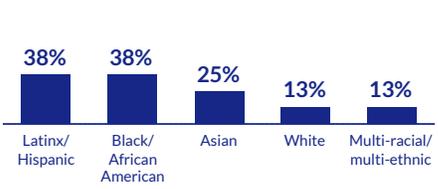
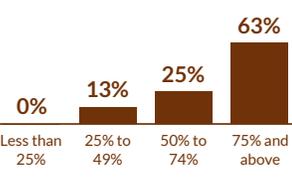
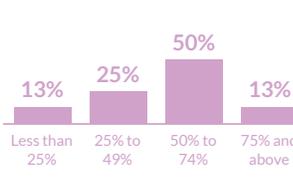
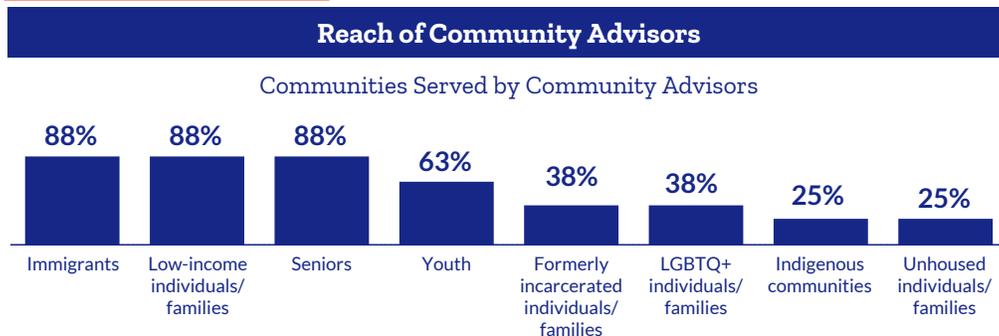


Bay Area Region Community Advisor Survey Dashboard

This dashboard shares information gathered from a survey conducted with F4ICA Community Advisors between January and March of 2022. The Bay Area 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	Organizational Demographics
ACCE Institute, Contra Costa	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;"> <p>Racial Identity of ED/CEO/President*</p>  </div> <div style="text-align: center;"> <p>People of Color in Senior Leadership</p>  </div> <div style="text-align: center;"> <p>Female or Transgender Female in Senior Leadership</p>  </div> </div> <p>*Racial identity does not total 100% because respondents were able to identify with multiple identities.</p> <div style="background-color: #d9ead3; padding: 5px;"> <p>Executive leaders and senior teams reflect the racial and ethnic identity of the communities most impacted by housing injustice in the Bay Area region.</p> <ul style="list-style-type: none"> • The vast majority of ED/CEO/Presidents identified as a person of color. • Nearly two-thirds (63%) of Community Advisors reported that at least 75% of their senior leadership staff identify as people of color. • A large proportion (63%) of Community Advisors shared that at least 50% of their senior leadership staff identify as female or transgender female. </div>
Causa Justa :: Just Cause	
East Bay Alliance for a Sustainable Economy	
Eastside Arts Alliance	
Faith in Action Bay Area	
Filipino Advocates for Justice	
Glad Tidings Community Development Corporation	
North Bay Organizing Project	
Regional Tenant Organizing Network	



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

- Nearly all Community Advisors in the Bay Area region reported serving immigrants, low-income individuals and families, and seniors.
- Slightly less than two-thirds of Community Advisors also serve youth in their communities.



Impact of Transitions on Organizations

"An issue [that our organization] has is that many staff and leadership have had to move out of Oakland due to lack of affordability. Our work demands that we engage with our local community. Having staff live in faraway places – Antioch, Stockton, Vallejo – makes this work very hard."

"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 on staff morale."

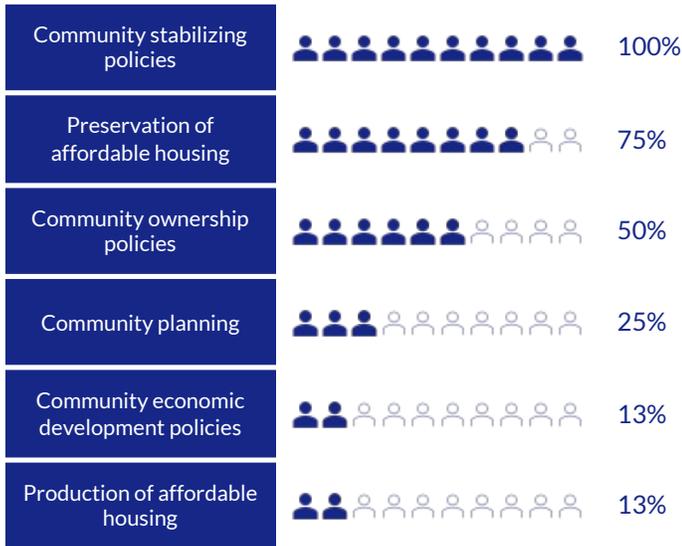
-Community Advisors

Bay Area Region Community Advisor Survey Dashboard

Strategies for Systemic & Transformative Change*

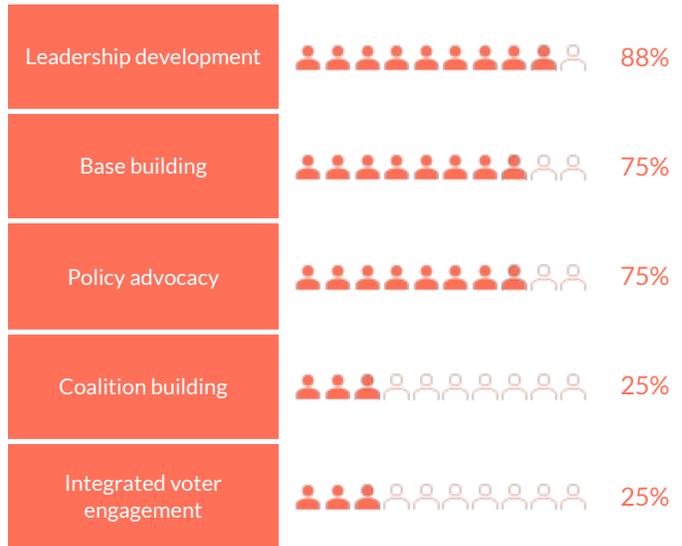
*Data gathered from 2022 F4ICA database.

Community Driven Policies



The top three community driven policies that Community Advisors in the Bay Area region focus on are (1) community stabilizing, (2) preservation of affordable housing, and (3) community ownership.

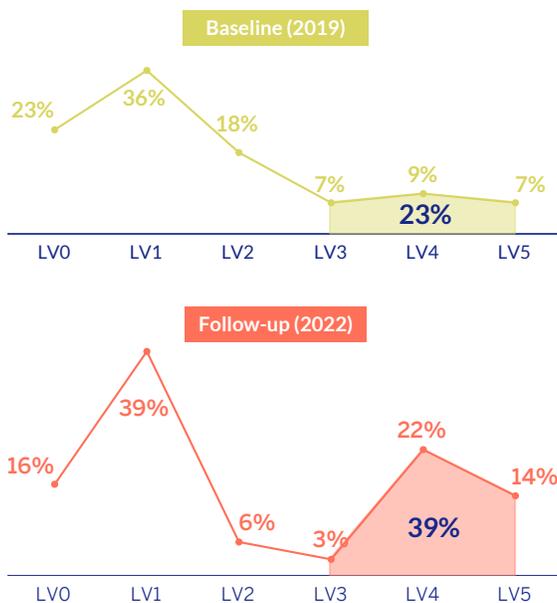
Organizing Component Strategies



Leadership development, base building, and policy advocacy are the most common organizing strategies used by Bay Area Community Advisors to produce systemic and transformative change in the region.

Partnerships Among Community Advisors

Social Network Analysis*



Social Network Analysis Scale Defined

- Level 0: No Interaction**
Not aware of organization or formally/informally involved
- Level 1: Networking**
Aware of the organization; loosely define roles; little communication; all decisions made independently
- Level 2: Cooperation**
Share information; somewhat defined roles; formal communication; all decisions made independently
- Level 3: Coordination**
Share ideas; share resources; frequent and prioritized communication; all members have a say in the decision-making process
- Level 4: Coordination**
Share ideas and resources; frequent and prioritized communication
- Level 5: Collaboration**
Members belong to one system; frequent communication characterized by mutual trust; consensus reached on all decisions

Impact of the Partnerships Developed

"F4ICA has provided resources to strengthen as a network [and] has allowed the network to hire its first staff member and also secure grant funding from other [institutions]."

"[F4ICA has increased] our abilities to leverage resources and to not work in silo but in collaboration."

-Community Advisors

*The Levels of Collaboration Scale was developed by Frey, B. B., Lohmeier, J. H., Lee, S. W., Tollefson, N. and Johanning, M. L. (2004). Measuring change in collaboration among school safety partners. *Persistently Safe Schools: Proceedings of the National Conference of the Hamilton Fish Institute on School and Community Violence*, George Washington University, Washington, DC.

While Bay Area Community Advisors have increased their interactions and connections, over half continue to have limited interactions with each other.

- Community Advisors' interactions at the coalition, coordination, and cooperation levels (levels 3-5) increased from 23% in 2019 to 39% in 2022.

Bay Area Region

Community Advisor Survey Dashboard



Impact of F4ICA Funding and Support

Community Advisors who Strongly Agree or Agree



REGIONAL PRIORITIES*

- Strengthen the organizing infrastructure of core organizations in urban regions to stabilize communities, build upon, implement, and protect local progressive housing justice policies.
- Increased organizing capacity in targeted regions outside of urban core, where there are organizing efforts and the potential to advance local housing justice policies.
- Strengthen regional collaboration to build a stronger regional housing justice footprint driven by community-needs.
- Establish a shared communications framework that advances housing as a human right and reclaims the Bay Area's identity of being a welcoming/diverse region and a place where low-income communities and communities of color "belong."

*Regional priorities were co-designed with Bay Area Community Advisors in 2018.

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

- All Community Advisors reported the F4ICA funding helped increase the advocacy skills of base members, increased the organizing capacity of local communities they work with, helped shift the narrative in the region, and expanded the number of members that took on leadership roles.

Contributions of the F4ICA

"The unique role F4ICA plays in housing justice is its understanding and focus on the critical need for long term investment in organizations that work directly with frontline communities to build tenant power to make housing justice real. It is rare in housing justice and equitable development to have funders who are able to understand that a just vision for housing in the Bay Area is impossible without well organized tenants particularly low-income communities and communities of color."

"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."

-Community Advisors

Total Grantmaking

\$2.14M

In grants

8

Community Advisors

21%

Total Grantmaking

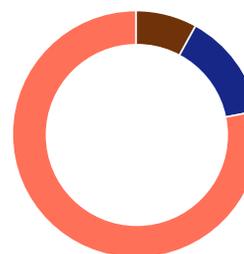
8% Rapid Response Grants

To support projects that respond to and/or quickly anticipate and acute and timely political moment

14% Capacity Building

To strengthen regional infrastructure

78% Core Support
Multi-year core operating support grants to strengthen the capacity of core organizations, coalitions and alliances



Prepared by Community Centered Evaluation and Research