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Agency Name: Building Opportunities for Self-Sufficiency (BOSS)

Strategy Area: Violence Incident Crisis Response

Activity: Violence Interruption

Program Description: Building Opportunities for Self-Sufficiency (BOSS) will reduce, intervene, and respond to gun and retaliatory violence. through 1) rapid outreach and stabilization support within an hour of receiving the referral, 2) conflict mediation, and 3) referral to services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$600,000 | \$240,000 | \$240,000 | \$0 | \$240,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of individuals referred for at least one service | 20 | 187 | 935% |
| # of shooting or homicide scenes responded to within 1 hour of notification | 40 | 75 | 188% |
| # of conflict mediations | 24 | 68 | 283% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency Violence Interrupter (VI) staff engaged in heavy outreach efforts, including partnering with Council Member Treva Reid during several Community Safety Task Force Day of Action events along the International corridor in deep East Oakland as well with Alameda County Supervisor Keith Carson for a Reentry Resource Fair.
- Agency is excited to be part of the collaboration within the Violence Interruption agency network.
- Agency can support Spanish speaking families impacted by gun violence because they have a Spanish speaking Violence Interrupter.

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Challenges:

- Due to training and an infrastructure, agency did not experience any significant barriers with the exception of replacing one of the VIs due to capacity concerns.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: After responding to an Executive Notification alert the Agency Director met a mother whose son was the victim of a tragic shooting. The agency was able to financially support the mother and now she is an employee with the organization working full-time. Her son was released after months of hospice and is the agency currently working with him to provide additional resources.

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Agency Name: Community & Youth Outreach (CYO)

Strategy Area: Violence Incident Crisis Response

Activity: Violence Interrupters

Program Description: Community & Youth Outreach (CYO) will provide immediate outreach, assessment, and support to 70 Oakland residents affected by violence in Oakland. The Violence Interruption sub-strategy aims to reduce, intervene, and respond to gun and retaliatory violence

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$400,000 | \$200,000 | \$159,979.14 | \$0 | \$159,979.14 | 80% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of shooting or homicide scenes responded to within 1 hour of notification | 30 | 4 | 13% |
| # of conflict mediations | 20 | 1 | 5% |
| # of individuals referred for at least one service | 15 | 12 | 80% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency will send Program Officer a monthly progress report with updated deliverables to track improvement.

Benchmark Comments: Deliverables appear to be low but that is due to the Triangle Incident Response schedule. Agency is scheduled to respond to shootings and homicides on the nights of the week when homicides and shootings are low.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

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- Agency has developed a team of experienced Violence Interrupters (VIs), along with freshly new Violence Interrupters that are street qualified and credible. The agency got a late start due to the vetting process, however, once they gained access to all the reporting notifications they were prepared to immediately assist.

Challenges:

- Agency experienced a few significant barriers at the beginning of the contract year including not receiving Executive Notifications or Signal alerts. In addition, delays in the vetting of new Violence Interrupters created a delay in the deployment to homicide and shooting scenes.
- Agency encounter challenges with hiring female-identified Violence Interrupters. However, the agency was able to hire two female-identified Violence Interrupters, which added gender diversity to the VI team.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: Agency worked with a participant that required a relocation process. The participant was an affiliated young man who was shot several years ago by the opposition. He was referred by a partner program and began working with a Case Manager. The Case Manager and the participant had a great bond; however, they did not see eye to eye regarding relocation. The participant felt safe and secure 100 miles away, but the Case Manager felt like the participant would be in imminent danger that close. The Case Manager was able to initiate a safe, secure relocation that was fully funded a couple of states over. The participant is doing a fantastic job managing and maintaining his new residence, is employed, and is very grateful for the support of the agency. The agency is confident that this process was effective in helping to reduce retaliation.

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Agency Name: Communities United for Restorative Youth Justice (CURYJ)

Strategy Area: Violence Incident Crisis Response

Activity: Violence Interruption

Program Description: Communities United for Restorative Youth Justice (CURYJ) will provide immediate outreach, assessment, and support to 60 Oakland residents affected by violence in Oakland. The Violence Interruption sub-strategy aims to reduce, intervene, and respond to gun and retaliatory violence.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$120,000 | \$119,985.34 | \$0 | \$119,685.34 | 99.7% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of shooting or homicide scenes responded to within 1 hour of notification | 30 | 23 | 77% |
| # of individuals referred for at least one service | 15 | 15 | 100% |
| # of conflict mediations | 20 | 21 | 105% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

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- Agency has strong relationships in the community as well as staff from the community that allows them to build immediate trust and identify and address the needs of those they serve.
- Agency hired two additional Violence Interrupters (VIs) and moved all services to a centralized location in Central East Oakland that allows participants to access multiple supports at one location.
- Community VIs are able to provide support to the School Site Violence Intervention and Prevention (VIP) Team at Fremont High School.

Challenges:

- Agency reports some challenges with entering data that accurately captures the work. With the new DVP data management system this issue should be resolved in the coming quarters.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: VIs were able to follow up with past shooting victims needing support. Through leveraging the resources of the Neighborhood & Community Team strategy, they were able to help participant J. J was shot and the injury left him paralyzed. He has two kids, a son and a daughter, and because of his injury he could not work. This has also been very hard on his mom because she is his full-time caretaker. The agency was able to help with groceries, love, and support.

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Agency Name: TRYBE Inc.

Strategy Area: Violence Incident Crisis Response

Activity: Violence Interrupters

Program Description: TRYBE will provide immediate outreach, assessment, and support to 60 Oakland residents affected by violence in Oakland. The Violence Interruption sub-strategy aims to reduce, intervene, and respond to gun and retaliatory violence.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$150,000 | \$150,000 | \$0 | \$150,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of shooting or homicide scenes responded to within 1 hour of notification | 30 | 23 | 77% |
| # of conflict mediations | 20 | 29 | 145% |
| # of individuals referred for at least one service | 15 | 33 | 220% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

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Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency reports that Violence Interrupters (VIs) are consistently outreaching and getting deeper into areas as needed. TRYBE VIs have been called upon for assistance at local schools, commercial corridors, public spaces, neighborhoods, and individual households.
- Agency is building stronger partnerships both within the DVP city network and locally within the San Antonio/Eastlake area.

Challenges:

- The high level of violence experienced by the San Antonio/Eastlake area in the first quarter combined with the high rates of human trafficking and the growth of homeless encampments.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: VIs have begun to mentor young teenagers at risk of group/network influence. The youth had begun to wear colors, put out claims on social media, and start hanging out in areas concentrated with group/network activity where guns and fights are a regular occurrence. VIs hang-out with the youth at least five hours each week, doing hands-on projects such as landscaping, painting, carpentry, beautification, and fixing motorbikes. Youth get paid stipends for the hours they complete, and the funds not only keep them off the streets but also help their families. Young J, after his brother-in-law's best friend got shot in Richmond due to claiming the wrong color, said he would stop wearing the colors after his mom's pleading. VIs were able to reinforce the message of love and concern from the mother and share real knowledge and past experience on how people evolve and grow, and one day more valuable things such as family, children, and purpose are better than the benefits of being a part of a crew. One night, when his crew was out stealing vehicles, he was with his mentor at a school event, and he was able to go home that night safe to his mom rather than in the back of a police vehicle. This sort of outreach and engagement is key to reducing and even eliminating the violence and shootings in neighborhoods. The agency believes the outreach and engagement part of the VI work is critically important.

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Agency Name: Youth ALIVE!

Strategy Area: Violence Incident Crisis Response

Activity: Violence Interruption

Program Description: Youth ALIVE! will reduce, intervene, and respond to gun and retaliatory violence through 1) rapid outreach and stabilization support within an hour of receiving the referral, 2) conflict mediation, and 3) referral to services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$600,000 | \$300,000.00 | \$296,722.95 | \$0 | \$296,722.95 | 99% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of individuals referred for at least one service | 20 | 81 | 405% |
| # of shooting homicide scenes responded to within 1 hour of notification | 40 | 106 | 265% |
| # of conflict mediations | 24 | 103 | 429% |

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Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency is fully staffed.
- Violence Interrupters (VIs) successfully made referrals for bedside and home visit participants into supportive services and conducted safety assessments for each individual.
- Agency VIs participated in a total of 103 mediations over the first two quarters and the majority were either “resolved” or “temporarily resolved”.

Challenges:

- Agency reports some challenges with entering data that accurately captures the work. With the new DVP data management system this issue should be resolved in the coming quarters.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Youth ALIVE!

Strategy Area: Violence Incident Crisis Response

Activity: Hospital-Based Intervention

Program Description: Youth ALIVE! will provide 1) rapid outreach and stabilization support for 150 gunshot victims, stabbing victims, and/or victims who are treated at the hospital for a violent assault within 24-48 hours of receiving the referral by local hospitals, and 2) case management for 70 victims.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$375,000 | \$187,500 | \$173,082.91 | \$0 | \$173,082.91 | 92% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---------------------------------------|------|----------|-------------------------|
| Outreach to violently injured clients | 75 | 170 | 227% |
| # of case managed clients | 35 | 84 | 240% |

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| | | | |
|----------------------------|-----|-----|------|
| # of case management hours | 510 | 720 | 141% |
|----------------------------|-----|-----|------|

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency staff provided intensive outreach to participants who were violently injured and being treated at Highland or Children's Hospital.
- The Caught in the Crossfire team has been diligent, resourceful, and creative in identifying affordable housing. The need has continued to increase and the team is dedicated to meeting their client's needs.

Challenges:

- Agency reports some challenges with entering data that accurately captures the work. With the new DVP data management system this issue should be resolved in the coming quarters.
- Agency is facing some challenges in receiving accurate patient information so agency can follow up on referrals. Agency has been in conversations with both Children's Hospital Oakland and the Alameda Healthcare System about how to communicate more efficiently and hopes to see this resolved in the coming quarters.
- Housing has continued to be a hindrance for the agency when trying to support participants in general, especially participants who have been recently victimized. Often, the participants need special accommodations due to their injuries, such as apartment buildings with evaluators, ones that allow service animals and alarm/security systems.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Youth ALIVE!

Strategy Area: Violence Incident Crisis Response

Activity: Family Support

Program Description: Youth ALIVE! will address the immediate needs of 100 families and loved ones following a homicide.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$275,000 | \$137,500 | \$122,066.64 | \$0 | \$122,066.64 | 89% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|-------------------|------|----------|-------------------------|
| # of case managed | 50 | 152 | 304% |

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|-------------------------------------|-----|-----|------|
| # of case management hours | 400 | 642 | 161% |
| # of peer support/counseling groups | 5 | 7 | 140% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- The agency continues to reach out to the family/next of kin contact received after a homicide occurs in Oakland.
- Agency staff continues to leverage strong relationships with community partners including Asian Health Services and Urban Peace Movement.

Challenges:

- Agency reports some challenges with entering data that accurately captures the work. With the new DVP data management system this issue should be resolved in the coming quarters.
- The Coroner's Office experienced significant delays preventing the timely release of loved ones to families. These delays meant some families experienced additional grief as they were not able to bury their loved ones in accordance with their religious beliefs, feeling helpless in being able to honor their lost loved one, and prolonging some of the much-needed closure they desired.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Youth ALIVE!

Strategy Area: Violence Incident Crisis Response

Activity: Emergency Temporary Relocation

Program Description: Youth ALIVE! will provide emergency temporary relocation services that will support individuals/families following a shooting or homicide to transition into a safer temporary location until the immediate danger is abated or until a long-term plan has been established.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$265,000 | \$132,500 | \$88,472.49 | \$0 | \$88,472.49 | 67% |

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Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|-------------------------|------|----------|-------------------------|
| # of relocation clients | 33 | 30 | 91% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency successfully helped five clients with emergency hotel stays to prevent retaliatory gun violence.
- Agency has continued to provide financial assistance to clients needing temporary housing.
- The Intervention Director and Relocation Coordinator have focused on restructuring internal systems to improve the relocation process. This included establishing a bi-weekly Relocation Committee meeting to discuss referrals, trends, and challenges, and to enhance communication across organizations. The agency also implemented a new referral form.

Challenges:

- The reduction in staff for this program may have a negative impact.
- The high volume of relocation referrals for clients living in Section 8 Housing was a due to the stringent protocols set forth by the different Housing Authorities.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Community Works West (CWW)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Diversion

Program Description: Community Works West (CWW) diverts Oakland youth from criminal prosecution using restorative justice processes. Youth referred to the Restorative Case Conferencing (RCC) program will receive one-on-one case management from the conference coordinator to prepare for the RCC, develop a restorative plan, and successfully complete the plan as an alternative to prosecution, probation, and incarceration.

Table 1. Payment History

| Total Contract Amount | Payment History July-December 2022 (2 Quarters) |
|------------------------------|--|
|------------------------------|--|

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| (4 Quarters) | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
|--------------|-------------------|-----------------|-----------------|-------------|---------------------------|
| \$200,000 | \$80,000 | \$76,071.40 | \$0 | \$76,071.40 | 95% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--------------------------------------|------|----------|-------------------------|
| # of participants enrolled | 15 | 4 | 27% |
| # of case management hours | 300 | 50 | 17% |
| # of restorative justice conferences | 15 | 3 | 20% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency should show an increase in participant enrollment in quarters 3 and 4, detailing progress made in enrolling and retaining probation clients.
- Agency will send Program Officer a monthly progress report with updated deliverables to track improvement.

Benchmark Comments: Grantee has been significantly below the benchmark goals for the last two years. Agency has struggled to enroll and retain sufficient participants. In consultation with the program officer, agency agreed to submit a scope modification. Agency has also trained staff on appropriate data entry of case management hours. Funds may be withheld for agency not meeting benchmarks, and staff will continue to work with the agency to refine the program model and practices.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency held their first in person RCC conference since the pandemic began.
- Agency is reconnecting with system partners (e.g. life coaching agencies, District Attorney’s office) to increase the number referral streams
- Agency hired six new employees
- Agency plans to hire a mental health clinician for youth participants

Challenges:

- Obtaining referrals from the Oakland Police Department (OPD) and the District Attorney’s Office has been a struggle the last few years. Agency has made efforts to improve communication with OPD and the DAs office.
- Agency has many new staff that needed to be trained up.
- There have been two cases where OPD deferred a case and sent a referral to the agency but the District Attorney’s Office still decided to charge the youth.

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Corrective Actions: All items were found to be in compliance with the grant agreement, other than the items listed below. Corrective actions associated with findings must be completed by the date listed and will be verified by DVP staff.

| Finding | Corrective Action | Date to be Corrected By |
|--|---|-------------------------|
| Agency does not have a policy that prohibits the use of grant funds for political and religious activities | Develop a policy that prohibits the use of grant funds for political and religious activities | 6/30/23 |

Case Study: The responsible youth and her co-participants pepper sprayed and assaulted store employees who attempted to stop them from breaking into cars. The youth was one of three young girls arrested for the assault. One of the girls was a young adult who faced jail time for the incident. At the eventual conference, the coordinator facilitated a conversation around harm and impact with the youth's family members, the surrogate victim, and community stakeholders. Staff ensured consistent contact, one-on-one case management, and supported the youth through the hardest part of the process, taking accountability and ownership of the harm caused. The agency also provided guidance for the surrogate victim throughout this process in determining their role and what their needs were.

In preparing for the conference it was compelling to witness the youth's thinking through her negative self-thoughts and acknowledging her anger for being someone she did not want to be. Her relationships with her family were very destabilized and she found friendship in peers that were on the wrong path in life. Leading up to the conference she became more aware of the toxic friends she had in her life and quickly began distancing herself from those unhealthy relationships. During the conference the youth did such a great job expressing herself and owning her role in the harm that was caused by the incident. She had a sense of pride when reading her accountability letter and showed much empathy for the surrogate victim. The responsible youth was very personable and open to feedback and reflections during the conference.

Scheduling consistent meetings was always a challenge although it was important for the youth to move through the program at her own pace. There were many obstacles in her life including substance abuse, breakdown in relationships between her and family, and not knowing how to deal with the broken elements in life. She did express she wanted to be a better person and that made it easy to support this youth on how to rebuild those broken relationships. By uplifting the positive image she wanted for herself she was able to self-correct the negative self-talk and self-sabotage. Towards the end of the program her dad shared the noticeable change he saw in his daughter. She began engaging in family activities and brought her grades up. She developed new friendships with peers that had goals and dreams and they were a big contributor to growth. She was able to get her driver's license, started actively looking for employment in a field of interest, and her grades improved drastically.

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Agency Name: National Institute for Criminal Justice Reform (NICJR)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Diversion

Program Description: National Institute for Criminal Justice Reform (NICJR) diverts Oakland youth from criminal prosecution using restorative justice processes. NICJR operates the program as a post-arrest, deferment of judgement model with youth and transition age youth (TAY) participants ages 12-21 living

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in Oakland and whose case had contact with police, probation and/or the Alameda County District Attorney. Youth receive one-on-one case management, develop an individual achievement plan, and complete the plan as an alternative to prosecution, probation, and incarceration.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$80,000 | \$0 | \$80,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of clients enrolled | 13 | 14 | 108% |
| # of individual achievement plans completed | 13 | 13 | 100% |
| # of case management hours | 400 | 409 | 102% |
| # of community event sessions | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency has increased collaboration with the Oakland Unified School District (OUSD) and has started receiving referrals through them. They have also started partnerships with the Alameda County Probation Department (ACPD) and the Public Defender’s Office (historically, their sole referral source was the Oakland Police Department (OPD)).
- Agency is meeting or exceeding all deliverables.
- Agency held a Neighborhood Opportunity and Accountability Board (NOAB) conference with one youth participant. The participant was able to explain why they were referred to NOAB, what they have learned, any progress or challenges, and what their goals are while being supported by elders and other community members.

Challenges:

- Agency noted that communication between OPD and the District Attorney’s office is inconsistent. This creates a challenge where youth who are referred to the agency still get charged.

Corrective Actions: All items are in compliance with the grant agreement.

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Case Study: During a traffic stop, officers arrested T and his brother for carjacking with a firearm. T was only 11 years old at the time of the arrest. While OPD took his brother to the county juvenile detention center, the department referred T to the program.

Within a week, the Program Coordinator met with T and his mom at their home for the initial assessment. In the initial assessment, T shared that he had been surrounded by negative influences his whole life, including being exposed to robberies and carjackings by older siblings. He noted that he was still affected by the arrest and worried daily about his brother's safety. His family also expressed that the COVID-19 pandemic exacerbated T's negative behaviors and highlighted the need for more positive influences in his life.

The family met with the Program Coordinator in September 2022 to discuss the best options for T. The group determined that T could benefit from mental health services to help shift negative thinking patterns and build his sense of self-worth. Additionally, the Board recommended that an in-house Life Coach provide T with weekly support and a positive role model.

T and his mom were receptive to the recommendations and were referred to the Carl B. Metoyer Center for Family Counseling, an Oakland-based organization that specializes in intensive family counseling and restorative healing. Since being connected to the program, T has been attending school full time, his brother has safely returned home, and he is doing well.

Agency Name: Oakland Unified School District (OUSD)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Life Coaching

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Program Description: Oakland Unified School District (OUSD) coordinator places students exiting from the Juvenile Justice Transition Center (JJTC) in an OUSD educational site or other educational institution and refers eligible youth to Life Coaching (LC) services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$85,000 | \$42,500 | \$42,500 | \$0 | \$42,500 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of participants assigned to school | 130 | 140 | 108% |
| # of participants assigned to other educational institutions | 10 | 18 | 180% |
| # of case conference meetings at the Juvenile Justice Transition Center | 20 | 50 | 250% |
| # of participants referred to Life Coaching | 50 | 73 | 146% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency exceeded the majority of deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly. Agency requests an extension when needed.

Successes:

- Agency is well above the majority of benchmark deliverables.
- Agency coordinator works collaboratively with school sites and the Juvenile Justice Center (JJC) to place participants coming out of the JJC in school.
- Agency coordinator works collaborative with Life Coaching agencies to connect participants to needed LC services.

Challenges:

- Agency reports difficulties in meeting terms and conditions of school enrollment as directed in court hearings. The lag time in between hearing has made it difficult to meet their 72-hour school placement goals.

Corrective Actions: All items are in compliance with the grant agreement.

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Case Study: AM was a student at Street Academy who had previously been in custody. AM reported an assault from the previous year for which the agency coordinator supported and ensured a CPS report was made. Upon being released, the coordinator referred her to a DVP network Life Coach for on-going support. The agency coordinator is now working closely with her school to support her graduation since not being able to graduate on time was a huge personal disappointment for AM. She is set to graduate by December 2023. This will be six months additional time to complete high school instead of an entire year, however, AM is feeling motivated and more hopeful for her future.

Agency Name: East Bay Asian Youth Center (EBAYC)

Attachment B

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Life Coaching

Program Description: East Bay Asian Youth Center (EBAYC) provides life coaching services to Oakland youth ages 14-18 referred by the Juvenile Justice Transition Center (JJTC), DVP Violence Intervention and Prevention (VIP) school sites, as well as participants referred from other approved referral sources. Youth Life Coaching efforts focus on school placement, probation discharge, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$445,000 | \$196,000 | \$196,000 | \$0 | \$183,681.06 | 94% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of participants enrolled | 35 | 37 | 106% |
| # of participants with a life map created | 30 | 34 | 113% |
| # of participants referred to at least 1 service | 35 | 34 | 97% |
| # of contacts | 1200 | 1791 | 149% |
| # of case management hours | 600 | 1374 | 229% |
| # of community event sessions | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency has met or exceeded the majority of deliverables.
- Agency maintains strong relationships with external partners including schools and the Juvenile Justice Center.
- In addition to ongoing Life Coaching training, agency’s Life Coaches attended a training on the Commercial Sexual Exploitation of Children (CSEC) during the second quarter.

Challenges:

- Agency has not reported any major challenges this contract period.

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Corrective Actions: All items are in compliance with the grant agreement.

Case Study: DC was living in an unstable home environment where there were problems with parental substance addiction and incarceration. DC and his twin sisters lived in multiple group homes throughout their childhood. Due to the lack of guidance and support, DC was not attending school for two years. He was network involved and was placed on probation when he was 15 years old.

DC was referred to the agency in February 2021. A Life Coach provided regular intensive contacts and made frequent home visits to monitor his living condition. The Life Coach helped DC enroll at Skyline High School and kept track of his school attendance. In June, DC participated in the summer employment program and successfully completed his job in September. He earned over \$1,200 in wages and felt empowered that he could change his life around.

In October, DC became homeless and needed housing assistance. The Life Coach again helped DC overcome many barriers to enroll him at Life Learning Academy, a public charter high school located on Treasure Island. In addition to offering an educational program, Life Learning Academy also has an on-site, no-cost, family-style dorm where DC can live while attending classes. In October, DC was successfully dismissed from probation. DC now lives in a safe environment where he can focus on graduating from high school and obtaining a paid internship this summer. He is on track to have a successful future.

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Agency Name: Safe Passages

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Life Coaching

Program Description: Safe Passages provides life coaching services to Oakland youth ages 14-18 referred by the Juvenile Justice Transition Center (JJTC), DVP VIP school sites, as well as participants referred from other community sources. Youth Life Coaching efforts focus on school placement, probation discharge, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$275,000 | \$110,000 | \$109,549.85 | \$0 | \$109,549.85 | 99.6% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of clients enrolled | 17 | 27 | 159% |
| # of clients with a life map created | 17 | 26 | 153% |
| # of case management hours | 324 | 612 | 189% |
| # of youth referred to at least 1 service | 17 | 27 | 159% |
| # of contacts | 648 | 681 | 105% |
| # of community event sessions | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency enrollment deliverable exceeds the goal.
- Agency has partnerships at several schools including Met West, McClymonds, Coliseum College Prep Academy, Madison Park Academy, Oakland High, and Oakland Tech.
- Agency’s AmeriCorps member held a financial literacy workshop for youth participants.

Challenges:

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- The increase in violence has made it more difficult for the agency to conduct outreach in the community in a manner that feels safe for staff and youth.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: Last June, T, an incoming senior at a high school in East Oakland, joined the Safe Passages Get Active and Life Coaching Program. Early on, T expressed his passion for clothing design. When T heard about the Get Active program, he jumped on the opportunity because he wanted to create his clothing brand. Through the Get Active program, T learned the fundamentals of graphic designing as a career. In addition, he was taught how to market his brand through social media, received hands-on experience with a clothing heat presser, and how to maximize profit. After completing the Get Active Summer Program, T and his life coach developed a “Life and Career Roadmap” that planned out his goals and broke down how to accomplish each goal step-by-step.

As T started his senior year, he was excited because of everything that was about to come. First, the agency found him an internship with an Oakland chef who does food “pop-ups” throughout the Bay Area. While working with the chef, he gained hands-on experience prepping food, attending to customers, and exposure to the food industry. Then the football season was officially announced, and he was ready to have his best season yet to have an opportunity for a scholarship.

About two months into the school year, T was having difficulties with the remote school setting and started to fall behind in his schoolwork. Other issues began occurring in his personal life that impacted his mental health. He began experiencing depressive symptoms that were causing him to have anxiety, affecting his internship and motivation for football. As the life coach and T would meet, they discussed ways of acclimating to this new way of life. His music was an outlet for him to escape the difficult episodes. Slowly, his life coach saw his motivation improve with the support of his teammates and friends. He knew he was not going through this hardship alone, and this gave him the ability to keep moving forward even with the obstacle that life threw at him. The agency is proud to announce that T is on track to graduate high school this academic year and plans on attending community college next year where he will study and continue his athletic ambitions while developing his passion for fashion

Agency Name: The Mentoring Center (TMC)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Life Coaching

Program Description: The Mentoring Center (TMC) provides life coaching services to Oakland youth ages 14-18 referred by the Juvenile Justice Transition Center (JJTC), Department of Violence Prevention (DVP) Violence Intervention and Prevention (VIP) school sites, as well as participants referred from other approved referral sources. Youth Life Coaching efforts focus on school placement, probation discharge, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$275,000 | \$110,000 | \$44,060.44 | \$0 | \$44,060.44 | 40% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of participants enrolled | 17 | 3 | 18% |
| # of participants with a life map created | 17 | 1 | 6% |
| # of participants referred to at least 1 service | 17 | 3 | 18% |
| # of contacts | 648 | 118 | 18% |
| # of case management hours | 324 | 29 | 9% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency will send Program Officer a monthly progress report with updated deliverables to track improvement.

Benchmark Comments: Agency did not meet deliverables due to inability to hire a Life Coach until November 2022.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

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Successes:

- Agency is fully staffed which will impact and increase deliverables in future quarters.
- Agency has been working with five youth who were involved or witnessed the shooting of a peer.

Challenges:

- Agency did not receive their advance payment until October which affected their ability to hire a youth Life Coach. They did not hire a life coach until mid-way through Quarter 2, which impacted their enrollment deliverable.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: HR is a 15 year-old participant who was referred by staff at his school. He witnessed (and was standing right next to) his best friend when he was shot and killed. As a result, he has experienced deep trauma. Everyone who knew HR told his life coach that he would reject any kind of mental health support. His life coach went to his school several times and he either was not there or refused any help.

His life coach went to his home where his father welcomed her, and she was finally able to meet HR. He was not responsive initially and refused to talk about the incident or get any mental health assistance. Slowly, he became open to seeing his life coach and doing some activities that she arranged for him. He began to open up and at one point called his life coach and shared how much he was struggling with depression, but still rejected mental health support.

His life coach helped him get his ID from the DMV and helping him with his resume and cover letter. She also got him a gym membership and even got him gym shoes. He now goes to the gym regularly to work out his anger and frustration. As he has begun to see that he could trust his life coach, he allowed her to find mental health support for him.

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Agency Name: ABODE Services

Strategy Area: Gun/Group/Gang Violence Response

Activity: Housing Focused Case Management

Program Description: ABODE Services provides housing case management services to Oakland PATH Rousing Initiative (OPRI) Housing participants. Case managers work with up to 20-25 young adults to access 20-25 housing slots provided by the Oakland Housing Authority to life coaching participants.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$150,000.00 | \$75,000.00 | \$75,000.00 | \$0 | \$75,000.00 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|----------------------------|------|----------|-------------------------|
| Number of Clients Enrolled | 13 | 15 | 115% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly

Successes:

- Agency has a current enrollment of 17 participants, with 11 participants employed (2 fulltime) and new referrals pending the approval.
- During a recent interview, a participant expressed that he was very appreciative and happy with the program and that he was housed within two months being referred.
- The agency initially struggled to receive referrals that were prepared to meet the program requirements and expectations. Agency began actively participating in life coaching and employment convenings and maintains regular communication with referring agencies during

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the referral process and throughout their client participation. As a result, new referrals are better prepared for clearing the application process at a higher rate.

Challenges:

- The agency had two Housing Specialist vacancies through the 2nd quarter. This impacts the rate of housing for new clients. Currently, the estimated time of housing a client is delayed a couple months.
- The agency has expressed lack of affordable housing as a barrier for clients completing the 2-year program to transition from the subsidized program into a new house on their own. The agency works with clients to overcome this barrier by supporting, encouraging, and educating participants on the housing market, requirements and skills needed to seamlessly transition.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: JD, a 35-year-old Hispanic male, is employed and lives alone in a one-bedroom apartment in Oakland. He comes from a traditional Mexican upbringing, raised Catholic and has resided in the same town for most of his life. He has a high-school education and has worked throughout his life in several skilled labor jobs including as a Roofing, Welder, Security Officer, Warehouse Manager, Carpenter, and Glass Caster.

JD struggles with several chronic medical conditions and has a history of smoking. After serving time in prison, he has a new outlook on fatherhood. The experience has been lifechanging. He is not married, and he has three children.

JD speaks very proudly of his working career and of his accomplishments. He has child support debt and is diligently working to improve his credit score in order to purchase a car. In addition, he is highly motivated around his goals of being a homeowner.

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Agency Name: Community & Youth Outreach (CYO)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Adult Life Coaching

Program Description: Community & Youth Outreach (CYO) provides life coaching and transformative mentoring to Oakland adults and the provision of services to 64 participants referred through Department of Violence Prevention (DVP) prioritized referral sources (violence interrupters, Ceasefire, local correctional facilities and law enforcement agencies).

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$470,000.00 | \$188,000.00 | \$175,635.25 | \$0 | \$175,635.25 | 93% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of clients enrolled | 32 | 48 | 150% |
| # of clients with a life map/case plan created | 32 | 25 | 78% |
| # of clients referred to at least one service | 32 | 32 | 100% |
| # contacts | 1116 | 1421 | 127% |
| # of case management hours | 576 | 808 | 140% |
| # of learning trips hosted | 1 | 0 | 0% |
| # of clients who participated in learning trips | 8 | 0 | 0% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

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- Agency fill the long-term vacant Case Manager Supervisor position and vacant life coaching position.
- Agency should schedule two learning trips per the contract and submit a scope of work modification request, reflecting changes to meet related deliverables.

Benchmark Comments: With the exception of learning trips, grantee is on track to meet all deliverables.

Reporting Compliance: Extensions are requested to submit reports, which are completed thoroughly.

Successes:

- Life coaches have established relationships with employment agencies located in the same building, leading to employment opportunities for some participants
- Recent Ceasefire referred participants are currently employed and housed.
- Agency conducts the Healthy, Wealthy, Wise 12 session program at 6pm on Tuesdays. The program is very engaging and thought provoking with good attendance and participation. The facilitator is very knowledgeable, organized and passionate about the subject matter creating comfortable and supportive environment.

Challenges:

- Agency is not fully staffed. The Case Manager Supervisor position has been vacant since January 2022. The Deputy Director has been filling the role to date. In addition, there is one Life Coach vacancy.
- Agency did not host a Learning Trip in the 2nd quarter, failing to meet related deliverables. The agency and program officer discussed options and submitting a scope of work modification to meet the deliverables by the 4th quarter.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: JA connected to the agency by attending a community Police and Corrections Team (PACT) meeting. JA entered the foster care system as a toddler and remained through his teenage years. JA has struggled most of his life filled with anger and depression and did not feel connected to others. As a teenager, he was sentenced to twelve years for voluntary manslaughter. Upon his release after serving ten years, JA felt overwhelmed and very angry. Connecting with an agency Life Coach (LC), helped to motivate him. His LC also helped JA to recognize and celebrate his accomplishments through hard work and dedication. With the assistance of his LC, JA was also able to meet the conditions of his parole early. With the strong support from his LC, he is establishing family bonds, enrolled in a junior college, and received two job offers. JA has also received his driver's license and purchased a car. Having a very supportive and attentive LC has been beneficial for JA building self-confidence, strength, and the tenacity to move forward while changing his mind set to make good decisions for the future. JA participates in the agency's weekly Healthy, Wealthy, and Wise sessions. JA has learned to face his fears, overcome his anger, and take positive steps toward rehabilitation.

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Agency Name: Communities United for Restorative Youth Justice (CURYJ)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Adult Life Coaching

Program Description: Communities United for Restorative Youth Justice (CURYJ) provides life coaching/mentoring services to Oakland adults and the provision of services to 36 participants referred through Department of Violence Prevention (DVP) prioritized referral sources (violence interrupters, Ceasefire, local correctional facilities and law enforcement agencies).

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000.00 | \$120,000.00 | \$120,000.00 | \$0 | \$120,000.00 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of clients enrolled | 18 | 34 | 189% |
| # of clients with a life map/case plan created | 18 | 22 | 122% |
| # of clients referred to at least one service | 18 | 21 | 117% |
| # contacts | 648 | 602 | 93% |
| # of case management hours | 324 | 739 | 228% |
| # of learning trips hosted | 1 | 1 | 100% |
| # of clients who participated in learning trips | 5 | 6 | 120% |
| # of presentations at community meetings | 1 | 5 | 500% |

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Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: Reports are generally submitted on time and thoroughly. There has been an extension request for one report.

Successes:

- As one of the few Latino/Indigenous serving organizations in Oakland, agency is regularly referred participants or asked to support families in crisis. In addition, agency is serving several of the recent “newcomer populations”.
- New location at 1946 Embarcadero serves as a hub for the agency’s violence prevention and intervention services, fostering increased coordination and communication among the teams while truly providing wraparound support.
- Agency has partnered with the following agencies to provide services and assistance not provided directly by them:
 - Family Violence Law Center (FVLC) for those participants being impacted by family/domestic violence.
 - Youth Alive and Bay Area Community Service to assist with money for rental deposit.

Challenges:

- Finding suitable employment and permanent housing for participants and the lack of transitional housing continue to be a challenge. However, agency was able to help a participant get an emergency Section 8 housing voucher from the Oakland Housing Authority and plans to assist other participants in applying.
- With the uptick and need to serve the recent newcomer population, managing expectations and capacity with partners has been challenging.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study:

Intro:

A major milestone that was achieved through the continued support and Life Coaching that agency provides was regarding participant (CM). Following a long journey and through dedicated work of Life Coach (LC), participant was finally able to obtain permanent housing and got his first apartment after living in transitional housing for over a year. LC began working with him October 29, 2021, after his mother reached out to the agency. She did not know anyone at the organization but found the life coaching email address online and wrote to them seeking help for her son, CM, who was unhoused and alone. His mother wrote from out-of-state, desperate for help. Through responsive outreach, LC was able to contact him that evening, bringing him dinner and introducing him to the agency’s Life Coaching Strategy. Consent forms, life maps and participant agreements were established from the beginning and would evolve throughout the course of the relationship LC would have with CM.

Individual Support:

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To address his housing situation, which was the main focal point of his life map goals, LC got him registered with 211 and began looking for transitional housing for him, reaching out to established contacts at BACS and Abode. On November 10, 2021, CM was placed in transitional housing in a program called YEAH through the Covenant House. He was there for a few months and moved into another transitional housing program in February of 2022 called Calli House. It was far from public transportation, which made it hard for him to get to work, so LC found him, yet another place called the Henry Robinson, which is run by BACS. Over the course of that year, CM got his ID and birth certificate, enrolled in Medi-Cal, and was granted an Emergency Housing Voucher by the Oakland Housing Authority in November of 2022. This voucher was valid for only four months presenting an urgent situation for LC.

On the day before his voucher was set to expire, LC found CM an apartment. The landlord agreed to rent it to him, and LC assisted with turning in all the required paperwork. The Oakland Housing Authority set up a day and time to inspect the apartment and proceeded to cancel it a few days later, with no explanation as to why. After calling multiple contacts at the Oakland Housing authority, LC was told that they had over issued the vouchers they were granted by HUD and would not be accepting any further clients into their Emergency Housing program. Faced with this dire and unimaginable situation, LC called Barbara Lee's office, and they opened an inquiry into the issue after speaking with the him. LC then called HUD directly and filed a complaint. At this point, they gave LC two more numbers to call and an email address to various HUD offices, which LC contacted as well. Within a few minutes, LC received an email from the Oakland Housing Authority that they had re-instated the apartment inspection to proceed with the process. LC then called the Housing Authority immediately to confirm and to figure out what changed. It was then that the Housing Authority Case Manager explained to LC that they were given instructions from "upper management" that they were to honor all the vouchers they'd previously issued.

This was great news for CM and luckily, the landlord had not rented-out the unit to anyone else and agreed to move forward with the previous agreement. Within a couple of days, the Assistant Director of Oakland Housing Authority called LC, and explained that they had received an inquiry from HUD about it following LC's advocacy. She was very apologetic and ensured that the rest of the process would go smoothly for CM and also told LC to contact her directly if there were any problems moving forward. LC also received a call from someone at HUD, just checking to make sure that everything had worked out.

On March 25, 2023, CM signed his first lease and moved in a couple of days later. Through the agency's Life Coaching resources, they were able to purchase the basic necessities for his new apartment and filled up his refrigerator with food. Through the agency's partnership and previous relationship with BACS they were able to purchase the furniture for him. Following all of these efforts and a very difficult journey CM is finally stabilized and filled with hope for the future. Along with being elated by the new chance in life he has, CM is also inspired to continue to do community service work and possibly become a life coach one day, impacting others the way his LC impacted him.

Community Connections:

Along with Adult Life Coaching, CM began working with the agency, volunteering at various events and was accepted as a Dream Beyond Bars fellow in March of 2022. As a fellow, he would learn about organizing and advocating for policies and legislation that would support other transitional-aged youth that were in similar situations as him. He would go on to work and give back to the community at Town

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Night Events in the Fruitvale as well as participating at several events held at Community Garden. Most recently, CM has been participating on the planning and outreach committee for an Alameda County Youth Summit, where he will be participating in workshops to share with other youth and young adults across the Bay Area alternative methods to end youth incarceration and to build community power by sharing his story and lived experience dealing with difficult housing situations. Although he is thriving and doing relatively well, he is setting new goals with his LC as he prepares for the next step in adulthood.

Agency Name: Roots Community Health Center

Strategy Area: Gun/Group/Gang Violence Response

Activity: Adult Life Coaching

Program Description: Roots Community Health Center provides life coaching/mentoring services to Oakland adults, the provision of services to 35 participants referred through Department of Violence Prevention (DVP) prioritized referral sources (violence interrupters, Ceasefire, local correctional facilities and law enforcement agencies), and provides mental health services to ten life coaching participants.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$270,000.00 | \$135,000.00 | \$129,250.00 | \$0 | \$129,250.00 | 96% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients enrolled | 19 | 30 | 158% |
| # of clients with a life map/case plan created | 19 | 23 | 121% |

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| | | | |
|---|-----|-----|------|
| # of clients referred to at least one service | 19 | 29 | 153% |
| # contacts | 672 | 708 | 105% |
| # of case management hours | 336 | 403 | 120% |
| # of learning trips hosted | 1 | 0 | 0% |
| # of clients who participated in learning trips | 4 | 0 | 0% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency should schedule two learning trips per the contract and submit a scope of work modification request reflecting changes to meet related deliverables.

Benchmark Comments: With the exception of learning trips, grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency has a high rate of employed participants. Participants are hired through the agency's internal Emancipator Program which provides paid internships or through outside agencies.
- During a recent interview, a participant expressed his gratitude for the program, stating the life coach is like family. He was proud that he found employment within a few months of enrolling and that he is regularly encouraging his friends to enroll.
- Agency is actively attending community events and meetings, such as: Ceasefire Call-ins, PACT meetings and weekly attendance at the Care Campus. Agency has also presented to several Public Defenders in the second quarter.

Challenges:

- Agency did not host a Learning Trip in the 2nd quarter, failing to meet related deliverables. The agency and program officer discussed options and submitting a scope of work modification to meet the deliverables by the 4th quarter.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: Participant (A) has been a participant for over a year. He was born and raised in Oakland and comes from a close-knit and supportive family. However, (A) has observed and experienced violence in the neighborhoods he has lived in. He eventually became part of the criminal justice system. He made every court hearing and followed all court stipulations, producing a beneficial resolution for him and his family.

(A) and his family express their appreciation for the DVP program. (A) consistently works well with his Life Coach and regularly seeks out his Life Coach for advice and guidance regarding many aspects of his life; such as family, work, and street related struggles as well as employment and specialized technical training opportunities.

(A) recently mentioned that he was struck by a stray bullet. While working with his life coach, he has decided "NOT" to attempt to track down where the stray bullet may have come from in his

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neighborhood AND "NOT" to retaliate. Instead, he is focusing on healing his wound and moving forward with his daily life, loving his family and friends, and planning for going back to work and working toward more advance career opportunities.

Agency Name: The Mentoring Center (TMC)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Adult Life Coaching

Program Description: The Mentoring Center (TMC) provides life coaching and Transformative Mentoring to Oakland adults and the provision of services to 64 participants referred through Department of Violence Prevention (DVP) prioritized referral sources (violence interrupters, Ceasefire, local correctional facilities and law enforcement agencies).

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$470,000.00 | \$188,000.00 | \$118,361.00 | \$0 | \$118,361.00 | 63% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|-----------------------|------|----------|-------------------------|
| # of clients enrolled | 32 | 33 | 103% |

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| | | | |
|---|------|-----|------|
| # of clients with a life map/case plan created | 32 | 30 | 94% |
| # of clients referred to at least one service | 32 | 33 | 103% |
| # contacts | 1152 | 483 | 42% |
| # of case management hours | 576 | 425 | 74% |
| # of learning trips hosted | 1 | 0 | 0% |
| # of clients who participated in learning trips | 8 | 0 | 0% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency fill the vacant life coaching positions.
- Agency should schedule two learning trips per the contract and submit a scope of work modification request reflecting changes to meet related deliverables as well as service delivery.

Benchmark Comments: Due to staffing vacancies, the agency has struggled to meet the service delivery model with participants. Agency is anticipating having vacancies filled by the 3rd quarter. In addition, agency did not host a learning trip, not meeting two related deliverables. The agency has informed DVP that they will submit a scope of work modification. Additionally, DVP staff will continue to work with agency to provide support and assistance.

Reporting Compliance: Reports are generally submitted on time. Additional information or clarification has been requested by Program Officer.

Successes:

- Agency prioritizes safe housing for their participants and regularly makes referrals to network partner, ABODE, when vacancies become available. Two participants were recently approved for housing.
- Agency consistently accepts referrals through Ceasefire and makes initial contact and engagement within the required 24-hour time period.
- Despite staffing a shortage, agency is successful in referring participants to services and other agencies. It is their policy to make sure that every client is referred to at least one service or agency with follow up before receiving an incentive.

Challenges:

- Agency has been understaffed by two life coaches this contract year. This has impacted their ability to engage participants and meet several deliverables. DVP has been informed that one vacancy is being filled during the 3rd quarter.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: MC is a 33 year-old participant referred to the agency through Ceasefire. At the time of referral his housing was unstable, and he did not have transportation. Whenever possible he would sleep on the couch at the home of one of his friend's mother. His agency Life Coach (LC) was able to assist MC to get a car, leading to working with Door Dash. In addition, he worked part-time at the Oracle Arena. Ultimately, his LC connected him with another agency leading to MC earning his glass

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caster certification. His employment is more stable, and his LC assisted with MC securing housing through ABODE. Due to these accomplishments and becoming more independent, he has been able to spend more time with his children and improving those relationships.

Agency Name: Lao Family Community Development (LFCD)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Employment and Career Exploration

Program Description: Lao Family Community Development (LFCD) has a training and education support program that provides employment readiness training, mentoring, career exploration, paid internship experiences, and education supports to high-risk youth, 16-24 years old, who are residents of Oakland.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$42,322.90 | \$0 | \$42,322.90 | 53% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

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| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients enrolled | 18 | 30 | 167% |
| # of case management hours | 560 | 365 | 65% |
| # of client hours of life skills and pre-employment skills | 360 | 764 | 212% |
| # of work experience hours | 1170 | 527 | 45% |
| # of clients with work placement | 18 | 14 | 78% |
| # of community event sessions | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency case management and work experience hours are low due to enrolling many participants late in the second quarter. These deliverables should increase in Quarter 3.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency has exceeded enrollment goals. Although case management and work experience hours are low, this was due to some participants enrolling late in the first quarter.
- During a participant interview with the Program Officer, the participant expressed gratitude for the program. They felt that the agency is a safe space and a place to receive support in moving towards personal and community goals.

Challenges:

- Participant enrollment was low in the first quarter, however this was remedied by increased referrals and word of mouth as the agency has a strong and credible presence in the community.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Oakland Kids First (OKF)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Employment and Career Exploration

Program Description: Oakland Kids First (OKF) provides a training and education support program that provides employment readiness training, career exploration, paid internship experiences, and education supports to thirty five (35) Black and Latinx, high-risk and opportunity youth, grades 9-12, who are residents of Oakland, attending Castlemont High School or Leadership Prep School.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |

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| | | | | | |
|--------------|-------------|-----|-----|-----|----|
| \$200,000.00 | \$80,000.00 | \$0 | \$0 | \$0 | 0% |
|--------------|-------------|-----|-----|-----|----|

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients enrolled | 21 | 11 | 52% |
| # of case management hours | 360 | 121 | 34% |
| # of client hours of life skills and pre-employment skills | 360 | 0 | 0% |
| # of work experience hours | 1170 | 380 | 32% |
| # of clients with work placement | 21 | 3 | 14% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Submit scope of work and budget modification requests, reflecting changes to meet unmet deliverables and reallocate unexpended funds.
- Continue to work with Department of Violence (DVP) staff to increase enrollment and meet deliverables.
- Agency will send Program Officer a monthly progress report with updated deliverables to track improvement.

Benchmark Comments: Due to staffing vacancies and slow participant referrals, agency currently is not on track to meet deliverables. However, with the submission and approval of a scope of work modification and by continuing to work with DVP staff, the agency will get back on track to meet deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency has a very strong relationship and partnership at Castlemont High School. Additionally, agency has strong relationship building with participants.
- Agency facilitates multiple programs, daily. During a recent site visit, DVP staff observed the Care Program and the Culinary Prep Program. The Emergency Medical Services (EMS) Certification program was starting at the end of visit. All programs were well attended and participants were very engaged.

Challenges:

- The Care Manager position has remained vacant from the start of the 1st quarter. As a result, the agency has been unable to meet many of the deliverables. The most impacted are the life skills and pre-employment skills. Agency has informed DVP staff they are actively working on filling the position. Additionally, they are in the process of outreaching to outside organizations to contract with to support with trainings as an alternative option.

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- Referrals of eligible youth have been very slow, impacting the agency’s ability to meet enrollment and work placement deliverables. DVP and agency staff have been in communication about opportunities and strategies with network agencies and system partners to increase eligible referrals.

Corrective Actions: All items are in compliance with the grant agreement

Case Study: B is a 12th grader at Castlemont High School who has been involved in the agency programs since the 9th grade. He has always been a student who exhibited leadership and intelligence, but sometimes lacked motivation and was easily influenced by his surroundings. Since the beginning of this school year, B has been struggling with attendance, and he was absent or tardy for most of his school day classes. Earlier this year, he let the agency Care Coordinator know that he was staying in Hayward because of family issues.

Given his struggles with school and his eligibility to enroll in the Re-igKnight program, the Care Coordinator connected with B and invited him to be part of one-on-one care check-ins and to join a new small group for extra support. B started attending the agency’s weekly small group meetings and one of the topics the Care Coordinator led a discussion around was healthy decision making. Then during the care coordination check in that week, they followed up by discussing if staying in Hayward was the best decision for him to ensure that he would graduate on time. The Care Coordinator talked with B about obstacles stopping him from going home in Oakland and discussed what support he needed to get to school on time. The Care Coordinator also met with his parents and teachers to see how everyone could work together to best support B with this attendance at school.

Throughout the last few months, the Care Coordinator consistently met with B twice a week to create a plan with different ways he will commit to attending school. The Care Coordinator helped remind him about having class, encouraged him to walk into class and reminded him not to hang out in the parking lot. Since then B has been absent only two times and has reduced being tardy to one time a week. Additionally, during one of his check-ins with the Care Coordinator, he has found his career interest in Autobody and painting at College of Alameda and Art at Berkeley City College. He is now currently enrolled at both Berkeley City College and College of Alameda to pursue that career pathway. Working on his attendance and punctuality through care coordination has also set B up to be successful attending college courses.

Agency Name: Youth Employment Partnership, Inc. (YEP)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Youth Career Exploration and Education Support

Program Description: Youth Employment Partnership, Inc. (YEP) provides a training and education support program that provides employment readiness training, career exploration, paid internship experiences, and education supports to high-risk youth who are residents of Oakland.

Table 1. Payment History

| | |
|-----------------------|---|
| Total Contract Amount | Payment History July-December 2022 (2 Quarters) |
|-----------------------|---|

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| (4 Quarters) | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
|--------------|-------------------|-----------------|-----------------|-------------|---------------------------|
| \$400,000 | \$200,000 | \$200,000 | \$0 | \$200,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of participants enrolled | 30 | 63 | 210% |
| # of hours of life skills and pre-employment skills training | 300 | 474 | 158% |
| # of participants enrolled in work experience | 30 | 37 | 123% |
| # of work experience hours | 2250 | 2403 | 107% |
| # of case management hours | 270 | 222 | 82% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency met or exceeded the majority of deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency is fully staffed and well above their enrollment goal.
- Agency has strong community referral partners which include schools, Life Coaching organizations, Alameda County Office of Education (ACOE), and Alameda County Probation.

Challenges:

- Agency reports that the school online work permit application process is cumbersome. It has many steps that rely on multiple parties and their quick attention. This has resulted in delays for trainees to start their work experience activities.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: AP was a high school student who dropped out and came into YEP for employment support. Through the agency’s partnership with ACOE, AP was able to be placed ahead of the waitlist for enrollment at Opportunity Academy and re-enrolled while completing the agency’s Job Readiness Training (JRT) simultaneously. After JRT completion, AP obtained their food handler certificate and began their work experience in the agency’s commercial kitchen, while also working on their credit recovery with the support of partner Next Step Learning Center’s tutor. In February, AP had completed all of their credit requirements and graduated high school, and in March AP passed their Manager Level Food Handler test, an industry recognized credential.

Agency Name: Center for Employment Opportunities (CEO)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Adult Employment and Education

Program Description: Center for Employment Opportunities (CEO) provides (virtual and in person, as is appropriate) life skills and vocational training, transitional employment/internships, employment placement and retention services for 70 high-risk young adults, 18-35 years old, who are residents of Oakland.

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Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$350,000.00 | \$175,000.00 | \$175,000.00 | \$0 | \$175,000.00 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients enrolled | 30 | 97 | 323% |
| # of client hours of life skills and pre-employment skills | 500 | 366 | 73% |
| # of client hours of work experience | 2000 | 5544 | 277% |
| # of clients with 90 days work placement | 7 | 5 | 71% |
| # of clients with work placement | 20 | 7 | 35% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: With recent adjustments to their incentive structure, the agency is experiencing an uptick in work placement and is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency recently entered a new contract with CalTrans. This contract is not restricted to participants on parole, providing more opportunities for participants not qualified for the Golden State Work crews.
- Agency’s contract with the Oakland Housing Authority was recently extended and expanded to include weekend work crews.
- Participants were initially slow to accept some employment opportunities. However, the agency informed the Program Officer that after revamping their incentive and flex fund structure they have experienced an uptick in employment that will be reflected in the third quarter.

Challenges:

- The Pathway to Employment Instructor position was vacant during the first two quarters. However, the classes were facilitated as scheduled by the Program Manager. The Program Officer was informed that the position was filled in the 3rd quarter.
- The agency was unable to capture the data related to life skills and pre-employment skills facilitated by job coaches as well as transitional work attendance in the in the DVP database,

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impacting related deliverables. Agency continues to communicate and work with Program Officer and Data & Evaluation Planner to better capture the data moving forward.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: BG completed a five-year sentence at Solano state prison in Vacaville, California. His parole officer referred him to the agency, where he accelerated the program, overcame job loss, and began his career path. BG completed the Pathway to Employment curriculum and began to work the transitional job with CalTrans. He also began to meet with his Job Coach, and she noted, " Participant spoke well, was very professional, very confident, provided a resume, and performed well on his mock interview." BG was deemed job start ready and moved up to work with the Job Developer. The Job Developer provided several opportunities for BG to choose from. BG participated in the District Works hiring event. The agency partnered with another organization, District Works, to clean up BART restrooms. They landed on a pilot program paying \$23/hour.

BG worked with the Senior Retention Specialist throughout his experience at the agency. She noted, "BG was always focused on goals, honest, and open to letting me know if a particular opportunity was not the right fit." After recovering from a job loss, the Senior Retention Specialist encouraged BG to look for his use of the skills acquired in the program to find his best fit. BG took that advice and ran with it finding a job as an oil change apprentice and then getting promoted twice to senior technician! When asked what was next, BG had already began the next step of his journey. He was proud to say he has embarked on his career as an electrician, his long-term dream job, and plans to buy a home in a few years. There were a few setbacks, but BG never missed a milestone, communicated effectively, and graduated from the agency program completing the ABCs of employment. Accepting the initial "A" job to get to the "B"etter job to advance to long-term employment "C"areer.

Agency Name: Oakland Private Industry Council (OPIC)

Strategy Area: Gun/Group/Gang Violence Response

Activity: Adult Employment and Education

Program Description: Oakland Private Industry Council (OPIC) provides (virtual and in person, as is appropriate) life skills and vocational training, transitional employment/internships, employment

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placement, and retention services for fifty high-risk young adults, 18-35 years old, who are residents of Oakland.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000.00 | \$120,000.00 | \$49,290.09 | \$0 | \$49,290.09 | 41% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients enrolled | 25 | 26 | 104% |
| # of client hours of life skills and pre-employment skills | 500 | 524 | 105% |
| # of client hours of work experience | 1600 | 1107 | 69% |
| # of clients with 90 days work placement | 6 | 6 | 100% |
| # of clients with work placement | 10 | 9 | 90% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: With the submission of a budget modification related to subgrantees spenddown and the ability to provide work experience hours, agency is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency recently relocated into a new facility in a safe, centrally located area. The move will allow agency to facilitate multiple programs at the same time and the ability to hold larger events.
- Agency recently had over 800 job seekers attend a job fair in January 2023. The fair was in partnership with other community-based organizations and system partners. The agency is also scheduled to co-sponsor a large job fair at the coliseum complex in April 2023.

Challenges:

- Agency has been experiencing a slowdown in services provided by subcontractors related to providing work experience hours, impacting related deliverable and spenddown in expenditures. Agency has submitted a budget modification request to move funds from those agencies to meet deliverables and increase spenddown.

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Corrective Actions: All items are in compliance with the grant agreement.

Case Study: JS was referred to the agency for employment services by a Department of Violence Prevention (DVP) Life Coach (LC) and is currently completing his sentence at a Federal Residential Reentry Center (RRC), preparing to reenter the community.

Prior to enrolling into the agency programs JS had recently ended his employment with a local auto repair shop. After working a few weeks, JS was confident in his ability to perform his duties but felt that this environment was unsafe and presented influences that would endanger his freedom and sobriety. JS was no longer comfortable with staying in that position and resigned. Additionally, JS is recovering from health related conditions that will require additional treatment, surgery and extended recovery time.

Due to the rules and policies of the RRC, JS found it difficult to schedule timely appointments, find employment and permanent housing while maintaining compliance. Due of an existing relationship with the RRC, agency staff was able to advocate for JS and support him in his efforts.

JS worked with agency staff to update his resume. In addition, he met with staff several times to work on job applications for background friendly employers in the agency network, interviewing with one. Although that opportunity did not work out and he was disappointed, he learned from the opportunity, preparing for the next one.

JS later applied for a fulltime position, paying \$22/hour at Waste Experts, also in the agency's network. Additionally, the agency provided a referral on his behalf. JS interviewed and was hired within a week. Working with agency staff and his DVP LC, JS passed his driving test on his second attempt, resulting in a promotion to a driver position.

Agency Name: Youth Employment Partnership (YEP)

Strategy Area: Gun/Group/Gang Violence Response

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Activity: Adult Employment and Education

Program Description: Youth Employment Partnership (YEP) provides (virtual and in person, as is appropriate) life skills and vocational training, transitional employment/internships, employment placement, and retention services for twenty-seven (27) high-risk young adults, 18-35 years old, who are residents of Oakland

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000.00 | \$150,000.00 | \$131,554.65 | \$0 | \$131,554.65 | 88% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients Enrolled | 14 | 17 | 121% |
| # of client hours of life skills and pre-employment skills | 730 | 1418 | 194% |
| # of work experience hours | 850 | 1128 | 133% |
| # of clients with 90 days work placement | 1 | 1 | 100% |
| # of clients with work placement | 6 | 7 | 117% |
| # of presentations at community meetings | 1 | 2 | 200% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency has met or exceeded all deliverable goals.
- Agency has very strong relationships with systems partners and community-based agencies. Agency attends bi-weekly meetings with Alameda County Probation and Parole, as well as facilitating workshops in Santa Rita Jail once a week in preparation for release, and joining the Young Adult program. In addition, agency hosted the first adult life coaching and employment strategies convening since going virtual due to COVID.
- Former Department of Violence Prevention (DVP) participant moved into one of the on-site tiny homes as the "Junior Residential Advisor". In addition, agency was on track to have all 10 units occupied by the end of the second quarter.

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Challenges:

- Agency has been experiencing a slowdown in tutoring services provided by the sub-grantee due to a staffing change. However, agency has been able to provide tutoring service with no impact to deliverables. In addition, the subcontractor spenddown has been low and program officer has recommended agency submit a budget modification request for unexpended subcontractor funds.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Communities United for Restorative Youth Justice (CURYJ)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: Communities United for Restorative Youth Justice (CURYJ) provides proactive relationship building as well as crisis response and mediation following an incidence of violence to reduce school and community trauma, reduce potential retaliatory violence, and support youth and their families. CURYJ also provides life coaching services to Oakland youth ages 14-18 referred by Fremont High School, that are deemed eligible for Department of Violence Prevention (DVP) services, with a focus on school achievement, positive goals, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$120,000 | \$119,708.66 | \$0 | \$119,708.66 | 99.8% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of participants enrolled (life coaching) | 8 | 17 | 213% |
| # of participants with a life map created (life coaching) | 8 | 6 | 75% |
| # of participants referred to at least 1 service (life coaching) | 8 | 17 | 213% |
| # of participants referred to at least 1 service (violence interruption) | 20 | 22 | 110% |
| # of case management hours (life coaching) | 144 | 308 | 214% |
| # of contacts (life coaching) | 288 | 290 | 101% |
| # of violent incidents for which mediation activities occurred (violence interruption) | 20 | 21 | 105% |
| # of meetings with school admin about active or potential student conflicts (violence interruption) | 30 | 34 | 113% |
| # of community event sessions | 1 | 8 | 800% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency met or exceeded almost all deliverables. The life map deliverable is low due to several participants enrolling late in the second quarter.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

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Successes:

- Agency Life Coach (LC) and Violence Interrupter (VI) have successfully embedded themselves at Fremont High School. They regularly communicate and build trust with staff and students as well as attend regular meetings with the school administration and football coaches.
- The VI was activated on several occasions regarding potential gun incidents. Through outreach to individuals and community leaders in the local church community, VI was able to intervene and prevent escalation.
- The VI and LC meet regularly as a Violence Intervention and Prevention (VIP) team with the Gender Based Violence Specialist and DVP VIP Team Coordinator to maintain collaboration.

Challenges:

- Agency reported the need to increase Spanish speaking capacity as the LC was the only one on the VIP team who could speak Spanish and translate for Quarter 1 and part of Quarter 2. Fortunately, the current VI also speaks Spanish fluently and can support in this manner.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: AV has been a Life Coach participant since September 2022. She was initially referred to the agency Life Coach (LC) due to challenges she was having at home and group associations, leading to fights and other conflicts with girls at the school. From September through December 2022, the LC spent significant time, building a relationship and trust with the participant, assessing needs and family support that could be provided. AV quickly took to the LC and started improving her school attendance and connections to community.

The LC worked with AV to provide incentives, groceries for family at home, and agreed to weekly check-ins at the Fremont Office. This was key to keep a consistent relationship and to set academic goals including improvement of attendance as well as a safe space to study and get schoolwork done, and to meet with teachers when challenges arose. AV and the LC established mutual agreements and through this relationship have seen improved outcomes at school and with her relationships at home. Relationships with her mother and sister have improved, she got out of a toxic relationship with her boyfriend and began to focus on working on individual healing and self-love. AV is thinking more about her future and what colleges she wants to go to, with goals of being in the medical field.

Additionally, AV has been engaging and participating in many agency events since her enrollment. Starting with the Holiday Toy Giveaway in December of 2022, AV participated in two gift wrapping events where she, other program participants, and volunteers wrapped over 600 presents for the community. It was a chance for her to give back to community and participate in a day of service. Later, in April of 2023, she also participated in a day of service at Cesar Chavez Park for a beautification day and she was central to bringing out other friends as well, leading by example with her peers.

AV also took on a leadership role in the T-shirt business that her and three other Fremont youth created. Together, they met weekly throughout the month of March 2023, and came up with empowering quotes like “she is working on three things right now: herself, her life, her peace - She is me.” She was

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also the one to create the designs and work with the t-shirt printing system to produce the t-shirts that were sold at the Fremont Community Market in March of 2023.

Lastly, AV will also be attending the Southern California Cultural Tour in April of 2023. This will be her first time traveling to Los Angeles with other agency participants to participate in a mural tour and the 41st Annual Chicano Park Festival in San Diego. This trip will be a lead-up to a Larger Youth Summit the following week, to participate in workshops to share with other youth across the Bay Area alternative methods to end youth incarceration and to build community power.

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Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: Family Violence Law Center (FVLC) provides appropriate referrals and support to youth experiencing gender-based violence (GBV). This includes cultural and systems change regarding gender-based violence issues on campuses. GBV specialists also provide leadership and support group opportunities to students and training for school staff. The subgrantee, Youth Alive! provides Violence Interrupter (VI) services at four schools sites with proactive relationship building, violence prevention, as well as crisis response and mediation following an incident to reduce school and community trauma, reduce potential retaliatory violence, and support youth and their families. Youth Alive! also provides Life Coaches (LC) to support students referred by the Department of Violence Prevention VIP (Violence Intervention and Prevention) school site, with a focus on school achievement, positive goals, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$1,000,500 | \$475,000 | \$379,966.23 | \$0 | \$379,966.23 | 80% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of students connected to at least 1 referral | 80 | 45 | 56% |
| GBV - number of students receiving support services | 80 | 137 | 171% |
| GBV - Number of trainings provided | 6 | 4 | 67% |
| GBV - Number of hours of GBV youth programming | 120 | 59 | 49% |
| VI - number of students referred to at least 1 service | 24 | 20 | 83% |
| VI - Number of meetings with school admin about active or potential student conflicts | 32 | 32 | 100% |
| VI - # of violence prevention/anger management/conflict resolution events | 16 | 11 | 69% |
| LC - # of clients with a life map/case plan created | 14 | 20 | 143% |

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| | | | |
|--|-----|-----|------|
| LC - Number of students referred to at least 1 service | 14 | 20 | 142% |
| LC - Number of contacts (in person and/or by phone) – average of 8 contacts per client per month | 352 | 644 | 183% |
| LC - # of case management hours | 176 | 409 | 232% |
| Presentations at community meetings | 3 | 1 | 33% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency hours for GBV youth programming is low due to the pilot nature of the school site VIP program. Agency could not anticipate the varying degrees of ease or difficulty to schedule around student's/schools' schedules at each of the seven school sites. Agency has worked with the Program Officer to submit a scope modification that reflects reasonable outcomes.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- School staff appreciate the support and trainings offered by GBV specialists (e.g. safety and consent, teen dating violence, cycles of harm)
- GBV Specialists are embedded in the schools, continuously building on trusting relationships with students and staff.
- GBV Specialists and LCs work collaboratively to co-facilitate groups.
- As part of the school site strategy, one of the agency's GBV Specialists held a group at Castlemont High school regarding gender norms and the violence that can arise from not fitting into those norms. The participants were engaged in the conversation and activities. The GBV Specialist held space so that it felt safe, open, and welcoming for all participants.

Challenges:

- The degree of school staff/leadership engagement varies by school site. Therefore, it has been easier for GBV Specialists and LCs to get connected to teachers and students at some school sites compared to others.
- Scheduling groups is also variable by school site. For example, alternative education schools require more creativity around timing due to students needing to attend classes in order to graduate compared to traditional schools that may have more elective options.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: L is a 15-year-old student who attends Castlemont High school. She was referred to the sub-grantee after being released from custody for previous charges. L is an Oakland native, and as a product of her environment, she has been characterized as a person who makes irrational and irresponsible decisions with the influence of her associates. She has grown up immersed in a violent neighborhood, and her safety has been a concern for her family. L has been working with a Life Coach since her release and has benefited from the Pathways program, which has shown her improvements. The Pathways program took a day to provide a safe space and environment for the children in the program to relax and be kids. L was a part of the group that was in attendance.

The Life Coach's first step in helping L was to advocate on her behalf and get her released from custody. While present in court, the Life Coach and L recognized one another and once released, L and her Life

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Coach met on campus, creating a Life Map document detailing L's goals. L wanted assistance getting off ankle monitoring, staying focused on campus, and ultimately getting off probation. Since being released, the Life Coach has met with L consistently and frequently, resulting in L being taken off ankle monitoring, securing exceptional grades (raising her GPA from 1.2 to 2.86), advocating with teachers for inclusive respect of LGBTQ students, and being nominated for early release of probation. Since then, L has requested creating a second Life Map detailing L's priorities of starting a girls' entrepreneurship program, looking into Advance Placement classes, and continuing to comply with probation until fully completed.

Agency Name: Community and Youth Outreach (CYO)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: Community and Youth Outreach (CYO) provides proactive relationship building as well as crisis response and mediation following an incidence of violence to reduce school and community trauma, reduce potential retaliatory violence, and support youth and their families.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$74,135.25 | \$0 | \$74,135.25 | 93% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of students referred to at least 1 service | 20 | 36 | 180% |
| # of violence prevention/mediation participants | 20 | 36 | 180% |
| # of meetings with school administration about active or potential conflicts | 30 | 45 | 150% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: Agency submits reports late and requires reminders from the Program Officer.

Successes:

- Agency is fully staffed and an additional school Violence Interrupter (VI) was hired to address the need for female student support.

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- Agency VIs have successfully built relationships with students and partner organizations (Family Violence Law Center and Sports Program for Academic and Athletic Transitioning).
- In working together with the Student Support Consultants at both school sites, the agency has been successful in holding group mediations at McClymonds High School and Bunche High School that have helped shift behavior and connected students to essential services.

Challenges:

- Agency VIs have struggled to build relationships with key staff due to turnover, disengagement of some administration, and lack of cohesiveness among the administration at McClymonds High School.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: JD was a student and mother at Ralph Bunche who had gotten into altercations with both male and female peers on multiple occasions. JD rarely showed up to classes and missed a lot of schoolwork.

The School Based Violence Interrupters began to mediate situations on campus in which she was involved and slowly built trust with JD. Through her relationships with them and other support staff, JD started coming to classes. Her attitude towards school including with her peers and teachers drastically improved. She made sure she was getting all her work done and on days she had to miss due to childcare, she made sure to come after school to get her homework.

Although she faced a lot of adversity, she overcame much of it. The odds were stacked up against her and although many times she wanted to give up, she stayed focused and ultimately graduated. Furthermore, JD was able to move into her own apartment with her daughter. JD will soon start working at Six Flags Discovery Kingdom and reports that she intends on looking at community college options and is focused on making the right choices for herself and her child. She continues to correspond with the staff at Bunche who encourage her to stay on track.

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Agency Name: East Bay Asian Youth Center (EBAYC)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: East Bay Asian Youth Center (EBAYC) provides life coaching services to Oakland High School and Dewey High School students that are deemed eligible for Department of Violence Prevention (DVP) services, with a focus on school achievement, positive goals, and brokering of local support services. Life coaches work closely with school personnel, the participant, and their family.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$120,000 | \$85,724.01 | \$0 | \$85,724.01 | 71% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of participants enrolled | 18 | 36 | 200% |
| # of participants with a life map created | 18 | 33 | 183% |
| # of participants referred to at least one service | 18 | 33 | 183% |
| # of contacts | 624 | 552 | 88% |
| # of case management hours | 288 | 369 | 128% |
| # of presentations at community events | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency met or exceeded the majority of deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

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Successes:

- Agency Life Coaches (LCs) have successfully embedded themselves at Oakland and Dewey High Schools.
- Agency LCs established a positive professional relationship with key school administration and are perceived as an asset to the school community.
- Agency LCs attend regular meetings with other School Violence Intervention and Prevention (VIP) team members and collaborate effectively.

Challenges:

- Agency reports that due to the winter holiday break in the second quarter, LCs were not able to make contact with students for three weeks. This explains the shortfall in their contact deliverable.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: JJ was referred to the program due to truancy and low academic performance. Agency's VIP Life Coach conducted the home visit and completed the intake documents. The Life Coach then enrolled JJ in the after-school internship program and met JJ regularly to monitor her academic progress. After three months of consistent engagement, JJ finished the internship and received a \$500 stipend for her participation. JJ also graduated from Dewey Academy successfully. JJ is very proud of her accomplishment.

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Agency Name: Sports Program for Academic and Athletic Transitioning (SPAAT)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: Sports Program for Academic and Athletic Training (SPAAT) provides life coaching services to Oakland youth referred by DVP Violence Intervention and Prevention school sites. Youth Life Coaching efforts focus on school achievement, positive goals, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$27,200 | \$0 | \$27,200 | 34% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of clients enrolled | 8 | 2 | 25% |
| # of clients with a life map created | 8 | 0 | 0% |
| # of youth referred to at least one service | 8 | 2 | 25% |
| # of case management hours | 144 | 0 | 0% |
| # of contacts | 288 | 0 | 0% |
| # of community event sessions | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency should demonstrate an increase in deliverable outcomes and submit a budget modification to the Program Officer.

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- Agency will send Program Officer a monthly progress report with updated deliverables to track improvement.

Benchmark Comments: Agency struggled to meet benchmark goals. However, this was due to receiving their advance payment late and therefore the inability to hire a life coach until late in the second quarter.

Reporting Compliance: Agency submits reports late and requires reminders from the Program Officer. Agency has been reminded multiple times to submit a budget modification without response.

Successes:

- Agency hired a full time Life Coach who currently has a caseload with more participants being added.
- The new Life Coach has been very proactive and effective in building relationships with students and staff.
- The Program Officer conducted a participant interview where the participant stated a sense of comfort and ability to open up with the agency life coach. The participant also felt that the life coach helps them stay on track and complete life map goals.

Challenges:

- Agency was unable to hire a life coach until late in Quarter 2 due to receiving their advance payment late.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: G was struggling with his grades and attendance but with the help of an agency Life Coach he was able to improve his academic performance, attendance, financial literacy, and gain employment.

G is a senior at McClymonds High School, who was having a difficult time keeping up with his classes. He was regularly absent from school, and when he did attend, he often struggled to understand the material. His parents were not involved in his education, and he did not have any family members who could help him with his studies. G also did not have a job or a bank account. Students are often unprepared to enter the real world and the agency is committed to making sure all of their students are prepared and ready for success.

After a few months of working with the Life Coach, attending tutoring sessions, and following the financial education program, G's grades improved significantly. He went from failing most of his classes to getting over a 2.5 GPA. He also attended school more regularly, and his attendance rate went from 60% to 90%. G feels more confident in his abilities, and he is proud of his accomplishments.

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Agency Name: Restorative Justice for Oakland Youth (RJOY)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: Restorative Justice for Oakland Youth (RJOY) provides student outreach and engagement, school-site healing events and activities, and restorative justice trainings for Castlemont and Rudsdale High School students.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$350,000 | \$140,000 | \$140,000 | \$0 | \$140,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of participants enrolled | 20 | 20 | 100% |
| # of hours of restorative justice programming | 32 | 70 | 219% |
| # of group sessions held | 8 | 9 | 113% |
| # of training opportunities for schools staff held | 4 | 32 | 800% |
| # of community even sessions | 1 | 6 | 600% |

Staff Recommendation: Staff recommends renewal.

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Benchmark Comments: Agency met or exceeded all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency's Restorative Justice (RJ) Coordinator has successfully embedded themselves at Castlemont and Rudsdale High Schools.
- The Restorative Justice (RJ) Coordinator successfully implemented a series of group sessions at both school sites that directly address specific school site needs.
- Agency held a series of healing and grief circles after the shooting on the Rudsdale campus where 60-70 participants attended each session.

Challenges:

- Agency reports that triaging and prioritizing the high number of requests for community building in classrooms can be difficult. Additionally, the need for RJ services outpaces the capacity.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: CJ has been her own advocate and has been couch surfing while grieving the loss of her mother and a negative relationship with her father. While trying to manage this, CJ yelled at a teacher who she has had a great relationship with. CJ felt she was not getting the support she needed when she wanted it during class time.

After two days of space and time, CJ took accountability for her negative actions towards the teacher and let them know that the disrespect was not intentionally directed towards them. She did not know how to let her anger and frustration out in the appropriate way, and she did not feel she had anyone to talk to. The teacher also took accountability for responding in a triggered manner. Through participating in the conflict circles, working on communication and anger management, CJ and the teacher now have a better relationship, they check in daily, and it is currently going in a positive direction.

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Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gun/Group/Gang Violence Response

Activity: School Site Violence Intervention and Prevention

Program Description: Family Violence Law Center (FVLC) provides appropriate referrals and support to youth experiencing gender-based violence (GBV). This includes cultural and systems change regarding gender-based violence issues on campuses. GBV specialists also provide leadership and support group opportunities to students and training for school staff. The subgrantee, Youth Alive! provides Violence Interrupter (VI) services at four schools sites with proactive relationship building, violence prevention, as well as crisis response and mediation following an incident to reduce school and community trauma, reduce potential retaliatory violence, and support youth and their families. Youth Alive! also provides Life Coaches (LC) to support students referred by the Department of Violence Prevention VIP (Violence Intervention and Prevention) school site, with a focus on school achievement, positive goals, and brokering of local support services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$1,000,500 | \$475,000 | \$379,966.23 | \$0 | \$379,966.23 | 80% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

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| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of students connected to at least 1 referral | 80 | 45 | 56% |
| GBV - number of students receiving support services | 80 | 137 | 171% |
| GBV - Number of trainings provided | 6 | 4 | 67% |
| GBV - Number of hours of GBV youth programming | 120 | 59 | 49% |
| VI - number of students referred to at least 1 service | 24 | 20 | 83% |
| VI - Number of meetings with school admin about active or potential student conflicts | 32 | 32 | 100% |
| VI - # of violence prevention/anger management/conflict resolution events | 16 | 11 | 69% |
| LC - # of clients with a life map/case plan created | 14 | 20 | 143% |
| LC - Number of students referred to at least 1 service | 14 | 20 | 142% |
| LC - Number of contacts (in person and/or by phone) – average of 8 contacts per client per month | 352 | 644 | 183% |
| LC - # of case management hours | 176 | 409 | 232% |
| Presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency hours for GBV youth programming is low due to the pilot nature of the school site VIP program. Agency could not anticipate the varying degrees of ease or difficulty to schedule around student's/schools' schedules at each of the seven school sites. Agency has worked with the Program Officer to submit a scope modification that reflects reasonable outcomes.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- School staff appreciate the support and trainings offered by GBV specialists (e.g. safety and consent, teen dating violence, cycles of harm)
- GBV Specialists are embedded in the schools, continuously building on trusting relationships with students and staff.
- GBV Specialists and LCs work collaboratively to co-facilitate groups.
- As part of the school site strategy, one of the agency's GBV Specialists held a group at Castlemont High school regarding gender norms and the violence that can arise from not fitting into those norms. The participants were engaged in the conversation and activities. The GBV Specialist held space so that if felt safe, open, and welcoming for all participants.

Challenges:

- The degree of school staff/leadership engagement varies by school site. Therefore, it has been easier for GBV Specialists and LCs to get connected to teachers and students at some school sites compared to others.
Scheduling groups is also variable by school site. For example, alternative education schools require more creativity around timing due to students needing to attend classes in order to graduate compared to traditional schools that may have more elective options.

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Corrective Actions: All items are in compliance with the grant agreement.

Case Study: At one school site the administrative team referred a student who was experiencing sexual harassment to the Gender-Based Violence (GBV) Educator on campus. This student was eager to participate in the Relationship Education and Leadership (REAL) Program and was motivated to combat unhealthy and oppressive dynamics on campus. This student also recruited two other students for the REAL Program and is interested in working in the field of gender-based violence prevention after high school. Another success at this school site came after the agency was asked to begin a restorative justice process to regain trust and feelings of safety following a situation in which students were making inappropriate comments in class. With the support of the Violence Intervention and Prevention (VIP) team, the GBV Educator led a workshop covering healthy relationship qualities, gender norms, and the ways our assumptions impact behavior and communication. The GBV Educator held a circle to hear from the students who caused harm and talk through what could be done to restore a safe classroom environment.

Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gender-Based Violence- Crisis Response

Activity: 24-Hour Crisis Hotlines

Program Description: The Family Violence Law Center (FVLC) will provide fiscal and program support to sub-grantee Bay Area Women Against Rape (BAWAR). FVLC and sub-grantee, BAWAR, will be responsible for the operation of two 24-hour crisis response hotlines. One for victims/survivors of domestic/intimate partner violence and one for victims/survivors of sexual violence and commercial sexual exploitation. A total of 2,400 survivors will be served.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$400,000 | \$160,000 | \$160,000 | \$0 | \$160,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---------|------|----------|-------------------------|
| | | | |

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| | | | |
|---|------|------|------|
| # of Oakland crisis line calls for domestic/intimate partner violence | 600 | 1193 | 199% |
| # of Oakland crisis line calls for sexual violence and commercial sexual exploitation | 600 | 441 | 74% |
| # of crisis calls that result in caller connecting to internal/agency service | 500 | 2055 | 411% |
| # of survivors referred to at least one service | 1200 | 1926 | 161% |
| # of presentations at community meetings | 1 | 2 | 200% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency is fully staffed.
- Agency hired two Spanish speakers for the crisis response line.
- Agency will facilitate sub-grantee site visit in April 2023.

Challenges:

- Agency has reported challenges in obtaining consent to data sharing and evaluation from clients.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: Sub-grantee received a call from the hotline about a survivor who was experiencing stalking and harassment in Oakland. She was having difficulty breaking her lease with her landlord so that she could move away from the harm and needed support and advocacy. She was referred to the program where an advocate worked with her to safety plan and work on the steps needed to be able to relocate as well as support with some of the physical and emotional impacts of the violence. Her landlord refused to break her lease unless she obtained a police report which she was not interested in doing at the time, as she already had a solution worked out for herself. The sub-grantee was able to provide a letter advocating for her right to break lease under California Civil Code 1946.7 and the Violence Against Women Act. The sub-grantee provided this letter for her and she was able to successfully move to safety.

Agency Name: Ruby’s Place

Strategy Area: Gender-Based Violence – Crisis Response

Activity: 24-Hour Bedside Advocacy and Accompaniment

Program Description: Ruby’s Place will provide fiscal and program support to sub-grantee, S.H.A.D.E. Together with sub-grantee, grantee will be responsible for 24 hours a day, seven days a week, 365 days a year, bedside advocacy, and accompaniment in English and Spanish and deploy bedside advocates within 30-60 minutes of a request for at least 50 survivors. Advocates will accompany at least 20 survivors who engage with systems partners and will connect at least 50 survivors with referrals to supportive services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$250,000 | \$125,000 | \$57,234.91 | \$3,125 | \$57,234.91 | 46% |

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Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of survivors who utilize accompaniment services for at least one visit | 10 | 7 | 70% |
| # of survivors supported by bedside advocacy | 20 | 40 | 200% |
| # of survivors that create a safety plan | 20 | 18 | 90% |
| # of survivors referred for at least one service | 20 | 14 | 70% |
| # of presentations at community meetings | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency requested a scope modification due to low deliverables. Agency expenditures are low due to a combination of withholding and under spent funds. Agency has requested a budget modification.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Due to hospital visitation restrictions, S.H.A.D.E. has successfully pivoted to advocating and supporting participants at Children's Hospital's Satellite Teen Clinic and other school-based clinics, such as La Clinica de la Raza's clinic at Fremont High School.
- Sub-grantee (S.H.A.D.E.) reported collaborations with La Clinica's school-based clinic at Fremont Highschool and Castlemont Highschool for youth referrals.

Challenges:

- Agency reported that currently they are not conducting "traditional bedside advocacy" due to continued limitations to access the hospitals due to COVID. However, these restrictions are starting to ease, and the agency anticipates easier entry into the hospitals in the coming quarters.
- Agency reports that there is a need for Spanish-speaking staff to support monolingual Spanish speaking participants. It is recommended that the agency connect with Mujeres Unidas y Activas for language support for participants as they work to hire Spanish-speaking staff.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: E was referred by a local clinic due to sexual exploitation, intimate partner violence, and truancy. The youth was connected with a S.H.A.D.E. Advocate, who connected her to a local shelter for warmth and safety. The Advocate was able to provide consistent support, as well as clothes and basic hygiene care. After working with the Advocate, the youth agreed to enroll in school and have an Individualized Education Plan meeting. The youth has continued to go to school regularly and meets with her Advocate weekly. E is currently looking into summer employment.

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Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gender-Based Violence- Crisis Response

Activity: Bedside Advocacy and Accompaniment

Program Description: FVLC will provide fiscal and program support to sub-grantee, Progressive Transition(s), Inc. Together with the sub-grantee, FVLC will be responsible for 24-hour, seven days a week, 365 days a year, mobile and beside advocacy and deploy bedside advocates within 45 minutes of a request for at least 50 survivors. Advocates will accompany at least 20 survivors who engage with systems partners and will create safety plans for at least 40 survivors as well as connect them with supportive services.

Table 1. Match and Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| | | | | | |

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| | | | | | |
|-----------|-----------|-------------|-----|-------------|-----|
| \$250,000 | \$100,000 | \$97,672.25 | \$0 | \$97,672.25 | 98% |
|-----------|-----------|-------------|-----|-------------|-----|

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of mobile, including bedside, contacts with GBV survivors | 24 | 28 | 117% |
| # of survivors who utilize mobile/accompaniment services for at least one visit | 20 | 37 | 185% |
| # of survivors for whom safety plans are created | 20 | 24 | 120% |
| # of survivors referred for at least one service | 24 | 37 | 154% |
| # of presentations at community meetings | 1 | 2 | 200% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency reports that referrals from Summit Medical Center have increased in the second quarter.
- Bedside Advocacy & Accompaniment contract is fully staffed.
- Agency is currently interviewing evaluators for their work.

Challenges:

- Agency reported challenges in accessing various healthcare systems and supporting participants at the hospital bedside.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: An Oakland Police Department patrol officer reached out to the Crisis Services Manager (CSM) to find out if an afterhours advocate could assist Participant A after she was assaulted by her spouse. The CSM consulted with staff on the hotline and looked for shelter space but were unable to find availability for her. An advocate consulted with the CSM and discussed relocating her to a hotel for safety overnight while the agency continued exploring other shelter options for her in the morning. Ultimately, Participant A relocated to a hotel for two nights and was provided with gift cards for food and gas. The CSM continued to assist Participant A with looking for shelter but was unable to find space in Alameda County so she received an extended hotel stay for another night. The agency met with her at the hotel to provide more gift cards as she was out of food. The CSM also completed a legal intake with her and passed it on to the Legal team for them to assist her with filing for a Restraining Order against her spouse. The agency’s Legal team then assisted her, and she was able to successfully obtain a Temporary Restraining Order against her spouse. Ultimately, she decided that with the stay away and move out orders protecting her through the Restraining Order, she would prefer to return home. It is commonly quite difficult to find Domestic Violence shelter space for survivors that is within Alameda

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County, especially for survivors who are single without children since post-COVID many shelters reduced their numbers of beds within communal living spaces to accommodate new public health guidance.

Agency Name: Covenant House California (Dreamcatchers)

Strategy Area: Gender-Based Violence- Emergency Shelter

Activity: Emergency Shelter

Program Description: Covenant House California will provide emergency housing and case management to 100 participants, with a total of 1,000 case management hours. The grantee will also provide general outreach and prevention through learning to 200 participants through the Prevention and Learning Liaison.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |

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| | | | | | |
|-----------|-----------|-----------|-----|-----------|------|
| \$400,000 | \$160,000 | \$160,000 | \$0 | \$160,000 | 100% |
|-----------|-----------|-----------|-----|-----------|------|

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of Clients Enrolled | 50 | 60 | 120% |
| # of survivors referred to at least one service | 50 | 60 | 120% |
| # of clients placed into shelter/emergency housing | 50 | 56 | 112% |
| # of case management hours | 500 | 372 | 74% |
| # of presentations at community meetings | 1 | 11 | 1100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency reports workforce development partnership with Hort Culture, which has provided paid internships to participating youth.
- Youth are utilizing the workshops and are engaged in positive youth development activities and opportunities, as well as the on-site mental health and legal aid services.
- Agency hosted multiple holiday events for participants including a Thanksgiving dinner with the Golder State Warriors.
- Agency reported supporting youth and staff in the grieving process as they mourn the loss of a client.

Challenges:

- Agency reported the loss of youth who passed away in his sleep in the second quarter.
- Agency reported challenges related to staff vacancies and hiring, including two case management vacancies in Quarter 2.
- Agency reported lower case management hours in Quarter 2 due to the need for data management system training in case notes.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: DG is an 18-year old youth who identifies as queer and has been identified as a commercially sexually exploited youth. For a long time, DG made use of CHC’s Wellness Centers and clinics, both to test for STIs and to check in for more general wellness in a helpful and safe environment. DG presented with significant shame re: ‘the life’ and it was important to him that staff, his peers, and the public in general know that he is MORE than the setbacks accompanying commercial sexual exploitation; he is an avid high school student, looks forward to college, and embraces the stories/lessons from others. He loves to learn.

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DG began a stay at CHC’s DreamCatcher Program after the resources paying for his and his grandmother’s stay at an Air BNB ended. Soon after he began his stay, he obtained an internship with the Roots Community Clinic. He co-led the ‘Truth About Using’ support group, was committed to seeing his therapist, and made full use of all opportunities and resources made available to him. During the course of his stay, he contracted Monkey Pox. The agency isolated him and supported him. Eventually they became very painful, and DG was sent to Children’s Hospital. There he received pain management. While they were preparing to exit him, none of his family would pick him up. Child Protective Services (CPS) was refusing to take him into custody because he was close to turning 18. Eventually he returned to the shelter, he stayed a couple of days and then needed to return to the hospital for pain management. The agency continued to advocate for him. The District Attorney’s office helped the agency by providing a connection to one of the attorneys for the county. CPS eventually took him into custody. The Health department had set up quarantine hotels to deal with folks who had contracted Monkey Pox, but DG was 17 and a liability issue. In what was a seemingly dire situation, DG obtained his AB12 benefits and is now being supported in housing, school, and living expenses. He currently lives in a one-bedroom apartment with a roommate and is attending Laney College.

Agency Name: Sister to Sister, Inc.

Strategy Area: Gender-Based Violence – Emergency Housing

Activity: Emergency Shelter

Program Description: Sister to Sister will provide emergency housing to 28 female identified survivors of gender-based violence and offer a total of 336 hours of case management to participants.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| | | | | | |

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| | | | | | |
|-----------|----------|----------|-----|----------|------|
| \$200,000 | \$80,000 | \$80,000 | \$0 | \$80,000 | 100% |
|-----------|----------|----------|-----|----------|------|

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of contacts | 84 | 184 | 219% |
| # of case management hours | 168 | 177 | 105% |
| # of survivors referred to at least one service | 14 | 17 | 121% |
| # of survivors who receive hotel room rental | 14 | 17 | 121% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency is fully staffed.
- Agency has successfully housed several families with children over the age of 10.
- Agency has facilitated the reunification of families resulting in housing stability.

Challenges:

- Agency reported that regular Board Meetings continue to be a challenge. The Board should meet once a quarter with documented meeting notes.
- Agency reported barriers for long-term hotel stays for women with sons over 10 years old as well as challenges finding emergency housing for participants with emotional support animals.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: A was experiencing domestic violence and was sleeping in her car with her 16-year-old son. The agency placed her into an emergency hotel room. There were significant barriers to finding housing for her, as none of the transitional houses would accept a mom with a 16-year-old son. It took some time, but the agency did not give up, and was eventually able to place this family into permanent housing. A states she does not know what she would have done without the agency’s emergency housing program and support services, funded through the DVP.

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Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gender-Based Violence- Crisis Response

Activity: Emergency Shelter

Program Description: FVLC will provide fiscal and program support to sub-grantee BAWAR. Together with the sub-grantee FVLC will provide emergency housing, transportation and when applicable safety planning for 200 survivors of gender-based violence.

Table 1. Match and Payment History

| Total Contract Amount | Payment History July-December 2022 (2 Quarters) |
|-----------------------|---|
|-----------------------|---|

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| (4 Quarters) | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
|--------------|-------------------|-----------------|-----------------|-------------|---------------------------|
| \$200,000 | \$80,000 | \$53,386.64 | \$0 | \$53,386.64 | 67% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of survivors who receive housing services | 50 | 78 | 156% |
| # of survivors who are receive hotel vouchers | 12 | 6 | 50% |
| # of survivors who are connected to emergency shelter | 35 | 53 | 151% |
| # of survivors referred for at least one service | 50 | 112 | 224% |
| # of presentations at community meetings | 1 | 2 | 200% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables. Agency has requested a budget modification due to underspent funds.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency reported sub-grantee established an account and provider profile with SafeStays by ReloShare to fund confidential hotel/motel stays for people leaving violent environments.
- In Quarter 2, agency reported hiring a Crisis Intervention Specialist, a Housing Case Manager, and a Senior Case Manager.

Challenges:

- Agency reported experiencing turnover in crisis intervention and case management staff in the first quarter.
- Agency reported the number of survivors requesting a voucher who meet the criteria is variable.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: Sub-grantee program received a referral from a local counselor who had a client who had been experiencing both exploitation and Intimate Partner Violence (IPV) for years and was trying to receive support to leave. The survivor was provided advocacy by the Program Manager and Program Navigator. They coordinated services to provide gas and clothing donations so that when the survivor went to go live with family in Wisconsin, she had money for transportation as well as needed supplies for the cold weather. They also supported her with obtaining her license and insurance so that she could drive to her family. She received support until the team received news that she made it safely after checking in with her daily on her drive, and once it was confirmed she was connected to services in Wisconsin.

Agency Name: Building Opportunities for Self-Sufficiency (BOSS)

Strategy Area: Gender-Based Violence – Emergency Housing

Activity: Transitional Housing

Program Description: BOSS will provide fiscal and programmatic support to Love Never Fails (sub-grantee). Love Never Fails will provide 20 survivors of sexual exploitation and their children up to 18 months of transitional housing. This will include providing referrals to other supportive services and 1,000 hours of case management support for participants to transition into permanent/long-term housing.

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Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$120,000 | \$87,823.12 | \$3,000 | \$87,823.12 | 73% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of case management hours | 500 | 246 | 49% |
| # of survivors placed in transitional housing | 10 | 12 | 120% |
| # of clients placed into stable housing | 8 | 12 | 150% |
| # of survivors referred to at least one service | 10 | 12 | 120% |
| # of presentations at community meetings | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency requested a scope modification due to low number of case management hours. Agency expenditures are low due to a combination of withholding and under spent funds. Agency has requested a budget modification.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency reported that sub-grantee, Love Never Fails, successfully supported five survivors to obtain housing in the second quarter.
- During the program observation of sub-grantee, Love Never Fails, the program was housing three participants, one who had two infant twin boys. Participants reported that they felt safe and supported.

Challenges:

- Agency has reported challenges in collecting consent forms. Agency is recommended to reach out to DVP Program Planner, Caitlyn Grey, to discuss participant consent forms.
- Agency reported sub-grantee, Love Never Fails, is hiring a Marriage and Family Therapy Clinician which has greatly affected their ability to fulfill case management hours.

Corrective Actions: All items are in compliance with the grant agreement.

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Case Study: A was trafficked in Oakland and entered the transitional housing program in 2022, she is currently active in the 18-month program. She was a victim of domestic violence, addicted to drugs, and exhibited self-harming behavior. She has met many of her milestones set by the program. She is currently working and graduated with her GED. She is enrolled in the sub-grantee's Tech program called IT Biz where she will boost her resume and her knowledge.

Agency Name: East Bay Asian Youth Center (EBAYC)

Strategy Area: Gender-Based Violence- Wrap Around Services

Activity: Gender-Based Violence Life Coaching

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Program Description: The East Bay Asian Youth Center (EBAYC) will provide 384 hours of life coaching hours to 32 participants who have experienced Commercial Sexual Exploitation (CSE).

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$250,000 | \$100,000 | \$100,000 | \$0 | \$100,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of Clients Enrolled | 18 | 18 | 100% |
| # of clients with a life map/case plan created | 18 | 15 | 83% |
| # of youth referred to at least one service | 18 | 15 | 83% |
| # Contacts | 624 | 774 | 124% |
| # of case management hours | 288 | 662 | 230% |
| # of presentations at community meetings | 1 | 0 | 0 |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency is fully staffed.
- Agency attends the Alameda County District Attorney’s Safety Net meetings to provide additional support to their youth participants.
- Agency participated in a Community Town Hall Meeting in the San Antonio neighborhood to address Human Trafficking.

Challenges:

- Agency has reported a need for support with data management in the new Apricot system.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: H was referred to the agency last summer. Initially, H did not respond to the Life Coach’s persistent outreach effort. After several weeks of no responses, the Life Coach came to Rudsdale Continuation High School to look for H in person. When the Life Coach arrived at the classroom, she witnessed H involved in an active knife stabbing incident with another student. H was injured and got

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admitted to Highland Hospital. The Life Coach then spent six hours with H in the hospital and learned so much about H's traumatic life. H grew up in a generational gang affiliated household where she witnessed her own father's murder. H herself claimed a known gang as her affiliation. H began to trust the Life Coach and accepted the life coaching support that was offered. In the last eight months the Life Coach helped H enrolled in Seneca for mental health services, referred H to a gang tattoo removal program, advocated for H in all court hearings, and transitioned H to an independent study program. In March of 2023, H was successfully dismissed from probation. Currently, the agency is working with H to obtain a job and graduate from high school. The agency is very proud of H's accomplishments.

Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gender-Based Violence- Wrap Around Support

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Activity: Legal Advocacy

Program Description: FVLC will provide fiscal and program support to sub-grantees Bay Area Legal Aid and Justice At Last. Together with the sub-grantees FVLC will provide 600 families with legal assistance. This will include 4,000 hours of legal assistance and 350 hours of case management/legal advocacy. 100 of those clients will receive full legal representation at court.

Table 1. Match and Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$650,000 | \$260,000 | \$230,902.14 | \$0 | \$230,902.14 | 89% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of survivors referred to at least one service | 300 | 360 | 120% |
| # of clients provided with legal assistance | 300 | 383 | 128% |
| # of legal assistance hours | 2000 | 2197 | 110% |
| # of clients receiving full legal representation | 50 | 55 | 110% |
| # of case management/legal advocacy hours with survivors | 175 | 291 | 166% |
| # of presentations at community meetings | 1 | 2 | 200% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency reports that sub-grantee has prioritized developing a disability-serving practice.
- Agency reports sub-grantee successfully helped a disabled survivor of intimate partner violence with a restraining order arising from a relationship that became increasingly violent.
- Agency reports increasing staffing levels with new positions created by additional funding.

Challenges:

- Agency reports challenges with client follow-through and responsiveness to outreach.
- Agency reports clients presenting in advanced stages of crisis, with extensive needs including legal services, food, financial assistance, housing, and counseling.

Corrective Actions: All items are in compliance with the grant agreement.

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Case Study: One of the clients that is currently being represented is a complex immigration case involving a cross-over of both human trafficking and gender-based violence. The client was not identified as a labor trafficking survivor until receiving a screening from the sub-grantee agency. This client had been told by other immigration practitioners that they would not be eligible to receive legal status in the United States and had continued to live in fear of their trafficker, who used their lack of immigration status as a means of control. Not being able to obtain legal status directly impacted the client's ability for stabilization and safety. After receiving the initial legal consultation with this person was identified as being a survivor of labor trafficking in addition to gender-based violence and was able to apply for a T-Visa which would eventually lead to a pathway to U.S. citizenship. This client had been living in fear and haunted by their exploitation for over 20 years. Now the client has been receiving wrap-around legal services and case management support from the sub-grantee and is continuing to heal and find hope to put their trafficking exploitation behind them.

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Agency Name: Building Opportunities for Self-Sufficiency (BOSS)

Strategy Area: Gender-Based Violence – Wrap Around Support

Activity: Therapeutic Supports

Program Description: BOSS will provide fiscal and programmatic support to sub-grantees, S.H.A.D.E., Love Never Fails, Adamika Village, and Men Creating Peace. The sub-grantees will provide therapeutic support to 200 survivors of gender-based violence. This will include individual therapy for 100 survivors, support groups for 36 survivors, 10 male-identified transition aged youth attending a 26-week gender-based violence course, and 200 general outreach participants.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$120,000 | \$77,783.94 | \$3,500 | \$77,783.94 | 65% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of clients enrolled in mental health services | 50 | 20 | 40% |
| # of survivors referred to at least one service | 50 | 97 | 194% |
| # of general outreach participants | 100 | 1118 | 1118% |
| # of clients enrolled in peer support/counseling groups | 18 | 20 | 111% |
| # of male-identified transition-aged youth engaged in 26-week class | 5 | 5 | 100% |
| # of presentations at community meetings | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables. Agency expenditures are low due to a combination of withholding and under spent funds. Agency has requested a budget modification.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency reported in Quarter 2 sub-grantee S.H.A.D.E provided counseling and reached 315 survivors during outreach, sub-grantee Love Never Fails referred 45 survivors for services, and sub-grantee Men Creating Peace met weekly with five transition-aged youth (TAY) male-identified clients who have experienced and/or been impacted by gender-based violence.

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- After a slow start significant progress has been made. Agency continues to provide technical support to sub-grantees including improved communication, strategic planning, and collaboration.

Challenges:

- Agency reported staff vacancies in Quarter 1.
- Agency reported challenges with enrolling clients into mental health services in Quarter 2.
- Agency reported delays in programming due to the late Advance Payment in Quarter 1, hindering sub-grantee staff hiring and training.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: One program participant and her sister were referred to us due to suspicion of grooming and sexual exploitation as well as truancy. For one sister it was determined that inappropriate behavior from various adult males has made a negative impact and in addition the youth was also navigating teen motherhood. This youth has continued to struggle with attending school and remaining engaged in services. However, she gave birth to a healthy baby and now is more focused on her goals. She has continued to lovingly and sufficiently take care of her baby with parental support and initiates connection weekly with her assigned case manager/advocate. The youth is now getting support with her General Educational Developmental test and attends the sub-grantee's Leadership Academy.

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Agency Name: Oakland Unified School District Office of Equity

Strategy Area: Gender-Based Violence – Wrap Around Support

Activity: Therapeutic Support

Program Description: Oakland Unified School District’s Office of Equity will provide therapeutic support services to 100 African American and Latina girls in the Oakland Unified School District. This will include 10 healing circles for students and five family healing workshops.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$100,000 | \$42,820.70 | \$0 | \$42,820.70 | 43% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of youth referred to at least one service | 50 | 72 | 144% |
| # of clients enrolled in peer support/counseling groups | 50 | 72 | 144% |
| # of healing circles led by traditional healers | 6 | 5 | 83% |
| # of family healing workshops | 2 | 3 | 150% |
| # of presentations at community meetings | 1 | 1 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables. Agency has underspent funds and is requesting a budget modification.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency has increased student participation and continues to exceed program deliverables.
- Agency has organized student leaders to host a KWANZA Celebration in addition to Oakland Tech’s first Black Family Night.
- Agency has advocated for enrolled students to participate in programming for extra credit as an elective course.

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Challenges:

- Agency has reported challenges in hiring for school site facilitators and has utilized department staff to fill gaps in hiring.

Corrective Actions: All items are in compliance with the grant agreement.

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Agency Name: Family Violence Law Center (FVLC)

Strategy Area: Gender-Based Violence – Wrap Around Support

Activity: Therapeutic Support

Program Description: FVLC will provide fiscal and program support to sub-grantees Mujeres Unidas Y Activas (MUA) and Bay Area Women Against Rape (BAWAR). Together with the sub-grantees, grantee will provide therapeutic support to over 100 survivors of gender-based violence. This will include therapy for 15 children exposed to family violence and their parents, 28 survivors engaged in support groups and healing rituals and 80 Spanish and/or Mam speaking survivors engaged in peer counseling and navigation services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$300,000 | \$120,000 | \$120,000 | \$0 | \$120,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of peer counseling clients/community services navigation - MUA | 40 | 73 | 183% |
| # of survivors referred to at least one service | 50 | 146 | 292% |
| # of hours of traditional therapy provided to survivors | 200 | 261 | 131% |
| # of hours of peer counseling/community services navigation - MUA | 80 | 90 | 113% |
| # of survivors engaged in traditional therapy | 8 | 12 | 150% |
| # of support groups/healing practices hosted for survivors-BAWAR | 4 | 5 | 125% |
| # of survivors engaged in support groups/healing practices-BAWAR | 14 | 26 | 186% |
| # of presentations at community meetings | 1 | 2 | 200% |

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Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- In Quarter 1, agency reported providing 131 hours of dyadic therapy for nine families with children aged 0 to 5.
- Sub-grantee Mujeres Unidas Y Activas had 27 members from the Mam community present during the last Mam group of the year. All the members stated that they feel supported by MUA in ways they did not think possible.
- During the program observation, sub-grantee Mujeres Unidas y Activas facilitated a group with over fifty monolingual Spanish-speaking survivors who were engaged and grateful for the service being offered.

Challenges:

- Agency reported BAWAR had no confirmed participants in the first quarter but was able to increase participation in Quarter 2.
- Agency reported in Quarter 2, there was not enough legal representation for women facing Family Law court proceedings. MUA staff refers women to organizations that provide legal representation but there is limited availability.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: The agency therapist worked with a mother and daughter, who were referred by an advocate for therapy support. The single mom was initially looking for support and resources to get back on her feet. She had been in a violent and exploitative relationship for a couple of years and had left the relationship six months prior. After getting therapy for herself, the mother decided that she would like to get help for her young daughter.

The mother discussed the trauma they had been through. She was worried about the behavior changes she saw in her daughter since they left the violence situation. The daughter would cry, hit, and have tantrums when any expectations or limits were set. She had not been able to stay at daycare because of her behavior. The mother confided that her daughter was not like this while they lived with the person who caused harm. She was concerned about what her daughter had witnessed, while at the same time she was confused about why her daughter's behavior was getting worse, not better.

In the work with the daughter, the therapist used dyadic expressive arts therapy to give her a place to express her feelings. The therapist also taught the mother about how trauma symptoms show up in children. By understanding that the daughter was acting out the chaos and aggression she had witnessed, the mom was able to take the behavior less personally. The daughter was able to use art and drama therapy to express some of the scary things she saw and felt. The mother was able to mirror that experience and share her own feelings with her daughter. The mother was able to provide space and comfort for her daughter during and after the therapy sessions.

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As the daughter was able to share feelings of fear and sadness, her anger at her mother diminished. When she did get upset, she was often able to tell her mom how she felt and ask for what she needed: a hug, a stuffy, space. After a year of therapy, the daughter was doing better at sharing her feelings, accepting limits, and engaging with her mom in a healthy manner. She had started Kindergarten, and her mother was so proud to see how she was flourishing. The mom enjoys her time with her daughter more, and has shared that she feels confident in implementing positive parenting tools when they are needed.

Agency Name: Building Opportunities for Self-Sufficiency (BOSS)

Strategy Area: Gender-Based Violence – Wrap Around Support

Activity: Gender-Based Violence Employment Services

Program Description: BOSS will provide fiscal and program support to sub-grantees Love Never Fails, Realized Potential, Inc., and S.H.A.D.E. Grantee will provide life skills education, vocational training, a paid transitional work experience through sub-grantees, pre-employment education and training, job placement services, and post-placement retention services to 36 survivors of gender-based violence.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$350,000 | \$140,000 | \$88,963.86 | \$11,000 | \$88,963.86 | 64% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of clients enrolled | 18 | 36 | 200% |
| # of survivors referred to at least one service | 18 | 32 | 178% |
| # of client hours of life skills and pre-employment skills | 400 | 525 | 131% |
| # of client hours of job skills/vocational training | 30 | 0 | 0% |
| # of work experience hours | 1100 | 0 | 0% |
| # of clients with work placement | 4 | 0 | 0% |
| # of presentations at community meetings | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal with the following contingencies:

- Agency will send Program Officer a monthly progress report with updated deliverables to track improvement.

Attachment B

Benchmark Comments: The agency has struggled to enroll and retain employment participants. Funds have been withheld for agency not meeting benchmark deliverables and unspent funds. The agency has requested a scope and budget modification.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency reported providing technical assistance to sub-grantees in Quarters 1 and 2, including offering facilities for events and service provision.
- Sub-grantee Love Never Fails continued their Information Technology (IT) Academy, and sub-grantee S.H.A.D.E. hosted their Purpose Academy.
- Agency reported in Quarter 2, sub-grantee Realized Potential, Inc. has been actively recruiting for their male-identified survivors of gender-based violence workshops.

Challenges:

- Agency reports the late receipt of the advance payment greatly impacted the ability to carry out the goals and deliverables in Quarter 1.
- Agency reported significant challenges in the lack of referrals from sub-grantees for job training and placement deliverables.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: JD was engaged in the sub-grantee's program while the program was conducting outreach. JD explained that he has family members who are involved in sexual exploitation. JD was concerned and interested in learning more about the workshop provided by the program. JD decided to attend a workshop and is fully engaged. He has been in regular communication for transformative mentorship and guidance. JD expressed a high level of stress and the program was able to refer him to an organization that supports mental health. JD connected with the mental health agency and remains in contact with the program about his aversion to the sex trade.

Attachment B

Agency Name: Oakland LGBTQ Community Center

Strategy Area: Gender-Based Violence- Wrap Around Support

Activity: Safe Space Alternatives

Program Description: The Oakland LGBTQ Community Center will provide drop-in services for 100 youth annually that will include 60 group participants.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$150,000 | \$60,000 | \$43,476.30 | \$0 | \$43,476.30 | 72% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of duplicated individuals who visit drop-in center | 50 | 191 | 382% |
| # of individuals referred to at least one service | 50 | 153 | 306% |
| # of clients enrolled in peer support/counseling groups | 30 | 91 | 303% |
| # of peer support/counseling group sessions | 16 | 22 | 138% |
| # of presentations at community meetings | 1 | 0 | 0% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables. Agency has underspent funds and is requesting a budget modification.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Attachment B

Successes:

- Agency moved locations and is currently building their youth drop-in center as a stand-alone space that is in easy walking distance to their health center and food pantry.
- Agency hired their first Spanish speaking staff member for youth programming.
- Agency hosted a successful and well-attended Black History Month event in February.

Challenges:

- Agency reported challenges with the former satellite drop-in space and the safety of the participating youth.
- Agency reported challenges with the new data management system, Apricot, and is encouraged to attend the DVP's Apricot "office hours" for support.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: A transgender youth who came into the center wanted to make connections with other LGBTQ youth in the community. They wanted to be able to come to a safe space and have discussions with like-minded youth. They also wanted to get support with their mental health and possibly get into therapy. They were referred to the mental health and wellness workshop and were signed up to get support with finding a therapist. Since then they have come to multiple sessions and have expressed how much fun it is and how much they like being a part of the space.

Attachment B

Agency Name: Young Women’s Freedom Center (YWFC)

Strategy Area: Gender-Based Violence – Wrap Around Support

Activity: Safe Space Alternatives

Program Description: Young Women’s Freedom Center (YWFC) will provide drop-in services for 150 youth annually that will include 100 group participants and 150 referrals to supportive services.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$100,000 | \$86,122.38 | \$2,500 | \$86,122.38 | 86% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of Individuals referred to at least one service | 70 | 70 | 100% |
| # of duplicated individuals that visit drop-in center | 70 | 70 | 100% |
| # of peer support/counseling group participants | 50 | 35 | 70% |
| # of peer support/counseling group sessions | 24 | 51 | 213% |
| # of presentations at community meetings | 1 | 2 | 200% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Attachment B

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency reported signing a new lease agreement for a drop-in space in downtown Oakland.
- Agency reported a young mother successfully reunited with her child after completing 12 weeks of the Parenting Support Program and remaining in compliance with her legal plan.

Challenges:

- Agency reported the need to move their drop-in center to a more central location for greater access to services.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: The agency has been working with this youth for two years. During that time the youth has experienced being houseless, navigating the underground street economy, and being a young mom with little to no support from family or friends. This youth was a community organizer in the program and struggled with their attendance. In addition, the youth learned that they were pregnant again by their partner who was incarcerated at the time. Having their partner incarcerated and a soon to be a mom of two, it left the participant hopeless and alone. The Self-Determination Advocate was able to refer them to therapist of color and they found numerous programs to support the participant with their housing. During this transition period of finding resources, the participant was able to goal set and prioritize their mental health as well as participating in other programs that would be able to support them. After six months of consistency, by the end of March, with the support of the agency the participant found permanent housing. This youth has not had permanent housing in over four years, and the agency is very excited to support the participant in getting settled in their new home.

Attachment B

Agency Name: Building Opportunities for Self-Sufficiency (BOSS)

Strategy Area: Community Healing & Restoration

Activity: Neighborhood & Community Teams

Program Description: Building Opportunities for Self-Sufficiency (BOSS) with sub-grantees, Khadafy Washington Foundation, Adamika Village, and Hoover Foster Resident Action Council, will engage residents through events and activities designed to restore, strengthen, and beautify the neighborhood while connecting people to DVP network services and other resources.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$360,000 | \$144,000 | \$129,034.38 | \$0 | \$129,034.38 | 90% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of community members referred for at least one service | 10 | 0 | 0% |
| # of community outreach events | 15 | 12 | 80% |

Staff Recommendation: Staff recommends renewal.

Attachment B

Benchmark Comments: Agency is working with sub-grantees to meet unmet deliverables and is on track to meet deliverables by the end of the third quarter.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency's sub-grantees have hosted multiple community events including passing out 500 backpacks with gift cards for gas and food in East Oakland.
- Agency, in partnership with their sub-grantee Khadafy Washington Project, hosted an event in honor of the National Homicide Victims Month in Downtown Oakland as part of a public awareness program which included a new banner of victim's photos from 2000-2022 placed on display. Family members of homicide victims attended.

Challenges:

- Agency had a slow start with meeting their deliverables due to the delay in the advance payment.
- Agency struggled with communication with their subgrantees at the beginning of the fiscal year. The agency developed templates and monthly check-ins to improve communication and support for their sub-grantees.

Corrective Actions: All items are in compliance with the grant agreement.

Attachment B

Attachment B

Agency Name: Community & Youth Outreach (CYO)

Strategy Area: Community Healing & Restoration

Activity: Neighborhood & Community Teams

Program Description: Community & Youth Outreach (CYO) shall provide community outreach and engagement for the benefit of 500 Oakland residents. The Neighborhood and Community Teams sub-strategy aims to engage residents through events and activities designed to restore, strengthen, and beautify the neighborhood, while connecting people to DVP network services and other resources.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$360,000 | \$144,000 | \$122,681.25 | \$0 | \$122,681.25 | 85% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of community outreach events | 16 | 8 | 50% |
| # of community members referred for at least one service | 10 | 10 | 100% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: The late receipt of the advance payment greatly impacted the ability to carry out the community Outreach Events deliverables in the first quarter. Agency is on track to meet deliverables in Quarter 3.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency hosted pop-up events in neighborhoods impacted by homelessness and violence.
- Agency has identified strategic locations in the community where residents are in need of resources and support specific to the impact of group and gun violence.

Challenges:

- Agency experienced a few significant barriers in meeting the first quarter deliverables due to the late start of their contract and delay in receiving funds which impacted the ability to hire additional event staff to be able to host community events.
- Agency experienced complications while partnering with faith-based institutions. The institutions had scheduled several large events that were not confirmed, which resulted in cancellations. Agency found that in order to prevent cancellations they need to meet with both the Pastor and Event Scheduler on the administrative team of each institution.

Attachment B

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: While participating in an event this quarter, a staff person was unexpectedly approached by a parent voicing concerns about his two sons' behaviors and characteristics. One is actively involved in group activity, and the young son, who is not active, is currently displaying behavior (episodes of rage, anger, and property damage at home) from being influenced by his older brother. The parent expressed interest in services for both of his children, with urgency, fearing for their lives. The agency staff were present and immediately conducted an outreach assessment. The agency successfully referred the community member to a life coach and directed them to the agency's Cognitive Behavioral Therapy group sessions.

Attachment B

Agency Name: Communities United for Restorative Youth Justice (CURYJ)

Strategy Area: Community Healing & Restoration

Activity: Neighborhood & Community Teams

Program Description: Communities United for Restorative Youth Justice (CURYJ) will provide community outreach and engagement for the benefit of 500 Oakland residents. The Neighborhood and Community Teams sub-strategy aims to engage residents through events and activities designed to restore, strengthen, and beautify the neighborhood, while connecting people to DVP network services and other resources.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$360,000 | \$144,000 | \$114,684.83 | \$0 | \$114,684.33 | 80% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of community outreach events | 16 | 20 | 125% |
| # of community members referred for at least one service | 10 | 15 | 150% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly

Successes:

- Agency has held successful community outings that included participants and community members. This included a camping trip to Mount Shasta, Lake Shasta, and Barney Falls that got youth and young adult participants out of Oakland for the weekend.
- During the holidays agency was able to support the community with a Thanksgiving Turkey Give Away in November and a Toy Give Away and Holiday Celebration in the Fruitvale.

Challenges:

- Agency reports some challenges with entering data that accurately captures the work. With the new DVP data management system this issue should be resolved in the coming quarters.

Attachment B

- The weather presented challenges for the community events and outings which caused the need to reschedule some events, but the agency was able to build stronger relationships with partners during this challenge.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: In February, the agency's NACTs supported a family whose father celebrated a 6-year anniversary of being killed by police. They also supported a new brick and mortar location that they are opening in West Oakland with a community Clean-up Day at the Bikes4Life Bike and Repair shop. They will be able to host community events and also be able to refer Life Coaching and Violence Interruption participants to learn how to fix and sell bikes at this location. Lastly, March was highlighted by a vigil and repass the agency supported for a family who had a loved one killed in Oakland, paying for catering and hosting a community healing vigil. As the weather began to clear, March was also a busy month for outings, cultural healing activities, and overnight learning trips. The NACTs hosted a sweat lodge ceremony in which Life Coaches and Violence Interrupters participated in this practice for the first time, leaving them with a powerful experience that will stick with them for life. They also had joint trips with Life Coaching, Violence Interruption, and Leadership program participants to bowling and an overnight trip to Yosemite, in which many of the participants saw snow for the first time.

Agency Name: ROOTS Community Health Center

Strategy Area: Community Healing & Restoration

Activity: Neighborhood & Community Teams

Program Description: ROOTS Community Health Center shall provide community outreach and engagement for the benefit of 500 Oakland residents. The Neighborhood and Community Teams sub-strategy aims to engage residents through events and activities designed to restore, strengthen, and beautify the neighborhood, while connecting people to DVP network services and other resources.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$360,000 | \$144,000 | \$134,321.13 | \$0 | \$134,321.13 | 93% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of community members referred for at least one service | 10 | 108 | 1080% |
| # of community outreach events | 16 | 5 | 31% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency community outreach events deliverable is low due to the agency staff transitions. Agency is now fully staffed and on track to meet the deliverable in the coming quarters.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency has outfitted their community center, Armstead Hall. As the agency prepares to host more in-person activities in the future, this site offers ample indoor and outdoor space and now has facilities for speakers and presentations, entertainment, and creative projects.
- Agency hosted multiple community events including Black Solidarity Business Saturday. This is intended to remind community of their collective strength and political and economic power.
- Agency provided 20 families with mindfulness kits with stress relief resources including mindfulness coloring books and art supplies.

Attachment B

Challenges:

- Agency had staff transition but were able to have the Senior Program Coordinator and the Director of Programs and Policy continue to move the work forward.
- Staffing limitations in this program represented the biggest challenge in the area of events. Even without a full team the agency was able to attend and host events. Now that the agency is fully staffed, they are on track to meet deliverables moving forward.
- The extended winter weather made it difficult to host outdoor events creating an additional challenge to meet the deliverable.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: J lost her son in 2022. She requested counseling in October, and the agency was also able to support her with the Community Healing Fund to help remove barriers in her family's life related to utility bills.

Attachment B

Agency Name: TRYBE Inc.

Strategy Area: Community Healing & Restoration

Activity: Neighborhood & Community Teams

Program Description: TRYBE will provide community outreach and engagement for the benefit of 500 Oakland residents. The Neighborhood and Community Teams sub-strategy aims to engage residents through events and activities designed to restore, strengthen, and beautify the neighborhood, while connecting people to DVP network services and other resources.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|---------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$360,000 | \$180,000 | \$180,000 | \$0 | \$180,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|--|------|----------|-------------------------|
| # of community outreach events | 16 | 60 | 375% |
| # of community members referred for at least one service | 10 | 29 | 290% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency hosted multiple community outreach events that included holiday support, a turkey giveaway, and activities designed to restore, strengthen, and beautify the neighborhood.
- Agency has created a number of partnerships to address the rates of violence and human trafficking in the area. The agency hosted a Human Trafficking Town Hall at Roosevelt Middle School in partnership with S.H.A.D.E. and the East Bay Asian Youth Council (EBAYC).

Attachment B

Challenges:

- Growing levels of violence in the community has led to weekly staff meetings to discuss safety measures.
- The number of the unhoused population in San Antonio Park has increased. There have been multiple instances of unsafe situations during agency events and at the work site due to the unhoused individuals.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: J who worked as the agency as a Resident in Summer 2022, was able to get his own place with his son. Through the support of his family and the agency, he was able to get off the streets, where he had been homeless for years. Then he was able to gain custody of his son who was ready to be put into the foster care system. Getting an apartment was a final step, along with getting a living wage job as a truck driver. The agency referred him to a program where he can get a special Class A license to drive trucks while still being able to be with his son.

Agency Name: Building Opportunities for Self-Sufficiency (BOSS)

Strategy Area: Community Healing & Restoration

Activity: Healing & Restorative Activities

Program Description: Building Opportunities for Self-Sufficiency (BOSS) with sub-grantees Khadafy Washington Foundation, Adamika Village, and No More Tears, will provide community outreach and engagement, community healing events and activities for the benefit of 250 residents affected by violence in Oakland.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$100,000 | \$81,380.74 | \$0 | \$81,380.74 | 81% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|-------------------------------|------|----------|-------------------------|
| # of families supported | 12 | 5 | 42% |
| # of community event sessions | 6 | 5 | 83% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency is working with sub-grantees to meet unmet deliverables and is on track to meet deliverables by the end of the third quarter.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency has a strong partnership with sub-grantees that include mothers that have lost loved ones to gun violence.

Attachment B

- Agency is leading healing circles for staff within the DVP network responding to community trauma
- Agency continued to successfully provide administrative oversight and support multiple subgrantees.

Challenges:

- Agency had a slow start with meeting their deliverables due to the delay in the advance payment.
- Agency struggle with communication at the start of the fiscal year. Due to the miscommunication the agency created templates and monthly check-ins to improve communication and support to their sub-grantees.

Corrective Actions: All items are in compliance with the grant agreement.

Attachment B

Agency Name: Catholic Charities of the East Bay (CCEB)

Strategy Area: Community Healing & Restoration

Activity: Healing & Restorative Activities

Program Description: Catholic Charities of the East Bay (CCEB) will provide community outreach and engagement, community healing events and activities for the benefit of 200 Oakland residents.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$5,935.07 | \$0 | \$5,935.07 | 7% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|-------------------------------|------|----------|-------------------------|
| # of families supported | 10 | 4 | 40% |
| # of community event sessions | 6 | 21 | 350% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency is struggling with the number of family support referrals received through the DVP Violence Interrupters network, with no referrals for recent homicides received since early November. Program Officer will invite agency to the next Violence Interruption training to increase family referrals from Violence Interrupters.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Attachment B

Successes:

- Agency is strengthening partnerships with Community Healing and Restoration partners.
- With the expansion of the DVP’s Community Healing network the agency has received an increase of invitations to host grief and healing circles.

Challenges:

- Agency continues to address low family referrals within the weekly DVP partnership meetings, including the weekly DVP Homicide and Shooting Review meeting, and directly with Youth Alive! to better understand the barriers to referrals for therapeutic supports.

Corrective Actions: All items are in compliance with the grant agreement.

Agency Name: Urban Peace Movement (UPM)

Strategy Area: Community Healing & Restoration

Activity: Healing & Restorative Activities

Program Description: Urban Peace Movement (UPM) will provide community outreach and engagement, and community healing events and activities for the benefit of 400 Oakland residents.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|--------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$350,000 | \$175,000 | \$174,467.96 | \$0 | \$174,467.96 | 99.7% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of community building or restorative events hosted | 8 | 21 | 263% |
| # of families supported with Healing and Restorative events | 14 | 47 | 336% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

Attachment B

- Agency successfully launched the Emergency Healing Response Program to bring healing resources to survivors of gun violence early in their process of grief and trauma.
- Agency is fully staffed.
- Agency hosted events and healing activities that provide culturally relevant and trauma-informed practices serving approximately 553 community members.

Challenges:

- Agency recognizes the need for better awareness and education around healing and the role of healing in violence prevention.
- The weather became a challenge in the second quarter because it impacted all of the agency's outdoor events and vigils. The agency had to work hard to secure indoor spaces as alternatives.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: During Quarter 2, agency engaged in care coaching and case conferencing with a mother of two who lost her partner to gun violence. This individual was initially referred to the agency for housing relocation assistance through the agency's work with the DVP. Since then, the agency has been helping her family navigate resources such as affordable housing, bill support resources, employment, and connection to legal support.

During this quarter, the agency helped to reconnect this individual and her children to mental health counseling through the Roots Community Health Center. The agency connected the family to Restorative Justice for Oakland Youth (RJOY) to assist with rent support, and the East Bay Community Law Center for legal services support in connection with an incident one of her children experienced at his school which resulted in his hospitalization. The mother was also looking for new employment during the second quarter, and the agency helped her update and edit her resume. Following this support, she successfully found new employment. At the start of the holiday season, the agency connected the family to community partners including Communities United for Restorative Youth Justice (CURYJ) to attend a Thanksgiving turkey giveaway. The agency continues to serve her on a bi-weekly basis through the intensive 1-on-1 care coaching. She also continues to be an active participant in monthly community healing circle Heal R Town.

Attachment B

Agency Name: Restorative Justice for Oakland Youth (RJOY)

Strategy Area: Community Healing & Restoration

Activity: Healing & Restorative Activities

Program Description: Restorative Justice for Oakland Youth (RJOY) will provide community outreach and engagement, community healing events and activities for the benefit of 200 Oakland residents.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$80,000 | \$0 | \$80,000 | 100% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|---|------|----------|-------------------------|
| # of community event sessions | 6 | 9 | 150% |
| # of families supported with healing and restorative events | 7 | 10 | 143% |

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Grantee is on track to meet all deliverables.

Attachment B

Reporting Compliance: All reports are submitted on time and completed thoroughly.

Successes:

- Agency coordinated multiple community events and created healing spaces for community members impacted by violence including Black Male Healing Circles, a North Oakland Community Circle, and a Survivor's Dinner for families who lost loved ones to homicide in Oakland.
- Agency will be moving to a new location in the coming months that will facilitate the ability to support the community with multiple healing and restorative programs.

Challenges:

- Agency has experienced challenges with parents not following the restorative justice practices, not following up, and not supporting in de-escalating situations.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: J applied for emergency response funds after losing her son to gun violence. She needed to move quickly. She did not have the funds to pay her first month's rent, last month's rent, and deposit. The agency covered those costs and that of essential household furniture and other items. She later explained that the financial support also lifted the emotional burden and stress she was experiencing. In addition, the agency connected her with the Mother's Healing Circle and Black Women's Circle.

Case Study: A who worked as the agency as a Resident in Summer 2022, was able to get his own place with his son. Through the support of his family and the agency, he was able to get off the streets, where he had been homeless for years. Then he was able to gain custody of his son who was ready to be put into the foster care system. Getting an apartment was a final step, along with getting a living wage job as a truck driver. The agency referred him to a program where he can get a special Class A license to drive trucks while still being able to be with his son.

Attachment B

Agency Name: Catholic Charities of the East Bay (CCEB)

Strategy Area: Community Healing & Restoration

Activity: Therapeutic Support

Program Description: Catholic Charities of the East Bay (CCEB) will provide mental health case management for 50 clients and psychoeducation and restorative retelling support groups for the families, friends, classmates and other individuals affected by homicides in Oakland.

Table 1. Payment History

| Total Contract Amount (4 Quarters) | Payment History July-December 2022 (2 Quarters) | | | | |
|------------------------------------|---|-----------------|-----------------|-------------|---------------------------|
| | Scheduled Payment | Amount Invoiced | Amount Withheld | Amount Paid | Percent of Scheduled Paid |
| \$200,000 | \$80,000 | \$53,622.02 | \$0 | \$53,622.02 | 67% |

Table 2. Number Served July 1– December 31, 2022 (2 Quarters)

| Service | Goal | # Served | Percent of Goal Reached |
|------------------------------------|------|----------|-------------------------|
| # of mental health service clients | 25 | 38 | 152% |
| # of mental health service hours | 175 | 473 | 270% |

Attachment B

Staff Recommendation: Staff recommends renewal.

Benchmark Comments: Agency is struggling with the number of family support referrals received through the DVP Violence Interrupters network, with no referrals for recent homicides received since early November. Program Officer will invite agency to the next Violence Interruption training to increase family referrals from Violence Interrupters.

Reporting Compliance: Agency submits reports late but usually notifies program officer.

Successes:

- Agency is exceeding deliverables because they are able to provide mental health support those affected by all forms of violent crime.
- Agency developed a grief and healing toolkit for families experiencing loss.
- Agency launched their first series of “Restorative Retelling”, a group-based intervention designed to moderate internalized trauma and stress series allowing participants to retell, process, and grieve together following a violent death. The intervention is based on the clinical fundamentals of early crisis support followed by enhancement of skills for stress reduction.

Challenges:

- Agency recognizes the community needs for therapeutic support far exceeds the agency’s staffing capacity to support clients based on the current funding level. An ideal solution would be an increase in clinical staffing capacity and an ability to receive referrals through the agency’s outreach.

Corrective Actions: All items are in compliance with the grant agreement.

Case Study: The agency’s clinician has been supporting a minor who presented with generalized anxiety, substance use related behaviors, and Post Traumatic Stress Disorder systems. Over the course of the therapeutic relationship the participant has developed coping skills that have resulted in the substance use being drastically reduced. With these coping skills and increased regulation, the participant's school activity has increased, and they have also changed their peer group and social support network and applied for a summer internship along with that same new group of peers. The participant and the clinician continue to meet weekly to work on her mental health and other life goals.

The agency’s clinician has also been working with a participant who presented with severe symptoms of complex trauma with Post Traumatic Stress Disorder and Insomnia Disorder, as a result of being a survivor of childhood sexual, verbal, and physical abuse, and the homicide of their son. The participant and the clinician meet weekly, sometime twice a week to process grief, and they have made significant progress over the past 14 months of service. Through this relationship, safety plans were developed, as well as a treatment plan to support grieving, coping, and healing. Currently, the participant reports that they are able to sleep through the night more nights a week than when the therapeutic relationship began, and have been able to actively stay away from the triggering area where the trauma occurred. The participant regularly reaches out to the therapist outside of the regularly set times for additional support.