 Million  
in prepaid debit cards  
distributed

#### Educational Support



612  
laptops distributed  
to youth



257  
students supported with  
virtual & onsite tutoring and  
counseling



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# New Report Finds More than \$20 Billion Went to COVID-19 Philanthropy in 2020

Last month, Candid and the Center for Disaster Philanthropy (CDP) released a new report, *Philanthropy and COVID-19: Measuring one year of giving*, that examines COVID-19-related philanthropic funding in 2020. It is the second of two reports assessing COVID-19 philanthropic data. The first report, released in August 2020, examined COVID-19 philanthropy in the first half of 2020. Today’s report provides updates and looks at the global philanthropic response to COVID-19 for all of 2020.

### AN UNPRECEDENTED RESPONSE TO A DEVASTATING DISASTER

One year ago, the World Health Organization declared COVID-19 a pandemic. The global philanthropic community was already funding COVID-19 response efforts. After the WHO’s designation, corporations, foundations, public charities, and high-net-worth individuals increased giving that continued throughout the rest of the year.

Candid identified \$20.2 billion in global COVID-19 giving by grantmakers and wealthy donors for 2020. Closer examination

of the data reveals:

- Corporate foundations and corporate giving programs accounted for \$9.4 billion (44 percent) of total COVID-19 funding in 2020.
- Community foundations awarded more grants than any other grantmaker type, making up 54 percent of total awards.
- Funding by independent foundations more than doubled, increasing from \$1.7 billion in the first half of the year to \$4.7 billion for the entire year.
- High-net-worth donors accounted for \$5.8 billion, more than one-quarter of total philanthropic funding. MacKenzie Scott’s grants accounted for nearly three-quarters of funding from high-net-worth individuals.
- Human services organizations received the most support, followed by health organizations. In the first half of 2020, health organizations received the most support, followed by public safety organizations.
- The majority of funding dollars (\$13.5 billion, around 63 percent) went to “unknown” recipients or to “multiple” recipients.



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A PROMISING RESPONSE

Funding designated for specific populations provided some encouraging updates, particularly regarding Black, Indigenous, and people of color (BIPOC) communities. In the first half of 2020, only 5 percent of COVID-19-related funding that specified recipients was designated for BIPOC communities, despite these populations being disproportionately affected by the pandemic.

Since then, available data shows a dramatic increase:

- 23 percent of specified global funding was explicitly designated for communities of color.
- 35 percent of specified U.S. funding was designated for BIPOC communities.
- High-net-worth donors designated the highest proportion of funding for BIPOC communities (44 percent), whereas corporations designated only 11 percent.

Additionally, 8 percent of funding was directed explicitly for people with disabilities, an increase from 1 percent reported in the first report.

In contrast, funding specified for women and girls increased nominally, from 3 percent in the first half of 2020 to 4 percent for the entire year.

Funding directed to immigrants and refugees remained at 2 percent, and funding specified for older adults also remained at 2 percent.

Grace Sato, director of research at

Candid, said, “After the first report, there were questions about whether philanthropic funding would taper down. What we see is exactly the opposite—not only did funding stay strong throughout the rest of the year,

Even so, analysis shows that, the nonprofit sector lost nearly 930,000 jobs since the beginning of the pandemic. Although most organizations are positioned to survive a short recession, a longer one could be devastating.

by COVID-19 globally. We hope this report informs and motivates donors to discover how they can make the greatest impact with their disaster-related giving this year and beyond.”

CDP recommends several ways donors can work toward equitable recovery from COVID-19:

- Sustain or increase giving and make unrestricted and flexible grants
- Trust your grant partner and support operational and administrative costs
- Target funding to communities that are systemically marginalized and disproportionately affected by COVID-19
- Make grants outside of traditional grantmaking circles
- Report funding data to Candid and ensure that grant descriptions are clear and explicit

Every year, millions of nonprofits spend trillions of dollars around the world. Candid finds out where that money comes from, where it goes, and why it matters. Through research, collaboration, and training, Candid connects people who want to change the world to the resources they need to do it. Candid’s data tools on nonprofits, foundations, and grants are the most comprehensive in the world. In 2019, Foundation Center and GuideStar joined forces to become Candid, a 501(c)(3) nonprofit organization.

Find out more at [candid.org](https://candid.org).

**'Even as we see signs that the U.S. may be turning the corner in this pandemic, recovery from this disaster is a long process that will take years. This is only the beginning.'**

but we also see promising trends in several categories. It shows that philanthropy can, and is, playing an especially important role in times of crisis.”

**PHILANTHROPIC SUPPORT NOW AND IN THE FUTURE**

The report shows that there has also been a notable effort to support nonprofits. The first report documented 3 percent of dollars for general support. By the end of 2020, 39 percent of dollars and 21 percent of gifts to specified recipients were described as unrestricted or flexible.

Philanthropy will continue to play an essential role in supporting nonprofits and NGOs so that they’re equipped to provide important resources and services to communities worldwide.

Regine A. Webster, vice president at CDP, said, “Even as we see signs that the U.S. may be turning the corner in this pandemic, recovery from this disaster is a long process that will take years. This is only the beginning. We need philanthropy to continue stepping up in support of nonprofits and NGOs providing vital resources to communities, especially those most affected

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# Fewer Couples are Making Charitable Giving Decisions Together

The Women's Philanthropy Institute recently released Women Give 2021: How Households Make Giving Decisions, which 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 2021 — 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 2021 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 2021 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 2021 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 2021 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.

*The Women’s Philanthropy Institute (WPI) is part of the Indiana University Lilly Family School of Philanthropy at IUPUI. Learn more at [philanthropy.iupui.edu](http://philanthropy.iupui.edu).*



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# Nonprofits Applaud “#Relief4Charities” in American Rescue Plan Act

The American Rescue Plan Act, now signed into law, includes several provisions of importance to the charitable nonprofit sector. The leading coalition of the nation’s nonprofits celebrates many helpful aspects of the law and urges Congress and the Administration to quickly take action to enact further #Relief4Charities:

“The American Rescue Plan Act will provide much-needed relief to many nonprofits on the frontlines of helping people in communities across this country as we continue to deal with the challenges created by the pandemic and economic downturn. The bill builds upon and improves supports that were provided in previous relief packages and addresses a number of the ongoing concerns of our coalition.

“We are glad to see the expansion of the Paycheck Protection Program (PPP) to include some nonprofits with more than 500 employees, many of which serve large metropolitan cities and rural areas. Previous limitations to the PPP cut off many charitable organizations from economic relief over the past year.

“The bill also increases coverage of unemployment costs charged by states to self-insuring nonprofits. We feel strongly that full and retroactive coverage of these costs remains a necessity. Without full coverage, nonprofits will struggle to dig out from paying unemployment bills of hundreds of thousands of dollars, forcing many to lay off even more employees.

“The inclusion of state and local funding as well as emergency grant funding in the American Rescue Plan Act means nonprofits will receive the support they need to be able to serve local communities at this time of immense need.

“Members of both parties see the need for additional relief, as evidenced this week with the introduction of two new bills, the Universal Giving Pandemic Response and Recovery Act and the WORK NOW Act. We hope these proposals will be swiftly passed on their own or as part of another forthcoming legislative package.

“The nonprofit sector represents the nation’s third-largest industry, with pre-pandemic employment of more than 12

**'We are glad to see the expansion of the Paycheck Protection Program (PPP) to include some nonprofits with more than 500 employees, many of which serve large metropolitan cities and rural areas. Previous limitations to the PPP cut off many charitable organizations from economic relief over the past year.'**

million employees at the forefront of helping Americans through these difficult times. These charitable nonprofit organizations provide everything from food and shelter to medical and mental health services to education and cultural and spiritual support. Yet at a time when Americans need these services the most, donations and other earned revenue sources continue to decline while demand for many services continues to grow.

Today, nearly one million people who worked in the nonprofit sector remain out of work. We look forward to continuing to work with Congress and the White House on additional much-needed relief so nonprofits can continue to serve people in our communities.”

*The statement in this article was provided by the Council of Nonprofits. Learn more at [councilofnonprofits.org](http://councilofnonprofits.org).*



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# Global Giving Study Finds America is the World’s Most Generous Country

The United States has emerged as the world’s most generous country in a new study that looks at global giving trends over 10 years. The Charities Aid Foundation (CAF) World Giving Index 10th anniversary edition examined aggregate data for countries during the decade between 2009-2018, drawing on surveys of more than 1.5 million people in 127 countries in order to identify longer term trends.

Building up on an unrivaled reputation for philanthropic giving, consistently high numbers of Americans reported that they have helped a stranger, donated money or volunteered their time in the weeks prior to being surveyed each year over the decade. But despite the scale of generosity, the report also identifies a recent downward trend in donations in some of the world’s wealthiest countries, including the USA, Canada, and the United Kingdom, where the number of individuals giving is now lower.

In the USA, the World Giving Index found that giving peaked in 2014. The trend of fewer people giving to charity echoes other domestic studies reported in the Chronicle

of Philanthropy following the Giving USA Foundation’s most recent report which found that household regular giving among the middle classes is in decline as charities rely increasingly on fewer, wealthier donors.

The World Giving Index identified the 10 most generous countries over the decade of research, along with the 10 least generous. It also lists the biggest risers over the course of the study and those countries that have dropped the most during that time.

Other key findings:

- Worldwide, more than 2.5 billion people helped a stranger over the past decade, with the United States ranking third in the world.
- Myanmar came second in the Index (Practising Buddhists account for 90% of the population, 99% of which are followers of Theravada branch of the religion which mandates giving)
- The 10 countries achieving the lowest scores over the past decade include Russia and two other former Soviet bloc countries, places with significant political or economic strife such as Yemen and Greece. China was ranked as the least generous country.

**'We know that there is no single solution to success.'**

John Low, chief executive of the Charities Aid Foundation, an international charity which helps people and companies to give worldwide, said, “We are once again reminded of the kindness and generosity of people across the world as they dig deep despite uncertain times and significant geo-political unrest to give their time and money to help others. In taking a step back and looking at giving trends over 10 years, we have created what we hope will serve as a roadmap to continue the growth giving in all its forms across the globe. There are areas of concern, but also key moments of hope in parts of the world that have overcome true hardship.”

“We know that there is no single solution to success,” Low added. “It is about hard work, shared values and knowing in ourselves the inherent benefit to all of us when we work to improve the lives of our friends and neighbors, and strangers who need our help.”

Ted Hart, president and chief executive officer of CAF America, said the proud tradition of charitable giving in the USA is borne out in the World Giving Index. “Since 1992, CAF America has worked to break down the barriers to cross-border giving while providing important professional support to domestic philanthropy. As we support Fortune 500 companies, foundations, and individuals to bring their philanthropic vision to life. CAF America’s worldwide reach translates into more than \$1 billion in donor funds and over 1.8 million eligible organizations in 110 countries. We are very proud to enable American donors to support the causes they most care about at home and around the world and will continue to do our part to grow our country’s giving.”

*Information for this article was provided by Charities Aid Foundation.*



## INSPIRING THE NEXT GENERATION OF LEADERS THROUGH MENTORSHIP

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**Barron Sebastian De Sanctis**  
(Partner/EVP of SDI Systems/  
Board Member Big Brothers Big Sisters - CBBBS)

Barron De Sanctis is a Partner and EVP of Business Development at SDI Systems. Barron joined SDI Systems in 2002 and has been an integral part in the consulting, design, project management, integration and go-live of multiple distribution and E-Commerce centers. His / SDI's clients include Maersk, JCPenney, Guess, H&M, MEDLINE, Dillard's and many others. He is a partner at SDI and on the board of directors and involved with the management, strategic growth, and direction of SDI.

Barron is a graduate of Rutgers University, School of Engineering with a passion for Philanthropy, specifically for underserved youth and communities. He spearheads the philanthropic partnerships for SDI Systems and is on the Board and serves as Board Secretary for Big Brothers Big Sisters/CBBBS. Barron got involved with CBBBS almost 10 years ago by getting matched with his little brother, who he still mentors to this day.

Since being invited and inducted onto the CBBBS board, Barron has also been instrumental in Big Brothers Big Sisters (CBBBS') efforts to raise money for the program by taking over the Annual Christmas Party. Through these efforts he has gained financial support from SDI Systems, corporations, his friends, and vendors. Barron's guidance and efforts in securing these contacts has allowed CBBBS to broaden its support network, something which is critical for any non-profit organization that is seeking to strengthen its base of sponsors and resources.

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# Charitable Giving to U.S. Colleges and Universities Reached \$49.50 Billion in 2020

The Voluntary Support of Education (VSE) survey findings released in February by the Council for Advancement and Support of Education (CASE) show voluntary support of U.S. higher education institutions totaled \$49.50 billion in the fiscal year that ended June 30, 2020.

The VSE survey has been collecting data on giving to colleges and universities since 1957. This year’s survey includes responses from 873 institutions.

While support edged slightly down from \$49.60 billion in 2019, nearly half — 48.6%— of responding institutions reported that giving increased.

In addition, in 2019, Michael Bloomberg’s charities and foundation gave \$1.8 billion to Johns Hopkins University. If that contribution were not included in 2019 results, giving in 2020 would have increased 3.6%.

Two of the most important periods of fundraising activity — the end of the calendar year and the end of the fiscal year—fell in significantly different economic and social climates. In February 2020, the National Bureau of Economic Research declared the nation was

in a recession. In contrast, 2019 was part of the longest economic expansion in U.S. history.

“In a year marked by uncertainty due to COVID-19 combined with a renewed passion for the power of community as seen in social justice movements across the globe, it is gratifying to see that giving to colleges and universities continues to play an integral role in transforming lives and society,” CASE president and CEO Sue Cunningham said. “Advancement professionals, working with institution leaders and colleagues, have demonstrated an impressive response to unprecedented circumstances realizing philanthropic support for their institutions and for advancing education at a time when it was most needed.”

While the VSE survey does not ask about specific drivers of contributions, anecdotal evidence suggests that socially motivated philanthropy played a pivotal role in giving to U.S. colleges and universities. For example, Netflix C.E.O. Reed Hastings and his wife, Patty Quillin, gave \$120 million to two historically black colleges and the United Negro College Fund at the end

of the 2020 fiscal year. MacKenzie Scott’s gifts, currently totaling \$800 million, to mostly historically Black colleges and universities (HBCUs) will be reported on the 2021 survey.

“As with any data, it is important to look beneath the surface to the details. Raw data from the survey, available on CASE’s Data Miner platform, enable institutions to compare their data with those from comparable organizations,” CASE senior director of the VSE Ann E. Kaplan said. “In addition, the findings are the result of many factors, including the work of advancement professionals as well as the economic and policy environments. Those who care about educational fundraising should pay attention to the tax climate and how advancement is staffed.”

CASE continues to advocate for a universal charitable deduction to encourage broad and inclusive philanthropic engagement at every level.

Other key findings from the 2020 survey data include:

- The largest percentage increase in giving—7%—came from “other organizations.” This category of donors, while smaller than

others, has grown the most in the past decade—53.2%—since 2011. Donor-advised funds (DAFs) represented 73.9% of the funds contributed from “other organizations” in a sample of a subset of 400 institutions. In 2020, “other organization” giving surpassed corporate support for the first time. Giving from non-alumni individuals rose 4% in 2020. All other sources reduced giving in the aggregate.

- Foundations and alumni together supplied 55.5% of total support. A subset of 564 institutions provided data on types of foundations. They reported that 43.3% of foundation support was from family foundations, which are often conduits of personal intentions to contribute.

In March, CASE published the first edition of the CASE Global Reporting Standards (previously CASE Reporting and Management Guidelines). The VSE survey will adopt the Global Reporting Standards for the 2022 VSE survey collection.

For more information about CASE, please visit [case.org](http://case.org).

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# Digital Fundraising and Strategic Financial Planning Among Key Skillsets for Charitable Organizations

Charitable organizations worldwide report that digital fundraising capabilities and strategic financial planning are among the most crucial skills they need to remain resilient. The findings appear in the sixth volume in a series of reports, Future-Proofing Nonprofits for the Post-Pandemic World, The Voice of Charities Facing COVID-19, Volume 6, released in February by CAF America to highlight the needs of charitable organizations and inform donor giving strategies.

“Charities need to be focused on future-proofing themselves for the post-pandemic world,” said Ted Hart, CAF America president and CEO. “The resilience of charities relies on the key competencies of nonprofits in organizational management. Our goal is to ensure that long-term resilience and bolster the ability of nonprofits to face the unforeseen challenges ahead and advance their mission in the face of future adversity.”

The research polled 805 charitable organizations serving 152 countries to learn about the skillsets they rely on to sustain their operations through these challenging times and others that they must further develop to survive

the pandemic and emerge stronger. Key findings include:

- Capabilities in organizational management are needed to build resilience, including advancing DEI, strategic planning, and digital fundraising strategy.
- Three in four (75.60%) of 787 respondents indicated interest in learning new ways of using digital technology for fundraising and 61.25% indicated a need for better digital tools to connect with stakeholders.
- Although a large majority (72.22% of 799 respondents) have a communications plan in place, nearly as many (71.05%) indicate they want to learn how to communicate more effectively for fundraising and 62.83% need guidance in impactful storytelling to achieve their objectives.
- The majority of charities (69.95% of 792 respondents) feel they are equipped to remain financially sustainable amid the uncertainty created by the pandemic and its impact on the economy.
- Although future implications of the pandemic are unknown, 90.86% of 788 responding charities say they are confident they

have effective leadership and governance in place to help them successfully navigate the crisis.

Published in partnership with the Indiana University Lilly Family School of Philanthropy at IUPUI and The Resource Alliance, the latest report identifies and explores skills specific to digital technology, communications, fundraising, financial sustainability, DEI, and executive management that charities both rely on and need to develop for greater resilience during and after the global pandemic.

“We appreciate the opportunity to collaborate with CAF America to enhance global research on philanthropy and COVID-19, and to translate that research into practice by providing insights into how philanthropic organizations can successfully overcome the challenges posed by the pandemic, as well as how donors can support these endeavors globally,” said Una Osili, Ph.D., associate dean for research and international programs at the Indiana University Lilly Family School of Philanthropy. “It’s more important than ever to understand how organizations worldwide can

adapt to this new environment and prepare for the future.”

Hart and CAF America senior vice president of external affairs Jessie Krafft shared data and research findings from the new report released today during CAF America’s February 11 webinar, Future-Proofing Nonprofits for the Post-Pandemic World, The Voice of Charities Facing COVID-19, Volume 6.

A leader in international philanthropy, since 1992 CAF America (Charities Aid Foundation of America) has been assisting corporations, foundations, and individuals in making strategic, effective, and tax- advantaged gifts internationally and domestically. Whether supporting organizations working worldwide, providing swift responses to major disasters, or helping build connections between global communities, CAF America turns donors’ visions into impact. CAF America’s worldwide reach translates into more than \$1 billion in donor funds and over 1.8 million eligible organizations in 110 countries.

The full report is available at [cafamerica.org](https://cafamerica.org).



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*The team at A Placed Called Home are simply incredible in what they accomplish and who they are as individuals. The professionalism of their leadership and dedication of their staff inspires everyone who is in contact with them. The organization’s leadership has implemented programs and practices with the efficiency and precision that Fortune 500 companies could learn from.....and probably should. The impact of their work is lifting generations out of poverty, Bravo!*

- Tom McCabe, US CEO - DBS BANK LTD.

*APCH stands with all its fellow nominees and community partners in shining light on the essential work of the nonprofit sector at this extraordinary moment of need and awakening, and we are grateful to DBS and all of our corporate partners who are stepping up to meet the moment with us.*

- Jonathan Zeichner, Executive Director - A Place Called Home (APCH)



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# Research Unveils the “Attractiveness” of Charitable Giving

It has long been known that giving can have positive effects on the person who is giving, such as an increase in happiness, confidence, and even physical health. But research from Indiana University has found there may be another potential implication of giving: physical attractiveness.

The IU study, published last year in *Nonprofit and Voluntary Sector Quarterly*, found that more attractive people are more likely to be givers, and givers are rated as more attractive.

“Poets and philosophers have suggested the link between moral and physical beauty for centuries,” said study co-author Sara Konrath, Ph.D., who is an associate professor of philanthropic studies at the Indiana University Lilly Family School of Philanthropy at IUPUI on sabbatical this year at Notre Dame’s Institute for Advanced Study. “This study confirms that people who are perceived as more attractive are more likely to give and givers are seen as more attractive.”

Konrath and study co-author Femida Handy, Ph.D., of the University of Pennsylvania, used three large studies, one that examined older

adults at a single time, and two that started in late adolescence and followed participants for years—one of these studies followed participants as late as older adulthood. Konrath and Handy asked two research questions: Are individuals who undertake more giving behaviors rated as more physically attractive? And the reverse, are more physically attractive people more likely to undertake giving behaviors?

Those rating physical attractiveness had no information on participants’ giving behaviors, allowing the researchers to determine if a person’s giving behaviors correlated with physical attractiveness, without the halo effect of raters being influenced by knowing participants’ giving behaviors.

When it comes to the older adults, volunteering and giving affection were related to higher attractiveness ratings. When it comes to young people, those who volunteered rated higher.

“Although we cannot fully explain why the link between giving behaviors and attractiveness exists, we find remarkable consistency across the three studies, despite being conducted at different times, using different participants, and

*'Our findings suggest that beauty products and procedures may not be the only way to enhance an individual's attractiveness. Perhaps being generous could be the next beauty trend.'*

using different methods and measures,” Handy said.

The paper is important, Konrath said, because it disproves the perception that beautiful people are self-focused and vain. Instead, the studies found that being rated as a little more attractive was associated with a little more generosity. Furthermore, Konrath noted that people spend significant amounts of money on beauty products and cosmetic surgery to improve their looks, yet it is possible that doing good could help to draw inner beauty to the surface.

“Our findings suggest that beauty products and procedures may not be the only way to enhance an individual’s attractiveness,” Konrath said. “Perhaps being generous could be the next beauty trend.”

IU’s world-class researchers have driven innovation and creative initiatives that matter for 200 years. From curing testicular cancer to collaborating with NASA to search for life on Mars, IU has earned its reputation as a world-class research institution. Supported by \$854 million last year from partners, IU researchers are building collaborations and uncovering new solutions that improve lives in Indiana and around the globe.

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