

Human Relations Commission
Monday, Aug. 17, 2015
City Council Chambers
Municipal Building
1777 Broadway 2nd Floor
Boulder, CO 80301
6 p.m.

- I. Call to Order
- II. Agenda Adjustments
- III. Approval of Minutes
 - A. June 15, 2015
 - B. July 20, 2015
- IV. Community Participation (non-agenda action items)
- V. Action Items
 - A. 2015 Celebration of Immigrant Heritage
 - 1. Motus Theater & Programa Compañera
 - 2. Immigrant Advisory Committee
- VI. Discussion/Informational Items
 - A. Inclusive and Welcoming Community Work Plan
 - 1. Discussion of Ideas: Inclusive Welcoming Practices
 - B. Colorado State Demography Office Presentation Aug. 18
 - C. Living Wage Update
 - D. Event Reports
 - E. Follow Up Items
- VII. Immediate Action Items
- VIII. Adjournment

Attachments:

Minutes: June 15, 2015

Minutes: July 20, 2015

Application: 2015 Celebration of Immigrant Heritage: Motus Theater & Programa Compañera

Human Relations Commission
Monday, June 15, 2015
West Senior Center
909 Arapahoe Ave.
Boulder, CO 80302
6 p.m.

COMMISSIONERS PRESENT:

José Beteta
Emilia Pollauf
Nikhil Mankekar
Shirly White
Amy Zuckerman

COMMISSIONERS ABSENT:

None

STAFF PRESENT:

Carmen Atilano
Robin Pennington
Karen Rahn
Wendy Schwartz

I. Call to Order

The June 15, 2015 HRC meeting was called to order at 6:06 p.m. by **A. Zuckerman**.

II. Agenda Adjustments

Add 2016 Martin Luther King, Jr. Day RFP subcommittee selection as Discussion/Informational Item 6. C.

III. Approval of Minutes

E. Pollauf moved to approve the May 18, 2015 minutes with corrections. **S. White seconded**. **Motion carries 4-0. J. Beteta abstained**.

IV. Community Participation

Community member Darren O'Connor addressed the commission regarding alternative avenues available for filing complaints against the police, as a follow-up to an inquiry he made at the May HRC meeting. K. Rahn explained that currently all complaints must be filed with the Professional Standards Review Committee, and that the City Manager has released the RFP for a consultant to review the current city process and advise on best practices. C. Atilano commented that in addition, if someone had a civil rights complaint, they could also go to the Colorado Civil Rights Division. C. Atilano provided an update on the concern raised by Mr. O'Connor in May regarding the city spam filter, which has since been updated to remove the word "queer."

V. Action Items

A. Election of Chair and Deputy Chair

1. Chair Nomination: Amy Zuckerman – Nominee **A. Zuckerman** was elected Chair by a vote of 4-0. **A. Zuckerman abstained**.
2. Deputy Chair Nominations: Shirly White and Nikhil Mankekar – An initial vote was taken with **J. Beteta** abstaining and each nominee receiving two votes. **J. Beteta moved** to hear

from each nominee. **E. Pollauf seconded. Motion carries 4-0 with one abstaining.** C.

Atilano reminded the commissioners that in the absence of the Chair, the Deputy Chair would conduct the meetings. At the July 20 HRC meeting, **N. Mankekar** requested that a transcription of his remarks be added to the June 15 minutes:

“So knowing the role of the Deputy Chair, as far as conducting meetings if the Chair is gone, besides that, I think being involved in the agenda setting process is a big deal and is important to the goals of the commission. One, because if something is not on the agenda and we all show up to a meeting, I think it kind of gets lost in the fog cause something I talked about a lot was the changes in bus fees and RTD’s big changes in the state of Colorado and how the city was kind of left out of that process; I didn’t have as much influence and I got a lot of community feedback on that and I was hoping that the commission could make a collective statement and I tried getting it added to the agenda and it was left off so I had to take initiative myself and get six City Council people and myself to go to a public hearing and testify about that and actually initiate the change that went back and look at those fees. But I mean that impacts communities that we deal with a lot and I think they didn’t think about that elderly people; people living in poverty; that’s a choice in changing bus fees and making someone pay an extra \$6.00 a day both ways, that’s a choice between buying medication and paying for the bus and things like that. So, beyond that I also think that it’s with; and I appreciate that Shirly’s had a chance to do this and done a really good job taking the lead on the Living Wage Issue to the point that we had all those public dialogs and contacted council and the city on that and now the issue of Welcoming and Inclusive Community as I said at the last meeting that this kind of like in the same way as the Living Wage Issue was something that City Council asked us to do last time, but in 2014; this is the issue they really tasked us with and I’ve been taking a lot of lead on that so I feel that being a Deputy Chair would enable me to be at those agenda-setting meetings and you know, see that through, represent the community, at those agenda-setting meetings and be able to take that lead on that issue the same way that Shirly did on the Living Wage Issue last year so that’s basically it. But at the same time, I think my hope for the goals of the commission, and a lot of changes we made in the work plan and goals and some mission we have I think no issue; just because we have to do a lot of one issue I don’t think that we have goals that we want to accomplish, all of them, collectively some of us may feel passionate about one but I do believe we all need to really be unified on them because all of those issues are important and we can’t do everything we want to with the ones that we focused on and I hope that we will all do a really good job on it and represent the community level. So, that’s it.”

Staff commented that subsequent to the meeting where **N. Mankekar** had addressed the RTD issue, staff sent an email to commissioners informing them that there was already a process put in place by RTD for public comment and when those public hearings were scheduled. **A. Zuckerman** clarified that anyone could attend the agenda-setting meeting and noted that if three or more commissioners were in attendance, the meeting would be publicly noticed. Staff commented that if anyone wanted to add an item to the agenda, they can email either the Chair or staff and they would ensure that item was placed on the agenda.

Following nominee comments where each nominee spoke of their interest in the position, **S. White** was elected Deputy Chair by a vote of 4-1. Nominee **N. Mankekar** received one vote in a vote of 1-4.

B. Community Impact Fund – Out Boulder – Sara Connell and Mardi Moore of Out Boulder addressed the commission and answered questions about the Out Boulder application for a grant in the amount of \$1,575 to apply towards photography costs associated with an upcoming media campaign that will utilize bus boards, posters and other media. The campaign will help educate

and increase awareness of the transgender community in Boulder. **S. White moved** to approve the Out Boulder CIF application in the amount of \$1,575. **J. Beteta seconded. Motion carries 5-0.**

C. Community Impact Fund – BMoCA – Danni Simon and Jordan Robbins of the Boulder Museum of Contemporary Art (BMoCA) reviewed and answered questions about their application for a grant in the amount of \$3,000 to support BMoCA's Access Tours & Workshops, a program that provides free tours and 10 workshops of art exhibitions for adults and youth with physical and cognitive disabilities in Boulder. The HRC has supported Access Tours & Workshops in the past under the CIF. **E. Pollauf moved** to approve the application in the amount of \$1,500 to cover five tours. Commissioners discussed whether the application might be a better fit with the Community Event Fund. They would like to see a budget that would cover the expense of the tours from August through December, 2015 and invited BMoCA to return in July and discuss the program further. **E. Pollauf rescinded her motion** to approve, and **moved** to table the decision on the BMoCA CIF application to July, and have BMoCA provide additional information at that time on a prorated budget. **J. Beteta seconded. Motion carries 5-0.**

VI. Discussion/Informational Items

A. Update on Homelessness – K. Rahn and W. Schwartz provided the commissioners with an update on homelessness, including background, the 10-Year Plan, the City Homelessness Strategy and Homeless Action Plan (HAP), homelessness in Boulder and city support, successes in addressing homelessness and next steps. The City Homelessness Strategy and HAP is based on best practice, federal policy direction, success in other communities, the goals of the Ten-Year Plan and stakeholder feedback and are guided by efforts at prevention, temporary shelter and supportive services, long-term solutions, system improvements and improved public education. Regional partnerships on efforts to address homelessness were reviewed, along with strategies to strengthen partnerships, increase housing options, improve local service integration and efforts on prevention. Progress has been made since the adoption of the Ten-Year Plan through additional warming centers, new and planned transitional and permanent housing options, dialog on land use and planning barriers, the work of the Consortium of Cities and the Denver Foundation Public Will Building Campaign. City of Boulder progress includes the Bridge House Resource Center and partnership with the Municipal Court, BOHO summer shelter options, the EDGE Program, a partnership between the Police Department and Mental Health Partners, the Metro Mayors Caucus landlord campaign, 31 permanent supportive housing units and 45 transitional housing units through the Ready to Work program. Many people have received help through 2014 Human Services Fund projects. City support has included \$700K for homeless-specific services, \$600K for non-profits who serve the homeless as well as low-income families and individuals, and \$4M for capital investments for transitional and permanent housing from 2008 to 2014. Community and stakeholder input on the City Homelessness Strategy and HAP will be collected June through September, 2015 and an updated Homelessness Strategy draft presented to council at a study session on Oct. 27. Additional input will be gathered during the fourth quarter and adoption of the updated strategy by council is anticipated during the first quarter of 2016.

B. 2015 Celebration of Immigrant Heritage RFP – C. Atilano informed the commissioners that the 2015 CoIH RFP had been released, and that proposals would be reviewed by the commission in August.

C. 2016 Martin Luther King, Jr. Day RFP – Commissioners **E. Pollauf** and **J. Beteta** agreed to be part of a subcommittee of HRC and YOAB members to review MLK RFPs and make recommendations on funding to YOAB and the HRC.

D. Inclusive and Welcoming Community Work Plan – K. Rahn provided commissioners with an update on the status of the Community Survey and Assessment project, which the HRC will participate in with the City Manager’s office. Staff and commissioners discussed the timing of the survey, and the benefits of waiting for the results to be compiled prior to making their own recommendations on this topic to council. **E. Pollauf** and **S. White** will assist with the vendor selection and **A. Zuckerman** and **N. Mankekar** with the development of the survey. It was pointed out that it might also be useful to have the results of the Professional Standards Review Committee best practices review and the police summons and arrest data assessment prior to developing the HRC Work Plan item. Commissioners agreed to discuss this item in more detail at the July HRC meeting.

E. Remaining 2015 Community Event Fund Grantee Event Dates – C. Atilano reviewed upcoming event dates and the commissioners agreed on representation at the events as follows.

- Folk Dancing on the Plaza: **E. Pollauf**
- Cultura Viva: **S. White**
- 21st Annual Boulder Asian Festival: **J. Beteta** and **N. Mankekar**
- Veteran’s Awareness Series: **E. Pollauf**
- PrideFest Week: **A. Zuckerman** and **N. Mankekar**
- Kids Give Back Thanksgiving Dinner: **E. Pollauf** and **J. Beteta**
- Homeless Persons’ Memorial: **A. Zuckerman** and **N. Mankekar**

A timeline of grant funding cycles for the current year was also reviewed.

F. Living Wage Update – C. Atilano gave an update on work of the city staff committee on Living Wage. A recommendation to City Manager is anticipated in August and one to City Council by the end of the year.

G. Code Enforcement Report – In response to a request from the commission for this information, C. Atilano reviewed the 2014 data on the following, explained the process of filing a Human Rights formal complaint, and the partnership between the Office of Human Rights and the Boulder Police Department prosecutions unit on Failure to Pay Wages.

1. **Human Rights Ordinance**
2. **Failure to Pay Wages**

H. Event Reports – **N. Mankekar** and **A. Zuckerman** spoke at the Boulder Jewish Festival on June 7. At the July 20 HRC meeting, **N. Mankekar** requested that the following details be added to the minutes: “Amy had asked me to just speak a little about the event and what I had said. What I had said was as a Boulder native my parents had been taking me to Boulder Jewish Festival since I was a baby and to be on a commission that sponsored it and get to speak at it was an honor and something special. I spoke to some of the different nonprofits and attendees and that was something I did that day and why, some of my motivation in being interested for the Deputy Chair position.” **J. Beteta** gave an update on activities of the Boulder Latino Chamber. He also commented that he was pleased with the growing vendor diversity at the Boulder County Farmer’s Market.

I. Follow Up Items – Revise the May minutes, open the CIF contract with Out Boulder, add BMoCA CIF application to the July agenda, advise YOP that **E. Pollauf** and **J. Beteta** will serve on the MLK subcommittee, include Inclusive and Welcoming Community Work Plan on the July agenda and update the City Manager’s office that the subcommittee for consultant selection for the Community Survey will consist of **S. White** and **E. Pollauf**.

VII. Immediate Action Items
None.

IX. Adjournment

J. Beteta moved to adjourn the June 15, 2015 meeting. **E. Pollauf seconded. Motion carries 5-0.** The meeting was adjourned at 9:35 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson

Human Relations Commission
Monday, July 20, 2015
Council Chambers
1777 Broadway
Boulder, CO 80301
6 p.m.

COMMISSIONERS PRESENT:

José Beteta
Nikhil Mankekar
Emilia Pollauf
Shirly White
Amy Zuckerman

COMMISSIONERS ABSENT:

None

STAFF PRESENT:

Carmen Atilano
Robin Pennington
Karen Rahn

I. Call to Order

The July 20, 2015 HRC meeting was called to order at 6 p.m. by **A. Zuckerman**. **N. Mankekar** arrived at 6:09 p.m.

II. Agenda Adjustments

Add July 30, 2015 City Council Study Session on the West Fourmile area (Ponderosa MHP) planning grant as Action Item 5. B. Add 2016 Community Event Fund RFP as Discussion/Informational Item 6. E.

III. Approval of Minutes

E. Pollauf moved to approve the June 15, 2015 minutes. **J. Beteta seconded**. **Motion carries 4-0. (N. Mankekar absent.) N. Mankekar** requested a return to **Item 3, Approval of Minutes**. **A. Zuckerman** agreed to reopen. At the request of **N. Mankekar**, the June 15, 2015 minutes will be revised to include a verbatim transcript of his remarks under **Item 5.A.2. Election of Chair and Deputy Chair**. **A. Zuckerman** stated that the HRC would undo the approval of the minutes for June and review the approval in August.

IV. Community Participation

Community member Darren O'Connor addressed the commission regarding the Joe Harris case, giving his views on the process and the outcome. **J. Beteta** requested clarification of what action, if any, Mr. O'Connor was requesting of the HRC. Mr. O'Connor responded that he had previously asked for a round table discussion with Chief Testa in hopes of having a Restorative Justice process take place rather than go through the court system. **K. Rahn** reiterated that staff was not able to engage in comments on individual cases that were in the judicial process.

Mr. O'Connor also commented on the need for a community discussion regarding homelessness. **K. Rahn** noted that the Human Service Strategy, including the homeless update, will be brought back to the HRC in October. A public forum is not currently planned; however the HRC can open

up the agenda item at their meeting as a public hearing. A number of other community engagement processes will be available throughout August, September and October. The Human Service Strategy will be brought forward to City Council in the first quarter of 2016 for public hearing and approval.

V. Action Items

A. Community Impact Fund – BMoCA – Nicole Dial-Kay, Danni Simon and Jordan Robbins of BMoCA reviewed the revisions to the application budget that had been requested by the HRC at the June meeting. They also discussed the recent growth of the program, and gave some examples of the workshops. **S. White** reiterated that at the June meeting, the HRC had encouraged BMoCA to apply for funds for the program under the Community Event Fund, but because the HRC had been funding it for several years under CIF, they would consider doing so on a pro-rated basis for the remainder of 2015. **N. Mankekar moved** to approve the BMoCA CIF application in the amount of \$1,500. **J. Beteta seconded. Motion carries 5-0.**

B. West Fourmile area (Ponderosa MHP) planning grant Study Session – J. Beteta requested that the HRC take note of the social aspect of the possible annexation of the Ponderosa Mobile Home Park, which is in the flood plain and was devastated in the 2013 flood. If the city moves forward with the annexation, it would possibly go to Boulder Housing Partners, who would rebuild with new, affordable housing units. Concern was expressed that the displaced, pre-existing residents would not have the means for priority access to apply for the new units, and that undocumented residents would be left out of the process altogether. Commissioners agreed to watch the televised Study Session on July 30 and discuss further at the August HRC meeting. No action was taken.

VI. Discussion/Informational Items

A. BCAR Forum July 23, 2015 - Community member Darren O'Connor addressed the commission regarding the upcoming community gathering on July 23, 2015 at 6 p.m. at the First Congregational Church in Boulder, and provided some information on the goals and format of the meeting. Commissioners **S. White** and **N. Mankekar** tentatively agreed to attend.

B. Inclusive and Welcoming Community Work Plan – K. Rahn provided an update on the RFP that has been released for the Community Survey and Assessment project. The City Manager's office will engage the consultant selection committee, which includes two HRC members, in August. The RFP for review of the summons and arrest data and the Professional Standards Review Panel best practices, has now closed and is in the evaluation phase. Commissioners discussed their work plan related to Inclusive and Welcoming Community and agreed to look at other city and organizational activities around this topic and to bring ideas to the August meeting for further discussion. A brief discussion of elections, upcoming ballot measures and the role of the Community Liaison as related to this topic also took place.

C. Living Wage Update – C. Atilano gave an update on work of the city staff committee on Living Wage. Recommendations will go to the City Manager in late August, with the goal of bringing it forward to City Council in the fourth quarter. Commissioners discussed the ballot item regarding council compensation and the process for providing input on ballot issues.

D. Event Reports – **A. Zuckerman** spoke at a rally on June 26, 2015 on the Pearl Street Mall following the Supreme Court decision on gay marriage. **J. Beteta** and **N. Mankekar** also attended the rally. **A. Zuckerman** spoke at meeting of SURJ (Standing Up for Racial Justice) on July 13, 2015 at the Quaker Center. **N. Mankekar** attended a presentation on community policing in Longmont, the June 15, 2015 City Council Public Hearing on mobile

homes, and the Postoley Dance Ensemble. **E. Pollauf** will attend the August 9 event, Cultura Viva.

E. 2016 Community Event Fund RFP – C. Atilano gave an overview of the 2016 RFP schedule. The RFP will be released on Aug. 3 and close on Oct. 2, 2015.

F. Follow Up Tasks –

- Schedule the Human Services Homeless Strategy update for the October HRC meeting;
- Revise the June meeting minutes for approval at the August meeting;
- Enter into contract with BMoCA for the awarded CIF grant;
- Re-send the background information on practices for Inclusive and Welcoming Communities to commissioners for identification of three ideas for further discussion at the August meeting;
- Provide a list of ballot issues, timeline and process for input to the August meeting;
- Provide the HRC with the job description for the Community Liaison;
- Release the 2016 Community Event Fund RFP;
- The HRC will watch the July 30 Study Session; and
- The HRC is encouraged to watch the presentation to council on local population trends by the Colorado State Demography Office on Aug. 18.

VII. Immediate Action Items

None.

IX. Adjournment

N. Mankekar moved to adjourn the July 20, 2015 meeting. **E. Pollauf seconded. Motion carries 5-0.** The meeting was adjourned at 8:23 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson

Grant Request (Up to \$1,500): **\$1500**

Motus Theater & Programa Compañera		
Street Address 4519 8th Street unit C		
City	Zip Code	
Boulder CO	80304 – 0676	
Telephone	Fax	Website
303-440-3682		http://motustheater.org/
Project Name SALSA Premier		
Contact Person Viviana Arturo		
Email Address info@motustheater.org		
<p>Motus Theater in collaboration with Programa Compañera (a program of El Centro Amistad) are excited to propose a free and open showing for the Spanish speaking community of Motus Theater’s most recent immigrant sourced theater piece, SALSA, on October 10th for the Annual Celebration of Immigrant Heritage. The event will take place at the Glenn Miller Ballroom at CU Boulder at 7pm after the Cumbre (Latina Women’s Summit Produced by El Centro Amistad for Programa Compañeras). SALSA is a one-of-a-kind production that weaves the autobiographical monologues of seven immigrant women from Mexico, Guatemala and Argentina together with dance. SALSA celebrates the resilience of immigrants, their courage to leave their home country and venture into a new country. It tells the story of their experience in the United States and in Boulder specifically. It speaks of universal human values of love and family that are intensified because many of the women can’t return to see their family. SALSA speaks directly to the Latino immigrant community in Boulder – six of the seven performers are from the city of Boulder - and it reflects their lives on the stage. It celebrates the cultural capital that Latino immigrants bring to Boulder and say’s loud and proud that the city is ‘lucky to have us.’</p> <p>The majority of recent immigrants in Boulder are Latino. It is befitting during the Annual Celebration of Immigrant Heritage week to have a performance in Spanish that honors our experience and contributions to the cultural, economic, and civic life in Boulder. This event will be a real ‘fiesta’ with theater, dance and food to honor Latino immigrants, the premier of a performance by and for immigrants, and a party to celebrate the Annual Celebration of Immigrant Heritage (There will even be a large sheet cakes saying “ Semana de la Herencia Inmigrante”).</p> <p>Please earnestly consider our proposal to offer the Spanish language premier of SALSA as a unique and compelling addition to the Annual Celebration of Immigrant Heritage.</p>		

Collaboration: The proposed inaugural SALSA performance represents a collaboration between Motus Theater and Programa Compañeras. The mission of Motus Theater is to create original theater to facilitate dialogue on critical issues of our time. We aim to use the power of art to build alliances across diverse segments of our community. Programa Compañeras is a program of El Centro Amistad. The mission of the program is to: promote the well-being of women; enhance the quality of life while expanding access to educational and cultural programs; create a network of support; develop political consciousness; and collectively mobilize social justice actions. They primarily serve first generation Spanish speaking immigrants. They organize La Cumbre, a women's summit with between 150-225 participants each year that is conducted entirely in Spanish in Boulder, Colorado.

General Description and Educational Components:

SALSA weaves autobiographical monologues into a performance detailing the struggles, resilience and courage of the Latin American immigrant women who perform them. At the heart of the performance is a woman from Mexico, Rosa Elena Valle, making her family's salsa recipe live on stage while she talks about her experience of immigration. All the other stories, as well as dancing and live music, circle in and out of Rosa's story. The piece concludes with an invitation for the public to join the women on stage, dance together and share Rosa's fresh salsa as performers informally socialize with and answer audience questions. Because of the identity of the performers, the collaboration with El Centro Amistad and outreach from Intercambio and other immigrant serving organizations, we expect an audience where the vast majority are first generation immigrants from Latin American countries. While the audience may not need to be 'educated' about experiences of immigration, the act of seeing their lives portrayed on stage provides deeply needed affirmation and empowerment. Many people in the audience will know only too well about the themes of divided families, economic hardship, racism, cultural pride and negative stereotypes as they experience them every day. The way the women of SALSA, as representatives of the immigrant community at large, meet these struggles with love tenacity, and courage makes them the subject of great art. In the end the piece celebrates the resilience of immigrants and the cultural assets they bring to Boulder.

Goals and How Event will Foster Inclusivity and Respect for immigrant Heritage:

In one way, the SALSA performance promotes inclusivity and respect for immigrant heritage simply by the fact that it is in Spanish. That plain fact opens opportunities for Latino immigrants to enjoy the performance who are excluded from most local theater by virtue of a language barrier. A free, live spoken performance in our native language removes all such barriers to participation in the very event aimed at celebrating our presence in Boulder. Lastly of all the theater productions in Boulder, SALSA at present represents the only work currently coproduced, and performed explicitly by immigrant women in their native language. Too often the creation of art remains the luxury of those with the time and financial liberty to pursue it and by that fact excludes many key creative perspectives from Boulder's cultural dialogue. SALSA is an important piece of high quality art by, for, from and about the immigrant community who struggled to surmount the obstacles of long hours and low wages in order to find the time to create this piece to share the beauty of their culture and make known their unsung but vast contributions to our city.

According to the Trends Report 57% of people from Boulder don't believe our community is open to immigrants. The audience we anticipate and the performers themselves are on the front lines of being treated like a burden to our community. This performance, that reflects back to the audience the assets of Latina immigrants, is an important contradiction to the stereotypes that Latino immigrants face. One need only turn to the disparaging and racist remarks Donald Trump made against Mexican immigrants. Or locally, we can think of the articles reflecting on how the numbers of monolingual Spanish speaking children is a drain to Boulder's public schools instead of an asset to creating bilingual education in Boulder. By respecting immigrants in our community, too often invisible or referred to in negative terms, we challenge the closed mindedness of those who make Immigrant Heritage week such a necessary step in further uniting our community.

How Will the Event be Promoted to the Boulder Population?

The performance will take place as a free and open public showing in Spanish on October 10th at 7pm after the conclusion of the 9th annual *Cumbre de Mujeres*. It will be promoted to the estimated 175 women and teenage girls that generally attend the Cumbre as well as to their families. In addition it will be promoted by a number of other Boulder organizations that serve the monolingual Spanish speaking population in addition to El Centro Amistad, including Intercambio, New Horizon's Cooperative Preschool (bilingual preschool), a parent group at the University Hill School (bilingual elementary school), and Northern Colorado Dreamers United (Undocumented Immigrants serving Boulder county). In addition, six of the seven women performing are all first generation immigrants (one is a second generation immigrant) and they will be promoting this inaugural performance for Immigrant Heritage week to their families and friends.

Proposal Budget Table

<u>Budget Item</u>	<u>Projected Expense</u>
Postage	\$0
Advertising (\$125 postcard design, \$120 postcards)	\$245
Copying (\$45 Incidental copies and tech scripts)	\$45
Office Supplies <i>(Please specify)</i> 1) Black/Color Print Cartridge \$42	\$42
Space Rental \$400	\$400
Food \$1000 (CU Catering of Appetizers, Desserts, Lemonade & Coffee for 200 participants)	\$1,000
Other Direct Expenses <i>(Please specify)</i> 1) Tech Expenses: Extra Mics \$80 2) Tech Expenses: Tech Person \$20x5hrs 3) Actors Performance & Rehearsals (23hrsx\$13x7 = \$2,093 4) Musician Performance +Rehearsals = \$300	\$2,573
Total Expenses	4,305
<u>Revenue Sources</u>	<u>Revenue Amount</u>
Amount Requested from HRC	\$1,500
Other Sources of Contributions (including in-kind) 1) El Centro Amistad will cover Space Rental/\$400 2) Boulder Arts Commission \$2,000 3) Motus Theater \$405	\$2,805