

Office of Racial Equity: Vulnerable Populations Engagement Assessment - Details

This document accompanies the Vulnerable Populations Engagement Assessment Survey.

Please send this document by 6 pm, Monday, July 13, 2020 to racialequitysf@sfgov.org and use the header “VP Details [dept]”

Office of Economic and Workforce Development

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Date

07/13/2020



Instructions

In the Population column, please list each of San Francisco’s communities of color and other vulnerable groups you identified in the accompanying survey.

For each group, include:

- Stakeholder Engagement: Please describe your community engagement activities with these stakeholders.
- % of Budget: What percentage of your budget supports this effort?
- \$ of Budget: What dollar amount of your budget supports this effort?
- Critical Issues: From your engagement, please list issues that the groups/communities have identified as critical.
- Measurable Activities: What measurable Department activities support the identified population?
 - Ex: direct service and/or provide funding for services

Given the impact of COVID-19, please include your Department's work in COVID-19 response, re-opening and/or recovery/forward planning.

Please use the table below and add rows as needed.

POPULATION	STAKEHOLDER ENGAGEMENT	% OF BUDGET	\$ OF BUDGET	CRITICAL ISSUES	MEASURABLE ACTIVITIES
Black or African-American	<p>Neighborhood Economic Development Support - <i>Invest in Neighborhoods</i></p> <p>The following are targeted stakeholder engagement activities in support of Black -led economic development initiatives.</p> <ul style="list-style-type: none"> ● African-American Small Business Loan Fund (African American Chamber of Commerce) 	OEWD estimates that the total investment in this population at more than \$7.1M , or 22% of grant investments	Total estimated investment – IIN: \$1,860,000 in grant funds + .8 FTE	<ul style="list-style-type: none"> ● The African American Small Business Loan Fund provides small business loans to African-American businesses and communities ● The engagement with the African American Arts and Cultural District aims to preserve African American history, arts and culture within the Bayview Hunters Point community, strengthen existing assets and support efforts that focus on creating a sense of place for Black Americans within San Francisco. 	<ul style="list-style-type: none"> ● The small business loan fund will lead to at least 25 businesses accessing business loans ● The investment in the African American Arts and Cultural District Community Engagement work supports marketing services and public space improvements for Bayview and leverages existing programming, encouraging residents and visitors to shop, eat and celebrate culture in the Bayview ● “Bayview Bistro” markets and promotes small businesses activations within the Bayview and opportunity areas within the Invest in Neighborhoods’ Third Street corridor project area. Economic revitalization efforts include

<ul style="list-style-type: none"> African American Arts and Cultural District Community Engagement Grant Bayview Bistro (Andrea Baker Consulting) 			<ul style="list-style-type: none"> Bayview Bistro supports economic development through promotion of neighborhood retailers and support of local Bayview small businesses. 	<p>providing technical assistance, service referrals and grants to small businesses with business support needs.</p>
<p>Workforce Development</p> <p>OEWD Program Staff conduct quarterly meetings with funded agencies that provide services to AA communities, within their respective portfolios. These meetings are intended for OEWD staff to learn about community issues and to strategize best practices to support agencies rectify such issues.</p> <p>OEWD Leadership and Program Staff are in continuous discussion with Executive Directors from local non-profits, Community Groups, Labor Unions, and other City Departments (including HRC) to partner on various Social Equity and Employment issues.</p> <p>In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. In 2020, OEWD began replicating this model for its RFP planning process but was derailed by COVID-19.</p> <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood. Targeted job-fair, sector showcase, recruitment, and outreach efforts to</p>		<p>Total estimated investment – Workforce - \$5.3M in grant funds</p>	<p>Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p> <p>AA populations have lower enrollment and graduation rates in Sector related programs (i.e. Tech, Healthcare, and Hospitality), compared to Asian and Latino/a/x participants</p> <p>Access to Hospitality and Healthcare programs are limited, as there are not many providers located in areas with high AA populations.</p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to</p>	<ul style="list-style-type: none"> Enrollments by Program Placement in Employment by Program Placement in Post-Secondary Education by Program Training Completions/Graduation by Program Measurable Skills Gains Credential Attainment Average Wage by Program Retention in Employment Barrier Removal Completion of JRT and obtaining GED/HS Diploma <p>In FY 18-19, OEWD Workforce Programs served 1,579 AA participants, which was 30% of the total served.</p>

	<p>District 10, District 11, and District 5 AA populations.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care. Job Centers which are Black-led and/or identify service delivery for Black and African-American San Franciscans as core to the mission, vision, and values of the organization include:</p> <ul style="list-style-type: none"> • Central City Hospitality House • FACES SF • Success Center San Francisco • Young Community Developers • Inner City Youth • Goodwill Industries • PRC <p>Outside of Jobs Centers, OEWD invests in non profit organizations in our youth, sector, and other workforce service areas that are Black-led or target services to the African American community. Please let us know if you would like a list of all providers.</p> <p>For CityBuild, Young Community Developers, APRISF, Anders and Anders, and FACES-SF are based in District 10 and have majority African American participants. Success Center based in the Fillmore and SOMA also have high</p>			<p>creating economic opportunity for communities of color.</p> <p>CityBuild:</p> <ul style="list-style-type: none"> • Barrier removals such as high school diploma/GED, driver’s license, and substance abuse • Lack of supportive services throughout training • Justice involvement 	
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	<p>African American demographics services. Partnering agencies like Mission Hiring Hall, Charity Cultural Services Center, Brightline Defense Project, and SFMade have targeted recruitment of African American communities.</p>				
	<p>Office of Small Business (OSB) OSB’s primary stakeholders are the clients we serve. From January 2019 - June 2019, OSB has served/assisted 2,137 entrepreneurs and small businesses. Client demographics is self reported. The total Budget for the Assistance Center is \$629,981 which is 30% of OSB’s total budget which is predominately staff salaries. The Small Business Commission is 10% and the Legacy Business Program is 60% of the OSB budget. <i>Currently the Legacy Business Program does not have vulnerable population data.</i></p> <p>Primary: Direct client services. 9% of total clients served.</p> <p>Secondary: Client referral to community organizations: Bayview Merchants Association, Economic Development on Third (eDOT), Merchants of Butchertown, in addition to other</p>		<p>Total estimated investment – OSB: \$56,698 (9% of Assistance Center budget)</p>	<ul style="list-style-type: none"> • Pre-Start Up: Initial research/planning (52% of population served) • Start-Up: 1-2 yrs in business (29% of population served) • Existing: 1+ yrs in business (9% of population served) • Business Expansion (8% of population served) • Business Relocation (1% of population served) • Business Acquisition (1% of population served) • Business Closure (0% of population served) 	<ul style="list-style-type: none"> • Customized case management to assist potential and existing small business owners on required licenses, permits, registrations, with referrals to technical assistances and available resources. (192 clients served) • Referrals to government (City, State, Federal) agencies (137 clients) • Referrals to partnering organizations (NEDOs, Special Programs, Technical Assistance Resources) (135 clients)

	<p>business Technical Service Providers OSB refers to.</p>				
	<p>Other/Shared Services</p> <p>Communications:</p> <ul style="list-style-type: none"> • Gwendolyn Brown, Inner City Youth • Young Community Developers • Fillmore Cultural District <p>Film SF:</p> <p>Primary partners include:</p> <ul style="list-style-type: none"> • HRC/Opportunities for All • BAYCAT 			<p>Communications:</p> <p>Business support, Job/Career resources</p> <p>Film SF:</p> <p>One example from the Bayview/Hunter’s point area -- Community needs for the City to do better at directly connecting with their youth and keeping them informed about opportunities for jobs or internships.</p>	<p>Business Development:</p> <ul style="list-style-type: none"> • An estimated 36% of dollars awarded in the Nonprofit Sustainability Initiative lease stabilization program were to organizations with >25% Black or African-American beneficiaries • An estimated 66% of dollars awarded in the Nonprofit Resiliency Fund leadership transition program were to organizations with >25% Black or African-American beneficiaries <p>Communications:</p> <ul style="list-style-type: none"> • Compiled and created an online directory for Black-owned businesses to make it easier for consumers to find and support them. • Assisted with press and promotion of job center in the OMI community. • Organized and promoted many events such as the Bayview Makers Mash, Fillmore Heritage Center, and Visitacion Valley Job Fair. <p>Film SF:</p> <ul style="list-style-type: none"> • Worked to create paid internships on <i>The Matrix 4</i> as well as entrance for those interns into Local 16 through Opportunities for All. Also worked to have paid production assistant positions through OFA on <i>The Matrix</i>. Will do the same on the larger productions that shoot in San Francisco (and have the budget to do so). • Many of the interns who worked on <i>Scene in SF</i> rebate program productions come from BAYCAT which works with Young adults from Bayview / Hunter’s Point area.

					<ul style="list-style-type: none"> Working with OFA to reach young adults for paid internships/production assistant positions for Matrix We held an industry mixer at Old Skool Café to let more film production people know about potential hires through OFA, First Source and BAYCAT – to consider future production assistant and intern positions. FilmSF has current plans to provide a grant for San Francisco filmmakers of color for FY21/22 (seeking out funds through <i>Friends of the Film Commission</i> or local unions)
Latino/a/x or Hispanic	Neighborhood Economic Development Support - Invest in Neighborhoods <ul style="list-style-type: none"> San Francisco Hardship Emergency Fund (Mission Economic Development Agency) Business Technical Assistance Services for LMI Latino and Immigrant Entrepreneurs on the Bernal Heights Business, Mission-Bernal, and Mission Street Corridors (Mission Economic Development Agency) Excelsior Action Group and Excelsior Businesses/ Activities Mission Street Business Technical Assistance Mission Street Loteria Marketing Campaign Calle 24 Latino Cultural District Marketing and Small Business Technical Assistance 	<p>OEWD estimates the total investment in this population is \$2,475,000, or 8% of grant dollars</p> <p>OSB estimates the total % investment in this population as a 28% of its Assistance Center Budget</p>	<p>Total estimated investment – IIN = \$1,100,000 in grant funds + 1.2 FTE</p>	<ul style="list-style-type: none"> Small Business Loans to ITIN Holders Technical Assistance customized for low-to-moderate income Latino and immigrant entrepreneurs. Latino lead organization, assisting several Latino businesses in the Excelsior Outer Mission Conduct outreach and ensure access to small business loans, grants and technical assistance. Engaged and marketed small businesses by engaging customers to play and collect cultural images from the neighborhood produced by local artists on a bingo game board. Got mainstream Spanish and English media coverage. Supporting Economic Development and small businesses along 24th Street with a cultural lens through, marketing, technical assistance and mini grants. 	<ul style="list-style-type: none"> The SF Hardship Emergency Fund work will lead to at least 25 businesses accessing business loans The Business Technical Assistance grants support over 65 businesses annually. Program connects clients to loans totaling \$200K annually. The Excelsior Action Group grant has supported over 20 Latino entrepreneurs with technical assistance and small business grants We measure the impact of the Mission Street Business Technical Assistance investment by the number of businesses contacted and connected to services 100 businesses joined the Loteria Marketing campaign, resulting in direct small business purchases. We were not able to complete the count of exact purchases due to shelter in place. We produced 2 videos for social media marketing the corridor, and the campaign drove lots of interest online -- Monthly average website traffic due to campaign: 1,205. Campaign web hits totaled 3,737 ; Facebook accounts reached 11,000; 21,800 Instagram clicks and 278 followers. Through the Calle 24 Latino Cultural District Marketing work, we awarded more than 35 mini-grants to small businesses, and maintain a web page and social media page to market the commercial corridor and cultural events.

	<p>Workforce Development OEWD Program Staff conduct quarterly meetings with funded agencies that provide services to Latino/a/x communities, within their respective portfolios. These meetings are intended for OEWD staff to learn about community issues and to strategize best practices to support agencies rectify such issues.</p> <p>OEWD Leadership and Program Staff are in continuous discussion with Executive Directors from local non-profits, Community Groups, Labor Unions, and other City Departments to partner on various Social Equity and Employment issues.</p> <p>In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. In 2020, OEWD began replicating this model for its RFP planning process but was derailed by COVID-19.</p> <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care. Job</p>		<p>Total estimated investment – Workforce = \$1,275,000</p>	<p>Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to creating economic opportunity for communities of color.</p> <p>CityBuild:</p> <ul style="list-style-type: none"> • Barrier removals such as high school diploma/GED, driver’s license, and substance abuse • Language barrier • Lack of supportive services throughout training 	<ul style="list-style-type: none"> • Enrollments by Program • Placement in Employment by Program • Placement in Post-Secondary Education by Program • Training Completions by Program • Measurable Skills Gains • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma <p>In FY18-19, OEWD Workforce Programs served 1,113 Latino/a/x participant through its workforce programs, which was 21% of total served.</p>
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	<p>Centers which are Latinx-led and/or identify service delivery for Hispanic and/or Latinx San Franciscans as core to the mission, vision, and values of the organization include:</p> <ul style="list-style-type: none"> • Mission Economic Development Agency <p>OEWD funds a Job Center to target services specifically to immigrant communities which received education or work credentials in another country. This Job Center does not specifically target any racial group but does serve primarily foreign born individuals including individuals from Central and South America, Asia, Eastern Europe, Africa and the Middle East:</p> <ul style="list-style-type: none"> • Upwardly Global • Mujeres Unidas y Activas <p>Outside of Jobs Centers, OEWD invests in non profit organizations in our youth, sector, and other workforce service areas that are Latinx-led or target services to the Latinx community. Please let us know if you would like a list of all providers.</p> <p>For CityBuild, Mission Hiring Hall is based in the Mission/SOMA neighborhoods. Partnering agencies like Charity Cultural Services Center, Brightline Defense, SFMade, Young</p>			<ul style="list-style-type: none"> • Justice involvement 	
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	<p>Community Developers, A Philip Randolph Institute SF, Anders and Anders, and FACES SF also provide services to a significant number of participants from these populations.</p>				
	<p>Office of Small Business (OSB)</p> <p>Primary: Direct client services. 28% of total clients served.</p> <p>Secondary: Client referrals to Mission Economic Development Agency, in addition to other business Technical Service Providers OSB refers to.</p>		<p>\$132,296</p>	<ul style="list-style-type: none"> • Pre-Start Up: Initial research/planning (44% of population served) • Start-Up: 1-2 yrs in business (19% of population served) • Existing: 1+ yrs in business (24% of population served) • Business Expansion (4% of population served) • Business Relocation (1% of population served) • Business Acquisition (3% of population served) • Business Closure (5% of population served) 	<ul style="list-style-type: none"> • Customized case management to assist potential and existing small business owners on required licenses, permits, registrations, with referrals to technical assistances and available resources. (598 clients served) • Referrals to government (City, State, Federal) agencies (428 clients) • Referrals to partnering organizations (NEDOs, Special Programs, Technical Assistance Resources) (207 clients)
	<p>Other Divisions/Shared Services</p> <p>Business Development:</p> <ul style="list-style-type: none"> • Partner with LatinSF (in partnership with GlobalSF) to support Latin American entrepreneurs and businesses as well as the Latinx community in San Francisco on cross border trade 		<p>Business Development</p> <p>: Total estimated investment – Business Development : \$100,000</p>	<p>Business Development:</p> <ul style="list-style-type: none"> • Supporting ecosystem development of Latin American business community within San Francisco. • Supporting San Francisco business expansion into Latin America. • Supporting collaboration between the Latin American community from abroad and domestic Latinx community. <p>Communications:</p> <ul style="list-style-type: none"> • Business support 	<p>Business Development:</p> <ul style="list-style-type: none"> • Providing business technical assistance • Conducting informational webinars and other instructional activities. • 100% of dollars awarded in the Nonprofit Sustainability Initiative space acquisition program were to organizations with >25% Latino/a/x or Hispanic beneficiaries • 57% of dollars awarded in the Nonprofit Sustainability Initiative lease stabilization program were to organizations with >25% Latino/a/x or Hispanic beneficiaries

					<ul style="list-style-type: none"> 12% of dollars awarded in the Nonprofit Resiliency Fund leadership transition program were to organizations with >25% Latinx/o/a beneficiaries <p>Communications:</p> <ul style="list-style-type: none"> Assisted with press and communications for Mission Lotería campaign to boost shopping in the Mission District. <p>Film SF:</p> <ul style="list-style-type: none"> Future grant for San Francisco filmmakers of color for FY21/22 (if we can get funds raised for it through Friends of the Film Commission or local unions) Worked to create paid internships on Matrix 4 as well as entrance for those interns into Local 16 through Opportunities for All. Also worked to have paid production assistant positions through OFA on Matrix. Hope to do this again on the larger productions that shoot in SF and have the budget to do so. Many of the interns who worked on Scene in SF rebate program productions come from BAYCAT which works with Young adults from Bayview / Hunter’s Point area. Working with OFA to reach young adults for paid internships/production assistant positions for Matrix We held an industry mixer at Old Skool Café to let more film production people know about potential hires through OFA, First Source and BAYCAT – to consider future production assistant and intern positions.
Middle Eastern or North African	Workforce Development In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. In 2020, OEWD began replicating this model for	Minimal; less than 1% of grant investments (OSB estimates the total %	Workforce Development invests \$117,000 in the	Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low	<ul style="list-style-type: none"> Enrollments by Program Placement in Employment by Program Placement in Post-Secondary Education by Program Training Completions/Graduation by Program Measurable Skills Gains

	<p>its RFP planning process but was derailed by COVID-19.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care.</p> <p>OEWD funds a Job Center to target services specifically to immigrant communities which received education or work credentials in another country. This Job Center does not specifically target any racial group but does serve primarily foreign born individuals including individuals from Central and South America, Asia, Eastern Europe, Africa and the Middle East:</p> <ul style="list-style-type: none"> Upwardly Global <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p>	<p>investment in this population as a 3% of its Assistance Center Budget)</p>	<p>Specialized Access Point with Upwardly Global</p>	<p>representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p>	<ul style="list-style-type: none"> Credential Attainment Average Wage by Program Retention in Employment Barrier Removal Completion of JRT and obtaining GED/HS Diploma
	<p>Office of Small Business Primary: Direct client services. 3% of total clients served.</p> <p>Secondary: Client referrals to Mission Economic Development Agency, in addition to other business Technical Service Providers OSB refers to.</p>		<p>\$18,899</p>	<ul style="list-style-type: none"> Pre-Start Up: Initial research/planning (52% of population served) Start-Up: 1-2 yrs in business (18% of population served) Existing: 1+ yrs in business (11% of population served) Business Expansion (8% of population served) Business Relocation (0% of population served) 	<ul style="list-style-type: none"> Customized case management to assist potential and existing small business owners on required licenses, permits, registrations, with referrals to technical assistances and available resources. (64 clients served) Referrals to government (City, State, Federal) agencies (64clients)

				<ul style="list-style-type: none"> • Business Acquisition (11% of population served) • Business Closure (0% of population served) 	<ul style="list-style-type: none"> • Referrals to partnering organizations (NEDOs, Special Programs, Technical Assistance Resources) (107 clients)
Indigenous, Native American or American Indian	Neighborhood Economic Development Support - Invest in Neighborhoods OEWD supports the American Indian Cultural District through the Mayor's Office of Housing and Community Development's Cultural District Program	Minimal; less than 1% of grant investments.	1% FTE	Organizational capacity, newly formed Cultural District with a newly hired paid director.	The cultural district was just formalized so work with them was limited this past year.
	Workforce Development In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. In 2020, OEWD began replicating this model for its RFP planning process but was derailed by COVID-19. In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.		Minimal; there are no explicit workforce programs funded to serve this population.	Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>). In FY18-19, OEWD Workforce Programs served 54 NA/AI participant, which was 1% of total served.	<ul style="list-style-type: none"> • Enrollments by Program • Placement in Employment by Program • Placement in Post-Secondary Education by Program • Training Completions/Graduation by Program • Measurable Skills Gains • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma
Pacific Islander/Native Hawaiian	Neighborhood Economic Development Support - Invest in Neighborhoods	Minimal; less than 1% of grant investments.	N/A	N/A	N/A
	Workforce Development In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. OEWD	OSB estimates the total % investment in	Minimal; unable to readily identify an	Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low	<ul style="list-style-type: none"> • Enrollments by Program • Placement in Employment by Program • Placement in Post-Secondary Education by Program • Training Completions/Graduation by Program • Measurable Skills Gains

	<p>began replicating this model for its RFP planning process but was derailed by COVID-19.</p> <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care. Job Centers which are API-led and/or identify service delivery for API San Franciscans as core to the mission, vision, and values of the organization include:</p> <ul style="list-style-type: none"> • FACES SF <p>For CityBuild, Charity Cultural Services Center is based in Chinatown. Partnering agencies like Mission Hiring Hall, Charity Cultural Services Center, Brightline Defense, SF Made, Young Community Developers, A Philip Randolph Institute SF, Anders and Anders, and FACES SF also provide services to this community.</p>	<p>this population as a < 1% of its Assistance Center Budget</p>	<p>amount associated with this population.</p>	<p>representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to creating economic opportunity for communities of color.</p> <p>CityBuild:</p> <ul style="list-style-type: none"> • Language barrier • Lack of supportive services throughout training • Housing • Food Security 	<ul style="list-style-type: none"> • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma <p>In FY18-19, OEWD Workforce Programs served 67 Hawaiian/Pacific Islander participants, which was 1% of total served.</p>
	<p>Office of Small Business</p> <p>Primary: Direct client services. Less than 1% Secondary: Client referrals to Southeast Asian Community Center, North East</p>		<p>< \$6,300</p>	<ul style="list-style-type: none"> • Pre-Start Up: Initial research/planning • Start-Up: 1-2 yrs in business • Existing: 1+ yrs in business • Business Expansion • Business Relocation • Business Acquisition 	<ul style="list-style-type: none"> • Customized case management to assist potential and existing small business owners on required licenses, permits, registrations, with referrals to technical assistances and available resources. • Referrals to government (City, State, Federal) agencies

	Community Federal Credit Union, Asian, Inc., in addition to other business Technical Service Providers OSB refers to.			<ul style="list-style-type: none"> Business Closure <p>We do not have data on critical issues for this population.</p>	<ul style="list-style-type: none"> Referrals to partnering organizations (NEDOs, Special Programs, Technical Assistance Resources) <p>We do not have data on measurable activities for this population.</p>
	<p>Other Divisions/Shared Services</p> <p>Film SF: Center for Asian American Media (CAAM)</p>				<p>Business Development:</p> <ul style="list-style-type: none"> 15% of dollars awarded in the Nonprofit Sustainability Initiative lease stabilization program were to organizations with >25% Pacific Islander beneficiaries <p>Film SF:</p> <ul style="list-style-type: none"> Support CAAMfest annually
East Asian	<p>Neighborhood Economic Development Support - Invest in Neighborhoods</p> <p>OEWD invests in the Japantown Cultural District</p>	<p>OEWD estimates that the total grant investment in this population is \$2,391,000, or <8% of grant investments</p> <p>OSB estimates the total % investment in this population as a 21% of its Assistance Center Budget</p>	<p>Neighborhood Economic Development Support - Invest in Neighborhoods</p> <p>Grant investment of \$91,000 + 10% FTE</p>	<p>Supporting Economic Development and small businesses in Japantown with a cultural lens through, marketing, technical assistance and mini grants.</p>	<p>21 small business mini grants totaling \$21,000, outreached to 186 small businesses to provide them information and connect them to city services. Successfully registered 4 legacy businesses.</p>
	<p>Workforce Development</p> <p>In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. OEWD began replicating this model for its RFP</p>		<p>Workforce Development</p> <p>Grant investments total approx. \$2,000,000</p>	<p>Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and</p>	<ul style="list-style-type: none"> Enrollments by Program Placement in Employment by Program Placement in Post-Secondary Education by Program Training Completions/Graduation by Program Measurable Skills Gains Credential Attainment Average Wage by Program

	<p>planning process but was derailed by COVID-19.</p> <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care. Job Centers which are East Asian-led and/or identify service delivery for East Asian San Franciscans as core to the mission, vision, and values of the organization include:</p> <ul style="list-style-type: none"> • Self-Help for the Elderly • FACES SF <p>OEWD funds a Job Center to target services specifically to immigrant communities which received education or work credentials in another country. This Job Center does not specifically target any racial group but does serve primarily foreign born individuals including individuals from Central and South America, Asia, Eastern Europe, Africa and the Middle East:</p> <ul style="list-style-type: none"> • Upwardly Global • Chinese for Affirmative Action <p>Outside of Jobs Centers, OEWD invests in nonprofit organizations in our youth, sector, and other workforce service areas that are East Asian-led or target services to the East Asian community.</p>			<p>industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to creating economic opportunity for communities of color.</p>	<ul style="list-style-type: none"> • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma <p>In FY18-19, OEWD Workforce Programs served 1,454 Asian participants, which was 28% of total served.</p>
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	<p>Please let us know if you would like a list of all providers. For CityBuild, Charity Cultural Services Center is based in Chinatown. Partnering agencies like MHH, CCSC, Brightline Defense, SF Made, Young Community Developers, A Philip Randolph Institute SF, Anders and Anders, and FACES-SF also provide services to this community.</p>				
	<p>Office of Small Business <i>Note: Inclusive of East, Southeast and other Asian communities with the exception of Pacific Islander.</i></p> <p>Primary: Direct client services. 21% of total clients served</p> <p>Secondary: Client referrals to Southeast Asian Community Center, North East Community Federal Credit Union, Asian, Inc., in addition to other business Technical Service Providers OSB refers to.</p>		\$132,296	<ul style="list-style-type: none"> • Pre-Start Up: Initial research/planning (44% of population served) • Start-Up: 1-2 yrs in business (18% of population served) • Existing: 1+ yrs in business (18% of population served) • Business Expansion (7% of population served) • Business Relocation (1% of population served) • Business Acquisition (8% of population served) • Business Closure (4% of population served) 	<ul style="list-style-type: none"> • Customized case management to assist potential and existing small business owners on required licenses, permits, registrations, with referrals to technical assistances and available resources. (448 clients served) • Referrals to government (City, State, Federal) agencies (320 clients) • Referrals to partnering organizations (NEDOs, Special Programs, Technical Assistance Resources) (132 clients)
	<p>Other Divisions/Shared Services</p>		<p>Business Development</p>		

	<p>Business Development Partner with SFAsia and ChinaSF (in partnership with GlobalSF) to support Asian entrepreneurs and businesses as well as the various Asian communities in San Francisco on cross border trade</p> <p>Film SF: Center for Asian American Media (CAAM)</p>		<p>: Grant investments total \$300,000</p>	<p>Business Development:</p> <ul style="list-style-type: none"> Supporting ecosystem development of Asian and businesses within San Francisco. Supporting San Francisco business expansion into Asia and China. <p>Communications:</p> <ul style="list-style-type: none"> Business support 	<p>Business Development:</p> <ul style="list-style-type: none"> Providing business technical assistance Conducting informational webinars and other instructional activities 67% of dollars awarded in the Nonprofit Sustainability Initiative lease stabilization program were to organizations with >25% Asian or Asian American beneficiaries 30% of dollars awarded in the Nonprofit Resiliency Fund leadership transition program were to organizations with >25% East Asian beneficiaries <p>Communications:</p> <ul style="list-style-type: none"> Assisted with press and communications for various announcements, initiatives and events in neighborhoods with high concentration of East Asians including Chinatown, Japantown, the Richmond District, and Sunset District. <p>Film SF:</p> <ul style="list-style-type: none"> Support CAAMfest annually
Southeast Asian	<p>Neighborhood Economic Development Support - Invest in Neighborhoods Southeast Asian Community Center</p>	<p>OEWD estimates that the total investment in this population is \$672,000, or 2% of grant investments.</p>	<p>\$125,000 grant investment + 5% FTE</p>	<p>Technical assistance to Asian Pacific Islander immigrant owned small businesses citywide, and for the Sunset, Tenderloin, Central Market., SOMA, Vis Valley corridor merchants.</p>	<p>The grant provided Business Technical Assistance to 80 Asian Pacific Islander businesses annually.</p>
	<p>Workforce Development In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather</p>		<p>Estimated \$547,000</p>	<p>Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement,</p>	<ul style="list-style-type: none"> Enrollments by Program Placement in Employment by Program Placement in Post-Secondary Education by Program Training Completions/Graduation by Program

	<p>input on community issues. OEWD began replicating this model for its RFP planning process but was derailed by COVID-19.</p> <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care. Job Centers which are API-led and/or identify service delivery for API San Franciscans as core to the mission, vision, and values of the organization include:</p> <ul style="list-style-type: none"> • Self-Help for the Elderly • FACES SF <p>OEWD funds a Job Center to target services specifically to immigrant communities which received education or work credentials in another country. This Job Center does not specifically target any racial group but does serve primarily foreign born individuals including individuals from Central and South America, Asia, Eastern Europe, Africa and the Middle East:</p> <ul style="list-style-type: none"> • Upwardly Global • Chinese for Affirmative Action • Southeast Asian Development Center (formerly VYDC) 			<p>limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to creating economic opportunity for communities of color.</p>	<ul style="list-style-type: none"> • Measurable Skills Gains • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma <p>In FY18-19, OEWD Workforce Programs served 1,454 Asian participants, which was 28% of total served.</p>
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	<p>Outside of Jobs Centers, OEWD invests in non profit organizations in our youth, sector, and other workforce service areas that are Southeast Asian-led or target services to the Southeast Asian community. Please let us know if you would like a list of all providers.</p> <p>For CityBuild, Charity Cultural Services Center is based in Chinatown. Partnering agencies like MHH, CCSC, Brightline Defense, SF Made, Young Community Developers, A Philip Randolph Institute SF, Anders and Anders, and FACES-SF also provide services to this community.</p>				
	<p>Other Divisions/Shared Services</p> <p>Film SF: Center for Asian American Media (CAAM)</p>				<p>Film SF:</p> <ul style="list-style-type: none"> • Support CAAMfest annually
<p>South Asian/Indian</p>	<p>Workforce Development In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. OEWD began replicating this model for its RFP planning process but was derailed by COVID-19.</p>	<p>Minimal; less than 1% of grant investments.</p>	<p>Total investment in Upwardly Global Specialized Access Point \$117,000</p>	<p>Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap</i>)</p>	<ul style="list-style-type: none"> • Enrollments by Program • Placement in Employment by Program • Placement in Post-Secondary Education by Program • Training Completions/Graduation by Program • Measurable Skills Gains • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal

	<p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care.</p> <p>OEWD funds a Job Center to target services specifically to immigrant communities which received education or work credentials in another country. This Job Center does not specifically target any racial group but does serve primarily foreign born individuals including individuals from Central and South America, Asia, Eastern Europe, Africa and the Middle East:</p> <ul style="list-style-type: none"> Upwardly Global 			<p><i>for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8).</i></p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to creating economic opportunity for communities of color.</p>	<ul style="list-style-type: none"> Completion of JRT and obtaining GED/HS Diploma <p>In FY18-19, OEWD Workforce Programs served 1,454 Asian participants, which was 28% of total served.</p>
	<p>Other Divisions/Shared Services</p> <p>Film SF:</p> <p>Center for Asian American Media (CAAM)</p>				<p>Film SF:</p> <ul style="list-style-type: none"> Support CAAMfest annually
Filipino/a/x	<p>Neighborhood Economic Development Support - Invest in Neighborhoods</p> <p>Soma Pilipinas & Kultivate Labs</p>	<p>OEWD estimates that the total investment in this population is \$695,000, or</p>	<p>\$195,000 + 15% FTE</p>	<p>Technical assistance to Filipino entrepreneurs, place-making, and events and marketing services geared to the Filipino community</p>	<p>Planning of 2020 Undiscovered SF, Shared Spaces programming on Folsom, assistance with over 20 entrepreneurs (brick and mortar and event vendors), new public space activations at Kapwa Gardens and Stevenson, and development of a pop-up to permanent retail store at 5th and Mission (Republika)</p>

	<p>Workforce Development</p> <p>In 2019, OEWD, in partnership with MOHCD and Planning, held over 10 neighborhood-based meetings to gather input on community issues. OEWD began replicating this model for its RFP planning process but was derailed by COVID-19.</p> <p>In 2019-20, OEWD hosted FY 2020-21 budget input sessions by neighborhood.</p> <p>OEWD funds providers that are deeply embedded in the communities they serve and rely on the expertise of these providers to elevate critical issues and provide culturally humble care. Job Centers which are Filipino-led and/or identify service delivery for Filipino San Franciscans as core to the mission, vision, and values of the organization include:</p> <ul style="list-style-type: none"> • FACES SF <p>OEWD funds a Job Center to target services specifically to immigrant communities which received education or work credentials in another country. This Job Center does not specifically target any racial group but does serve primarily foreign born individuals including individuals from Central and South America, Asia, Eastern Europe, Africa and the Middle East:</p> <ul style="list-style-type: none"> • Upwardly Global 	<p>less than 3% of total grant investments.</p>	<p>Estimated investment: \$500,000</p>	<p>Black/African American, Latinx, Native, and sub-populations of Asian American and Pacific Islander residents face high unemployment, high underemployment, barriers to advancement, limited social advancement exposure, low representation among post-secondary credentials and high wage occupations and industries. (<i>National Skills Coalition, The Roadmap for Racial Equity: An Imperative for Workforce Development Advocates, September 2019, p. 7-8</i>).</p> <p>In OEWD 2021 budget meetings, African-American, Latinx, and Asian/Pacific Islander communities requested an emphasis on paid training and internships; workforce services and training in other languages; programming targeted to formerly incarcerated; programming in finance, credit, and budgeting; middle income and “next step” focus of programming to move people beyond entry level; inclusion in program planning; and holding employers accountable to creating economic opportunity for communities of color.</p>	<ul style="list-style-type: none"> • Enrollments by Program • Placement in Employment by Program • Placement in Post-Secondary Education by Program • Training Completions/Graduation by Program • Measurable Skills Gains • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma <p>In FY18-19, OEWD Workforce Programs served 1,454 Asian participants, which was 28% of total served.</p>
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	<p>Outside of Jobs Centers, OEWD invests in non profit organizations in our youth, sector, and other workforce service areas that are Filipinx-led or target services to the Filipinx community. Please let us know if you would like a list of all providers.</p> <p>For CityBuild, Charity Cultural Services Center is based in Chinatown. Partnering agencies like MHH, CCSC, Brightline Defense, SF Made, Young Community Developers, A Philip Randolph Institute SF, Anders and Anders, and FACES-SF also provide services to this community.</p>				
	<p>Other Divisions/Shared Services</p> <p>Film SF: Center for Asian American Media (CAAM)</p>			<p>Communications:</p> <ul style="list-style-type: none"> • Business support 	<p>Communications:</p> <ul style="list-style-type: none"> • Assisted with promotion of Filipino cultural events such Undscrdr SF: Filipino Night Market <p>Film SF:</p> <ul style="list-style-type: none"> • Support CAAMfest annually
<p>Other Marginalized Populations identified – Neighborhood Economic Development</p>	<p><i>Detained/Justice-involved people</i> The Law Office of Matthew Kumin- Legal Advice for Equity Applicants. Other Partners: Office of Cannabis</p> <p><i>Transgender/Gender Variant/Intersex People</i> Compton's Transgender Cultural District</p>	<p>All IIN investments for “other” marginalized populations = \$1,015,000 (approximately 3% of total</p>	<p><i>Detained/Justice-involved people</i> \$180,000 grant, 5% FTE</p>	<p><i>Detained/Justice-involved people</i> Legal Assistance provided to Cannabis Equity Applicants. Up to 10-15 hours of pro bono assistance per equity applicant.</p> <p><i>Transgender/Gender Variant/Intersex People</i> Providing safe spaces to celebrate transgender women of color.</p>	<p><i>Detained/Justice-involved people</i></p> <ul style="list-style-type: none"> • 50 equity applicants were offered free legal advice from the Kumin Group. 8 equity applicants have utilized these legal services. over 80 hours of free legal services have been provided since January 2020. <p><i>Lesbian, Gay, Bisexual, Queer People</i></p>

<p>(Invest in Neighborhoods)</p>	<p><i>Lesbian, Gay, Bisexual, Queer People</i></p> <ul style="list-style-type: none"> San Francisco Lesbian Gay Bisexual Transgender Community Center (“The Center”)- Small Business Services SOMA Leather & LGBTQ Cultural District Jessie Street Project <p><i>People who are Unbanked/No access to Credit/Debit cards</i> Mission Asset Fund (MAF) - Lending Circles for Businesses</p> <p><i>People with Limited English Proficiency</i></p> <ul style="list-style-type: none"> Wu Yee Children's Services - Family Child Care Small Business Development Program Management of programs and grants all have a multilingual component and generally provide Spanish speaking interpretation and translation of documents and verbal communication Community Based-Organizations that provide language assistance to monolingual, immigrants, undocumented, senior, low-income and limited technology access. Grantees: Community Youth Center of San Francisco, Chinatown 	<p>grant investments)</p>	<p><i>Transgender/ Gender Variant/Intersex People</i> \$25,000 grant, 5% FTE</p> <p><i>Lesbian, Gay, Bisexual, Queer People</i> \$80,000 in grants, 20% FTE</p> <p><i>People who are Unbanked/No access to Credit/Debit cards</i> \$50,000 grant, 5% FTE</p> <p><i>People with Limited English Proficiency</i> \$560,000 in grant investments + 90% FTE</p>	<p><i>Lesbian, Gay, Bisexual, Queer People</i></p> <ul style="list-style-type: none"> Technical Assistance customized for LGBTQI+ entrepreneurs. Support events and entrepreneurs on Folsom Street Support events and entrepreneurs and art on Jessie in collaboration with queer owned business and artist and Transgender Cultural District <p><i>People who are Unbanked/No access to Credit/Debit cards</i> The program turns microlending into a credit-building activity.</p> <p><i>People with Limited English Proficiency</i></p> <ul style="list-style-type: none"> Information translated and delivery (via email/text message/phone) Limited technology proficiency (to access/frequent use/afford) Limited resource and funds available for education and improvement Limited bi/multi-lingual staffers (both City and service providers) Time-sensitive information has not and cannot be delivered in a fair manner (e.g. Resilient Fund is accepting application on a first-come-first-serve basis, but non-English language materials including public notices and application forms were not ready same day. This may result in imperfect competition.) <p><i>Public Housing Residents</i></p> <ul style="list-style-type: none"> Technical Assistance and microgrants for customized for entrepreneurs residing at 	<ul style="list-style-type: none"> The grant to LGBT Center supports 50 businesses and creates/retains 25 jobs annually for over 15 years. Grant for the SOMA Leather and LGBTQ Cultural District supports activation of Folsom Street, benefiting and targeting those in SOMA Leather & LGBTQ Cultural District. Larger events online this year, but collaborating on smaller activities on Folsom street The grant for Jessie Street supports the completion of a mural and development of a streetscape design/parklet to reflect local community. Proposed future events through the shared spaces program. <p><i>People who are Unbanked/No access to Credit/Debit cards</i> Grant supports 30 micro-businesses with no/low credit annually. Since 2012, IIN and MAF’s partnership has supported over 210 entrepreneurs, who are primarily immigrants and/or women.</p> <p><i>People with Limited English Proficiency</i> Grant for Chinatown Small Business Assistance, Customer Attractions, Community Enhancement and Language Access.</p> <p><i>Public Housing Residents</i></p> <ul style="list-style-type: none"> Grant supports 30 micro-businesses annually. Since 2017, IIN and Ren Center Bayview’s partnership has supported over 110 women entrepreneurs. Grant supported mural on building, artist who is an African American public housing resident. Future murals and events are being coordinated with this resident and artist, and he is helping us with further outreach to vulnerable populations in the area. <p><i>Shift/Temp Gig, Low wage Workers</i></p> <ul style="list-style-type: none"> Grant for Independent Contractors, gig workers, sole proprietor in Fillmore/Western Addition. This grant provided
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	<p>Community Development Center, Chinese Newcomers Service Center, Self-Help for the Elderly, Northeast Community Federal Credit Union, Chinese Culture Center,, Asian Women's Shelter, etc. Stakeholders: Chinese Consolidated Benevolent Association, Chinese Chamber of Commerce, Chinatown Merchants Association, Chinatown Merchants United Association. Citywide: most CBOs that provide direct services including language assistance to the residents, merchants and others.</p> <p><i>Public Housing Residents</i></p> <ul style="list-style-type: none"> Renaissance Bayview Center-Bayview Women Seneca SRO Hotel/Sylvester Guard <p><i>Shift/Temp Gig, Low wage Workers</i> Technical Assistant-Worked with Renaissance Entrepreneurship Center</p> <p><i>Other/Multiple populations</i> Supporting Interdepartmental Committee representing Economic Development for 9 Cultural Districts under MOHCD, this reflects strictly programmatic time, support to cultural districts directly is integrated into grants managed.</p>		<p><i>Public Housing Residents</i> \$80,000 in grant investments + 10% FTE</p> <p><i>Shift/Temp Gig, Low wage Workers</i> \$40,000 grant investment, 5% FTE</p> <p><i>Other/multiple populations</i> 10% FTE</p>	<p>Alice Griffith, Huntersview, and Sunnysdale public housing and surrounding neighborhoods.</p> <ul style="list-style-type: none"> Worked with African-American resident of Seneca SRO hotel to engage with residents on a vision for their street and development of a mural that was completed in December, 2019. <p><i>Other/Multiple populations</i> The Cultural District Program was established to support stabilization of historically marginalized communities in formal partnership with the City. We now have 9 geographies around the city where these districts reside. Per ballot measure they are funded by Hotel Tax funds and all have a paid staff person to be the Director. THE districts include: Calle 24 Latino Cultural District, American Indian Cultural District, SOMA Pilipinas, African American Arts and Cultural District, Compton's Transgender Cultural District, LGBTQ Leather Cultural District and Castro LGBT Cultural District.</p>	<p>22 small businesses with funds to assist with rent, transportation, business expenses, etc.</p> <p><i>Other/Multiple populations</i> Each cultural district must develop a report informed by a community process that reflects priorities of each district based on areas outlined in the legislation as critical to stabilization. Funding porposals also spell out additional goals related to implementation of programs.</p>
<p>Other Marginalized Populations:</p>	<p>Workforce Development OEWD funds workforce development services along a vulnerable populations</p>	<p>Estimated \$3,204,000</p>	<p>All Youth programs: \$1,454,000</p>	<p>Workforce Development These populations experience additional barriers to accessing services which are further</p>	<p>Workforce Development</p> <ul style="list-style-type: none"> Enrollments by Program Placement in Employment by Program

<p>Workforce Division</p> <ul style="list-style-type: none"> • Seniors and Older Adults • Children and Youth • Transgender/Gender Variant/Intersex People • Lesbian, Gay, Bisexual, Queer People • People with Disabilities and Medical Conditions • People with Limited-English Proficiency • Undocumented People • People facing Food Insecurity • People who are Subjected to Intimate Partner Violence • Public Housing Residents • Caregivers • Detained/Justice-Involved People • Shift/Temp Gig, Low-wage workers 	<p>strategy. Community-based organizations which deliver services to special populations and/or are core partners for this work are listed below. Engagement with these organizations is consistent and ongoing.</p> <p><i>Seniors & Older Adults—</i></p> <ul style="list-style-type: none"> • Self-Help for the Elderly • Homebridge • Goodwill Industries • Felton Institute • SFHSA <p><i>Children & Youth—</i></p> <ul style="list-style-type: none"> • Collective Impact • Community Youth Center • Enterprise for Youth • Larkin Street Youth Services • New Door Ventures • Bay Area Community Resources – CHALK • Success Centers SF • Urban Services YMCA • Bayview Hunters Point YMCA • San Francisco Conservation Corps • Bay Area Video Coalition • Bayview Hunters Point Center for the Arts and Technology • Dev Mission • APRI-SF • Youth Community Developers • Brightline Defense • DCYF 		<p>(General funds + WIOA-Youth funds)</p> <p>CityBuild estimates \$350,000 for all “other” categories.</p> <p>All Specialized (population-based) Access Points receive a combined \$1.4M (General Funds + WIOA + CDBG). This data can be further disaggregated by population focus, but we did not have time to get to more specific numbers.</p>	<p>compounded by intersectional racial and ethnic identities. All special populations have unique workforce development and economic mobility needs which would be better captured in the Racial Equity Action Plan.</p> <p>CityBuild-specific:</p> <ul style="list-style-type: none"> Barrier removals such as high school diploma/GED, driver’s license, and substance abuse Lack of supportive services throughout training Housing Public Safety Food security Justice involvement 	<ul style="list-style-type: none"> • Placement in Post-Secondary Education by Program • Training Completions/Graduation by Program • Measurable Skills Gains • Credential Attainment • Average Wage by Program • Retention in Employment • Barrier Removal • Completion of JRT and obtaining GED/HS Diploma
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<ul style="list-style-type: none"> •Low-income Students •People facing Digital Access/Connectivity Issues •People who rely exclusively on Public Transit • Under/Uninsured People • People who are Unbanked/No access to Credit/Debit cards 	<p><i>Transgender, Intersex, and Other Gender Minorities—</i></p> <ul style="list-style-type: none"> • LGBT Center • Larkin Street Youth Services • PRC • One Treasure Island <p><i>Lesbian, Gay, Bisexual, Queer People—</i></p> <ul style="list-style-type: none"> • LGBT Center • Larkin Street Youth Services • PRC • One Treasure Island • Castro Merchants • Frameline <p><i>People with Disabilities and Medical Conditions—</i></p> <ul style="list-style-type: none"> • The Arc of San Francisco • Toolworks, Inc. • PRC • Swords to Plowshares • Department of Rehabilitation <p><i>People with Limited English Proficiency, Immigrants, and/or Undocumented</i></p> <ul style="list-style-type: none"> • Mission Economic Development Agency • Self-Help for The Elderly • Bay Area Community Resources – CHALK • Southeast Asian Development Center (formerly VYDC) • Chinese for Affirmative Action • Chinese Progressive Association • Charity Cultural Services Center 				
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	<ul style="list-style-type: none"> • Arriba Juntos • Mission Hiring Hall • Mujeres Unidas y Activas • Mission Language Vocational School • Excelsior Works • OCEIA • SFHSA <p><i>People facing Food Insecurity</i></p> <ul style="list-style-type: none"> • Young Community Developers • Episcopal Community Services • Mission Language Vocational School • Self-Help for The Elderly • Compass Family Services • SFHSA <p><i>People who are Subjected to Intimate Partner Violence</i></p> <ul style="list-style-type: none"> • Compass Family Services • La Casa de las Madres • Mujeres Unidas y Activas <p><i>Public Housing Residents</i></p> <ul style="list-style-type: none"> • FACES SF • Young Community Developers • Mission Hiring Hall • Brightline Defense • APRISF • Anders and Anders • FACESSF • SFHSA • HOPE SF • MOHCD 				
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	<p><i>Unhoused People</i></p> <ul style="list-style-type: none"> • Hospitality House • Community Housing Partnership • Goodwill Industries • Code Tenderloin • Episcopal Community Services • Larkin Street • Arriba Juntos • Mission Hiring Hall • Catholic Charities • SFHSA • HSH <p><i>Caregivers</i></p> <ul style="list-style-type: none"> • Self-Help for the Elderly • Arriba Juntos • SFHSA • Homebridge <p><i>Detained/Justice-Involved People</i></p> <ul style="list-style-type: none"> • America Works of California • Goodwill Industries • Five Keys • San Francisco Conservation Corps • Bayview Hunters Point YMCA • YCD • APRISF • Anders and Anders • Mission Hiring Hall • FACES SF • Adult Probation Department • Sheriff's Department <p><i>Low-income Students</i></p>				
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	<ul style="list-style-type: none"> • City College of San Francisco • San Francisco State University • San Francisco Unified School District <p><i>People facing Digital Access/Connectivity Issues</i></p> <ul style="list-style-type: none"> • OEWD general services include connection to internet and computer labs. <p><i>People who rely exclusively on Public Transit</i></p> <ul style="list-style-type: none"> • OEWD general services include access to transportation vouchers. <p><i>Under/Uninsured People</i></p> <ul style="list-style-type: none"> • Covered California (Rapid Response) • SFHSA <p><i>People who are Unbanked/No access to Credit/Debit cards</i></p> <ul style="list-style-type: none"> • Mission Economic Development Agency • Office of Financial Empowerment 				
Other Divisions/ Shared Services	Business Development Specific <ul style="list-style-type: none"> • Small Businesses of High Need Citywide (COVID-19 project) • Production, Distribution and Repair Businesses 		Business Development Specific: Nonprofit partners in Ongoing	Business Development Specific: <ul style="list-style-type: none"> • Freelancers, entrepreneurs and gig workers need financial and legal guidance to protect themselves and assess the full cost and value of their services 	Business Development Specific: Participant data for Quarters 1-3 of Fiscal Year 2019-20 was collected as follows: <ul style="list-style-type: none"> • Female: 33 • Male: 7

	<ul style="list-style-type: none"> Nightlife (Restaurant, Bar, Entertainment Venue) Businesses Nonprofit partners in Ongoing Workforce and Economic Development Strategies Nonprofit Partners in Ongoing Workforce and Economic Development Strategies Nonprofits with Track Record Serving Low-Income Residents <p>Joint Development Specific:</p> <ul style="list-style-type: none"> Communities Surrounding Project Areas Citywide COVID-19 Small businesses of high need citywide COVID-19 Businesses trying to reopen 		<p>Workforce and Economic Development Strategies: \$92,929</p> <p>Nonprofit Partners in Ongoing Workforce and Economic Development Strategies \$100,000</p> <p>Nonprofits with Track Record Serving Low-Income Residents: \$2.2 million</p>	<ul style="list-style-type: none"> Small Businesses of High Need Citywide (COVID-19 project) Small businesses are having challenges getting the PPE they need in order to open and operate safely. There is a cost to PPE that may be challenging to some businesses that have been heavily impacted <p>Production, Distribution and Repair Businesses</p> <ul style="list-style-type: none"> PDR businesses typically have lower barriers to entry, anecdotally workforce is mostly BIPOC, and tend not to be minority business enterprises <p>Nightlife (Restaurant, Bar, Entertainment Venue) Businesses</p> <ul style="list-style-type: none"> Nightlife businesses typically have lower barriers to entry, anecdotally workforce has substantial BIPOC population, and tend not to be minority business enterprises <p>Nonprofit partners in Ongoing Workforce and Economic Development Strategies</p> <ul style="list-style-type: none"> Leadership transition can place operational/institutional knowledge at risk. Nonprofits most commonly seek assistance for financial infrastructure, coaching of Board and CEO, and organizational restructuring to promote 	<ul style="list-style-type: none"> Queer: 1 Asian: 1 White: 16 Chinese: 3 Black: 7 Non-white/Latinx: 4 White/Latinx: 1 Filipina: 2 Mixed: 3 White/Jewish: 3 South Asian: 1 <p>Household Income:</p> <p><20k: 16 20,001-35k: 9 35,001-50k: 4 50,001-75k: 4 >75k: 8</p> <p>Small Businesses of High Need Citywide (COVID-19 project)</p> <ul style="list-style-type: none"> Free PPE is being prioritized for Opportunity neighborhoods and high need businesses. Roughly 2 million units of PPE in the form of hand sanitizer, face shields, and surgical masks have been secured for these businesses <p>Production, Distribution and Repair Businesses</p> <ul style="list-style-type: none"> # of businesses served Demographics of people served \$ to organizations Businesses that open/create business plans to open <p>Nightlife (Restaurant, Bar, Entertainment Venue) Businesses</p>
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				<p>and support a leader from within their community.</p> <ul style="list-style-type: none"> • Requests for technical assistance to address racial inequity within their organizational structure and practices are increasing <p>Nonprofits with Track Record Serving Low-Income Residents</p> <ul style="list-style-type: none"> • Nonprofits deeply rooted in low-income, BIPOC and/or historically underserved communities face systemic barriers to fund development and pro bono opportunities. <p>Joint Development Specific:</p> <p>Negotiating community benefits including: housing and addressing housing affordability City-wide; Workforce/First Source requirements; Support of local organizations</p> <p>Ensure that EOC's outreach and program efforts are done so in an equitable manner. Small businesses are having challenges getting the PPE they need in order to open and operate safely.</p> <p>There is a cost to PPE that may be challenging to some businesses that have been heavily impacted.</p> <p>Program needed to be developed so that businesses could open and operate safely. City processes can be so challenging that only certain businesses that have the resources to obtain the required documents and ability to pay can move forward. Taskforce efforts were to remove as</p>	<ul style="list-style-type: none"> • # of businesses served • Demographics of people served • \$ to organizations • Businesses that open/create business plans to open <p>Nonprofit partners in Ongoing Workforce and Economic Development Strategies</p> <ul style="list-style-type: none"> • # of nonprofits served • # with 50% or more of their beneficiaries in the following populations: • -communities of color (they identify those comprising 25% or more) • -LGBQ or Two-Spirit • -Women • -Immigrants • -People with disabilities • -children and youth or families with children and youth • Nonprofits with Track Record Serving Low-Income Resident <p>Nonprofit Partners in Ongoing Workforce and Economic Development Strategies</p> <ul style="list-style-type: none"> • # of nonprofits served • # with 50% or more of their beneficiaries in the following populations: • -communities of color (they identify those comprising 25% or more) • -LGBQ or Two-Spirit • -Women
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				<p>many barriers as possible so businesses of all levels have the opportunity to reopen.</p> <p>Communications-specific: Business support</p>	<ul style="list-style-type: none"> • -Immigrants • -People with disabilities • -children and youth or families with children and youth <p>Nonprofits with Track Record Serving Low-Income Residents</p> <ul style="list-style-type: none"> • # of nonprofits served • # with 50% or more of their beneficiaries in the following populations: <ul style="list-style-type: none"> • -communities of color (they identify those comprising 25% or more) • -LGBQ or Two-Spirit • -Women • -Immigrants • -People with disabilities • -children and youth or families with children and youth • #demographics of nonprofits served (Board/Staff/Beneficiaries) – based on efforts to collect this data some nonprofits need assistance to collect accurate information • Example: The Nonprofits Sustainability Initiative provided technical and financial assistance to Jamestown, Mission Neighborhood Centers and MEDA for the acquisition of 701 Alabama Street. Because this site is now nonprofit-owned, it is being deployed as a food security hub by the Latino Task Force. <p>Joint Development Specific:</p> <p>The Division is in the process of setting up mechanisms for data collection on the following:</p> <p>-# of affordable housing units - Who applies, who gets selected, etc</p>
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					<p>-% of First Source hires - If target was met, who was hired -\$ that are going to local organizations - Who do those organizations serve?</p> <ul style="list-style-type: none"> • 1 FTE dedicated to serving as an Assistant Equity Officer at the EOC (lowayna Pena) • Free PPE is being prioritized for Opportunity neighborhoods and high need businesses. • Roughly 2 million units of PPE in the form of hand sanitizer, face shields, and surgical masks have been secured for these businesses • # of businesses that take advantage of Shared spaces program • Where there businesses are located • Time it took to process the businesses request <p>mmunications:</p> <ul style="list-style-type: none"> • Assisted with press and communications for an Older Adult Hiring Fair • Assisted with press and communications for events focused on children and youth such as holiday fairs and neighborhood activations • Launched Shop & Dine 49 In the Castro to promote shopping in the neighborhood • Assisted with press and communications for the CityBuild program that prioritizes marginalized populations <p>Film SF:</p> <ul style="list-style-type: none"> • Support Frameline Film Festival
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