From: Board of Supervisors, (BOS)

To: <u>BOS-Operations</u>

Cc: Calvillo, Angela (BOS); Somera, Alisa (BOS); Ng, Wilson (BOS); Wong, Linda (BOS)

Subject: FW: Support Letter for File #210177 Attached
Date: Tuesday, March 16, 2021 4:39:28 PM
Attachments: SFCDMA Support Letter #210177.pdf

From: Dee Dee Workman <deedee@sfcdma.org>

Sent: Tuesday, March 16, 2021 2:43 PM

To: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Board of Supervisors, (BOS) <box> <box

Subject: Support Letter for File #210177 Attached

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello Mayor Breed, President Walton and Board of Supervisors,

On behalf of Maryo Mogannam, President of the SF Council of District Merchants Associations, please find the attached letter in support of File #210177, City Grant and Loan Programs to Provide Relief to Small Businesses Affected by COVID-19 - \$20,000,000 - FY2021/22. Please distribute to all Supervisors.

Thank you for all you are doing to assist San Francisco small businesses and neighborhood merchants survive the public health and economic crisis created by the COVID-19 pandemic. We are extremely grateful to you.

All the best.

Dee Dee Workman
Public Policy Advisor
San Francisco Council of District Merchants Associations
deedee@sfcdma.org
415-533-8130



San Francisco Council of District Merchants Associations

Maryo Mogannam
President

Masood Samereie Vice-President Al Williams Vice-President Tracey Sylvester Secretary Keith Goldstein Treasurer

March 16, 2021

The Honorable London Breed, Mayor
The Honorable Shamann Walton, President, Board of Supervisors
San Francisco City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94012

RE: Support: File #210177, City Grant and Loan Programs to Provide Relief to Small Businesses Affected by COVID-19 - \$20,000,000 – FY20-21

Dear Mayor Breed and Supervisor Walton,

The San Francisco Council of District Merchants Associations (SFCDMA) has served to protect, preserve and promote small business merchant corridors in San Francisco for 70 years. We represent 34 local merchant associations and advocate for all small business merchants in every one of our neighborhood commercial districts. We support File #210177 that will appropriate twenty million dollars of property tax revenue to OEWD for a grant and loan program to provide relief to over 2,000 low-income small businesses across the city impacted by the COVID shelter-in-place orders.

As you well know COVID-19 has had a devastating impact on small businesses in San Francisco. Hundreds of neighborhood businesses have closed their doors, storefronts in all of our commercial corridors are vacant and jobs for local residents have been lost due to the pandemic and subsequent shelter-in-place orders.

As we move through and beyond this public health crisis it is imperative that neighborhood merchants who have not been able to access state or federal relief programs can receive financial support from the city to help them survive the economic fall-out from the pandemic.

The SFCDMA supports this appropriation measure because it provides millions of dollars in grant and loan funding for local small businesses that desperately need it. This will help revitalize our commercial corridors and repair the damage done by this pandemic in our neighborhoods across the city.

Sincerely,

Maryo Mogannam, President
San Francisco Council of District Merchants Associations

cc: Clerk of the Board of Supervisors, to be distributed to all Supervisors

From: Sharaya Souza
To: Wong, Linda (BOS)

Cc: Mary Travis-Allen; April McGill; Jessie Rodriguez; Angulo, Sunny (BOS); Monge, Paul (BOS)

Subject: Fwd: Budget Committee Public Comment: Prop E Funding For American Indian Cultural District

Date: Wednesday, March 17, 2021 3:44:52 PM
Attachments: AICD March 2021 Newsletter (Linked).pdf

AICD February 2021 Newsletter.pdf AICD January 2021 Newsletter copy.pdf

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good afternoon Linda,

Can you please confirm receipt of our Public Comment?

I want to confirm this is Public Comment on Item 2: Appropriation - Property Tax - Hotel Tax for Arts General Fund Backfill - Various Departments - ADM - \$11,228,000 Grants for the Arts; ART - \$787,867 Arts Impact Endowment; \$604,428 Cultural Centers; \$4,409,000 Cultural Equity Endowment - FY2020-2021

Supervisor Ronen and Budget Committee,

Thank you for your ongoing support of the American Indian community and of course your partnerships to help support and create the American Indian Cultural District.

We want to write to you today to let you know we support the supplemental to backfill hotel tax shortfall so that we can continue to operate as a Cultural District. But we urge that it be expanded for the full prop E baseline and to include cultural districts for 2.4 million for this fiscal year and 2.7million for next fiscal year. With the City's 125 million surplus this year, it is important to invest in Cultural Districts and communities that were already at risk prior to the pandemic. In order to be part of the recovery and to ensure equity, we not only need minimum but maximum investments.

As you may or may not know the American Indian community in San Francisco faces some of the highest disproportionate impacts of any community of color in the city. The American Indian Cultural District has been a vital part of bringing light to these issues and pulling together our American Indian organizations, elders, and community members to bring light to systemic racial equity injustices and work together to fight further displacement and create meaningful change.

In the last eight months (on a staff of two) are some examples of the work we have done:

We created a COVID-19 Task Force and partnered with sister orgs to bring food,

masks, and information on resources to the community in areas like testing sites and housing rights

- We partnered with city and private organizations to create programming and awareness of issues impacting the urban Native community.
- We partnered with BOS/HRC, Climate Commission, Health Commission, and Library Commission on Ramaytush Land Acknowledgement Resolutions
- We partnered with City orgs in climate, housing, health, and planning to combat eracism through erasure and work to repair decades of poor and missing data.
- We partnered with Planning and Cultural Heritage to document our cultural sites, initiate the process for the first Historic Context Statement, and build ground up relationships with American Indians and Ramaytush that have not existed for over 50 years
- We started the <u>Indigenize Project</u> to bring visibility to American Indian cultural heritage and cultural sites in the City through and American Indian lens
- We started our own Visibility Project and hired a known researcher to gather raw data on our behalf so we can show the systemic impacts racial inequity and data genocide

So that you fully understand the needs of the American Indian Community and what the Cultural District is working to address below are some data points from our Native Visibility Initiative.

Native Visibility Data Takeaways:

- We receive a little over 2 million dollars in total Native organization funding despite being the most impacted community in several areas. Compare this to 28 and 160 million dollar allocations to our Latinx and Black relatives
- There are 9,887 AIAN (all AIAN) in San Francisco %1.1, the Mayor's Budget has us listed at .03%
- AIAN are more than twice as likely to be unemployed as the general population, and the we face the highest rate of unemployment in the City (OEWD)

- Housing insecurity is considerably worse for AIAN than San Franciscans with 25% of AIAN being rent-burdened, we also have the lowest homeownership rates in the City (MOHCD/Planning)
- AIAN are four times more likely (28% of our population) then the general population to receive food stamps
- According to the city's 2019 Point-in-Time (PIT) survey AIAN are 17 times more likely to be found among the homeless population as they are among the general population
- American Indians are 4 times more likely to be found among San Francisco's institutional inmates jail inmates and psychiatric inpatient, we make up 1.1% of the population but 4.4% of institutional inmate population in San Francisco
- American Indian's are most likely to face severe impacts of COVID-19 as we have the highest health disparity rates in areas like diabetes and heart disease, 20% of our population has a health or mental health iss

Stabilization of our Cultural District is critical to partnership with the City. Losing funding for our staff and our District would lead to further erasure of the most vulnerable community in San Francisco and magnify the already disproportionate impacts to our communities only centralized COVID-19 efforts.

We hope you will do all you can to secure our funding and make sure this work is not lost.

Regards,

----- Forwarded message -----

From: Sharaya Souza < sharayas@americanindianculturaldistrict.org >

Date: Wed, Mar 17, 2021 at 2:06 PM

Subject: Budget Committee Public Comment: Prop E Funding For American Indian Cultural District

To: < inda.wong@sfgov.org>, Ronen, Hillary < hillary.ronen@sfgov.org>

Cc: <matt.haney@sfgov.org>, <abigail.RivamonteMesa@sfgov.org>,

<<u>honey.mahogany@sfgov.org</u>>, <<u>gordon.mar@sfgov.org</u>>, <<u>edward.w.wright@sfgov.org</u>>,

<<u>shamman.walton@sfgov.org</u>>, <<u>percy.burch@sfgov.org</u>>, <<u>tracy.gallardo@sfgov.org</u>>,

Ronen, Hillary < hillary.ronen@sfgov.org >, < santi.lerma@sfgov.org >, Monge, Paul (BOS)

<paul.monge@sfgov.org>, Temprano, Tom (BOS) <tom.temprano@sfgov.org>, April McGill

<mzmcgill@yahoo.com>, Mary Travis-Allen <mtamary1@gmail.com>, Gregg Castro

<glcastro@pacbell.net>, Jackie Pierson <<u>jackie@ccuih.org</u>>, Michelle Antone

< <u>michelleeantone@gmail.com</u>>, Michelle Shawnego < <u>michelles@nativehealth.org</u>>, Sara

Moncada < sara@nativeland.org >, Morning Star Gali < Mstargali@gmail.com >, peter bratt

<peterbratt@yahoo.com>, Flores, Paloma <floresp@sfusd.edu>, Davis, Sheryl (HRC)
<<u>sheryl.davis@sfgov.org</u>>, Debbbie Santiago <<u>thehairplacemore@att.net</u>>, Sabory, Julia
(MYR) <<u>julia.sabory@sfgov.org</u>>

Supervisor Ronen and BOS Budget Committee,

Thank you for your ongoing support of the American Indian community and of course your partnerships to help support and create the American Indian Cultural District.

We want to write to you today to let you know we support the supplemental to backfill hotel tax shortfall so that we can continue to operate as a Cultural District. But we urge that it be expanded for the full prop E baseline and to include cultural districts for 2.4 million for this fiscal year and 2.7million for next fiscal year. With the City's 125 million surplus this year, it is important to invest in Cultural Districts and communities that were already at risk prior to the pandemic. In order to be part of the recovery and to ensure equity, we not only need minimum but maximum investments.

As you may or may not know the American Indian community in San Francisco faces some of the highest disproportionate impacts of any community of color in the city. The American Indian Cultural District has been a vital part of bringing light to these issues and pulling together our American Indian organizations, elders, and community members to bring light to systemic racial equity injustices and work together to fight further displacement and create meaningful change.

In the last eight months (on a staff of two) below are only a few examples of the work we have done:

We have created a COVID-19 Task Force which has partnered with sister orgs to bring food, masks, and information on resources to the community in areas like testing sites and food.

We have partnered with city and private organizations to create programming and awareness of issues impacting the urban Native community.

We partnered with BOS/HRC, Climate Commission, Health Commission, and Library Commission on Ramaytush Land Acknowledgement Resolutions

We have partnered with City orgs in climate, housing, health, and planning to combat eracism through erasure and work to repair decades of poor and missing data.

We have partnered with Planning and Cultural Heritage to document our cultural sites, initiate the process for the first Historic Context Statement, and build ground up relationships with American Indians and Ramaytush that have not existed for over 50 years We have started an Indigenize Project to bring visibility to Native

We started our own Visibility Project to hire a known researcher to gather raw data on our behalf so we can

So that you fully understand the needs of the American Indian Community and what the Cultural District is working to address below are some data points from our Native Visibility Initiative. We also want to flag that we will be addressing the Mayor and the Board of Supervisors on April 8th regarding a series of policy, land, and budget asks for our American Indian sister organizations and community.

Native Visibility Data Takeaways:

- We receive a little over 2 million dollars in total Native organization funding despite being the most impacted community in several areas. Compare this to 28 and 160 million dollar allocations to our Latinx and Black relatives
- There are 9,887 AIAN (all AIAN) in San Francisco %1.1, the Mayor's Budget has us listed at .03%
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- American Indians are 4 times more likely to be found among San Francisco's institutional inmates jail inmates and psychiatric inpatient, we make up 1.1% of the population but 4.4% of institutional inmate population in San Francisco
- American Indian's are most likely to face severe impacts of COVID-19 as we have the highest health disparity rates in areas like diabetes and heart disease, 20% of our population has a health or mental health issue

Vital Programing Examples:

Galería de la Raza – Podcast Episode 3: Conversation w/ American Indian Cultural Center & American Indian Cultural District

SF Film Fest Panel - Exploring the Urban Native Experience in Yelamu

AICD Podcast Stolen Land & Stolen Bodies - Native & Black Struggles in SF

HRC Panel A Pandemic within Pandemics: The Racist History of Disease

Stabilization of our Cultural District is critical to a meaningful partnership with the City. Losing funding for our staff and funding for our District would further erasure of the most vulnerable community in San Francisco and magnify the already disproportionate impacts to the American Indian communities only centralized COVID-19 efforts.

We hope you will do all you can to secure our funding and make sure this work is not lost.

Regards,

__

Sharaya Souza Executive Director

American Indian Cultural District

934 Brannan St, San Francisco, CA 94103

Cell: (805) 706-8407

SharayaS@AmericanIndianCulturalDistrict.org

AmericanIndianCulturalDistrict.org

<u>LinkedIn</u> | <u>Facebook</u> | <u>Twitter</u>

SFHRC Coronavirus Resource Guide

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__

Sharaya Souza Executive Director

American Indian Cultural District

934 Brannan St, San Francisco, CA 94103

Cell: (805) 706-8407

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<u>LinkedIn</u> | <u>Facebook</u> | <u>Twitter</u>

SFHRC Coronavirus Resource Guide

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AMERICAN INDIAN CULTURAL DISTRICT

Monthly Community Newsletter

Honor Native Women!



- We want to take a moment to honor our beloved community member Janet King. Her dedication, kindness, humor & fierceness touched & inspired so many lives. Her spirit lives on through those still with us & we want to honor her legacy & all the amazing Native women in our lives & community. See more about our <u>campaign here.</u>
- 2/18, AICD partnered with the SF Urban Film Fest on a panel: Exploring the Urban American Indian Experience in Yelamu
- To fight decades of Native erasure we have been busy with a Native Visibility Campaign. Our most recent data find puts American Indians at 1.1% of the SF population versus .3% reflected in the most recent Mayor's Budget. Read about Al <u>Data Genocide</u> <u>here</u>.
- AICD is partnering with the Planning Department to start our first Historical Context Statement & preserve American Indian cultural heritage sites in SF.
- The Native American Health Center (NAHC) has FREE COVID-19 walk up testing at 3050 International Blvd. Oakland, CA 94601. Call: Call (510) 535 - 4400.
- FREE FOOD DELIVERY! Pantry at Home Delivery Service eligibility: 65+ years, health disparity, or disability. For more info call: 628-272-8430.

Follow us on social media for events & updates!

Blessings, The AICD Team



Help Support the Native Voice

News & Updates

Big News in Indian Country!

- 3/1/21, The Village Project will provide access to more than half a dozen American Indian social services and will serve as a community hub in our Cultural District in 2025. Fundraising has begun! <u>More here.</u>
- 2/27/21, Indigenous Leaders in California Fear COVID Deaths Are Going Undercounted

Job Opportunities!

- 3/9, The Community Ambassadors Program (CAP) is a community safety and neighborhood engagement job training program for low income folks. <u>More here.</u>
- 3/4/21, NAHC is hiring a Site Operations Manager!
- 3/3/21, The California Consortium for Urban Indian Health (CCUIH) is hiring a COVID-19 <u>Public Health</u> <u>Coordinator!</u>
- 2/3/21, The American Indian Cultural Center (AICC) is hiring a <u>Social Media Coordinator</u> & <u>Program Associate</u>.

COMMUNITY MEETING & EVENTS

- 3/17/21, 8 9:30 am: Join the International Indian Treaty Council Rights for Indigenous Peoples on the Situation of Indigenous Peoples living in Urban Areas. Register here.
- 3/31/21, 7 9 pm: Join NAHC for their Youth Lead Interconnectedness event! <u>More here.</u>

CITY ENGAGEMENT OPPORTUNITIES

- 3/17, 6 7:30 pm: Planning Department's Environmental Justice Framework Workshop. <u>Register here</u>.
- 3/19, 12:30 2 pm: #SFClimateAction Plan Final community workshops. Register here.
- 3/24, 6 7 pm: Planning Department's Racial & Social Equity Plan. <u>Register here.</u>

COMMUNITY ENGAGEMENT

- We want to hear from you! Take the Cultural District Mural Survey
- We will be handing out free masks (with the AICD Logo) created by Native artists, Betty Trujillo & Kim Shuck, stay tuned!

COMMUNITY RESOURCES

- Locate food pantries near you <u>here</u>.
- Some rental evictions delayed to April. Read here.
- Dolores Street Services:
 Housing & Shelter Initiatives
- 30% Right Now Coalition is advocating for SRO and low income housing to be affordable and accessible. Find out more about the #30RightNow Coalition here.











AMERICAN INDIAN CULTURAL DISTRICT

Monthly Community Newsletter

Connect with us!

Our hearts are with you this month! February's highlights:

- American Indian Cultural District will partner with the San Francisco Urban Film Fest to host a FREE watch party & panel discussion February 18th at 5:30 pm (PT): Exploring the Urban American Indian Experience in Yelamu. Register here.
- 2/1/21, The Commission on the Environment consulted with the Ramaytush Ohlone & AICD on a Land Acknowledgment Resolution that commits to tribal consultation & recognizing Traditional Ecological Knowledge. Read here.
- 1/26/21, SRUSD passed Indian Education's Resolution which includes reparations on: land acknowledgement, funding for an Indian Ed position, removal of racist imagery, & Native languages as part of AG requirements. <u>Read here</u>.
- The American Indian Cultural Center (AICC) is hiring a Program Associate & Social Media Coordinator. <u>More info here.</u>
- The Native American Health Center (NAHC) established a new COVID19 Vaccine Program for Native elders (65+) & essential workers. For more info call (510) 485-5960.
- Mission Food Hub's 2021 Schedule: Mondays 1 pm Wednesdays & Fridays 10 am at 701 Alabama Street San Francisco, CA 94110. More info here.

Follow us on social media for events & updates!

Blessings, The AICD Team

News & Updates

Big News in Indian Country!

- 2/5/21, Find recent COVID-19 Statistics for our community and others here: <u>COVID Deadlier for Native Americans Than Other Groups</u>.
- 1/27/21, President Biden focuses on strengthening Nation to Nation relationships with Tribal Nations. Read his Presidential Memorandum here.

American Indian Cultural District News

- 2/4/21, S.F.'s Cultural Hub for Urban Native Americans:
 The Village will be a 'physical, cultural, and spiritual nexus of community services' in the heart of the San Francisco American Indian Cultural District. Stay up to date on the <u>Village Project here</u>.
- 1/18/21, AICD Board Member, Morning Star Gali joins Emerge California, a group paving the way for underrepresented women in the political realm. Read here.

COMMUNITY MEETING & EVENTS

- 2/12/21, 10 11:30 am: Join the International Indian Treaty Council for Protecting and Restoring our Traditional Food- and Ecosystems: <u>Moreinfohere</u>.
- 2/12/21, 4 6 pm: Join AICC for their entrepreneurial skill set classes on virtual online businesses. <u>More info here.</u>
- The NAHC is hosting an 8 week virtual Youth Suicide Prevention Campaign. <u>More</u> <u>info here</u> & on <u>Facebook</u>.
- If you missed BAAITS
 Powwow this year you can watch it on youtube.
- Mondays from 5:30 7 pm, join Red Lightening Women's Singing Circle where women of all ages can connect & heal through song & dance. <u>More info here</u>.
- Thursdays at 12 pm NAHC is doing a virtual book reading. More info here.

CITY ENGAGEMENT OPPORTUNITIES

- The Planning Department is hiring for the Citywide Cultural Resources Survey Project. Let's get Natives in City roles: <u>Apply here</u>.
- The HRC is seeking new members for their LGBTQI+ Advisory Committee. DEADLINE Wednesday 2/17/21 @ 5 pm. <u>Apply here.</u>
- Be heard, find more info on local Public Meetings <u>here</u>.

COMMUNITY ENGAGEMENT

 We want to hear from you! Take the Cultural District Logo Survey (closes 2/15) & Mural Survey











AMERICAN INDIAN CULTURAL DISTRICT

Monthly Community Newsletter



Welcome to the American Indian Cultural District's first official Monthly Newsletter!

Stay informed on City updates, local urban Indian news, Indian Country, and the latest happening with the American Indian Cultural District. We plan to share community resources for community wellness, local community events and more.

We are here to serve and honor the Native community and we want to hear from you every step of the way! Stay tuned for all our local engagement opportunities!

News & Updates

Big News in Indian Country!

- The State Of California Tribal Affairs Annual Report for 2020 includes information on: Tribal Consultation, the Census, Land Use, Cultural Heritage & Expression, Emergency Response and more. Read here.
- Executive Order N-15-19: Stay up to date on the Truth and Healing Council meeting times and more here.
- The 117th U.S. Congress includes a record number of six Indigenous Congress members. <u>Read here</u>.
- Rep. Deb Haaland is poised to become the first Native American to lead a Cabinet agency. <u>Read here.</u>
- <u>H.Res.1264</u>: Resolution recognizing that the United States was originally inhabited by Indigenous peoples.

American Indian Cultural District News

Two of our Cultural District's recent victories and initiatives highlighted in the San Francisco Examiner and an upcoming community project was discussed in the Guardian:

- 12/31/20, Native American hub planned for Mission <u>District</u>
- 12/8/20, <u>Supes to Acknowledge Ramaytush Ohlone at Every Meeting</u>.
- 11/30/20, AICD expanding to include Dolores Park

AICD MEETING & EVENTS

- TBA, Mid-January: Community Town Hall Cultural Heritage Housing Economic Sustainability Strategy (CHHESS) Report Information Session
- Stay tuned to our <u>website</u> <u>event page</u> for more information

CITY ENGAGEMENT OPPORTUNITIES

- 01/14/21, 5:30 6:30 pm: Climate Action Plan FREE webinar. <u>Register here</u> & take the <u>Climate Action Plan</u> <u>Survey here</u>.
 - Find more info on local Public Meetings <u>here</u>.

COMMUNITY ENGAGEMENT

- We want to hear from you!
 Take the Cultural District
 Logo Survey & Mural Survey
- Join our <u>Facebook group</u>, invite your friends, and follow us on <u>Twitter</u> to stay informed and involved!
- Visit our website to meet our <u>Staff & Board Members</u>, find <u>COVID-19 Resources</u>, learn about our <u>Indigenize Project</u> & our other initiatives.











 From:
 Steve Nakajo

 To:
 Wong, Linda (BOS)

Subject: Fwd: Request for all 8 Cultural District to be included @2.4m to the supplemental budget

Date: Wednesday, March 17, 2021 1:19:44 PM

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Linda

To submit for the record of Budget Finance to fully fund for all 8 Cultural District for the baseline of \$2.4m.

Regards,

Steve Nakajo

ED Japan Town Task Force, Japan Town Cultural District

Steve Nakajo

Executive Director

Japantown Task Force, Inc.

1765 Sutter Street, 3rd Floor San Francisco, CA 94115 www.japantowntaskforce.org 415.346.1239 (Office)

sknakajo@japantowntaskforce.org

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Begin forwarded message:

From: Steve Nakajo <sknakajo@japantowntaskforce.org>

Date: March 17, 2021 at 8:16:10 AM PDT

To: Matt.Haney@sfgov.org

Subject: Request for all 8 Cultural District to be included @2.4m to the

supplemental budget

Supervisor Haney

My name is Steve Nakajo, I am the executive director of the Japan Town Task Force & the Japantown Cultural District.

I am here to speak to request that this Budget & Finance committee fund the full

baseline of \$2.4m to all 8 Cultural District of SF.

Due to the funding crisis for the short fall of revenue from Prop E this fiscal year & projected for acouple more years until Prop E revenue returns.

We need your support!

A life line of \$2.4m to keep all 8 Cultural District solvent & to plan ahead to next fiscal

year funding requirement of \$2.7m from the General Funds.

Without this lifeline for example in Japan Town which is suffering from the effects of the pandemic..

All the positive work that our Cultural District is doing to keep hope & Spirit alive thru our all of our Festival, Events, assistance to our small business, providing economic relief will all stop with the lay off of all of our Cultural District staff

Help us, help you, for we are the boots on the ground to help all of our communities to survive COVID 19 & work for a better future in San Francisco.

Regards, Steve Nakajo ED Japan Town Task Force Japan Town Cultural District

Steve Nakajo 中條 スティーブ Executive Director 事務局長

Japantown Task Force, Inc.

1765 Sutter Street, 3rd Floor San Francisco, CA 94115 www.japantowntaskforce.org 415.346.1239 (Office)

sknakajo@japantowntaskforce.org