



Impact Tables' Mid-Phase Status Overview

FEBRUARY 2018





Table of Contents

HEALTH IMPACT TABLE	3
EDUCATION IMPACT TABLE	17
WEALTH IMPACT TABLE	29
HOUSING IMPACT TABLE	45
SAFETY IMPACT TABLE	60



There can be no keener revelation of a society's soul than the way it treats its children.

--- Nelson Mandela

HEALTH

Health Impact Table Co-Chairs and Project Management

- **Julie Hadnot**, Director, Alameda County Interagency Children's Policy Council
- **Melanie Moore**, Director, ALL IN Alameda County
- **Sherry Novick**, Managing Director, Community Benefits, Northern California Kaiser Permanente
- **Tracey Schear**, Director, Alameda County Center For Healthy Schools and Communities
- **Rachel Richman**, Project Manager/Consultant



Bringing Together Public, Private, Nonprofit, Neighborhood and School Practitioners and Leaders for Collective Impact*

- Ms. Radawn Alcorn, Transition Age Youth Division Dir., Child & Young Adult System Care, Alameda Cty. Behavioral Health Services
- Ms. Tuere Anderson, Clinical Dir., Center for Healthy Schools & Communities, Alameda Cty.
- Dr. Bahar Amanzadeh, Dental Health Administrator, Alameda Cty. Department of Public Health
- Sara Bedford, Dir, Department of Human Services, Oakland,
- Ms. Shawana Booker, Dir, Health & Wellness, Youth Uprising
- Ms. Kathryn Boyle, Community Benefits, Kaiser Permanente
- Ms. Tangerine Brigham, CAO, Population Services, Alameda Health Systems
- Mr. Hassan Brown, Community Schools Manager, Garfield School, OUSD/EBAYC
- Ms. Andrea Bustamante, Dir., Community Schools, OUSD
- Ms. Kate Cheyne, Research Manager, Alameda County Community Food Bank
- Ms. Stephanie Clark, Manager, Child Health & Nutrition, Community Childcare Council of Alameda Cty. 4Cs
- Shannon Banks, Transitional Age Youth System of Care, Alameda County
- Mr. Scott Coffin, CEO, Alameda Alliance for Health
- Ms. Mary Collett, Dental Health, AC Department of Public Health
- Ms. Amanda Feinstein, Program Dir., Oakland Promise Brilliant Baby Program, Office of the Mayor
- Ms. Angela Harris, Dir. of Clinic Operations, Asian Health Services
- Ms. Haleh Hatami, Advocacy Manager, Alameda Health Consortium
- Mr. David Kakishiba, Executive Dir., East Bay Asian Youth Center
- Ms. Mara Larsen-Fleming, Coordinator, School-Based Health Centers, OUSD
- Ms. Annette Laverty, Specialist, Nutrition Services, Alameda Cty. Public Health
- Mr. Terry Lightfoot, Dir., Public Affairs & Community Engagement, Alameda Health System
- Dr. Dayna Long, Dir., Health Equity Initiatives & Community Engagement, UCSF Benioff Children's Hospital
- Dr. Bert Lubin, Associate Dean of Children's Health & Community Champion, UCSF Benioff Children's Hospital
- Ms. Viola Lujan, Dir. of Business & Community Relations, La Clinica de la Raza
- Ms. Christina (Kiko) Malin, Division Dir., Family Health Services, Alameda County
- Ms. Barbara McClung, Dir., Behavioral Health, OUSD
- Ms. Sara Nuno-Villa School Governance Specialist, Family Engagement, Office of Equity, Community Schools & Student Services, OUSD
- Ms. Michelle Oppen, Coordinator, Wellness, OUSD
- Ms. Susanna Osorno-Cranall, Community Benefits Manager, Kaiser Permanente
- Ms. Allison Pratt, Dir. of Strategic Partnerships, Alameda Cty. Community Food Bank
- Ms. Kelly Robinson, Coordinator, Behavioral Health Care, Alameda Cty. Behavioral Health Care Services
- Ms. Kimi Sakashita, Associate Dir., School & Community Health Services, Center for Healthy Schools & Communities, Alameda County
- Mr. Ralph Silber, Executive Dir., Alameda Health Consortium, CEO, Community Health Center Network
- Ms. Kristen Spanos, Chief Operating Officer, First 5 Alameda Cty.
- Ms. Laura Stark, Management Analyst, Alameda Cty. Interagency Children's Policy Council
- Ms. Sandy Taylor, Manager, Fund for Children & Youth, City of Oakland
- Ms. Jessica Travenia, Specialist, Roots, Community Health Center
- Ms. Jenny Wang, Senior Program Specialist, Nutrition & Physical Activity, Alameda Cty. Public Health Department
- Ms. Tracy Ward, Project Manager, Community Benefits, Kaiser Permanente, Northern California Region
- Dr. Lisa Warhaus, Associate Director, Center for Healthy Schools & Communities, School-Based Behavioral Health, Alameda Cty.
- Dr. Calvin Wheeler, Director, UME/GME, Physician, Kaiser Permanente

Health Impact Table's Structure: 3 Integrated Strands

The Health Impact Table has three Working Groups. Each group is focusing on what we can do together that we cannot do alone. At the last meeting we began cross-learning between Working Groups to break down silos to better collaborate.



Strategies and Alignment

The Health Impact Table seeks to align existing programs to maximize collective impact. The Table has adopted six strategies, two from each Working Group to reach this goal.

Access to Healthcare

- Improve access to healthcare by building an integrated system of care
- Collaborative and practical approach to Electronic Health Records and social factors that impact health

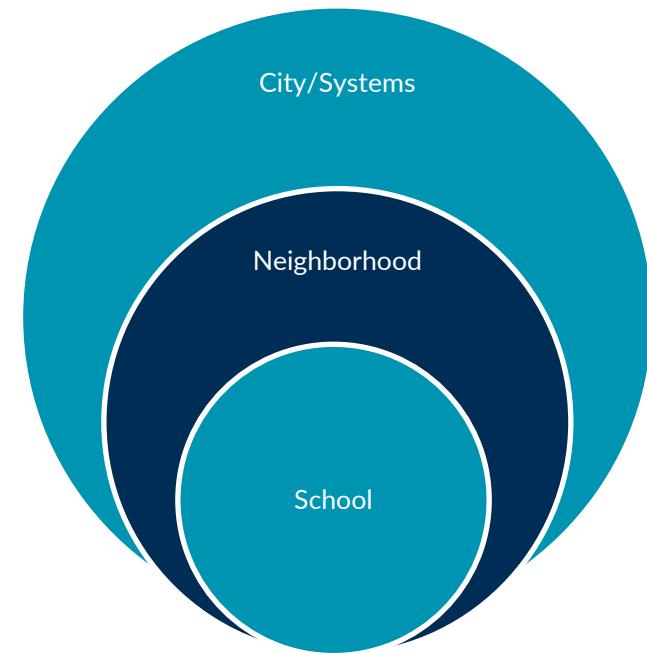
Mental Health and Wellness

- Decrease mental health stigma, increase public understanding, training across sectors. Link anti-stigma programs at the neighborhood level
- Identify ways existing programs can contribute to a healing environment in neighborhoods

Healthy Food/Healthy Families

- Align current programs: access to healthy food and healthy living activities.
- Public messaging campaign on healthy eating and activities that is culturally appropriate and affirmative

Taking an integrated approach to enhance collective impact



Why A Targeted Local Strategy?

This is where the three strands of the Working Groups come together. We are building on the work of Oakland Community Schools and other programs through a targeted local approach in the Fruitvale/San Antonio neighborhood to create a full-service Community and Neighborhood School model that can be replicated in other neighborhoods and citywide.

Starting out in one neighborhood will encourage innovation and collaboration that can be tested and fine tuned before expanding.



Health Impact Table's Commitment to Our Chosen Indicators - Starting With Those Most Relevant to our First Phase

ESTABLISHED HEALTH INDICATORS

HEALTH

Children and youth are physically, socially, and emotionally healthy

- % babies born at a **low birth weight**
- % children and youth with **asthma**
- % children and youth at a **healthy weight**
- % children and youth with a **usual source of health care**
- % children and youth experiencing **chronic mental health issues***

HIT CHOSEN INDICATORS

HEALTH IT

Children and youth are physically, socially, and emotionally healthy

- % at a **healthy weight**
- % **usual source of healthcare**
- % with **chronic mental health issues**
- % attending school **regularly****
- % with a relationship with a caring, supportive adult
- % child **diabetes***
- % access to **healthy food***
- % primary care **utilization***
- % with tooth **decay***

About the indicators:

The indicators were chosen because of their relevance to the first phase of our work. We are able to look at some but not all of the indicators through an equity lens due to the availability and depth of the data.

**Additional health indicators listed by FSG for future work.*

***Shared with Education and Safety Tables*

Health Impact Table's Indicators, Long Term Goals and Benchmarks

Children and youth are physically, socially and emotionally healthy.

HIT CHOSEN FSG INDICATORS	LONG TERM GOAL	BENCHMARKS FOR LONG TERM GOALS	FSG DATA COMPARISON ADDITIONAL DATA DATA CHALLENGES
% at a healthy weight Source: Ca Physical Fitness Report, OUSD 2016-17	Children and their families have access to healthy food and physical activities.	Align current programs: access to healthy food and healthy living activities. Public messaging campaign on healthy eating and activities that is culturally appropriate and affirmative. Establish community-based Food Pharmacies, building on partnerships with community clinics, Community Schools, parent organizations and service providers. Garfield School/La Clinica/Native American Health Center collaboration underway. First planning meeting for a neighborhood HIT scheduled for next week. Funding obtained from Hellman Foundation and Kaiser.	FSG: 53%/59.4 All children: 59.4% African-American: 52.5% Latino: 52% Asian-American: 70% Pacific Islander: 26% Caucasian: 82.5% Data also available by gender and economic status
% usual source of healthcare Source: CA Health Interview Survey 2014	Improve access to healthcare by building an integrated system of care.	Future policy discussion to address the fact that while children on Medi-Cal are assigned a 'medical home', that knowledge is not widely shared with others in healthcare who come in contact with the child, which may lead to delays in referrals and follow-up.	FSG 81%/96% Challenge: Data disaggregation by County level, gender and economic status
% with chronic mental health issues Source: CA Healthy Kids Survey 2015-16	Children and their families should have access to clinical and nonclinical sources of support and care.	Begin discussion of aligning mental health services and anti-stigma programs in Fruitvale/ San Antonio to develop replicable models. Explore the creation of healing spaces.	FSG 31%/25% Oakland high school students by grade: 9th: 25% yes 10th: 27% yes 11th: 31% yes 12th: 31% yes Data available by race/ethnicity, gender,

Health Impact Table's Indicators, Long Term Goals and Benchmarks (cont.)

Children and youth are physically, socially and emotionally healthy.

HIT CHOSEN FSG INDICATORS	LONG TERM GOAL	BENCHMARKS FOR LONG TERM GOALS	FSG DATA COMPARISON ADDITIONAL DATA DATA CHALLENGES
% attending school regularly 'Indicators for consideration for future work' FSG Source: OUSD Dashboard 2016-17	Children should attend school at least 95% of the time	Planning for appropriate interventions and targeted local approach in Fruitvale/San Antonio to develop replicable models. Garfield school has a program focused on families of 34 chronically absent children that may serve as a model.	% students regularly attending school (95% + satisfactory) 56% African-Americans 65.5% Latino 85% Asian-American 56% Pacific Islander 78.5% Caucasian Data available by gender and economic status
% with a relationship with a caring, supportive adult* Source: CA Healthy Kids Survey 2015-16	Children have a caring, supportive adult in their lives	Planning for appropriate interventions and place-based approach in Fruitvale/San Antonio to develop replicable models is part of creating Full-Service Community Schools.	21% yes, very true 38% pretty much true 31% a little true 10% not at all true Data available by gender, but not economic status
% Child diabetes rate 'Indicators for consideration in future work.' FSG Source: Health Interview Survey 2014-15	Children are identified earlier for prediabetes for appropriate intervention.	Most prediabetic or diabetics are not diagnosed until early adulthood or later. We will measure using healthy weight as a proxy.	All adults: 8.6% African-American: 12.8%, Latino: 9.7%, Asian-American: 8.9%, Caucasian: 7.5%, Two or more races: 5% Data disaggregation countywide for adults and young adults.

Health Impact Table's Indicators, Long Term Goals and Benchmarks (cont.)

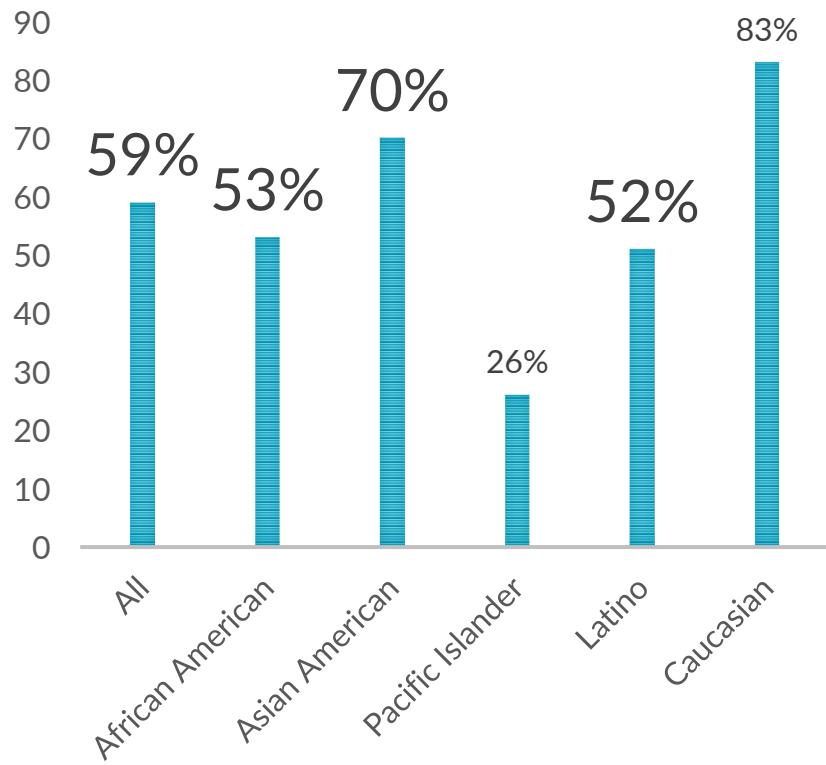
Children and youth are physically, socially and emotionally healthy.

HIT CHOSEN FSG INDICATORS	LONG TERM GOAL	BENCHMARKS FOR LONG TERM GOALS	FSG DATA COMPARISON ADDITIONAL DATA DATA CHALLENGES
% access to healthy food ‘Indicators for consideration in future work’ FSG	Children and their families have access to healthy food and activities.	The first Food Farmacy will launch later this year. Planning is underway with La Clinica and Native American Health Services to write ‘healthy food prescriptions’.	HIT Members are working to identify a proxy since this data is not tracked.
% primary care utilization ‘Indicators for consideration in future work’ FSG No data available	Children receive regular checkups from their primary health provider.	We will begin using immunizations as a benchmark for care utilization while working with partners to gather more information about <u>why</u> a child may not be seeing a health provider regularly.	About 1/3 of children do not see a doctor in any given year.
% with tooth decay ‘Indicators for consideration in future work’ FSG Source: Children Now 2015	Children will have a dental home and regularly see a dentist	Collaboration among HIT members with the new Alameda County dental health initiative to reach the maximum number of children who have no ‘dental home’.	Available for kindergarten and third grade students in 2018. The last full survey was in 2009. In 2015, an analysis by Children Now revealed that 33% of children age 0 – 20 received dental care in their first year of Medi-Cal. Data available on a statewide level.

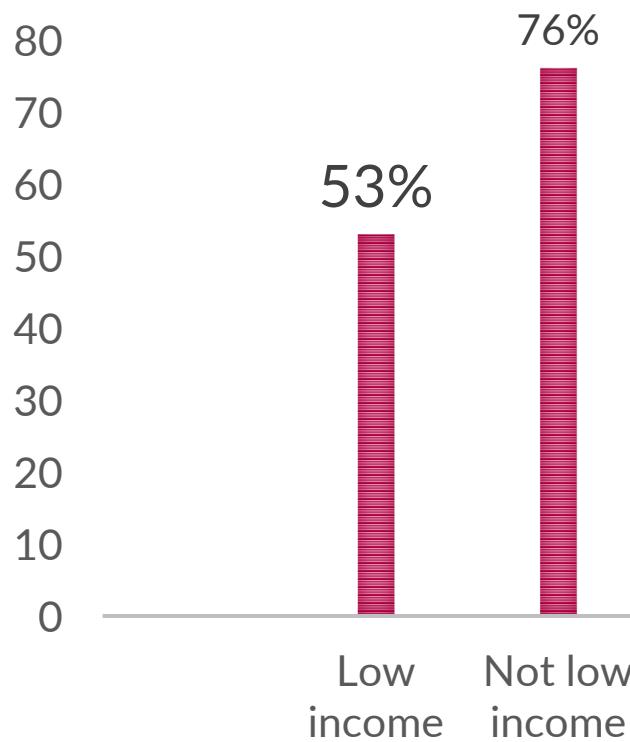
Note: All indicators are FSG except where noted. The indicators were chosen because of their relevance to the first phase of work. Five of the chosen indicators were recommended for ‘consideration for future work by FSG’. *Bloomberg MBK

Indicator: Racial/Ethnic and Economic Status Disparities Among Students at a Healthy Weight*

RACE/ETHNICITY



ECONOMIC STATUS



* Numbers represent % of students at a healthy weight. Source: Ca Physical Fitness Report, OUSD 2016-17

Health IT North Star Accomplishments

- ✓ Bringing together diverse leaders and practitioners from the community, nonprofit, private, and public sectors to work together for collective impact. In a number of cases, they represent organizations or constituencies that have rarely, if ever had the opportunity to meet, talk and collaborate together.
- ✓ Participating in the Kaiser PwC simulation of long-term impact of our "Food as Medicine" strategy. This will help inform our work.
- ✓ Obtained anchor support in Fruitvale/San Antonio from the Hellman Collaborative Change Initiative & Kaiser Leadership grant to launch a place-based strategy on healthy food and activities.
- ✓ First 5 grant opportunity which if approved, will fund a family hub for children 0-5 and their families that will be an integral part of our place-based strategy in Fruitvale/San Antonio for Full-Service Community and Neighborhood Schools.

Health Impact Opportunities in the Oakland Landscape – Trends & Promising Programs

- ✓ The Health Impact Table is fostering both formal collaboration through the Table as well as informal efforts among people who meet at the Table and continue important discussions and work about healthcare outside.
- ✓ Completed Children's Hospital six-week study of the impact of providing healthy food boxes to 60 prediabetic children. The results along with the PwC Kaiser simulation will provide essential information to move forward using best practices.
- ✓ Strengthening OUSD partnerships including meeting with the new Superintendent to discuss building on Community Schools to establish Full Service Community and Neighborhood Schools to maximize collaboration
- ✓ The first Fruitvale/San Antonio Neighborhood Health Impact Table planning meeting is set for later this month. They will start with Healthy Food/Healthy Families.
- ✓ Collaborating with the school district to install water stations to increase drinking water instead of sugar sweetened beverages

An Eye Towards Health in 2018

This is an exciting time for healthcare collaboration. Looking towards our work in 2018, we aim to:

- ✓ Begin the planning process for Full Service Community and Neighborhood Schools in Fruitvale/San Antonio to leverage and align existing resources for stronger collective impact and to build on existing programs to create replicable collaborations. The first planning meeting is in late February.
- ✓ Continue cross-learning among Health Impact Table Working Groups to build common understanding and practical connections to each other's work
- ✓ Begin discussions with other Tables for cross-Table collaboration.
- ✓ Implement the first phase of Access to Healthy Food and clean water





*A child without education is like a bird
without wings.*

--- *Tibetan proverb*

EDUCATION

Education Impact Table's Structure

KEY:



Equity Intelligence Data Platform (Bloomberg Associates)

Impact Tables (each co-chaired by JPA member agencies)

Health

Wealth

Education

Housing

Safety

Early Childhood Development

College, Career and Community Readiness

Post-Secondary Enrollment & Persistence

Business Partnerships and Career Readiness

Education Impact Table Operating Board

Impact Table Co-Chairs

Curtiss Sarikey

Chief of Staff, Office
of the Superintendent,
OUSD

David Silver

Director of Education,
City of Oakland

Preston Thomas

High School Network
Superintendent,
OUSD

Jacqueline Perl

Project Manager

Early Childhood Development Team

Angie Garling

Early Care & Education Program
Administrator, Alameda County

Christie Anderson

Director, Early Childhood Education,
OUSD

Priya Jaganathan

Manager, Oakland Starting Smart &
Strong, Oakland Education Fund

Kyra Munguia

LEE Public Policy Fellow, Education,
City of Oakland

College, Career & Community Readiness Team

Preston Thomas

High School Superintendent, OUSD

Monica Montenegro

Executive Director, East Bay
Consortium

Vinh Trinh

OUSD Liaison to the Oakland Promise,
OUSD

Ay'Anna Moody

College Readiness Coordinator, OUSD

Post-Secondary Enrollment & Persistence Team

Diane Dodge

Executive Director, East Bay College
Fund

Siri Brown

Vice-Chancellor of Public Affairs,
Peralta Community Colleges

Business Partnerships & Career Readiness

Gilbert Pete, Jr.

Workforce & Economic Development
Coordinator, OUSD

Dolimer Rodriguez

Program Manager, Intel High Tech
Pathways Initiative, Oakland Public
Education Fund

Education Impact Table Members

Early Childhood Development Team	College, Career & Community Readiness Team	Post-Secondary Enrollment & Persistence Team	Business Partnerships & Career Readiness Team
<ul style="list-style-type: none"> • Alisa Burton, City of Oakland • Amanda Feinstein, City of Oakland, Andrea Bustamante, OUSD • Andrea Youngdahl, Packard Foundation • Angela Louie Howard, Lotus Bloom • Betsy Merzenich, The Hellman Foundation • Brian Stanley, Oakland Public Education Fund • Clarissa Doutherd, Parent Voices Oakland • David Silver, City of Oakland • Drew Giles, OUSD • Erika Takada, Harder + Company • Jeff Sunshine, Packard Foundation • Kym Johnson Luqman, Bananas • Julie Hadnot, Alameda County • Kiko Malin, Alameda County • Loren Farrar, First 5 Alameda • Margie Padilla, Alameda County • Paula Ambrose, Kenneth Rainin Foundation • Sanam Jorjani, Oakland Literacy Coalition • Sara Bedford, City of Oakland • Sandy Taylor, Oakland Fund for Children and Youth • Susan True, Kenneth Rainin Foundation • Tonya Love, Assemblymember Rob Bonta's Office • Neva Bandelow, Alameda County 	<ul style="list-style-type: none"> • Susana Ramirez, OUSD • Nikki Howell, Summer Search • Young Whan Choi, OUSD • Andrea Bustamante, OUSD, • Tamika Brown, Peralta College • Jasmine Thompson, Peralta College • Miya Hayes, UC Berkeley • Ziada Keflezighi, OUSD • Abby Friedman, OUSD • Eric Guico, East Bay College Fund • Leslie Hsu, OUSD, • Navdeep Purewal, Alameda County • Mayra Guevara, Mills College Educational Talent Search/TRIO • Kenyatta Price, College Board 	<ul style="list-style-type: none"> • Rebecca Lacocque, Peralta Academic Affairs • Samantha Kessler, Merritt College • Leslie Hsu, OUSD, Dual Enrollment • Marshall Lott, College Track • Paul Fields, College Track • Jamienne Studley, Beyond12 • Lindsey Howell, Summer Search • Mark Haggard, One Goal Graduation • Andrea Somerville, iMentor • Alicia Dixion, Marcus Foster Foundation • Janine Kaiser, K-14 Career Pathways 	<ul style="list-style-type: none"> • Dexter R. Hall, Wells Fargo • Raya Zion, Peralta College • Linda Early, Peralta College • Tamara Walker • J. Nicholas Williams, City of Oakland • Charlton Lightfoot • Jerry Wallace, Empolymment Development Department, State of California • Gautam Jagannath, Social Justice Collaborative • Nichelle Rachal, Clorox • Ruth Stroup, Farmers Insurance • Yulee Kim • Wlad Wlassowsky • Alicia Bert, PG&E • Diana L. Cin • Veronica Henderson • Lou Ramondetta • Derrick Johnson • Christine Boynton, Alameda County • Matthew Hulse, East Bay College Fund • Vinh Trinh, OUSD • David Isenberf • Heather Mackey • Melaine Diegel • Michael Munson, City of Oakland • Suzanne Lebaron • Sgt. Mildred Oliver, City of Oakland • Stacey Wooten, Alameda County • Cheryl Ho, Port of Oakland

Strategies and Alignment

The Education Impact Table is aligned with various key local programs, agencies and initiatives, including:

- **OUSD's “Pathway to Excellence” Strategic Plan;** “*Ensure each student is prepared for college, career, and community success*”
- **Oakland Ed Fund’s “Oakland Starting Smart and Strong Initiative”;** a ten-year effort focused on creating universal access to high-quality early learning
- **City of Oakland’s “Oakland Promise”;** “*Every child in Oakland graduates high school with the expectations, resources, and skills to complete college and be successful in the career of their choice*”
- **Alameda County Office of Education:** “*Promote students to pathways to success from pre-school to college and career*”

As a result, the Education Impact Table is able to leverage the expertise, networks and resources of each of its partners in service of a unified vision for Oakland.

Education Impact Table's Commitment to Our Chosen Indicators

Vision: Children and youth thrive in school and are prepared for college, career, and community success

ESTABLISHED EDUCATION INDICATORS

- % children **ready for kindergarten**
- % at or above **3rd grade reading level**
- **High school graduation rate**
- % students **completing a 2- or 4-year college degree** within 6 years

ADOPTED OR DEVELOPED KEY INDICATORS

- % children ready for kindergarten
- % of preschool programs that are rated high quality
- # of families on preschool waitlist
- # of students enrolled in preschool
- % of 3rd graders at or above 3rd grade reading level
- % of students graduating high school
- % of students UC/CSU ready
- % of high school students engaged in high quality work-based learning experiences aligned with their industry themed pathway.
- % OUSD Linked Learning Pathways with 3 committed industry partners to support work based learning experience, curriculum development, and internships.
- % of students that have completed a CTE Pathway
- % of students earning early college credit
- % of students with FAFSA completion, DREAM act application completion
- % of graduates applying to 2 or 4 year college
- Number of students that enroll in postsecondary opportunities after graduating high school
- College persistence rates, measured by certificate & degree completion

Education Impact Table's Working Solutions to Address Systemic Challenges

Preparing children and youth to thrive in college, career and community requires many years of consistent, high quality programming, socio-emotional supports, mentoring and more. No one entity can achieve this alone.

- **Only 43% of OUSD students that enter kindergarten are “ready”(as measured by the KOF, a school readiness assessment);** our Early Childhood Development Team is working to ensure that all Oakland families have access to high-quality early childhood education.
- **Only 65.7% of OUSD’s ‘15-‘16 senior class graduated from high school;** our College, Career and Community Readiness Team is tightening progress monitoring protocols to intervene early to ensure that students are on track to graduate.
- **Only 58% of OUSD’s ‘15-‘16 graduating class enrolled in college in the fall after freshmen year;** by focusing on Spring and Summer Matriculation Programs, our College Enrollment & Persistence Team is confident it can continue to boost full-time enrollment rates for Oakland’s senior class. Our Business Partnerships and Career Readiness Team is set on motivating students to pursue unique career paths by expanding work-based learning opportunities for all high school students.

Developed Key Indicators

- % children “ready” for kindergarten
- % of high school students engaged in high quality work-based learning experiences aligned with their industry themed pathway
- # of students that enroll in postsecondary opportunities after graduating high school
- # of students that persist in college from Year 1 to Year 2

Education Impact Table's Indicators, Long Term Goals and Benchmarks

Education: Children and youth thrive in school and are prepared for college, career, and community success		
EIT CHOSEN INDICATORS	LONG TERM GOALS (By 2025)	BENCHMARKS FOR LONG TERM GOALS
% of children “ready” for kindergarten	80%	<ul style="list-style-type: none">• Determine kindergarten-readiness assessment tool• Define kindergarten readiness for OUSD• By June 2018, increase number of kindergarten classrooms using the decided upon kinder-readiness assessment tool by 20%
% of high school students engaged in high quality work-based learning experiences aligned with their industry themed pathway	100%	<ul style="list-style-type: none">• By 2018: 60% of Sophomores, 70% of Juniors• By 2020: 60% of Sophomores, 100% of Juniors, 85% of Seniors
# of students that enroll in postsecondary opportunities after graduating high school	80%	<ul style="list-style-type: none">• By June 2018, increase the # of students who enroll in college the fall after graduation to 70% of graduating class
# of students that persist in college from Year 1 to Year 2	75%	<ul style="list-style-type: none">• By June 2018, increase number of students who persist from year 1 to year 2 to 65%

Education IT North Star Accomplishments

Our indicators are our greatest measures of success, but they don't capture all of the work that goes into achieving those outcomes or the smaller wins we've experienced along the way. We'd like to share a few:

- Our Early Childhood Development is committed to integrated teacher perspective in defining kindergarten readiness; they've held **teacher listening sessions** in their efforts to define "kinder readiness" for OUSD
- FAFSA/Dream Act application completion rates are an indicator of progress towards college access; **in December of 2017, 21% of OUSD's high school seniors had completed their FAFSA/Dream Act applications** (above the state average of 12%)
- We've begun to see success as a result of our post-secondary enrollment and persistence efforts; we saw **twice as many OUSD students enroll full-time at the Peralta Colleges for the '17-'18 SY and a 10 percentage point difference in college persistence rates from Year 1 to Year 2 for those that received supports through our Oakland Promise and East Bay College Fund Initiatives** (persistence rates were 89% for this group as compared to non-OP/EBCF participants whose persistence rates were at 80%)
- We are well on our way to achieve our work-based learning pathways goal; thanks to the hard work of our College, Career and Community Readiness and Business Partnership and Career Readiness Teams, **77% of high school students are currently enrolled in a pathway. That's a 35 percentage point increase from a total pathway enrollment of 42% in the '16-'17 SY!**

Education Impact Opportunities in the Oakland Landscape – Trends & Promising Programs

Our teams have begun to partner on mission critical undertakings, but there is still much to accomplish in service of our shared goals:

- **City-wide improvements to and expansion of early childhood education programs:** we've begun to define quality for all kinder readiness programs, but will need the commitment of school district, county, city and community partners to fund and support the development and expansion of these programs
- **A comprehensive and consistent “College, Career and Community Readiness” approach:** our CCCR Team sees the need for a **consistent, systemic approach** to ensuring that students are prepared with the myriad of skills and experiences necessary to transition successfully into their post-secondary pathways. **By developing a “playbook” for success, our community will be better able to match resources and talent to need to accelerate progress towards our goals**
- **Expansion of Work-Based Learning Opportunities:** we've seen the impact work-based learning can have on the post-secondary trajectory and persistence rates for our youth; now, we must expand access to these programs and improve quality so that students and industry partners are mutually benefiting from these opportunities
- **College Persistence Initiative with Peralta Colleges:** we are seeing a need for persistence support at our community colleges; our Post-Secondary Enrollment and Persistence Team is committed to identifying the partners and resources that will be able to fulfill this demand

An Eye Towards Education in 2018

We've scanned our environment, set ambitious goals, identified partners and mapped out a plan. Here is what we hope you achieve between now and June:

- **Early Childhood Development Team:** will articulate kindergarten “ready” for incoming OUSD students and will promote the Oakland Children’s Initiative, a ballot measure that would expand access to high quality early education
- **College, Career and Community Readiness Team:** will focus on developing its “playbook” while building out data collection and monitoring systems to ensure that implementation of the “playbook” can be tracked and effectiveness of strategies can be evaluated
- **Business Partnerships and Career Readiness Team:** in partnership with industry leaders, will articulate standards for mutually beneficial, quality work-based learning experiences
- **Post-Secondary Enrollment and Persistence Team:** will refine its spring and summer matriculation processes in an effort to achieve greater gains in post-secondary enrollment rates

Our teams have gained great momentum; we’re excited about the work ahead and look forward to measuring, reflecting upon and sharing our successes with you this summer!



*Poverty is not a lack of character.
Poverty is a lack of cash.*

--- Rutger Bregman, Historian

WEALTH

Wealth Impact Table (WIT) Mission Statement

The Wealth Impact Table seeks to develop a robust summer and year-round youth employment system in Oakland, while expanding and enhancing programs that increase capacity for asset building, with a particular focus on opportunities for boys and young men of color.

Wealth Impact Table Structure

Steering Committee

Co-Chairs:

Vice Mayor **Annie Campbell-Washington**, City Council, District 4

Jose Corona, Director of Equity & Strategic Partnerships, Office of the Mayor

Stephen Baiter, Executive Director, Oakland Workforce Development Board

Project Manager: **Sophia V. Rodriguez**

**Business
Engagement
&
Fundraising**

**Program
Services
Design**

**Platform
Development**

**Asset
Creation**

Strategies and Alignment: Working Groups

- **Business Engagement & Fundraising**
 - **Objectives:** Provide direct input from the field and insight around what skills and knowledge are currently being sought, Develop key points of information employers should receive during orientation for hiring a youth during the summer, Leverage the relationships and resources present to increase job sites for youth and funding for more subsidized positions
 - **Members:** Employers and those that directly engage with business and industry partners, Philanthropy
- **Program Services Design**
 - **Objectives:** Improve the summer jobs program so there is greater capacity for onboarding youth, Enhance training youth receive by sharing promising practices among community based organizations, Improve relationships with service providers by including them in codesigning process of summer program
 - **Members:** Department and agency representatives that provide funding and administration around youth summer employment opportunities

Strategies and Alignment: Working Groups (contd.)

- **Asset Creation**

- **Objectives:** Develop a roadmap for points of intervention for Oakland youth to receive financial wellness training and planning, Provide input around research and curriculum development, Develop a potential pilot project to be implemented
- **Members:** Financial capability advocates and those working on asset building initiatives

- **Platform Development**

- **Objectives:** Design a user interface for youth to independently access information and resources, Share various platforms in development by different stakeholders to compare target audiences and identify gaps in services
- **Members:** Organizations that have developed online platforms to increase opportunities for youth

Wealth Impact Table Member Organizations

- Economic & Workforce Development Dept, City of Oakland
- Human Services Dept, City of Oakland
- Oakland Fund for Children & Youth (OFCY)
- Oakland Housing Authority
- Civic Design Lab (CDL), City of Oakland's Office of Resiliency
- Oakland Chamber of Commerce
- Bay Area Council
- Oakland Unified School District (OUSD)
- Oakland Workforce Development Board (OWDB)
- Snagajob
- East Bay Community Foundation
- First 5 Alameda County
- Kaiser Permanente
- East Bay College Fund
- Oakland Promise College Savings Initiatives/Brilliant Baby
- UC Berkeley, Dept of Public Health
- Leaders Up
- AC County Social Services
- Alternatives in Action
- Port of Oakland
- AC County Office of Education
- Idea Builder Labs
- Greenlining Institute
- Community Financial Resources

Wealth Impact Table's Commitment to Our Chosen Indicators*

ESTABLISHED WEALTH INDICATORS

WEALTH

Families are economically stable and youth succeed after high school

- % residents **earning a living wage** (>200% FPL)
- **% youth that are disconnected** (ages 16-24 years not in school or working)
- Median family assets

WIT CHOSEN INDICATORS

WEALTH IT

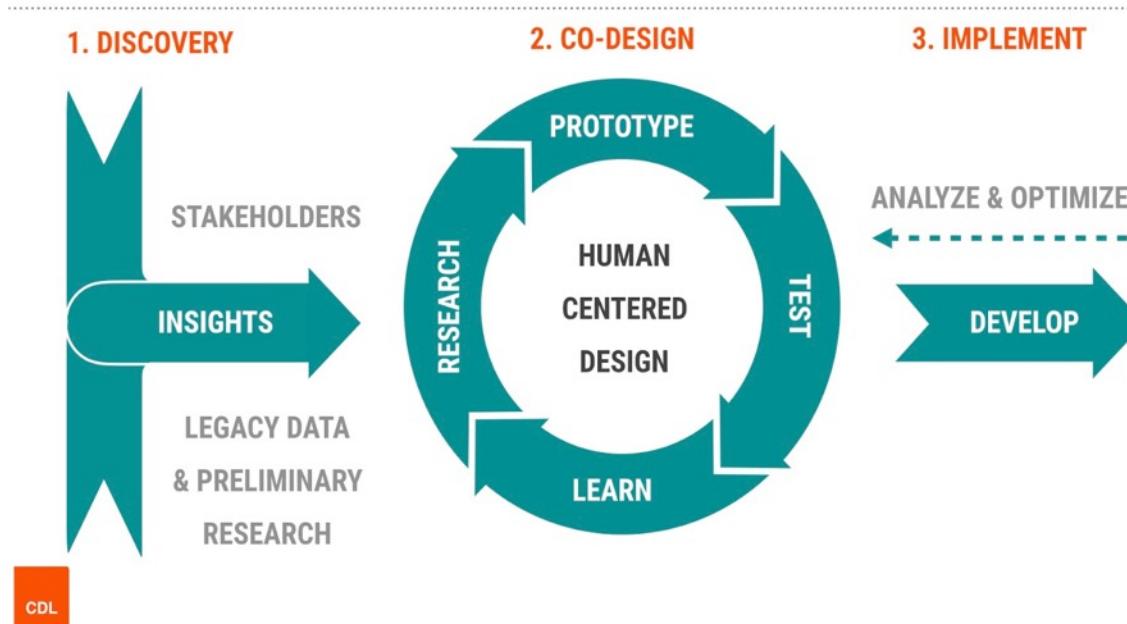
Families are economically stable and youth succeed after high school

- % residents below poverty level in the past 12 months
- % of families living in asset poverty
- % of Oakland youth ages 16-19 not in school and not working
- % Increase of employment opportunities secured and filled during summer youth employment program *
- % Received pre-employment training to improve opportunity for success *
- % Participation in financial capability training (banked / underbanked) *

* Indicators have not been finalized. We are still seeking to further understand what data is available and potentially implementing new methods for data collection. We are currently in discussion with city leadership around target numbers for employing youth in Summer 2018.

WIT Solutions to Address Systemic Challenges: Human Centered Design Process

CDL Service Design Process



The Wealth Impact Table partnered with the Civic Design Lab (CDL) in order to develop a research plan that would inform the basis of our strategy. This included outreach to various stakeholders in order to gain insights and involve them in co-designing an employment program that best meets their needs. Engagement will continue with stakeholders throughout the process, opposed to a traditional community engagement process, in which a single outreach effort is made. The WIT acknowledges youth, direct service providers and employers as field experts to inform the iterative process.

WIT Solutions to Address Systemic Challenges: Community Engagement – Youth Focus Groups

- **Process:** Four focus groups* were held at different youth service providers across Oakland. We framed the 1.5 hour-long workshop around Joseph Campbell's 12-step Hero's Journey to explain that every hero(ine) needs to overcome a set of challenges and important lessons that would train them to become the hero(ine) they aspire to become. Participants were asked to brainstorm their current challenges and barriers to growth, and subsequently they were asked to come up with their own solutions and responses to each other's barriers in a collective response session.
- **Objectives:**
 - *To gain a youth (16-24) perspective of values and needs as a young person living in Oakland, particularly around various opportunities for personal growth and financial empowerment;*
 - *To understand the elements of Oakland youth's experience today, and understanding barriers that prevent youth from achieving their future aspirations;*
 - *To engage youth and youth service providers in order to gain insight in the career pathways and future aspirations of youth in Oakland.*

* Youth Focus Group Synthesis Report has been made available to WIT Members and is available upon request.

WIT Solutions to Address Systemic Challenges: Community Engagement – Youth Focus Groups*



WIT Solutions to Address Systemic Challenges: Community Engagement – Youth Focus Groups

- **Summary of Results**

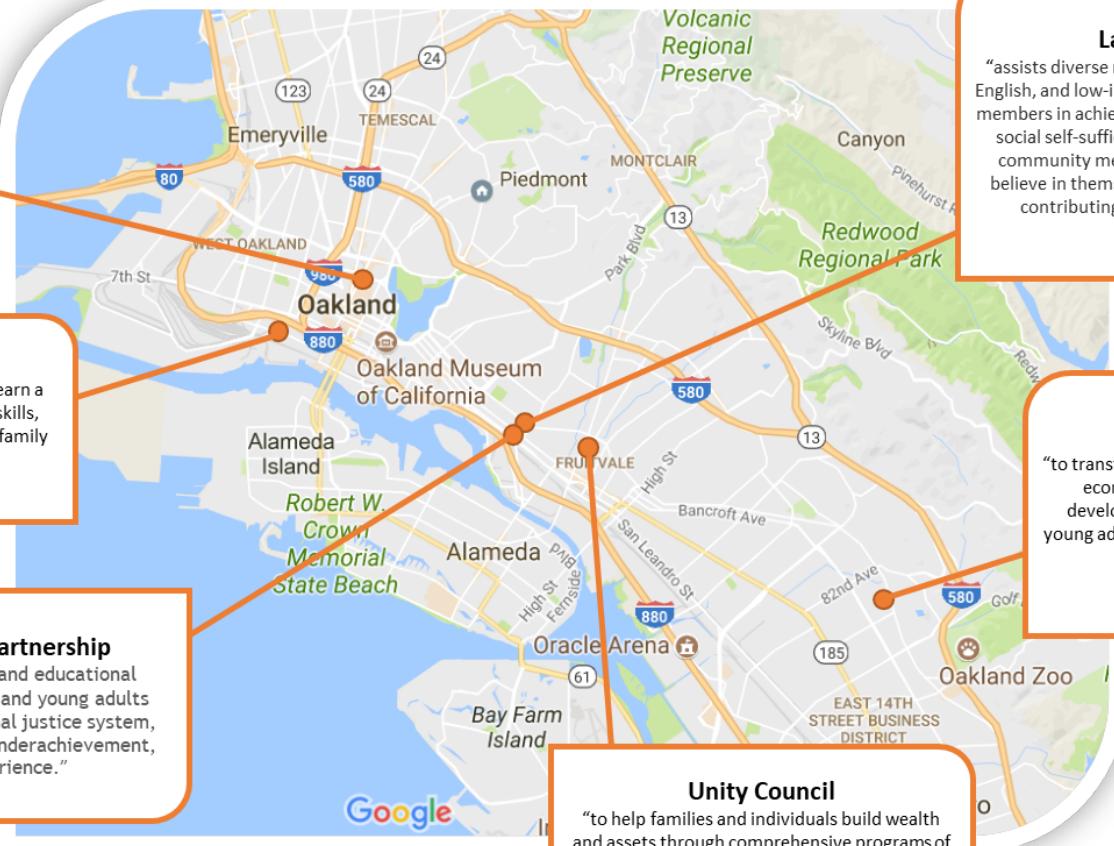
1. **Youth Aspirations:** In Oakland, youth (ages 16-24) have an idealized version of what their futures may look like. In general youth have an interest in a spectrum of goals and aspirations personally and professionally.
2. **Youth Success:** Many youth in Oakland would perceive themselves as successful when their aspirations are either in progress or attained. However, many youth lack a realistic understanding of the requirements necessary to attain their aspirations.
3. **Youth Mentorship:** Youth in Oakland find value in mentorship and understand the impact a positive mentor may have on their futures, specifically regarding financial security. However, outside of their respective youth employment programs, youth do not have a clear understanding of how to develop and sustain a mentor relationship with individuals who may be an asset to their financial security.
4. **Barriers to Financial Security:** There are a multitude of barriers that prevent youth in Oakland from participating in Youth Employment opportunities and practices that enhance their financial security. These barriers include, but are not limited to transportation, cost of living, lack of skills, and lack of childcare. Additionally, youth noted that motivation levels, family concerns, peer pressure, and self-esteem as barriers to participating in Youth Employment opportunities and practices that enhance their financial security.
5. **Solutions to Barriers:** Youth are creative and flexible in adapting to the barriers they are faced with, and it was more manageable for youth to share adaptations rather than solutions to their barriers. However, exposure to educational resources relating to money management, interpersonal relationship building skills, and esteem coaching were notable solutions to several barriers presented by youth.

WIT Solutions to Address Systemic Challenges: Community Engagement – Youth Service Providers

Youth Radio
“to revolutionize how youth tell stories and the ways people connect with next-generation journalists and artists. We deliver honest, vital, top-quality news and culture you won’t find anywhere else.”

Civicorps
“to re-engage young adults to earn a high school diploma, gain job skills, pursue college, and embark on family sustaining careers.”

Youth Employment Partnership
“to enhance the employment and educational opportunities of Oakland youth and young adults impacted by poverty, the criminal justice system, the foster care system, school underachievement, and lack of work experience.”



Unity Council
“to help families and individuals build wealth and assets through comprehensive programs of sustainable economic, social, and neighborhood development.”

Lao Family
“assists diverse refugee, immigrant, limited English, and low-income U.S. born community members in achieving long-term financial and social self-sufficiency. We encourage our community members to establish goals, believe in themselves, and become active, contributing members of society.”

Youth Uprising
“to transform East Oakland into a healthy and economically robust community by developing the leadership of youth and young adults and improving the systems that impact them.”

WIT Solutions to Address Systemic Challenges: Community Engagement – Youth Service Providers

- **Process:** We reached out to youth service providers that the Oakland Workforce Development had invited to fund the summer youth job program and held 1.5 hour discussions around their experience putting their youth through the program. We sought to learn the end-to-end process for how they engage, onboard, train, and support local youth from low-income communities, as well as to solicit feedback on ways that they would envision how a summer jobs program could extend to become a year round enrichment program for their youth.
- **Objectives:**
 - *To identify what programs and resources are available to youth involved with a city contracted service provider*
 - *To engage community based organizations in a dialogue around what could improve the experience for Oakland youth in terms of accessing services and programs*
 - *To understand the specific challenges and opportunities for improvement that service providers encounter in regards to the population they serve, their partnerships with the business community, as well as with funding agencies*

* Youth Service Provider Interview Synthesis Report is an internal document, due to sensitive information disclosed, and has been made available to WIT Co-Chairs.

WIT Solutions to Address Systemic Challenges: Community Engagement – Youth Service Providers

- **Summary of Results**

1. **Services Provided:** Community based organizations throughout the city provide a variety of services to youth ages 16-24, with a majority of the population served experiencing high levels of adversity. While some programs have a wide range of offerings, others have a more targeted approach with training in technical fields, including digital media and technology, waste management and recycling, as well as building and trades. In addition to their primary focus areas, some organizations also provide a range of support services to assist youth including case management, academic and career advising, as well as mental health services upon request.
2. **Challenges or Barriers:** Lack of long-term commitment from the business community makes it difficult for case workers to convince youth of the benefits of gaining internship experience, when there is limited opportunity for advancement and security of a permanent position. This short-term position could also be challenging for employers because of the high energy demand to onboard a youth. In managing the summer jobs program, there has not been a consistent and reliable point of contact to defer to for inquiries around funding and business partnerships.
3. **Opportunities to Strengthen Existing Work:** Industry partnerships at the systems level could serve as a stronger point of connection between the City and service providers. This could take the form of a database or a single point of contact within the City that held resources of local employers and organizations that could interact with the community in a variety of ways, beyond hosting subsidized positions. This could serve as a resource for service providers to access partners who may be willing to host an open house or offer field trips, in order for youth to gain exposure to the field.
4. **Additional Resources Needed:** In visioning for the future of Oakland's youth, they emphasize the development of a year-round strategy for addressing economic security. Formalized educational and career pathways partnerships with local community college districts could serve as assets for youth that experience non-traditional academic and career paths.

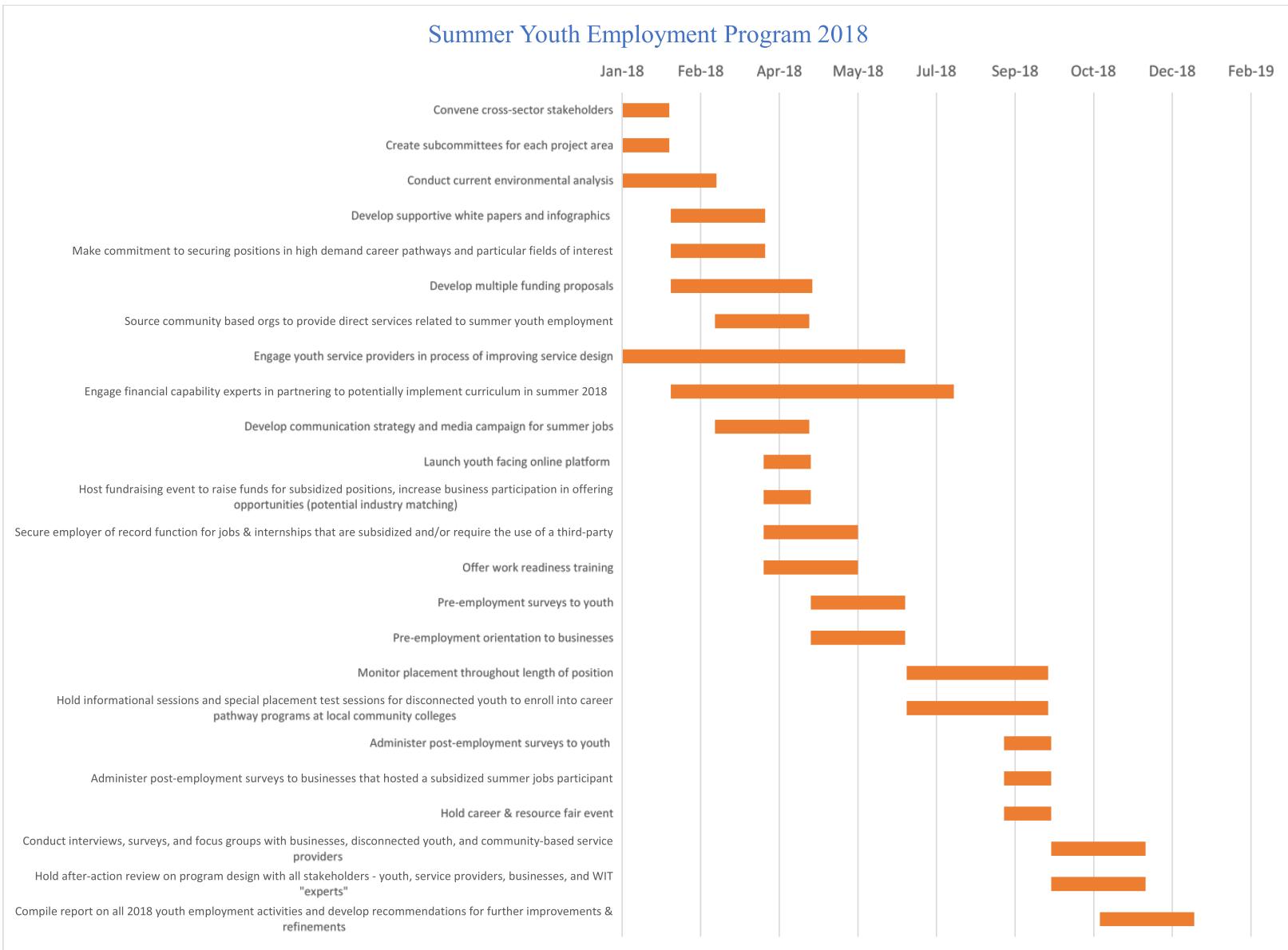
Wealth IT North Star Accomplishments

The first six months of organizing this effort in 2017 have built a solid foundation for moving the work forward with strong partnerships in the coming year.

- Direct engagement of youth to understand needs and uplift their voice
- Engaging various youth service providers to assess current landscape of offerings, challenges and gaps in services
- Formation of the Wealth Impact Table and commitment to collaboration among various stakeholders
- Project focus area developed: Summer Jobs 2018
- Institutional commitment by OWDB to lead initiative to ensure sustainability of efforts
 - Inclusion of Executive Director as additional WIT Co-Chair
 - Recruitment of new city staff dedicated to summer programming

An Eye Towards Wealth in 2018

Summer Youth Employment Program 2018





*Housing is absolutely essential to human flourishing.
Without stable shelter, it all falls apart.*

--- Matthew Desmond, American sociologist

HOUSING

Housing Impact Table Leadership and Program Management

Michele Byrd, Director
City of Oakland Housing and Community Development

Heather Hood, Deputy Director
Enterprise Community Partners

Kevin Jenkins, Project Manager
Housing Impact Table

List of Housing Impact Table Members

Participants in Oakland Housing Implementation Cabinet

Sara Bedford, City of Oakland

Olga Bolotina, Office of Councilmember Dan Kalb

Gloria Bruce, EBHO

Christine Daniel, City of Oakland

Elaine Decoligny, EveryOne Home

Ethan Guy, City of Oakland

Angela Jenkins, Kaiser

Kelley Kahn, City of Oakland

Joanne Karchmer, Office of the Mayor

Carla Keener, Kaiser

Alex Marqusee, Office of Councilmember Lynette Gibson-McElhaney

Shereda Nosakhare, Office of the Mayor

Robert Ogilvie, SPUR

Yvette Radford, Kaiser

Darin Ranelletti, City of Oakland

Geeta Rao, Enterprise Community Partners

Richard Raya, Office of Councilmember Abel Guillen

Kalima Rose, PolicyLink

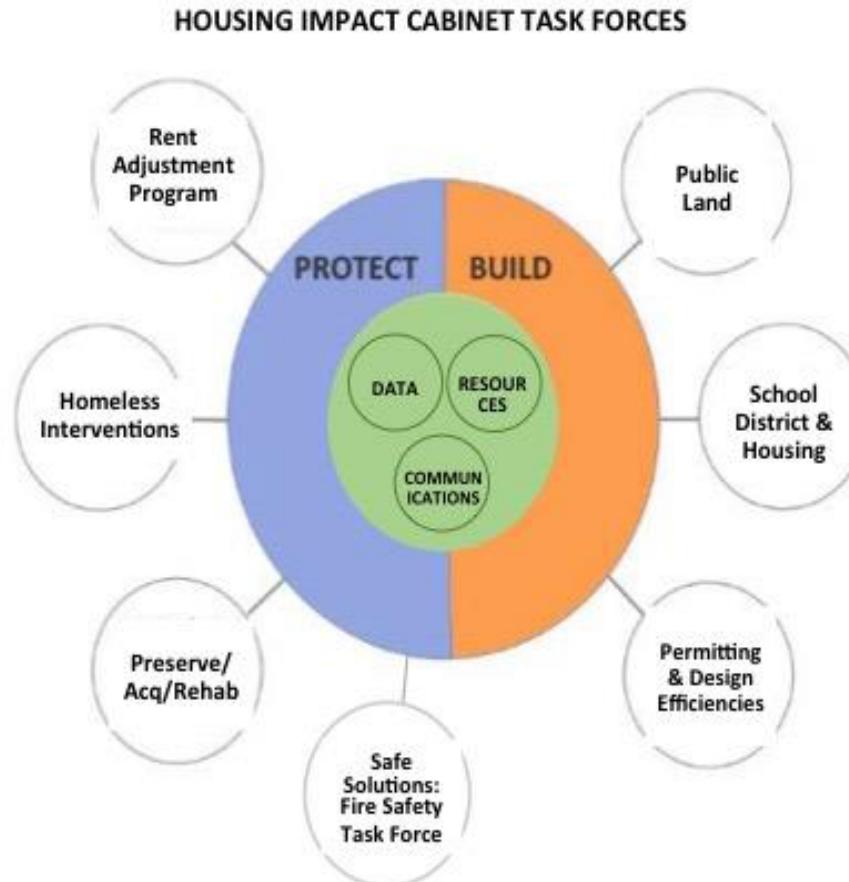
Mark Sawicki, City of Oakland

Josh Simon, EBALDC

Sarah Ting, City of Oakland

Mark Tortorich, Kaiser

Housing Impact Table's Structure



Strategies and Alignment

- **Housing Implementation Cabinet:** The Housing Impact Table (HOIT) is a group made up of City of Oakland council staff, housing experts, mission based developers, market rate developers, and housing advocates. The group works to improve housing outcomes in the City of Oakland
- **Enterprise Community Partners :** Heather Hood serves as the Deputy Director of Enterprise Community Partners and also Co-Chair of the Housing Impact Table. Enterprise provides technical assistance for nonprofit developers, Cap and trade application assistance, facilitation for public lands discussions and facilitation for discussions around ac rehab
- **EBHO :** Housing Impact Table member East Bay Housing Organization, has assisted in developing a public lands policy for the City of Oakland. The public lands policy will help govern the way Oakland deals with its public lands use, lease, sale of public lands.
- **OUSD/Peralta/ Homeless Students:** The Housing Impact Table has held conversations with Peralta and OUSD about educator housing. According to Trish Anderson, OUSD McKinney-Vento Act Specialist, Community Schools and Student Services, there are more than 1,069 unsheltered students in OUSD. The Housing Table is focused on providing these students/families with the resources to secure housing.

Housing Impact Table's Commitment to Our Chosen Indicators

ESTABLISHED HOUSING INDICATORS

HOUSING

Families have quality, affordable, stable housing

- # **homeless** families
- # **under-housed** families
- % households with **severe housing cost burden** (spending >50% of income on housing)

HOIT CHOSEN INDICATORS

HOUSING IT

Families have quality, affordable, stable housing

- # affordable housing units produced on an annual basis
- # individuals protected from being displaced
- # unsheltered students enrolled in OUSD
- % of residents in 0-30% of AMI housed
- # days missed by OUSD students with housing barriers

Housing Impact Table's Working Solutions to Address Systemic Challenges

- ***Regional Housing Shortage:*** It is well documented that there is a regional housing shortage in the San Francisco Bay Area. Because of the housing shortage it is difficult for residents/potential residents to find housing in Oakland. According to Rent Jungle, <https://www.rentjungle.com/comparerent/> the average one bedroom in Oakland is \$2,400 per month. The continuance rent increases and home prices makes it difficult for individuals/ families to remain in Oakland.
- ***Amount of time it takes to build new units:*** There is a regional shortage in the amount of housing needed to house residents. It takes an inordinate amount of time to build new housing units. According to the U. S. Census Bureau's Survey of Construction, it takes an average of 3-5 years (from permit to certificate of occupancy) to build a new unit.
- ***Layers of financing needed to finance affordable housing:*** Financing for affordable housing is incredible complex. It takes skill and experience to navigate the financing structure.
- ***Speculators affecting the housing market:*** There is a regional housing shortage which makes it hard to for residents looking to reside in Oakland. There are also speculators increasing the price of housing in the City of Oakland.

Developed Key Indicators

- Anti-displacement
- Improve renters services
- Strengthen renters protections
- Strengthen enforcement of renters protections
- Unsheltered youth in OUSD
- Number of affordable units built
- Number of affordable units protected
- % of residents in 30 Area Median Income (AMI) housing

Mid-phase Housing Impact Table Indicator Measurements*

Housing: Families have quality, affordable, stable housing

INDICATOR	CURRENT INDICATOR MEASUREMENT	ANNUAL GOAL	EXPECTED INDICATOR MEASUREMENT AT COMPLETION OF PHASE 1 (JUNE 2018)
Families saved from displacement annually	5489	2125	1062
Number of market rate housing units produced annually	1850	315	925
Number of affordable housing units produced annually	409	250	489

* Numbers provided by Oakland Planning and Housing, and Community Development Departments.

Housing Impact Table's Indicators, Long Term Goals and Benchmarks

Housing: Families have quality, affordable, stable housing

HIT CHOSEN INDICATORS	LONG TERM GOAL TO REACH INDICATOR	BENCHMARKS FOR LONG TERM GOALS
Unsheltered students in OUSD	There are almost 1100 unsheltered students in the Oakland Unified School District. The HT is working on strategies to provide housing resources to all of these students/ families. Provide resources for 200 OUSD unsheltered households annually*	100 Families served by June
Number of days missed by students that are unsheltered	The HT wants to determine if there is a link between the lack of adequate housing and missed days in school	By May (end of the school year) the HT will gather data to see if there is a correlation between missed days of school and being underhoused.

* Numbers provided by OUSD Transitional Students & Families Unit, McKinney-Vento Program.

Housing IT North Star Accomplishments

- **4600 families saved from displacement***
- **1809 new affordable housing units in the pipeline***
- **656 rehabbed affordable housing units***
- Development and submittal of cap and trade application for three projects
- **Opening of outdoor navigation centers**
- **Oakland at home update report**
- New “Housing Resource Center Brochure”
<https://view.publitas.com/oaklandhrc/hcd-brochure-2018/>
- Additional funding for anti-displacement services for residents of Oakland and Alameda County

* Numbers provided by Oakland Planning and Housing, and Community Development Departments.

Housing IT North Star Accomplishments (cont.)

Allocation of Measure KK* and Measure A1◊ Funds to the Following Housing Implementation Cabinet Projects

HOUSING PROJECT	ADDRESS	TYPE	# UNITS
Oakland & the World Enterprises Inc. Project I	1664-1676 7th Street	Family/Homeless	79
West Grand & Brush, Phase I	760 22nd St & 2201 Brush St	Family/ Veteran	59
Coliseum Place	905 72nd Ave	Family/Special Needs	59
Camino 23	1233-1253 23rd Ave and 2285 International Blvd	Family	37
3268 San Pablo	3268 San Pablo	Senior	51
3801 MLK Family Housing	380 and 3807 Martin Luther King Jr.Way	Family/ Special Needs	32
Fruitvale Transit Village Phase IIB	35th Ave & East 12th Street	Family/Homeless	181
657 W. MacArthur Apartments	657 W. MacArthur Blvd	Family	44

* Measure KK is a \$600MM general obligation bond to invest in the City of Oakland's infrastructure and affordable housing.

◊ Measure A1 is the \$580MM Alameda County Housing Bond funding three programs related to home ownership and two to rental housing development.

Housing Impact Opportunities in the Oakland Landscape – Trends & Promising Programs

- ***Educator Housing:*** For the past 4 months the Housing Impact Table has worked with OUSD and Peralta to develop educator housing. OUSD is one of the largest landowners in the City of Oakland. Currently educators are traveling long distances to work because of the rising cost of living in Oakland and the surrounding cities. The HOIT has talked with OUSD Board members and the Chancellor of Peralta, there is an interest in moving forward in discussions
- ***Housing for Formerly incarcerated youth:*** The Housing Impact and Safety Impact tables met to discuss areas for collaboration. We talked about working together to help with the housing needs of youth returning to our community from the juvenile justice system.
- ***Housing Resource Center at schools that experience high concentrations of homelessness:*** According to the McKinney-Vento Act, there are almost 1100 unsheltered youth and families in the OUSD school system. The HOIT is in talks with the City of Oakland's Housing Resource Center to have the resource center go to some of the schools that experience high levels of homelessness.

An Eye Towards Housing in 2018

The Housing Impact Table is focused on advancing the 17,000/17,000 Housing Plan to protect the affordability of existing homes and build new homes. A set of strategies are activated, including strengthening renter protections, advancing Measures KK and A1, competing for state funds and refreshing the City's public land policy. This year, preventing and alleviating homelessness has become an explicit goal for the group.

- **Prioritize Unsheltered Students:** The HOIT is in talks with the Housing Resource Center to prioritize helping the families of unsheltered students secure housing
- **Build and Protect Affordable Housing:** The HOIT intends to continue developing new and improve existing strategies to maximize affordable housing.
- **Educator Housing:** The HOIT will continue to attempt to bring OUSD and Peralta together for the development of educator housing.
- **Assisting Formerly Incarcerated Youth Secure Housing:** In collaborating with the Safety Table, we discovered that there is a need for housing for Youth returning home from the juvenile justice center. We look forward to continuing this collaboration in hopes of helping youth transition into society.

An Eye Towards Housing in 2018 (cont.)

- ***Improve Renter Services:*** Better-targeted solutions for tenants and property owners through modernizing the housing services system, expanding contracts with local CBO's to outreach to tenants, and improving data collection.
- ***Strengthen Renter Protections:*** Strengthening renters protections includes revisions to the code enforcement ordinance, exploring a new neighborhood stabilization ordinance and other protections aimed at strengthening the rights of renters in Oakland.
- ***Strengthen Enforcement of Renter Protections:*** The HOIT is in the process of developing a proactive rental inspection program to help protect vulnerable communities.
- ***Build Existing Pipeline of Affordable Homes and Add New Ones:*** Measure KK provided funding for the acquisition and rehabilitation of an existing SRO building to create another transitional housing facility with supportive services, to double the number of units that currently exist at the successful model of the Henry Robinson Multi-service Center. The Henry Robinson currently serves 300 individuals annually, with more than 80% remaining permanently housed after exiting. The City of Oakland is in the process of identifying an SRO to purchase.



I wonder what it would be like if every adult among us—parent and nonparent alike—felt an equal weight of responsibility for the daily care and protection of all the children in our town, in our state, and in our country. I wonder whether we could truly say without hesitation, “The children are well. Yes, all the children are well.”

--- Reverend Patrick O'Neill

Part of an excerpt read before every Safety Impact Table community listening session

SAFETY

Safety Impact Table Leadership and Program Management

- **Co-Chair:** Dr. Teiahsha Bankhead, Ph.D., LCSW
 - Co-Executive Director, Restorative Justice for Oakland Youth (RJOY)
- **Co-Chair:** Wendy Still
 - Chief of Probation, Alameda County Department of Probation
- **Project Manager:** Jenny Linchey

Safety Impact Table Members

- Akonadi Foundation
- Alameda County District Attorney's Office
- Alameda County Family Justice Center
- Alameda County Probation Department
- Alameda County Social Services Agency
- Attitudinal Healing Connection
- Bay Area Urban Debate League
- Bay Area Women Against Rape
- Building Opportunities for Self-Sufficiency
- Californians for Safety and Justice
- Center for Employment Opportunities
- City of Oakland, Department of Human Services
- City of Oakland, Department of Race and Equity
- East Bay Community Foundation
- East Oakland Youth Development Center
- Family Violence Law Center
- First 5 Alameda County
- Home of Chicken and Waffles
- Kaiser Permanente
- Make Oakland Better Now
- MISSSEY
- Oakland City Council
- Oakland Fund for Children and Youth
- Oakland Housing Authority
- Oakland Metropolitan Chamber of Commerce
- Oakland Natives Gives Back
- Oakland Police Department
- Oakland Unified School District
- Oakland Unite
- Oakland Workforce Development Board
- Office of Supervisor Keith Carson
- Office of Supervisor Nate Miley
- Peralta Community College District
- Restorative Justice for Oakland Youth
- Roots Community Health Center
- The Greenlining Institute
- Unity Council
- Worship, Outreach, Revelation, Demonstration
- Youth Alive!

Safety Impact Table Indicators

ESTABLISHED SAFETY INDICATORS

SAFETY

Families live in safe, vibrant communities

- Violent crime rate (e.g., shootings, homicides, robberies)
- Recidivism rate*
- Juvenile arrest rate*
- Juvenile incarceration rate*

SIT CHOSEN INDICATORS

SAFETY IMPACT TABLE

Families live in safe, vibrant communities

- **Violent Crime**
 - Homicides (OPD)
 - Shootings (OPD)
 - Robberies (OPD)
- **Recidivism rate***
- **Community perceptions of safety***

* We still need to identify a method for collecting data on recidivism and community perceptions of safety. We submitted a question regarding perceptions of neighborhood safety to the California Health Kids Survey during the 2017-2018 school year, but our request was denied.

Safety IT's Community Engagement Process

- From November 2017 through February 2018, the Safety Impact Table held a series of **community listening sessions** in East Oakland. Safety Impact Table members wanted to hear directly from community members about their **concerns, priorities, and proposed solutions** related to community violence. Information gathered during this community engagement process will directly inform action items of the Safety Impact Table.
- Community members who participated in listening sessions responded to the following 3 questions:
 1. Why do you think violence impacts some areas of Oakland more than others?
 2. What are positive alternatives (these may exist already or they may not) that might prevent people from participating in violence?
 3. If you were in power, what programs or policies would you implement to increase safety in your neighborhood?

Safety IT's Community Engagement Process

Schedule of Safety Impact Table Community Listening Sessions

Date	Time	Location	Population
November 30 th	3:00pm – 5:00pm	Castlemont High School	High school youth
January 25 th	3:00pm – 5:00pm	East Oakland PRIDE	All community members
February 6 th	9:30am – 10:30am	East Oakland PRIDE	5 th grade students
February 8 th	5:30pm – 7:30pm	Elmhurst Community Prep & Alliance Academy	All community members
February 21 st	4:00pm – 5:30pm	Camp Sweeney	Youth in juvenile detention
February 28 th	3:30pm – 5:30pm	East Oakland Boys & Girls Club	All community members
March 5 th week*	Afternoon*	CURYJ	Boys and men of color

* Planning for the Boys and Men of Color circle is in progress and will take place the week of March 5 in 2018 at an appointed afternoon time.

Safety IT's Community Engagement Process



Community listening circle at Castlemont High School on November 30th, 2017

Safety IT's Community Engagement Process

- The Safety Impact Table also held two meetings with community school managers (CSMs) in East and West Oakland
- CSMs were asked to respond to the following questions:
 - What are the greatest strengths of students at your school and their families?
 - What are the biggest challenges facing your students and their families?
 - What are a few short- and long-term things we could do to improve safety in the West Oakland community?

Date	Time	Location	Population
November 28 th	11:00am – 12:00pm	Elmhurst Community Prep & Alliance Academy	East Oakland community school managers
January 30 th	2:30pm – 3:30pm	West Oakland Middle School	West Oakland community school managers

Safety IT's Community Engagement Process

- Preliminary suggestions for Safety IT action items based on community feedback:
 - Increase community access to **mental health care services and restorative practices** to address trauma and stress
 - Eliminate **out-of-school suspensions** in OUSD
 - Establish ongoing opportunities for **police officers to engage with community members in a positive way**
 - Establish opportunities for **neighbors to engage with each other** in a positive way
 - Create **safer routes** for students who walk to and from school
 - Support **newcomer youth** (recent emigrants from Central America) who are targeted by local gangs
 - Reduce access to **illegal guns**
 - Offer more **extracurricular and payed employment opportunities** for at-risk youth, particularly during summer months

Additional Accomplishments of the SIT To Date

- On January 24th, the Safety Impact Table convened a meeting of representatives from 10 City departments and agencies to discuss a City internship program for individuals at risk of participation in gun violence. Representatives from Building Opportunities for Self-Sufficiency (BOSS) presented on the opportunity for City staff members to employ individuals referred from Oakland Unite (OU) in 4-8 week internships paid for by Measure Z funding. City internships would expose OU participants to civic employment opportunities, help participants develop concrete employment skills, and foster relationships between participants and City staff members who can provide career mentorship and connections to future employment. At least 5 City departments expressed strong interest in hosting OU participants through this program and are working with BOSS to begin the internship process.



Additional Accomplishments of the SIT To Date

The Safety Impact Table is also working with the City's Director of Parks and Recreation and the Oakland Parks and Recreation Foundation to organize a community-led renovation of Holly Mini Park. Holly Mini Park is located in an East Oakland near 98th Avenue and International Blvd. Although nearly 1,500 children in kindergarten through 5th grade live within a 0.5-mile radius of the park, it rarely used for play due to frequent illegal activity. We believe that restoring Holly Mini Park in partnership with the community will increase feelings of safety and community cohesion that can be replicated through park remodels across Oakland. This work is also being supported by a PwC modeling exercise that will look at the impact of park renovations on community feelings of safety and neighborhood cohesion.



An Eye Towards Safety in 2018

- In 2018, the Safety Impact Table will identify and advance 3-4 action items related to increasing safety in East and West Oakland
 - **March 2018:** Identify 3-4 action items that the Safety Impact Table will address based on results from community listening sessions.
 - **April 2018:** Establish one working group for each action item. Each working group will be comprised of Safety Impact Table members and additional City, County, and nonprofit leaders whose work relates to the chosen action item. Two Safety Impact Table members will serve as co-chairs for each working group.
 - **May - June 2018:** Working groups will identify specific strategies to achieve their respective action items. Each strategy will enumerate process and outcome objectives, responsible parties, and indicators chosen to measure success. Each strategy will also identify ways to partner with other impact tables when possible.
 - **July - December 2018:** Working groups will advance strategies to achieve their stated action items. Working groups will report on their progress and measurement indicators at monthly Safety Impact Table meetings.