

DREAM KEEPER INITIATIVE

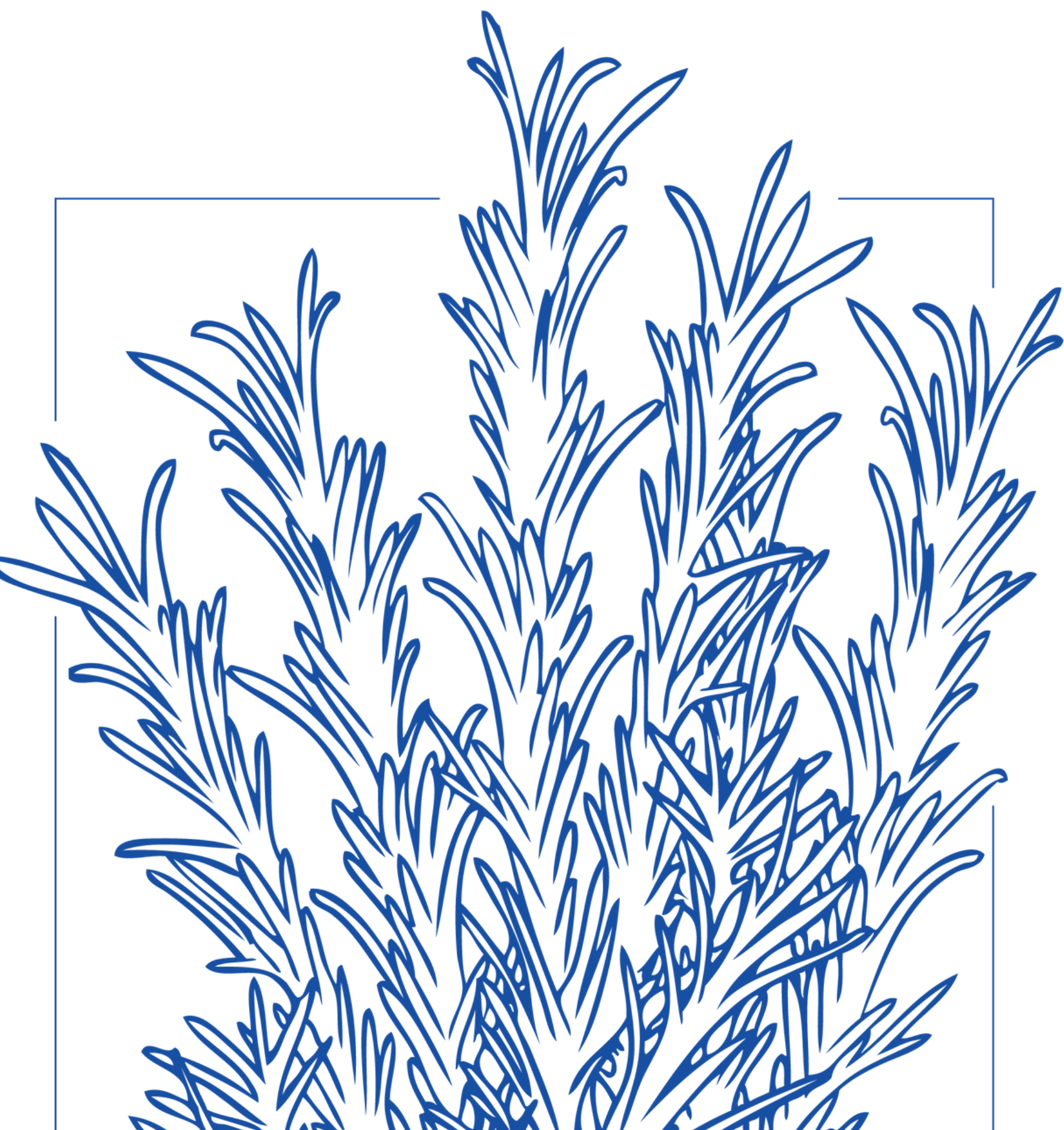
OVERVIEW

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.

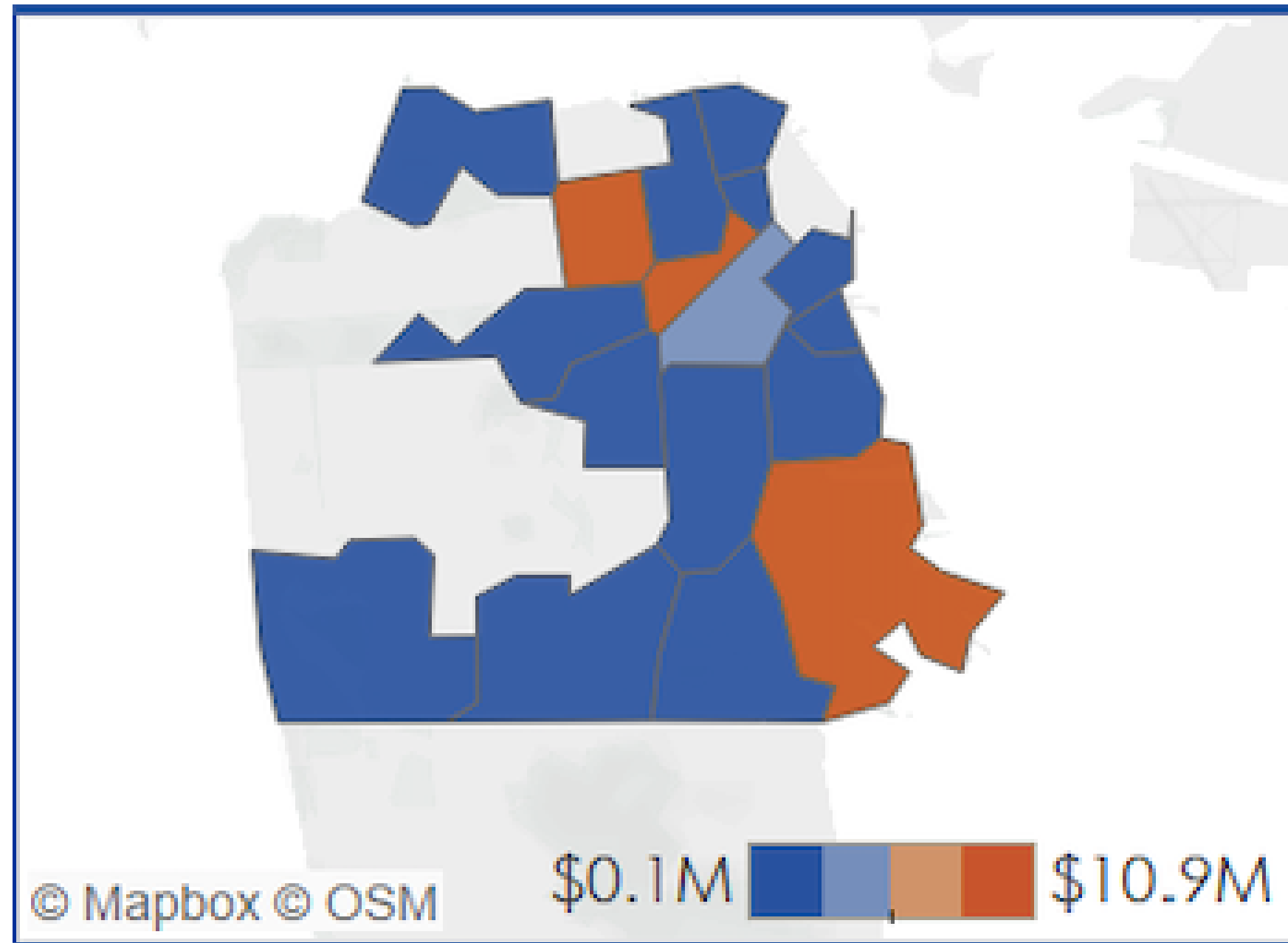


Foundational Actions

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.

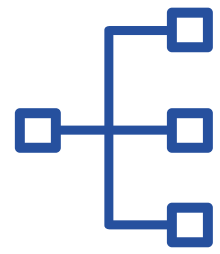
Number of City Positions

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

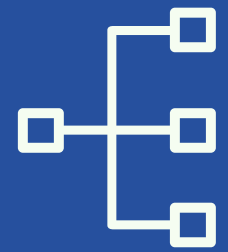
Implementing resources to engage in comprehensive learning that will inform program implementation, budget and policies that support prosperity in Black Community



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**