



COUNTY OF SAN DIEGO
EQUITY & RACIAL JUSTICE



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Deeqda Saameynta Sinaanta Tilmaamaha iyo Codsiga

I. Aasaaska

Degmada San Diego waxay balan qaadaysaa faya qabka dhammaan dadka San Diego. Xafiiska Sinaanta iyo Cadaallada Isirka (Office of Equity and Racial Justice, OERJ) waxaa la aasaasay sanadkii 2020 si uu u xoojiyo balan qaadka Degmada San Diego ee sinaanta isirka ayadoo muhiimada la saraayo in aan isirka qofku uusan hadda kadib saamayn ku lahayn go'aainta natiijooyinka nolosha qofka. Hanaankaan wuxuu taageerayaa kooxa dhammaan qoomidaha, jinsiga, da'da, awooda, iyo aqoonsiyada kale si ay ugu noolaadaan ugana qayb galaan bulshadeena heerkooda ugu sareeya.

OERJ ayaa qabtay taxanayaasha joogtada ah ee kulannada dhagaysiga bulshada si loo uruuriyo fikradha dadka deegaanka ku qabaan sida degmadu gacan uga gaysan karto baabi'inta isir nacaybka nidaamiga ah iyo saamaynta uu ku reebay Bulshada Madoowga, Asaliyiinta iyo Dadka aan Cadaanka Ahayn (BIPOC) iyo iyo dadka taarihiyan la faquuqi jiray iyo bulshooyinka hadda la duudsiyo iyo kuwa la dayacay. Qodob guud oo fikirka laga dhiibtay ayaa ahaa culayska ka jira helitaanka qandaraasyada dawlada iyo lacagaha deeqda ah ee ururada aan haysan awooda badan ee deeq uruurinta, gaar ahaana kuwa biloowga ah iyo ururada yaryar ee ay hogaamiyaan shaqsiyaadka ka tirsan bulshada BIPOC. Si loo bilaabo xal u helida caqabadaan, Degmadu waxay tijaabo ku wadaa barnaamij cusub muddo labo sano ah si loo taageero ururadaan ayadoo la siinaayo labadaba deeqaha shaqada iyo tababarka hagida ah iyo taageero isku xir ah.

Mareeg kasta barnaamijka Deeqda Saamaynta Sinaanta (EIG) ayaa taageeri doona 10 kamid ah ururada/mashaariicda ka shaqeeya San Diego ee bulshada saamaynta ku leh asagoo siinaaya mid kasta \$100,000 oo ah deeqaha guud ee hawlgallada. Lacagta ayaa loo adeegsan karaa taageerida shaqaalaha iyo qarashaadka kale ee shaqada. Marka laga soo tago deeqaha guud ee shaqada, Degmadu waxay qandaraas la gashay Machadka Khayriga ah ee University of San Diego si uu



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khyaraad taageero u siiyo, ayna ku jirto tababarka iyo aqoon kororsiyo ku aadan hogaaminta, maamulka haayadaha khayriga ah, isbadelka bulshada iyo hal abuurka, qaaraan uruurinta, dhisida awooda, saamaynta guud, iyo kartid nidaamka ururka. Waxaa intaas sii dheer, shaqaalaha OERJ ee Degmada ayaa mudeyn doona kormeero goos-goos ah oo lagu samaynaayo deeq qateyaasha si loo xoojiyo xiriir ku dhisan waxbarashada wadaaga ah iyo la socoshada saamaynta deeqdu abuurto.

Barnaamijka Deeqda Saamaynta Sinaanta ayaa diirada saari doona taageerida dedaallada bulshadu hagayso iyo ururada bulshada ee ka shaqeeya cadaallada bulshada ee aagaga soo socda:

- waxbarashada (dhallaanka yaryar ilaa waxbarashada dugsiga sare/kuleejka)
- dhisida iskaashiga iyo wada shaqeynta bulshada
- farshaxanka, warbaahinta, iyo dhaqanka
- hormarinta guryaha iyo deegaanka
- badqabka dadwaynaha iyo cadaallada dhaqan celinta
- caafimaadka iyo bogsashada
- aqoonta dhaqaalaha iyo hormarinta dhaqaalaha
- nidaamyada cuntada iyo cadaallada deegaanka

Waxaa la filayaa in barnaamijka EIG uu saamayn wanaagsan ku yeelan doono dedaallada bulshada ee la xariira kor u qaadista sinaanta fursada, adkaynta mashaariicda ay dadka deegaanku hagayaan kuwaasoo ay dhextaal u yihiin codadka dadka soo maray nolosha¹ nidaamka ku dhisan isir nacaybka, iyo in kor loo qaado natiijooyinka mudada fog ee ay gaaraan bulshooyinka BIPOC iyo LGBTQIA+, soo galootiga, dadka naafada ah, haweenka, iyo dhalinyarada. Si taas

¹ Nidaamka Cadaallada Adag ee Bulshada ayaa adeegsada “khibrada lasoo maray” oo loola jeedo khibrada nololeed ee qofku kasoo maray guumeysiga taqliidiga ah iyo midka nidaamiga ah iyo qabsashada, waxaa intaas dheer, qadarinta fikradaha shaqsiya ah ee qofku ka qabo khibradaha la shaqeeya si qaab adag loogu baabi’iyo cadaalad darada nidaamiga ah.



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lamid ah, Xafiiska Sinaanta iyo Cadaallada Isirka wuxuu rajaynayaa inuu u adeegsado barnaamijka EIG dhisida xiriiradakala dhexeeya bulshada sii kordhaysa ee deeq qaatayaasha si loo helo kalsooni iyo isla xisaabtanka labada dhinac.

II. U qalmida iyo Iswaafajinta:

A. Waxaa lagugu casuumayaa laguguna boorinayaa inaad codsato haddii:

1. Ururkaagu leeyahay aqoonsiga 501c(3), uu taageero dhaqaale ka helo urur 501c(3) ah, ama uu yahay urur qabiil oo haysta canshuur dhaaf.
2. Uu ururkaaga 501c(3) ah ka shaqeeyo una adeego bulshooyinka ku nool Degmada San Diego (ayna ku jiraan dhammaan bulshooyinka qabiilka iyo bulshooyinka baadiyaha).
3. Ay qarashaadkaaga shaqadu ka hooseeyaan \$500,000 iyo/ama shaqaale kayar shan oo shaqeeya shaqo buuxda.
4. Shaqada iyo/ama barnaamijka ururkaagu ay waafaqsan tahay muhiimadaha maal gelinta (hoos ka eeg).
5. Ururkaagu uu gacan ka gaysanaayo dhisida awooda iyo/ama hormarinta natiijooyinka bulshooyinka BIPOC iyo LGBTQIA+, soo galootiga, dadka naafada ah, haweenka, iyo dhalinyarada.
6. Shaqaalaha iyo gudiga ururkaagu ku soo noolaayeen khibrada faquuqa ayna matalayaan bulshooyinka ay doonayaan inay saamayn ku yeeshaan sida, danyarta, dadka aan guryaha haysan, cunto yarida, dadka awoodooda dhaqaale xun tahay, booliiska xad dhaafka ah ka shaqeeyo aagooda, saamayntu ka soo gaartay nidaamka cadaallada danbiyada, iyo bulshooyinka cadaallada deegaanka.

III. WAXA AAD KA FILAN KARTO CODSIGA

Codsiga soo socda ayaa ka kooban saddex qaybood oo waaway:

1. Qaybta I ayaa baaraysa si loo xaqiijiyo u qalmida (Arag Su'aalaha Codsiga Su'aalaha Baaritaanka).



2. Qaybta II ayaa bixinaysa faahfaahinta ururka qaarkeed sida magaca, ciwaanka, EIN ka ururka iyo maal geliyaha dhaqaale, qarashaadka sanadkii, iyo shaqaalaha.
3. Qaybta III, qaybta qisada, waa fursad aad nagula wadaagayso qaar kamid ah qisada ururkaaga iyo saamayntiisa (oo ka kooban, laakiin kuma koobna, *khibrada ay soo mareen* hogaanka ururkaaga, taariikhda/mustaqbalka saamayntaada bulshada, sida khayraadka barnaamijka EIG u taageeri karaan saamayntaada, iwm.).

Waxaan ku qiyaasaynaa wadarta guud ee wakhtiga loo baahan yahay si loo buuxiyo codsigaan ay tahay hal saac.

IV. SHURUUDAHA GO'AAN GAARISTA:

A. Dhisida Awooda iyo Hormarinta Natiijooyinka Nololaha:

1. Ma jiraa diirad, waafajin, dedaal, iyo higsii lagu shaqeyn karo oo cad si loo dhiso awooda iyo/ama loo hormariyo natiijooyinka nololaha ee bulshooyinka San Diego ee taariikhiyan iyo haddaba la duudsiyay: BIPOC, LGBTQIA+, soo galootiga, dadka naafada ah, haweenka, iyo dhalinyarada?
2. Codsigu ma bixinayaa tusaaleyaasha iyo qaababka loo waajahaayo wixii lasoo maray, waxa taagan, iyo/ama mustaqbalka shaqada/saamaynta?
3. Codsigu si qeexan ma u sheegayaa sida ururku u dhisaayo awooda bulshooyinka la sheegay? (uu xoojinaayo bulshada si ay ugu dagaalamaan xuquuqdooda, xal loogu helo sinaan la'aanta nidamaiga ah, loo abuurto isbadel bulsho oo wanaagsan?)

B. Khibrada la Soo maray ee La Matalaayo:

1. Hogaanka, shaqaalaa, iyo gudiga ururku ma la soo noolaayeen mana yihiin wakiillada bulshooyinka ay doonayaan inay u adeegaan ayna saamayn ku yeeshaan?



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2. Ma jiraa cadeynta qeexan ee gaarka ah ee sida ururku u muujiyo/u fahmo bulshooyinka uu u adeeggo?

C. Adeegsiga Khayraadka la Bixiyay:

1. Ma jiraa fahanka cad oo la xariira sida khayraadka barnaamijka ee la heli karo loo adeegsan doono?
2. Isticmaalka la doonaayo ee khayraadku ma waafaqsan yahay labadaba shaqada/higsiga/saamaynta la doonaayo ee ururrada IYO shaqada/yoolka Barnaamijka Deeqda Saamaynta Sinaanta?
3. Ma jiraa fahan cad oo ku aadan sida khayraadka barnaamijka loo joogtayn karo muddo kadib?

Codsiyada ayaa xirmi doona 5pm, Agoosto 23, 2024.

Dadka deeqda ku guuleysta ayaa la shaacin doonaa 2024.

Bayaanka Taageerada

OERJ waxay u taagan tahay taageerada xubnaha bulshada ee doonaaya inta lagu jiro iyo kadib hawsha codsiga. Si loo xaqiijiyo in bulshadu ay taageero ku filan ka hesho, ayna heli karto, xafiisyadeena, kulannada xogta ee oonleenka ah ayaa la qaban doonaa inta lagu jiro bilaha Luuliyo iyo Agoosto — xog dheeri ah ayaa laga heli karaa webseedka OERJ. Haddii aad qabto wax su'aalo dheeraad ah waxaad kala xiriiri kartaa OERJ [foomkaan](#).

Su'aalaha Codsiga

I. Su'aalaha Baaritaanka (Ka eeg Tilmaamaha II. U qalmida iyo Waafajinta)

1. Ururkaagu ma leeyahay aqoonsiga 501c(3), ma ka helaa taageero dhaqaale urur 501c(3) ah, ama ma yahay urur qabiil oo haysta canshuur dhaaf?



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2. Uu ururkaaga ma ka shaqeyaa oo ma u adeegaa bulshooyinka ku nool Degmada San Diego? (ayna ku jiraan dhammaan bulshooyinka qabiilka iyo bulshooyinka baadiyaha)
3. Qarashaadkaaga shaqadu ma ka hooseeyaan \$500,000 iyo/ama shaqaale kayar 5 oo shaqeeya shaqo buuxda?

II. Faahfaahinta Ururka

4. Magaca Ururka
5. Magaca Maal Geliyaha Dhaqaalaha (haddii uu jiro)
6. Ciwaanka Wadada ee Ururka
7. Lambarka EIN (kan ururkaaga ama maal geliyaha maaliyada)
8. Xiriirka Ururka
 - Magaca
 - Darajada
 - Ciwaanka limeylka
 - Lambarka Taleefanka
9. Lacagta Shaqada iyo Dakhliga
 - Qarashaadka Guud ee Maaliyada Hadda iyo Sanadka
 - Wadarta Guud ee Dakhliga Maaliyada Hadda ama Sanadka
10. Shaqaalaha
 - Wadarta Guud ee Shaqaalaha Buuxa
 - Wadarta guud ee Shaqaalaha Wakhtiyada Kooban Shaqeeya
 - Wadarta Guud ee Mutadawiciinta
11. Fadlan sheeg deegaannada rasmiga ah ee ururkaagu ka shaqeeyo? (Haddii ay ka badan yihin hal deegaan fadlan ku sheeg qaybta “Meelo Badan”):
 - Degmada Waqooyiga (Ceebta iyo Jasiirada)
 - Bartamaha Waqooyi
 - Bartamaha
 - Bariga
 - Koonfurta
 - Deegaano badan



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III. Shaqada, Saamaynta iyo Qisada:

12. Deeqda Saameynta Sinaantu waxay leedahay sideed muhiimadaha maal gelinta ah oo diirada saaraaya dhisida awooda iyo/ama hormarinta natiijooyinka nolosha ee bulshooyinka ku dhaqan aagaga soo socda, fadlan tig saar 1-3 aag ee ugu muhiimsan ee saamaynta oo waafaqsan shaqada iyo saamaynta ururkaaga:

- waxbarashada (dhalaanka yaryar ilaa waxbarashada dugsiga sare/kuleejka)
- dhisida iskaashiga iyo wada shaqeynta bulshada
- farshaxanka, warbaahinta, iyo dhaqanka
- Guryaha, hormarinta bulshada, iyo isku socodka
- badqabka dadwaynaha iyo cadaallada dhaqan celinta
- caafimaadka iyo bogsashada
- aqoonta dhaqaalaha iyo hormarinta dhaqaalaha
- nidaamyada cuntada iyo cadaallada deegaanka

Nala wadaag Qisadaada:

Waxaa la filayaa in barnaamijka Deeqda Saameynta Sinaanta uu diirada saari doono xoojinta mashaariicda taageeraaya sinaanta, adkaynta mashaariicda ay dadka deegaanku hagayaan kuwaasoo ay dhextaal u yihiin codadka dadka soo *maray nolosha* nidaamka ku dhisan isir nacaybka, iyo in kor loo qaado natiijooyinka mudada fog ee ay gaaraan bulshooyinka BIPOC, soo galootiga, dadka naafada ah, haweenka, dhalinyarada iyo LGBTQIA+.

Fadlan jawaabo kooban ka bixi su'aalaha soo socda (ku dhawaad 1-2 xirmo oo qoraal ah midkiiba).

13. Xog kooban naga sii taariikhda ururkaagu ku leeyahay bulshooyinka aad hadda u adeegto.



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14. Sidee ayuu ururkaagu u caawinayaa dhisida awooda iyo/ama kor u qaadista natiijooyinka nolosha ee bulshooyinka muhiimada lagu saaraayo barnaamijkaan deeqda (tusaale, sida aad ku fulinayso shaqadaada iyo higsigaga, tusaaleyaasha guushaada/saamaynta, iskaashiyada/wada shaqaynada, iwm.)
15. Barnaamijkaan deeqda ah wuxuu muhiimada saarayaa ururada iyo mashaariicda hogaankoodu ay matalayaan bulshooyinka ay u adeegaan, sidee ayay hogaanka, gudiga, shaqaalaha iyo/ama mutadawiciinta ururkaagu u matalayaan *nolosha ay soo mareen* bulshooyinka ay u adeegayaan? (Ogoow: Su'aashaan kuma waydiinayso isirada iyo/ama jinsiyada uu ka kooban yahay. Marka loo eego ujeedada su'aashaan, "bulshooyinka" waxaa laga wadaa khibradaha la soo maray sida, danyarta, dadka aan guryaha haysan, cunto yarida, dadka awoodooda dhaqaale xun tahay, booliiska xad dhaafka ah ka shaqeeyo aagooda, saamayntu ka soo gaartay nidaamka cadaallada danbiyada, iyo bulshooyinka cadaallada deegaanka.iwm.)
16. Sidee ayaa maal gelintaan loogu adeegsan doonaa ka caawinta ururkaaga kor u qaadista shaqadiisa bulshada uu u adeeggo?
17. Marka laga soo tago maal gelinta, sidee ayay khayraadka dhisida awooda iyo tababarka barnaamijkaan (tusaale, qaaraan uruurinta, maamulka gudiga, cabirida saamaynta, iwm.) uga caawinayaan ururkaaga kor u qaadista shaqadiisa bulshada uu adeeggo?
18. Ma jiraan aagag gaar ah oo aad caawimaada ugu badan ugu baahan tahay?
19. [OPTIONAL] Webseedka:



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20. [OPTIONAL] Maamulka Baraha Bulshada:

21. [OPTIONAL] Ayadoo ah fursad dheeri oo aad nagula wadaagayso qisadaada, fadlan soo geli tusaalaha dhawaa ee shaqadaada/saamaynta adoo adeegsanaaya nooca xogta ee aad doonayso (muuqaal, cod, bandhig, farqad, iwm.). Tasmadaan shaqadaada waa in lagu bixiyaa luuqadda/qaabka aad adigu doorbideyso. Fadlan ogoow in tayada wax soo saarka aysan shardi u ahayn sida loo qiimeynaayo xogta aad soo gudbiso.