

Profiles of Black-Led Organizations in the Bay Area

Who are Black-Led Organizations in the Bay Area? Get to know a few of their stories. Organizations like these, and many others, are vital to their communities and could greatly benefit from dedicated funding and support.



"Running a non-profit is a joyous, daily challenge for which constant support is needed.

The landscape [for Black-led organizations] is in constant flux and help is needed to remain abreast and relevant."

– A BLO CEO

Bay Area BLO Profile: Community Housing Development Corporation

Applicable Capacity Building Model: BLO Stabilizer

Website: www.chcdnr.org

Location: Richmond, Contra Costa County

Service Area: Alameda, Contra Costa and Solano Counties

Focus Area: Affordable Housing & Community Development



ED/CEO's Name & Tenure:

- Donald Gilmore, 24 years

Board Chair's Name & Tenure:

- Joseph Villarreal, 2 years

Organization's Maturity:

- 26 years

Organization's Budget:

- \$1.9 million

Organization's Staff Size:

- 37

Mission	To provide high-quality affordable housing, economic development and supportive services that create and sustain vibrant communities for low to moderate income individuals and families.				
Vision	CHDC envisions vibrant, safe, diverse communities throughout our region where people of all ages can thrive -- Communities free of blight, crime and pollution where involved residents have access to affordable housing, education, healthcare and economic opportunity.				
Key Programs/Services	<p>CHDC and its nonprofit affiliates, North Richmond Economic Development Corporation (NREDC), Community First Lending (CDFI Certified) and Community Assets Realty, provide the following services:</p> <table border="0"> <tr> <td style="vertical-align: top;"> <p>Homeownership:</p> <ul style="list-style-type: none"> • First Time Homebuyer Program • Down Payment Assistance & Real Estate Services • Homeowner Education & Counseling • Foreclosure Intervention & Loan Modification </td> <td style="vertical-align: top;"> <p>Real Estate Development:</p> <ul style="list-style-type: none"> • Real Estate & Housing Development • Resident Services </td> </tr> <tr> <td style="vertical-align: top;"> <p>Community Engagement:</p> <ul style="list-style-type: none"> • Resident Tenant Associations & Neighborhood Council Partnerships • North Richmond Mitigation </td> <td style="vertical-align: top;"> <p>Economic Security:</p> <ul style="list-style-type: none"> • Ways to Work • Financial Capabilities Program • CC-MATCH / IDA Program • Free Income Tax Preparation • SparkPoint Centers </td> </tr> </table>	<p>Homeownership:</p> <ul style="list-style-type: none"> • First Time Homebuyer Program • Down Payment Assistance & Real Estate Services • Homeowner Education & Counseling • Foreclosure Intervention & Loan Modification 	<p>Real Estate Development:</p> <ul style="list-style-type: none"> • Real Estate & Housing Development • Resident Services 	<p>Community Engagement:</p> <ul style="list-style-type: none"> • Resident Tenant Associations & Neighborhood Council Partnerships • North Richmond Mitigation 	<p>Economic Security:</p> <ul style="list-style-type: none"> • Ways to Work • Financial Capabilities Program • CC-MATCH / IDA Program • Free Income Tax Preparation • SparkPoint Centers
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Impact	CHDC has created over 1,300 homeowners ; provided pre- and post-purchase counseling to over 1,500 households ; developed over 250 homes for ownership; developed or rehabilitated 768 rental units ; provided property management and resident services for 300 units ; and leveraged over \$275 million of private and local investment in the communities it serves.				
Benefit	CHDC has tremendous growth potential and is positioned to accelerate productivity through service area expansion and fee-for-service model fine-tuning requiring careful management to avoid set-backs or stagnation. There is no vehicle intentionally and specifically focused on the importance of maintaining stable, effective and efficient BLOs. The BLO Stabilizer will create space to focus on training, succession planning and identifying future leaders at a critical time for CHDC. This support would have tremendous impact on CHDC and the communities it serves exposing residents to development opportunities that otherwise may not reach them directly. If CHDC can make improvements in its operations, prepare for future leadership transition and ready itself for the increase in services, CHDC will have no limit to its community impact.				

Bay Area BLO Profile: Cypress Mandela Training Center, Inc.

Applicable Capacity Building Model: BLO Stabilizer

Website: www.cypressmandela.org

Location (City & County): Oakland, Alameda County

Service Area: Oakland, CA

Focus Area: Workforce Development



ED/CEO Name & Tenure:

- Arthur Shanks, 19 years

Board Chair Name & Tenure:

- Andrew Slivka, 4 years

Organization's Maturity:

- 23 years

Organization's Budget:

- \$1.5 million

Organization's Staff Size:

- 11

Mission	The Cypress Mandela Training Center is a community based organization dedicated to improving the lives of the people it serves by providing pre-apprentice construction and life skills training along with employment assistance.
Vision	The Cypress Mandela Training Center is a prime recruiting source for the trades industry, consistently producing well-prepared graduates that are placed and retained in well-paying jobs that yield tremendous benefits to their families and communities.
Key Programs/Services	The Cypress Mandela Training Center, Inc. (CMTC) provides sixteen (16) weeks of instruction in hands-on, skill development training focused on basic green construction techniques, environmental certifications and assistance with life skills that will enable participants to maintain careers in green construction and related pathways. Hands-on training encompasses ironwork, carpentry, green construction, cement masonry, basic electric, plumbing, surveying, blueprint reading, construction math, and health and safety. Students receive certifications in OSHA 10, 40 Hour Hazardous Waste, 16 Hour Confined Space, Mold Remediation, First Aid/CPR and AED, 32 Hour Lead and Asbestos Abatement. Life Skills training focuses on significant barriers that impact the participant's success which include time management, nutrition, sexual harassment, chemical dependency, parenting skills, financial management, and focuses on love, respect, and honor. In addition, Cypress is the approved PowerPathway program for Pacific Gas & Electric (PG&E).
Impact	To date, the Cypress Mandela Training Center has trained more than 1,400 students, 80% of whom have secured employment in the trades and turned their lives around. In addition, 96 graduates were placed on major construction projects including the Cypress Mandela Freeway Reconstruction Project (65 placements) and the Oakland Coliseum Area Project (31 placements).
Benefit	If we are selected as one of the BLO's, this would have a significant impact in our community, particularly in the inner cities where African Americans, people of color, and women, have historically been excluded. The additional funding and technical supports provided by this initiative would increase our capacity to triple the number of participants for training. This would also broaden the horizons for the Cypress Mandela Training Center and highlight what the center accomplishes in the community.

Bay Area BLO Profile: **The Hidden Genius Project**

Applicable Capacity Building Model: BLO Accelerator

Website: www.hiddengeniusproject.org

Location: Oakland, Alameda County

Service Area: Oakland, East Bay, and SF Bay Area

Focus Area: Technology, Youth & Workforce Development



ED/CEO's Name & Tenure:

- Brandon Nicholson, PhD, 2 years (Volunteer for 5 years; First staff person)

Board Chair's Name & Tenure:

- Jason Young (Co-Founder), 5 years

Organization's Maturity:

- 5 years

Organization's Budget:

- \$798,000

Organization's Staff Size:

- 7 (6.1 FTE)

Mission	The Hidden Genius Project trains and mentors black male youth in technology creation, entrepreneurship, and leadership skills to transform their lives and communities.
Vision	The Hidden Genius Project seeks to reveal the true potential of black male youth and transform their communities from the inside out. Through our student-centered, project-based approach, we invest in young black men, give them access to technology training, and plug them into an ecosystem of innovation and empowerment. By 2020, we hope to serve 10,000 black male youth who are further empowered to leverage tech opportunities in order to thrive.
Key Programs/Services	<ul style="list-style-type: none"> • Immersion Program: High school students participate in 15 months of intensive technical and entrepreneurial training learning multiple programming languages, developing their own software applications, and honing community leadership skills through robust coaching in written and verbal communications, goal-setting, and healthy decision-making. The program includes two 7-week summer sessions, one year of after-school programming, and more than 800 hours of training in: <ul style="list-style-type: none"> > Computer Science + Software Development > Business + Entrepreneurship > Critical Thinking + Problem Solving > Leadership + Manhood Development • Catalyst Programming: The Hidden Genius Project offers free single and multi-day events and workshops throughout the year with the express intent of igniting interest and exposing black males to mentors, basic computer programming, and pathways to tech-careers.
Impact	<ul style="list-style-type: none"> • 1,500 students served • 50,000+ hours of direct training provided • 100% high school graduation for Intensive Immersion Program participants and 100% enrollment in post-secondary education for the alumni tracked
Benefit	As a BLO, we seek to be a model organization for youth development work, both regionally and nationally. This initiative would empower The Hidden Genius Project and its staff to build increasingly sustainable infrastructure to reach a greater number of youth covering a broader geographical footprint. Ideas to drive growth are to create a fellowship program; build our culturally competent instructor base through training Oakland-natives; create more of a national footprint by replicating our model and curriculum; establish strong, intentional partnerships with school systems and other entities that can help us scale our impact; and to enhance our brand and visibility.

Bay Area BLO Profile: **Hunters Point Family**

Applicable Capacity Building Model: BLO Stabilizer

Website: www.hunterspointfamily.org

Location (City & County): San Francisco, San Francisco

Service Area: Bay View Hunters Point, San Francisco, CA

Focus Area: Youth/Workforce Development



Co-ED's Names & Tenure

- Lena Miller (L), 20 yrs.
- Takai Tyler (R), 16 yrs.

Board Chair Name & Tenure:

- Jimmy Loyce, 2 yrs.

Organization's Maturity:

- 17 years

Organization's Budget:

- \$5.1 million

Organization's Staff Size:

- 64

Mission	The Hunters Point Family's (HPF's) mission is to prepare youth to become independent, strong, and productive adults through comprehensive support services that empower them to develop their full potential.
Vision	HPF's vision is to strengthen and empower our youth so that they may become wise, compassionate, and powerful leaders who will help transform Bayview Hunters Point into a thriving and healthy community.
Key Programs/Services	<p>HPF provides holistic educational, social, and enrichment programs to youth and their families living in the primarily African American Bayview Hunters Point community of San Francisco. All programs are based on four healthy and productive cornerstones: Educational Support; Family Support Network; Healthy Lifestyles; and Enrichment Programs.</p> <p>Key programs include:</p> <p><u>Gilman Rec Connect</u>: Enriching young minds <u>Girls 2000</u>: Empowering young women</p> <p><u>Bayview Safe Haven</u>: Success for high-risk youth <u>Peace Keepers</u>: Promoting peace/healing trauma</p> <p><u>Ujamaa</u>: Job training</p>
Impact	<ul style="list-style-type: none"> • Youth Development: 75%+ of after school participants learned something new; have enhanced enjoyment and engagement in learning; and know that there is an adult in the program who really cares about them • Violence Prevention/Intervention Programs: 90% of youth are connected to the program/community; 75% reported increased confidence; 85% reported leadership involvement; and 75% reported enhanced engagement in learning • Ujamaa Workforce: 85% placed in unsubsidized jobs (paying \$16/hr+) for transitional age youth and adults; 400+, with multiple barriers to employment, placed in unsubsidized employment annually (\$16/hr+); 200+ receive soft and hard skills training annually; and 65+ youth living in public housing receive subsidized employment annually • Environmental Programs: Maintain 2 community gardens in public housing communities; Support 2 additional gardens through technical assistance and youth stipends; Provide free, organic produce to 800+ families annually; Train 60+ youth annually in gardening, horticulture, and permaculture; Provide 50 training stipends annually for youth ages 10-15
Benefit	HPF is on the brink of explosive growth and transition. Last year, the agency's budget almost tripled with the addition of workforce programs for the re-entry population; federal contracts from the Environmental Protection Agency and the United States Department of Agriculture; major awards from the Superbowl 50 Fund; and leading the Phoenix Project, a city-wide initiative to transform outcomes for transitional age youth in public housing. At the same time, HPF is bracing for a leadership transition and would benefit greatly as it seeks a visionary leader to continue HPF's legacy of excellence.

Bay Area BLO Profile: **Roots Community Health Center**

Applicable Capacity Building Model: BLO Accelerator

Website: www.rootsclinic.org

Location: Oakland, Alameda County

Service Area: Alameda County

Focus Area: Community Health & Economic Empowerment



ED/CEO's Name & Tenure:

- Noha Aboelata, MD, 8 years

Board Chair's Name & Tenure:

- Robert Donald, 3 years

Organization's Maturity:

- 8 years

Organization's Budget:

- \$6.4 million

Organization's Staff Size:

- 45

Mission	To eliminate Oakland's health disparities by providing culturally competent, comprehensive healthcare, mental health, and wraparound services, and by emphasizing self-sufficiency and community economic empowerment.
Vision	Roots is an anchor in East Oakland, providing direct services, employment, training, hope and opportunity to community members, achieving equity, and improving health outcomes.
Key Programs/Services	<ul style="list-style-type: none"> • CARE-NAVIGATION-EMPOWERMENT: <ul style="list-style-type: none"> ○ Care – Medical and behavioral health care for the entire life spectrum; Street medicine ○ Navigation – Outreach, benefits enrollment, service navigation, mentorship and coaching ○ Empowerment – Employment training and social enterprise • Theory of Change: Empowering individuals who have been marginalized or poorly served with skills that enable them to engage positively with themselves as well as their communities in the context of wraparound services delivered in a safe and therapeutic environment improves morale and self-efficacy, leading to increased self-sufficiency and improved outcomes.
Impact	<ul style="list-style-type: none"> • 9,552 community members received top-quality, culturally competent health services through clinics & mobile care • 128 Oaklanders graduated from Roots' health workforce development initiatives to better serve their community • 96% of Roots' manufacturing workforce initiative graduates achieved long-term stabilization & employment • 417 formerly incarcerated individuals partnered with health navigators to reenter society & better manage their health (FY 2015-16) • 572 medical encounters delivered in homeless encampments by Street Team Outreach Medical Program (FY 2015-16)
Benefit	This initiative would help Roots with leadership and network development as well as planning for and funding growth initiatives such as property and capital equipment purchase, data and financial infrastructure development, social enterprise growth and replication/expansion of our model in other communities.

Bay Area BLO Profile: **Solar Richmond**

Applicable Capacity Building Model: BLO Accelerator

Website: www.solarrichmond.org

Location: Richmond, Contra Costa County

Service Area: Contra Costa County

Focus Area: Environment, Workforce & Community Development



ED/CEO's Name & Tenure:

- Cheryl Vaughn, 3 years

Board Chair's Name & Tenure:

- Toney Wright, 10 years on Board & 3 years as Chair

Organization's Maturity:

- 10 years

Organization's Budget:

- \$250,000

Organization's Staff Size:

- 3

Mission	To enable people to effectively participate in the green economy and advocate for environmental justice through vocational training combined with professional and leadership development.
Vision	Communities across Richmond and the Bay Area are healthy, safe and sustainable with an inclusive green economy without barriers of race or class.
Key Programs/Services	<ul style="list-style-type: none"> • Vocational Training: 18-month vocational training program for adults 18 and older. The training leads to an industry recognized PV Installation Professional certification and provides a gateway into the green economy. • Professional/Leadership Development/Connecting Work and Wellness: During the 18-months we enhance the training experience by providing participants with access to culturally competent workshops and seminars that are intended to connect work and wellness, foster personal resilience, support professional development and build a community of environmental advocates. • Theory of Change: By combining vocational training leading to industry recognized credentials in a growth industry with the tools for resilience and personal leadership we will support the long-term unemployed and historically disenfranchised to gain access to opportunities in the green economy.
Impact	<ul style="list-style-type: none"> • Solar Richmond has trained over 350 individuals and created over 300 temporary jobs and approximately 50 permanent jobs while bolstering confidence and reducing stress • Graduates have installed over 2 megawatts of solar installation including over 50 installations for low-income homeowners, a 500 kilowatt commercial building in Richmond, a 175 kilowatt wastewater plant in Marin and a 16 kilowatt system at an Oakland church • Solar Richmond successfully initiated a resolution to solarize Richmond's City Hall; was acknowledged as a model program by the US Conference of Mayors, Community Action Partnership, the Apollo Alliance and Green for All; was heralded as groundbreaking in Van Jones' book, The Green-Collar Economy; and was featured in O Magazine, TIME, NPR and more
Benefit	I will have a community of support and mentorship and the organization will receive the financial and technical support required to achieve scale. Ideas for growth include creation of a green staffing agency, with Renaissance Entrepreneur Center support, that will help the historically disenfranchised and formerly incarnated gain the skills needed to effectively compete in the green economy and earn living wages.