

**DREAM
KEEPER**

Dream Keeper Initiative

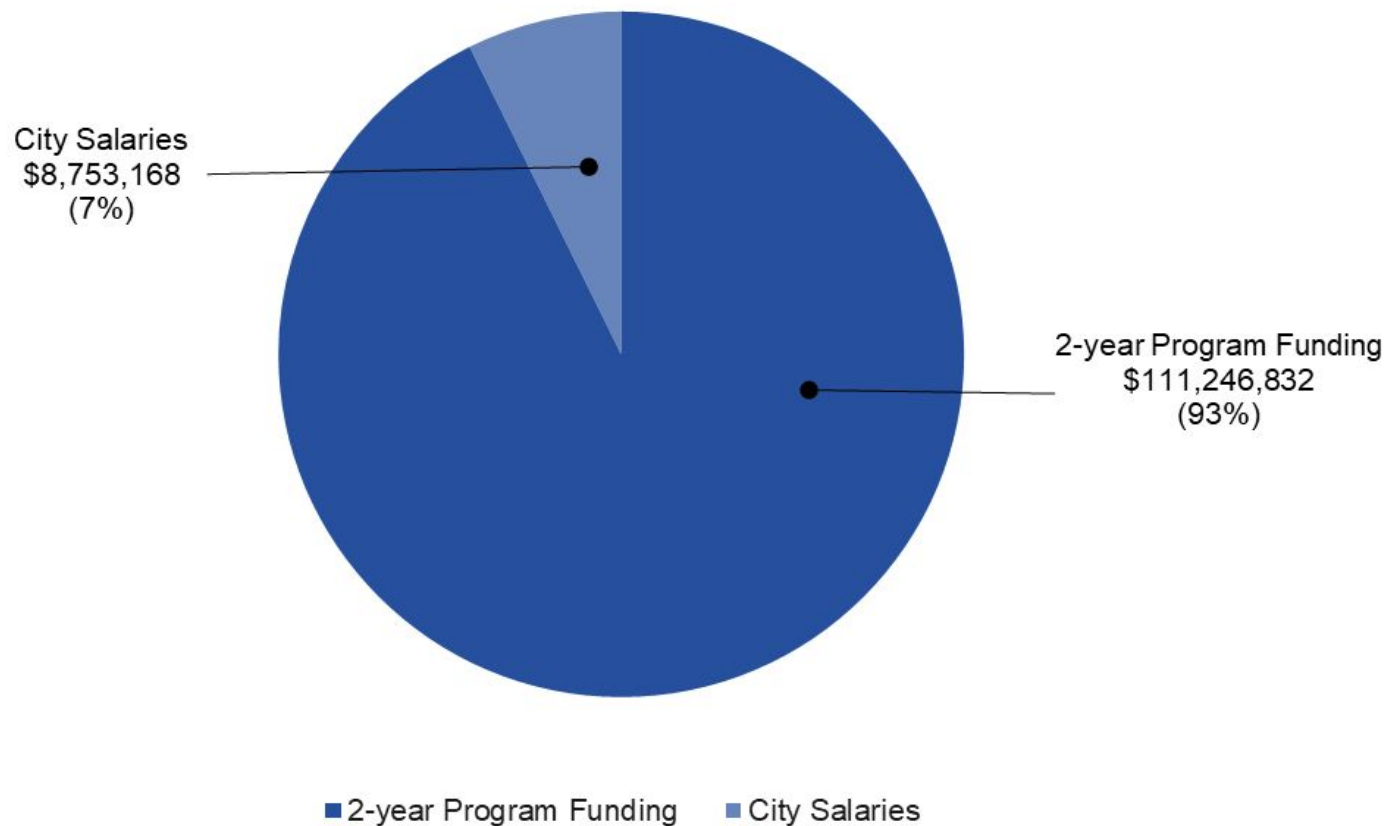
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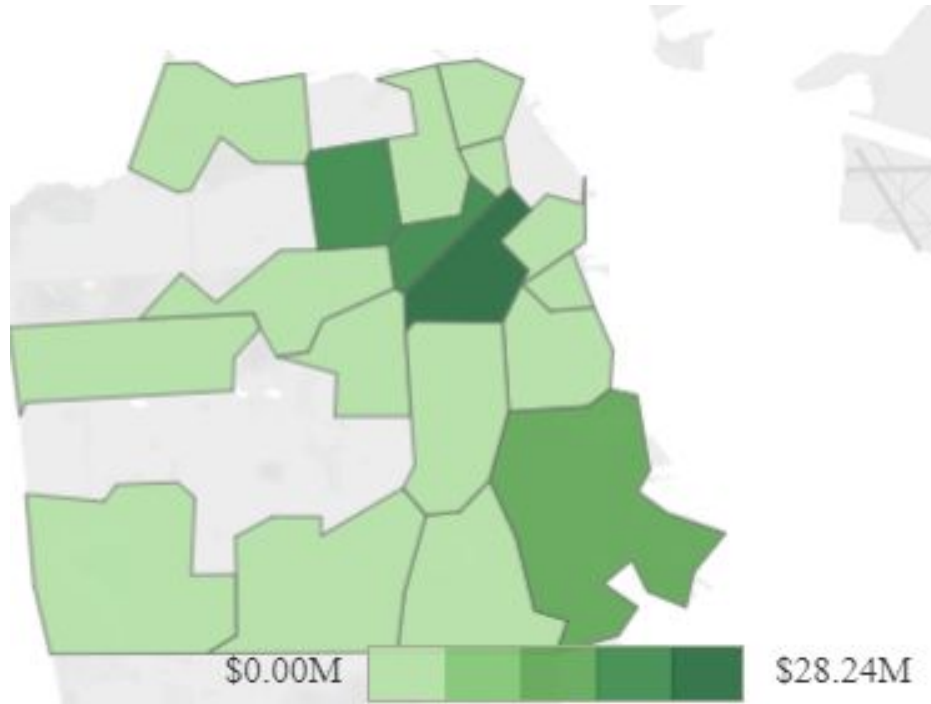


The Dream Keeper Initiative envisions an environment where San Francisco's diverse Black communities experience prosperity, liberation, and can imagine a future in San Francisco.

Dream Keeper Initiative 2-year Funding Distribution



Funding by Neighborhood



The Human Rights Commission asked independent researchers to explore **the impact of the Dream Keeper Initiative in its first two years** and develop a series of recommendations to strengthen and sustain this initiative in the years to come

RESEARCHERS

Jumuiya Research Institute – community researchers from San Francisco committed to decolonizing research + using an Afro-centric lens

+

HR&A Advisors – mission-driven, employee-owned consulting firm committed to centering racial equity and economic justice in policy and planning

**COMMUNITY
IMPACT**



**GOVERNMENT
CHANGE**

COMMUNITY IMPACT - FINDINGS



90%

of grantees surveyed agreed:

“DKI funding has helped my organization provide a service to our community that we otherwise would not have the resources to provide.”



100%

of grantees surveyed agreed:

“I believe that DKI is addressing long-unmet needs and underinvestment in San Francisco's diverse Black populations”

COMMUNITY IMPACT - FINDINGS

To assess the impact of DKl on San Francisco's diverse Black communities, researchers conducted focus groups with grantees and community members focusing on six specific DKl program areas:



**ARTS &
CULTURE**

**BRIGHTER
FUTURES**
(Holistic family
services)

**ECONOMIC
(UPWARD)
MOBILITY**

**HEALTH &
WELLNESS**

**MINI
GRANTS**

**HOME-
OWNERSHIP**

COMMUNITY IMPACT - FINDINGS

ARTS & CULTURE

DKI expanded space for arts organizations to expand their capacity and helped realize performances and experiences that center Black voices and share Black culture.

Funding has helped produced **126** events and performances, hire **130** artists, engage **over 15,500 participants**, and release a **studio album** in events that highlight Black culture and preserve Black art.

“Since receiving [DKI funding], so many other doors and opportunities became available... the funds allowed us to take part in conversation that we were never aware of previously because of the lack of funding and resources.” - DKI grantee

“Without the structure that the Creator's Lab provided I don't believe I would have been able to produce the pages I wrote during the course of the program. And thanks to the showcase I was able to hear my work read in front of an audience for the first time where I received my most important feedback.” - Community Member



DKI Arts Commission Grantee, San Francisco Theatre Bay Company, launched their first annual New Roots Theater Festival – a two-day cultural festival dedicated to the stories of marginalized identities in the Bay Area (Photo: SFBATCO).

COMMUNITY IMPACT - FINDINGS

BRIGHTER FUTURES

DKI funding has enhanced the critical services to children and youth and create dedicated community spaces for Black families, and it has amplified Black youth voices to change narratives of historic inequity through targeted and specialized programming.

Nearly 1,000 children, youth, transitional age youth, and their families receive holistic services that span education, health and mental health, leadership and career development, case management, financial resources, housing, community building and more.

“This money gave people a reason to live again. To believe that someone actually gave a damn.” - Grantee

“For many decades Black children failed year after year and no one raised an eyebrow. For the first time in the history of San Francisco, we are providing an equitable framework to support our Black community and disrupt generations of disinvestments.” - Grantee



DKI DCYF Grantee MyPath supported 18 youth in its 2021-2022 Advocates and Innovators cohort, a year-long leadership development and advocacy program that helps high school youth build financial empowerment and mobility (Photo: MyPath).

COMMUNITY IMPACT - FINDINGS

ECONOMIC MOBILITY

Funding has allowed service providers to train **over 280 entrepreneurs, launch 201 businesses, and open 34 new storefronts to date, including 17 businesses within In the Black Marketplace.** Additionally, **more than \$2,765,000**, was granted to entrepreneurs in start-up capital.

More than half of the individuals trained in workforce programming have obtained employment earning, on average, **\$27.36 per hour.** Funding also grew the early educator career pipeline, adding **9 new licensed Black-led Family Child Cares and 22 Black educators working to obtain their license.**

“Sell Black has boosted my hope to have a thriving business with beautiful pictures of my products and an easy website to navigate, which is crucial during the pandemic when customer interface is so challenging.” –

Community member / program beneficiary



DKI OEWD grantee En2action is a Black and women-led nonprofit supporting Black-owned businesses with digital marketing skills and other technical assistance to promote equitable growth. (Photo: En2action)

COMMUNITY IMPACT - FINDINGS

HEALTH & WELLNESS

Hundreds of families received services that span chronic physical and mental health, and have helped to coordinate leadership, resource referrals, preventative care, case management, increased access and awareness, community building and more.

"Participating in the DKI training reestablished a sense of community and broadened the network of more incredible Black birth workers in the Bay Area, bridging gaps in accessibility to experienced trainers who can develop personalized professionals in the field who support and propel program participants forward in this broad range of healing work." - Community Member



Through DKI, Bayview Hunters Point Community Advocates and the Food as Medicine Collaborative partnered to provide Black/African American participants of Food Pharmacy programs in San Francisco with the highest quality, culturally relevant food. (Photo: BHPCA)

COMMUNITY IMPACT - FINDINGS

HOME OWNERSHIP

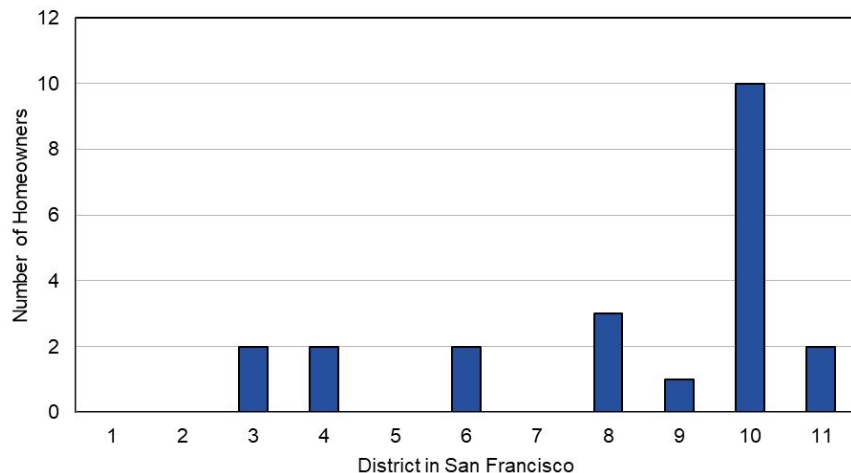
DKI is making homeownership dreams real for a growing number of Black people in San Francisco.

22 families have successfully purchased their own home. 3 families are in process of purchasing a home.

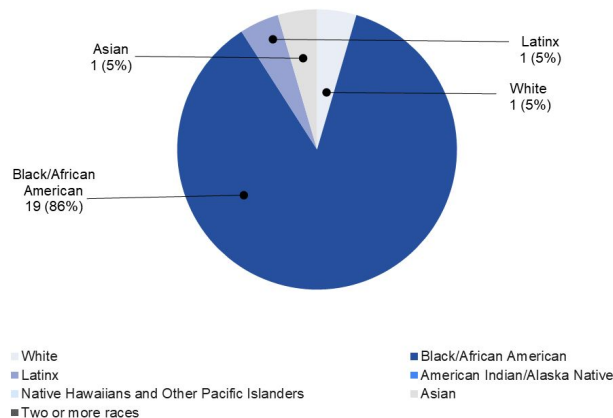
4 senior homeowners are in the process of receiving repairs through the Senior Home Repair Program.

“I actually didn’t believe that I could ever own a home in San Francisco due to the prices... So, this is a huge plus in my life. You don’t always have the opportunity to own a home in the City.” – Recent homeowner, supported by the DKI DALP

DK-DALP 2022 Homeowners by District



DK-DALP 2022 Race/Ethnicity of Homeowners



COMMUNITY IMPACT - FINDINGS

MINI GRANTS

Over half-million dollars in mini-grants focused on Community Innovations invested in grassroots organizations and civic-minded community members to community-centered and community-driven events for San Franciscans..

“Unlike other programs, the mini-grant program was unapologetically Black, uplifted the community, and trusted community leaders.” - Community member/program beneficiary

“This program honored my intelligence and Blackness, and didn’t limit me in terms of where I could go.” Community member/program beneficiary



Mini Grant recipient hosting a financial empowerment brunch, educating community members on real estate and retirement planning. (Photo: Mini Grant Recipient)

GOVERNMENT CHANGE - FINDINGS

1 From conception to implementation, DKI has a significant through-line of community accountability and partnership

- **96% of grantee respondents and 100% of city employee respondents agreed** that “I think it is important that DKI programs were shaped in response to community engagement, and would like this approach to be more widely used by City government”
- **“Being part of the Dream Keeper Initiative truly takes the For Us, By Us (FUBU) approach, which is both empowering and allows us to speak for ourselves.”** - DKI grantee

2 DKI is providing dedicated funding that City employees and grantees view as rectifying long-unmet needs and historical underinvestment in San Francisco’s diverse Black populations

- **100% of grantee respondents and city employee respondents agreed** that “I believe that DKI is addressing long-unmet needs and underinvestment in San Francisco's diverse Black populations”
- **90% of grantee respondents agreed** that “Dream Keeper Initiative funding has helped my organization provide a service to our community that we otherwise would not have the resources to provide.”

3 DKI grantees believe that DKI funding is being disbursed with trust, an important element of beginning to repair the relationship between government and the communities it has marginalized

- **Nearly all (93%) of the grantees we surveyed agreed** that the City employees who manage their Dream Keeper Initiative grants defer to their organization on the best way to serve their community.
- **“While we had received City funding in the past, one of the key differences is that DKI has changed or enhanced our ability to provide long-lasting and impactful programming.”** - DKI grantee

GOVERNMENT CHANGE - FINDINGS

4 Bolder investment is needed to address the scope and severity of structural racism

- **Nearly all (96%) of grantees and 100% of city employees surveyed agreed** that the Dream Keeper Initiative is addressing long-unmet needs and underinvestment in the city's diverse Black populations
- However the scale of investment is still not enough: **"You are in the desert, and you get a glass of water: sure, tastes good, but damn, I could use some more."** - DKI grantee

5 DKI is building opportunity for Black-led and Black-serving organizations

- **90% of grantee respondents and 91% of city employee respondents agreed** that reported that the Dream Keeper Initiative is making it easier for Black-led and Black-serving organizations to access City resources, as compared to other City programs.
- For **29%** of grantee respondents, **DKI is the first time that their organization has received funding from City government.**

6 DKI has the potential to influence other government practices

- **85% of city employee respondents agreed** that DKI's programs and approach are strengthening other work within their departments and **91% agreed** that it has been helpful to be part of a cross-agency initiative
- There is high interest for more cross-agency collaboration: "[I hope HRC's DKI will continue to offer] support with **sharing of best practices** and continuing to lead efforts on evaluating impact through non-traditional City means." - City Employee

Recommendations

RECOMMENDATIONS TO STRENGTHEN AND SUSTAIN DKI

Expand Programmatic Investments

1. Prioritizing investments in DKI programs and services to support **family-sustaining wages for grantee staff**
2. Promote economic rights for all through **bolder investment in (1) guaranteed income; (2) homeownership; and (3) entrepreneurship**

Strengthen Cross-Departmental Collaboration

3. Build **deeper community among City employees** supporting the DKI to replicate effective approaches
4. Offer **confidential support for employees** implementing the DKI outside of their departments given the heavy toll of changemaking work
5. Implement **trust-based, consistent, and simplified data and impact reporting** with all DKI grantees
6. Create a unified set of **10-year impact goals** for the DKI to reinforce community and commitment among the departments implementing DKI programs

Integrate DKI Approaches Across All of City Government

7. **Leverage departmental Racial Equity Plans** to encourage departments to absorb programs and approaches that have been incubated by the DKI
8. Develop and deliver a **skills-building series of anti-racist local government practices** for all programmatic, procurement, and grantee support staff within City government

Optional - Detailed Gov't Change Findings

GOVERNMENT CHANGE - FINDINGS

1

DKI is enacting ongoing, real community accountability and partnership

From conception to implementation, the research team found a significant through-line of community accountability and partnership running throughout DKI.

“Being part of the Dream Keeper Initiative truly takes the For Us, By Us (FUBU) approach, which is both empowering and allows us to speak for ourselves.” - DKI grantee

96% of grantee respondents and 100% of City employees surveyed agreed that “it is important that DKI programs were shaped in response to community engagement, and would like this approach to be more widely used by City government”

GOVERNMENT CHANGE - FINDINGS

2

DKI provides dedicated funding and programming that is reparative and proactive

The research team found that both grantees and the City employees supporting this initiative shared with us that they see DKI as a reparative effort that addresses the challenges that San Francisco's diverse Black populations have faced over the past fifty years.

90% of grantees surveyed agreed that "Dream Keeper Initiative funding has helped my organization provide a service to our community that we otherwise would not have the resources to provide."

100% of grantee respondents and city employee respondents agreed that "I believe that DKI is addressing long-unmet needs and underinvestment in San Francisco's diverse Black populations"

GOVERNMENT CHANGE - FINDINGS

3

City employees are making an effort to disburse DKI funding and programming with trust

In interviews with City employees, the research team heard about intentional efforts to work within existing City systems to shift the experiences that grantees have contracting with the City.

This approach contrasts with the status quo in local government contracts in San Francisco and across the country; usually, local government contracts prescribe exactly how they want vendors to spend public funds to deliver programs and services.

“While we had received City funding in the past, one of the key differences is that DKI has changed or enhanced our ability to provide long-lasting and impactful programming.” - DKI grantee

Nearly all (93%) of the grantees we surveyed agreed that the City employees who manage their Dream Keeper Initiative grants defer to their organization on the best way to serve their community.

GOVERNMENT CHANGE - FINDINGS

4

Bolder investment is needed to address the scope and severity of structural racism

The research team heard resounding agreement that DKJ funding and programs are addressing the impact of structural racism among San Francisco's diverse Black populations. However the scale of investment is still not enough: "You are in the desert, and you get a glass of water: sure, tastes good, but damn, I could use some more." - *DKJ grantee*

"For many decades Black children were failed year after year and no one raised an eyebrow. For the first time in the history of San Francisco, we are providing an equitable framework to support our Black community and disrupt generations of disinvestments." -Community member/program beneficiary

Nearly all (96%) of grantees and 100% of city employees surveyed agreed that the Dream Keeper Initiative is addressing long-unmet needs and underinvestment in the city's diverse Black populations

GOVERNMENT CHANGE - FINDINGS

5

DKI is building opportunity for Black-led and Black-serving organizations

The research team found that DKI is beginning to create new opportunities for Black-led and Black-serving organizations to secure public funding.

90% of grantee respondents and 91% of City employee respondents agreed that DKI is making it easier for Black-led and Black-serving organizations to access City resources, as compared to other City programs.

For 29% of grantee respondents, DKI is the first time that their organization has received funding from City government

GOVERNMENT CHANGE - FINDINGS

6

DKI has the potential to influence other government practices

The research team found a strong foundation for integrating DKI's approach into how other parts of City government work to improve how these other parts of government partner with and prioritize the communities they have marginalized.

There is high interest for more cross-agency collaboration: “[I hope HRC’s DKI will continue to offer] support with sharing of best practices and continuing to lead efforts on evaluating impact through non-traditional City means.” - City Employee

85% of City employee respondents agreed that DKI’s programs and approach are strengthening other work within their departments and 91% agreed that it has been helpful to be part of a cross-agency initiative