

File No. 211318

Committee Item No. 1

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: April 18, 2024

Board of Supervisors Meeting:

Date: _____

Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- MOU - FY2022-2024 - Clean
- MOU - FY2022-2024 - Redline
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract / DRAFT Mills Act Agreement
- Form 126 – Ethics Commission
- Award Letter
- Application
- Public Correspondence

OTHER

- FYI Referral 122121
- HRC Presentation 042122
- MOHCD Presentation 042122
- OECE Presentation 042122
- OEWD Presentation 042122
- SFFD Presentation 042122
- ART Presentation 042122
- DCYF Presentation 042122
- DHR Presentation 042122
- DPH Presentation 042122
- Comment Letters

Prepared by: Monique Crayton

Date: April 12, 2024

Prepared by: _____

Date: _____

Prepared by: _____

Date: _____

BOARD of SUPERVISORS



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MEMORANDUM

TO: Sheryl Evans Davis, Director, Human Rights Commission
Kate Sofis, Director, Office of Economic and Workforce Development
Eric Shaw, Director, Mayor's Office of Housing and Community Development
Maria Su, Director, Department of Children Youth and their Families
Ralph Remington, Director of Cultural Affairs, Arts Commission
Dr. Grant Colfax, Director, Department of Public Health
Ingrid Mezquita, Director, Office of Early Care and Education
Jeanine Nicholson, Chief, Fire Department
Carol Isen, Director, Department of Human Resources

FROM: John Carroll, Assistant Clerk, Government Audit and Oversight Committee,
Board of Supervisors

DATE: December 21, 2021

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Government Audit and Oversight Committee has received the following hearing request, introduced by Supervisor Walton on December 14, 2021:

File No. 211318

Hearing on the resources allocated for the Dream Keepers Initiative, specifically on which programs have been funded by the allocated \$120,000,000 and assessing other needs that the Dream Keepers Initiative can support; requesting the Human Rights Commission, Office of Economic and Workforce Development, Mayor's Office of Housing and Community Development, Department of Children Youth and their Families, Arts Commission, Department of Public Health, Office of Early Care and Education, Fire Department, and Department of Human Resources to report.

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

- c: Offices of Chair Preston and Supervisor Walton
 - Anne Taupier, Office of Economic and Workforce Development
 - Lisa Pagan, Office of Economic and Workforce Development
 - Lydia Ely, Mayor's Office of Housing and Community Development
 - Brian Cheu, Mayor's Office of Housing and Community Development
 - Maria Benjamin, Mayor's Office of Housing and Community Development
 - Susan Pontious, Arts Commission
 - Alyssa Ventre, Arts Commission
 - Joanne Lee, Arts Commission
 - Greg Wagner, Department of Public Health
 - Dr. Naveena Bobba, Department of Public Health
 - Sneha Patil, Department of Public Health
 - Ana Validzic, Department of Public Health
 - Maya Castleman, Office of Early Care and Education
 - Theresa Ludwig, Fire Department
 - Mawuli Tugbenyoh, Department of Human Resources

DREAM KEEPER INITIATIVE

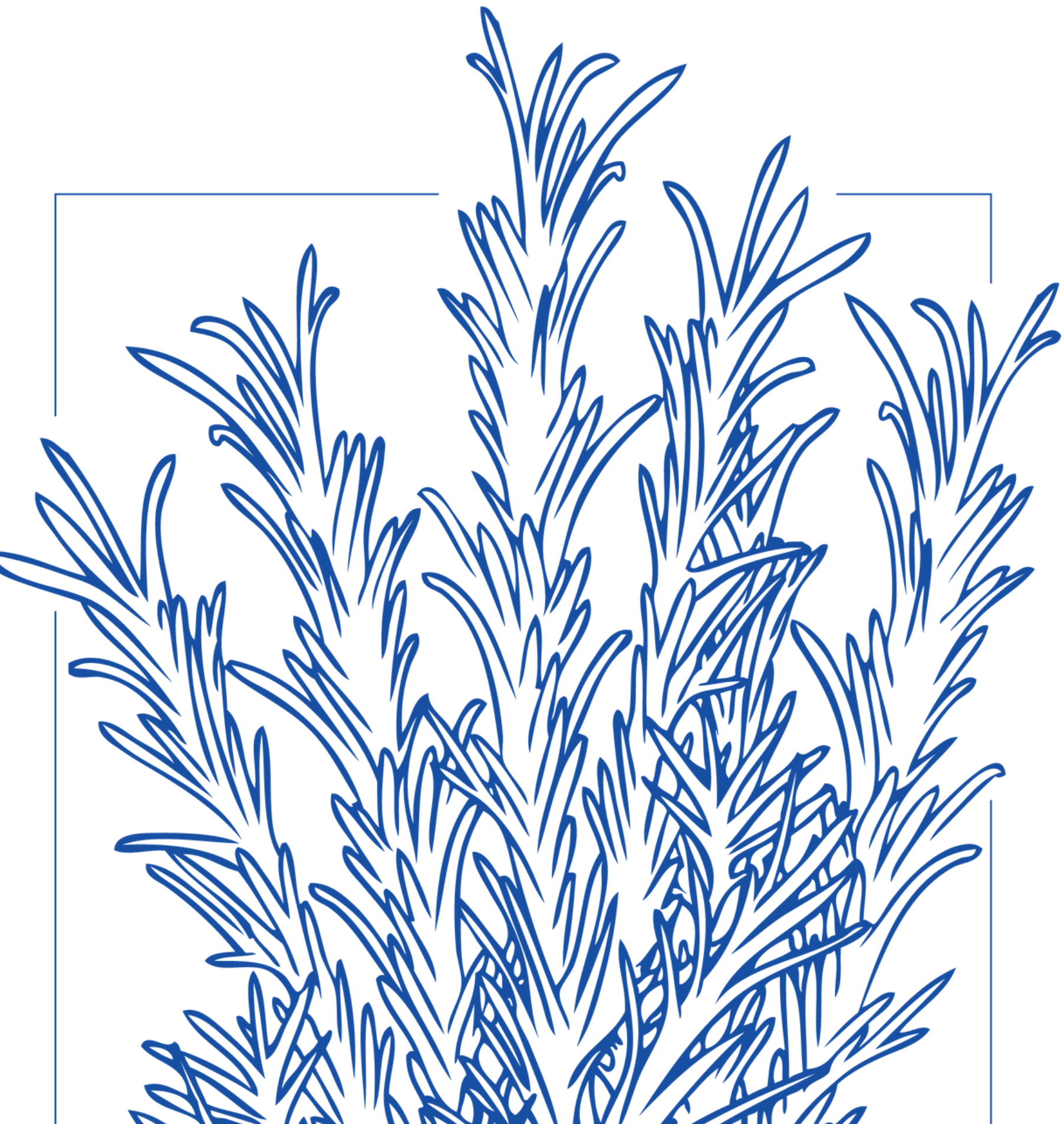
OVERVIEW

4.21.2022

www.dreamkeepersf.org

San Francisco Human Rights Commission





Shared Result

The Dream Keeper Initiative (DKI) is an intergenerational effort that aims to ensure San Francisco's diverse Black communities are experiencing joy, feelings of safety, advancing educationally and economically, are holistically healthy, and are thriving.

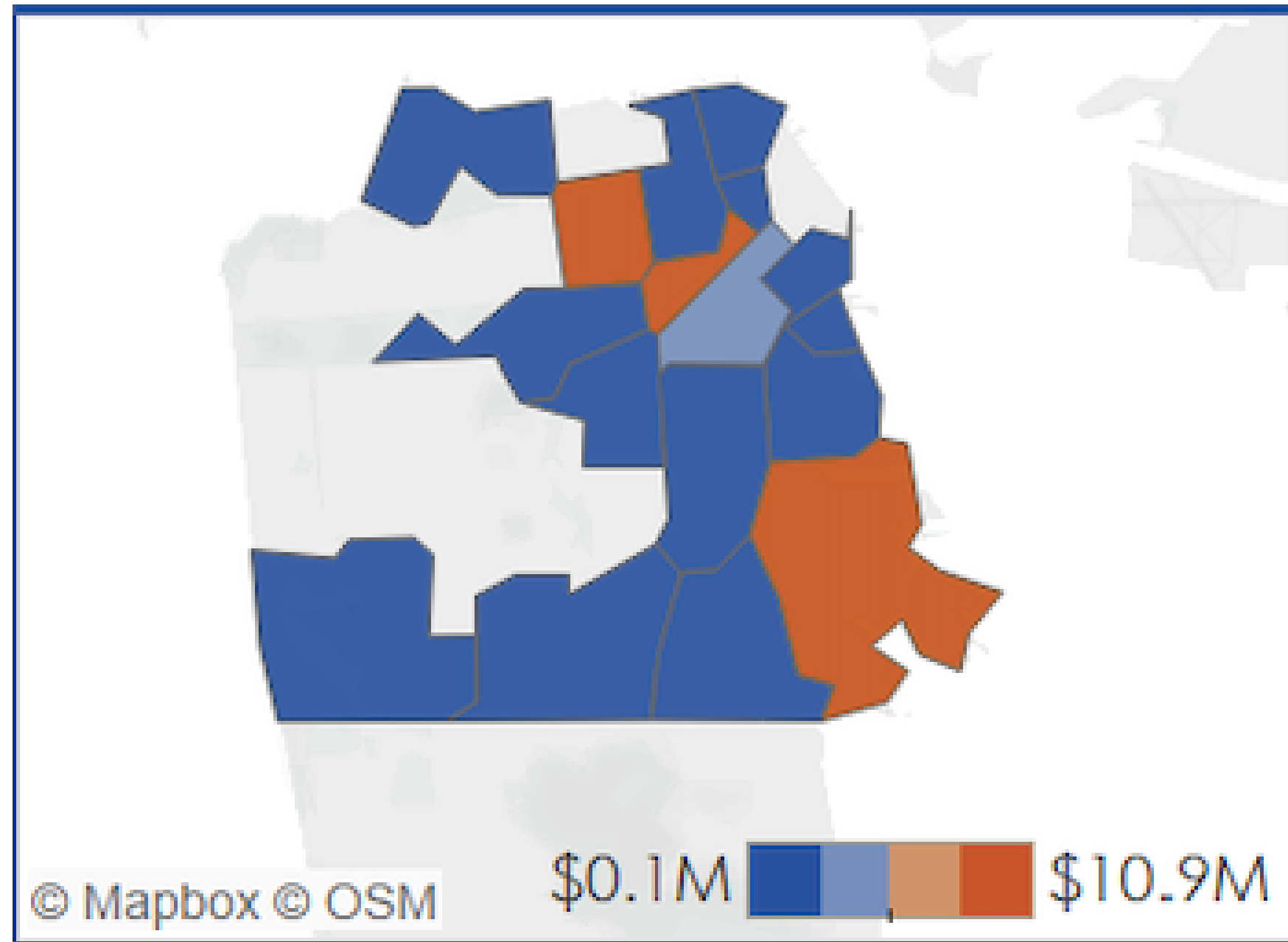


Foundational Actions

DKI invests in 6 foundational actions which contribute to meeting the DKI goal:

- Culturally affirming spaces that celebrate Black people
 - Transformative and intergenerational social-emotional wellness
 - Grow financial health and economic-wellbeing
 - Black-centered education and enrichment
 - Black-led and Black-centered narrative shift
 - Building organizational knowledge and infrastructure
-

What's Happened



Dream Keeper partners are headquartered in 17 different zip codes throughout San Francisco and the Bay Area.

Dollar Amount

\$60 Million

Annually to improve life outcomes for San Francisco's diverse Black communities.

Awards

141 DKI Awards

In the last year, 7 City departments administered (will administer) 141 awards across 8 different funding areas including: economic empowerment, health and wellness, holistic family services (Brighter Futures), technical assistance and capacity building, education and enrichment, narrative shift, mini grants, and arts and culture.

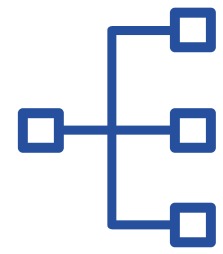
Number of City Positions

31 New City Positions

Across 8 City departments, created to facilitate the Dream Keeper Initiative, including 11 core DKI staff at the HRC.



What's Happening



Infrastructure

Growing team, including initiative Director, building grants management and data collection systems.



Changemaking vs. Grantmaking

Supporting beyond the grant for effective impact and results; bold projects, consistency, and fast action



Collective Impact

Increasing trust and transparency, non-punitive accountability space, support with day-to-day operations, and elevating system-level or policy challenges related to DKI



Intentional Community Partnership

Community-defined scopes of work, active community feedback loop



Research Team

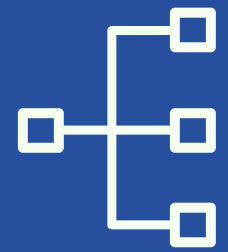
Implementing resources to engage in comprehensive learning that will inform program implementation, budget and policies that support prosperity in Black Community



Accountability Committee

Re-launching DKI Community Accountability Committee. 100% community board in place for accountability, transparency, recommendations, and feedback.

What We're Learning



Build the Team

DKI launched prior to having a team in place which delayed funding; however, team is building capacity to meet grantee needs



Data

Building grants management systems and data collection tools necessary for consistent accountability to DKI stakeholders



Grant Administration

number of grants; established grant processing system, leveraging departmental partnerships and working with City Attorney to improve systems



Elevating Policy and Practice Concerns

DKI receives feedback about implementation across departments, thus we are developing processes, based on community feedback, to inform and influence institutional policies and practices



DKI is Racial Equity

Creation of DKI is in response to the dearth of resources targeted to SF's Black community. Therefore, we are assessing how departments serve the Black community outside of DKI.

What's Next

- **Implementation of DKI Community Accountability Committee**
- **Monthly Department Convening**
- **Community-Driven Evaluation and Impact**
- **Improvement of Current Systems**
- **Influence policies and institutional practices**



**DREAM
KEEPER**

SAN FRANCISCO

Mayor's Office of Housing and Community Development

Presenter:

Eric Shaw, Director

DKI is the critical component in the implementation of MOHCD racial equity goals to:

- Increase access and participation for Black San Franciscans in housing opportunity and community stabilization programs
- Increase number of Black people served in community development investments
- Identify and address barriers to Black developer participation in the development and preservation of affordable housing

We are utilizing existing reporting and monitoring systems and ongoing community engagement to track outcomes and sentiment.



**DREAM
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SAN FRANCISCO

Dream Keeper Initiative: Board of Supervisors Hearing

April 21, 2022

MOHCD Support for DKI Foundational Areas

Culturally affirming spaces that celebrate Black people	<ul style="list-style-type: none">• Investments in African American Arts and Cultural District, Transgender District
Transformative and intergenerational social-emotional wellness	<ul style="list-style-type: none">• Expanding Black homeownership opportunities• African American Community Stabilization Grant• Implicit bias trainings for housing, homeownership partners• Housing rehabilitation assistance for Black seniors
Black-led and centered narrative shift	<ul style="list-style-type: none">• DKI Partnership Grant with San Francisco Foundation• Racial equity narrative added for all grant procurements• Learning from AACS cohort about responsive grant making• Direct outreach to Black executive directors to center Black voices in narratives and communications
Building organizational knowledge and infrastructure	<ul style="list-style-type: none">• Capacity building grants, strategic engagement for Black-led housing developers, community stakeholders and organizations

New Program Highlights

Dream Keeper Downpayment Assistance Loan Program (DK DALP)

- \$9.5 million allocated to provide no-interest, no-monthly payment, deferred loans up to \$500,000 for Black first-time home buyers
- Also funding implicit bias training for homeownership counseling agencies
- 94 Black households actively preparing for homeownership through DK DALP education and counseling

Senior Housing Rehabilitation Program

- \$500,000 grant to manage resident and contractor engagement and ensure rehab quality control with targeted assistance for Black seniors
- MOHCD Digital Equity resources being used to also connect seniors to internet

Milestones

- MOHCD, in collaboration with ULI San Francisco, was awarded a Breakthrough Grant to advance programs to support emerging and established Black housing developers
- In partnership with HOPE SF resident leaders, completed resident wealth building framework
- Engaged over 450 Black residents to launch DK DALP and Senior Home Repair Program
- Led cross-agency collaboration to provide recommendations on improving responsiveness of property managers to Black residents



Collaborative Systems Change

- Hiring of 6 FTEs that are specifically focused on implementing equitable systems changes in existing MOHCD programs, guided by DKI's foundational areas
- Funding ongoing implicit bias training for on-site service providers, homeownership counseling agencies
- Changes in bank lending practices

Challenges

- Barriers to direct targeting and investments due to Prop 209
- Lag in guidance from federal and state partners on supporting equity outcomes
- Creating both targeted and universal messages that make all diverse Black communities feel connected to/engaged with the programs
- Capacity and timing

Thank You!

Eric Shaw

Director, Mayor's Office of Housing and Community Development



**DREAM
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SAN FRANCISCO

Dream Keeper Initiative: Board of Supervisors Hearing

April 21, 2022



**DREAM
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SAN FRANCISCO

San Francisco Office of Early Care and Education

**Presenter:
Ingrid Mezquita, Director**

Funding Area: Growing financial health and economic well-being, employment pathways.

Goal: *Recruit, increase and retain Black early care educators by implementing strategies recommended by Black Educators*

- **Focusing on School Readiness:** *research shows that when African American children have someone that looks like them in the classroom, they are more likely to have improved confidence which impacts learning outcomes.*
- **Increasing Black Early Educators Voice:** *plays a pivotal role in children's school readiness with unique needs for professional development, compensation and relevant business supports.*

**Community
Partner:**



Je Ton Carey
Director of Black Early Care &
Education Achievement





Recommendations of **African American Early Care & Education Policy Council** to be released March 2022 with preliminary direction:

- 1. [Improve Industry Stability]** Foster the retention of Black/AA early educators in all early learning settings.
- 2. [Improve Compensation]** Address pay inequity across the early learning system.
- 3. [Improve Job Satisfaction & Efficacy]** Support professional development, services and tools for all early educators that affirm race, culture and identity; and amplify voices of Black educators and families on behalf of their children across early learning system.



Program Highlights

How is your department measuring success?

- Increasing best practices for Black educators and all early educators to provide relevant care for young Black children in S.F.
- Improve school readiness outcomes for Black children.

What primary activities have occurred?

- Bi-monthly sessions engaging 25+ Black early educators, through informed analysis, discussion of ECE pedagogy, systems, programs and policies that support the ECE system.

Initial short-term outcomes or highlights (successes) to share?

- **Participant Survey:** Bi-monthly feedback loops drive iteration of council framework, leading to 80% satisfaction with meeting content, engagement strategy and overall ability to shape recommendations. 100% of participants receive stipends to aid ongoing engagement.



Initial Learnings

What challenges has the department encountered with respect to DKI? How are those challenges being resolved?

1. Early research revealed too few Black-led child care programs in our public system. Growing our educator pipeline equally important to our goals.
2. Over 60% of Black children are cared for by family, friends or neighbors and support for informal caregivers is critical to Black ECE achievement.
3. The ECE mixed-delivery system is complex, including Family Child Care Programs, Centers, SFUSD and more, all of whom have varied experiences and perspectives. Gathering unique perspective is critical.

Collaborative Systems Change: Pipeline for Black ECE Career Development funded through OEWD grant

- Provided ECE educational enrichment opportunities to advance the skills and knowledge for Black/AA educators entering the ECE workforce
- In partnership with Department of Early Childhood, reduced barriers to higher education for Black early educators through no-cost: books, tuition, laptops, tutoring, mentoring, advising and case management for 2 cohorts x 40-educators enrolled at City College of S.F.
- Mapped career pathways and advancement for new African American/Black early educators entering the field and/or looking to provide quality care to children from low-income families via City & County ECE system with job placement.

DREAM KEEPER

Government Audit & Oversight Committee

Presenter:

Kate Sofis, Executive Director

San Francisco Office of Economic and Workforce Development (OEWD)

----- April 21, 2022



SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT



OUR WHY

“The Dream Keeper initiative strives to foster hope and create an environment where generations of Black people feel free to dream boldly.”



- **Disparities in business ownership and employment** contribute to the racial wealth gap
- **African American unemployment in San Francisco** (9.7%) remains nearly twice that of the Citywide average (4.7%)
- **Less than 1% of employer businesses are Black-owned**



COMMUNITY

```
graph TD; COMMUNITY[COMMUNITY] --> PEOPLE[PEOPLE]; COMMUNITY --> PATHWAYS[PATHWAYS]; COMMUNITY --> IMPACT[IMPACT]; PEOPLE --> IMPACT; PATHWAYS --> IMPACT;
```

PEOPLE

Business Owners

Entrepreneurs

Job Seekers

Students

PATHWAYS

Entrepreneurship

Job Training

Mentoring

Skill Development

IMPACT

Job Placements

Businesses Launched

Money Earned

Education Attained

COMPREHENSIVE SUPPORT

Dream Keeper investments are core to OEWD's mission, and part of a larger investment in San Francisco's Black community.

In addition to Dream Keeper investments, last year OEWD awarded \$5.38 million in resident workforce services, \$1 million in capital for nonprofits, and \$2.9 million in COVID Relief Grants and Loans for Black business owners.



JOB CENTERS

Helping residents identify and apply for good jobs



CAREER PATHWAYS

Skill development and training



SMALL BUSINESS FINANCING

Grants and loans



FOCUSED ASSISTANCE

Navigation support and capacity building

ACCESS TO ECONOMIC OPPORTUNITY

Workers and business owners have shared and equitable prosperity

ECONOMIC & WORKFORCE DEVELOPMENT PARTNERS

African American Art & Culture
Complex



ECONOMIC & WORKFORCE DEVELOPMENT PARTNERS

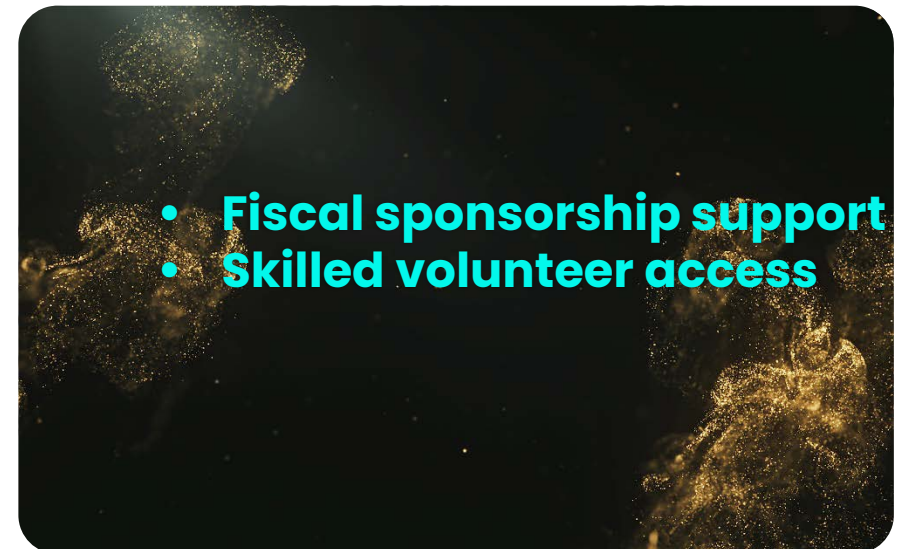


NEW COMMUNITY LEADERSHIP FOUNDATION

New Community Leadership Foundation is a nonprofit organization that works to transform and empower Black and other disenfranchised communities in San Francisco.

Causes

- Historic Preservation
- Economic Development
- Civic engagement
- Cultural upliftment
- Artistic Empowerment
- Equity Advancement



Black-led and Black-centered narrative shift

- Community Research Institute

\$2,000,000

Culturally affirming spaces that celebrate Black people

- Direct grants to community members for cultural events
- Community arts & business practices to support artists

\$3,082,000

Growing financial health and economic well-being

DREAM KEEPER

Anti-displacement services for small businesses

- Technical assistance
 - Direct payments
- Educational pathways
 - Worker training

\$30,918,000

FUNDING AREAS

As of **January, 2022**

**Entrepreneurs
& Trainees Enrolled**

502

**Black-Owned Businesses
Registered & Trainees Placed**

92

**Direct Payments
Received by Residents**

\$2M

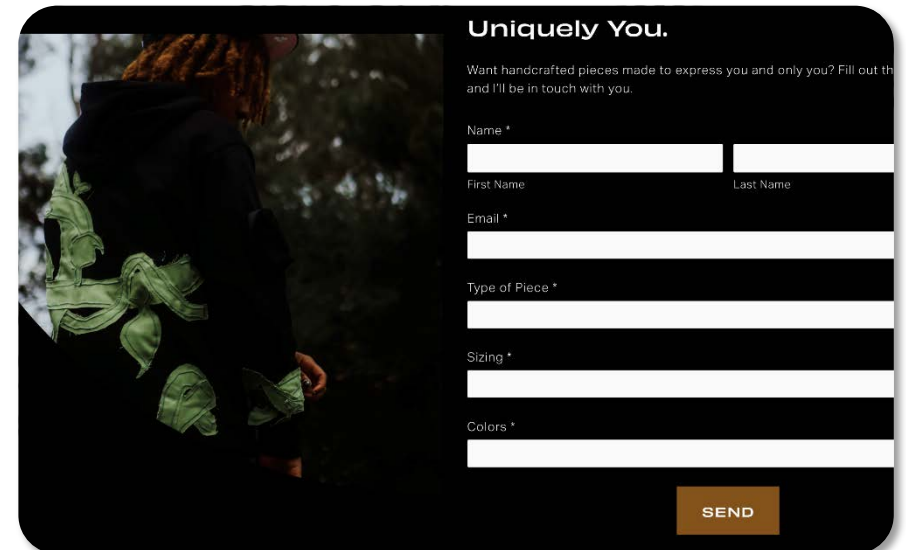
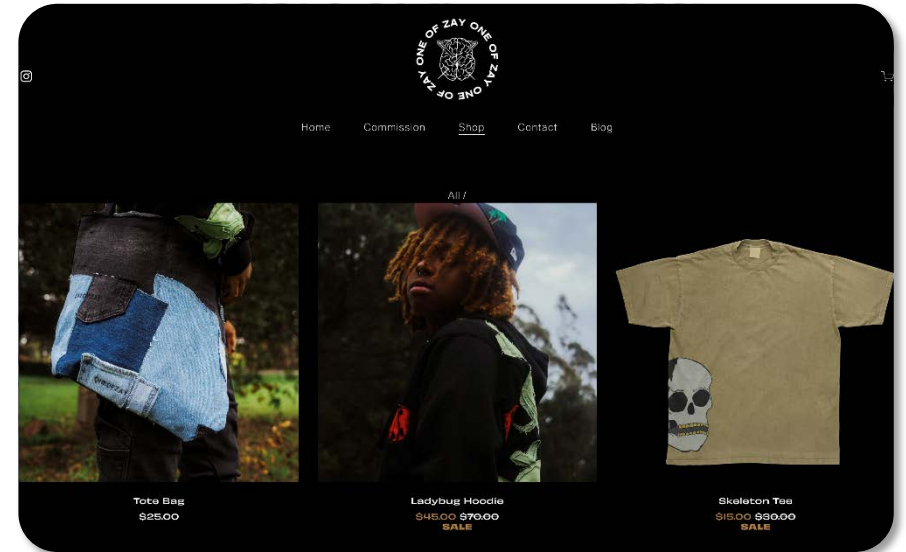
PROGRAM HIGHLIGHTS

En2Action Sell Black / One of Zay

Sell Black: Grow Your Online Presence is a 12-week digital marketing training program to support Black-owned businesses in operating competitively online.

Business Highlights

- Promotional opportunities
- E-commerce website



PROGRAM HIGHLIGHTS

City EMT (Emergency Medical Technicians)

Earn-to-learn training program

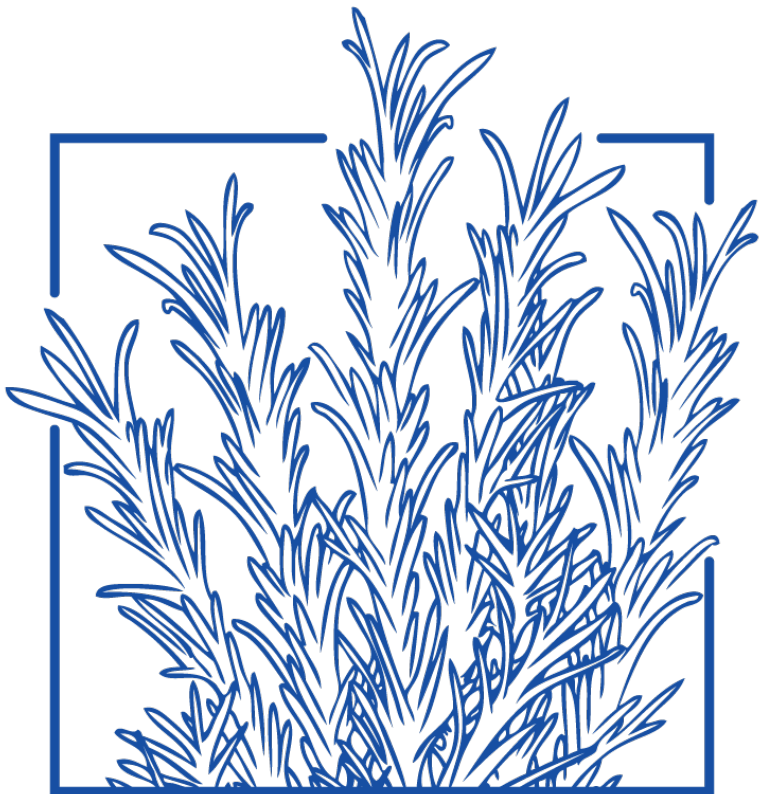
Business Highlights

- 100% training completion rate
- Progress toward exam, paid internship & employment placements
- Access to multiple career pathways opportunities



BAY AREA

Inaugural City EMT class graduates, program



**DREAM
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INITIAL LEARNINGS
ACCOUNTABILITY
SYSTEMS CHANGE

- Match training to where people are
- Community feedback is critical to fine-tune implementation
- Systems change requires new approaches to support our partners and internal processes



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SAN FRANCISCO

Dream Keeper Initiative: Board of Supervisors Hearing

April 21, 2022



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SAN FRANCISCO

San Francisco Fire Department

Presenters:

Chief of Department Jeanine Nicholson

Cpt Julie Mau

Lt Hashim Anderson

Mark Corso

SFFD 9910 City EMT Program



Program Highlights – City EMT

- Provides four-month EMT curriculum program for at-risk young adults 18-24 years old
- Provides wrap-around services, including case management, life coaching, mental health services, housing stability, food/health/nutrition
- Addresses issues of poverty, violence, and unemployment

Partnership SFFD, City EMT & DKI

- Allows City EMT graduates to apply directly for the SFFD's 9910 Safety Trainee position. This is a paid internship.
- Selected graduates continue to broaden their EMT training and gather ambulance and life experience.
- Graduates accumulate 500 hours (a prerequisite to apply for a permanent SFFD EMT position).
- They are eligible to apply for a full-time EMT ambulance position.



Impact Data

COHORT 1

Graduated May 2021

- 13 City EMT
- 5 as 9910
- 4 completed
 - 2 hired as H3 EMTs
 - 1 – H2 Firefighter (6/22)
 - 1 – H3 EMT alternate

COHORT 2

Graduated Dec 2021

- 10 City EMT
- 10 as 9910
- Started April 4 on ambulance

COHORT 3

Started Feb 28

- 16 City EMT
- Finishing clinicals



Cohort 1



Cohort 1
graduated in
May 2021
4 completed
9910

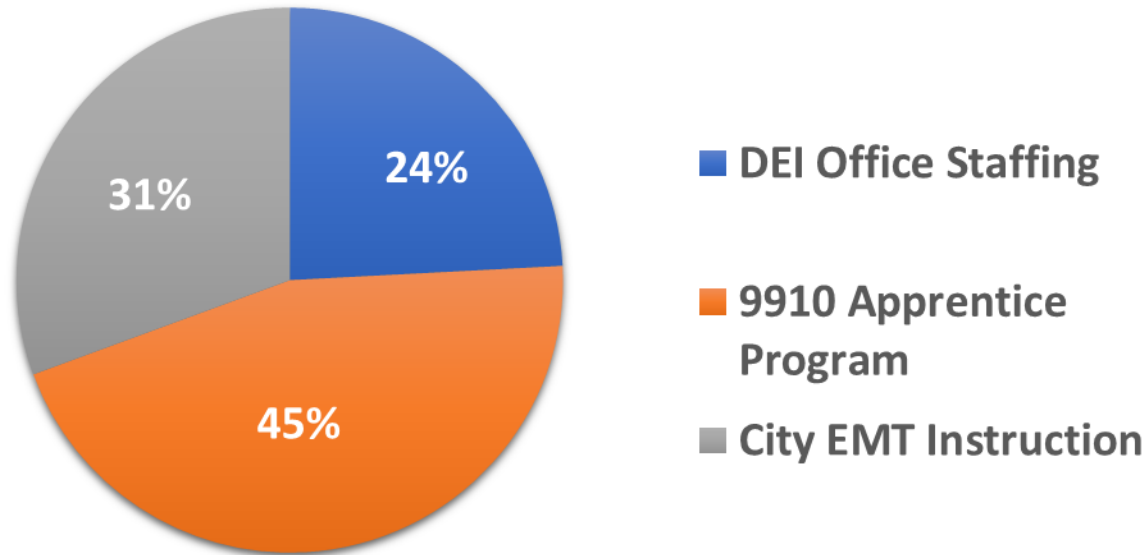
Cohort 2



10 started
9910 program
on April 4

Budget - \$559,354

SFFD Reinvestment Initiative Funding FY22





DREAM KEEPER





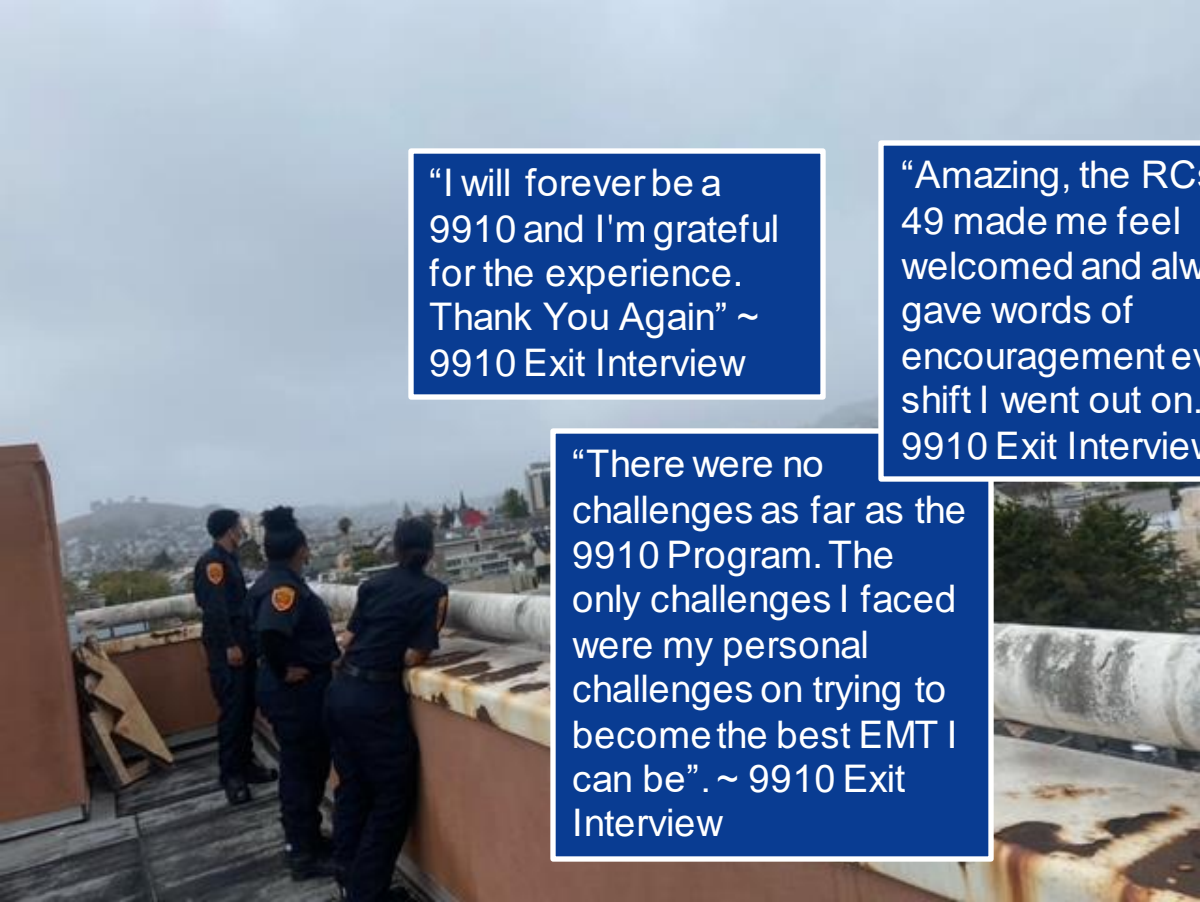
DREAM KEEPER

“I will forever be a 9910 and I'm grateful for the experience. Thank You Again” ~ 9910 Exit Interview

“Amazing, the RCs at 49 made me feel welcomed and always gave words of encouragement every shift I went out on.” ~ 9910 Exit Interview

“There were no challenges as far as the 9910 Program. The only challenges I faced were my personal challenges on trying to become the best EMT I can be”. ~ 9910 Exit Interview

“I cannot recommend _____ highly enough for future full employment with Station 49. He is an excellent EMT who advocates for patients and goes out of his way to anticipate the needs of his partner”. ~ 9910 Rideout Proctor





**DREAM
KEEPER**

SAN FRANCISCO

Dream Keeper Initiative: Board of Supervisors Hearing

April 21, 2022



**DREAM
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SAN FRANCISCO

SF Arts Commission

**Presenter: Joanne Lee
Deputy Director of Programs**

Funding Area

The Arts Commission supports:

- Culturally affirming spaces that celebrate Black people (i.e., arts and culture, public space, community centers)
- Building organizational knowledge and infrastructure (i.e., capacity building)
- Financial support for Black artists and Black-led and –serving organizations

Program Highlights

- The Arts Commission invested **\$2.1 million** in arts and culture organizations, awarding grants to four organizations. Funding supports: Black Theater Companies; Mini-Grants to Black Artists and Black-Led Arts Organizations; and support for a Black Artists and Creatives Collaborative.



AFRICAN-AMERICAN
SHAKESPEARE COMPANY



AFRICAN AMERICAN
ART & CULTURE
COMPLEX

Program Highlights continued:

- **Cultural Odyssey's** grant supports African American Theater Alliance for Independence (AATAIN), a collective of Black Theater Companies



Program Highlights continued:



Program Highlights continued:



- **SF Bay Area Theatre Company** (SFBATCO) produced the first annual New Roots Theatre Festival (NRTF)
- **African American Shakespeare Company** is developing a legacy giving campaign
- **Lorraine Hansberry Theatre** intends to produce a new musical, *HALIE*, about renown gospel singer, Mahalia Jackson in late 2022.

Program Highlights continued:

- **African American Art and Culture Complex (AAACC)** increased its organizational capacity for the Creative Collaborative and Mini-Grants programs and launched the Creative Development Cohort and the Self-Care Quick Grant opportunities in April 2022
- Funding supports professional and creative development for up to 120 SF Black Creatives



A F R I C A N A M E R I C A N
A R T & C U L T U R E
C O M P L E X

Initial Learnings

- DKI funding affirms that the arts celebrate joy
- Grantees need more time to plan and build internal capacity to implement new programs
- COVID-19 continues to impact staff, cultural workers, organizational capacity, programs and community services
- Grantee plans and timelines may be extended

Collaborative Systems Change

- SFAC simplified the online grant application process, includes a public and transparent review process, and provides advance payments to grantees so they have funding to begin planning and implementing programs.
- Using an equity-based framework, the SFAC's Cultural Equity Endowment Grant Program awarded over **\$4 million to 102 grantees in 2021**.
- Close to 70% of the organizational grantees engage communities of color and 73% of artist awardees identify as Black, Indigenous and POC.
- In 2018, we had 43 first time applicants, in 2019 we had 50, and in 2020, we had 55.

Investing in the Black Community

- For FY19-FY21: Our Public Art program commissioned 17 Black/African American artists with a total payment of **\$3,779,900**
- Our Gallery program exhibited 17 Black/African American artists with a total payments **\$52,593**
- Grants: 51 Organizations that are Black-led or primarily serving Black and African American communities for a total of **\$8,556,596**
- 42 Individual Artists who identify as Black/African American for a total of **\$280,000**

-



DREAM KEEPER INITIATIVE: BOARD OF SUPERVISORS HEARING

April 21st, 2022



FY21/22 DKI ALLOCATIONS:

\$3,574,034 allocated to our grantees and TA providers:

Education & Enrichment: \$1,844,034

- 8 CBO Grantees, 9 programs

Growing Financial Health & Economic Well-being: \$1,730,000

- 3 CBO Grantees, 3 programs

Building Organizational Knowledge & Infrastructure: \$190,000

- 2 Technical Assistance Providers, 3 Initiatives



DCYF GRANTEES RECEIVING DKI FUNDS, FY2021-22

DKI FUNDING AREA	AGENCY	PROGRAM	DCYF FUNDING	DKI FUNDING	TOTAL	
EDUCATION & ENRICHMENT	BOOKER T. WASHINGTON COMMUNITY SERVICE CENTER	Dream Keeper Initiative	--	\$250,000	\$250,000	
	CATHOLIC CHARITIES CYO OF THE ARCHDIOCESE OF SAN FRANCISCO	San Francisco Boys' and Girls' Homes (STRTP)	\$845,400	\$153,300	\$998,600	
	FELTON INSTITUTE	Felton's Young Adult Court Program	\$874,182	\$508,734	\$1,382,916	
	OUR KIDS FIRST	Our Kids First Out of School Time (OST) Year-Round & Summer Learning	\$375,693	\$100,000	\$475,693	
	REBELS BASKETBALL	San Francisco Rebels Basketball	\$492,103	\$367,000	\$859,103	
	THE VILLAGE PROJECT	Out of School Time (OST)	\$513,840	\$75,000	\$588,840	
	YOUNG COMMUNITY DEVELOPERS		Dream Keeper Initiative- Family Supports	\$300,000	\$240,000	\$540,000
			OMI RITES (Reshaping Ideas Through Empowerment and Support)	\$218,545	\$100,000	\$318,545
	YOUTH FIRST	Youth First After School and Summer Program	\$549,264	\$50,000	\$599,264	
GROWING FINANCIAL HEALTH & ECONOMIC WELL-BEING	BAY AREA COMMUNITY RESOURCES	Youth Funding Youth Ideas	\$446,698	\$130,000	\$576,698	
	COLLECTIVE IMPACT	Dream Keeper- Brighter Futures	--	\$1,500,000	\$1,500,000	
	MYPATH	MyPath Advocates New Economic Rights for All	\$220,938	\$100,000	\$320,938	

DCYF TECHNICAL SERVICE PROVIDERS RECEIVING DKI FUNDS, FY2021-22

DKI FUNDING AREA	TECHNICAL ASSISTANCE PROVIDER	TECHNICAL ASSISTANCE PROGRAM	DKI FUNDING
BUILDING ORGANIZATIONAL KNOWLEDGE & INFRASTRUCTURE	FLOURISH AGENDA	<u>African American Executive Director Healing Centered Engagement Cohort:</u> Leadership development, community of support and healing for African American ED's	\$40,000
	NATIONAL INSTITUTE FOR CRIMINAL JUSTICE REFORM (NICJR)	<u>Workshops & Training:</u> Gun Violence Reduction Strategies and Intensive Life Coaching	\$32,400
		<u>DKI Fellowship Technical Assistance:</u> In partnership with Advance Peace, assist with the design of the fellowship, provide training to HRC staff and grantees and support ongoing implementation.	\$117,600

MEASURING SUCCESS & IMPACT:

Grant Monitoring & Support:

- Annual workplans captures services, activities and budgets
- Performance measures linked to Service Areas and Strategies
- Monthly grantee invoicing and submission of participant data
- Program Specialist monitors grant, assesses quality and provides linkage to TA

Grantee Developed Performance Measures:

- Grantees create program outcome goals describing services they are providing with DKF funds
- Grantees provide regular updates on progress



EXAMPLE OF GRANTEE DEVELOPED PERFORMANCE MEASURES:

COLLECTIVE IMPACT: DREAM KEEPER- BRIGHTER FUTURES:

Program Description: *We will provide wrap around support and services for 30 families - over 100 people/ individuals. We will work with 5 community partners, 1 in the Tenderloin and Western Addition and 2 in Potrero Hill. We meet weekly with community partners and engage weekly with families. Support services include financial, academic, and connection to resources for housing, mental health and other needs as they arise.*

OUTCOMES:

- More than 75% of families will participate in weekly check-ins
- All families will develop a financial plan
- 60% of families will develop academic plans for their children
- All families will be connected to mental health support
- Resource allocation, distribution and support, along with each family's experience and feedback on services will be documented and assessed
- Each community partner will maintain relationships and document engagement with supported families

DKI FUNDS COMPLEMENT DCYF's EXISTING EFFORTS:

Our collaborative efforts to improve outcomes for Black children, youth, TAY and families include:

Working with system partners to support services that meet critical needs:

- Black/African American Mental Health Initiative: DCYF provides \$800k annually to DPH to support access to culturally responsive behavioral health treatment
- Summer Transitions: DCYF provides \$2.4M in funding to support partnership with SFUSD and YCD to provide academic support for Black 9-12th graders

Funding CBOs to support services that address disparities:

- Academic Supports: \$3.4M for 14 programs providing academic success and transitions
- Literacy Supports: \$725k for 4 programs providing additional literacy support
- Black to the Future: \$2.1M for 1 citywide collaborative
- Mentorship: \$394k for 2 programs providing connection to caring adult role models

COLLABORATION & SYSTEMS CHANGE:

DCYF is committed to addressing the needs that impact Black children, youth, TAY and their families in collaboration with DKI and other City partners:

- Leverage DKI to partner with City agencies to complement programs and initiatives, improve access and achieve better outcomes
- Engage with DKI and City agencies to address system coordination issues
- Use our Service Allocation Planning process as a tool to leverage and align efforts for the Black community with DKI and other City agencies



Overview of Dream Keeper Initiative

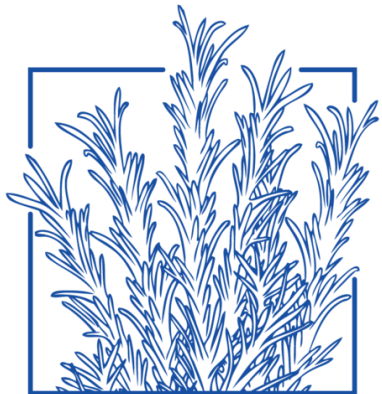


Our Collective Dream Keeper Goal

Our collective goal is to ensure that the city's Dream Keeper employees are successful in their assigned work; thrive in the city workforce; and stay with us in the long term.

Along the way, we will pilot strategies and document lessons learned about what it really takes to create city workplaces where BIPOC employees can thrive; and where they can fully contribute their brilliance, community insights, skills, and lived experiences to help us improve and become a more equitable organization.

We look forward to collaborating with host departments, and DKI supervisors to achieve this collective goal.



DREAM
KEEPER

DHR will support two key areas in this initiative:

- Growing financial health and economic well-being
- Building organizational knowledge and infrastructure



DHR's Core Responsibilities for Dream Keeper Initiative

- Support department partners to recruit, hire, and onboard diverse community members to fill 29 new city positions funded through DKI.
- Provide training, mentoring, and career development support to DKI city employees preparing them for long term city careers.
- Collaborate with host departments on strategies to support the success and wellbeing of DKI city employees.
- Partner with hiring departments to transition DKI employees to permanent city employment.



New Dream Keeper-Funded City Positions

29 New City Positions funded by Dream Keeper Initiative:

- 17 positions filled
- 9 in hiring process
- 3 vacant
- 2 promoted to permanent city employment

Types of Positions: 977X, 1824, 9910, 2588, 259X, 1365, 1244, 0923

Total of 6 Hiring Departments:

Human Rights Commission	Fire Department
Office of Economic and Workforce Development	Public Health
Mayor's Office on Housing and Community Development	Human Resources



Diversity Recruitment Efforts to Support DKI

- ✓ Consulting with city HR teams on hiring processes
- ✓ Actively cultivating applicant pools through diversity recruitment efforts
- ✓ Providing individualized assistance to diverse community members to navigate city's job application processes
- ✓ Ensuring candidate's community experiences are valued in addition to traditional documented work experience as we assess qualifications for a city position
- ✓ Bridging hiring departments to leverage applicant pools



DHR Career Development Support Plan for DKI Employees

Individual Support	Cohort Support
<ul style="list-style-type: none">• Monthly check-ins, mentoring, career development coaching• Support in working through workplace challenges as an advocate and ally• Development of individualized professional development plan• Access to training opportunities and educational resources• Assistance in developing professional network within City & County of SF• Support in identifying permanent city positions aligned to interests and aspirations; job application support	<ul style="list-style-type: none">• Monthly cohort convenings to foster peer sharing, learning, reflection, and collective action• Cohort training opportunities• Growing Your Career workshops• Ongoing feedback collected from cohort to inform program supports



Collaborative Systems Change

The Dream Keeper Initiative is an exciting opportunity for DHR to partner with other city departments to develop, pilot, and scale innovative new strategies:

- To improve outreach, recruitment, and hiring processes so that city job opportunities are truly attainable for qualified, diverse community members
- To increase supports for employees of color and leverage their community insights
- To improve positive, inclusive workplace cultures for diverse employees
- To increase supervisors' skills in supporting diverse employees
- To support career development of entry level employees so they can progress in their career journey within the city



**DREAM
KEEPER**

SAN FRANCISCO

Dream Keeper Initiative (DKI): Board of Supervisors Hearing

**San Francisco
Department of Public Health
(SFDPH)**

**Presenters:
Grant Colfax, MD**

April 21, 2022

SFDPH is funding internal initiatives, community organizations, and partnered with other City Departments across the following DKI priority areas:

- Transformative and intergenerational social-emotional wellness
- Growing financial health and economic well-being
- Building organizational knowledge and infrastructure

DKI Funding Allocated to SFDPH	
FY 20-21	\$15,200,000
FY 21-22	\$15,585,000
FY 22-23	\$15,585,000

Initial Learnings

- Community Voice, Led, and Driven
 - B/AA community in partnership with SFDPH
- Clarity & Communication
- Breaking Down Silos
 - Internal and external
- Contracting
 - Add to existing contracts
 - Workorder to other City Departments
 - Determine which RFPs are needed through SFDPH Contracts

DPH contracts expanded	Program	Total funding FY 20-21 & FY 21-22	Population focus	Geography
Homeless Children's Network/Ma'at - Afro Centric Whole Person Wellness	Afro Centric Whole Person Wellness	\$600,000	Black LGBTQ families	
Homeless Children's Network/Ma'at - Afro Centric Whole Person Wellness	Soul of Pride Community Hub	\$600,000	Black LGBTQ families	
Homeless Children's Network/Ma'at - Afro Centric Whole Person Wellness	Early Childhood Mental Health Consultation Initiative	\$300,000	Parents	BVHP, Western Addition, Castro
San Francisco Public Health Foundation/Southwest Community Corp.	COVID mitigation - food, transportation, supplies staff	\$100,000	COVID-19 positive	OMI, Lakeview
San Francisco Public Health Foundation/Urban YMCA	COVID mitigation - food, transportation, supplies staff	\$100,000	COVID-19 positive	Potrero Hill
San Francisco Public Health Foundation/Rafiki	COVID mitigation - transportation, supplies staff, outreach	\$100,000	COVID-19 positive	Bayview
3rd Street Youth	School and community based mental health services	\$700,00	TAY youth and families	Bayview & Bay Area
Positive Resource Center	Emergency financial support	\$344,223	Black/AA residents w/ HIV & AIDS	Tenderloin, Western Addition, Mission
HealthRight 360/ Street Violence Intervention & Prevention Program	Bereavement funds & Life coaches	\$920,000	Families/violence	
San Francisco Public Health Foundation	Grocery vouchers	\$350,000	Black/AA households	City wide

Redirect funds to other city departments

City Agency	Program	Amount
Adult Probation Department	Westside / Positive Directions	\$200,000
Adult Probation Department	Westside / ACT	\$250,000
MOHCD	Senior Homeowner Rehab	\$500,000
Human Rights Commission	\$1.5M food justice, \$1.5 Culturally Affirming Spaces, \$1.5M Cultural Healing Spaces, \$1,103,440 Fatherhood Project	\$5,603,440
DCYF	Support the National Institute for Criminal Justice Reform's (NICJR) violence prevention services and Dream Keeper Fellowship in partnership with Advancing Peace.	\$150,000
DCYF	Stipends for workforce development for 1. youth in MCAH families and 2. healthcare pipeline for TAY youth	\$850,000
OEWD	Bayview Hunters Point Community Advocates – for food pharmacies in health clinics	\$90,000
Human Rights Commission	Supportive funding pathways for San Francisco's diverse Black communities facing housing discrimination by developing fiscal reserves, matched savings accounts, and anti-displacement	\$1,500,000

Services provided directly

- Emergency financial support – 438 grants
- Bereavement fund – 294 families
- Food/nutrition support
 - Grocery vouchers - 1,700 households
 - Food pharmacies – 5 clinics
 - Feeding 5,000 (holiday groceries) – 5,700 households
- Mental health services – 102 clients in 4 programs

SFDPH programs in development

Program	Amount
Training for doulas to become certified lactation consultants	\$150,000
Food security/justice grants	\$1,500,000
Feeding 5,000	\$200,000
Training for pipeline positions on health & health equity	\$300,000
Emergency stabilization rooms for clients of Black Infant Health	\$300,000
Community & leadership development / community planning teams	\$500,000

DPH-DKI Pipeline Staffing: Presently reviewing applications for all three positions

- 2588 – Health Worker IV (.05 FTE)
- 2591 – Health Program Coordinator 2 (1 FTE)
- 2593 – Health Program Coordinator 3 (1 FTE)

Other SFDPH Funding for B/AA Community Initiatives

SFDPH services are widely available to residents. The percent of residents served who are B/AA differs:

- ZSFG – 14%
- Laguna Honda Hospital – 25%
- Primary Care – 14%
- Behavioral Health – 17% of mental health & 26% of substance use services
- Jail Health – 34%
- Homelessness Medical Care – 28%

Some programs have sub-programs primarily serving B/AA residents, including:

- Behavioral health at \$40 million
- HIV Health Services at \$3.1 million
- Maternal, Child, and Adolescent Health at \$2.9 million
- Population Health at \$9.3 million
- **Total is \$55.2 million**

Thank you!

Any questions?

From: [Nafy at Teranga](#)
To: [Kwajo Opoku Ware](#); [Carroll, John \(BOS\)](#)
Subject: En2Action
Date: Thursday, April 21, 2022 11:05:39 AM

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

Hello, John,

My name is Nafy Flatley and I am the owner of a business called **Teranga in San Francisco in the Tenderloin**. I am writing in support of the continuation of funding for the Dreamkeeper Initiative's stipend based programs. As a participant in En2action's Sell Black program, I am a direct recipient of the Dreamkeeper Initiative's investment in the City's Black-owned businesses. Through the program, I gained critical e-commerce skills from very talented entrepreneurs and digital marketing skills, and worked with professionals to develop an e-commerce platform and business photography. These assets—combined with the stipends received through Sell Black and the business relationships I've built through the program—have allowed me to improve my skills as a business owner, while stimulating sales and affording me opportunities to reinvest in my community

Thank you for your time and consideration and keeping the program going .

Cheers,

Nafy

From: [Ms Yoland R Jones](#)
To: [Carroll, John \(BOS\)](#)
Subject: Dream Keeper
Date: Thursday, April 21, 2022 10:49:53 AM

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

I would like to inform you that the Dream Keeper Problem has changed my life. I am proud owner of my own insurance Independent agency. This program provided me with training, and helped with the cost. The city should do an event to show case the small businesses that have completed the program. I would have never opened my own business if I had not been in this program.

I just wish there was a mentor program, to assist with more funding for rent or help with smaller loans to help establish business credit.

Thank you for your time and consideration.

Yolanda Jones

April 21, 2022

Hello, my name is Tyiesha Jones and I am the owner of Pulse Check 101. I am speaking today in strong support of the continuation of funding for the Dreamkeeper Initiative's stipend based programs. As a participant in En2action's Sell Black program, I am a direct recipient of the Dreamkeeper Initiative's investment in the City's Black-owned businesses. And as a native of San Francisco, it's been my pleasure and duty to allow my business to provide free resources & services to our underserved populations. This program afforded me the capability to be its student, the economy's entrepreneur and a community resource all at once.

Through the program, I gained critical e-commerce and digital marketing skills, and worked with professionals to develop an e-commerce platform and business photography. These assets—combined with the stipends received through Sell Black and the business relationships I've built through the program—have allowed me to improve my skills as a business owner, while stimulating sales and reinvesting in my community. Thank you.

Tyiesha Jones

Pulse Check 101

650-270-1957

From: [Brandy S](#)
To: [Carroll, John \(BOS\)](#)
Subject: My Statement
Date: Thursday, April 21, 2022 4:53:41 AM
Attachments: [statement for public hearing BOS.pdf](#)

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

As a participant of Sell Black here is my statement

Hello, my name is Brandy Smith and I am the owner of S.O.F Essentials. I am speaking this Morning in strong support of the continuation of funding for the Dreamkeeper Initiative's Stipend based programs. As a participant in En2action's sell black program, I am a direct Recipient of the Dreamkeeper Initiative investment in the City's Black-Owned businesses. Throughout the program, I gained critical e-commerce and digital marketing skills, and Worked with professionals to develop an e-commerce platform and business photography. These assets combined with the stipends received through Sell Black and the business Relationships I build through the program have allowed me to improve my skills as a Business owner, while stimulating sales and affording me opportunities to reinvest in my Community. As a Black native woman of San Francisco, opportunities come far and in Between for my community and this program has put me in a position where I can see Light at the end of the tunnel. Growing up in San Francisco and knowing the cost of living It's pretty hard to survive with just one income. The sell black program gave me the tools to Create and start my own business. In the past, having my own business was something That I dreamed of doing and this program made it a reality.

Thank you.

Introduction Form

By a Member of the Board of Supervisors or Mayor

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor inquiries"
- 5. City Attorney Request.
- 6. Call File No. from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No.
- 9. Reactivate File No.
- 10. Topic submitted for Mayoral Appearance before the BOS on

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.

Sponsor(s):

Walton

Subject:

Dream Keepers Initiative

The text is listed:

Hearing on the resources allocated for the Dream Keepers Initiative, specifically on which programs have been funded by the allocated \$120 million and assessing other needs that the Dream Keepers Initiative can support. Requesting the Human Rights Commission, the Office of Economic and Workforce Development, the Mayor's Office of Community Development, the Department of Children Youth and their Families, Arts Commission, the Department of Public Health, Office of Early Care and Education, Fire Department, and the Department of Human Resources to report.

Signature of Sponsoring Supervisor: /s/ Shamann Walton