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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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

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.

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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.

“"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.
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.”
EBAYC Oakland led efforts. *EBAYC Sacramento led efforts.

EBAYC Oakland led efforts.

EBAYC Sacramento led efforts.

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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.
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."

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.

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
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 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

**REVENUE**

- Program Tuition $381,671
- Foundations & Corporations $215,000
- Donations & Events $266,258
- Other Revenue $86,809
- Government $5,371,391

**EXPENSES**

- Program $5,582,979
- Administrative $884,297
- Fundraising $80,470

**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
- Patricia Barajas-Amaral
- Agustin Barajas-Amaral
- Dorvez Barnett
- Nikole Basquine
- Nathaniel Louis Bielefeldt
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- Kristy Moy
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- Tony Ngo
- Cerena Nguyen
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- Kong Xiong
- Leesai Yang
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- Kelly Yu
- Kenneth Yu
- Kenneth Yu
- Vincent Yu
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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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.

*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.