

# Theresa Imperial



## PROFESSIONAL EXPERIENCE

### **Leadership – Community Advocacy– Public Advocacy**

*More than a decade experience in non-profit sector in accessing affordable housing, public and community policy advocacy.*

### **Accomplishments**

- *Increased the budget by 63% from various sources of grants and increased organizational capacity*
- *Leadership, supervise growing staff, team building and empowerment, strategic planning, fiscal planning and advocacy, budget management, grant negotiations, executive agreements; community and public relations;*
- *Public policy advocacy in land use and housing*
- *Policy recommendations to the City of San Francisco on long-range goals policies and programs by the SF Planning Department in issues of land use, transportation, racial and social equity, cultural districts and current planning*
- *Passed the Racial and Social Equity Resolution and Housing Element 2022*
- *Advocated in creation of the Filipino Cultural Heritage District*

### **Executive Director**

- Professionally and ethically interact with clients, staff, stakeholders and others; practices cultural humility and sensitivity, with a person-centered framework that understands BiSHoP serves a culturally, ethnically, and linguistically diverse population;
- Establish and maintain relationships with various organizations including but not limited to philanthropic, local, regional, state and/or national agencies.
- Advocates for policies and fiscal advancement that implements the mission and strategies of the organization.
- Oversees the internal operations of the organization.
- Oversees budgets, contracts, agreements, and other instruments made and entered into and on behalf of the organization.
- Responsible on fiscal planning including but not limited to check-ins with Finance Director on financial health
- Develops framework and strategy for grant proposals and funding opportunities.
- Oversees financial management, including planning and operating within an approved budget, ensuring maximum resource utilization, and maintenance of the organization in a positive fiscal position.
- Develops organizational strategic planning and implementation; and ensures opportunities for staff development and growth.
- Report to and work closely with the Advisory Board members to seek their involvement in fundraising and to increase the overall visibility of the organization.
- Responsible for filing requirements to local and state agencies for the organization's standing.
- Serving as primary spokesperson to the organization's constituents, the media and the general public.
- Oversees the fulfillment of contract reporting as required by funders.

### **Case Management**

- Counsel and advocate clients in navigating to affordable housings in San Francisco including but not limited to Inclusionary Housing program by Mayor's Office on Housing Development and Community Development (MOHCD), non-profit affordable housings, public housings and other public agencies.
- Coach clients in financial requirements and eligibilities by calculating their projected YTD income, assessing asset and credit background information.
- Advocate on clients' basic tenants' rights including but not limited to eviction processes, repairs complaints, nuisances and Fair Chance Ordinance.

### **Community Advocacy**

- Train community members in how to navigate affordable housings.
- Plan land-use policy issues involving main community stakeholders including but not limited to shadow impact analysis, inclusionary housing requirements and community development.
- Participate in creation of Filipino Cultural Heritage District; member of Housing and Land Use co-hort subcommittee.

### **Public Advocacy**

- Transformed pre-application process' documentation by standardizing housing pre-applications city-wide and pre-applications translated in four different languages.
- Introduced to city-officials on Below Market Rate Procedures Manual updates and amendments.
- Negotiated a 40% inclusionary housing requirement on Giants negotiations with city-officials and other community members.
- Advocated for tenants' rights legislations such as Ellis Act reform, Just Cause 2.0, and Language Access Ordinance amendment.
- Advocated and participated in ballot campaigns: Anti-Speculation Tax (2014), Housing Balance (2014), Inclusionary Housing amendment measure (2016), Loans to Finance Acquisition & Rehabilitation (2016), No to Realtors Giveaways (2016), Community Opportunity to Purchase Act (2018), and Public Bank (2019)

## **CHRONOLOGY**

### **Bill Sorro Housing Program (BiSHoP), fiscal project of SF Study Center**

Executive Director, July 2018 - current

### **Veterans Equity Center**

Case Manager, Bill Sorro Housing Program, October 2011- June 2018

### **Manilatown Heritage Foundation**

Affordable Housing Program Assistant, 2009 – 2011

### **SF Works**

Community Benefits Screener, 2009 – 2011

## **EDUCATION**

### **University of California, Santa Cruz; Santa Cruz, CA**

BA Politics (concentration: Political Theory), June 2008

### ADDITIONAL SKILLS AND TRAINING

*Language:* Fluent in Tagalog; conversational in Spanish.

*Trainings:* National Coalitions for Asian Pacific American Community Development (NCAPACD), Washington, D.C: Community In The Capitol (2015); Urban Habitat, Oakland, CA (2017); Boards and Commission Leadership Institute.

*Technological skill:* Salesforce, Microsoft Office, Google documents, Box

### PROFESSIONAL & VOLUNTEER MEMBERSHIP

*Planning Commission, Commissioner, February 2020 - current*

*Eastern Neighborhood Plan, Citizen Advisory Committee, member, July 2017 - 2018*

*Migrante SoMa/TL, member, 2016 – 2018*

*South of Market Action Committee, member 2015 - 2017*

*San Franciscans Against Real Estate Speculation, Board Treasurer, January 2015 – 2017*

*Manilatown Heritage Foundation, Board Secretary, November 2013 – 2018*

*Bill Sorro Housing Program, Coordinating Committee member, 2009 – 2018*