



RISE TOGETHER

ANNUAL REPORT
2019 - 2020





VISION

We envision young people growing to be life-long builders of a just and compassionate multicultural society.

MISSION

EBAYC builds supportive relationships with young people to empower them to be safe, smart and socially responsible.

THEORY OF CHANGE

If EBAYC provides intensive support to hard-to-reach young people most impacted by poverty, violence and trauma; and if EBAYC transforms schools to be neighborhood-serving youth and family service centers; and if EBAYC organizes families to increase public investments that improve young people's lives, then EBAYC advances its mission.



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WELCOME LETTER

Dear friends,

The COVID-19 global pandemic has presented challenges beyond anything our community has ever experienced in our lifetime. Children cannot go to school; adults have lost their jobs; and families are worried about being evicted from their homes. The families we serve in Oakland and Sacramento live in neighborhoods with disproportionately high COVID-19 infection rates, driven in part by the systemic inequities our communities face, and the social and economic woes of the pandemic have worsened its impact.

While the national response to this massive public health crisis has failed, EBAYC remains steadfast, serving our youth and families as we have done for the past 43 years. Our staff and leadership swiftly responded to the onset of COVID-19 in March 2020, and the subsequent shelter-in-place orders and physical closing of our public schools, with ingenuity and humanity. Our youth and families have shown dignity and grace in the face of crisis, and their resilience pushes us forward. We are proud to share their stories in this report.

The pandemic and its impact on society are with us today. With your support and partnership, EBAYC will continue to meet this enduring challenge.

Thank you for standing with us as we rise - together.



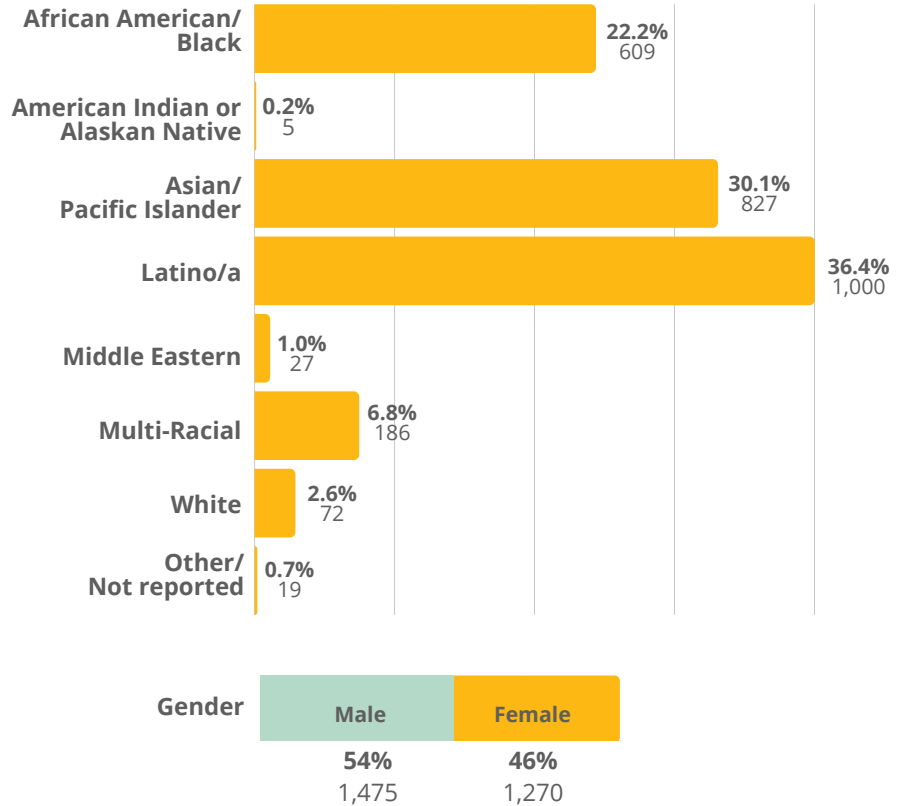
2019 - 2020: BY THE NUMBERS

EBAYC served 2,745 youth across all of our programs in Oakland and Sacramento, either in-person or online. We also established meaningful connections with the families of the youth we serve to deepen our impact.

76% of all families reported a total annual household income of less than **\$50,000**

2,745 YOUTH SERVED

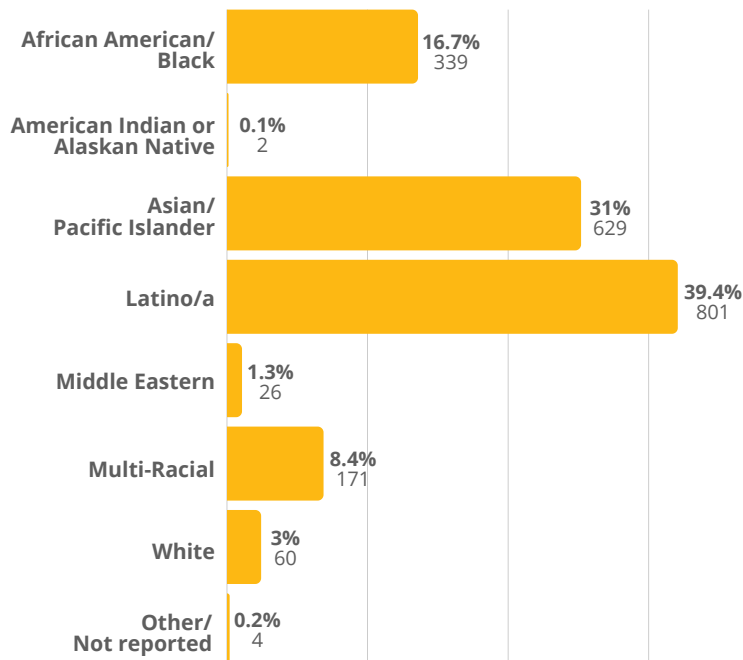
ALL YOUTH SERVED



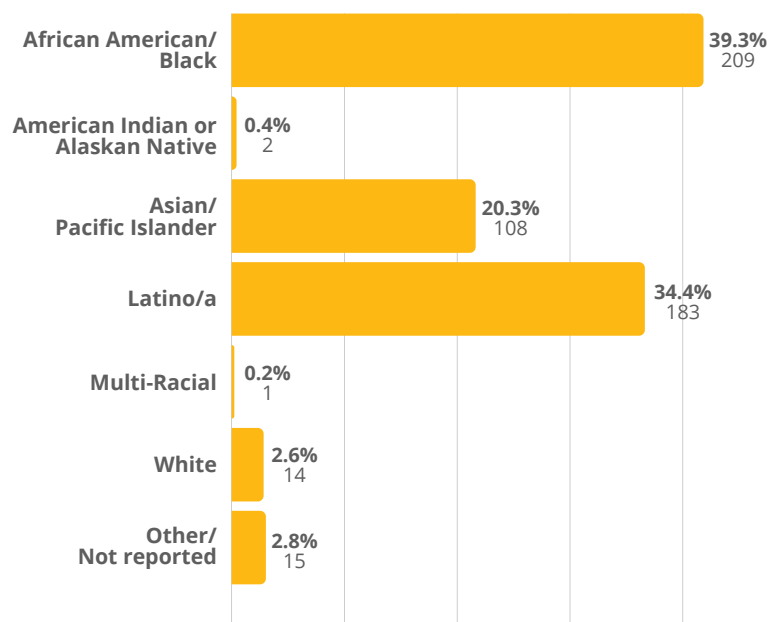
EXPANDED LEARNING PROGRAMS

Our Expanded Learning programs (after-school learning and summer programs) provide homework support, mentoring, case management, enrichment electives, college and career workshops and more to youth across Oakland's public elementary, middle and high schools.

Elementary & Middle Schools *2,032 youth served*



High Schools *532 youth served*

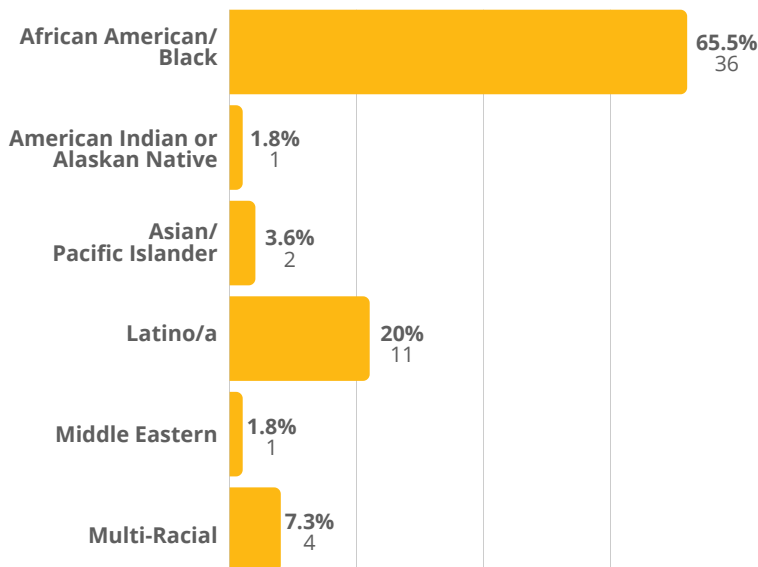


OAKLAND STREET TEAM

Our Street Team Program utilizes a trauma-informed approach that incorporates case management, therapeutic activity groups and transitional employment services to serve the unique needs of each youth as they carve out their own path for a brighter future.



55 youth served



“In every experience I've had with EBAYC, I learn something new about working with others, communicating, and building my confidence.”

- Street Team participant

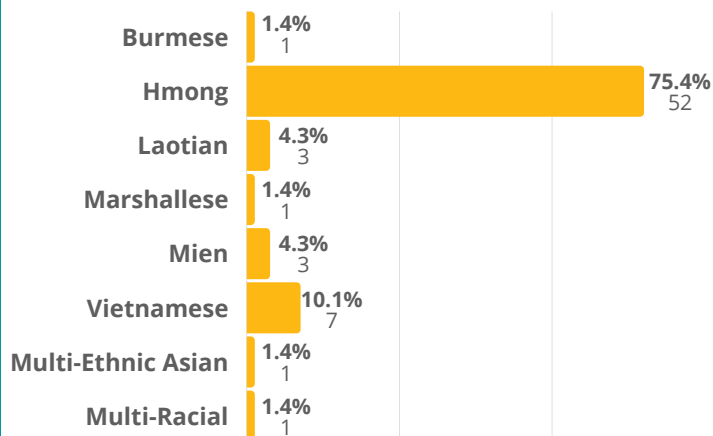
SACRAMENTO

EBAYC Sacramento provides intensive case management services and supports young people as they transform themselves, their neighborhoods and their communities.

Our Youth ACTION Team is a leadership program that trains youth in advocacy, organizing and community building. We serve young people living in high-need, predominantly Asian neighborhoods.

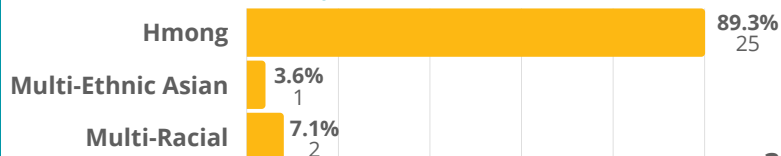
Case Management Services

69 youth served



Youth ACTION Team

28 youth served



MAKING KIDS FIRST!

KIDS FIRST! is our signature call-to-action to expand local public investments in services for children and youth. Founded and led by Southeast Asian youth, EBAYC Sacramento and Sacramento Kids First qualified a voter measure to establish a “Sacramento Children’s Fund” on the March 2020 election ballot. In Oakland, we worked with other youth-serving organizations to win unanimous City Council approval to renew the Oakland Fund for Children & Youth for another twelve years.

SACRAMENTO *Sacramento*

When Dexter Niksala and his family moved to Sacramento when he was eight years old, they struggled to find their footing. With no support services to turn to when times got tough, the family faced homelessness and poverty. These experiences fueled Dexter's passion to push for systemic changes to break these cycles of trauma



for other young people. After joining EBAYC as a youth participant, Dexter joined our staff in 2017, and has been a key member of the Sac Kids First team and the previous two attempts to secure funding for youth services in his hometown. “Even though we haven’t had wins at the ballot box, it fuels the fire in us to advocate for ourselves and our communities. It’s been a real-life lesson for our youth on how their real lives, what neighborhood they live in, and political decisions all intersect,” shared Dexter.

A closer look at the March election results for Sac Kids First showed that measure was overwhelmingly supported by low-income neighborhoods, while established political forces and wealthier neighborhoods opposed it. The pandemic has sharply illustrated the need for sustained youth services in Sacramento, and underscores the challenges low-income and communities of color face as they mobilize and advocate for themselves. “At a time of so much instability, it would be nice to know the city has our back,” shared Dexter. “But we will continue to find a way to support our people - that’s just what we do.”

Learn more about Sacramento Kids First and the history of organizing for youth services in Sacramento in “A Tale of Two Cities: The Campaign for a Sacramento Children's Fund.” Visit www.ebayc.org/sacramento to read the report.

TIMELINE

1994

EBAYC starts community organizing to advocate for a dedicated fund for children and youth services in Oakland.

NOVEMBER 1996

Oakland Kids First ballot measure, co-authored by EBAYC, is approved by 75% of Oakland voters. It requires the city to set aside 2.5% of its unrestricted revenue for children and youth services. Known today as the Oakland Fund for Children and Youth (OFCY), it generates \$14 million yearly.

JUNE 2008

OFCY is reauthorized by the Oakland City Council -- and is then overturned by the City amidst fears caused by the recession, forcing EBAYC to organize another ballot measure.

JULY 2014

EBAYC begins work in Sacramento in response to a lack of youth services for Southeast Asian youth in the area.

NOVEMBER 2016

Sacramento City Unified Board of Education proposes a parcel tax to increase support services for at-risk youth at schools. The measure is defeated, just short of the $\frac{2}{3}$ majority needed to pass.

MARCH 2020

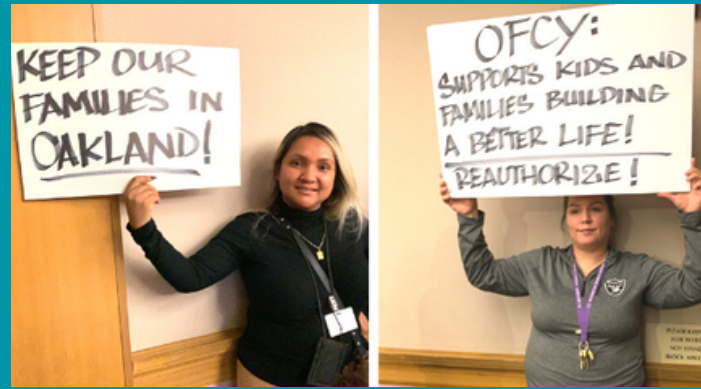
Sac Kids First, which would set aside a percentage of the city's budget for youth services, is defeated with 54% of voters in opposition. It was the third defeat in four years for Sacramento youth leaders fighting for funding for youth services.

FEBRUARY 2020

Oakland City Council votes to reauthorize OFCY ensuring continued support services for 25,000 youth and 2,000 families and caregivers across 200 program sites.

2020 ONWARD

EBAYC will continue to organize and advocate for sustained funding for youth services.



OAKLAND *Oakland*



As a former OUSD alumni and EBAYC participant, Angela Phung's journey has taken her from being a youth beneficiary of OFCY to a community leader. While in high school, Angela was offered an internship with EBAYC to work at Garfield Elementary, which was made possible because of OFCY funding. "If it wasn't for my EBAYC counselor, I wouldn't have graduated high school," reflects Angela. "She saw something in me and gave me a chance. Now I'm able to be that positive role model for my students." Now the EBAYC Program Director at Manzanita Elementary, Angela is transforming the lives of the youth she works with not only as a current staff member and an educator, but as a mother.

When Angela courageously spoke at the City Council meeting in support of OFCY, her son was right by her side. "I need to advocate for him, and for his friends and neighbors too," she shared. "My son told me, 'You're speaking for everyone in our community who is too nervous to speak up for themselves.'" Thanks to the efforts of leaders like Angela, the City Council voted to reauthorize OFCY for an additional 12 years. The value of a protected resource for youth is even more heightened in light of the pandemic. "We've been able to focus on supporting the youth and families without worrying about if and when the money is going to dry up," said Angela. "That peace of mind is invaluable in this unpredictable time."

While the onset of the COVID-19 crisis completely transformed how we do our work, our deep community roots enabled us to respond quickly and effectively. We pivoted from supporting our youth in bustling classrooms to helping them online through a computer screen. Counseling sessions took place on front lawns and sidewalks to respect social distancing. And within days, we built and implemented a rapid response system from the ground up to meet our community's most urgent needs of food, health supplies and emergency cash assistance.

We are grateful to our Oakland and Sacramento staff, funders, local partners and donors for making the following work possible:

Wellness Checks with students and their caregivers to support their emotional, mental and physical health.

Establishing a Food Pantry from scratch at our Oakland office, averaging 200 bags distributed per week.

Establishing a COVID-19 Emergency Cash Fund to provide direct financial assistance to families impacted by the pandemic.

Collection, Delivery and Distribution of Essential Resources to our Oakland and Sacramento youth and families, including health and hygiene supplies, educational materials, technology and food pantry bags.

Staffing School Outreach Efforts, such as free meal pickups and technology distribution days.

Liaison Support Between Schools and Families to ensure that families remain connected to the school community.

Information and Referral Services such as housing, income support, health and immigration services.

Supporting School Day Instruction by partnering with classroom teachers and daytime staff.

Translation Services between school faculty, youth and families.



ELEANA'S STORY



After dealing with school and family struggles, Eleana was ready for a fresh start - but the pandemic had other plans. Two weeks after starting at a new high school in March, Eleana was notified that school would be closing in-person instruction due to COVID-19. Determined to stay on track, Eleana and her EBAYC case manager Chanda May worked together to create a plan to tackle the challenges ahead.

As Eleana adapted to Zoom class sessions, Chanda assisted her in securing a summer job with EBAYC to grow her skills and support her family financially.

Even though Eleana's mother remained employed as an essential worker through the pandemic, the high cost of living in the Bay Area meant the family still needed assistance with bills and essentials - a common occurrence with many of the families we serve. Chanda delivered groceries from EBAYC's food pantry weekly, did regular wellness check-ins and provided referrals and resources as needed.

Chanda is focused on making sure that Eleana has the chance to fulfill her potential even in the midst of a global pandemic. "It's important that she sees all the progress she's made, especially with the challenges of this year," shared Chanda. "Even the smallest step is a huge stride for a teenager stepping into her own future in these unstable times."

“Knowing I want to have a better future is what motivates me to go to school and keep pushing.”

- Eleana

GARFIELD ELEMENTARY SCHOOL

Many of our Garfield students and families struggle with socioeconomic inequities that affect school performance and engagement. Our dedicated attendance team sprung into action at the onset of shelter-in-place, checking in with students and families five days a week to address their social and emotional well-being. Once trust and partnership had been established, we worked with families to revise attendance and academic plans to adapt to the pandemic. Mindful of language and literacy barriers, Garfield Managing Director Nikita Williams set up FaceTime calls with non-English speaking parents and staff translators to ensure that families were receiving up-to-date and relevant information as they navigated the unknowns of school closures. "These struggles aren't new to our community," shared Nikita. "We are here to let families know we will continue to support them through these changes."



“This is the work we've been doing for the past 40 years. Now it's time to work ten times harder.”

- Nikita Williams

EBAYC PANTRY



The COVID-19 pandemic has pushed us to adapt and expand the successes of our community-based services to further support families' needs. **"Even though we now have physical distance between us, our guiding light continues to be building community,"** shared Marisela DeAnda, EBAYC's Managing Director at Roosevelt Middle School. Building on the success of EBAYC's on-site Roosevelt food pantry, Marisela launched a larger pantry in our Oakland office shortly after shelter-in-place was announced in Alameda County. Our pantry now serves an average of over 200 families across all our programs on any given week, supporting hundreds of youth whose families are impacted by financial instability, mobility issues and safety concerns by providing food on their table.

For Rosemary Fernandez, whose children are enrolled in our elementary and middle school programs, these services have been invaluable. The pandemic took a toll on the family's stability; as the children adjusted to the challenges of virtual learning, both Rosemary and her husband were out of work for a month and a half. During that time, the family received weekly food pantry deliveries, an infusion of emergency funds, consistent wellness check-in calls from EBAYC staff and tailored support for her children.

"The last few months were very difficult, but EBAYC was present throughout. My family and I felt loved."

- Rosemary Fernandez

SHOP 55 WELLNESS CENTER

The first year of high school can be challenging, even without a looming global health crisis. The SWAG (Students Who Achieve Greatness) program supports incoming 9th graders entering Oakland High with a team of peer tutors, many of whom were former SWAG participants themselves. When shelter-in-place was instituted, the SWAG program immediately shifted to Zoom to keep a sense of continuity. "We were very conscious of how the shift to a virtual space would impact our youth," shared Geraldine Ah-Sue, Shop 55's Expanded Learning Program Director. **"It wasn't about achieving a set of program outcomes anymore - it was about maintaining positive relationships and connections."**

Recognizing the impact of technology barriers, mentors and staff conducted one-on-one outreach to students who weren't showing up online or were struggling with school day Zoom instruction. For Jasmine Vo, a SWAG peer tutor and former mentee, the connection was crucial to her well-being.



"This space is valuable to me because I have a habit of distancing myself from my friends when I'm alone. It gives me the chance to reconnect with people during this time."

- Jasmine Vo

PANDEMIC

5,907

FOOD PANTRY
BAGS

distributed to families



2,200

LEARNING
SUPPLY KITS

distributed to students



273

HEALTH &
HOUSEHOLD
KITS

distributed to families

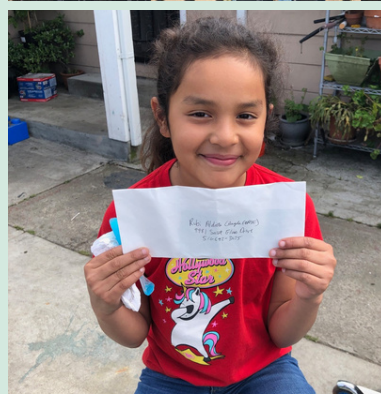


\$95,750

EMERGENCY RELIEF
FUNDS

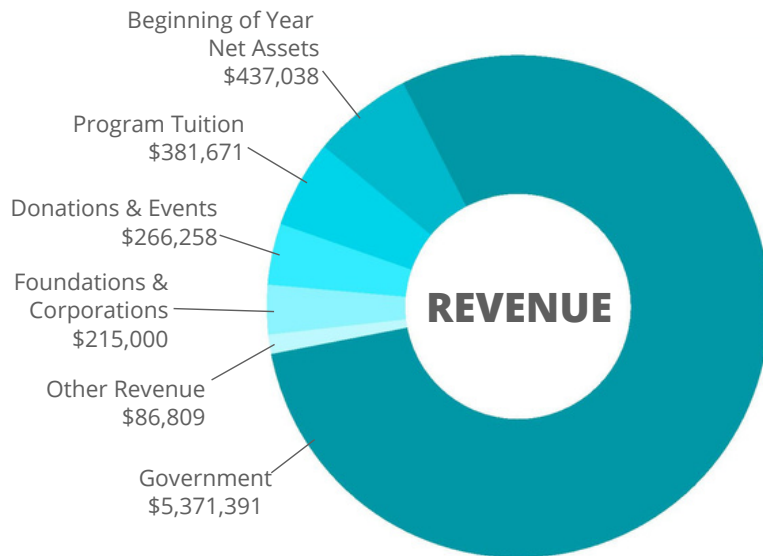
distributed to 383 families

**As of December 7, 2020*

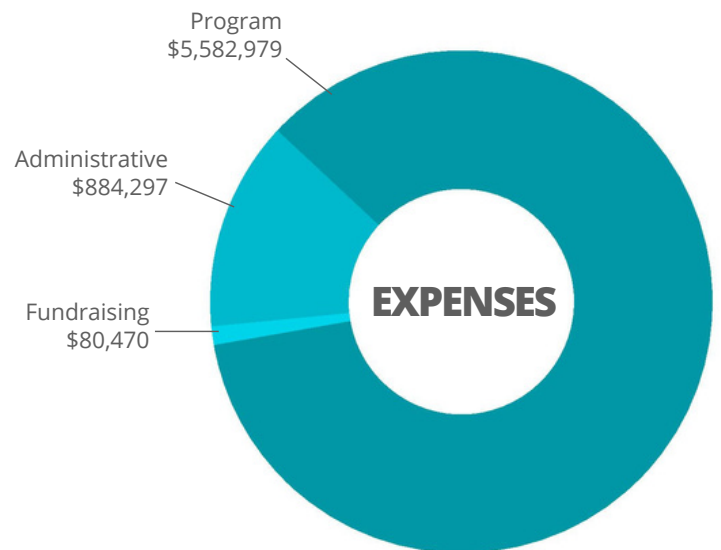


Financials

2019-2020



TOTAL: \$6,758,167



TOTAL: \$6,547,746

STAFF

Malissa Aguilar
Geraldine Ah-Sue
Anthony Lawrence
Alexandre
Diocelina Ambriz
Nidia Ambriz
Rany Ath
Aristides Aties Gonzalez
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Agustin Barajas-Amaral
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OASES VOLUNTEERS

Our OASES program trained and supported 174 UC Berkeley students to provide tutoring and mentorship to our elementary school youth in the 2019-2020 school year.

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Andrea Angelika
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Lilian Zhou



THANK YOU TO OUR DONORS!

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-Community
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Grant
-Oakland Fund for
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-Oakland Unite
-Oakland Workforce
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-Oakland Youth
Advisory Commission
County of Alameda
-Health Pathways
-School Based
Health Center
-Youth Family
Opportunity Initiative
-Juvenile Probation
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IN HONOR OF

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Gloria Fong
Alex Feng from David
Feng & Ailin Li

Edward Hanneman
from Gretchen
Colbert
David Kakishiba from
Don Neuwirth
Huong Nguyen
David Pena from
Adrian Pena
The volunteer work
of Tamara Sturak

IN MEMORY OF

George Floyd from
Ruth Holton-Hodson
Advan and his love
for fishing from
Za Vang

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\$5000 +

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Profiles in Giving: A Family Tradition



When Roberta Sung and Rebecca Chan's family lived in China, their father would donate part of his earnings to orphanages and help students to better their future through education. He instilled the importance of community in his children, and they have carried on his legacy. After Roberta learned of EBAYC's programs and impact, she was inspired to invest in our high school youth by setting up a scholarship program. In its inaugural year, the program provided scholarships to eight high school students.

Rebecca Chan, Roberta's sister, was equally inspired by our youth. When Rebecca passed away, she bequeathed EBAYC a generous gift in her will, which established her own scholarship fund for our high school youth.

Through their generosity, Roberta and Rebecca have provided opportunities to our youth that will last a lifetime and change the course of their future.

**To learn more about planned giving opportunities, contact
Nhi Chau at nhi@ebayc.org.**

THANK YOU TO OUR DONORS!

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**We apologize for any inadvertent omissions and extend our gratitude to our donor community.*

In Memoriam

The past year has been marked with loss and grief. We remember all those we have lost, and we move onward in their memory.



Sampson Luu

Sampson Luu was known for his warmth, love for his family and his smile. An EBAYC youth participant and a Roosevelt Middle School alumni, he joined the EBAYC at Roosevelt team as an After-School Teacher. Sampson had a wonderful ability to connect with anyone he met with his welcoming personality, and was passionate about supporting our students to be the best version of themselves.

Roque Rizo

Roque Rizo made an incredible impact on the lives of countless young people during his time with EBAYC at La Escuelita Elementary and as a College Mentor at our Roosevelt Middle School program. He was respected and beloved by his colleagues, youth, families and school staff. We remember his positive outlook, compassion and the incredible passion he had for uplifting the community.



Teddy Saelee

With his winning smile and warm demeanor, Teddy Saelee dedicated his life to uplifting Oakland's young people. A former EBAYC alumni, Teddy went on to work in the field of youth development and his father was also a long-time case manager with EBAYC. Teddy made an impact on numerous lives and was known for his ability to make lasting connections with the young people he worked with.



Where young people grow, thrive and lead!

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