

UNITED COMMUNITIES OF SAN ANTONIO

PORTFOLIO OF SERVICES - PERFORMANCE REPORT

FY 9/1/2019 – 8/31/2020

FY 9/1/2020 – 8/31/2021 YTD (9/29/2020)

MISSION STATEMENT: United Communities of San Antonio is a human relations organization dedicated to creating safe and inclusive communities, while advocating for social justice, by promoting understanding and respect among all people through awareness, education, and dialogue.

www.ucofsa.org



United Communities of San Antonio (UCSA) has developed a rich, distinguished history of service working to enhance inclusivity, respect, and justice in our community with an emphasis working with community leaders, supporting educators, empowering youth and fostering development of future leaders. It is the intent of UCSA to make available a means to help the dialogue that is indispensable to the multi-cultural learning process, to reach out, understand, and respect the different cultural styles of our increasingly diverse region.

- **Portfolio of Services**

- **Advocacy Work**
- **Awareness Engagements**
- **Community Outreach**
- **Dialogue Initiatives**
- **Diversity Training**
- **Educational Outreach**
- **Emergency Resource Availability**
- **Lawmaking/Legislative Policy Analysis**
- **Social Justice Initiatives**
- **Programs**

- **CERTIFICATIONS**

COVID-19: Per the UCSA Emergency Preparedness Guidelines - The health, safety, and welfare of our staff, volunteers, and communities are a top priority. Therefore, due to the COVID-19 Pandemic, the UCSA office remains physically closed until further notice. UCSA operations continue accordingly from remote locations and services remain available as performed by staff via a virtual platform in a remote fashion.

Advocacy Work

Collaborations with both Elected and/or Appointed Individuals and staff to be called upon and/or utilized to act as a resource in Hearings, Meetings, Sessions, Working Groups, etc.

➤ City of San Antonio

➤ [City Council A Session Agenda \(8/20/20\)](#)

➤ [\[FULL VIDEO\]](#)

- [Item # 4:](#) - Resolution declaring racism as a public health crisis and establishing stronger efforts to promote racial equity in San Antonio. [David W. McCary, Assistant City Manager, Zan Gibbs, MPH, Chief Equity Officer]
 - **EXCERPT:** Start Time in Full Video: 31:12; End Time in Full Video: 2:03:45
- **Public Testimony** by Herbert Nance, President/CEO of United Communities of San Antonio at the in Support of the Resolution
 - **EXCERPT:** Start Time in Full Video: 38:45; End Time in Full Video: 42:25

Advocacy Work (cont.)

Collaborations with both Elected and/or Appointed Individuals and staff to be called upon and/or utilized to act as a resource in Hearings, Meetings, Sessions, Working Groups, etc.

➤ City of San Antonio

➤ City Council Zoning Commission Agenda (11/5/19)

➤ [FULL VIDEO]

- Item # 22: - ZONING CASE Z-2019-10700255 (Council District 2): A request for a change in zoning from "AE-3 HS EP-1 MLOD-3 MLR-2" Arts and Entertainment Historic Landmark Parking/Traffic Control Overlay Martindale Army Airfield Military Lighting Overlay Military Lighting Region 2 District to "C-2 CD HS EP-1 MLOD-3 MLR-2" Commercial Historic Landmark Parking/Traffic Control Overlay Martindale Army Airfield Military Lighting Overlay Military Lighting Region 2 District with Conditional Use for a **Human Services Campus** on Lot 7, NCB 10241, located at **3310 East Commerce Street. Staff recommends Denial.**
- Note: Second Baptist Church is located at 3310 East Commerce Street. The Human Services campus referenced was defined
 - **EXCERPT:** Start Time in Full Video: 2:02:50; End Time in Full Video: 5:35:05
- **Public Testimony** by Herbert Nance, President/CEO of United Communities of San Antonio as a Resource
 - **EXCERPT:** Start Time in Full Video: 4:01:04; End Time in Full Video: 4:03:20

Advocacy Work (cont.)

Collaborations with both Elected and/or Appointed Individuals and staff to be called upon and/or utilized to act as a resource in Hearings, Meetings, Sessions, Working Groups, etc.

➤ [UCOFSA.ORG RESOURCE:](#)

[Advocacy Information -](#)

- [Voter Registration Information, Resources, US Census 2020, Rights-Risks-Responsibilities](#)

Awareness Engagements

Speaker availability at Associations, Conferences, Panels, Seminars, Workshops, etc.

- **Texas Public Radio Program “The Source” hosted by David Martin Davies (9/10/2020)**
 - **[\[FULL AUDIO\] Panel Discussion - Creating a Future of Racial Justice, Equity In San Antonio And Beyond](#)**
 - Mario Salas, Organizer of the San Antonio Coalition for Police Accountability
 - Javier Salazar, Bexar County Sheriff
 - Herbert Nance, President/CEO of United Communities of San Antonio

- **Madison Square Presbyterian Church (8/30/2020)**
 - **[\[FULL VIDEO\] - Special Worship Service on Racial Reconciliation & Justice](#)**
 - Co-Leaders:
 - Rev. Dr. Bart Roush, Pastor
 - Herbert Nance, President/CEO of United Communities of San Antonio
 - **[\[EXCERPT VIDEO\] UCOFSA.ORG: “Are You My Ally?” by Herbert Nance](#)**

- **Randolph Metrocom Rotary Club (8/10/2020)**
 - **[Speaking Engagement](#)**

Awareness Engagements (cont.)

Speaker availability at Associations, Conferences, Panels, Seminars, Workshops, etc.

➤ [UCOFSA.ORG RESOURCE:](#)

[Awareness Lesson -](#)

- [Trump Parade Truck Drags Black Lives Matter and Comparison to James Byrd, Jr \(deceased\)](#)

Community Outreach

Participation in Alliances, Boards, Commissions, Councils, Festivals, Groups, etc.

➤ Affiliate Outreach - IN PROGRESS

- **City of New Braunfels**
- **City of San Antonio Office of Equity**
- **H-E-B Grocery Company**
- **San Antonio Non-Profit Council**
- **SA 2020**
- **United Way**
- **USAA Diversity & Inclusion Group (PEAK)**

Community Outreach (cont.)

Participation in Alliances, Boards, Commissions, Councils, Festivals, Groups, etc.

➤ Ally Outreach – COMPLETE

➤ Black Is Beautiful Initiative

- **Alamo Beer Company**
 - Eugene Simor, Founder/CEO
- **Back Unturned Brewing Company**
 - Ricardo A. Garcia, Chief Dreamer
- **Cactus Land Brewing Company**
 - Dustin Teague, Founder/Brewer
- **Weathered Souls Brewing Company**
 - Marcus Baskerville, Head Brewer
 - Mike Holt, Chief Envisioning Officer
 - Kimberly Machado, Director

Community Outreach (cont.)

Ally Outreach – IN PROGRESS

➤ City of San Antonio

- Ron Nirenberg, Mayor
- Dr. Colleen Bridger, Assistant City Manager
- David McCary, Assistant City Manager
- Erik Walsh, City Manager
- Robert Trevino, Councilmember District 1
- Jada Andrews-Sullivan, Councilmember District 2
- Rebecca J. Viagran, Councilmember District 3
- Dr. Adriana Rocha Garcia, Councilmember District 4
- Shirley Gonzales, Councilmember District 5
- Melissa Cabello Havrda, Councilmember District 6
- Ana Sandoval, Councilmember District 7
- Manny Palaez, Councilmember District 8
- John Courage, Councilmember District 9
- Clayton Perry, Councilmember District 10

Community Outreach (cont.)

Ally Outreach – IN PROGRESS

➤ Frost Bank

- Phil Green, Chairman and CEO
- Patrick B. (Pat) Frost, President of Frost Bank & Group Executive Vice President

➤ H-E-B Grocery Company – “*A Message from H-E-B*” on June 2, 2020 by Craig Boyan, H-E-B President

- Craig Boyan, President

➤ Linda Rukavina Photography – “Being Black in America” Series

- Linda Rukavina, Owner

Community Outreach (cont.)

Ally Outreach – IN PROGRESS

➤ Spurs Sports & Entertainment – “Spurs Voices” Series

- Peter J. Holt, Chairman
- R.C. Buford, CEO
- Brian Wright, General Manager
- Gregg Popovich, Head Coach & President of Spurs Basketball
- Rick Pych, President/Strategic Advisor
- Lawrence Payne, EVP/Strategic Advisor
- Brandon Gayle, EVP of Revenue, Brand & Communications
- Bobby Perez, EVP and General Counsel
- Lori Warren, EVP of Corporate Finance & Strategy
- Frank Miceli, SVP of Revenue & Franchise Operations
- Tammy Turner, SVP of Corporate Administration and Facilities
- Brent Barry, VP Basketball Operations
- Joe Clark, VP of Youth Sports & Community Engagement
- Casey Heverling, VP and General Manager
- Tim Holt, VP and SAFC Managing Director
- Brandon James, VP of Basketball Administration & Deputy General Counsel
- Tom James, VP of Communications
- Becky Kimbro, VP of Brand & Marketing
- Joe Loomis, VP Finance & Technology
- Tim Salier, VP of Sales & Retention
- Patty Mills, Spurs Basketball

Community Outreach (cont.)

Ally Outreach – IN PROGRESS

➤ University of Texas at Austin – “A More Diverse and Welcoming Campus” Statement

- Darrell Bazzell, Senior Vice President and Chief Financial Officer
- Chris Del Conte, Vice President and Athletics Director
- Daniel Jaffe, Provost
- Jay Hartzell, Interim President
- Tom Herman, Head Coach of the Texas Football Organization
- Leonard Moore, Vice President for Diversity and Community Engagement
- Soncia Regins-Lilly, Vice President for Student Affairs and Dean of Students
- Shaka Smart, Head Coach of the Men’s Basketball Organization

Community Outreach (cont.)

Participation in Alliances, Boards, Commissions, Councils, Festivals, Groups, etc.

➤ UCOFSA.ORG RESOURCE

- Community Outreach
 - *Madison Square Presbyterian Church*

➤ UCOFSA.ORG MEDIA

- PRESS RELEASE
 - *Be The Change For Equality and Justice*

Dialogue Initiatives

Sessions of intermediary work via participation and/or facilitation performance with individuals focused on understanding, respect, and resolution.

➤ Madison Square Presbyterian Church

➤ [Q1 2021 \(January\) SESSIONS: Madison Square Presbyterian Church](#)

Dialogue Initiatives (cont.)

In response to an event and/or action impacting community and challenging relations, UCSA performed outreach to express willingness to facilitate dialogue for awareness and education. [Request Outstanding]

➤ **Event:** *Second Baptist Church Migrant Children's Shelter*

- Related Note: The Shelter was also referred to by others in the community as a For-Profit Children's Immigrant Detention Facility.

Entities and Individuals Contacted:

- **Second Baptist Church**
 - Rev. Dr. Robert L. Jemerson
 - Deacons and Elders
- **City of San Antonio**
 - Ron Nirenberg, Mayor
 - Jada Andrews-Sullivan, Councilmember District 2
- **Bexar County**
 - Tommy Calvert, Commissioner Precinct 4
- **Madison Square Presbyterian Church**
 - Rev. Dr. Bart Roush
- **Concerned Citizens**
 - Rev. Dr. Helen T. Boursier
 - Renee Watson

Dialogue Initiatives (cont.)

In response to an event and/or action impacting community and challenging relations, UCSA performed outreach to express willingness to facilitate dialogue for awareness and education. [Request Outstanding]

- **Event:** Arrest, Detainment, and Release of Private Citizen – City of San Antonio Office of the Chief of Police Interdepartmental Correspondence Incident Review 9/1/2020: [Page 1](#) and [Page 2](#)

Entities and Individuals Contacted:

- **City of San Antonio**
 - Ron Nirenberg, Mayor
 - William McManus, Chief of Police
 - Erik Walsh, City Manager
- ***Law Office of Adam Kobs**
 - Adam Kobs, Criminal Defense Attorney
- ***Tess House Law, PLLC**
 - Artessia House. Civil Attorney
- ***Note:** These entities and individuals received the notifications only for informational purposes. The proposal submitted and intent remains for UCSA to facilitate community dialogue. There is no request to facilitate dialogue between the City, Attorneys, and the Private Citizen they represent.

Dialogue Initiatives (cont.)

In response to an event and/or action impacting community and challenging relations, UCSA performed outreach to express willingness to facilitate dialogue for awareness and education. [Request Outstanding]

➤ Event: *Trump Parade Truck Drags Black Lives Matter Flag*

Entities and Individuals Contacted:

- **New Braunfels MLK Association, Inc.**
 - Bishop Michael Franklin
- **Trump Train New Braunfels**
 - Steve Ceh
- **Concerned Citizen**
 - Dr. Jessica Edwards

Dialogue Initiatives (cont.)

In response to an event and/or action impacting community and challenging relations, UCSA performed outreach to express willingness to facilitate dialogue for awareness and education. [Request Outstanding]

➤ Event: *Trump Parade Truck Drags Black Lives Matter Flag*

- **City of New Braunfels**

- Rusty Brockman, Mayor
- Robert Camareno, City Manager
- Tom Wilbert, Chief of Police
- Shane Hines, Councilmember District 1
- Justin Meadows, Councilmember District 2, Mayor Pro-Tem
- Harry Bowers, Councilmember District 3
- Matthew E. Hoyt, Councilmember District 4
- Jason E. Hurta, Councilmember District 5
- James Blakey, Councilmember District 6
- Jenna Vinson, Director of Communications & Community Engagement

Dialogue Initiatives (cont.)

Sessions of intermediary work via participation and/or facilitation performance with individuals focused on understanding, respect, and resolution.

➤ [UCOFSA.ORG RESOURCE:](#)

[Dialogue Lesson -](#)

- [*The Purpose and The Four Pillars of Dialogue*](#)

➤ [UCOFSA.ORG MEDIA](#)

• PRESS RELEASE

- [*Race Relations and A Call for Dialogue*](#)

Diversity Training

A community-based program that provides adults an opportunity to focus on clarifying their values, conflict resolution, management, understanding diversity, cultural appreciation, and effective cross-cultural communication skills

➤ [UCOFSA.ORG RESOURCE:](#)

[Diversity Lesson -](#)

- [*The Four A's of Race Relations*](#)

➤ [UCOFSA.ORG RESOURCE:](#)

[Diversity Information -](#)

- [*Diversity Training Is A Community Necessity*](#)

Educational Outreach

Working with educational entities and support organizations to play a collaborative role resulting in overall student development

➤ East Central Independent School District (6/11/2020)

- Message from Roland Toscano, Superintendent of Schools
 - *The Importance of Diversity and Inclusion at East Central ISD*

➤ South San Antonio Independent School District (9/16/2020)

- Letter of Intent with programs requested by Carlos Gallardo, Coordinator of Guidance & Counseling
 - Bullying Awareness & What to Do
 - Conflict Resolution
 - Dialogue
 - How to Get Along with Others
 - Understanding & Appreciating Our Differences

➤ UCOFSA.ORG RESOURCE:

Education Exercise –

- *Take An Implicit Association Test*

Emergency Resource Availability

Emergency preparedness in a real time fashion to respond to current events by reaching out to involved and/or affected communities to obtain additional information, listen to concerns, and assess how UCSA can help via implementation of a plan to address both short term and potential long-lasting impacts

➤ [UCOFSA.ORG RESOURCE:](#)

[Emergency Resource -](#)

- [Individual Detainment-Arrest of a Private Citizen, Race Relations, and Call for Community Dialogue](#)

➤ [UCOFSA.ORG RESOURCE:](#)

[Emergency Resource -](#)

- [Join The Klan Recruitment Flyers Found on a High School Campus](#)

Lawmaking/Legislative Policy Analysis

Research and Analysis of proposed laws and legislation with focus centered around equal opportunity and equal access

➤ UCOFSA.ORG RESOURCE:

[Review & Analysis -](#)

- [City of San Antonio Resolution Declaring Racism a Public Health Crisis](#)

➤ UCOFSA.ORG MEDIA

• PRESS RELEASE

- [UCSA Support of COSA City Council Community Health and Equity Committee Declaring Racism A Public Health Crisis](#)

➤ UCOFSA.ORG MEDIA

• PRESS RELEASE

- [UCSA Supports COSA City Council Adoption of Resolution Declaring Racism a Public Health Crisis](#)

Social Justice Initiatives

Awareness of initiatives, willingness to collaborate, and hope to focus on education of both activist and non-activist organizations to ensure best available information is presented to all sides with a genuine objective/goal of equality

➤ [UCOFSA.ORG RESOURCE:](https://ucofsa.org)

[Initiative -](#)

- [Black Is Beautiful Beer hosted by Weathered Souls Brewing Co.](#)

➤ [UCOFSA.ORG RESOURCE:](https://ucofsa.org)

[Initiative -](#)

- [Banned Books Week created by the American Library Association](#)

Programs

UCSA places a high priority on programs, as it responds to the concerns of all communities in the San Antonio region. Each program is tailored to meet the specific needs of the sponsoring organizations, by addressing issues using materials, exercises, and techniques which draw on the experiences and perspectives of participants. Our goal is to create a safe environment in which awareness, education, dialogue, and interaction among the participants results in mutual respect and commitment to actively living in and contributing to safe, just, and inclusive communities.

➤ Awareness & Education

- Q4 2020 (October) SESSION: Madison Square Presbyterian Church
 - Racial Reconciliation & Justice Group

➤ Bullying Awareness & What to Do

- Q4 2019 (November) PRESENTATION: South San Antonio Independent School District
 - Zamora Middle School
- UCOFSA.ORG RESOURCE:
 - *[FULL VIDEO] – UCSA Cyber Bullying Video*

Programs (cont.)

UCSA places a high priority on programs, as it responds to the concerns of all communities in the San Antonio region. Each program is tailored to meet the specific needs of the sponsoring organizations, by addressing issues using materials, exercises, and techniques which draw on the experiences and perspectives of participants. Our goal is to create a safe environment in which awareness, education, dialogue, and interaction among the participants results in mutual respect and commitment to actively living in and contributing to safe, just, and inclusive communities.

➤ Conflict Resolution Training

- Q1 2020 (January) PRESENTATION: South San Antonio Independent School District
 - Abraham Kazen Middle School Focus Group
- Q4 2020 (October) SESSION: Madison Square Presbyterian Church
 - Racial Reconciliation & Justice Group

➤ Dialogue

- Q1 2020 (January) PRESENTATION: South San Antonio Independent School District
 - Athens Elementary School Dialogue Group
 - Hutchins Elementary School Dialogue Group
 - Abraham Kazen Middle School Dialogue Group
 - Dwight Middle School Dialogue Group
- Q4 2020 (December) SESSION: Madison Square Presbyterian Church
 - Racial Reconciliation & Justice Group

Programs (cont.)

UCSA places a high priority on programs, as it responds to the concerns of all communities in the San Antonio region. Each program is tailored to meet the specific needs of the sponsoring organizations, by addressing issues using materials, exercises, and techniques which draw on the experiences and perspectives of participants. Our goal is to create a safe environment in which awareness, education, dialogue, and interaction among the participants results in mutual respect and commitment to actively living in and contributing to safe, just, and inclusive communities.

➤ How to Get Along with Others

- Q1 2020 (February) PRESENTATION: South San Antonio Independent School District
 - Price Elementary School Focus Group
- Q4 2020 (November) SESSION: Madison Square Presbyterian Church
 - Racial Reconciliation & Justice Group

➤ Understanding & Appreciating Our Differences

- Q1 2020 (January) PRESENTATION: East Central Independent School District
 - East Central High School Focus Group
- Q4 2020 (November) SESSION: Madison Square Presbyterian Church
 - Racial Reconciliation & Justice Group