



AGENDA REPORT

TO: Jestin D. Johnson
City Administrator

FROM: Emily Weinstein
Director
Housing and Community
Development Department

SUBJECT: Contract Amendment for
Tenant Representation at RAP
Proceedings

DATE: September 29, 2025

City Administrator Approval


Jestin Johnson (Oct 2, 2025 15:54:31 PDT)

Date: Oct 2, 2025

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution (1) Authorizing The City Administrator To Enter Into A Professional Services Agreement With Centro Legal De La Raza For Provision Of Representation Services To Low- And Moderate-Income Tenants At Rent Adjustment Program Petition Proceedings For A One Year Term, From October 1, 2025 Through September 30, 2026, In The Amount Of \$250,000, Renewable At The City Administrator's Option For Up To Three Additional Years For a Total Contract Amount Not to Exceed \$1,000,000; And (2) Waiving The Competitive RFP/Q And Small Local Business Enterprise Program Requirements

EXECUTIVE SUMMARY

The proposed resolution would authorize the City Administrator to enter into a professional services agreement with Centro Legal De La Raza (CLR) to offer legal representation to low- and moderate-income (LMI) tenants in petition proceedings and Housing, Residential Rent and Relocation Board (HRRRB) proceedings (collectively, "RAP proceedings") for an amount not to exceed \$1,000,000 over a four-year period (\$250,000 annually contingent on the City's budget process) starting October 1, 2025. This is a professional services agreement for which there were no other local organizational respondents in the prior Request for Proposal (RFP) and for which CLR has provided a high level of service. CLR has already performed on this contract since October 2023. CLR's representation services are critical to supporting equitable implementation of the Rent Adjustment Program (RAP).

Even though CLR is currently certified as a Not For Profit Local Business Enterprise by the City; staff is seeking waiver of the Small Local Business Enterprise requirements for this contract amendment.

CED Committee
October 14, 2025

BACKGROUND/LEGISLATIVE HISTORY.

The City of Oakland (City) has contracted with CLR for legal services to Oakland LMI tenants since 2013.¹

Most recently, in June 2023, staff released an RFP for legal representation services for LMI tenants. The RFP covered a 12-month contract term for \$250,000, with an option to renew for an additional year at the City's discretion, not to exceed \$250,000. Two responses were received—one from a solo practitioner and one from CLR—both of which met the RFP requirements.

Staff determined that CLR should be awarded the contract for the term of October 1, 2023, through September 30, 2024, in the amount of \$250,000.

On August 7, 2023, while the formal RFP process was underway, the City, under the City Administrator's procurement authority, executed a short-term contract with CLR for an amount not to exceed \$49,999. This contract was intended to cover the service gap between July 1, 2023, and September 30, 2023.

On September 19, 2023, the City Council authorized a contract with CLR in the amount of \$250,000 for the period of October 1, 2023, through September 30, 2024. The contract included an option to renew for one additional year, not to exceed \$250,000.

On April 24, 2024, the City executed the contract with CLR for the initial term of October 1, 2023, through September 30, 2024.

On October 28, 2024, the City Administrator exercised the renewal option and executed a contract amendment extending the agreement with CLR through September 30, 2025.

ANALYSIS AND POLICY ALTERNATIVES

Program Overview

The Rent Adjustment Program (RAP) is committed to providing efficient, effective, and equitable services to both tenants and property owners. RAP currently offers information and consultation services through telephone, email, virtually, in-person, and online workshops. For parties with pending petitions, RAP offers remote mediation prior to each hearing when a settlement conference is feasible. Additionally, RAP facilitates mediations, which allow tenants and property owners not yet involved in a petition to access mediation services.

The recommended Council action supports the City's housing, economic, and cultural security priorities by continuing to expand equitable access to legal representation for LM tenants in RAP proceedings. The services provided under the proposed contract with CLR are based on RAP staff's assessment of the ongoing challenges LMI tenants face, including:

- Limited knowledge of legal processes
- Language and technological barriers

¹ See Resolution Numbers [84706 CMS](#), [85843 CMS](#), [87266 CMS](#), [87466 CMS](#), [87768 CMS](#) and [89483 CMS](#).

- Lack of financial resources

Many tenants cannot afford legal representation and are often forced to pursue or respond to RAP petitions on their own, even under difficult circumstances.

Waiver of the RFP/Q and SLBE Requirements

Waiving the RFP/Q and SLBE program requirements will secure the continuity of services offered by CLR, which is a certified *local* not for profit business but not a “small local” and has the capacity and experience and has successfully and continually partnered with the City to provide those services to low-income tenants since 2013. CLR is certified by the Department of Workplace and Employment Standards as a Local Business Enterprise.

Program Goals

The recommended action supports the following goals:

1. Ensure that more LMI tenants have access to legal representation in RAP proceedings;
2. Reduce the displacement of LMI families, particularly communities of color and immigrants in Oakland;
3. Empower LMI tenants to seek negotiated resolutions to their legal claims; and
4. Foster constructive relationships between property owners and tenants through access to legal services.

Evaluation of CLR Performance

Exhibit A to this report summarizes CLR’s performance under the current contract from October 1, 2023, through August 31, 2025. CLR collects and reports client data, including address, zip code, gender, race, ethnicity, age, disability status, legal issues, services provided, intake and service dates, and case outcomes. Monthly reports submitted to RAP track progress on deliverables and client demographics.

Key performance highlights include:

- 573 tenants assessed for RAP-related matters: more than three times the contract goal amount of 172.
- 40 tenants provided with extended legal representation in RAP petitions and Rent Board appeal proceedings: approximately 37% of the contract goal amount of 108.
- Between October 1, 2023 and June 30, 2025, of the 31 clients: 23 were women and 8 were men and 27 were extremely low-income and 4 were low-income tenants
- Out of the 415 assessed cases in 2023-24, 216 were Latino tenants, 111 were Black tenants, and 29 were White tenants.
- Out of the 304 assessed cases in 2023-24, 174 were Latino, 81 were Black residents, and 25 were White residents.

RAP staff reviewed the difference between expected and actual outcomes and determined that CLR has fulfilled its contractual obligations. First, CLR has significantly overperformed on the goal of assessing tenants for eligibility; such assessments provide tenants with feedback and guidance and referrals as appropriate and are a critical first line of support for tenants seeking information about their tenancy concerns. Second, CLR is finding that the tenants receiving extended legal representation have needs for legal support beyond direct representation in RAP and HRRRB proceedings which makes these case take longer and consume more CLR staff hours than expected. For example, CLR may also provide:

- Drafting demand letters to housing providers

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- Counseling tenants on their rights
 - Negotiating with landlords
 - Translating documents to ensure tenant understanding
 - Securing interpretation services for RAP hearings

Finally, a significant number of extended legal representation cases on which work has been done are still in progress. As of the end of August 2025, CLR had 16 ongoing cases.

CLR has also invested in staff development, training paralegals and legal fellows to lead RAP cases, thereby expanding their capacity to serve more tenants.

Case Examples

- Ms. P. faced a capital improvement rent increase that would have rendered her unit unaffordable. CLR successfully negotiated with the property owner to amortize the pass-through over 27.5 years instead of the allowable 10 years, preserving her housing stability.
- An elderly monolingual Mandarin-speaking couple living in a Chinatown single-room occupancy (SRO) for 34 years faced a 6.9% rent increase based on alleged banking. CLR filed a RAP petition, and during mediation, the hearing officer determined the owner had exhausted all banking. The legal increase was capped at 2.3%, and a settlement reduced the rent to \$437.64—saving the tenants \$49.36 per month.

CLR continues to respond to RAP staff referrals within 48 hours and provides legal consultations to tenants attending Know-Your-Rights workshops. These workshops educate tenants on local and state housing laws and offer one-on-one consultations.

Contract Scope and Deliverables

Under the current contract, CLR provides legal representation to tenants with household incomes up to 80% of Area Median Income (AMI). The proposed contract extension will require CLR to represent at least 55 tenants per year. The proposed annual cost of \$250,000 is based on an estimated 10 to 27 hours of attorney and paralegal time per case, which includes:

1. Supporting tenants in negotiating resolutions, representing them in mediations, hearings, and appeals, and advising them on their rights under Oakland's rent adjustment, eviction, and tenant protection ordinances;
2. Prioritizing tenants for representation based on language access, technological barriers, and other equity considerations.

Alternatives

An alternative to extending the contract is to issue a new RFP to attract additional respondents. However, this approach would likely result in a significant gap in legal services for LMI tenants, with no guarantee of receiving any other qualified proposals.

FISCAL IMPACT

The recommended contract amount is \$250,000 per year for up to four years starting October 1, 2025, contingent on funding availability through the City's budget process. Funding for the first two years in the amount of \$500,000 is included in the FY 2025-27 Adopted Biennial budget in Rent Adjustment Program Fund (2413), Residential Rent Arbitration Organization (89969), Third Party: Grant Contracts Earned Account (54912), Rent Arbitration P180020 Project (1001110).

Funding for the other two years in the amount of \$500,000 is contingent upon funding availability and the adoption of the future budget cycle. The total amount of the \$1,000,00 will be charged to the Rent Adjustment Program Fund (2413), which is restricted to be used by RAP through Ordinance No. 12517² C.M.S.

PUBLIC OUTREACH / INTEREST

The initial RFP released on June 9, 2023 sought to find qualified respondents that could provide these services. The RFP was advertised in three local newspapers and distributed to legal aid suppliers registered with the City's iSupplier system. Eleven potential contractors were then directly invited to submit a response to the RFP via iSupplier. Additionally, RAP staff hosted an information session for interested parties on June 23, 2023.

Through email communications, RAP informed property owner and tenant organizations such as East Bay Community Law Center, Eviction Defense Center, the Oakland Tenants Union, and East Bay Rental Housing Association about seeking Council authorization for a new contract with CLR and waiver of the RFP and Small Local Business Enterprise requirements for the contract.

COORDINATION

The City Attorney's Office and Budget Bureau have reviewed this report. The Department of Workplace and Employment Standards also contributed to this report.

SUSTAINABLE OPPORTUNITIES

Economic: Extending this contract will support the implementation of the Rent Adjustment Ordinance and help preserve Oakland's affordable housing inventory for families, seniors, and residents with disabilities. By improving compliance with rent adjustment and eviction laws, the contract will help prevent tenant displacement and promote constructive relationships between property owners and tenants through access to legal representation in RAP proceedings.

Environmental: Execution of this contract will help mitigate adverse environmental impacts associated with existing rental housing by facilitating the resolution of petitions involving code violations and deferred maintenance. In doing so, it may uncover health and safety hazards, encouraging both tenants and property owners to take a vested interest in maintaining safe, habitable housing and fostering stability in established neighborhoods.

Race & Equity: This contract will contribute to a more equitable housing landscape in Oakland by supporting long-term tenancies and empowering both small property owners and low- and moderate-income tenants to resolve disputes through legal representation. Access to expert legal advice can help prevent and address issues such as unlawful rent increases and reductions in housing services, ensuring that tenants can remain in safe, affordable, and healthy housing.

ACTION REQUESTED BY THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution (1) Authorizing The City Administrator To Enter Into A Professional Services Agreement With Centro Legal De La Raza For Provision Of Representation Services To Low- And Moderate-Income Tenants At Rent Adjustment Program Petition Proceedings For A One Year Term, From October 1, 2025 Through September 30, 2026, In The Amount Of \$250,000, Renewable At The City Administrator's Option For Up To Three Additional Years For a Total Contract Amount Not to Exceed \$1,000,000; And (2) Waiving The Competitive RFP/Q And Small Local Business Enterprise Program Requirements.

For questions regarding this report, please contact the Rent Adjustment Program Manager, Victor Ramirez, at 510.238.3220.

Respectfully submitted,

Emily Weinstein

Emily Weinstein
Director, Housing & Community Development

Reviewed by:
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Deputy Director, Housing & Community
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Prepared by:
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Attachments (1):

A. Data Tables

**Exhibit A: Data Tables re
Contract Amendment for Tenant Representation at RAP
Proceedings**

Table 1. CLR Performance in Meeting Contract Goals October 2023 – September 2024

Centro Legal City of Oakland Rent Adjustment Program Data for 10/01/2023 - 09/30/2024															
	Goal	YEAR 1												Total YTD	% of Goal
		Q1			Q2			Q3			Q4				
		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep		
ASSESSMENT FOR RAP-RELATED LEGAL SERVICES															
Total number of tenants assessed for eligibility for RAP- related legal services.	86	71	29	27	27	30	30	28	33	25	20	28	27	375	434 %
RAP-RELATED LEGAL SERVICES TO TENANTS *CLOSED CASES															
Tenants who received extended or representation services (reported when case is closed).	54	0	1	1	2	3	1	3	0	1	1	1	1	15	28%
REFERRALS RECEIVED FROM RAP STAFF															
Referrals received from RAP staff via email utilizing RAP/Centro referral form.	-	5	2	1	0	5	0	0	3	3	4	2	4	29	-
RAP-RELATED LEGAL SERVICES TO TENANTS *OPEN CASES															
Tenants who are receiving extended or representation services. (open cases)	-	10	11	12	10	9	10	7	8	7	6	7	6	-	-

Table 2. CLR’s Reported Outcomes for Cases Closed October 2023 – September 2024

Legal Outcomes for Tenants Receiving RAP-Related Legal Services						
Main Benefit	Q1	Q2	Q3	Q4	Total Y1	% of Clients Served
Prevented loss of current housing	2	3		1	6	40%
Negotiated or facilitated move out to provide “soft landing”					0	0%
Obtained or preserved access to housing					0	0%
Prevented, ended or obtained relief from unfair or illegal behavior, or otherwise enforced rights or obtained remedies related to housing		3	4	2	9	60%
Enforced rights to safe and habitable housing					0	0%
Obtained other housing benefit					0	0%

TOTAL			2	6	4	3	15	100%
Monetary Benefits	Q1	Q2	Q3	Q4	Total YTD	% of Cases YTD		
Closed cases with a monetary benefit	1	2	1	2	6	-		
Back awards recovered/lump sum settlement		\$7,000.00		\$6,000.00	\$13,000.00	55%		
Monthly costs savings/payment reduction		\$18.61			\$18.61	0%		
Reduction in Rent Increases	\$9,000.00	\$100.00	\$39.36	\$223.00	\$9,362.36	40%		
Reduction in Hab Issues				\$817.57	\$817.57	3%		
Reduction in Non-Hab Issues		\$340.75			\$340.75	1%		
TOTAL \$ in Benefits	\$9,000.00	\$7,459.36	\$39.36	\$7,040.57	\$23,539.29	100%		

Table 3. CLR Performance in Meeting Contract Goals October 2024 – August 31, 2025

Centro Legal City of Oakland Rent Adjustment Program Data for 10/01/2024 - 09/30/2025															
	Goal	Q1			Q2			Q3			Q4			Total YTD	% of Goal
		Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep		
ASSESSMENT FOR RAP-RELATED LEGAL SERVICES															
Total number of tenants assessed for eligibility for RAP-related legal services.	86	21	20	17	20	19	31	17	14	14	16	9		198	229%
RAP-RELATED LEGAL SERVICES TO TENANTS *CLOSED CASES															
Tenants who received extended or representation services (reported when case is closed).	54	0	0	2	0	1	3	2	1	2	4	2		17	31%
REFERRALS RECEIVED FROM RAP STAFF															
Referrals received from RAP staff via email utilizing RAP/Centro referral form.	-	6	6	7	8	15	9	6	2	4	10	7		80	-
RAP-RELATED LEGAL SERVICES TO TENANTS *OPEN CASES															
Tenants who are receiving extended or representation services. (open cases)	-	7	7	9	16	16	15	15	15	18	17	16		-	-

Table 4. CLR’s Reported Outcomes for Cases Closed October 2024 – June 30, 2025

Legal Outcomes for Tenants Receiving RAP-Related Legal Services						
Main Benefit	Q1	Q2	Q3	Q4	Total YTD	% of Cases YTD
Prevented loss of current housing		1	1	2	4	24%
Negotiated or facilitated move out to provide “soft landing”					0	0%
Obtained or preserved access to housing					0	0%
Prevented, ended or obtained relief from unfair or illegal behavior, or otherwise enforced rights or obtained remedies related to housing	2	3	1	1	7	41%
Enforced rights to safe and habitable housing			2	3	5	29%
Obtained other housing benefit			1		1	6%
TOTAL	2	4	5	6	17	100%
Monetary Benefits						
Monetary Benefits	Q1	Q2	Q3	Q4	Total YTD	% of Cases YTD
Closed cases with a monetary benefit	1	2	1	2	6	-
Back awards recovered/lump sum settlement		\$7,000.00		\$6,000.00	\$13,000.00	55%
Monthly costs savings/payment reduction		\$18.61			\$18.61	0%
Reduction in Rent Increases	\$9,000.00	\$100.00	\$39.36	\$223.00	\$9,362.36	40%
Reduction in Hab Issues				\$817.57	\$817.57	3%
Reduction in Non-Hab Issues		\$340.75			\$340.75	1%
TOTAL \$ in Benefits	\$9,000.00	\$7,459.36	\$39.36	\$7,040.57	\$23,539.29	100%

Table 5. Demographic and Economic Data for Cases Closed by September 30, 2024

Demographic and Economic Data for Tenants Receiving RAP-Related Legal Services						
Gender	Q1	Q2	Q3	Q4	Total Y1	% of Clients Served YTD
Female	2	4	4	3	13	87%
Male		2			2	13%
Transgender					0	0%

Unknown					0	0%
Total	2	6	4	3	15	100%
Household Income						
	Q1	Q2	Q3	Q4	Total Y1	% of Clients Served YTD
Extremely Low Income (0-30% AMI)	2	6	3	3	14	93%
Very Low Income (31-50% AMI)			1		1	7%
Low Income (51-80% AMI)					0	0%
Non-Low/Moderate Income (>80% AMI)					0	0%
Total	2	6	4	3	15	100%

Table 6. Demographic and Economic Data for Cases Closed by June 30, 2025

Demographic and Economic Data for Tenants Receiving RAP-Related Legal Services							
Gender	Q1	Q2	Q3	Q4	Total YTD	% of Clients Served YTD	
Female	2	2	3	3	10	63%	
Male		2	2	2	6	38%	
Transgender					0	0%	
Unknown					0	0%	
Total	2	4	5	5	16	100%	
Household Income							
	Q1	Q2	Q3	Q4	Total YTD	% of Clients Served YTD	
Extremely Low Income (0-30% AMI)	1	3	4	5	13	81%	
Very Low Income (31-50% AMI)	1	1	1		3	19%	
Low Income (51-80% AMI)					0	0%	
Non-Low/Moderate Income (>80% AMI)					0	0%	
Total	2	4	5	5	16	100%	

Table 7. Race and Ethnicity Data for Case Assessment Oct. 2023 – Sep. 2024

Race and Ethnicity Data for Tenants Receiving RAP-Related Legal Services FY 23-24 (Oct 2023-Sep 2024) Assessed for Eligibility						
RACE	Q1	Q2	Q3	Q4	Total YTD	% of Clients

						Served YTD
<i>Persons who identify as a single race</i>						
White	5	11	7	6	29	7%
Black/African American	25	34	28	24	111	27%
Asian	2	5	4	2	13	3%
American Indian/Alaska Native	3	4	1		8	2%
Native Hawaiian/Other Pacific Islander			1		1	0%
Other	57	51	60	59	227	55%
<i>Persons who identify as a being of these specific two races</i>						
American Indian/Alaska Native and White					0	0%
Asian and White					0	0%
Black/African American and White	2	1		1	4	1%
American Indian/Alaska Native and Black/African American		3	1		4	1%
<i>Persons who identify as three or more races</i>						
Other Multiple Race	1	2	2	2	7	2%
Unknown	8	2	1		11	3%
Total	103	113	105	94	415	100%
ETHNICITY	Q1	Q2	Q3	Q4	Total YTD	% of Clients Served YTD
Latino	55	47	59	55	216	52%
Non-Latino	48	66	46	39	199	48%
Total	103	113	105	94	415	100%

Table 8. Race and Ethnicity Data for Case Assessment Oct. 2024 – Aug. 2025

Race and Ethnicity Data for Tenants Receiving RAP-Related Legal Services FY 24-25 (Oct 2024-Aug 2025) Assessed for Eligibility						
RACE	Q1	Q2	Q3	Q4	Total YTD	% of Clients Served YTD
<i>Persons who identify as a single race</i>						
White	5	14	3	3	25	8%
Black/African American	30	27	17	7	81	27%
Asian	2	2	2		6	2%
American Indian/Alaska Native			1		1	0%
Native Hawaiian/Other Pacific Islander		1			1	0%
Other	60	53	39	21	173	57%
<i>Persons who identify as a being of these specific two races</i>						
American Indian/Alaska Native and White	1				1	0%
Asian and White					0	0%

Black/African American and White	1		1	1	3	1%
American Indian/Alaska Native and Black/African American	1	1			2	1%
<i>Persons who identify as three or more races</i>						
Other Multiple Race		2	1	1	4	1%
Unknown	2	3		2	7	2%
Total	102	103	64	35	304	100%
ETHNICITY	Q1	Q2	Q3	Q4	Total YTD	% of Clients Served YTD
Latino	54	60	39	21	174	57%
Non-Latino	48	43	25	14	130	43%
Total	102	103	64	35	304	100%

Table 9. Race and Ethnicity Data for Closed Petitions Cases Oct. 2023 – Sep. 2024

Race and Ethnicity Data for Tenants Receiving RAP-Related Legal Services FY 23-24 (Oct 2023-Sep 2024) Closed Cases						
RACE	Q1	Q2	Q3	Q4	Total Y1	% of Clients Served YTD
<i>Persons who identify as a single race</i>						
White			1		1	7%
Black/African American			1	1	2	13%
Asian		1	1		2	13%
American Indian/Alaska Native					0	0%
Native Hawaiian/Other Pacific Islander					0	0%
Other				2	2	13%
<i>Persons who identify as a being of these specific two races</i>						
American Indian/Alaska Native and White					0	0%
Asian and White					0	0%
Black/African American and White					0	0%
American Indian/Alaska Native and Black/African American					0	0%
<i>Persons who identify as three or more races</i>						
Other Multiple Race	2	5	1		8	53%
Unknown					0	0%
Total	2	6	4	3	15	53%
ETHNICITY	Q1	Q2	Q3	Q4	Total Y1	% of Clients Served YTD
Latino	2	5	1	3	11	73%

Non-Latino		1	3		4	27%
Total	2	6	4	3	15	100%

Table 10. Race and Ethnicity Data for Closed Petitions Cases Oct. 2024 – Aug. 2025

Race and Ethnicity Data for Tenants Receiving RAP-Related Legal Services FY 24-25 (Oct 2024-Aug 2025) Closed Cases						
RACE	Q1	Q2	Q3	Q4	Total YTD	% of Clients Served YTD
<i>Persons who identify as a single race</i>						
White			1	1	2	13%
Black/African American			2		2	13%
Asian				1	1	6%
American Indian/Alaska Native					0	0%
Native Hawaiian/Other Pacific Islander					0	0%
Other	1	4	1	3	9	56%
<i>Persons who identify as a being of these specific two races</i>						
American Indian/Alaska Native and White					0	0%
Asian and White					0	0%
Black/African American and White					0	0%
American Indian/Alaska Native and Black/African American					0	0%
<i>Persons who identify as three or more races</i>						
Other Multiple Race	1		1		2	13%
Unknown					0	0%
Total	2	4	5	5	16	100%
ETHNICITY						
Latino	1	4	1	3	9	56%
Non-Latino	1	0	4	2	7	44%
Total	2	4	5	5	16	100%

Table 11. Race and Ethnicity Data for Open Petitions Cases As Of Sep. 29, 2025

Race and Ethnicity Data for Tenants Receiving RAP-Related Legal Services FY 24-25 Open Cases - as of September 29, 2025		
RACE	Total YTD	% of Clients Served YTD
<i>Persons who identify as a single race</i>		
White	1	6%
Black/African American	1	6%
Asian	1	6%
American Indian/Alaska Native	1	6%

Native Hawaiian/Other Pacific Islander		0%
Other	13	72%
<i>Persons who identify as a being of these specific two races</i>		
American Indian/Alaska Native and White		0%
Asian and White		0%
Black/African American and White		0%
American Indian/Alaska Native and Black/African American		0%
<i>Persons who identify as three or more races</i>		
Other Multiple Race		0%
Unknown	1	6%
Total	18	100%
ETHNICITY	Total YTD	% of Clients Served YTD
Latino	12	67%
Non-Latino	6	33%
Total	18	100%

Signature: 
[Emily Weinstein \(Oct 2, 2025 11:03:44 PDT\)](#)

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