



## **SOCIAL AND ECONOMIC JUSTICE COMMISSION**

City Hall Council Chambers  
1000 San Pablo Avenue, Albany, CA

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### **AGENDA**

WEDNESDAY, September 4, 2019, 7:30 PM

**1. CALL TO ORDER / ROLL CALL**

**2. APPROVAL OF MINUTES:** July 2, 2019

**3. PUBLIC COMMENT**

For persons desiring to address the Commission on social and economic justice items not on the agenda. Please note that each speaker is limited up to three (3) minutes. The Brown Act limits the Commission ability to take and/or discuss items that are not on the agenda; therefore, such items are normally referred to staff for comment or to a future agenda.

All persons wishing to speak on an item on the agenda are to fill out speaker cards and provide to the staff liaison. Comments related to items appearing on the agenda are taken up at the time the Commission deliberates each action item. The Chair will announce when the period for public comment is open on each agenda item.

**4. ANNOUNCEMENTS**

Staff and Commission member announcements.

**5. PRESENTATIONS**

**5-1.** Rent Review Program Quarterly Update – Sid Schoenfeld, Neighborhood Services Manager

**5-2.** Albany CARES Quarterly Update – Annemarie Heineman, Neighborhood Services Coordinator

**6. DISCUSSION & POSSIBLE ACTION ON MATTERS RELATED TO THE FOLLOWING ITEMS:**

**6-1.** Albany Project HOPE - Commission will review the quarterly report and client survey provided by Berkeley Food and Housing Project.

**6-2.** Inclusivity Subcommittee Update – Subcommittee will provide an update on:

- Inclusivity Impact Statement in staff reports
- Diversity Reports

**6-3.** Housing Subcommittee – Commission will discuss subcommittee membership, purpose and timeline.

**7. FUTURE AGENDA ITEMS**

Commissioners announce requests for future agenda items. No public comment will be taken on announcement of future agenda items.

**8. NEXT MEETING:** Tuesday, October 1, 2019 7:30 pm, City Hall Council Chambers, 1000 San Pablo Ave.



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### 9. ADJOURNMENT

#### NOTICE

As a general policy, the Commission/Committee/Board will not begin discussion or consideration of an agenda item after 10:00 pm.

Agendas are posted for public inspection in advance of meetings at the City Hall, the Albany Community Center, and the Albany Senior Center. Agendas and supporting documents can also be found online at: [www.albanyca.org](http://www.albanyca.org). Supporting documents and any public comments received prior to 12 noon of the meeting date will be made available for public inspection at City Hall. If you have any questions pertaining to any agenda item or meeting procedure, please contact the City Clerk's Office at 1 + (510) 528-5710 or [cityclerk@albanyca.org](mailto:cityclerk@albanyca.org).

Council and Commission meetings are broadcast live on KALB and streamed live on the City website and YouTube. Committee meeting audio is recorded and uploaded to the City website and YouTube and within one week of each public meeting. Archives of past City meetings are available on the City website and YouTube. Please note that if you provide your name and address when speaking before the Commission it will become part of the official public record, which will be posted on the Internet and broadcast on KALB.

In compliance with the Americans with Disabilities Act (ADA), and State Law, if you need special assistance to participate in this meeting, please contact the City Administration Office 1 + (510) 528-5710. Notification 48 hours prior to the meeting will enable the City to make reasonable arrangements to ensure accessibility to this meeting (28 CFR 35.102.104 ADA Title II)". Upon request, we will provide written agenda materials in appropriate alternate formats, of disability related modification or accommodation, including auxiliary aids or services to enable individuals with disabilities to participate in public meetings. Please deliver a written request, including your name, mailing address, phone number and brief description of the requested materials and preferred alternative format or auxiliary aid or service at least two (2) days before the meeting. Request should be sent to: [cityclerk@albanyca.org](mailto:cityclerk@albanyca.org) or City Clerk, 1000 San Pablo Avenue, Albany, CA 94706.

The City of Albany is dedicated to maintaining its small town ambience, responding to the needs of a diverse community, and providing a safe, healthy and sustainable environment.



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### MINUTES OF THE REGULAR MEETING TUESDAY, JULY 2, 2019, 7:30 P.M.

1. **CALL TO ORDER / ROLL CALL – 7:30 PM**  
Commissioners present: Kerr, Marks, Parsley, Grossman  
Commissioners absent: Downs  
Staff present: Isabelle Leduc
2. **APPROVAL OF MINUTES**  
**Motion** to approve the minutes from the June 4, 2019 meeting was made by Commissioner Parsley and seconded by Commissioner Marks.  
  
AYES: Commissioners Kerr, Marks, Parsley, Chair Grossman  
NOES: None  
ABSTAIN: None  
ABSENT: Commissioner Downs  
Motion carried and so ordered.
3. **PUBLIC COMMENT**
4. **ANNOUNCEMENTS**
5. **PRESENTATIONS**
6. **DISCUSSION & POSSIBLE ACTION ON MATTERS RELATED TO THE FOLLOWING ITEMS:**
  - 6-1. **Discussion of Draft Climate Action and Adaptation Plan Strategies** – Staff will present an overview of the planning process and actions in the draft Climate Action and Adaptation Plan  
CivicSpark Climate Fellow Elizabeth Carrade presented the draft Climate Action and Adaptation Plan, and the Commissioners provided comments regarding the Plan.
  - 6-2. **Housing Subcommittee Update** – Discussion of subcommittee charge and timeline  
Chair Grossman related the subcommittee's plans for activities.
  - 6-3. **Inclusivity Subcommittee Update** – Discussion of subcommittee charge and timeline.  
The Commission discussed a subcommittee proposal for an inclusivity impact report and diversity data for the City and the community.  
  
**Motion** to approve the concept of an inclusivity impact report with specific examples of inclusivity impact reports based on prior experiences, which will elucidate the reports, to be provided at a future Commission meeting was made by Commissioner Kerr and seconded by Commissioner Marks.  
  
AYES: Commissioners Kerr, Marks, Parsley, Chair Grossman  
NOES: None  
ABSTAIN: None



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ABSENT: Commissioner Downs  
Motion carried and so ordered.

**6-4. Aging in Place Subcommittee Update** – Discussion of subcommittee charge and timeline.

The Commission discussed sources for data and information.

**7. FUTURE AGENDA ITEMS**

Subcommittee reports, quarterly reports from Albany CARES and Project HOPE

**8. NEXT MEETING:** Wednesday, September 4, 2019, 7:30 p.m., City Hall Council Chambers

**9. ADJOURNMENT:** 9:26 PM

DRAFT

**CITY OF ALBANY  
SOCIAL AND ECONOMIC JUSTICE COMMISSION  
STAFF REPORT**

Agenda Date: September 4, 2019

**SUBJECT:** Albany Project HOPE 4th Quarter Report

**REPORT BY:** Isabelle Leduc, Assistant City Manager

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**STAFF RECOMMENDATION**

That the Commission receive the Albany Project HOPE 4th quarter report.

**BACKGROUND**

Albany Project HOPE provides outreach, engagement and housing navigation services to people experiencing homelessness in Albany. Since July 2013, the services have been provided by Berkeley Food and Housing Project (BFHP). Using Housing First and Harm Reduction principles in combination with intensive and responsive housing navigation services, BFHP has been able to house and retain housing for people who had been chronically homeless. One of the greatest reasons for this success is that case management (Housing Navigation) has been tailored to each client's unique needs. For some, crisis intervention is offered daily, others are supported through community linkages on a weekly to monthly basis.

**DISCUSSION**

As part of the contract with the City of Albany, BFHP provides quarterly reports which include a narrative of activities during the quarter, an update towards yearly performance measures, tracking of outreach activities and demographics information for both clients in outreach who have completed a coordinated entry system (CES) assessment and have been placed on the county prioritized list and demographics of clients in housing navigation who have completed a housing stability plan. Clients experiencing homelessness and housed clients receiving case management are included in the housing navigation demographic report. There were 21 clients in housing navigation and 7 clients in outreach during the 4th quarter. Two clients have been housed, 3 have maintained housing for 6 months and 3 clients have maintained housing for 1 year.

Berkeley Food and Housing Project conducted a client satisfaction survey during the 4<sup>th</sup> quarter. The Albany Project HOPE 4th quarter report (Attachment 1) and results from the survey (Attachment 2) are included for the Commission's information.

**Housing Subsidies & Prevention Assistance**

The table below demonstrates subsidies provided to clients for Fiscal Year 2018-2019:

<b>Funding Type</b>	<b>FY18-19 Amount</b>
Housing Subsidies	\$12,916.08
Prevention	\$14,740.03
ACIIG	\$6,009.49

Attachments

1. Albany Project HOPE 4th Quarter Report
2. Client Survey Results

**Albany Project HOPE**  
**Homeless Outreach and Engagement Program**  
**Berkeley Food and Housing Project**  
**Report to City Council**  
**April 2019 – June 2019**

**Activities**

**Housing Navigation**

There are twenty-one clients in housing navigation. The Albany housing navigator has continued to support the clients currently housed on 14<sup>th</sup> St. in Oakland. Each existing rapid re-housing (RRH) client has a completed and updated stability plan. This quarter, the Albany Housing Navigator has focused on supporting RRH clients in increasing their applications to subsidized housing and helping clients handle utility payments. The Housing Navigator provided emergency utility assistance and discussed ways to reduce water and electricity use with each client in the household, as well as one other tenant in the house that is not a client. One current RRH client expects to be fully financially stable and paying full rent by July 2019.

This quarter, the Housing Navigator has continued to work with the Landlord Liaison to find potential units for clients. The Housing Navigator made an average of 5-10 housing inquiries to landlords and property managers weekly, requesting information on accessibility of units and the landlord's willingness to accept assistance from a housing agency. During the 4<sup>th</sup> quarter, the Housing Navigator visited twelve separate units with clients to assess potential Rapid Rehousing options. One client is still in process for a housing match to a project-based subsidized unit in Berkeley, CA. The client was matched to this unit through the Coordinated Entry System.

Clients have continued to receive assistance in obtaining all necessary eligibility documents for subsidized housing. This quarter, the Housing Navigator has supported clients in accessing IDs, disability verifications, and birth certificates. Additionally, several clients received support in accessing basic incomes options, such as food stamps and cash assistance. The Housing Navigator has provided transportation to necessary appointments, such as meetings with primary care providers. The Housing Navigator remains present during appointments to ensure that client needs are met.

## **Outreach**

This quarter, the Housing Navigator received an increase of outreach requests for clients that were previously on the navigator's case load. Through outreach, the Housing Navigator has been able to offer shelter and other resources to clients who have returned to the community.

The Housing Navigator has continued to engage in regular outreach at the Library, Albany CARES program, and Albany Shower Program. These locations have allowed the Navigator to consistently meet new clients, as well as check in with regular contacts. The Albany CARES volunteers have also been instrumental in referring clients to services and ensuring that contact is maintained with the Housing Navigator.

The Albany Housing Navigator responded to four outreach requests from the Albany Project HOPE line. Calls were mostly made by individuals seeking services for themselves, with only one call made by a housed Albany resident requesting general information about the program.

## **Successes**

Housing Navigation has seen several housing successes this quarter. Two clients within the same household received a match to a new subsidized family housing building in Oakland. One client of the household was pregnant at the time of this match. When the household had their baby, the Housing Navigator collaborated with Family Front Door (FFD) to provide a bridge motel voucher to ensure that the family remained indoors while awaiting their move-in date. BFHP and FFD both offered motel assistance. The Housing Navigator supported the household at their lease signing and provided hands-on assistance with the move-in process. Lastly, the Housing Navigator completed paperwork to pay the deposit for the unit.

Additionally, one client is currently in-process for a match for senior subsidized housing. The Housing Navigator assisted the client in completing initial paperwork for the unit, as well as submitting an accommodation request. The client submitted an accommodation request to request specific changes to the unit so that it would meet her accessibility needs. Through this process, the Housing Navigator served as an essential means of communication between the client and housing agency. Additionally, with assistance from the Housing Navigator the client established a new primary care provider for physical wellness. The new care provider worked with the client to complete paperwork for the accommodation request and addressed the client's ongoing health concerns.

The Housing Navigator has also been helping a Transitional-Aged Youth (age 22 years), who has a developmental disability, access disability resources, income, and documents. When the Housing Navigator first met the client, she was completely without any documents or ID. The client is now connected to an attorney specializing in SSDI income. The Housing Navigator is currently helping the client with obtaining a Social Security card and birth certificate. The client



has also completed an intake for the Regional Center, an agency specializing in supporting individuals with intellectual and cognitive disabilities.

Lastly, the Housing Navigator provided Homeless Prevention assistance to two households living in the UC Village, with one household including young children. Due to financial instability, both households accrued high balances in unpaid rent. The Housing Navigator received referrals for the households through the Albany CARES program and the UC Berkeley Social Worker. The Housing Navigator worked with each household to acquire necessary documents for eligibility and rent payment. Then, the Navigator worked with UC Berkeley staff on accepting payment from a third-party agency.

### **Challenges**

While presenting various housing options, the Navigator aims to always provide a realistic expectation of wait times and how subsidies are offered. This quarter, the Housing Navigator supported two households in completing paperwork for subsidized housing options. The Navigator served as a communication liaison between clients and housing agencies, helping clients manage anxiety and maintain patience during the application and eligibility process.

The Housing Navigator has been working with a client seeking housing with a Section 8 voucher. While access to Section 8 provides the client with an essential resource to cover rent, many landlords continue to reject Section 8 recipients as tenants. This greatly narrows the options available to the client. The Navigator has contacted numerous units to see if they are accessible to the client and if a property manager is willing to accept the subsidy. The Navigator has supported the client in working with her mental health team and to realistically assess her options with housing. The Albany CARES program coordinator has also been assisting the client with housing options in Alameda County.

Lastly, the Housing Navigator has also experienced challenges with several outreach contacts who require intensive mental health case management. Several clients are difficult to track, sometimes unreachable for weeks or months and then resurface at an outreach site. The Housing Navigator has always attempted to refer these clients to the mobile mental health team from Berkeley Mental Health. However, due to the clients' instability and the high demand for BMH services, these referrals are often unsuccessful and clients remain unconnected to essential mental health services. The Navigator is often unable to productively work with these clients when they are not stabilized through mental health support.

**ATTACHMENT**

**BFHP Albany PROJECT PERFORMANCE MEASURES**

Due on the 15<sup>th</sup> of each month following the quarter

<b>Project Performance Measures and Targets</b>				
<b>Performance Measure</b>	<b>Target</b>	<b>Progress/Activity this period</b>	<b>Year to date statistics</b>	<b>Comments</b>
Outreach contacts (unduplicated contact with a new client)	30	18	110	
Performed initial intake/enrollment	12	7	26	
Number of housing case plans performed	10	13	48	
New Clients Housed	6	2	3	
Clients maintaining housing for 6 months	4	3	3	
*Clients maintaining housing for a year	4	3	5	
Clients exited from Aftercare program	4	0	1	
Clients receiving prevention	2	2	5	

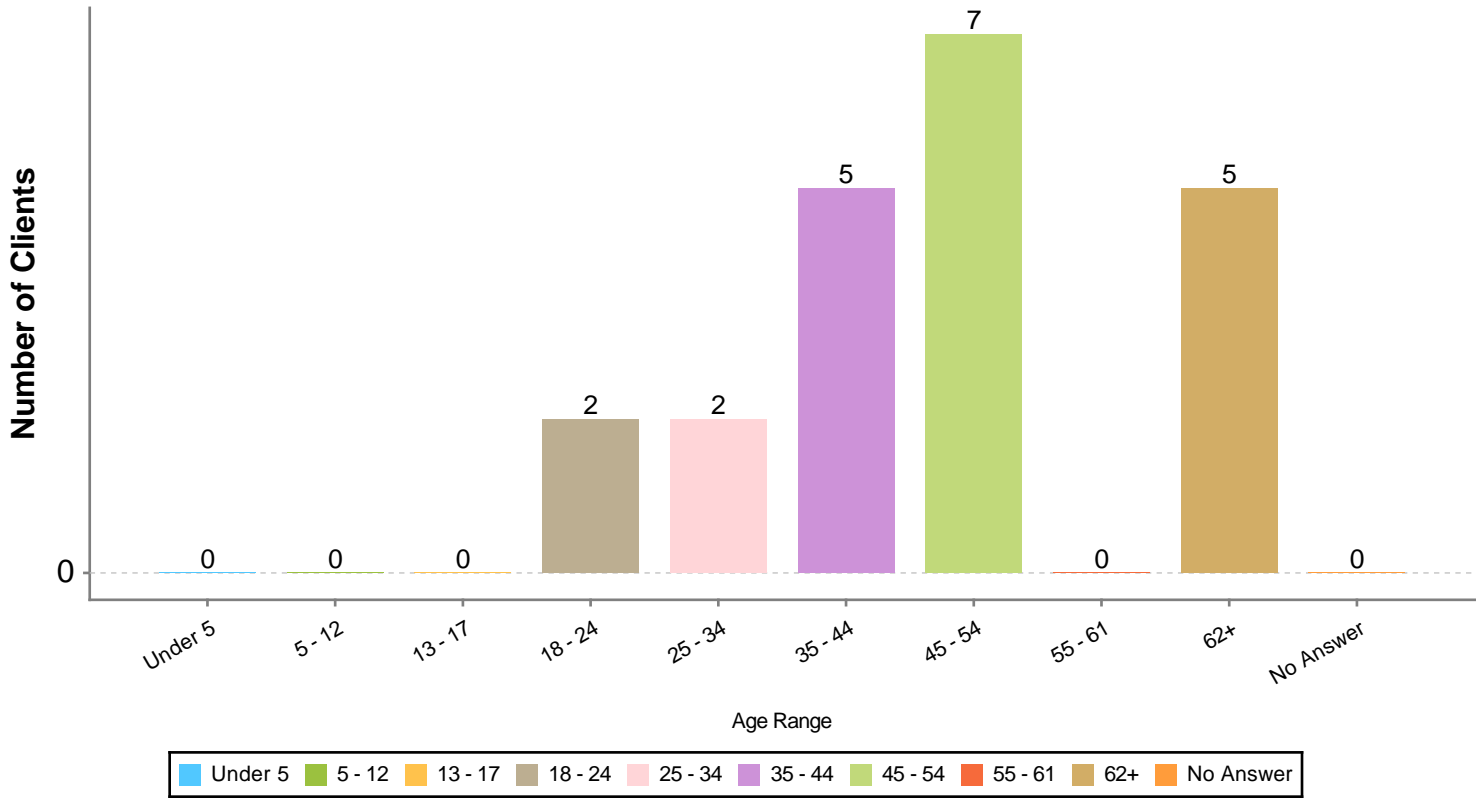
\*This measure duplicates clients in the measure above. It includes only non-exited clients.



Albany Project HOPE  
Demographics Report  
Housing Navigation

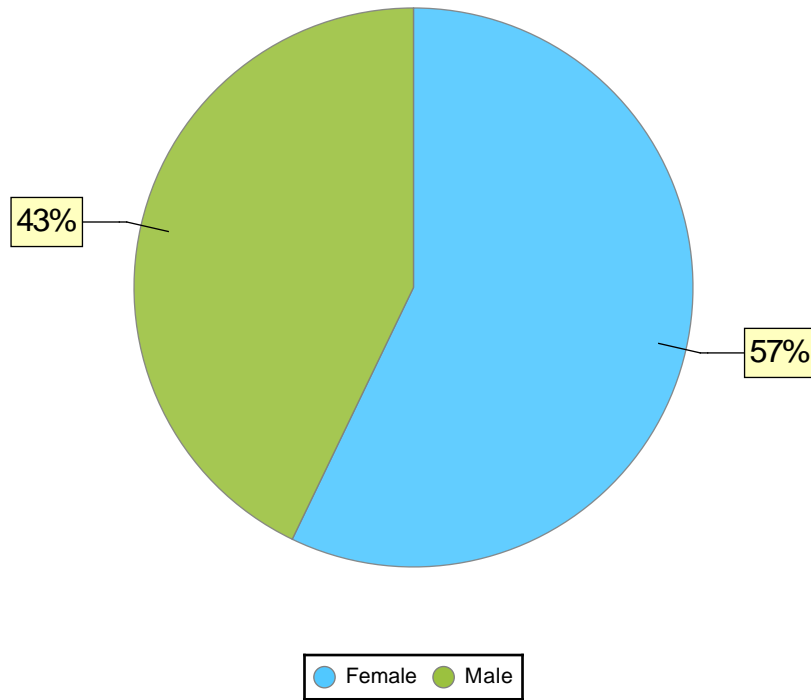
**HOUSING NAVIGATION**

**Client Age Range Chart**



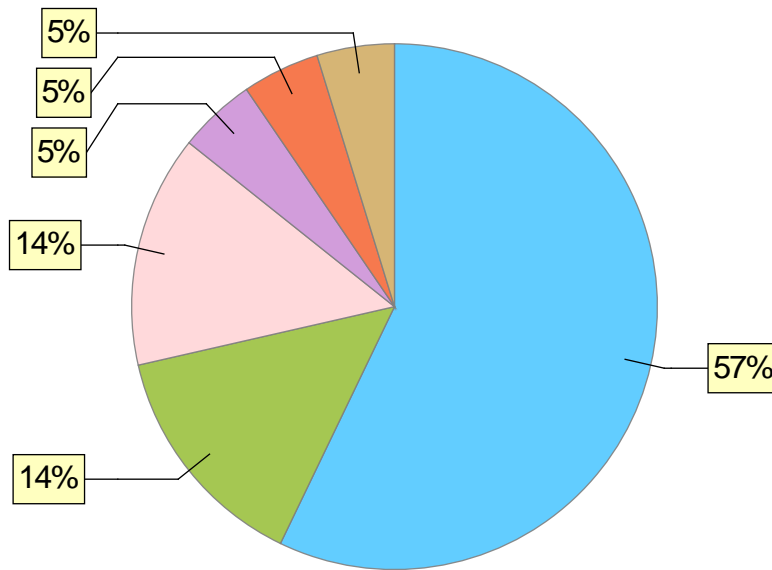
Age Range	# of Clients
Under 5	0
5 - 12	0
13 - 17	0
18 - 24	2
25 - 34	2
35 - 44	5
45 - 54	7
55 - 61	0
62+	5
No Answer	0
<b>Total:</b>	<b>21</b>

**Gender**



Gender	# of Clients
Female	12
Male	9
Trans Female (MTF or Male to Female)	0
Trans Male (FTM or Female to Male)	0
Gender Non-Conforming (i.e. not exclusively male or female)	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

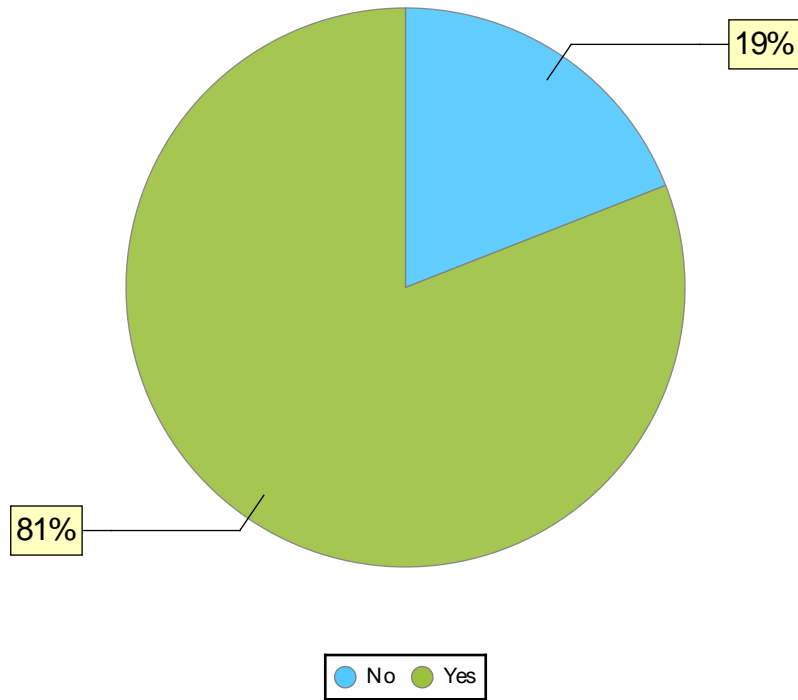
### Race



● White 
 ● Black or African American 
 ● Multiple races 
 ● Native Hawaiian or Other Pacific Islander 
 ● Client Don't know / Refused 
 ● No Answer

Race Demographic	# of Clients
White	12
Black or African American	3
Asian	0
American Indian or Alaska Native	0
Multiple races	3
Native Hawaiian or Other Pacific Islander	1
Client Don't know / Refused	1
No Answer	1
<b>Total:</b>	<b>21</b>

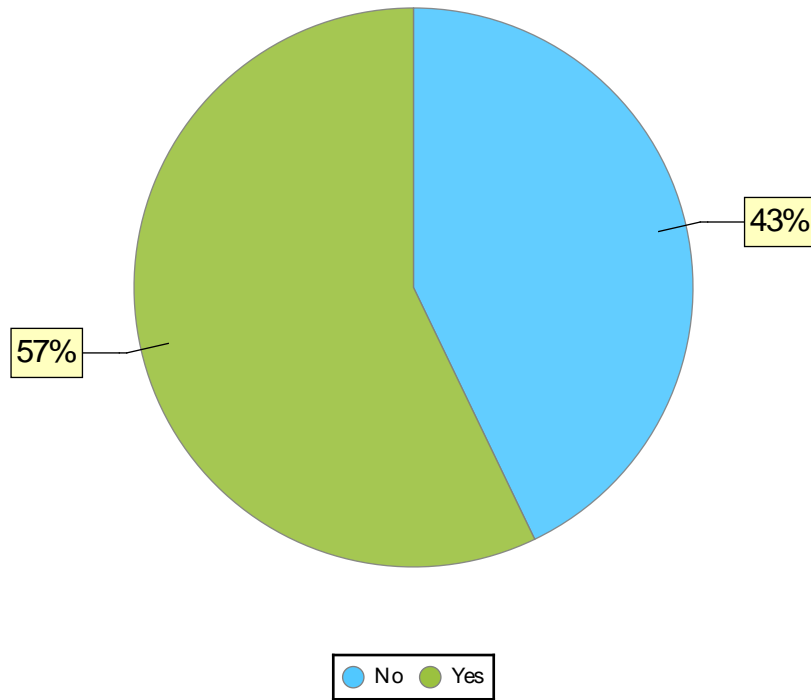
**Disabled Demographic ( Adults & HoHH ) Chart**



Disabled Demographic ( Adults & HoHH )	# of Clients
No	4
Yes	17
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

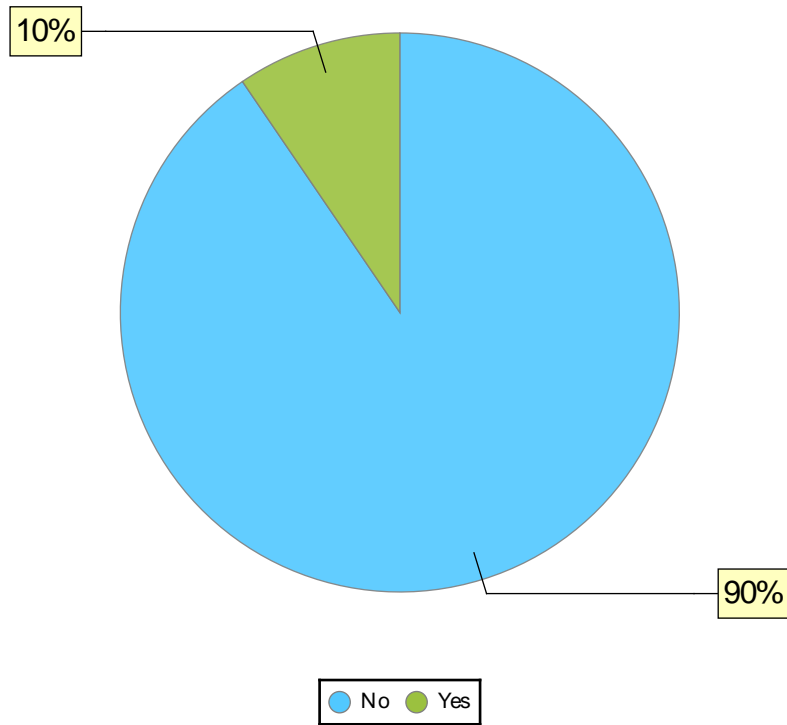


**Physical Disability Chart**



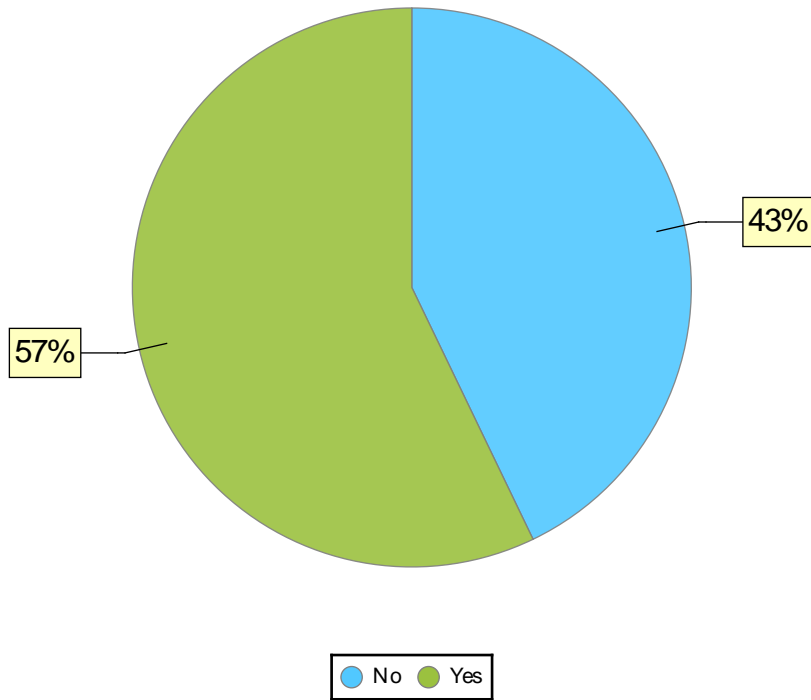
Physical Disability	# of Clients
No	9
Yes	12
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**Developmental Disability Chart**



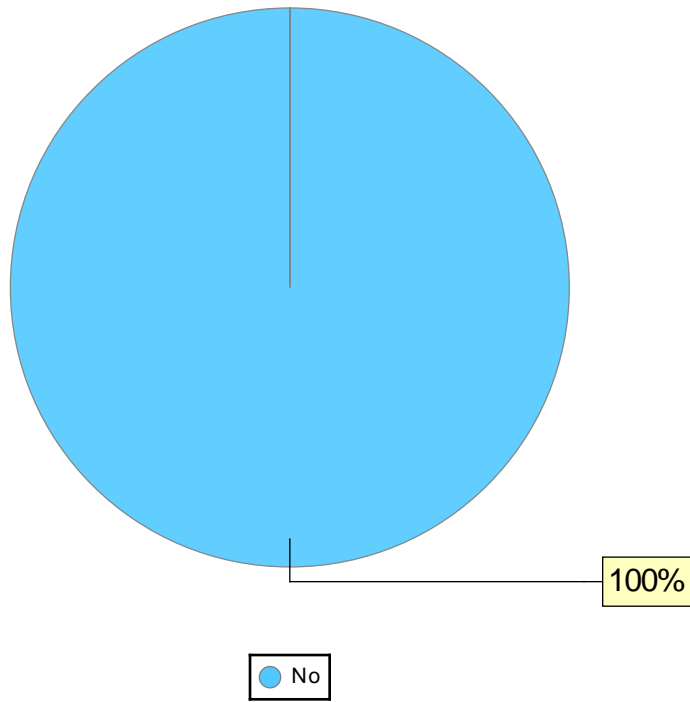
Developmental Disability	# of Clients
No	19
Yes	2
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**Chronic Health Condition Chart**



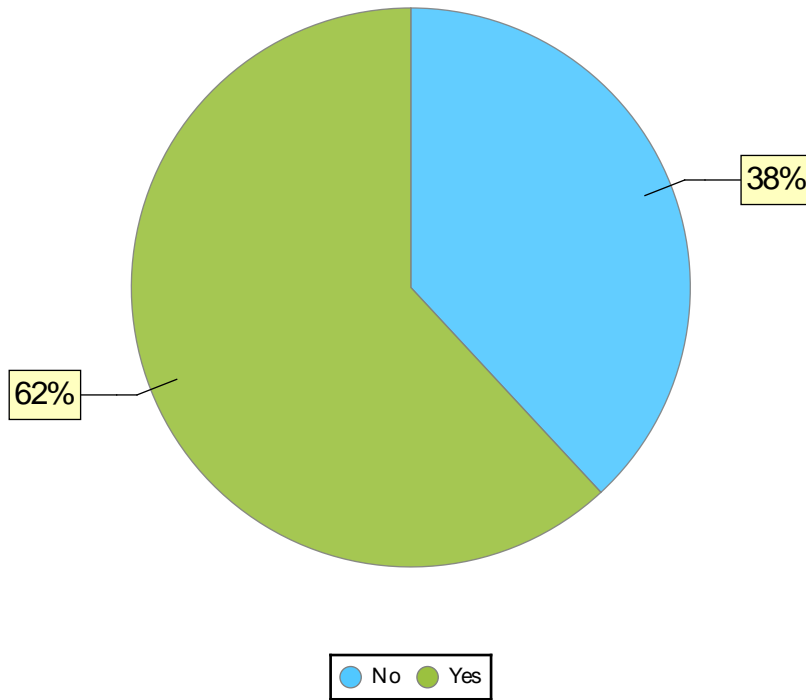
Chronic Health Condition	# of Clients
No	9
Yes	12
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**HIV/AIDS Chart**



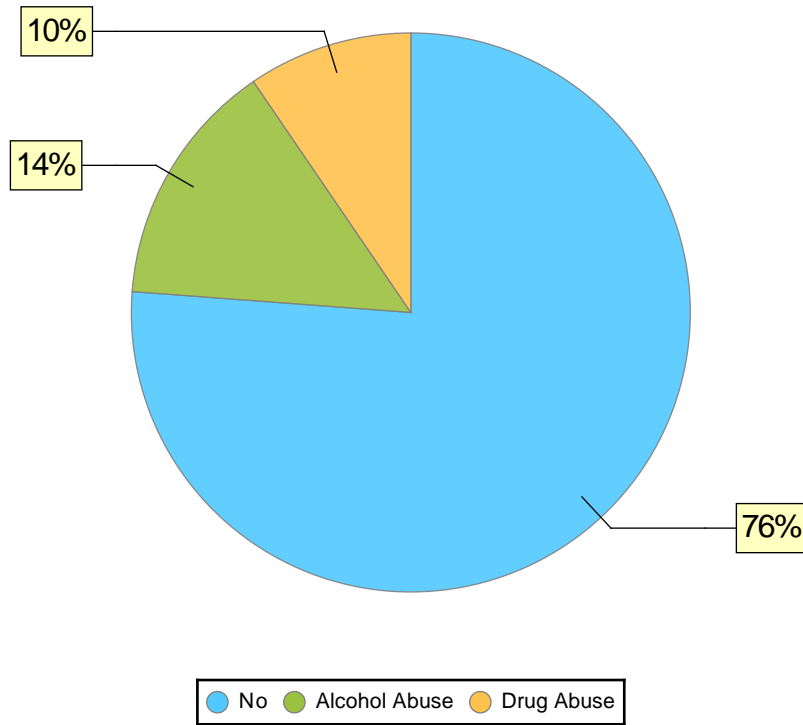
HIV/AIDS	# of Clients
No	21
Yes	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**Mental Health Problem Chart**



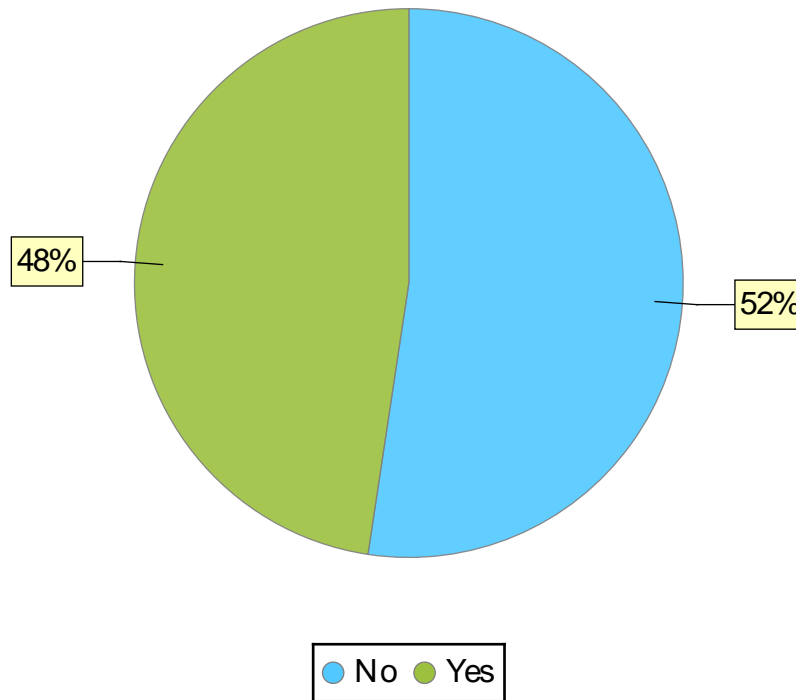
Mental Health Problem	# of Clients
No	8
Yes	13
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**Substance Abuse Chart**



Substance Abuse	# of Clients
No	16
Alcohol Abuse	3
Drug Abuse	2
Both Alcohol and Drug Abuse	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**Chronic Homeless Demographic ( Adults & HoH ) Chart**



<b>Chronic Homeless (Adults &amp; HoH)</b>	<b># of Clients</b>
No	11
Yes	10
<b>Client Entering From the Streets, ES, or Safe Haven</b>	<b># of Clients</b>
No	19
Yes	2
<b>Approximate Date Started</b>	<b># of Clients</b>
365 Days or More	12
Less Than 365 Days	6
Missing	0
Not applicable	3
<b>Times Homeless in the Past Three Years</b>	<b># of Clients</b>
One Time	8
Two Times	3
Three Times	2
Four or more times	5
Client doesn't know	0

# Client Demographics Report

CA-502 Alameda County/Oakland

Date Range: 04/01/2019 AND 06/30/2019

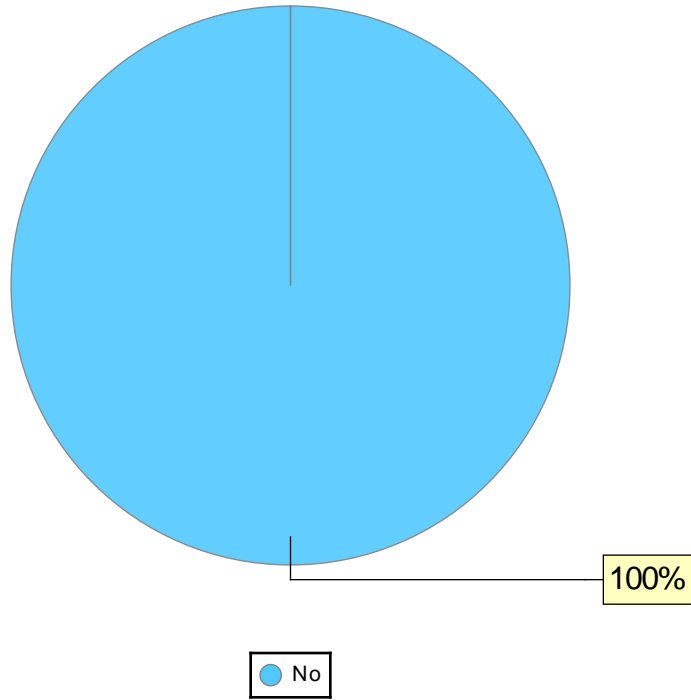
Veteran: All

Client Project Stays: All active

Times Homeless in the Past Three Years	# of Clients
Client refused	0
No Answer	3
Total Months Homeless in the Past Three years	# of Clients
One month (this time is the first month)	0
Two Months	2
Three Months	1
Four Months	0
Five Months	1
Six Months	0
Seven Months	2
Eight Months	0
Nine Months	0
Ten Months	0
Eleven Months	0
Twelve Months	0
More than 12 Months	12
Client doesn't know	0
Client refused	0
No Answer	0
Not Applicable	3
<b>Total:</b>	<b>21</b>

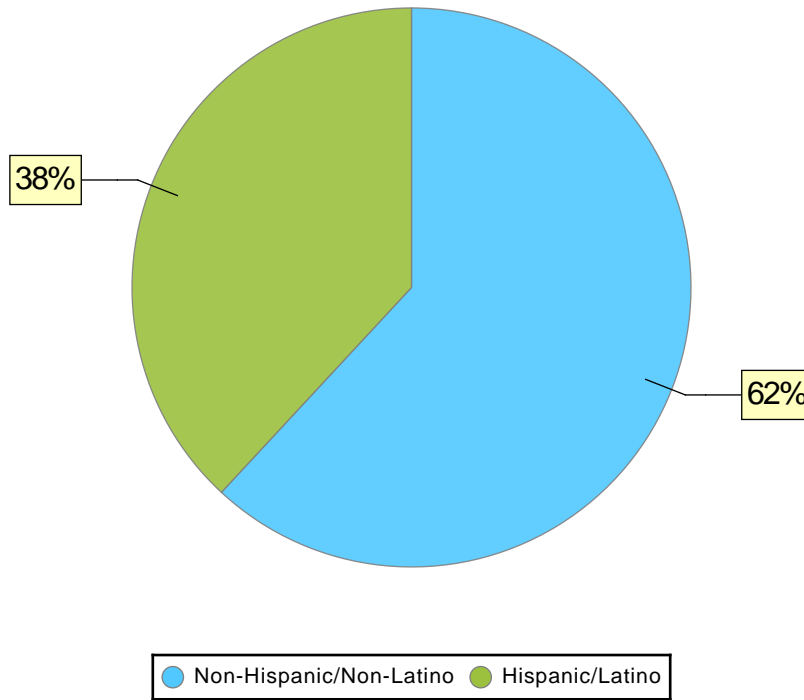


**Veteran Status - Adults Only**



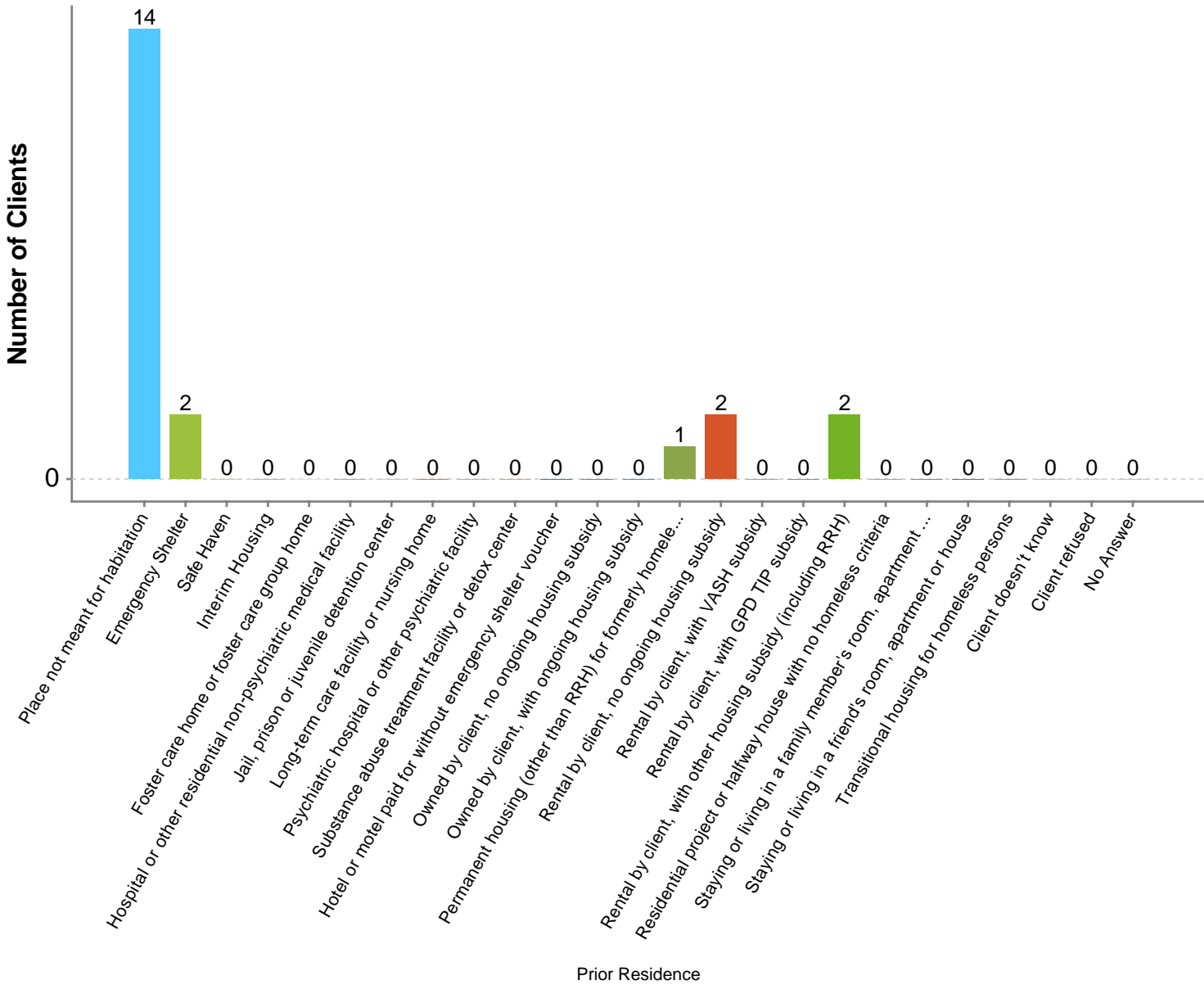
Veteran Demographic	# of Clients
No	21
Yes	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

**Hispanic Ethnicity Demographic**



Hispanic Ethnicity Demographic	# of Clients
Non-Hispanic/Non-Latino	13
Hispanic/Latino	8
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

### Prior Living Situation ( Adults & HoHH ) Chart



Place not meant for habitation	Emergency Shelter, including hotel/motel paid for with voucher	Safe Haven	Interim Housing
Foster care home or foster care group home	Hospital or other residential non-psychiatric medical facility		
Jail, prison or juvenile detention center	Long-term care facility or nursing home	Psychiatric hospital or other psychiatric facility	
Substance abuse treatment facility or detox center	Hotel or motel paid for without emergency shelter voucher		
Owned by client, no ongoing housing subsidy	Owned by client, with ongoing housing subsidy		
Permanent housing (other than RRH) for formerly homeless persons	Rental by client, no ongoing housing subsidy		
Rental by client, with VASH subsidy	Rental by client, with GPD TIP subsidy	Rental by client, with other housing subsidy (including RRH)	
Residential project or halfway house with no homeless criteria	Staying or living in a family member's room, apartment or house		
Staying or living in a friend's room, apartment or house	Transitional housing for homeless persons	Client doesn't know	Client refused
No Answer			

Prior Living Situation ( Adults & HoHH )	# of Clients
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# Client Demographics Report

CA-502 Alameda County/Oakland

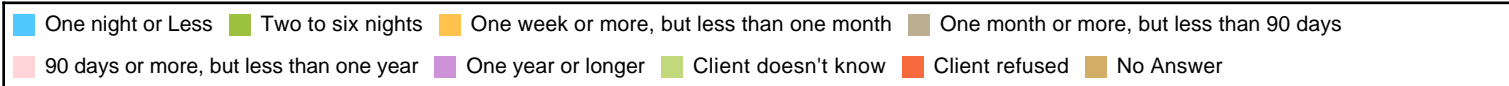
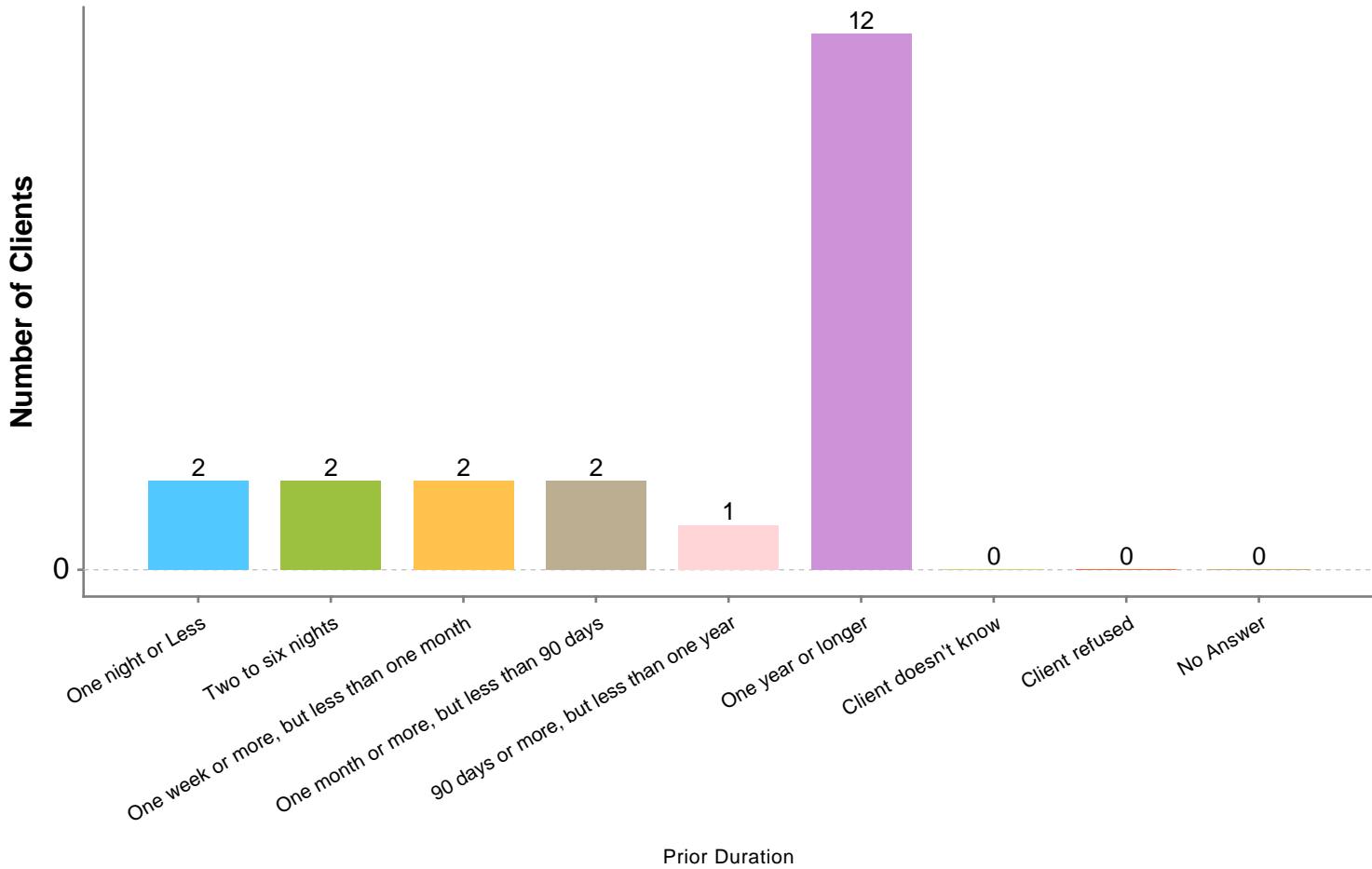
Date Range: 04/01/2019 AND 06/30/2019

Veteran: All

Client Project Stays: All active

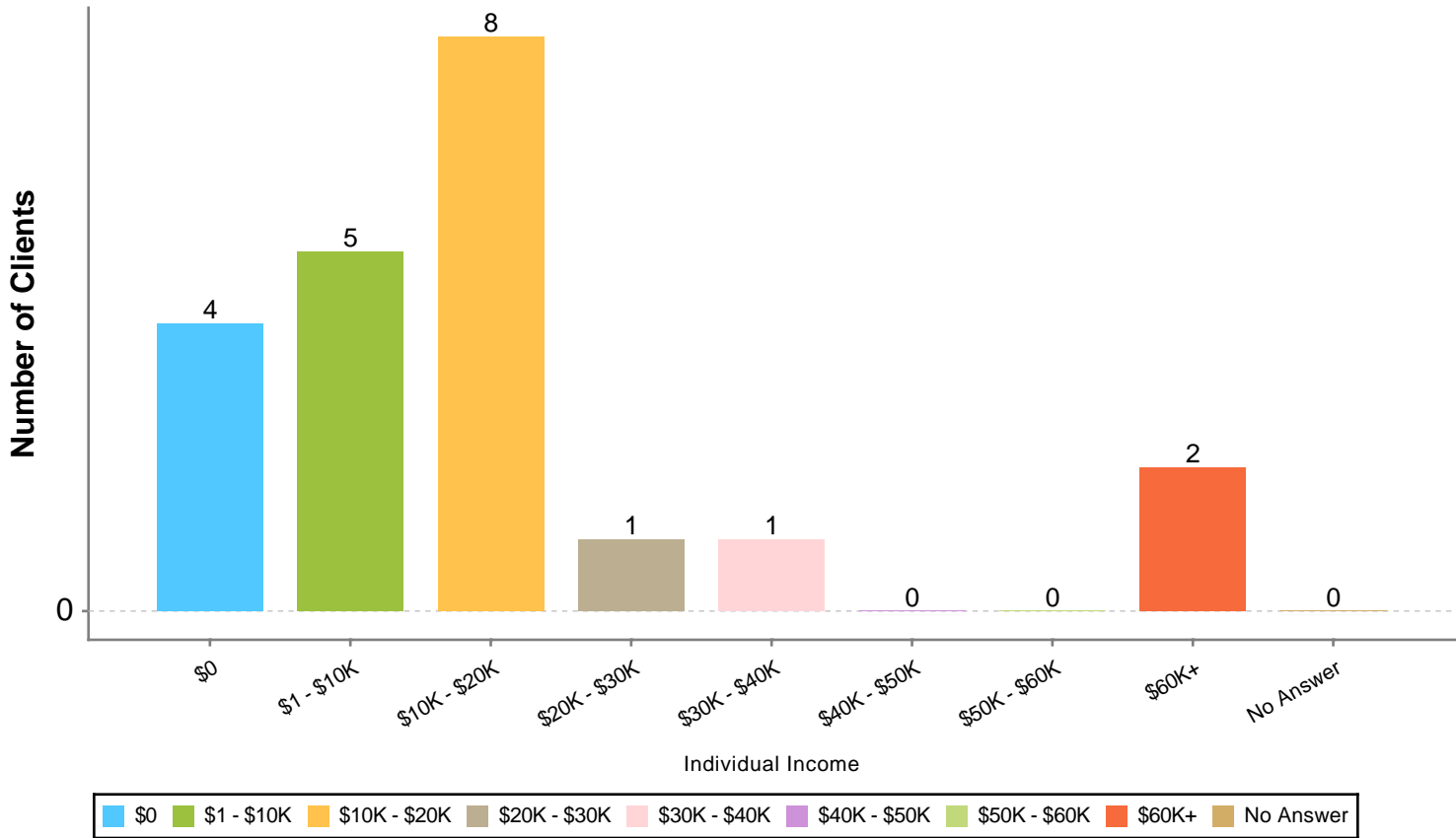
Prior Living Situation ( Adults & HoHH )	# of Clients
Place not meant for habitation	14
Emergency Shelter, including hotel/motel paid for with voucher	2
Safe Haven	0
Interim Housing	0
Foster care home or foster care group home	0
Hospital or other residential non-psychiatric medical facility	0
Jail, prison or juvenile detention center	0
Long-term care facility or nursing home	0
Psychiatric hospital or other psychiatric facility	0
Substance abuse treatment facility or detox center	0
Hotel or motel paid for without emergency shelter voucher	0
Owned by client, no ongoing housing subsidy	0
Owned by client, with ongoing housing subsidy	0
Permanent housing (other than RRH) for formerly homeless persons	1
Rental by client, no ongoing housing subsidy	2
Rental by client, with VASH subsidy	0
Rental by client, with GPD TIP subsidy	0
Rental by client, with other housing subsidy (including RRH)	2
Residential project or halfway house with no homeless criteria	0
Staying or living in a family member's room, apartment or house	0
Staying or living in a friend's room, apartment or house	0
Transitional housing for homeless persons	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

### Prior Living Duration ( Adults & HoHH ) Chart



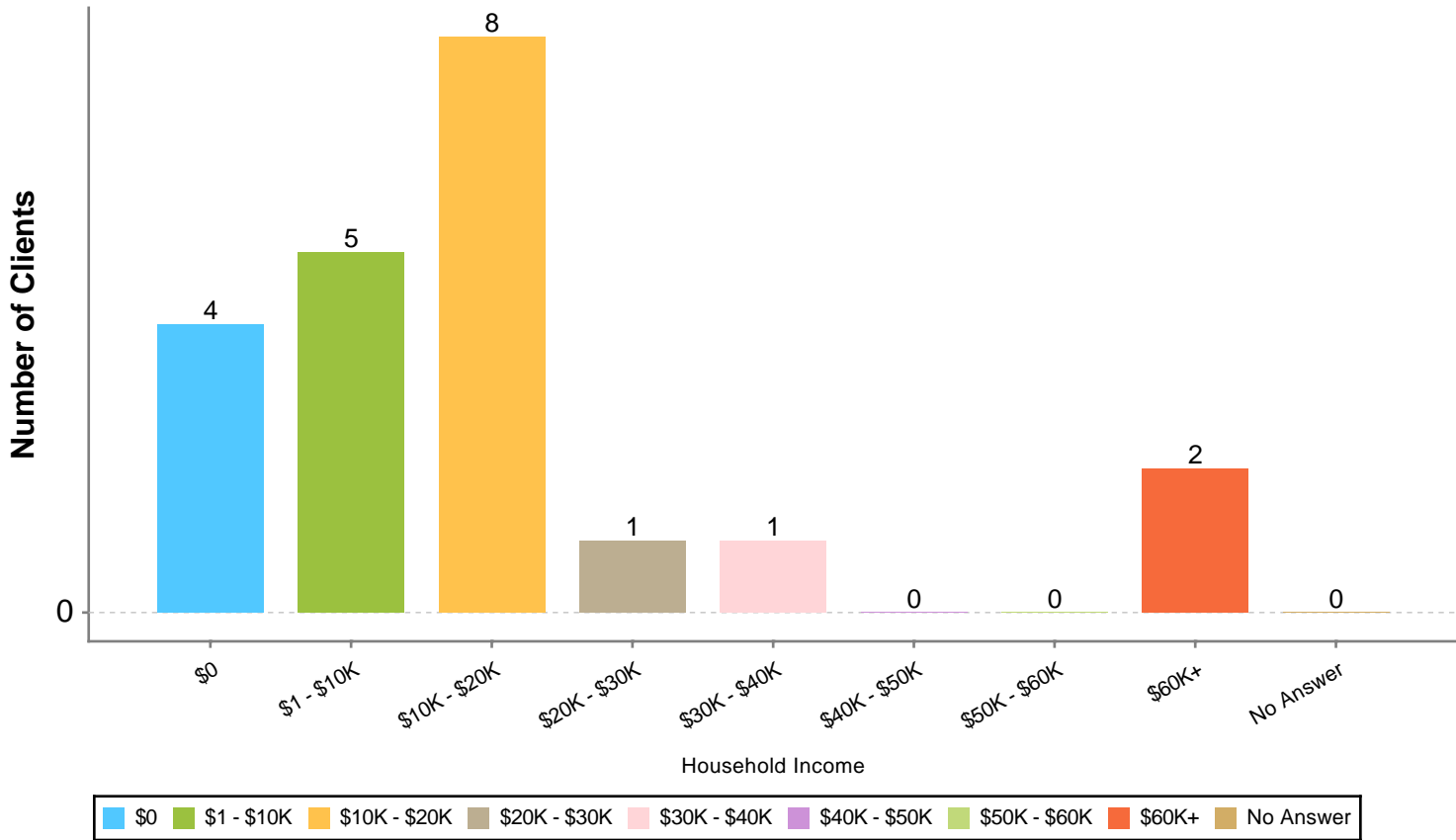
Prior Living Duration ( Adults & HoHH )	# of Clients
One night or Less	2
Two to six nights	2
One week or more, but less than one month	2
One month or more, but less than 90 days	2
90 days or more, but less than one year	1
One year or longer	12
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>

### Individual Income ( Adults & HoHH ) Chart



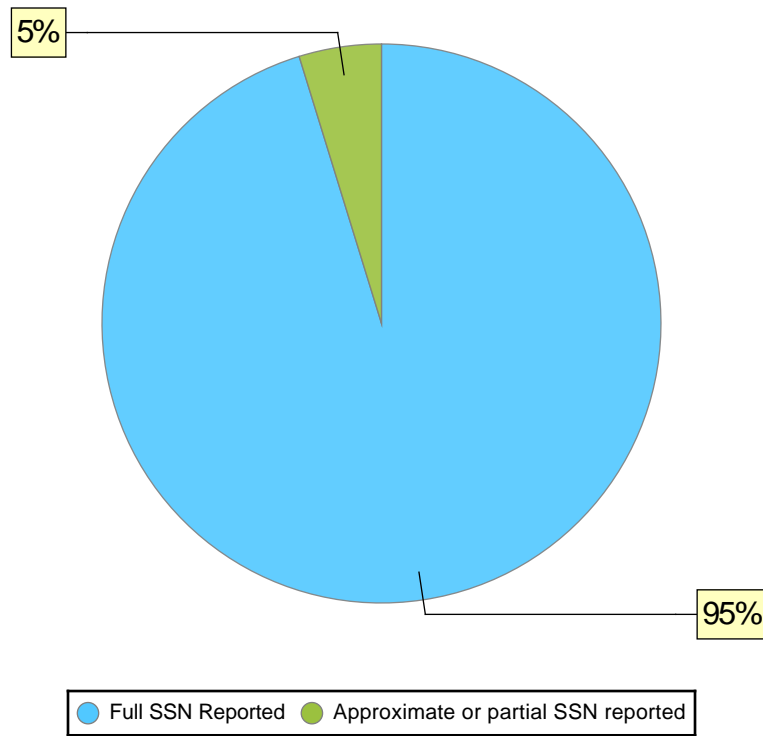
Individual Income ( Adults & HoHH )	# of Clients
\$0	4
\$1 - \$10K	5
\$10K - \$20K	8
\$20K - \$30K	1
\$30K - \$40K	1
\$40K - \$50K	0
\$50K - \$60K	0
\$60K+	2
No Answer	0
<b>Total:</b>	<b>21</b>

### Household Income Chart



Household Income	# of Clients
\$0	4
\$1 - \$10K	5
\$10K - \$20K	8
\$20K - \$30K	1
\$30K - \$40K	1
\$40K - \$50K	0
\$50K - \$60K	0
\$60K+	2
No Answer	0
<b>Total:</b>	<b>21</b>

**SSN Validity Chart**



SSN Validity	# of Clients
Full SSN Reported	20
Approximate or partial SSN reported	1
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>21</b>



# Client Demographics Report

CA-502 Alameda County/Oakland

Date Range: 04/01/2019 AND 06/30/2019

Veteran: All

Client Project Stays: All active

## Programs

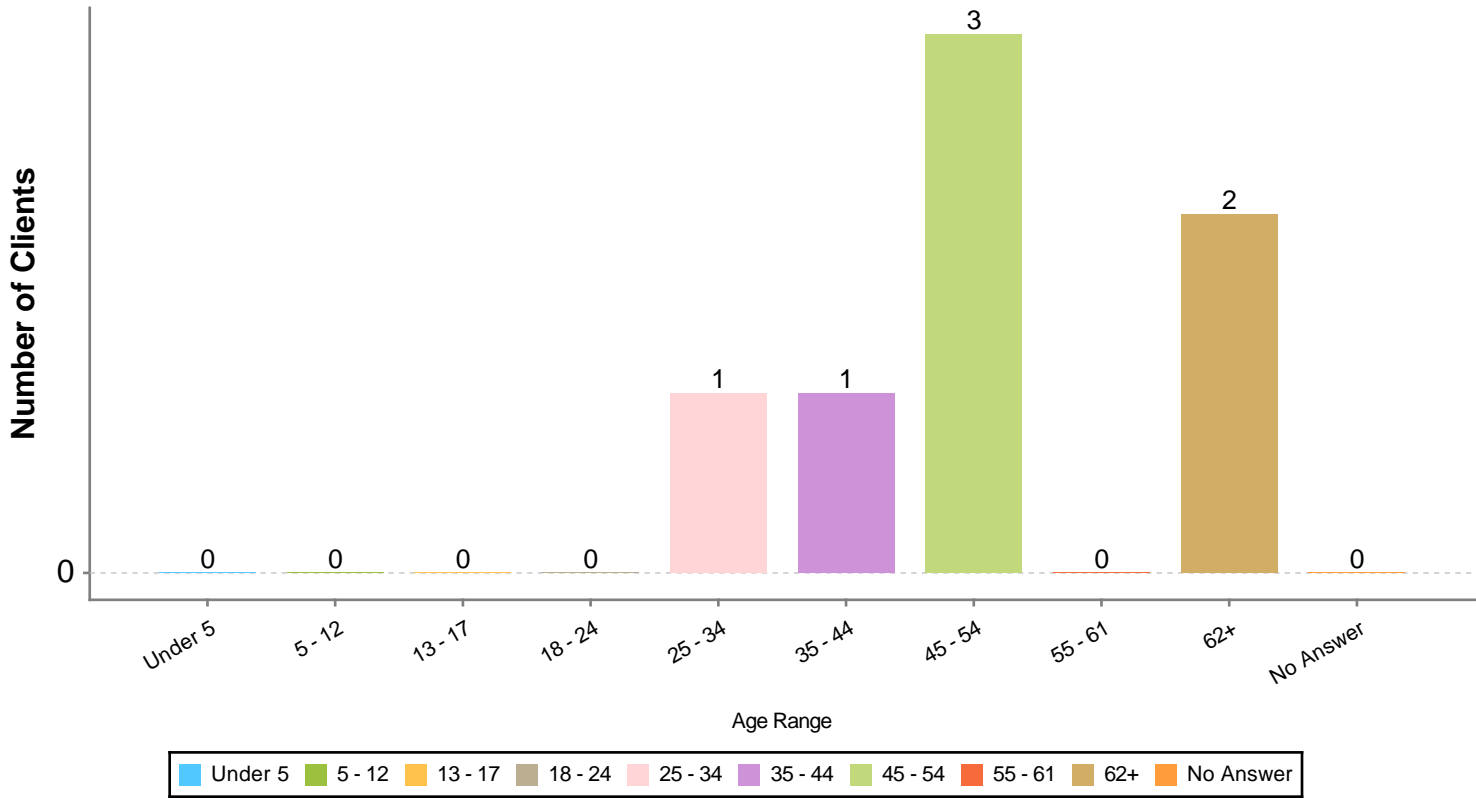
### Services Only

[BFHP - Berkeley Food and Housing Project] BFHP-NA-SSO-Albany Housing Navigation-Alb

Albany Project HOPE  
Demographics Report  
Outreach

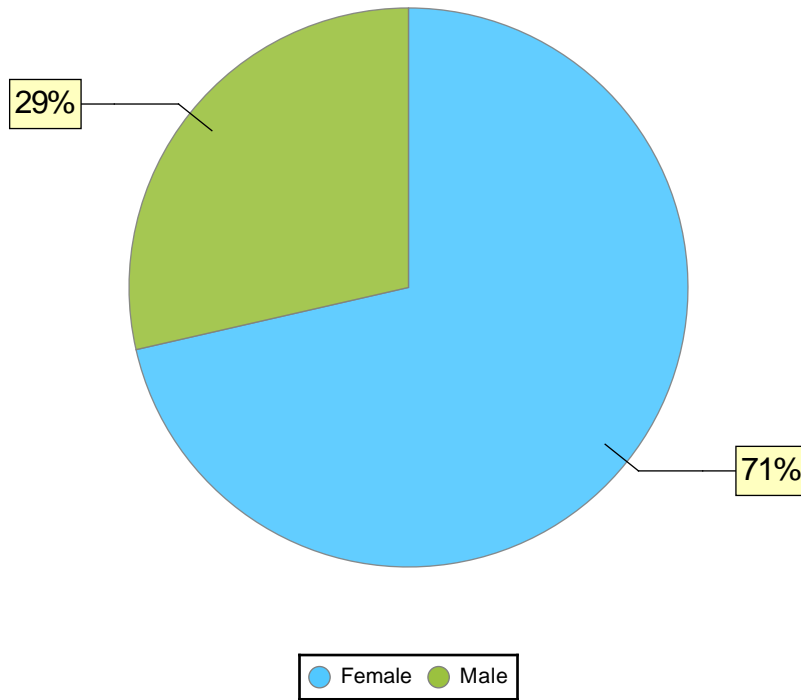
# OUTREACH

**Client Age Range Chart**



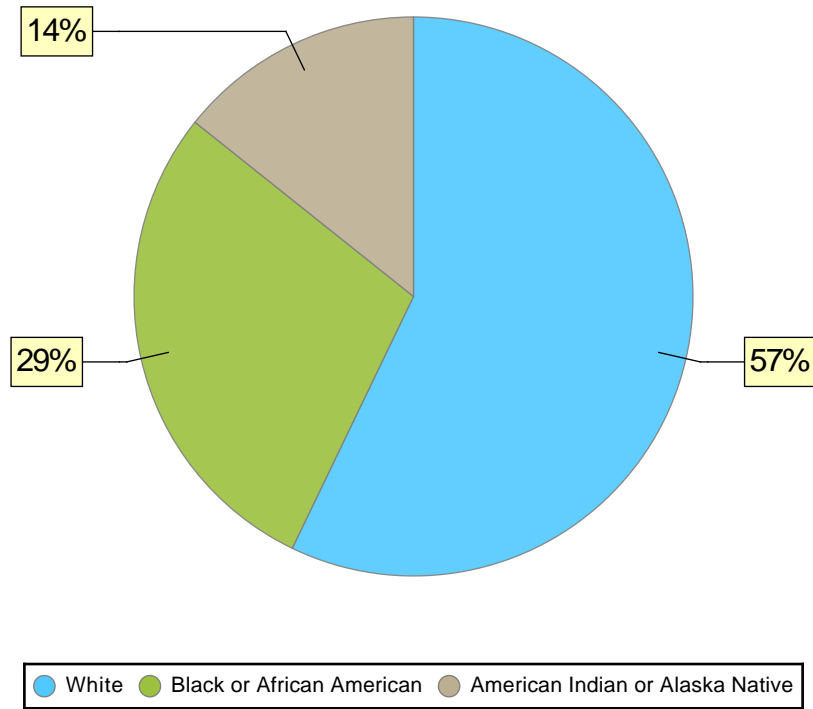
Age Range	# of Clients
Under 5	0
5 - 12	0
13 - 17	0
18 - 24	0
25 - 34	1
35 - 44	1
45 - 54	3
55 - 61	0
62+	2
No Answer	0
<b>Total:</b>	<b>7</b>

**Gender**



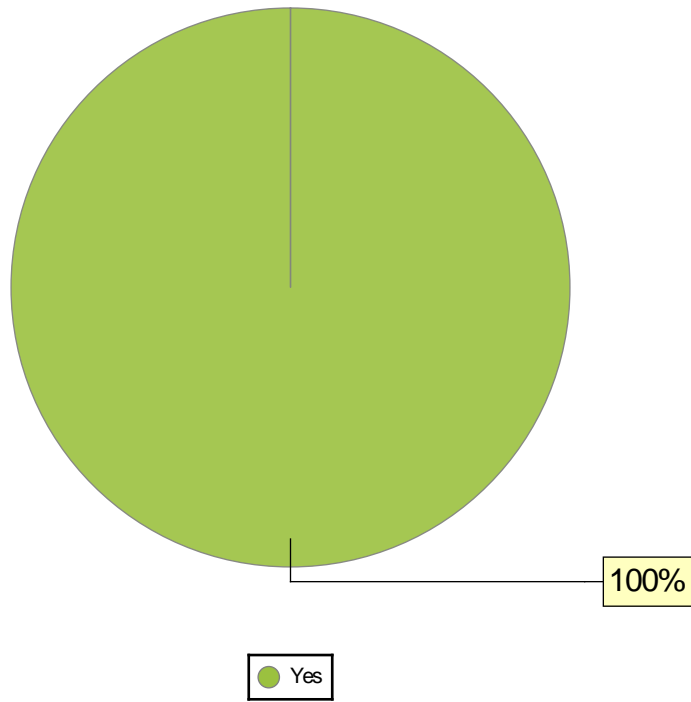
Gender	# of Clients
Female	5
Male	2
Trans Female (MTF or Male to Female)	0
Trans Male (FTM or Female to Male)	0
Gender Non-Conforming (i.e. not exclusively male or female)	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

### Race



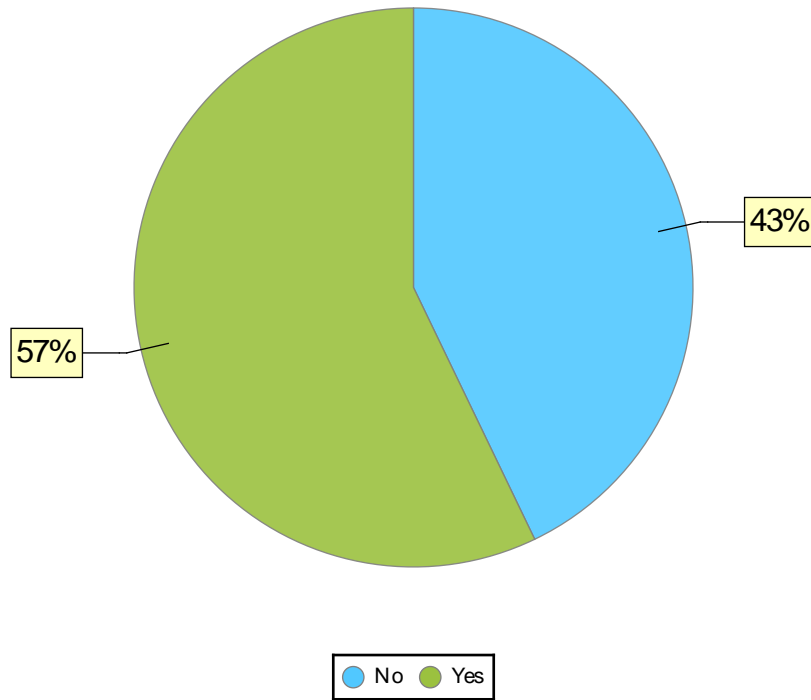
Race Demographic	# of Clients
White	4
Black or African American	2
Asian	0
American Indian or Alaska Native	1
Multiple races	0
Native Hawaiian or Other Pacific Islander	0
Client Don't know / Refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

**Disabled Demographic ( Adults & HoHH ) Chart**



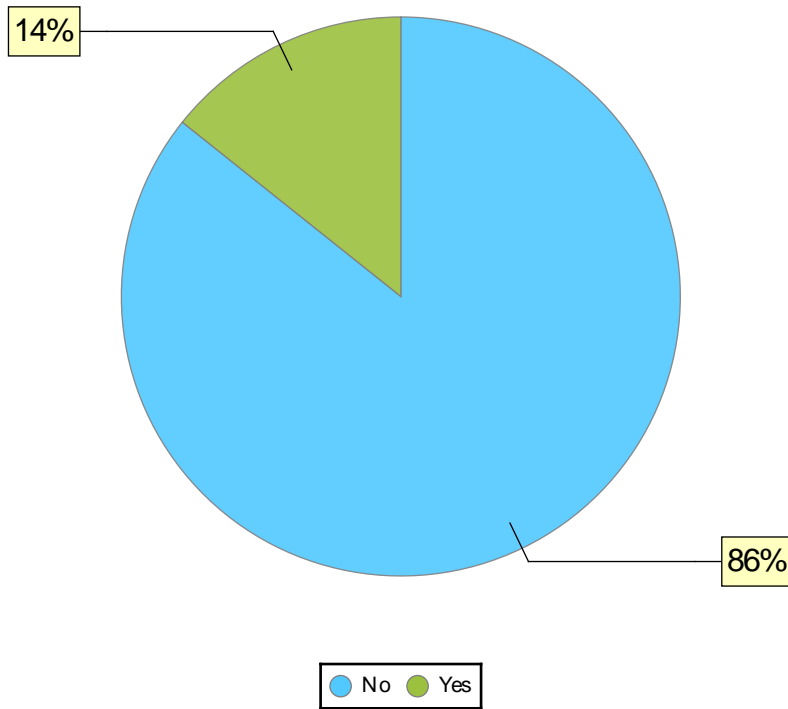
Disabled Demographic ( Adults & HoHH )	# of Clients
No	0
Yes	7
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

**Physical Disability Chart**



Physical Disability	# of Clients
No	3
Yes	4
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

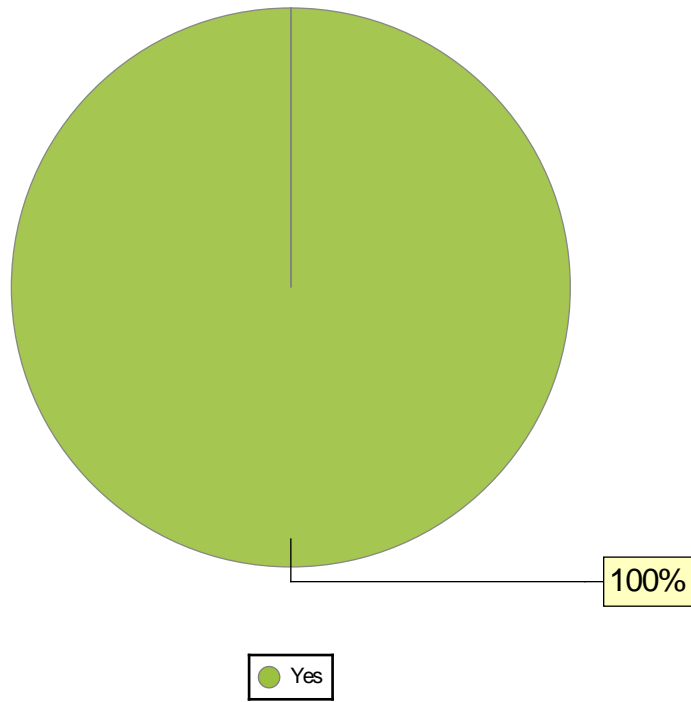
**Developmental Disability Chart**



Developmental Disability	# of Clients
No	6
Yes	1
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

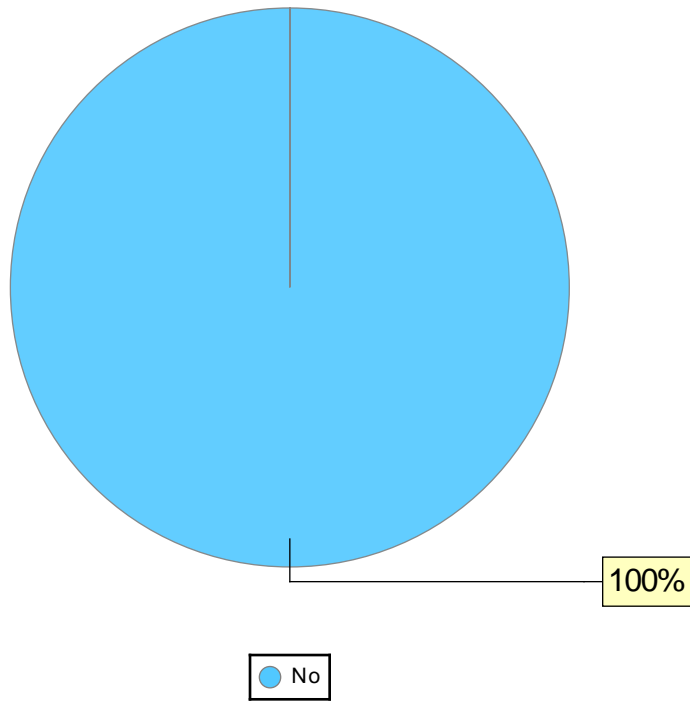


**Chronic Health Condition Chart**



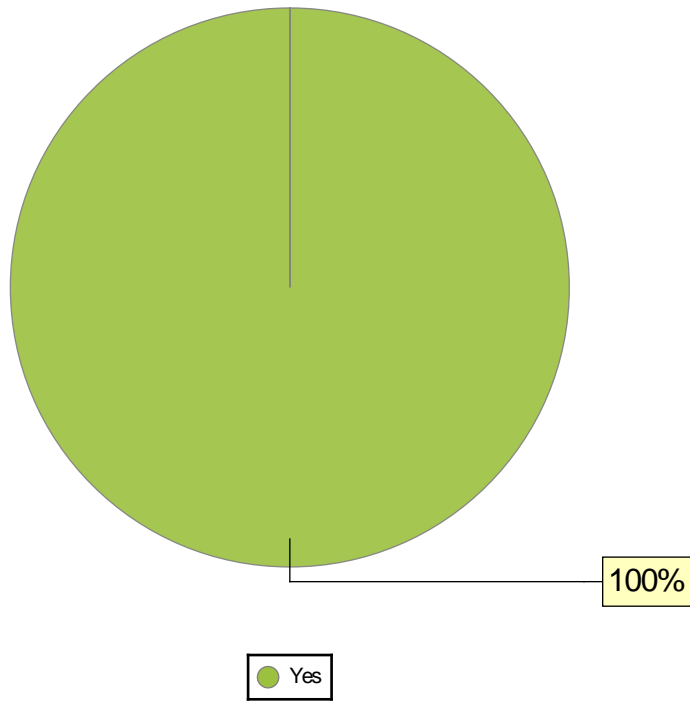
Chronic Health Condition	# of Clients
No	0
Yes	7
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

**HIV/AIDS Chart**



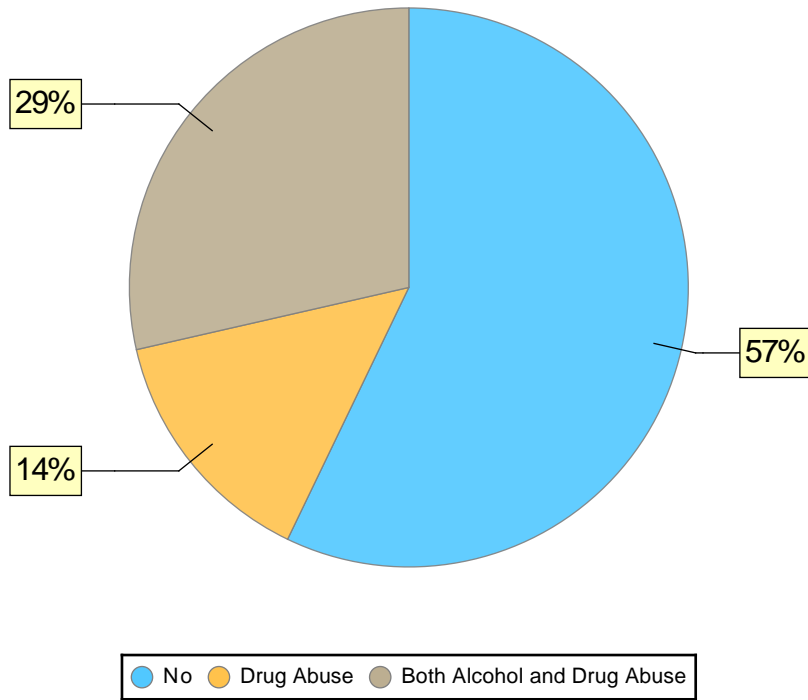
HIV/AIDS	# of Clients
No	7
Yes	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

**Mental Health Problem Chart**



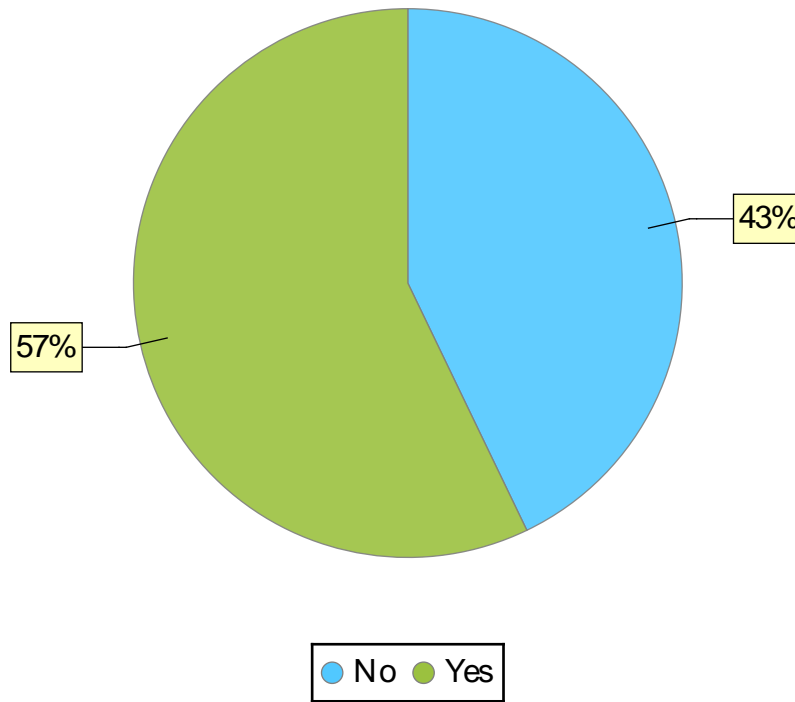
Mental Health Problem	# of Clients
No	0
Yes	7
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

**Substance Abuse Chart**



Substance Abuse	# of Clients
No	4
Alcohol Abuse	0
Drug Abuse	1
Both Alcohol and Drug Abuse	2
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

**Chronic Homeless Demographic ( Adults & HoH ) Chart**



<b>Chronic Homeless (Adults &amp; HoH)</b>	<b># of Clients</b>
No	3
Yes	4
<b>Client Entering From the Streets, ES, or Safe Haven</b>	<b># of Clients</b>
No	7
Yes	0
<b>Approximate Date Started</b>	<b># of Clients</b>
365 Days or More	4
Less Than 365 Days	3
Missing	0
Not applicable	0
<b>Times Homeless in the Past Three Years</b>	<b># of Clients</b>
One Time	4
Two Times	0
Three Times	1
Four or more times	2
Client doesn't know	0

# Client Demographics Report

CA-502 Alameda County/Oakland

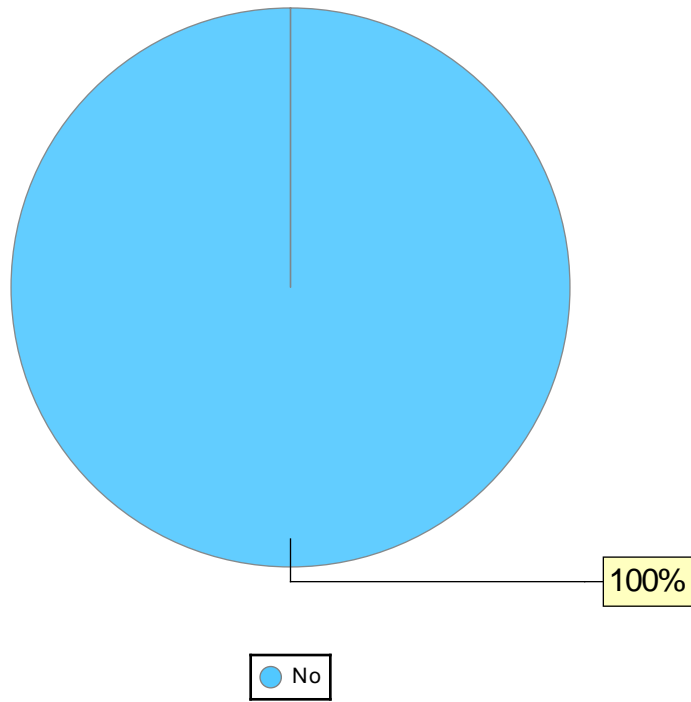
Date Range: 04/01/2019 AND 06/30/2019

Veteran: All

Client Project Stays: All active

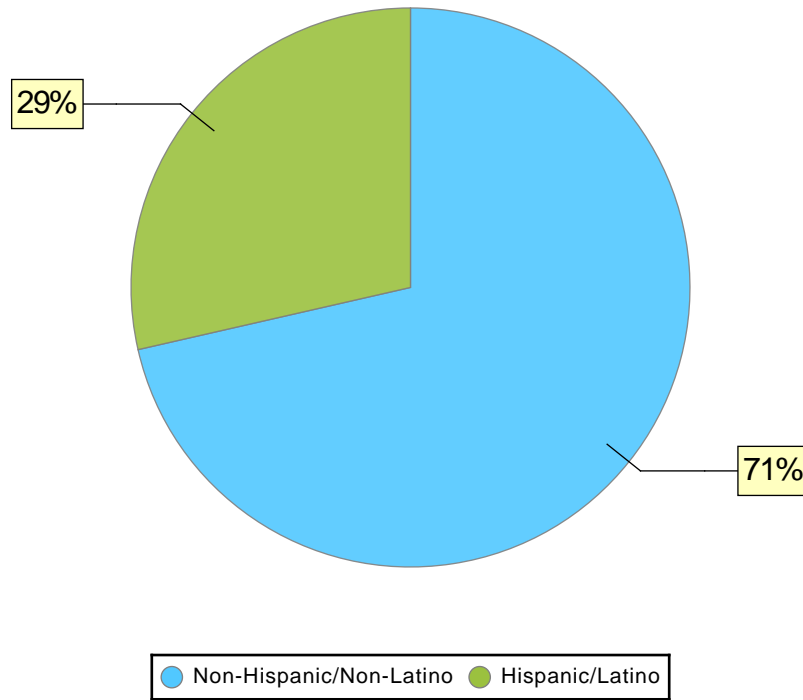
Times Homeless in the Past Three Years	# of Clients
Client refused	0
No Answer	0
Total Months Homeless in the Past Three years	# of Clients
One month (this time is the first month)	2
Two Months	0
Three Months	0
Four Months	0
Five Months	0
Six Months	1
Seven Months	0
Eight Months	0
Nine Months	0
Ten Months	0
Eleven Months	0
Twelve Months	0
More than 12 Months	4
Client doesn't know	0
Client refused	0
No Answer	0
Not Applicable	0
<b>Total:</b>	<b>7</b>

**Veteran Status - Adults Only**



Veteran Demographic	# of Clients
No	7
Yes	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

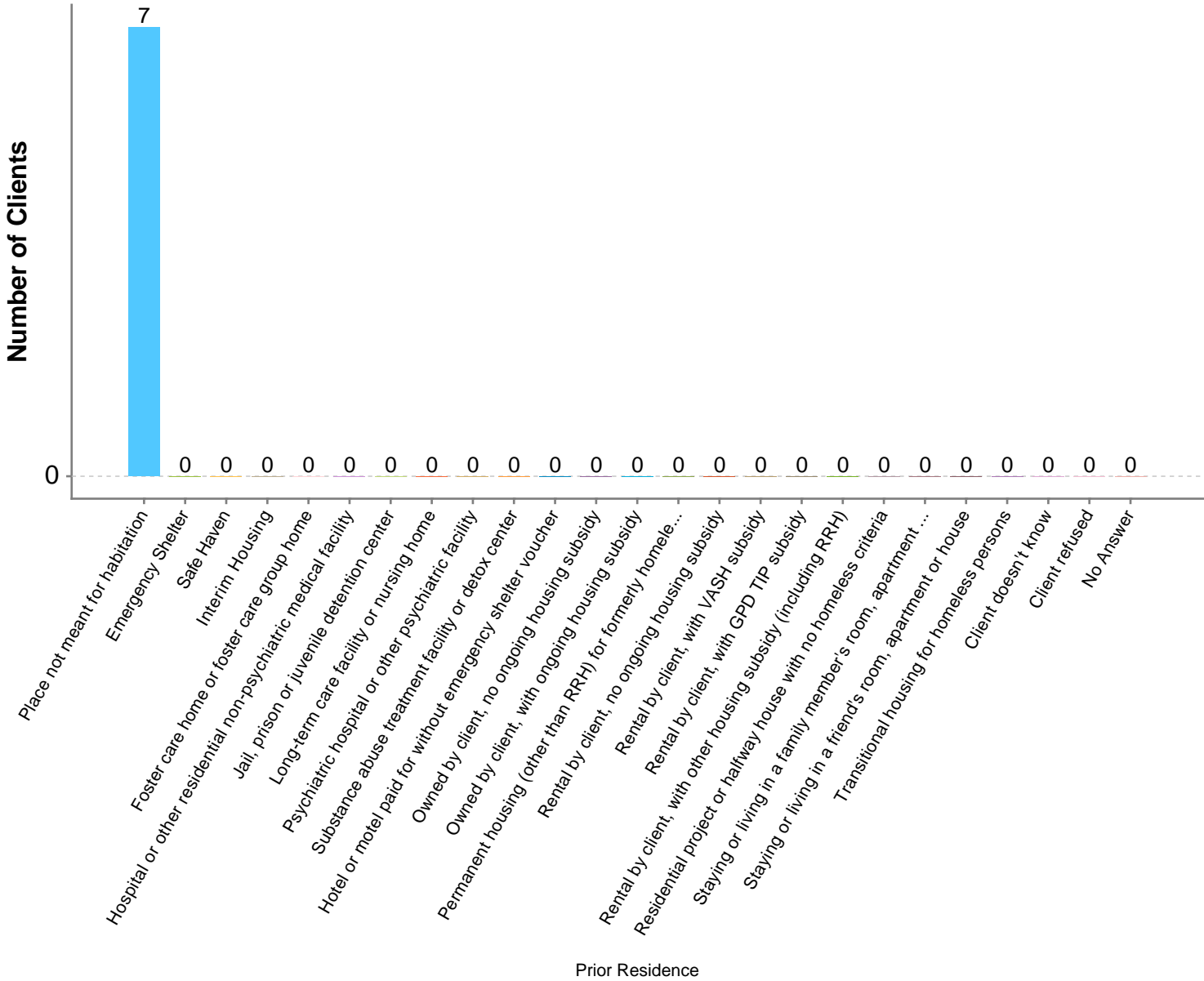
**Hispanic Ethnicity Demographic**



Hispanic Ethnicity Demographic	# of Clients
Non-Hispanic/Non-Latino	5
Hispanic/Latino	2
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>



### Prior Living Situation ( Adults & HoHH ) Chart



Place not meant for habitation	Emergency Shelter, including hotel/motel paid for with voucher	Safe Haven	Interim Housing
Foster care home or foster care group home	Hospital or other residential non-psychiatric medical facility		
Jail, prison or juvenile detention center	Long-term care facility or nursing home	Psychiatric hospital or other psychiatric facility	
Substance abuse treatment facility or detox center	Hotel or motel paid for without emergency shelter voucher		
Owned by client, no ongoing housing subsidy	Owned by client, with ongoing housing subsidy		
Permanent housing (other than RRH) for formerly homeless persons	Rental by client, no ongoing housing subsidy		
Rental by client, with VASH subsidy	Rental by client, with GPD TIP subsidy	Rental by client, with other housing subsidy (including RRH)	
Residential project or halfway house with no homeless criteria	Staying or living in a family member's room, apartment or house		
Staying or living in a friend's room, apartment or house	Transitional housing for homeless persons	Client doesn't know	Client refused
No Answer			

Prior Living Situation ( Adults & HoHH )	# of Clients
--	--------------

# Client Demographics Report

CA-502 Alameda County/Oakland

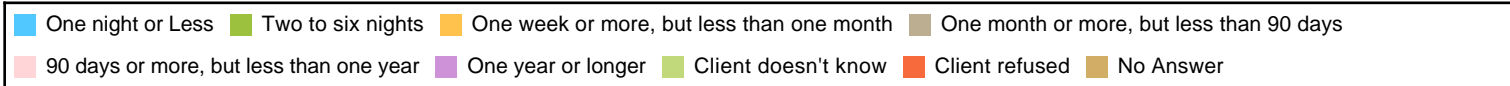
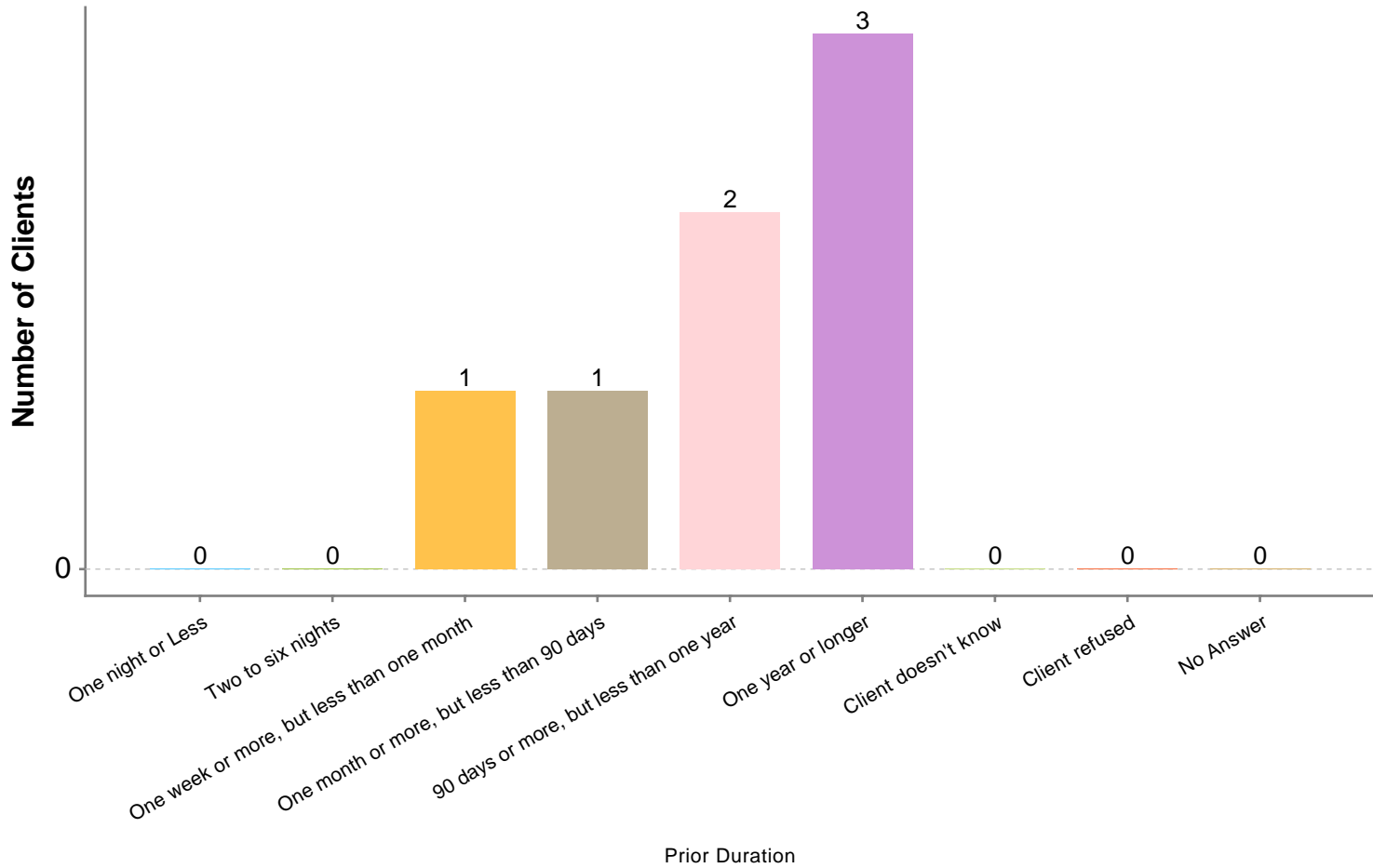
Date Range: 04/01/2019 AND 06/30/2019

Veteran: All

Client Project Stays: All active

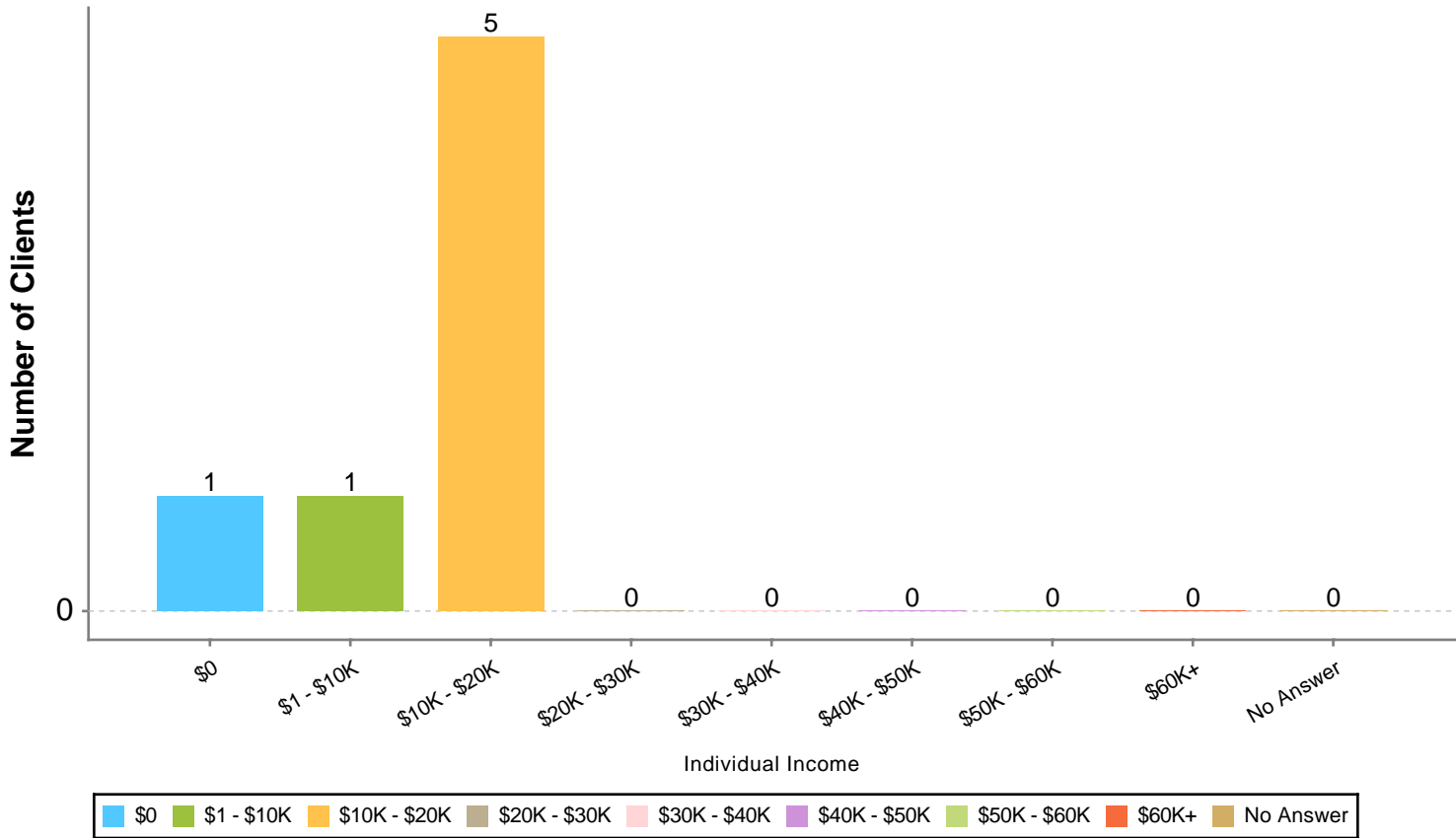
Prior Living Situation ( Adults & HoHH )	# of Clients
Place not meant for habitation	7
Emergency Shelter, including hotel/motel paid for with voucher	0
Safe Haven	0
Interim Housing	0
Foster care home or foster care group home	0
Hospital or other residential non-psychiatric medical facility	0
Jail, prison or juvenile detention center	0
Long-term care facility or nursing home	0
Psychiatric hospital or other psychiatric facility	0
Substance abuse treatment facility or detox center	0
Hotel or motel paid for without emergency shelter voucher	0
Owned by client, no ongoing housing subsidy	0
Owned by client, with ongoing housing subsidy	0
Permanent housing (other than RRH) for formerly homeless persons	0
Rental by client, no ongoing housing subsidy	0
Rental by client, with VASH subsidy	0
Rental by client, with GPD TIP subsidy	0
Rental by client, with other housing subsidy (including RRH)	0
Residential project or halfway house with no homeless criteria	0
Staying or living in a family member's room, apartment or house	0
Staying or living in a friend's room, apartment or house	0
Transitional housing for homeless persons	0
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

### Prior Living Duration ( Adults & HoHH ) Chart



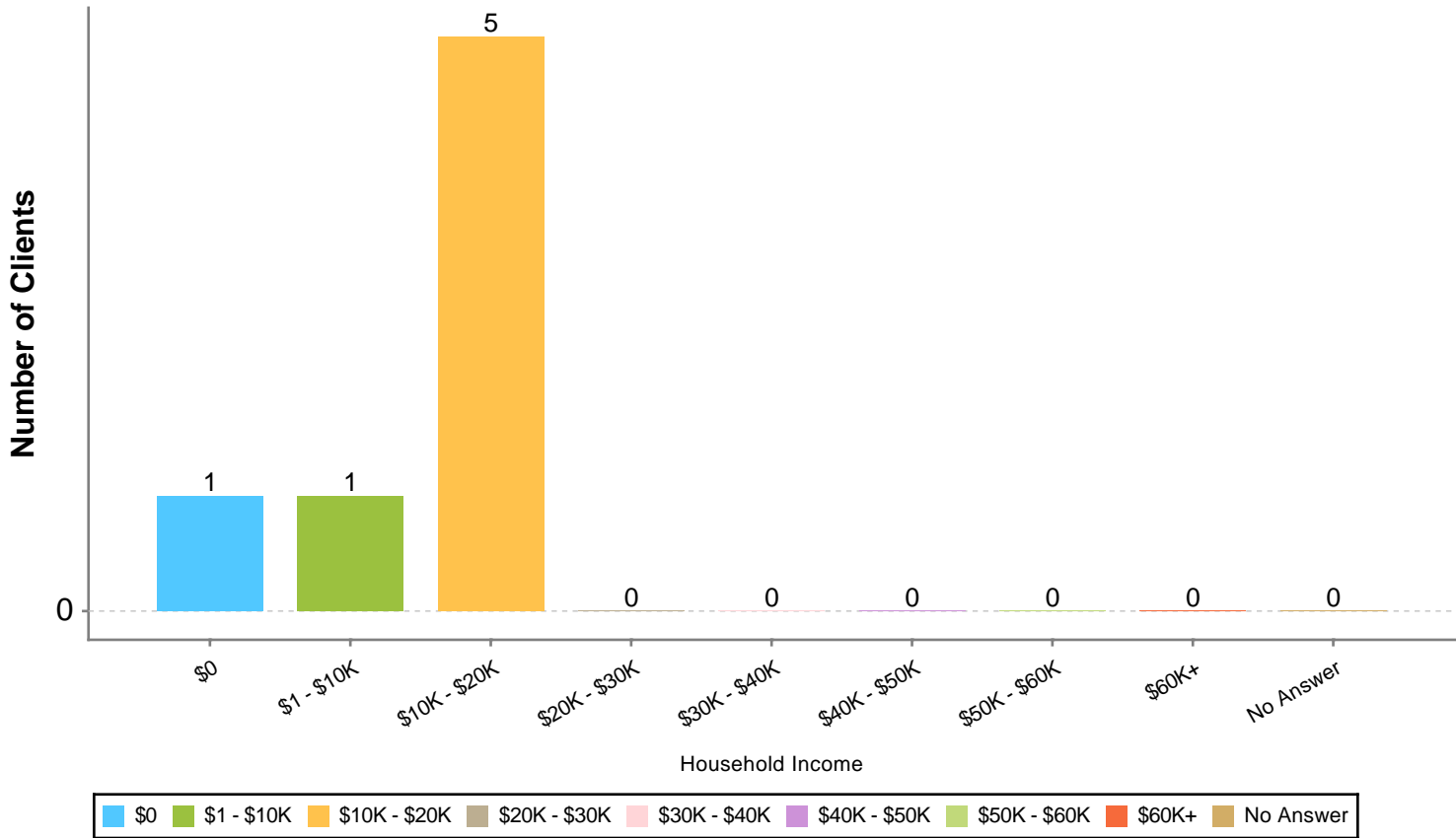
Prior Living Duration ( Adults & HoHH )	# of Clients
One night or Less	0
Two to six nights	0
One week or more, but less than one month	1
One month or more, but less than 90 days	1
90 days or more, but less than one year	2
One year or longer	3
Client doesn't know	0
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

### Individual Income ( Adults & HoHH ) Chart



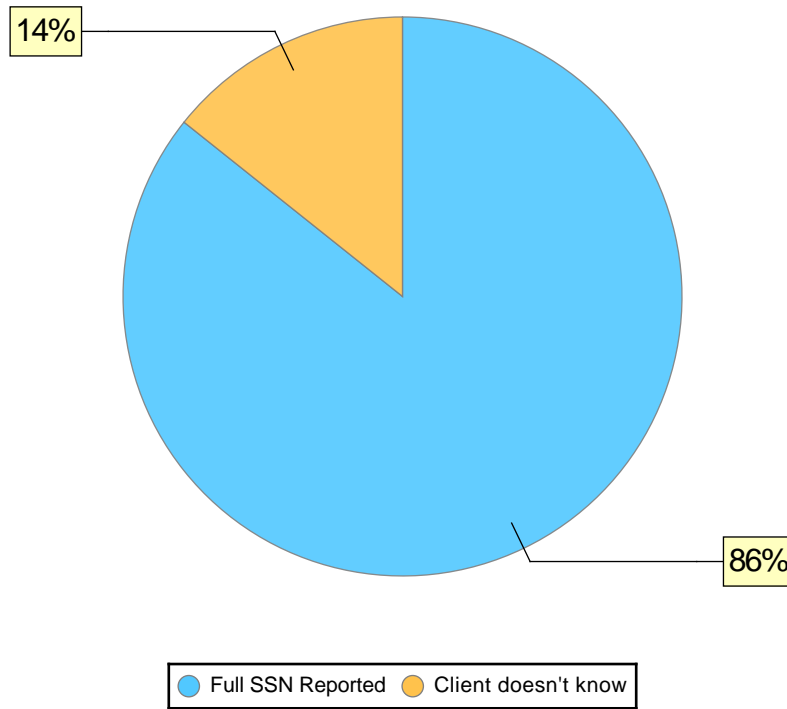
Individual Income ( Adults & HoHH )	# of Clients
\$0	1
\$1 - \$10K	1
\$10K - \$20K	5
\$20K - \$30K	0
\$30K - \$40K	0
\$40K - \$50K	0
\$50K - \$60K	0
\$60K+	0
No Answer	0
<b>Total:</b>	<b>7</b>

### Household Income Chart



Household Income	# of Clients
\$0	1
\$1 - \$10K	1
\$10K - \$20K	5
\$20K - \$30K	0
\$30K - \$40K	0
\$40K - \$50K	0
\$50K - \$60K	0
\$60K+	0
No Answer	0
<b>Total:</b>	<b>7</b>

**SSN Validity Chart**



SSN Validity	# of Clients
Full SSN Reported	6
Approximate or partial SSN reported	0
Client doesn't know	1
Client refused	0
No Answer	0
<b>Total:</b>	<b>7</b>

# Client Demographics Report

CA-502 Alameda County/Oakland

Date Range: 04/01/2019 AND 06/30/2019

Veteran: All

Client Project Stays: All active

## Programs

### *Street Outreach*

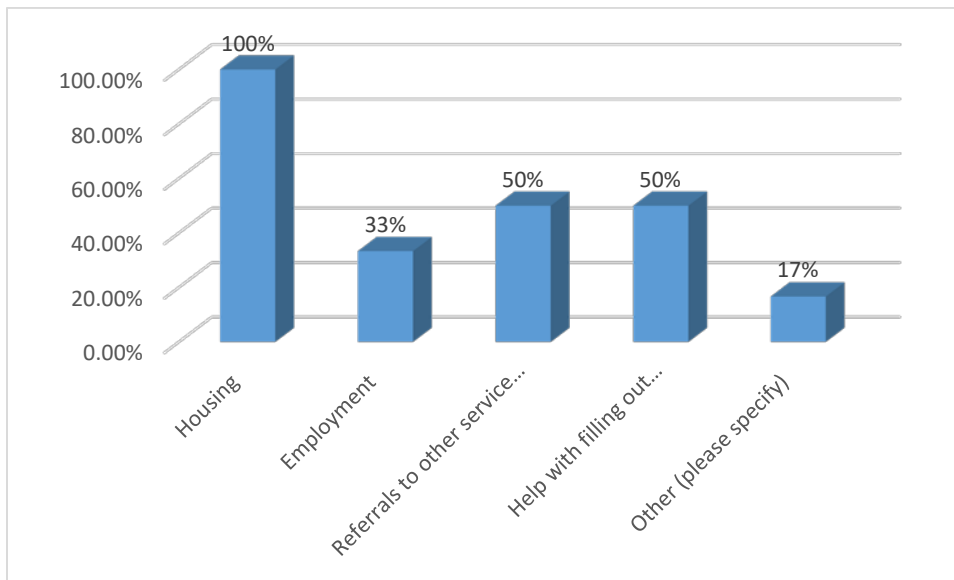
[BFHP - Berkeley Food and Housing Project] BFHP-NA-SO-Albany Outreach-Alb

**Albany Project HOPE**  
**Homeless Outreach and Engagement Program**  
**Berkeley Food and Housing Project**  
**Client Survey Results**  
**July 2019**

BFHP administered a client satisfaction survey to clients during the last quarter of FY 2019. The clients had the option of including their names, or responding anonymously. We received responses from six clients. Of these clients, four indicated they were in the process of receiving services, one reported having completed receiving services, and the other did not respond to the question.

All of the clients had received help with housing, while some also were assisted with employment services and/or with referrals to other service providers (see figure 1).

Figure 1. Types of Services received



Source: BFHP client satisfaction survey Spring 2019

Table 1 shows the average client response to items that included a Likert scale response (ranging from 1-strongly disagree to 4-strongly agree). It shows that respondents largely agreed or strongly agreed to these items, demonstrating high satisfaction with services provided. Importantly, there is high agreement with the belief on the part of respondents that they have a say in their services.



Table I. Client Satisfaction with Services

Survey Item	Average Response
1. I like the services that I receive from this organization.	3.5
2. I feel like I have a say in my services.	3.83
3. Staff have helped me set goals for myself.	3.5
4. I receive the kinds of services that I want and need.	3.8
5. Staff returned my calls.	3.5
6. Services were available at times and places that were good for me.	3.5
7. Staff believe that I can grow, change and recover.	3.33
8. I feel comfortable asking questions about my services.	3.5
9. I feel free to complain when I am not satisfied.	3.6
10. I was given information about my rights.	3.4
11. Staff respect my wishes about confidentiality.	3.8
12. Staff help me obtain information I need concerning my needs and benefits.	3.8
13. My case managers listen to what I have to say.	3.5
14. My case managers help me to set goals for myself.	3.5
15. I participate in my service planning.	3.4

Source: BFHP client satisfaction survey Spring 2019

Table 2 provides the average response to the next block of items, using the same scale. These items address how clients felt about the services they received. Again, the average response was a score between 3 (agree) and 4 (strongly agree).

Table 2: Reception of Services

Survey Item	Average Response
16. Staff have respected my wishes about who is, and who is not, to be given information about my services.	3.5
17. Staff are sensitive to my cultural / ethnic background (race, religion, language, etc.)	3.6
18. I can have the life I want, despite my recent challenges/problems.	3.33
19. I feel like I am in control of my services.	3.67
20. My wishes are respected about the amount of family involvement I want in my services.	3.8
21. The services I receive are helping to resolve my problem(s).	3.67
22. I would recommend this organization to a friend or a family member.	3.33

Source: BFHP client satisfaction survey Spring 2019

Table 3 provides the average response, using the same Likert four-point scale, to items addressing how the client feels about progress they have made since working with BFHP. The items were preceded by the statement “Since working with this agency...” Again, the scores show high agreement. One item,

#28 has a lower score because two of the six survey respondents disagreed that their problems are not bothering them as much.

Table 3: Progress Made Since Working with BFHP

Survey Item	Average response
23. I deal more effectively with daily problems.	3.17
24. I am better able to control my life.	3.5
25. I am better able to deal with crisis.	3.33
26. I am getting along better with my family.	3.4
27. I do better in social situations.	3.4
28. My problems are not bothering me as much.	3
29. I feel I am coping with life better.	3.33

Source: BFHP client satisfaction survey Spring 2019

Clients had the option to add written comments at the end of the survey. Two respondents did so:

Table 4: Open-ended Comments

Incredibly grateful for the help, support and professionalism! Katlyn Tracy was a superb case manager. I was very happy with her. I will miss her.
---

Source: BFHP client satisfaction survey Spring 2019

In summary, while the number of responses was low, those clients that did complete the survey showed a high degree of satisfaction with the services they receive, their relationship with BFHP, and their progress since having received BFHP services.

# Inclusivity Statements Recommendation

Policy Development Cycle and Inclusivity in Albany

Social and Economic Justice Commission  
Diversity and Inclusion Subcommittee



# Inclusivity Defined

- the practice or policy of including people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of minority groups.

\*Oxford on line dictionary



# Steps in the Policy Cycle

- ❑ Agenda Setting- who is at the table when the problem to be solved by policy is identified and how is information gathered for agenda setting?
- ❑ Policy Formulation-who participates in policy recommendations and who decides what goes into staff report?
- ❑ Adoption-Where is the decision made? Under Brown Act transparency rules public input at publically noticed meetings of Council, Commissions or Study groups is where public participation in the decision making process is allowed.
- ❑ Implementation-How is the recommendation brought on line and who decides how the recommendation is actualized.
- ❑ Evaluation-Are measures of success used and if so what is included in those measures?





# What are protected groups

Protected groups are made of individuals based on:

- Age
- Sex
- Race
- Ethnicity
- Disability status
- Sexual orientation
- Gender
- Language used
- Economic status
- Education level
- Housing status

# Prior inclusivity work

- The Albany City Council embraces community diversity and inclusion, and works to ensure the wellbeing of all members of our Albany community. The City Council continues to focus on efforts to further community diversity and inclusion as follows:
- **Mayor's Statement**
- During the past year Albany, like the rest of our country, has experienced an increase in documented hate incidents. Incidents like this make us wonder what type of community we really are. Are we a community of people intent on hurting others? Are we a community of people who, by their privilege are unable or unwilling to understand how others are excluded? Are we a community of people fueled by hate and rage?
- I don't think so. I believe we are a community of people who see evil and choose to stand up and say "Not in my community; hatred will not be tolerated here".
- We realize that we don't have all the answers but are willing to talk, listen, read, study and teach to better understand each other. We are willing to work hard to create the type of community we want – one that welcomes everyone.
- Both the City of Albany and the Albany Police Department take reports of these incidents very seriously. There is a page in the City Council section of the City web site dedicated to community diversity and inclusion, <http://www.albanyca.org/government/city-council/community-diversity-inclusion>. Included on this page are links to the Police Department statement concerning hate crimes and immigration violations and related policies, <http://www.albanyca.org/home/showdocument?id=29030>
- The Albany Police Department posts "Public Bulletins" on the city web site. <http://www.albanyca.org/public-bulletin>. This information comes directly from the police department and gives a brief synopsis of crimes that occur in Albany. This is an evolving process through which the police department will attempt to get information out to the public as quickly as possible. Please understand there are constraints to the amount and type of information that will be posted during an active investigation.
- A more comprehensive, yet less detailed, way to view crime in Albany is through CrimeReports.com, <https://www.crimereports.com/>. This map of Albany shows where and when crimes are committed.
- The goal of an inclusive and welcoming community is not achieved easily nor quickly. It is not achieved by one person working alone. However by standing together against hate and supporting our neighbors we take a step forward. When we show our children these are our values and beliefs, we take a step forward. When we pledge to continue the quest for a just society we take a step forward.
- This is the type of community I believe we truly are.
- Peggy McQuaid, Mayor
- **Sanctuary City**
- On April 17, 2017, the City Council adopted Resolution No. 2017-09, declaring Albany a Sanctuary City. The City Council formed a subcommittee comprised of Mayor McQuaid and Council Member Nason to engage with the community to develop a Sanctuary City Resolution that is customized to Albany. A community workshop to discuss becoming a sanctuary city was held on April 5, 2017 ([view workshop materials](#)).
- In adopting the Sanctuary City Resolution, the Council expressed pride in being a City which recognizes the dignity and civil rights of all community members including the right of all community members to live, work, and study in a City that does not subject them to prejudicial treatment or discrimination. The City Council understands that undo enforcement of immigration violations will damage the public trust in law enforcement and make our entire community less safe.
- **City Council Statement on Diversity & Inclusion**
- On November 21, 2016, the City Council reiterated a priority for community diversity and inclusion by reading the following statement:

We, the members of the Albany City Council, recognize that many in our community are hurting and fearful as a result of the recent national election. Thus, we would like to take this opportunity to reaffirm that we welcome and value all of our diverse citizens regardless of where they are from, who they love, how they worship, how they look, their abilities, or how they vote. We invite all of the citizens of Albany to join with us in creating a safe and welcoming community; one in which we celebrate our differences and learn from each other; one in which we are proud to raise our children.

*"Diversity is not about how we differ. Diversity is about embracing one another's uniqueness". Ola Joseph*
- **Albany Police Department Policy Directives**
- The Albany Police Department has established policy directives to support vulnerable communities:

[Albany Police Department Statement Concerning Hate Crimes and Immigration Violations, and related Albany Police Department Policies](#)
- **Other materials:**

Mayor McQuaid report: [Sanctuary City Workshop, Santa Clara University - Mayor's Notes](#)
- 
-



# Inclusivity Statements: A Proposal for Increased Transparency and Inclusion

- **Objective:** To create a process that will foster inclusivity in policy development that will be reflected in each staff report written for the benefit of the public and Albany City Council members.
- **Overview:** SEJC Workplan Objective 2.0 states the goal to “Continue to Promote Communitywide Inclusivity”. In support of that goal the SEJC has developed this recommendation to Council which, if approved, will direct staff to include an “Inclusivity Impact Statement ” in each staff report. The inclusivity impact statement is intended to be a written summary of the way in which inclusion of protected groups is part of a policy’s development across the policy development cycle.
- **Methodology:** An inclusivity statement of the proposed policy or ordinance being discussed will be written into each staff report . The inclusivity statement will create an opportunity and reminder to reflect on the policy development cycle that are currently not included in staff reports. It is expected that the length of the “Inclusivity Impact Statement” will be no longer than 1-2 paragraphs in most instances and in some instances may simply state “no obvious impact on inclusivity”.
- **Responsible Parties:** All staff persons responsible for writing a staff reports on policy or local ordinance matters which are to be reviewed by the public and by the Council.



# Proposed Template for Inclusivity Statements

The problem to be solved by this recommendation to council from staff was identified by (*insert name of process and describe which individuals, agencies, commissions, or advocacy groups were at the table*). Possible solutions were identified through (*insert name process and describe which individuals, agencies, commissions, or advocacy groups were at the table.*) This recommendation, if adopted, (*will, will not*) include publicly reported outcome measures. This recommendation, if adopted is expected to impact (*name special interest group or protected groups or classes within the city will be impacted or state no impact*).



# Inclusivity Statement Example #1

- California Homeless Coordinating and Financing Council
- Homeless Emergency Aid Program (HEAP)
- March 18, 2019
- Inclusivity Impact Statement
- The problem to be solved by this recommendation was identified by Point In Time Homeless Count data from 2017, from community reports on unhoused persons to city staff, and from city staff observations and requests for assistance. Possible solutions were identified by city staff in coordination with statewide agencies. This recommendation, if adopted, will include publicly reported outcomes as reported by direct service providers within the city and as per contract stipulations for programs to contracted providers. This recommendation, if adopted, is expected to impact unhoused persons in Albany and the general public.





# Inclusivity Statement Example #2

- CIP Project 3200, Annual Sewer Rehabilitation-Approval of Contract Change Order #1 C18-10
- February 19, 2019
- Inclusivity Impact Statement
- The problem to be solved by this recommendation is the completion of the US EPA requirement, currently under consent decree, for sewer rehabilitation by current contractor Ranger Pipelines Incorporated. This contract recommendation is a sole source award. No other contractors or recommendations for completion of requirements of consent decree are being considered as the work done to date is deemed satisfactory by city staff. This recommendation, if adopted, will not include publicly reported outcomes. This recommendation, if adopted is expected to impact all residents and businesses within the city. This recommendation, if adopted, will not have publically reported outcome measures.



# Inclusivity Statement Example #3

- City of Albany General Fund Reserve Policy
- June 17, 2019
- Inclusivity Impact Statement
- The problem to be solved by this ordinance is the creation of an accepted minimal fund balance. This problem was identified by city administrative staff in collaboration with Government Finance Officers Association (GFOA) and is intended offset anticipated volatility, one time outlays, depletion of general fund resources and potential bond rating impacts among others. No other possible solutions or recommendations are identified in this report. If adopted as written this ordinance is expected to impact all residents and businesses within the city as well as city staff and pension programs. If adopted this could potentially impact low income residents to a greater degree than higher income residents. Outcome measures will be publically reported in annual budget audits and may possibly be included in interval budget reports.





# Recommended SEJC motion

- The SEJC recommends that Council review the information presented by SEJC Diversity and Inclusion Subcommittee and approve the recommendations to direct staff to add inclusivity statements to each staff report presented to council.
- The SEJC requests that Council will agendize this report on inclusivity.

# Subcommittee Recommendation to SEJC

- The SEJC Diversity and Inclusion Subcommittee recommends that SEJC review and approve the recommendations to direct staff to add inclusivity statements to each staff report presented to council.
- The SEJC requests that Council agenizes this report on inclusivity.

# Diversity Reports:

What Information Is Available

What Purposes It Might Serve Us and the Public

# Diversity Reports—What are they?

Diversity Reports are used by a variety of public and private agencies and organizations to provide a baseline for asking whether the organizations reflect the diversity of the communities they are based in and work with.

Diversity Reports often measure general demographic data based on gender and race/ethnicity. Diversity Reports can also include other measures of diversity, including income, sexuality, age, religion, disabilities, or housing status.



# Potential Questions About a Diversity Report

- 1) What data is available? Would such a report create a burden upon staff?
- 2) How do we define diversity? Many of the terms have contested meanings.
- 3) Which forms of diversity do we measure?
- 4) What do we do with the final report?

## What Types of Information Are Already Available?

--On city workforce, the city files EEO-4 reports that detail the racial/ethnic and gender makeup of the city's employees, as part of the city's reporting relationship with higher-level governments.

For example on gender, the city HR director shared the following data:

JOB CATEGORY	%(Number) Male	%(Number) Female
OFFICIALS/ADMINISTRATIVE		
PROFESSIONALS	2% (3)	9% (12)
TECHNICIANS	8% (11)	5% (7)
PROTECT/SERVE - PARA- PROFESSIONALS	28% (39)	4% (6)
ADMINISTRATIVE SUPPORT	18% (25)	23% (32)
SERVICE/MAINTENANCE	4% (5)	0% (0)
<b>TOTAL</b>	<b>59% (83)</b>	<b>41% (57)</b>

# Race/Ethnicity Information Already Available....

From 2019 EEO-4 Report by City of Albany

Job Category	Hisp./Latino	White	Black	Asian	Hawaiian	Native	Multiple	Total
Officials/Admin		11	1	3				15
Professionals		15	1	2				18
Protect/Service	6	33	3	2			1	45
Admin/Support	5	30	5	15		1	1	57
Serv/Maintenance	1	2	0	1	1			5
Total	12	91	10	23	1	1	2	140
Percent of employees	8.5	65	7.1	16.4	0.7	0.7	1.4	

# What Types of Data Are Available for City Residents?

--Census Bureau already collects and disseminates a great deal of data about the city, both in the decennial census and in the ongoing Community Surveys. For example 2013-2017 ACS Survey states that Albany Ca is:

49% male/51% female

Race:

51.8% white

4.2% Black or African American

1% Native

26.8% Asian

0.9% Hawaiian or Pacific Islander

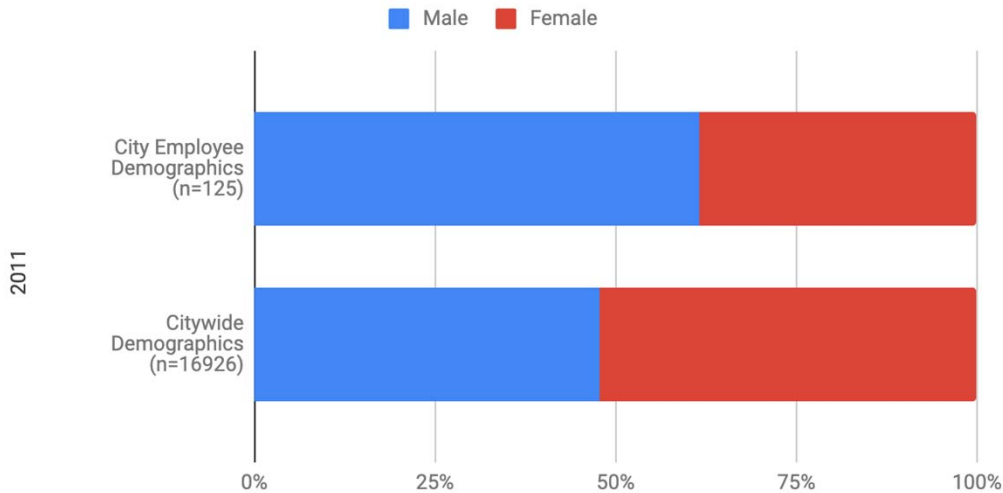
6.7% Other

8.6% Two or More Races

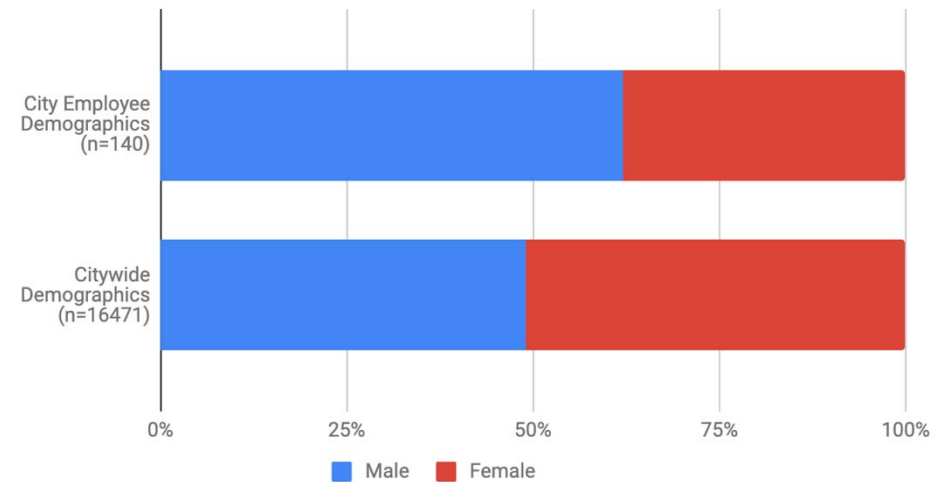
13% Latino (includes people who check both Latino and one or more racial categories)

# Comparisons of city population and city employees by gender, 2011 & 2019

Comparison City of Albany and City Employee Demographics (2011)



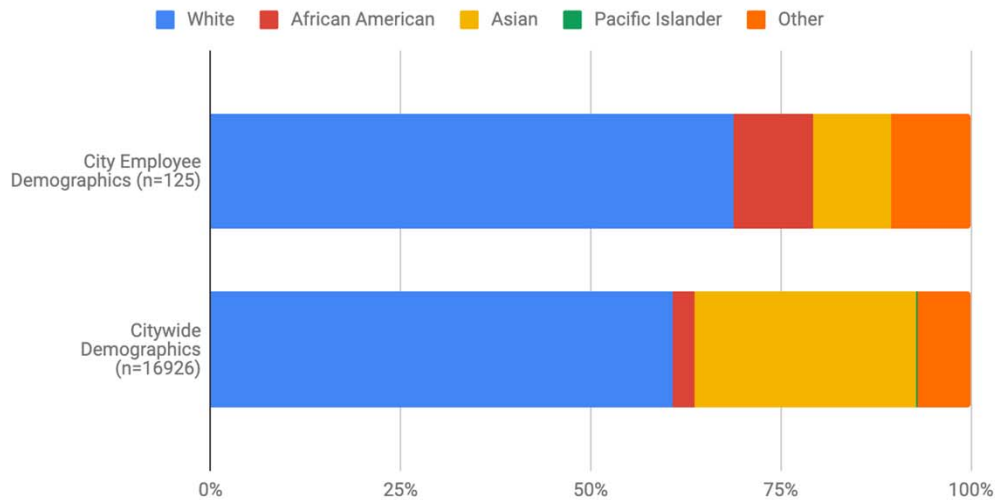
Comparison City of Albany and City Employee Demographics (2019)



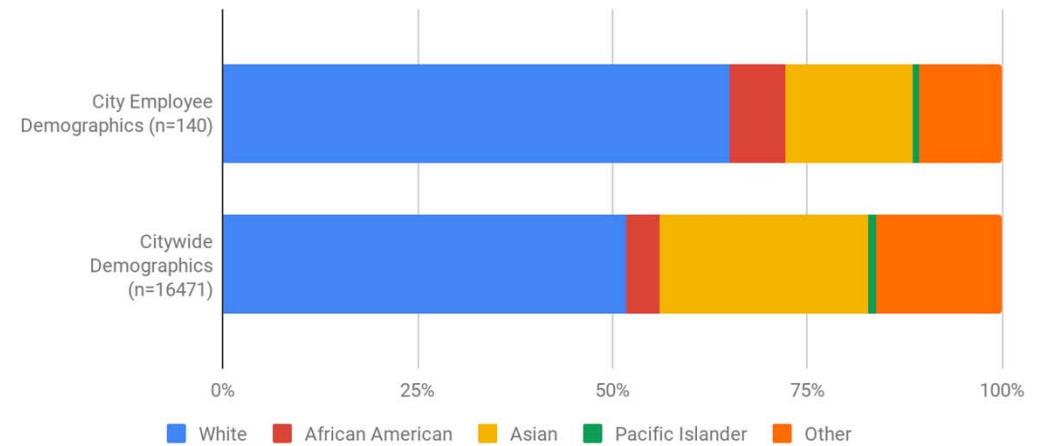
Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates  
 Source: U.S. Census Bureau, 2006-2010 American Community Survey

# Comparison of citywide and city employees by racial categories, 2011 & 2019

Comparison of City of Albany and City Employee Demographics (2011)



Comparison of City of Albany and City Employee Demographics (2019)



# What Are Some Good Next Steps?

- 1) The SEJC could consider endorsing a call for a Diversity Report that begins by utilizing available and already collected demographic data on gender, racial, and ethnic categories and providing to Council, staff, and the public a simple report on the city's employees and the city's own demographics.
  - A) Downsides: Stuck within the definitions and data provided. Doesn't address "clients" of city services and how they reflect and don't reflect the broader residential numbers. Doesn't fully reflect complexity of how Latinos/Hispanics are measured by different tools.
  - B) Upsides: Feasible, fast, and doesn't require a lot of work to get started. Can be easily disseminated.
  
- 2) The Report could begin simply as a way of making data available. Perhaps the data will suggest the City is meeting residents' goals. Perhaps the report will suggest ways the City might in the future ensure that its job opportunities are widely circulated. Information is a key way to assess whether any new actions should be taken or not. Perhaps ongoing measurement will help commission and Council members and city residents realize what the City is already doing well.
  
- 3) Potentially, this Report could be a springboard to broader collecting and assessment using different categories and measuring different groups.