

2023 YEAR IN REVIEW / *Vol. 1: Black 2 San Francisco*



DREAM KEEPER
SAN FRANCISCO

DREAMING FORWARD

2023 YEAR IN REVIEW / *Black 2 San Francisco*

Illustrations by Devin J. Wright



Thank you for being part of the third annual Dreaming Forward convening. The Dream Keeper Initiative has achieved a great deal in a very short span of time, and I am heartened by where we are within this critical work. But even as we celebrate the successes reached to date, we know that this is not an endpoint of these efforts; in order to address the structural inequities and injustices built over so many years in San Francisco, this work must take the time necessary to effect meaningful change.

I am proud of the degree to which the Dream Keeper Initiative has been a collaborative effort across City departments and leadership. We have been able to fund and staff this work in a way that has garnered measurable results and impact. I invite you to read this report, engage in the outcomes marked thus far, and consider the roadmap to next steps for DKI.

Community voice will and must remain at the center of the Dream Keeper Initiative. It is essential to continue to listen to Black voices and engage in an authentic way with what truly matters to community members. Acknowledging harms experienced matters; looking after the generations to come matters; not losing sight of our goals matters. Without question, our successes here are tied to valuing Black lives and being intentional within this work.

Thank you again for being a part of these efforts and for joining today's event.

A handwritten signature in black ink that reads "London Breed".

London N. Breed
Mayor



SAN FRANCISCO HUMAN RIGHTS COMMISSION

When I was little, I had big dreams. I don't remember ever dreaming about being a princess or even having a pony, but I do remember dreaming a new dream every day. I was fortunate as a child to have the freedom to dream, without concern or fear. I dreamed of candy, jumping in puddles and long, easy summer days. I dreamed of no homework, time with family and playing with friends. I not only dreamed, but I was able to experience and achieve; I was supported and given the resources I needed to succeed.

Not everyone is surrounded with the resources, support, or experiences that encourage dreaming. As we celebrate the work of the Dream Keeper Initiative, I am grateful for the opportunity to be a part of this groundbreaking initiative which centers people, hope and potential.

The community informed and helped shape the purpose and design of this effort. Beyond data points and false narratives, the ability to dream is just as important as the resources themselves. We must first create a space for hopes and dreams to grow. We must foster and support; we have to water the dreams, invest in them. That is what this initiative is all about: understanding how systems have robbed communities of not just their dreams, but the ability to dream at all.

Thank you, Mayor Breed and Supervisor Walton, for believing in the hopes and dreams of those impacted by the Dream Keeper Initiative. We acknowledge the multi-year financing commitment of Mayor Breed that has enabled this work. Thank you also to Dr. Sai for your leadership and to the DKI staff team, community partners and City agencies who make this work happen.

The work of the Dream Keeper Initiative is more than the numbers and words you will find in this document; it is in the heart of the people, in the resilience of the elders and the promise of our youth. Everything of meaning can't be measured, but it should be felt.

Sheryl E. Davis, Ed.D.

Executive Director, San Francisco Human Rights Commission





Beloved Dream Keeper community, colleagues, and friends,

It is with pleasure that the San Francisco Human Rights Commission’s Dream Keeper Initiative shares with you this year in review. Nearly four years ago, Mayor London Breed made a commitment to disrupting racially disparate outcomes in health, housing, education, and economics for Black San Franciscans. Now, nearly four years later, the City has invested \$240 million in ensuring Black San Franciscans can experience joy and feelings of safety, are advancing educationally and economically, and are holistically healthy and thriving.

This past year was monumental. The Dream Keeper Initiative has gotten closer to community members through the newly launched community office hours, invited new homeowners to San Francisco, invested in dozens of businesses, seen organizations grow their budgets through intentional capacity building, and provided more spaces to celebrate Black culture, including funding the City’s first Juneteenth Parade on Market Street. None of these moments would have been possible without the tremendous contribution of San Francisco’s Black community, the community organizations who serve this work daily, and our departmental partners.

Although DKI has experienced great success this past year, we’ve also learned and continue to grow. First, accountability remains a priority for the Initiative, and it is important that DKI remains community-centered; thus, we are committed to bolstering our community engagement to ensure decision making is aligned with community priorities. Second, we will go deeper on current investments; we will be intentional on the long-term sustainability of the organizations and businesses receiving DKI funding. Third, we will strengthen our research and evaluation efforts; as the Initiative progresses, the DKI staff team will continuously measure impact, evaluate performance, and use our learnings to improve services. Finally, we will continue to push for systemic change such as increasing transparency and accountability, improving the way City departments work with our community partners, and reducing barriers to accessing resources.

The Dream Keeper Initiative team is extremely proud of all of the accomplishments not only this year but since inception, and we know there is more opportunity ahead. As you continue through this report, we hope you discover joy in the artwork, optimism in the data, and hope in the community voices shared, and are fueled to keep dreaming.

In community,

Saidah Leatutufu-Burch, Ed.D.

Director, Dream Keeper Initiative
San Francisco Human Rights Commission

BRIEF HISTORY

On June 4, 2020, Mayor London N. Breed and Supervisor Shamann Walton announced they would allocate funding to better support the African American community. Mayor Breed and Supervisor Walton invited community members to share their ideas and input on the funding in a process facilitated by the San Francisco Human Rights Commission (HRC). In addition to circulating a survey citywide and accepting emailed comments, the HRC scheduled and hosted over a dozen meetings, including on nights and weekends, between June 23 and July 11 in an effort to gather comprehensive feedback from the public.



VISION & GOAL

DREAM KEEPER VISION

Black San Franciscans can experience prosperity and liberation, and imagine a future in San Francisco.

DREAM KEEPER GOAL

The Dream Keeper Initiative is an intergenerational effort aimed at ensuring San Francisco's diverse Black communities are experiencing joy and feelings of safety, are advancing educationally and economically, and are holistically healthy and thriving.

“

I learned to be brave.
And that fear
is just a flower
that I can let go of.



THE DREAMKEEPER

COMMITTMENT

These actions are core to the Initiative and represent the current investments made to address the root cause of systemic inequities and reach the Dream Keeper Initiative goal. The Dream Keeper Initiative is committed to investing in the following actions:

Grow the financial health and economic well-being of Black people. Black economic success benefits San Francisco entirely.

Provide access to culturally relevant social-, emotional-, and physical wellness. When holistically well, people have space to dream, exercise their power, and realize their hopes and dreams.

Prioritize Black-led and Black-centered storytelling that highlights the beauty and brilliance of Black people. Language has power. Therefore, correcting harmful narratives about Black people disrupts worldviews rooted in white supremacist ideology, ultimately shifting the mental models that shift societal norms.

Ensure that Black-led and Black-serving organizations have the infrastructure to provide quality services, are financially solvent and can expand services, if desired. As a community-driven initiative, we rely on our community partners to meet San Franciscans where they are. Thus, is it essential we invest in the capacity of the organizations doing the day-to-day work so individuals and families receive what they need to thrive.

Give all learners access to culturally affirming curriculum and academic experiences. Research suggests that learners are more likely to excel in the classroom when they have a culturally congruent educator. Furthermore, learners are more culturally aware when taught about their cultural origins. We invest in spaces where learners are loved and supported throughout their academic journeys from zero to post-secondary.





Build culturally affirming spaces that celebrate Black people. By building communal spaces for people to exchange traditions, visitors can experience the vibrancy of Black culture, and Black people feel a sense of belonging.

Foster an environment for community-led innovations. We seed nontraditional and effective strategies that invest in creativity and innovation.

Offer equitable access to holistic care to youth and families. Family wellness is not limited to an individual. It is necessary we provide equitable access to community spaces, creative learning environments, and peace promotion efforts for the entire family.

BUDGET

INITIAL FUNDING: \$120M over two years
CURRENT FUNDING²: \$60M annually

INVESTMENT

Office of Economic and Workforce Development = \$20.48M

Mayor's Office of Housing and Community Development = \$12M

Department of Public Health = \$15.17M

SF Human Rights Commission = \$6.8M

Department of Children, Youth, and Their Families = \$3.77M

Arts Commission = \$2.2M

Department of Early Childhood = \$500,000

Fire Department = \$546,000

Adult Probation Department = \$450,000

District Attorney's Office = \$325,000

Department of Human Resources = \$208,000

Public Defender's Office = \$100,000

²Specific to DKJ annual amounts. Does not include supplemental funding from departments.

INVESTMENT BY NEIGHBORHOOD

Since receiving [DKI funding], so many other doors and opportunities have become available... the funds allowed us to take part in conversations that we were never aware of previously because of the lack of funding and resources.



FUNDING BY NEIGHBORHOOD

\$0M  \$27.89M



MOVING WITH TRANSPARENCY

The Dream Keeper Initiative promotes an environment that fosters government transparency and accountability. As public servants, there are several spaces we convene to grow public confidence, build trust, and increase shared accountability.



Dream Keeper Initiative Community Accountability Committee

The Dream Keeper Initiative Community Accountability Committee (CAC) is a community-centered, collaborative body meant to liaise between members of community, DKI grantees, and DKI staff. CAC members meet monthly and serve as “credible messengers” and facilitate an active feedback loop for the community to share perspectives and experiences regarding DKI.

Departmental Partner Meetings

Monthly DKI Departmental partner meetings create a space for departments, most of whom administer DKI programming, to align on Initiative goals and provide pertinent updates related to funding, data, and community events.

Grantee Collective Impact Meetings

The collective impact convenings provide a mutual-accountability space between DKI funded organizations and DKI departmental partners. Grantees funded in the Brighter Futures, Narrative Shift, Community Innovations, and Technical Assistance and Capacity Building cohorts convene monthly with their grant managers to celebrate the bright spots and address recurring challenges related to their programming. These convenings have served as a safe space for organization leaders to connect authentically with city employees, address setbacks, learn from their peers, build new partnerships, and get inspired.

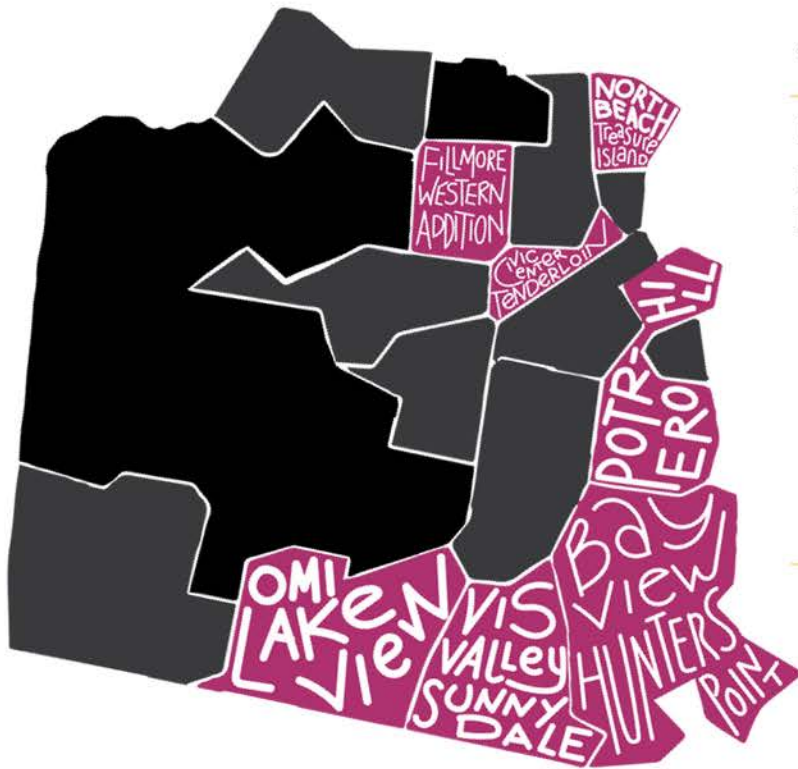
Community Meetings

The DKI team facilitates monthly Community Updates Meetings to provide funding and program updates to community members as well as an open question forum. Additionally, in May 2023, DKI leadership launched Community Office Hours for community members to meet with the Initiative Director at a variety of locations across seven neighborhoods, have questions answered, and learn how to become involved with DKI.

“

Showing Black solidarity, you know, Black unity within all communities in San Francisco then along with other communities as well. Shifting the bias and the thought process of the small number of folks here in San Francisco and how we continue to be resilient, we continue to show up, and I'm just letting them know that there is black excellence and Black joy happening.

COMMUNITY ENGAGEMENT



COMMUNITY OFFICE HOURS

- NUMBER OF PEOPLE: **35**
 NUMBER OF NEIGHBORHOODS: **7**
 NEIGHBORHOODS VISITED:
- Visitacion Valley / Sunnydale
 - Bayview Hunters Point
 - Potrero Hill
 - Treasure Island
 - Downtown/Civic Center
 - Fillmore/Western Addition
 - OMI/Lakeview

HOURS PER NEIGHBORHOOD: **1.5-2**
 TOTAL HOURS SPENT: **22.5**

COMMUNITY UPDATES MEETINGS

NUMBER OF MEETINGS: **7** HOURS: **10.5**
 AVERAGE ATTENDEES: **77**

SOCIAL MEDIA ENGAGEMENT

FOLLOWERS: **1,207** POSTS: **33**
 IMPRESSIONS: **24,304** plays and impressions over **36** posts



DREAM KEEPER INITIATIVE TOWN HALL 2023 RECAP

The DKI 2023 Town Hall was a convening of City department leaders, staff, and community members in which departmental partners provided updates on their Dream Keeper Initiative budgets and programs. The event also included a community engagement activity where participants provided feedback on future DKI investments.

269 ATTENDED THE DKI TOWN HALL

“

We are shifting the narrative, you know, one day at a time and collectively at a time across the Black community in San Francisco.

THEMES

The areas of investment for the past 3 years of the initiative continue to be priorities for community members

- Neighborhood event support was not explicitly included in the activity but still an area of community interest

Areas that have received less intentional DKI investment but are community priorities:

- Justice reform & police accountability
- Housing (specifically for Black artists and creatives)

Within Economic Justice & Development programmatic area, there is strong community interest to invest in establishing career pathways in design and tech

- Leverage proximity to tech/design companies





DKI 2023 IMPACT      

ECONOMIC MOBILITY

ACTION: Grow financial health and economic well-being of Black people.
Black economic success benefits San Francisco entirely.

WORKFORCE DEVELOPMENT

PROGRAMMATIC INVESTMENT³

- **180 participants** completed occupational skills training, with 115 employed
- **\$24/hr** average placement wage

INTERNAL INVESTMENT⁴

- **2 employees** promoted to permanent civil service positions
- **4 employees** promoted to a higher job classification
- **29 out of 31** City and County of San Francisco DKI employees retained

ENTREPRENEURSHIP BUSINESS

- **BUSINESSES LAUNCHED:** 99 entrepreneurs launched a business⁵
- **# OF STOREFRONTS:** 21 new leases established³
- **\$ IN CAPITAL:** \$2,330,250 funded to entrepreneurs⁶
- **POP-UPS ON THE PLAZA:** a series of quarterly events at the San Francisco Ferry Building, celebrating Bay Area Black entrepreneurs.
 - 4 Pop-Ups on the Plaza events:
 - *Celebrating Black Women Makers*
 - *Juneteenth on the Waterfront*
 - *Fall Kickoff*
 - *Black Holiday Market*
 - 45 Bay Area Black-owned food and craft businesses participated
 - 75,000 Bay area visitors

HOMEBUYERS BY RACE & ETHNICITY⁶

30 Black Homeowners **13** Non-Black* Homeowners



*1 Burmese, 1 Chinese, 3 Filipino, 1 Indigenous, 1 Japanese, 1 Latino, 5 White

Just to see my son become a homeowner in San Francisco — especially as a single Black man—I'm just over the moon. It's just a blessing. It wouldn't have happened anywhere else but through DKI Down.

of homebuyers: **43 homebuyers**
Average purchase price: **\$950,293**
Average down payment: **\$401,042**

³ Data represents FY 22-23

⁴ Data represents 2023

⁵ Specific to DKI annual amounts. Does not include supplemental funding from departments.

⁶ Segments of data represents FY 22-23

⁶ Represents data from program onset in 2022

EDUCATION & ENRICHMENT

ACTION: All learners have access to culturally affirming curriculum and academic experiences with a focus on institution age learners (K-12, post-secondary, vocational). Research suggests that learners are more likely to excel in the classroom when they have a culturally congruent educator. Furthermore, learners are more culturally aware when taught about their cultural origins. We invest in spaces where learners are loved and supported throughout their academic journeys from zero to post-secondary.

662 Individuals enrolled in education programs*

\$1,114,785 Education grant funding*

196 Scholars received funds and enrolled in post-secondary education

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

CULTURALLY AFFIRMING SPACES

ACTION: Build culturally affirming spaces that celebrate Black people. Build communal spaces for people to exchange traditions, visitors can experience the vibrancy of Black culture, and Black people feel a sense of belonging.

This one-of-a-kind cohort represents over one hundred years in aggregate of servicing the African American community of San Francisco through exciting artistic productions, community workshops, educational instruction, and socially conscious and irreplicable activities that support and vitalize the Black community.

25,500

Event Attendees***

*Data represents FY 22-23

**July 1, 2022 - December 8, 2023 funded by Get Through College Program

***Data represents all of 2023

HEALTH & WELLNESS

ACTION: Every person has access to culturally relevant social-, emotional-, and physical wellness options. When holistically well, people have space to dream, exercise their power, and realize their hopes and dreams.

FOOD JUSTICE

18,716 meals to children, youth and families*

MENTAL HEALTH

481 individuals enrolled in mental health services*

10 Culturally congruent Mental health practitioners hired*

A Bubble STEAM project turned into a wellness project when one of our students watched a bubble go in the sky and not pop. She said " I am sending a kiss to my daddy" who had passed away year ago. Soon all of us were sending kisses and calling out names of love one who have passed away. It was beautiful.

HOUSING

98 individuals and families stably and permanently housed*

Since I started with therapy I have been able to see some of my actions a little differently. It doesn't happen all the time but sometimes I just pause and think about what we talked about.



*Segments of data represents FY 22-23

CAPACITY BUILDING

GOAL: Ensure the Black-led and Black-serving organizations are financially solvent and can scale services. As a community-driven initiative, we rely on our community partners to meet San Franciscans where they are. Thus, it is essential we invest in the capacity building and technical assistance (CB/TA) of the organizations doing the day-to-day work so individuals and families receive what they need to thrive.

621 businesses/organizations participating in CB/TA services*

24 Organizations received city funding for the first time*

3 Became fiscally solvent and received direct city contracts*

9 obtained a city contract after receiving DKI CB/TA services*

Outcomes of Investment**

- Started a business
- Developed websites and logos
- Hosted events
- Implemented new technology to support outreach
- Provided student stipends
- Increased staffing
- Provided Professional development & mentorship for staff
- Enhanced operational efficiency
- Financial literacy and sustainability for artists
- Workforce opportunities

INCREASE IN FUNDING 34 out of 43 organizations reported an increase in funding ranging from \$5K to \$1.2M after participating in CB/TA services.**

These funds [have been] so helpful to keep the doors open to provide the services in my community that is so desperately needed.

*Data represents FY 22-23
**Data represents all of 2023

COMMUNITY INNOVATIONS

ACTION: Nontraditional and effective strategies implemented by Black-led and Black-serving organizations are seeded. Community innovations funds have supported creative pathways to food access, violence prevention and peace promotion, housing security, and culturally affirming spaces.

MINI-GRANT INVESTMENTS

\$3,145,865

Granted*

Cultural Events **Housing** **FOOD** **THERAPY** Employment
Childcare Blankets
Clothing **EDUCATION**
Rental assistance Hygiene Kits
Transitional age youth

Our organization is deeply grateful for the funding provided by the Community Innovations Mini-Grant Program. With these funds, we've been able to support our communities and empower our youth, turning dreams into reality.

BRIGHTER FUTURES

ACTION: Black youth and families have equitable access to community groups, classes, and other supports. Family wellness is not limited to an individual. It is necessary we provide equitable access to community spaces, creative learning environments, and peace promotion efforts for the entire family.

They have made a positive impact on our lives and I would HIGHLY recommend them to any young lady who's looking build confidence, self love and financial independence. I can't thank you ladies enough we are forever thankful and grateful for you!!! You changed our lives!

4,633
YOUTH
SERVED

duplicated across departments*

*Segments of data represents FY 22-23



THE YEAR AHEAD

As the Dream Keeper Initiative enters its fourth year of implementation, there are several areas where we will focus to accelerate the Initiative's growth and sustainability:

- Enhance community engagement and partnerships: DKI will continue to grow its community presence and build relationships with the people we serve. DKI intends to streamline communications about DKI funding opportunities, expand our community office hours, and increase the visibility of Initiative investments.
- Data and Evaluation: In 2024 we will expand our data and evaluation tools so we can comprehensively assess our impact. Furthermore, we are enlisting the support of internal and external partners to help us make the overall citywide economic impact evident.
- Initiative Sustainability: In the past three years, DKI seeded dozens of programs and has served as an example of operationalizing racial equity. As we look forward, we will collaborate with our departmental partners to sustain DKI programming beyond initial funding, in a manner that results in DKI funding incorporated into departmental budgets. For example, in the last year the Department of Early Childhood successfully baselines the early education investment and now invests 10M into developing African American Early Childhood Educators.

The Dream Keeper Initiative team is extremely proud of all of the accomplishments not only this year, but since inception, and know there is more opportunity ahead. As the report concludes we invite you to be a Dream Keeper by agreeing to the Dream Keeper Community Contract.

I AM A DREAM KEEPER

As a “Dream Keeper,” you are agreeing to the statements below. In accordance with this community contract you will, throughout your daily life, adhere to these conditions:

- I believe Black people deserve to win.
- I believe Black people deserve to be economically, educationally, spiritually, emotionally, and physically well.
- I believe Black art and culture serve as an oasis for San Francisco and cities across the country.
- I believe in the liberation of all Black people and understand that until Black people are liberated, nobody is liberated.
- I will speak out against anti-Black racism and racist rhetoric whenever observed.
- I believe the annual Dream Keeper Initiative investment is necessary and benefits all of San Francisco, not only Black people.
- If I identify as Black and/or a part of the African diaspora, I believe prosperity is my birthright.
- If I am an ally, accomplice, or co-conspirator, I listen, respect, and value the opinions of Black people to be a more effective community member in the fight for justice.



DREAM KEEPER

Signature

Date



APPENDIX

DKI 3-YEARS OF IMPLEMENTATION IN REVIEW

(overview of impact areas)

ECONOMIC MOBILITY

Business/Entrepreneurship

- 353 entrepreneurs enrolled in business training
- 51 new or extended storefront lease
- \$3.7M funded to entrepreneurs enrolled in business training

Workforce Development

- 949 completed an occupational skills training program, arts, education, and community research program
- 126 middle and high school youth engaged in workshops, training programs and internships
- 44 Trained in EMS employment pathway
- \$10K in funding to provide Criminal Defense Informational Workshops
- \$90K to provide internships/fellowships to aspiring attorneys

Employment & Promotions

- \$24/hr average wage per occupational skill trainee
- 21 permanent hires with the Fire Department and 12 in the hiring process
- 29 of 31 positions, 11 employees promoted or advanced to other roles

Homeownership

- 43 new homebuyers since launch in Jan 2022
- 3 senior home repair projects completed with more than 10 in progress

HEALTH & WELLNESS

Food & Nutrition

- 15,000 food bags distributed through food pharmacies
- 6,000 household were served by 56 agencies through the Feeding 5,000 program

Mental Health

- 1,069 mental health services hours conducted

Housing

- 53 clients were housed
- Homelessness Reduction of 9,223 days

BRIGHTER FUTURES, YOUTH & FAMILIES

Wrap-around services

- 38,000 youth served across multiple agencies (duplication across agencies)

COMMUNITY INNOVATIONS

Mini Grants

- 563 mini-grants were dispersed totaling to approx. \$3.5 million
 - 279 mini-grants were dispersed totaling \$1,542,307.20 million.
 - 100 mini-grants dispersed totaling \$470,000
 - 184 OEWD events & mini grants 1,529,583.44

CULTURALLY AFFIRMING SPACES (ARTS & CULTURE)

Activated Spaces

- 280 DKI-funded neighborhood/community events, performances, and installations
- \$4.4M for DKI-funded neighborhood events

Community Development

- In partnership with HRC, an operations team for the Fillmore Heritage Center was selected. Lease negotiations are expected to be completed in Q1 2024.

EDUCATION & ENRICHMENT

Education Supports

- 858 children and youth received academic & literacy supports, mentorship, and summer transition

Black Early Childhood Educator Career Development

- 38 Black early educators graduated the program in 2023

CAPACITY BUILDING & TECHNICAL ASSISTANCE

TA & CB Services

- 169 organizations received TA/CB services over the past year
- \$2 million allocated for TA/CB services



