



CASTELLANO FAMILY FOUNDATION



Al and Carmen at CFF's 15th anniversary celebration

THE CASTELLANO FAMILY FOUNDATION

A Legacy of Family and Community

When they won the California Lottery in 2001, Carmen and Alcario (Al) Castellano were already dedicated community advocates, volunteers, and donors for causes and organizations in the community. With their newfound wealth, they would dramatically scale up their philanthropy to invest in the long-term future of Silicon Valley and the Latinx community. Through Carmen's inspiration, Carmen and Al established the Castellano Family Foundation in 2002 based on the values of family and community, with a focus on integrity, empathy, diversity, and social justice.

A vocal and fearless advocate for Latinxs, Carmen guided the Foundation's work, taking a trust-based and community-centered approach to grantmaking long before those trends were popularized in the sector. She and Al were deeply committed to the work of the Foundation's grantees, joining their events, opening their doors to fundraisers, hosting face-to-face meetings at their kitchen table, and organizing listening sessions and convenings with nonprofit leaders and stakeholders. And Carmen was a staunch advocate for bringing diversity and inclusion to philanthropy, both here in Silicon Valley and nationally, making it her mission to change not just lives but systems.

Carmen and Al shared these values with their children, Carmela Castellano-Garcia, Armando Castellano, and Maria West, who joined the Foundation in 2012 as Trustees to advance its important work as a primary local funder and advocate for Silicon Valley Latinx nonprofits, leaders, and communities.

Additional family members played integral roles over the years. For the first decade, son-in-law Jeff West oversaw the Foundation's investments with tremendous success, while granddaughter Christina West-Bieg served as staff, alongside

Armando. Christina later joined as a Trustee, in 2022, bringing a third generation into the Foundation's leadership.

The Castellano family is also deeply grateful for the dedicated support and leadership of Angie Briones, who served as Director of Grantmaking and Strategic Initiatives from 2012 to 2022, and for the long-time support of assistant Sandra González Murillo, who for many years helped the Foundation behind the scenes and continues to support the family to this day.

Over the course of its 21 years as a multigenerational family organization, the Castellano Family Foundation has provided more than \$10 million in grants supporting areas that reflect the family's values: arts and culture, education, and leadership development for Latinx communities in Santa Clara County.

Leading vital work across these focus areas, the Foundation's nonprofit grantees address entrenched socioeconomic inequities, expand opportunity, and sustain and celebrate the culture and traditions of the Latinx community. From providing scholarship and leadership development programs for Latinx youth to supporting Latinx artists and arts organizations, their impact on the local Latinx community is profound, enriching day-to-day life and fostering long-term, structural change. The Castellanos have been truly honored to support these community partners and leaders in their work.

The Castellano Family Foundation will sunset this year, as the family steps down from its role as a philanthropic leader to engage the broader community in its mission and vision for a more equitable, inclusive Silicon Valley. That mission lives on through the work of the vital and vibrant network of local Latinx nonprofits and leaders who carry shared purpose and values forward.



Assemblymember Ash Kalra presents the family with a proclamation at the 15th anniversary

“For both the creative sector and Latino-led organizations, the contributions of the Castellano Family Foundation [have been] significant... For SOAC specifically, having Alcario Castellano—a long-time supporter of SOAC—make a significant gift to La Avenida inspired other philanthropists to make their own commitments to our ambitious vision for the Mayfair community. That was the power of a Latino-led foundation that unapologetically supported a sector and organizations that are often overlooked.”

Jessica Paz-Cedillos
Co-Executive Director, School of Arts and Culture at Mexican Heritage Plaza



Carmela and Carmen attend the National Center for Family Philanthropy conference in Boston

“Thanks to the Castellano Family Foundation’s contributions to the Bay Engaged Initiative, our collaborations with Bay Area nonprofits, philanthropic organizations, and professionals in the field have amplified local and community-informed strategies to address historic patterns of Latinx underrepresentation and underinvestment in our communities. Looking ahead, Bay Engaged will continue to shift the needle, channeling investment toward Latinx needs and priorities.”

THE CHALLENGE, THEN AND NOW

Philanthropy Can and Must Do More

While Latinxs are the country's second largest racial/ethnic group, philanthropic investment in Latinx organizations and communities remains disproportionately low, and Latinx and other nonprofit leaders of color continue to be underrepresented, under-resourced, and undervalued in philanthropy.

Latinx groups receive only about 1% or less of all philanthropic investment,¹ and only about 2% of private foundation CEOs are of Latinx heritage.² Despite a growing population and heightened needs amid the pandemic, foundation funding for Latinx communities declined to a nine-year low in 2021.³

Here in Silicon Valley, the Latinx community is 25% of the population. Our region has benefited immensely over the years from robust Latinx labor force capacity, small business development, and so many other contributions.

Yet despite high rates of workforce participation and business ownership among the Latinx community, the per capita income of Latinx households is lower than any other race or ethnic group in Silicon Valley.⁴

Fifty-five percent of Latinx (non-white) residents of Santa Clara and San Mateo counties live below the self-sufficiency standard—a budget-based, living-wage measure—compared to 22% percent of white residents.⁵

Through targeted funding and advocacy, the Castellano Family Foundation has pushed back against these trends in Silicon Valley, investing in a stronger, higher-capacity Latinx nonprofit sector while challenging philanthropic organizations and mainstream nonprofits to diversify their boards and develop leaders of color. The family's focused investments have helped highlight and amplify the tremendous strengths of the Latinx nonprofit sector, which has made important strides in expanding its fundraising networks while continuing to lead through innovation, creativity, and connection to community.

Yet structural change is slow, challenges remain, and without access to greater and more sources of philanthropic support, Latinx nonprofits remain both under-resourced and overburdened.



Castellano Trustees with SVCF staff and grantees at the Blueprint for Change launch event

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1. *Inside Philanthropy*. Latino Communities Continue to Be Underfunded. Here are 5 Funders Looking to Make a Difference: <https://www.insidephilanthropy.com/home/2022/4/20/latino-communities-continue-to-be-underfunded-here-are-5-funders-looking-to-make-a-difference>
 2. D5. State of the Work: Stories from the Movement to Advance Diversity, Equity, and Inclusion: <https://www.d5coalition.org/tools/state-of-the-work-final/>
 3. Candid and Hispanics in Philanthropy. Funding Trends of Foundation Funding for Latinxs in the U.S.: <https://latinxfunders.org/funding-trends/>
 4. Joint Venture Silicon Valley. 2019 Silicon Valley Index: <https://jointventure.org/publications/institute-publications/1760-2019-silicon-valley-index>
 5. Joint Venture Silicon Valley. 2022 Silicon Valley Index: <https://jointventure.org/download-the-2022-index>

A CALL TO ACTION

The Blueprint for Change and the LatinXCEL Fund

To highlight and address these issues, the Castellano Family Foundation launched an extensive outreach campaign in 2018 to surface the voices and experiences of Silicon Valley Latinx leaders and nonprofits. More than 65 local Latinx-led, Latinx-focused grantee organizations participated in convenings and one-on-one listening sessions, contributing their unique perspectives, lived experience, and expertise to the resulting “Blueprint for Change” report.

Detailing how inequities in our community are exacerbated by a persistent lack of access to philanthropic dollars, the Blueprint issued a call to action for Silicon Valley philanthropic leaders: join the Castellano Family Foundation in pursuit of a bold vision of change across our region by investing in Silicon Valley’s Latinx community as essential to our shared future.

Following the vision of the Blueprint, Silicon Valley Community Foundation partnered with the Castellano Family Foundation to launch the LatinXCEL Fund in 2021.

The LatinXCEL Fund promotes equity and inclusion by investing in the leadership development and capacity-building needs of a wide range of local Latinx community-based organizations. The Fund aims to build the power and self-determination of Latinx people most impacted by structural racism to transform our region into one where all community members can thrive.

Learn more about the Blueprint for Change:
castellano-ff.org/blueprint-for-change/





“The many nonprofits that our family has been fortunate and honored to support over the years are the true experts in the community and the true leaders in this movement for equity. Our family has always sought to listen, learn, and share power—and now it’s time to step down from that power. Bringing equity to our community, and to philanthropy, takes many hearts and hands, and we hope more Silicon Valley community members will step up to support our local Latinx nonprofits and help carry this work forward.”

Armando Castellano

MILESTONES



2002

Carmen and Alcario Castellano found the Castellano Family Foundation (CFF)

2005

CFF reaches \$1M in total giving, including grants for diversity in philanthropy

2009

CFF Foundation reaches \$2.5M in total giving with focus on arts, education, and leadership development

2012

- Carmen and Alcario's three children, Carmela, Armando, and Maria, join the Foundation as Trustees
- Angie Briones joins CFF to establish an office and lead day-to-day operations

2013

CFF hosts first grantee convening, drawing 60 grantees

2014

CFF begins commitment to multi-year general operating support for grantees

2017

CFF total giving surpasses \$5M

2018

CFF hosts initial grantee convenings and focus groups for the "Blueprint for Change"



2020

CFF publishes the "Blueprint for Change" call to action in partnership with SVCf

2021

- LatinXCEL Fund launches as a partnership between CFF and SVCf, and awards its first round of grants
- CFF "Salud" program awards health and wellness grants to CFF grantees with pooled support from fellow other funders

2022

Christina West-Bieg joins the Foundation as a Trustee, bringing a third-generation of the Castellano family into the family office

2023

CFF creates endowed legacy fund with SVCf and sunsets

THE NEXT CHAPTER

The Alcario and Carmen Castellano / SVCF Community Fund

In commitment to the future of the Latinx community, the Castellano Family Foundation is thrilled to open a new endowed fund with Silicon Valley Community Foundation (SVCF)—the **Alcario and Carmen Castellano / SVCF Community Fund**—to support the Latinx community in Santa Clara and San Mateo counties in perpetuity.

With the sunset of the Castellano Family Foundation, the endowment cements a partnership with the SFCV that, in effect, transfers stewardship of the Castellano Family Foundation's work to the community itself—to help Silicon Valley carry on and grow the Castellanos' proud tradition of investing in the region's Latinx leaders and communities.

In keeping with the goals of the "Blueprint for Change," the Alcario and Carmen Castellano / SVCF Community Fund will make grants annually to support the leaders and nonprofit organizations that are investing in our region's Latinx communities.

The Castellano Family Foundation's dedicated support for community-based, Latinx-focused nonprofits and leaders has been absolutely vital for the Latinx community in Santa Clara and San Mateo counties, and our Silicon Valley community as a whole.

The Alcario and Carmen Castellano / SVCF Community Fund and the LatinXCEL Fund will carry on the Castellanos' multi-generational values and vision for a vibrant, diverse, and inclusive Silicon Valley.

Join us in honoring the legacy of the Castellano family—and their commitment to community and shared prosperity—by including the LatinXCEL Fund and the Alcario and Carmen Castellano / SVCF Community Fund in your giving plans.



Learn more about the LatinXCEL Fund at:
<https://bit.ly/latinxcel>

To learn more about the Alcario and Carmen Castellano / SVCF Community Fund, please contact Silicon Valley Community Foundation at donate@siliconvalleycf.org


“We have serious work to do in order to make our region a more equitable place for all who live here, and the generosity of the Castellano Family Foundation will help support our work to ensure Latinx-led and -serving organizations thrive as they pursue the path to equity.”

Nicole Taylor
Silicon Valley Community Foundation President and CEO

CFF GRANTEE ORGANIZATIONS

Abrazos and Books
ACE Charter School
Adelante Dual Language Academy
Alliance for Youth Advancement (formerly
Alum Rock Educational Foundation)
Asian Americans for Community Involvement
Alum Rock Counseling Center
Amigos de Guadalupe Center
Andariega Collective
Calpulli Tonalehqueh
Community Agency for Resources,
Advocacy, and Services
Cashion Cultural Legacy/Los Lupeños de San
José
Center for Employment Training
Center for Farmworker Families
Chicana Latina Foundation
Colectivo Acción Latina de Ambiente
Community Health Partnership
ConXión to Community (formerly Center for
Training and Careers)
Cultural Heritage Center/San Jose State
University
Downtown College Prep
Education for All/Club Estrella
El Observador Foundation
Enlace Program/Evergreen Valley College
Friends of Human Relations
Gardner Health Services
Grail Family Services
Grant Elementary School
HEFAS (Higher Education for AB 540 Students)
at De Anza College
Hispanic Foundation of Silicon Valley
Human Agenda
José Valdés Math Institute
Joyner Payne Community Services Inc.La Raza
Lawyers Scholarship Foundation
La Ultima Parada
Latina Coalition of Silicon Valley
Latinas Contra Cancer
Latino Education Association at San Jose City
College
Latino Family Fund
Latinx Empowerment At De Anza (¡LEAD!)

Learning and Loving Education Center
Lincoln High School
MACLA/Movimiento de Arte y Cultura Latino
Americana
MESA Engineering Program
National Hispanic University
New Hope for Youth
Next Door Solutions to Domestic Violence
Opera Cultura
Opportunity Court
Overfelt High School
People Acting in Community Together (PACT)
Parent Institute for Quality Education (PIQE)
Record Clearance Project/San Jose State
University
San Jose Conservation Corps
San Jose High School
San Jose Jazz
San Jose Multicultural Artists Guild
School of Arts and Culture at the Mexican
Heritage Plaza
Shop with a Cop Foundation
Silicon Valley De-Bug
Services, Immigrant Rights and Education
Network (SIREN)
SMASH Academy at Stanford
Somos Mayfair
Sonido Clash Music Festival
South County Cal-SOAP
Sunday Friends
Sunrise Middle School
Teatro Visión
The Foundation for Hispanic Education
Third Street Community Center
Valley Verde
Vasconcellos Institute for Democracy in Action
(VIDA)
Youth Alliance



“Our grantees reflect the best and brightest qualities of Silicon Valley — they are smart, creative, entrepreneurial, responsive to change and challenges, and they are 100% dedicated to their missions of making our community a better place. Latinx nonprofits address some of our community’s toughest challenges with compassion and cultural competence, and they honor and share our heritage in ways that enrich the entire community. It’s been our greatest joy and privilege as a family to support their tremendous accomplishments, and we are pleased to partner with the Silicon Valley Community Foundation to sustain and grow this legacy of investing in Latinx leaders, communities, and our shared future.”

Carmela Castellano-Garcia





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