

DKI TOWNHALL

Wednesday, November 29, 2023



DREAM KEEPER



Office of
MAYOR LONDON N. BREED



SAN FRANCISCO
OFFICE OF ECONOMIC &
WORKFORCE DEVELOPMENT

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



OEWD DKI BUDGET (FY 23-24)

Dream Keeper Initiative Program Investment and Program Areas

WORKFORCE DEVELOPMENT DIVISION

- Business and Community Arts Programs
- Community Research Institute
- Educational Pathways
- Trainings – Health Sciences and other industries

\$ 11,740,000

ECONOMIC DEVELOPMENT DIVISION (CED)

- Small Businesses Stabilization
- Small Business Assistance and Resource
- Hubs Neighborhood Event Support
- Business Capital

\$ 8,740,000

TOTAL BUDGET

\$ 20.48M

ECONOMIC DEVELOPMENT PROGRAMS

Programs: Small Business Assistance And Training, Small Business Stabilization, Small Business Resource Hub, Neighborhood Event Support

SMALL BUSINESS STABILIZATION

Renew and sign new commercial leases for Black-owned businesses

SMALL BUSINESS TRAINING & RESOURCE HUBS

Increasing the number of culturally competent organizations that can build and support Black-owned businesses

BUSINESS CAPITAL

Funds to small businesses and entrepreneurs for training, launching or to stabilize

NEIGHBORHOOD EVENT SUPPORT

Funds to cultural events and celebrations throughout the City to increase foot traffic in commercial corridors while providing Black entrepreneurs vending opportunities



WORKFORCE DEVELOPMENT PROGRAMS

Programs: Business Arts, Community Arts, Community Research Institute, Educational Pathways, Health Services, and Industries of Opportunity

BUSINESS PRACTICES FOR ARTISTS

Resources to generate income through fund-development, networking, and establishing residency

COMMUNITY

Provides a platform to promote artist skill development in respective artistic disciplines

COMMUNITY RESEARCH INSTITUTE

Offers multi-semester Afrocentric coursework and projects in systemic racism

EDUCATIONAL PATHWAYS

Provides wrap-around support and educational services including financial incentives to promote post-secondary education completion

HEALTH SERVICES

Provides industry-recognized Healthcare sector trainings and access to many career opportunities

EDUCATIONAL PATHWAYS

Promotes access to multiple career pathways including Education, Hospitality and Cosmetology



ECONOMIC DEVELOPMENT IMPACT (FY 21-23)

353

entrepreneurs
enrolled in business
trainings

205

DKI-funded
neighborhood
events

51

new or extended
storefront
leases

\$3.4M

funded to entrepreneurs
enrolled in business
trainings

\$4.4M

for DKI-funded
neighborhood
events

\$1.6M

to support
new
leases

WORKFORCE DEVELOPMENT IMPACT (FY 21-23)

307

occupational
skill trainees

64%

of occupational
skill trainees in placements

642

completions in arts,
education, and community
research programs

\$24/hr.

average wage per
occupational skill trainee
placement

THANK YOU

Questions?

oezd@sfgov.org
415-554-6969



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oezd.org/dreamkeeper

Learn more about the DK
programs and services
supported by OEWD





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Mayor's Office of Housing and Community Development

Presenter:

Eric Shaw, Director



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The Mayor's Office of Housing and Community Development supports four of the five foundational actions of the Dream Keeper Initiative.

- Through investments in the African American Arts and Cultural District, the Transgender District, and the Fillmore Heritage Center, we are expanding, promoting and preserving the historical legacy and affirming spaces that celebrate Black people.*
- Through improved communication about resources, home purchase assistance loans and grants, and senior rehab assistance, we are connecting Black San Franciscans to housing and economic opportunity.*
- MOHCD is providing support, investment and tools to facilitate and author a narrative shift guided by and centered around Black residents.*
- Through capacity building grants and strategic engagement, MOHCD is building organizational knowledge and infrastructure for Black-led housing developers and community stakeholders.*



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Dream Keeper Funded Programs

In addition to MOHCD's \$500,000+ investment in program development, support and administration, the department has expended a total of **\$24,698,205** in DKI funds supporting two programs:

DK Downpayment Assistance Loan Program (DK DALP): \$24,420,705

Includes \$300,000 grant to community partner, BALANCE for increased first time home buyer counseling, workshops, and application assistance.

Senior Home Rehabilitation Program (SHRP): \$825,292

Includes \$277,500 grant to community partner, Rebuilding Together to manage resident and contractor engagement and ensure rehab quality control



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Program & Services Progress - Sustainable Homeownership

- 39 new homeowners since program launch. Support from a full-time program manager
- 100+ engaged in housing counseling/preparing to purchase a home with down payment assistance.
- “Dream Keeper Circle” once a month engaging with on average 30 potential applicants, real estate professionals, and program participants who recently purchased homes.
- 3 senior home repair projects completed with 10 more undergoing rehab and 4 applications currently under review.



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Program & Services Progress - Housing Production

- MOHCD, in collaboration with ULI San Francisco, was awarded a Breakthrough Grant to advance programs to support established developers of color to working in San Francisco.
- Entering 2nd year of ULI Developers of Cohort Partnership, with both MOHCD and ULI committing to a permanent partnership. Supported with a full-time program manager.
- Provided financing for at 3300 Mission Street with all Black principal development team (Bernal Heights Neighborhood Center, Tabernacle CDC, Mitchelville Associates)



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Program & Services Progress - Community Development

- In partnership with HRC, operations team for Fillmore Heritage Center was selected through a competitive process. Lease negotiations are expected to be completed in Q1 2024. Community listening session held November 12th, 2023.
- Actively supporting the development of Cultural Heritage, Housing and Economic Sustainability Strategies (CHHESS) Reports for African American Arts and Cultural District and Transgender Cultural District. These reports will guide community-led stabilization priorities.
- MOHCD currently funds 50 separate projects that primarily serve African American residents, totaling \$9,937,000 in City investment



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Human Rights Commission Budget & Impact



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Budget Allocation

59 Grantees across five cohorts:

- Brighter Futures
- Capacity Building
- Narrative Shift
- Community Innovations
- Native Hawaiian/Pacific Islander

Investment of approx. \$26 million since 2021





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Brighter Futures Overview

14 organizations were funded **to provide wrap around services including** 1-1 supports, workshops & trainings, barrier removal (rent, food, scholarships, etc.), internships/fellowships, certifications, and education supports to approx. **14,000 youth** and approx. **6900 families** over the past 3 years.

Grantee Highlights/Testimonies:

“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.” – Prince Hall Computer Learning Center

“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.”

“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!**”



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Capacity Building Overview

Approximately \$5 million has been allocated **to more than 120 of organizations to provide capacity building and technical assistance services** including grant writing, strategic planning, financial literacy, organizational development, marketing & communications, and fiscal development, etc.



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Community Engagement Overview

Goal is to gauge **how community is interacting with DKI online and in person** to actively increase the initiatives visibility **so that SF's diverse Black communities can access services and programs.**

Online Engagement

Instagram

- 1182 Followers
- DKI Email & Phone Inquiries
- 136 Inquiries

Community Update Meetings

17 meetings held with community and city partners

- 1,717 Registered
- 1,588 Attended

Community Office Hours (Started June 2023)

- **More than 20 hours** in community, and visited **seven different locations in the city**
- **Followed up with over 30 individuals** to provide DKI resources and support



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**Dream Keeper Initiative (DKI)
Town Hall**

San Francisco
Department of Public Health (SFDPH)

November 29, 2023



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Gratitude to Dr. Sheryl Davis for guidance and direction for all SFDPH DKI funding allocations including approval of projects planned

- Funding supported community organizations and partnerships with other City departments across the following DKI priority areas:
 - Transformative and intergenerational social-emotional wellness
 - Brighter Futures

| DKI Funding Allocated to SFDPH | |
|---------------------------------------|--------------|
| FY 20-21 | \$15,650,000 |
| FY 21-22 | \$15,585,000 |
| FY 22-23 | \$15,135,000 |
| FY 23-24 | \$15,165,000 |
| TOTAL | \$61,535,000 |

| Status of SFDPH DKI Funding | |
|------------------------------------|--------------|
| Allocated | \$42,727,200 |
| Planning | \$5,742,474 |



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DKI has supported the following

SFDPH contracted vendors:

- Booker T Washington (new)
- 3rd Street Youth
- Expecting Justice/Heluna Health
- Homeless Children's Network
- Positive Resource Center
- Street Violence Intervention & Prevention Program/HealthRight 360
- Covid response (Southwest Community Corp., Rafiki Coalition, Urban YMCA) and grocery vouchers EatSF/Vouchers for Veggies/San Francisco Public Health Foundation

Majority of funds have been work ordered to the following departments:

- Adult Probation Department
- District Attorney
- Department of Children, Youth and their Families
- Department of Homelessness and Supportive Housing
- Human Rights Commission
- Mayor's Office of Housing and Community Development
- Office of Economic and Workforce Development

2.5 staff have been hired with DKI funding



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Outcomes highlights

DKI Outcome Framework

Health & Wellness: Every Black person has access to culturally relevant social-emotional wellness options

Brighter Futures: Black youth and families, especially those with heightened needs, have equitable access to community groups, classes, and other supports

Selected Outcomes as of FY 22-23:

- **3rd Street Youth**- 300 total participants, 89 total sessions provided to DKI Youth, 3 clinicians hired
- **Feeding 5000** - 6000 households served , 56 agencies participated
- **Positive Resource Center** - 144 of emergency grants issued
- **Food pharmacies**- 15,000 food bags distributed through food pharmacy
- **EatSF/Food Vouchers**- 1,725 households received grocery vouchers
- **Homeless Children's Network** - 292 Black people participating in mental wellness programming
- **Expecting Justice**/Certified lactation training - 21 people completed training
- **Homeless Children's Network**- 1,069 mental health services hours conducted
- **Street Violence Intervention Program/Life Coaches**- 4 coaches hired, 38 total participants



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Thank you!



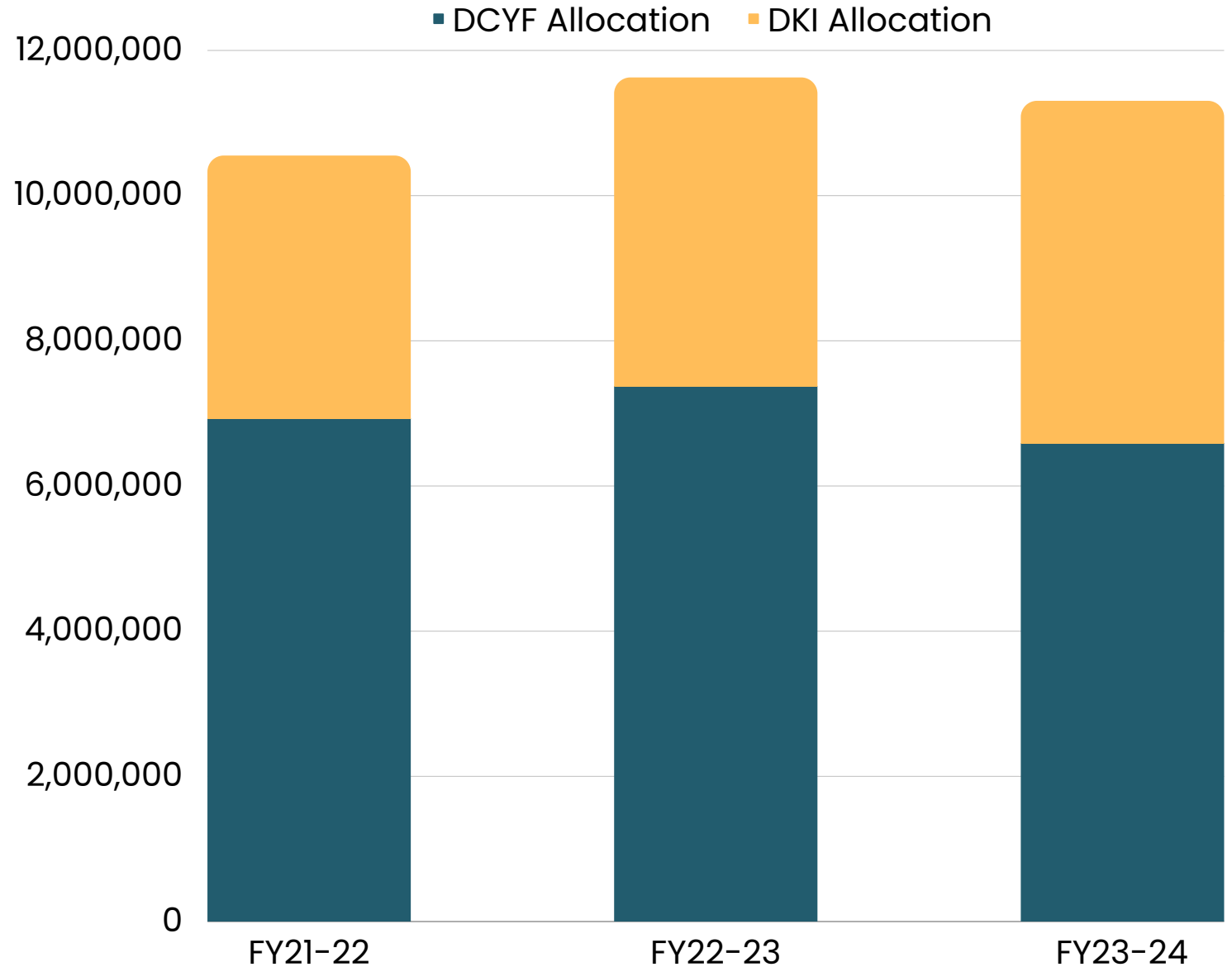
DCYF Dream Keepers Initiative Funding Stream



November 29, 2023

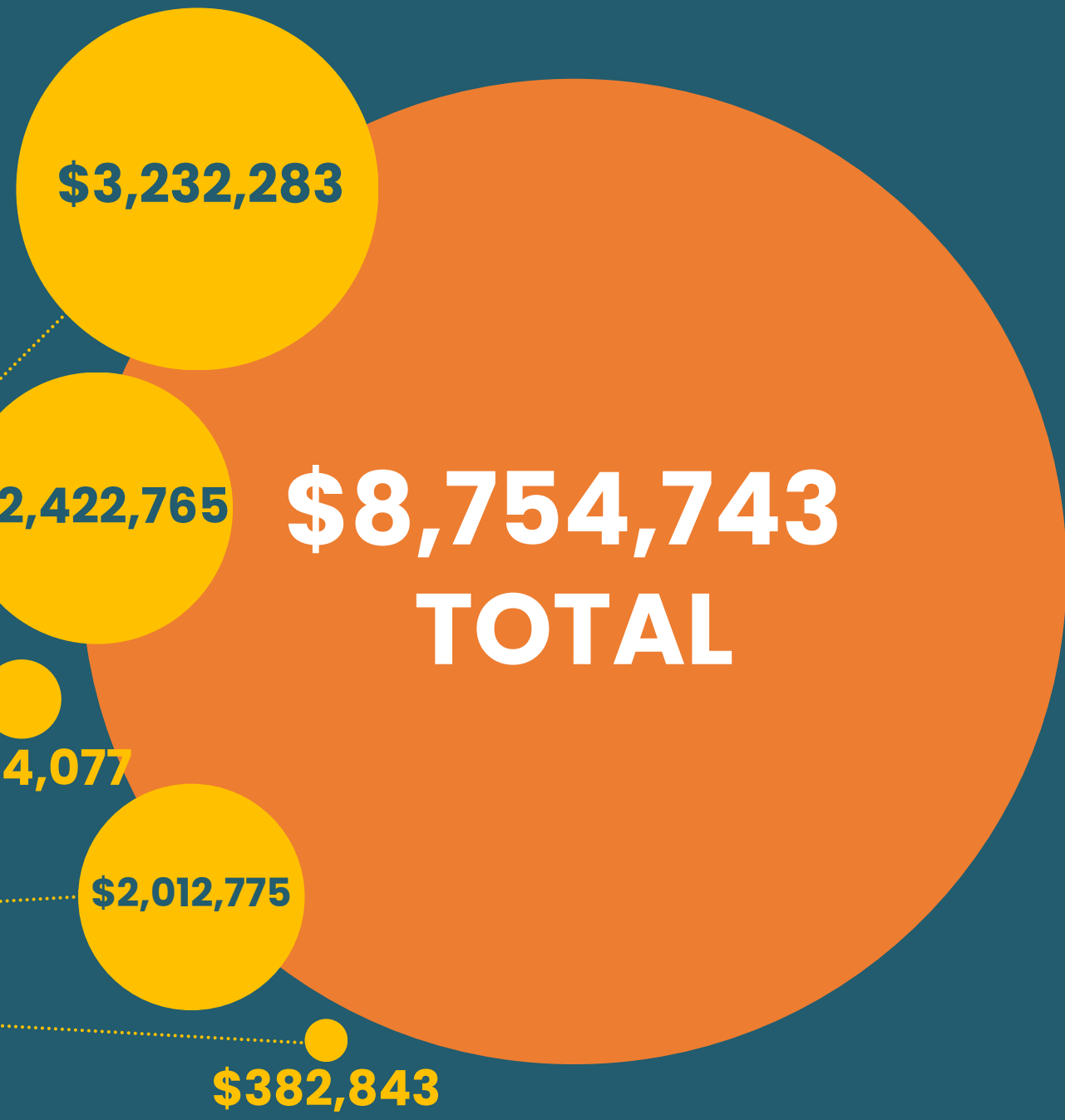
DCYF is a proud partner of the Dream Keeper Initiative (DKI)

We have partnered with DKI to allocate over \$13M of DKI funding in the last 3 years. With this funding DCYF has strengthened our investments in the Black/ African American community by adding DKI funds to existing grantees and by augmenting our technical assistance and capacity building efforts for providers.



DCYF currently funds strategies and initiatives that specifically target Black/ African American participants

| Service Area | Strategy |
|----------------------|---------------------|
| Educational Supports | Academic Supports |
| | Summer Transitions |
| | Literacy Supports |
| Family Empowerment | Black to the Future |
| Mentorship | Mentorship |



DKI Funded Agencies

| Funded Fiscal Years | Agency Name | Program Name | DKI Category |
|---------------------|---|--|--|
| FY21-24 | Bay Area Community Resources | Youth Funding Youth Ideas | Growing Financial Health & Economic Well-Being |
| FY22-24 | Booker T. Washington Community Service Center | OST/Dream Keeper Initiative | Education and Enrichment |
| FY21-24 | Collective Impact | Dream Keeper-Brighter Futures | Growing Financial Health & Economic Well-Being |
| FY22-23 | Edutainment for Equity | Edutainment for Equity | TA Service Provider |
| FY22-24 | Felton Institute | Felton's Young Adult Court Program | Education and Enrichment |
| FY22-24 | MYPATH | MyPath Advocates' New Economic Rights for All (New ERA) Campaign | Growing Financial Health & Economic Well-Being |
| FY22-23 | National Institute for Criminal Justice | National Institute for Criminal Justice | TA Service Provider |
| FY21-22 | Our Kids First | Our Kids First Out of School Time | Education and Enrichment |
| FY21-24 | The Village Project | The Village Project | Education and Enrichment |
| FY21-23 | Rebels Basketball | Rebels Basketball/Dream Keeper Initiative | Education and Enrichment |
| FY21-24 | Youth First | Youth First Afterschool and Summer Program | Education and Enrichment |
| FY21-24 | Young Community Developers | Dream Keeper Initiative- Family Supports (AAPAC) OMI RITES (Reshaping Ideas Through Empowerment and Support YCD - Connective Services/Operation Genesis, From the Heart and Black Women's Revolt | Education and Enrichment |

DCYF grantees are implementing DKI programs:

- **Brighter Futures:** comprehensive family support program that aims to build community and celebrate the culture, history and experiences of the Black community
- **Education & Enrichment:** enrichment activities and programs to inspire learning, celebrate culture and foster academic success
- **Mini Grants:** for individuals and families unable to access traditional funding



IMPACTS FY21-22 & FY22-23

The number of individuals that have completed any workshop, training program, internship program, or course, or has participated in a learning skill and development under the Growing Financial Health & Economic Well-Being strategy

126

The number of organizations and businesses that received Technical Assistance and Capacity Building with blended funding from DCYF and DKF that focused on trainings/workshops/coaching with the goal of enhancing their operational skills, knowledge, and resources

22*

The total count of children and youth that received services and resources within education and enrichment such as tutoring, counseling, academic advising etc.

858*

The number of young unique people who accessed benefits/supports through the Brighter Futures program (responsive community groups, classes, and wraparound supports, educational programs, health services, mentoring, etc.)

65

Number of events and participants over the last 2 years across all programs. Includes youth and families associated with the Brighter Future Program and Family Support.

65 Events
**24,000
participants

Note: Results with * received DCYF and DKF blended funding
Results with ** are counts that may be duplicated

Events supported with DKF Funding

Mini-grants for New Businesses

College field trips for Middle & High School youth

Honored Young Black Change Makers

Vaccines & COVID tests

Workshops/groups Healing from Tragedy



San Francisco Arts Commission Dream Keeper Initiative Town Hall Update

November 29, 2023

Denise Pate

Director of Community Investments

Budget Allocation

- Investment of **\$5.3 million** since 2021
- 2023–24 Allocation to Arts Commission: **\$2.2 million**

Purpose

- Increase # of cultural spaces designed and curated by and for Black people
- Increase # of Black artists and producers contributing to San Francisco arts & culture
- Stabilize and grow resourcing of Black artists, producers, creatives, and organizations serving the Black communities in San Francisco.

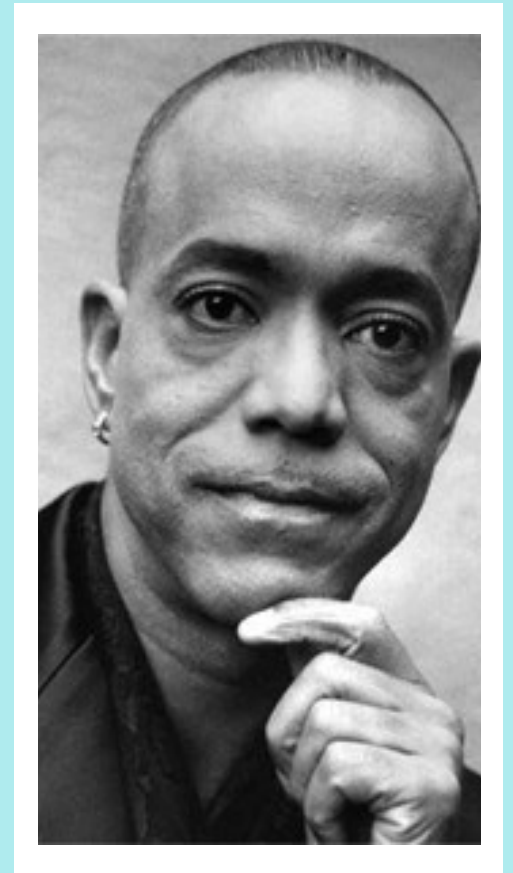




“Dream Keeper Initiative funding has impacted the work of Idris Ackamoor and Cultural Odyssey by allowing the organization to become a beacon and re-grantor for all four legacy theaters of the African American Theater Alliance for Independence (AATAIN) including San Francisco Recovery Theatre, Lorraine Hansberry Theatre, Afro Solo Theatre, and Cultural Odyssey.

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.”

- Idris Ackamoor, Director
Cultural Odyssey and Founder of AATAIN



Programs & Current Grantees

(Since FY21)



AFRICAN AMERICAN
ART & CULTURE
C O M P L E X



AFRICAN-AMERICAN
SHAKESPEARE COMPANY

C U L T U R A L



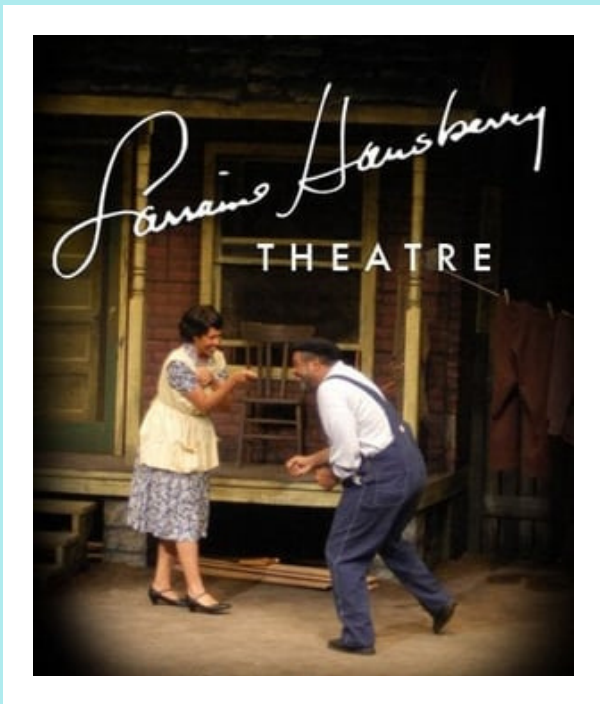
O D Y S S E Y

SFBATCO.
SAN FRANCISCO BAY AREA THEATRE COMPANY

sfac san francisco
arts commission



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*“Dream Keeper funding has allowed us to sustain our mission of producing new works by **Black Female and Fem Identifying Playwrights**, as well as support our New Black Voices Mentorship Program.”*

- Margo Hall
Artistic Director
Lorraine Hansberry Theater



Impact (in numbers) FY21-23 Current Organizations

10

Activated
San Francisco Spaces

10,000

Audience Members
Served

200

Artists and Arts Workers
Hired

75

Produced Events,
Installations, and
Performances

100

Mini-Grants Distributed to
Artists and Organizations

\$425,000

Total Amount of Mini-
Grants Distributed*

*Mini-grant data from is still being collected from awardees



I, Too, Sing America (2022)
Photo: Alexa "LexMex"
Trevino/SFBATCO

*"Through the Dream Keeper funding SFBATCO revolutionized their infrastructure to create an **organized business model** that allowed the work of the core staff and the production staff to run smoothly and simultaneously."*

- Rodney Jackson
Artistic Director
Co-Founder

San Francisco Bay Area
Theater Organization
(SFBATCO)

Arts Commission Grantmaking & Programs

- **Prioritizing Outreach** to Diverse Cultural Communities for Arts Commission Grant Opportunities (AIE) & Cultural Ambassadors

- **Cultural Centers:**



AFRICAN AMERICAN
ART & CULTURE
COMPLEX



Thank You

sfac san francisco
arts commission



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Department of Early Childhood

DKI HIGHLIGHTS



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San Francisco Department of
Early Childhood





Effective this fiscal year, DEC is taking over as the funder of all ECE-related initiatives under DKI, providing more than **\$1.9 million annually** to support various efforts to increase the representation of black educators in the field. When DEC was developing its strategic plan, parents of all backgrounds, including African American parents, advised us that to be effective, we needed to prioritize cultural responsiveness in our funded programs and services. This work within DKI is key to our strategy for building and sustaining a diverse early educator workforce that meets the needs of all children and families.



Pipeline for Black Early Childhood Educator Career Development

- The Black Educator Pipeline is a program to increase the Black workforce of early care and education providers in San Francisco. This is accomplished by providing a pathway to education, increased opportunity, and community support. This contract requires the use of targeted strategies to engage Black and African American community members in the program.
- Participants in this program complete 12 units of child development courses over the course of 10 months, becoming eligible for licensure with the California Department of Teaching and Credentialing.
- Total of **120 unduplicated participants** in three cohorts.
- This program produced **25 educators in 2022** and **38 graduates in 2023**.
- Upon completion participants are supported in attaining employment at a center-based program or in joining the Business Incubator program (also funded by DKI) to be supported in the process of opening a Family Child Care program.

\$821,750

ECE Business Incubator Programs

- The business incubator projects provide participants from the Black Early Childhood Educator Career Development Program a resource to start a home-day-care business that includes a startup grant, business training, and coaching. The Good Rural and Children’s Council of SF are contracted through MOEWD from DKI funds to provide these services. Baby Prop C will replace the DKI funding for these business/TA supports.

- 18** DKI FCC Fundamentals Series participants 2022

- 32** DKI FCC Fundamentals Series participants 2023

\$804,671

Black Early Educator Policy Council

- Black Early Educator Policy Council (BEEPC) is a Community Building and Peer Support contract program focused on engaging Black Early Educators in the local policy of early care and education, Children's Council acts as a fiscal agent to this contract.

Objectives for the scope of this program include racial and economic equity, power building and sharing, and advocacy.

- **22 member** council tasked with providing insight, analysis, and racial justice recommendations centered on improving student outcomes for Black children 0-5.

- 2022 – publication of *Advancing San Francisco's Black Children Through Quality Early Care & Education: Policy & Systems Change Recommendations for Early Education Policymakers*.

\$300,000

Facility Grants to Black-Owned ECE Businesses

- Low Income Investment Fund (LIIF) administers early education facility grants and resources on behalf of DEC. This includes support through capital new development grants, renovation and repair grants, Family Child Care expansion grants, zero interest loans, Connecting Children to Nature grants and facility related technical assistance and consultation.
- **7 Black FCC educators**, including current City network participants and those hoping to join the network, were provided targeted financial support through a set-aside of facility funding at LIIF.

\$312,700

Additional Early Educator Workforce Investments

Recruiting and Retaining a Diverse ECE Workforce Initiative:

- Investing in a robust early care and education (ECE) workforce and a teacher pipeline that exponentially increases the recruitment and retention of diverse teachers, with the specific goal of improving educational opportunities for African American/Black, Latino, Indigenous, and Pacific Islander children in San Francisco.

\$10,000,000 over 2 years



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IGNITING CHANGE AND BUILDING PATHWAYS



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BUDGET ALLOCATIONS



FY23-24 DKI FUNDING

\$545,621

FUNDING SUPPORT

SFFD INSTRUCTORS
9910 PUBLIC SAFETY TRAINEES

44 INDIVIDUALS

PATHWAY

PAID INTERNSHIP
500 HOURS MQ



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Impact

Permanent Hires

16 City EMT Alumni 9 EMS
7 Suppression

SFFD Trained
5 EMT Trainee Cohorts
(44)

5 in process for the 133rd Suppression Academy H2

7 in process for the 25th EMS Academy H3L1





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SFFD ADDITIONAL INITIATIVES, STAFFING AND RESOURCES

DEI OFFICE

RECRUITMENT OFFICER

VIRTUAL WORKSHOPS

**PRIVATE EMS
REFERRALS**

**ACADEMY & FIELD
SUPPORT**

**TESTING & ENTRY
PROCESS**

FCTC

PANELS

CHIEF

BOOTCAMP

AFFINITY GROUPS

**ADMINISTRATIVE
STAFFING**

9910 INSTRUCTORS

THE FUTURE

**PARAMEDIC
PROGRAM**





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THANK YOU

Fire Chief Jeanine Nicholson



San Francisco Adult Probation

Cristel Tullock, MSW, Chief Probation Officer



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San Francisco Adult Probation

Mission Statement

Protect and serve the community, further justice, inspire change, and prioritize racial equity so that all people may thrive.

Values

Service – Equity – Respect – Ethics



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Dream Keeper Initiative and San Francisco APD

\$900,000* investment in health and wellness programs for historically disenfranchised communities receiving inadequate access to mental health care and services.

**Representing (2) \$450,000 allocations*



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Westside Crisis Care



Services Provided

- Emergency psychiatric care
- Stabilization for patients in a mental health crisis
- Referrals to Westside Transitional Housing (long-term care) or the Westside Crisis Program (short-term care)
- Outreach events in the Tenderloin, Bayview, Hunter's Point, SOMA, and Western Addition

Impact

- 361 Enrolled in Mental Health Services
- 98% of Clients BIPOC
- 5 Mental Health Practitioners Hired
- 17 Community Events Held



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Positive Directions Transitional Housing

Services Provided

- Up to 14 safe, clean and sober program beds at (2) transitional housing locations
- Support stabilizing and maintaining sobriety
- Assistance obtaining permanent housing

Impact

- 53 Clients Housed
- 94% of Clients BIPOC
- Homelessness Reduction of 9,223 days



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Serving Our Diverse Community

- San Francisco Adult Probation's commitment to furthering justice as we serve our community, inspire change, and prioritize racial equity so that all people may thrive, is reflected in our overall budget.
- APD's workforce is diverse and reflects the clients we serve. This includes race/ethnicity, gender and language diversity.
- APD partners with BIPOC CBOs to provide culturally responsive services to justice involved adults.
 - About 60% of the funded programs are lead by BIPOC organizations.
 - The Fiscal Year 2023-24 budget includes funding to expand services through the development of new LGBTQ+ and immigrant employment services programs.
 -
- Language access phone line and brochures and other materials in various languages.



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SAN FRANCISCO DISTRICT ATTORNEY'S OFFICE

SERVING YOUTH, YOUNG ADULTS, AND THEIR FAMILIES



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Sojourn to the Past

Dates of Travel: April of 2024 and 2025

Cost Break Down: \$4,000 per person will cover all transportation, food, materials, and supplies.

Year 1: 20 Students (\$80k) + 5 Adults (\$20k) = \$100k
Year 2: 20 Students (\$80k) + 5 Adults (\$20k) = \$100k
Grand Total: \$250k* over two years

*\$50k has been allocated to support pre- and post-trip enrichment activities such as orientation, meeting expenses such as supplies/food, and transportation stipends.



Transformative Systems Change

Goal: Inspire participants to combat prejudice and create social change

Eligibility:

- Resident or Student in San Francisco between the ages of 14-24.
- Ability to travel during Spring Break.

Priority Populations:

- Priority consideration will be given to BIPOC
- Justice-impacted youth strongly encouraged to apply



Social Impact

Education

- Youth gain a comprehensive understanding of our nation's history and social impacts of modern day law and policy.

Civic Engagement

- Youth gain the skills to identify reflect, discuss, and collaborate with fellow scholars and experts.

Empowerment

- Youth actively participate in experiential learning activities to inform their analysis and shares their findings with others





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Budget Allocations/DHRs Responsibility

DHR Received DKI funding of \$208,000 for 1 full-time employee to:

- support department partners to recruit, hire, and onboard diverse community members to fill 30 DKI funded City positions.
- provide training, mentoring, and career development support to DKI City employees preparing them for long term City careers.
- collaborate with 7 host departments on strategies to support the success and wellbeing of DKI City employees.



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DHR Efforts and Impact:

- ***Vacancies/advancement:*** 29 of 30 DKI positions filled and 11 DKI employees promoted or advanced
- ***DKI Understanding & Mentorship:*** Supported employees to actualize their objectives, goals, and expectations as City employees.
- ***Equity:*** DHR is establishing new strategies for effective employee support & supervision including a new equity training launching in January 2024 as a result of our experience with the DKI



DREAM KEEPER

Fiercely defend individuals, confront state sponsored violence, and advocate for community power.

OUR
MISSION

A world where collective humanity is cherished.

Love, Compassion,
Courage, Excellence.

OUR
VALUES

OUR
VISION

OUR
THEORY OF CHANGE

When we fiercely defend individuals, confront state sponsored violence, and advocate for community power, then our communities are better able to resist injustice and fight for self-determination and freedom.



**SAN FRANCISCO
PUBLIC DEFENDER**



DREAM KEEPER



SAN FRANCISCO
PUBLIC DEFENDER

Litigation Warriors & Court Watch

Litigation Warriors-Internship program designed for 1 Attorney, 1 Post Bar Fellow and 8 law school or undergrad student= \$90,000 DKI Funding

Courtwatch-Breaking the School to Prison Pipeline. Criminal Defense Informational Workshop to educate the next generation of public defenders= \$10,000 DKI Funding



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SAN FRANCISCO
PUBLIC DEFENDER

Litigation Warriors In Action

ISABELLA (Winter/Spring 2023)-SF State graduate. Started the “Daring Defender” series.

ALEX (Summer 2023)-Hasting Law School student. Research for Racial Justice Act and bail challenges.

DONALD (Fall/Winter 2023-2024)-Background in civil litigation expanding interest in criminal defense.

