

## **Manny's Community Commitments**

### **Welcoming Environment**

--The cafe will provide a bicultural, bilingual environment including menu items and indoor and outdoor signage in English and Spanish.

-In the event hosts are used for events, a bilingual / bicultural host will greet visitors.

-Space design will include a majority of items reflecting the local culture or the immigrant experience in the neighborhood and include principally regular tables and chairs.

### **Project Art**

-United to Save the Mission (USM) will provide local Mission artist recommendations to add to the pool of artists, and Manny's will include these artists in at least 50% of the annual rotated art.

### **Local Workforce**

-Manny's will work with the Women's Building, MEDA, and Mission Hiring Hall and strive for roughly 60 to 70 percent of the workforce to be either bilingual (English/Spanish) or applicants who live in the Mission District and similar socioeconomic neighboring areas, as well as families from organizational projects such as Mission Promise.

-Manny's will provide opportunities for equity and promotion among its local staff and provide as much full-time, predictable employment to local community members as possible.

### **Goods Offered**

-Manny's will offer food and beverages at moderate price points, with products priced in line with neighboring moderately priced restaurants.

-Manny's will sell locally sourced baked goods and similar items to keep its coffee price points low.

#### **Advisory Board**

-Manny's Advisory Board will meet regularly to monitor and provide input into the programming from this agreement.

-USM will have a member on the advisory board along with at least one more Mission Latinx voice.

-The USM, Latinx representative, and other Mission reps will make up at least half of the Advisory Board's Equity subgroup to help ensure the agreement remains true to its goals.

### **Operations**

-Food items prepared at the restaurant will be prepared by the local non-profit, Farming Hope or an organization with similar values

-Manny's will host a book selection on-site books in both English and Spanish

-Manny's will operate as a Restaurant and not convert to a Bar or other form of establishment.

-Manny's will operate within the family-friendly hours of 7am and 10pm during the week and until 11pm on Friday and Saturday nights, with later events a couple times per month.

### **Event Programming**

-Bay Area community-serving groups will be allowed a minimum of 4 total free uses of the event area per month, with special priority given to Mission-serving groups, provided space the space is available and the event is open to the public.

-The vast majority of scheduled events and rentals held will be done with a preferential treatment and support towards the more marginalized and vulnerable groups in our community.

-Care will be taken to avoid any programming and rentals that advocate on behalf of the more powerful/privileged and at the expense of those more vulnerable.

-Manny's will avoid accepting money from or hosting groups that perpetuate discriminatory action, especially against low-income and vulnerable community in the Mission and in the City.

-Manny's will consult with the Equity subgroup of its Advisory Board if there are potential concerns about particular parties or events.

-All Manny's events will have a percentage of tickets set aside at the door as "pay as you can" or distributed electronically through local family-serving organizational networks.

-Manny's will hold a series of non-biased educational workshops about the history of colonialism, segregation, and gentrification and their effects domestically and abroad, at least three times per year. These discussions will include the full range of perspectives with extra weight given to upholding equity and protecting vulnerable populations.

### **Subscription**

-One-third of any potential future subscriptions will also be granted to low-income community members with a significantly discounted rate set with the Equity group of the Advisory Board.

-These discounted subscriptions will be distributed through neighborhood programs such as Mission Promise Neighborhood and its Community Partner organizations.

### **Charitable Fundraising**

-One-third of organized fundraising will be directed at supporting vulnerable and marginalized communities, with at least half of that going to support vulnerable and marginalized communities within the Mission District .

### **Homelessness**

-Manny's pledges to respect the rights of all people to rest and spend time in public space and supports reducing poverty through housing rather than policing.

-Manny's will follow the Coalition on Homelessness recommended guidelines for being a good neighbor and post it for staff and visitors.

-Manny's will host workshops with groups such as Coalition on Homelessness, Gubbio Project and the Mission Neighborhood Resource Center regarding these guidelines, homelessness, and best practices.

-Manny's will schedule several workshops regarding best practices around interacting with homeless folks.

### **Pay-It-Forward Coffee**

-Manny's will experiment with a Pay-It-Forward program with cards or tickets by the front door that will encourage customers to buy a cup of coffee for homeless or working-class residents.