F4ICA Community Advisors
Dashboard Across All Regions and Statewide

Fund FOR AN **Inclusive California**
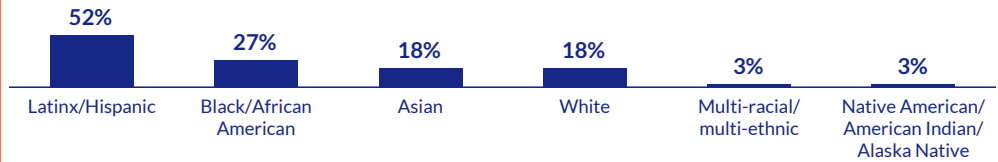A Project of Common Counsel Foundation

This dashboard shares information gathered from a survey conducted with F4ICA Community Advisors between January and March of 2022. The Community Advisors that participated in the survey are listed below. The data included in this dashboard aggregates the responses of the Community Advisors that participated in the survey.
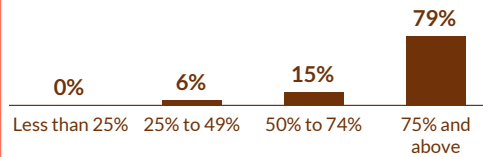
Community Advisors

ACCE Institute

ACCE Institute, Contra Costa

ACCE Institute, Los Angeles

ACLU Southern California

Alliance for Community Transit - LA

California Rural Legal Assistance, Inc.

Catholic Charities of the Diocese of Stockton

Causa Justa :: Just Cause

Community Power Collective

Congregations Organized for Prophetic Change

East Bay Alliance for a Sustainable Economy

Eastside Arts Alliance

Faith in Action Bay Area

Faith in the Valley

Filipino Advocates for Justice

Glad Tidings Community Development Corporation

Housing Now!

Inland Congregations United for Change

Koreatown Immigrant Workers Alliance

Innercity Struggle

LA Voice

Leadership Council for Justice and Accountability

Little Tokyo Service Center CDC

North Bay Organizing Project

PICO California

Power California

Public Counsel

Pueblo Unido CDC

Regional Tenant Organizing Network

Right to the City Alliance for Homes for All California

Social Justice Learning Institute

Starting Over, Inc.

Strategic Actions for a Just Economy

Tenants Together

Time for Change Foundation

Training Occupational Development Educating Communities

Organizational Demographics
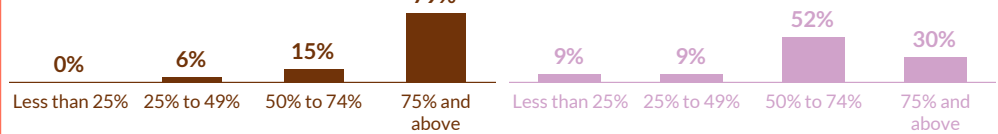
Racial Identity of ED/CEO/President*

52%	27%	18%	18%	3%	3%
Latinx/Hispanic	Black/African American	Asian	White	Multi-racial/ multi-ethnic	Native American/ American Indian/ Alaska Native

People of Color in Senior Leadership

0%	6%	15%	79%
Less than 25%	25% to 49%	50% to 74%	75% and above

Female or Transgender Female in Senior Leadership

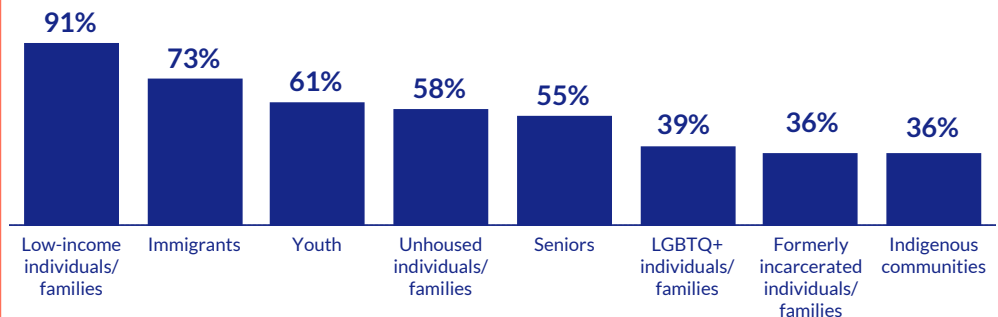|			
9%	9%	52%	30%
Less than 25%	25% to 49%	50% to 74%	75% and above

*Racial identity does not total 100% because respondents were able to identify with multiple identities.

Executive leaders and senior teams reflect the racial and ethnic identity of the communities most impacted by housing injustice across the state.

- The vast majority of ED/CEO/Presidents identified as a person of color with 52% identifying as Latinx/Hispanic, 27% as Black/African American, and 18% as Asian.
- Over three-quarters (79%) of Community Advisors reported that at least 75% of their senior leadership staff identify as people of color.
- Nearly all Community Advisors (82%) shared that at least 50% of their senior leadership staff identify as female or transgender female.

Reach of Community Advisors

Communities Served by Community Advisors

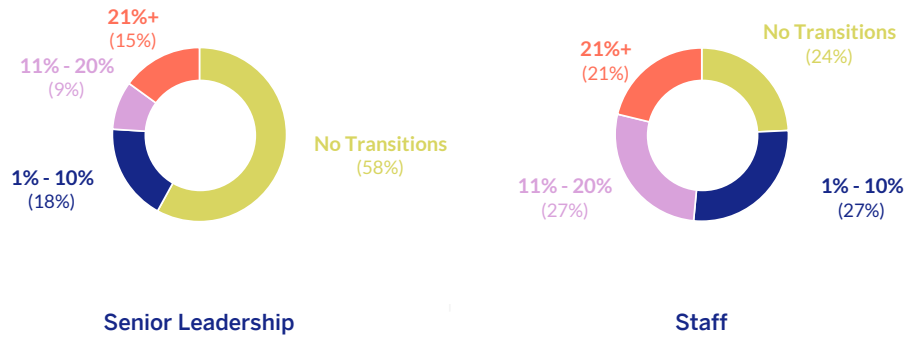|							
91%	73%	61%	58%	55%	39%	36%	36%
Low-income individuals/ families	Immigrants	Youth	Unhoused individuals/ families	Seniors	LGBTQ+ individuals/ families	Formerly incarcerated individuals/ families	Indigenous communities

Community Advisors serve a wide range of communities that are the most vulnerable to unjust housing practices and policies.

- Most Community Advisors reported they serve low-income residents (91%) and immigrants (73%).
- Over half of Community Advisors reported serving youth, unhoused families and individuals, and seniors.

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Organizational Transitions

Transitions Across Different Levels of the Organizations

Senior Leadership

- 21%+ (15%)
- 11% - 20% (9%)
- 1% - 10% (18%)
- No Transitions (58%)

Staff

- No Transitions (24%)
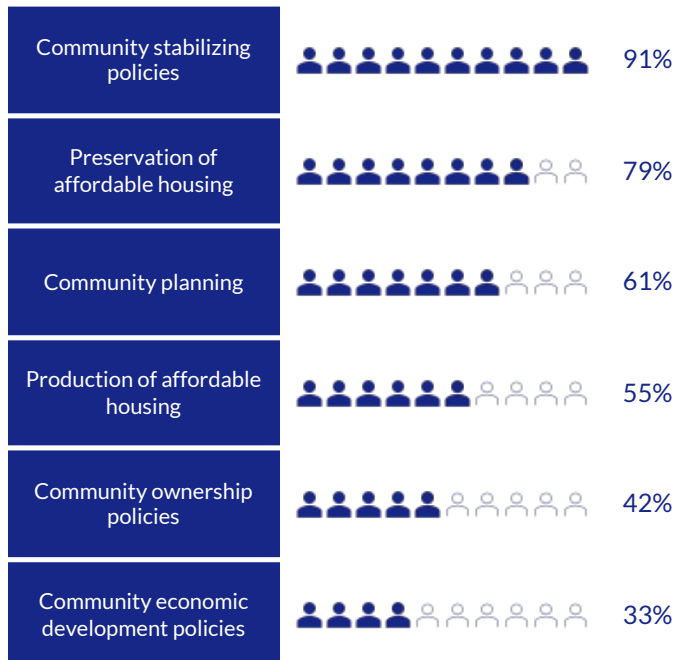- 21%+ (21%)
- 11% - 20% (27%)
- 1% - 10% (27%)

Community Advisors reported less transitions at the senior level compared to staff transitions.

- Over half of Community Advisors (58%) shared that they did not experience any transitions among their senior leadership teams in the last year.
- Transitions at the staff level varied with 24% reporting they experienced no transitions, 27% reported 1% - 10% or 11% - 20%, and 21% reported having 21% or more turn over at the staff level.

Impact of Transitions on Organizations

"Remaining staff have felt stretched to hold those spaces while we hire. Hiring has been difficult due to [the] low wages our positions offer. [Staff transitions] also [have an] impact of staff morale."

"Although our transition is low, it has a huge impact involving recruiting and training due to our unique programs in the area of infrastructure and affordable housing. Our success is based on establishing trusting relationships with the community. Transitions impact the building trust process."

-Community Advisors

Strategies for Systemic & Transformative Change*

*Data gathered from 2022 F4ICA database.

Community Driven Policies

Policy	Percentage
Community stabilizing policies	91%
Preservation of affordable housing	79%
Community planning	61%
Production of affordable housing	55%
Community ownership policies	42%
Community economic development policies	33%

The top three community driven policies that Community Advisors focus on are (1) community stabilizing, (2) preservation of affordable housing, and (3) community planning.

Organizing Component Strategies

Strategy	Percentage
Leadership development	85%
Policy advocacy	85%
Base building	61%
Coalition building	48%
Integrated voter engagement	24%
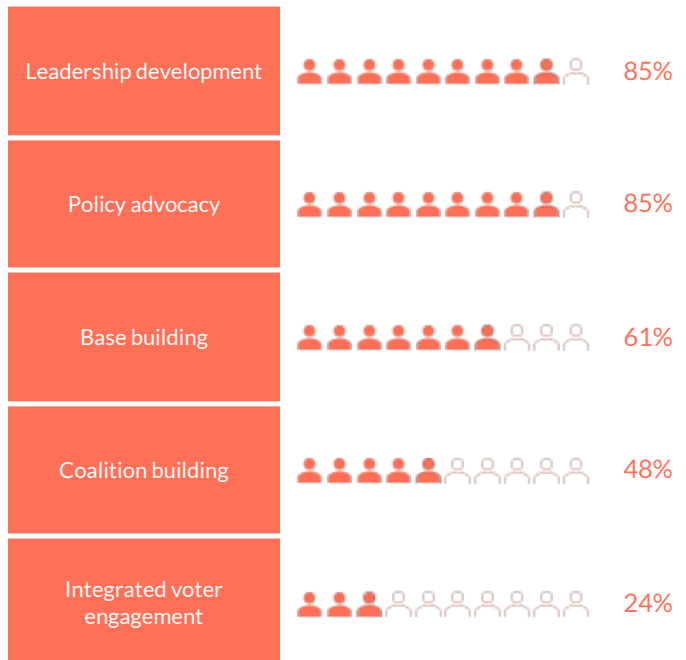
Leadership development, policy advocacy, and base building are the most common organizing strategies used by Community Advisors to produce systemic and transformative change across the state.
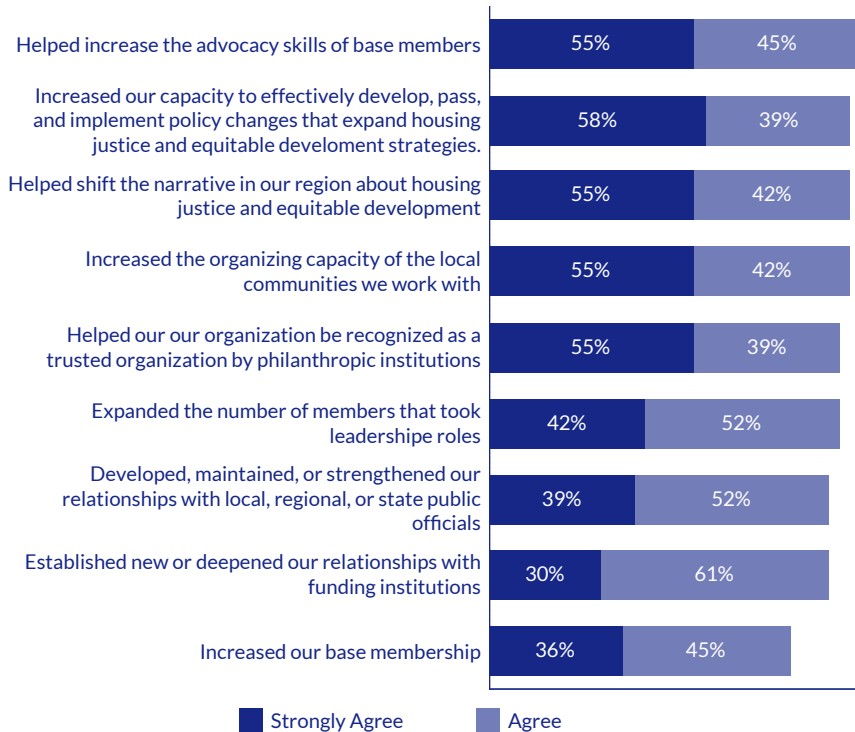
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Impact of F4ICA Funding and Support

Community Advisors who Strongly Agree or Agree

	Strongly Agree	Agree
Helped increase the advocacy skills of base members	55%	45%
Increased our capacity to effectively develop, pass, and implement policy changes that expand housing justice and equitable develoment strategies.	58%	39%
Helped shift the narrative in our region about housing justice and equitable development	55%	42%
Increased the organizing capacity of the local communities we work with	55%	42%
Helped our our organization be recognized as a trusted organization by philanthropic institutions	55%	39%
Expanded the number of members that took leadershipe roles	42%	52%
Developed, maintained, or strengthened our relationships with local, regional, or state public officials	39%	52%
Established new or deepened our relationships with funding institutions	30%	61%
Increased our base membership	36%	45%

■ Strongly Agree   ■ Agree

F4ICA Outcomes

| Strengthen organizational capacity
Strengthen the organizational capacity of core base-building organizations, coalitions and alliances working to advance and implement community-driven solutions.

| Grow a bigger "we"
Grow the "we" of the housing justice movement by supporting organizing groups with an intersectional approach as well as emerging organizing efforts.

| Strengthen organizing infrastructure
Strengthen the organizing infrastructure across California by facilitating collaboration in and across regions and issue areas, and by supporting local organizations to play a more active role in state-level advocacy and civic engagement efforts.

| Elevate a vision of community-driven development
Elevate the vision of community-driven develop -ment, one in which low-income communities and communities of color are empowered to shape what sustainable development looks like in their local neighborhoods.

| Model equity-driven practices
Model equity-driven collaborative philanthropic practices that are rooted in racial and economic justice by creating a learning community to catalyze increased philanthropic funding for power-building organizations.

Funding from the F4ICA has helped Community Advisors maximize their housing justice efforts across the state.

- All Community Advisors agreed that the funding has increased the advocacy skills of base members.
- Community Advisors reported that the funding and support received from the F4ICA has been the least helpful in increasing their base membership.

Contributions of the F4ICA

"F4ICA plays a key role in our ecosystem because it convenes partners regionally and statewide for cross-movement conversations and understands that for our collective work to move forward effectively, support is needed for individual organizations and for shared coalition work. We greatly appreciate that the F4ICA trusts all the partners to prioritize base-building and systems change."

"The multi-year support allowed us to have the confidence to hire additional staff. The additional organizing staff capacity allowed us to increase our ability to build deeper and wider leadership base in multiple districts and cities, as well as grow our collective power to push campaigns forward and policies."

"The partnership with F4ICA has assisted us not only to leverage additional financial resources to do our organizing and power building work but is has also created a space of partners that all work together for a similar vision. It is very difficult to secure funding for community organizing and power building work, F4ICA's financial support has been very important for us to continue with our mission and vision."

-Community Advisors

Total Grantmaking

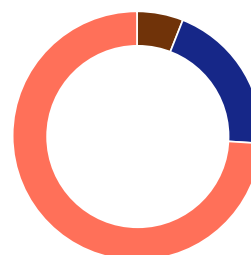| $10.2M	50	74%
In grants	Community Advisors & Grantees	Core Support

6% Rapid Response Grants
To support projects that respond to and/or quickly anticipate and acute and timely political moment

74% Core Support
Multi-year core operating support grants to strengthen the capacity of core organizations, coalitions and alliances

20% Capacity Building
To strengthen regional infrastructure

Prepared by Community Centered Evaluation and Research