



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**PLANNING AND OVERSIGHT COMMITTEE
(POC)**

WEDNESDAY, October 16, 2024

IN PERSON

Please see agenda to participate in this meeting.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

**City of Oakland Planning and Oversight Committee
(POC) October 16, 2024 | 6:00pm-9:00pm**

IN-PERSON

PUBLIC PARTICIPATION:

The public may observe and/or participate in this meeting, in person, at Oakland City Hall, 1 Frank Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

For your safety, we strongly recommend you wear a mask.

OBSERVE:

To observe the meeting by video conference, please click on this link:

<https://us06web.zoom.us/j/82311405823> at the noticed meeting time.

Instructions on how to join a meeting by video conference is available at:

https://support.zoom.com/hc/en/article?id=zm_kb&sysparm_article=KB0060732

PUBLIC COMMENT:

Join us in person, at Oakland City Hall, 1 Frank Ogawa Plaza, Hearing Room 4, Oakland, CA 94612.

In-Person comments from members of the public must submit a separate speaker card for each item on the agenda to the commission clerk before the item is called.

All public comments that are not submitted by email by the deadline must be made In-Person.

Email Written Comments to OFCY@oaklandca.gov.

Written comments must be submitted at least 24 hours prior to the meeting time to be delivered to the Commissioners.

If you have any questions, please email Robin Love at rlove@oaklandca.gov.



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

City of Oakland Planning and Oversight Committee (POC)

City of Oakland | Human Services Department
150 Frank H. Ogawa Plaza, Suite 4216 | Oakland, CA 94612 (510) 238-3088

October 16, 2024 | 6:00pm-9:00pm

IN-PERSON

*Issues that the public wishes to address that **are not** published on the agenda will be heard during the Public Forum section. You will have 2-minutes to comment on the item.*

AGENDA

1. Call to Order
2. Roll Call
3. Adoption of Agenda **(Action)**
4. APPROVAL OF MINUTES **(Action)**
 - September 4, 2024
 - September 18, 2024 *(Cancelled)*
 - October 2, 2024
5. PRESENTATION & DISCUSSION – Approval of Proposed OFCY Draft Strategies for FY 2025-2028 Strategic Plan **(Action)**
6. PRESENTATION & DISCUSSION - Approval for Extension of Grants from FY 24-45 through FY 25-26 **(Action)**
7. PUBLIC FORUM *(Limit to 2 minutes)*
8. PRESENTATION & DISCUSSION – Approval of Funding for Bright Research Group – Strategic Plan Development for FY 2025- 2028 Phases III & IV **(Action)**
9. Administrative Items & Announcements
 - General Updates
10. Closing Remarks & Adjourn

10.2.2024 - Meeting Notes:

- Timestamp 6:07 PM – RL notes that there will not be quorum and requests that the scheduled presentation continue as a Meeting of the Whole. Action items will be addressed at the next meeting (10/16).
- Timestamp 6:10 PM – SX calls meeting to order, without quorum. Attendance is as follows:
 - Meg Evans – At Large, Adult
 - (Jasmene Miranda – D3, Adult, Absent, Excused)
 - Selina Xue – D2, Youth
 - Jessica Arline – D1, Adult
 - (Jorge Velasco – D5, Adult, Absent, Excused)
 - Letitia Henderson – Mayor’s Seat, Adult, Late
 - (Trinity Carey – D7, Youth, Absent, Excused)
 - Vacancies:
 - Youth At Large
 - D1 Youth
 - D2 Adult
 - D3 Youth
 - (D4 Youth – applicant)
 - D4 Adult
 - D5 Youth
 - D6 Adult
 - D6 Youth
 - D7 Adult
- Timestamp 6:13 PM – RL proposes that, since quorum will not be achieved due to absences and late arrivals, action items are delayed until the next session, where we anticipate quorum, and continue with the presentation. RL introduces Brightstar Ohlson (BO) from the Bright Research Group to share the draft proposed strategies for the upcoming strategic cycle.
- Timestamp 6:14 PM – BO begins her presentation. Slides are attached at the end of these meeting notes. BO reviews the timeline and the process followed to develop the draft strategies, including the guiding principles of the work, partnership goals, and efforts to minimize funding duplication so that OFCY can focus on closing gaps, as the fund was designed. The proposed goal areas and strategies are:
 - Healthy Development of Young Children
 - 1. Family Resource Centers and Family Engagement
 - Children’s Success in School
 - 2. Elementary School-Based After School
 - 3. Middle School School-Based After School
 - Youth Development
 - 4. Youth Development & Leadership
 - To include Summer programming
 - Transitions to Adulthood
 - 5. Career Access & Employment
 - 6. Youth Summer Jobs
 - 7. Independent Living (NEW)

- Youth Safety (NEW)
 - 8. Place-Based Innovations for Safety (NEW)
- Timestamp 6:27 PM – LH arrives to meeting.
- Timestamp 6:38 PM – Presentation concludes. RL invites members of the public who are present to comment and share their feedback. Comments and questions are listed below:
 - Phyllis Hall (Center for Art Esteem) – PH thanks BRG and OFCY for the presentation and shares a concern over the upcoming budget. PH asks how contingent this plan is on the upcoming November elections, especially considering the current state of the local, county, state and federal budgets.
 - RL acknowledges the state of these budgets and notes that while this means OFCY’s overall budget will be smaller than previous budget cycles, the voter approved measure and charter for OFCY requires a set percentage of the General Purpose Fund to be set aside for this work.
 - PH (Center for Art Esteem) – Some of the information presented via the CNA and the strategic planning process is difficult information regarding youths’ feelings of belonging, safety, and views of the future. How can community organizations, whether funded or not funded by OFCY, lift this information up so that the city can rally behind this information, so that the city can understand the crisis our youth are facing?
 - RL states that this work will be important going forward, especially as organizations like Center for Art Esteem are based in the community, that the information gleaned during this process is lifted up.
 - Sarah Silva (Bananas) – Asks if the presentation will be made available after the meeting.
 - RL and AKH state that she, and others interested, should reach out and we will forward the slides. They are also available on the City of Oakland Noticing site for the Boards and Commissions.
 - Cara (Oakland Kids First) – When will the RFP be released?
 - RL shares that the RFP timeline is not only contingent on the completion and approval of the strategic plan, but also on Citywide processes. Departments are currently being asked to present budgets to create a provisional budget. This process makes it difficult to be specific about RFP timeline, but OFCY staff aims to release an RFP in 2025.
 - Chris Ngoun (Lincoln) – A question and a reflection. CN notes that Summer is not named specifically as a strategy. Is this due to the delay of the RFP, or is this an intentional move to carrying Summer programming under Youth Leadership & Development as a strategy?
 - BO states that yes, this was an intentional decision to streamline Summer programs into the Youth Leadership & Development Goal/Strategy. RL also highlights that OFCY Staff and BRG want to maintain continuity of services as much as possible, pending RFP release.
 - Letitia Henderson (POC) – States she has several concerns over the draft strategies. Within Goal 2 (Children’s success in school), LH voices concern that mental health is not clearly named as a program area under Goal 2.
 - BO refers to the presentation where the need for mental health support was first mentioned (timestamp 6:24 during the presentation), noting that other funding sources specifically for mental health supports are available separately. These additional funding sources allow OFCY to satisfy it’s role as a funding gap

- filler and shift to new gaps. BO highlights that the ELO-P and mental health initiative funding streams allows OFCY's funding to focus on the emergent gaps.
- RL highlights the expense of funding mental health programming due to the levels of training and skill required to do the work right. OFCY's limited amount of funding is designed to focus on where the gaps exist.
- LH (POC) – reflecting on partnerships, LH notes that other local agencies are not included in the strategies presented by BRG.
 - BO notes that the process behind these draft strategies involved meeting and having discussions with the agencies LH refers to in her question, as well as others. That process highlighted where there are gaps and where there are opportunities for OFCY's funding to make the most impact. The RFP is where OFCY will be able to get more specific on the kinds of partnerships we want to see and fund.
 - BO shares that a common theme around youth safety shared during the interview process was a desire to fund a place-based strategy. This would allow programs to directly target and serve some of Oakland's most underserved communities and neighborhoods.
 - Meg Evans (POC) – ME thanks BRG, BO and RL for the hard work that went into these draft strategies, noting that the feedback heard during sessions she attended was incorporated and uplifted. ME refers back to the ELO-P funding available for after school, as well as the preceding conversation of OFCY's role as a gap filling fund. What is the intention here?
 - BO states that, while we are not yet sure of the exact funding availability, but that the funding allocation for After School strategies will be reflective of those additional funding streams available.
 - ME (POC) – Regarding the Place-Based strategy, will OFCY name or conduct an analysis to determine which Place should be targeted.
 - RL shares that the intention is to focus on the Equity Zones highlighted by OakDOT (specifically in D7, D6, D5, and parts of D3), and also hopes that the RFP process will allow Place-Based applicants to make their case for the Place.
 - LH (POC) – Highlights that the Place-Based strategy does not include “financial economic stability”, specifically programs that work towards small business enterprises, entrepreneurship, and start-up capital.
 - RL highlights that this financial economic stability work is within the Independent Living strategy. BO also states that there are specific activities that are not permissible under the OFCY charter, including several mentioned by LH in her question, e.g. small business enterprise loans, but that we are looking into the potential to use funding to provide UBI for some populations. RL also notes that the suggested activities are not defined activities – programs that apply for funding are able to include permissible activities not named in this presentation. RL's hope for the Place-Based strategies is that applicants will cover other goal areas and program strategies within their proposed work.
 - LH (POC) – Is not a fan of the name “independent living” strategy under Goal Area 4. She suggests “interdependent living” to highlight the programing aspect of supportive adult connections.

- RL notes that OFCY needs to ensure we are using partnerships to address gaps, while also creating supportive adult networks for youth who are disconnected.
- Kajal Shahali (RIT) – under Area 4 around job training and placement. To what extent immigration status of children would come into play. Oakland is home to many unaccompanied minors, and those in immigration proceedings. You can use any of the activities mentioned except for area 4. But their immigration status is what becomes a barrier to successful job placement. Has this been taken into consideration?
 - RL and AKH note that this is a good question and will take it into consideration. BO reminds the public and POC that the strategic plan will be more general, and the RFP will be the opportunity to dive into specifics. BO also uplifts that this concern has been shared with BRG on this project and others they consult on.
- KS (RIT) – Shares that many Oakland education systems serving newcomer populations have students over the age of 18. Since Goal Area 3 includes the age range of 12-17, this could preclude some schools and organizations from participating.
- Anonymous Question (Unknown) – State ELO-P and after school funding is subject to shift at the state level. Has this been taken into consideration?
 - BO highlights that funding allocations have not yet been made, but BRG has consulted closely with OUSD during this process. Since OFCY’s strategic planning process must incorporate the feedback and information received during the community needs assessment process, and the CNA highlights the gaps in support and funding for older youth, it’s likely that OFCY’s funding cycle will predominately focus there.
- Timestamp 7:19 – RL invites additional comments, concerns, and ideas to be sent to her (RLove@oaklandca.gov) or the OFCY email address (OFCY@oaklandca.gov). Meeting concludes.



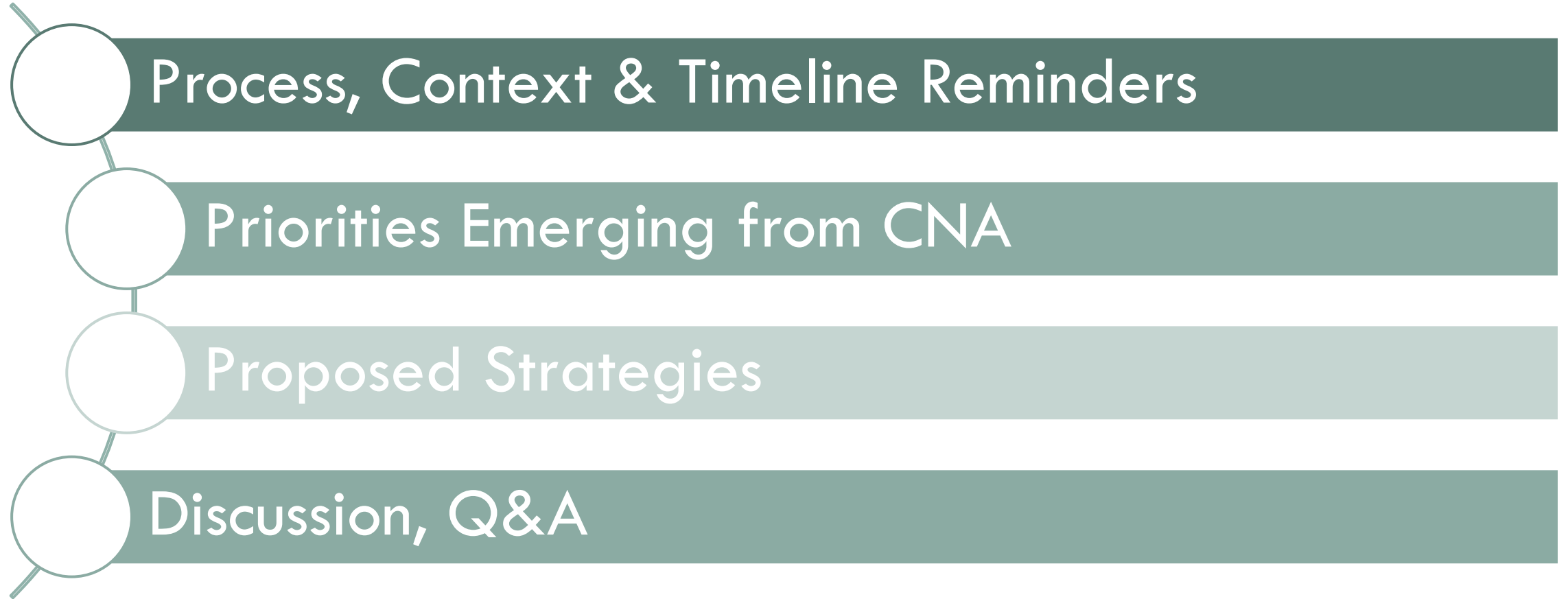
OFCY STRATEGIC PLAN UPDATE FY 2025 – 2028 PROPOSED STRATEGIES

POC MEETING OCTOBER 2, 2024

Prepared by Bright Research Group

OVERVIEW

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PROCESS & CONTEXT REMINDERS

3



Four Goal Areas Supporting Youth Ages 0-21

1. Healthy Development of Young Children
2. Children's Success in School
3. Youth Development and Violence Prevention
4. Transitions to Adulthood



Prevention Funding for Gaps & Emergent Needs

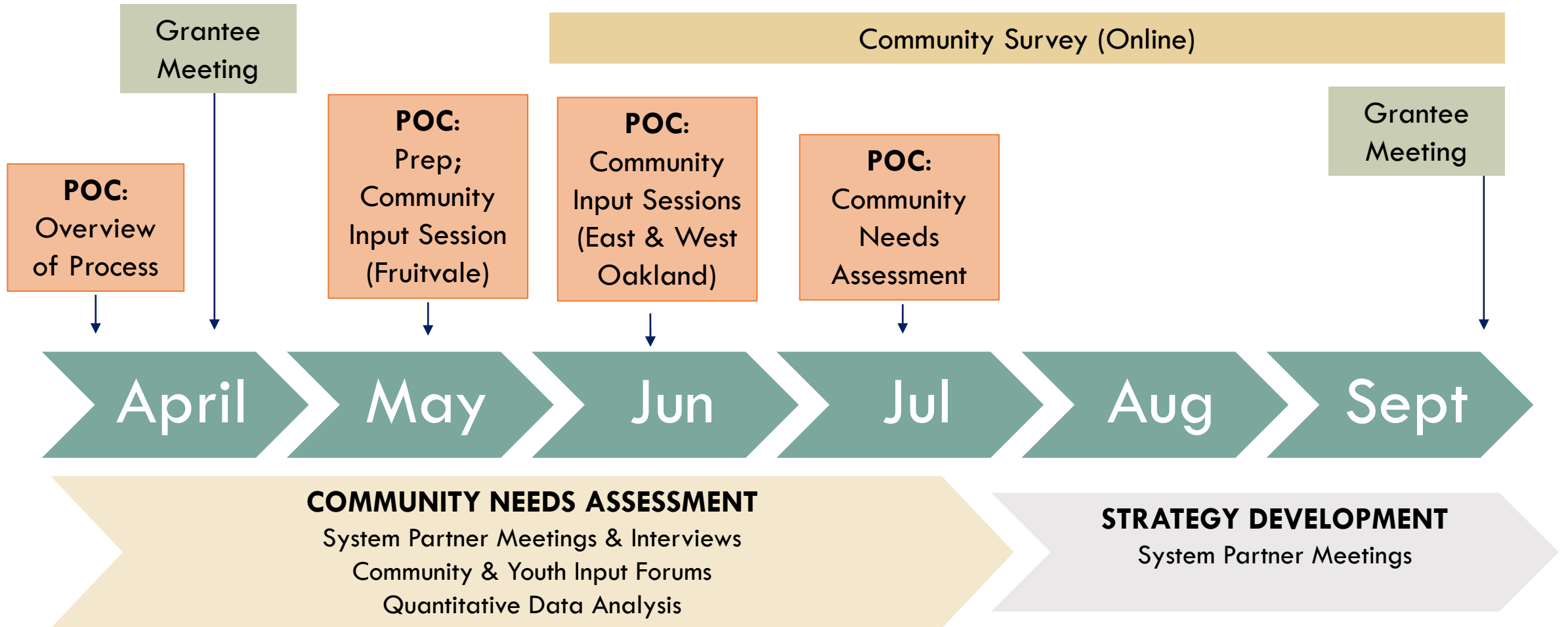


Strategic Plan Update Every 3 Years Anchored by Findings from Community Needs Assessment

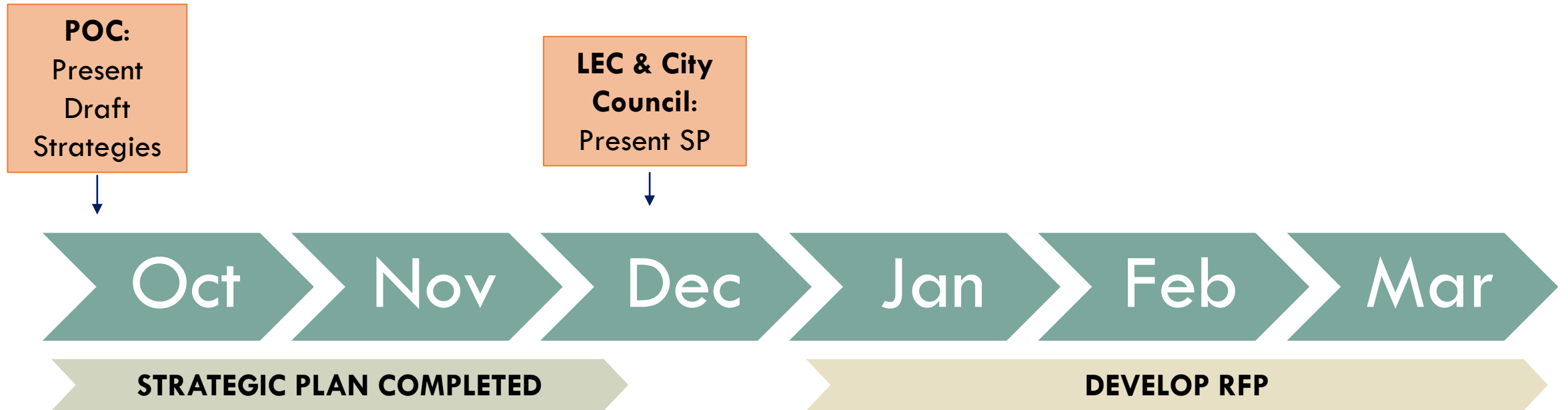


Spending Plan & RFP Developed After Strategic Plan is Complete

KEY MILESTONES TO DATE



WHAT'S TO COME



GUIDING PRINCIPLES FOR STRATEGY DEVELOPMENT

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1. Responding to Youth & Community Priorities First
2. Child & Youth Development Focus
3. Commitment to Racial Equity
4. Partnering to Shepherd City Resources Responsibly
5. Funding Gaps in Child & Youth Services Landscape
6. Streamlining Strategies



KEY PRIORITIES THAT EMERGED FROM CNA

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Youth Employment & Preparing for Adulthood



Youth Safety



Joy, Play & Belonging

Prioritize funding for programs and services that reach older youth

SUMMARY OF PROPOSED STRATEGIES

Goal Area	Strategies
Healthy Development of Young Children	1. Family Resource Centers and Family Engagement
Children's Success in School	2. Elementary School-Based After School 3. Middle School School-Based After School
Youth Development	4. Youth Development & Leadership
Transitions to Adulthood	5. Career Access & Employment 6. Youth Summer Jobs 7. Independent Living (NEW)
Youth Safety (NEW)	8. Place-Based Innovations for Safety (NEW)

Goal 1

HEALTHY DEVELOPMENT OF YOUNG CHILDREN

Support the healthy development of young children through pre-school education, school readiness programs, physical and behavioral health services, parent education and case management.



GOAL 1 COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

New funding sources are expanding early child care and education in Alameda County. Measures C and AA will generate significant funds for early care and education, with a focus on increasing access and quality for low-income families and supporting young children's readiness for kindergarten.

Stakeholders emphasize the need for wraparound support services for families. While expanding early child care access is crucial, there's a recognition that families need additional support to fully benefit from these opportunities. This includes family resource centers, other culturally competent services, mental health consultations, and parent support programs that address the unique needs of Oakland's diverse communities.

There's a demand for flexible funding and place-based initiatives. Stakeholders see OFCY as a crucial partner in providing flexible funding for promising practices and culturally responsive programs, particularly for underserved communities. Some shared that there was overlap in the types of services that OFCY funds through its two existing strategies (early childhood mental health consultation and family resource centers), and that OFCY could combine the strategies in this area to provide flexibility for organizations to offer a suite of consultation, parent support, play group, and other services that families with young children desire.

PROPOSED STRATEGY FOR GOAL AREA 1

1. Family Resource Centers and Parent Engagement: Family resource centers and programming that supports parent engagement will strengthen the families' connection to services and foster the healthy social and emotional development of young children. Services may be provided in the community, at home, within schools, or at existing family resource centers.

Supported Activities:

- Culturally specific programming
- Resource navigation
- Parenting workshops
- Play and learn groups
- Economic supports

Goal 2

STUDENT SUCCESS IN SCHOOL

Help children and youth succeed in school and graduate high school through after-school academic support and college readiness programs, arts, music, sports, outdoor education, internships, work experience, parent education, and leadership development, including civic engagement, service-learning, and arts-expression.



GOAL 2: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

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- **Youth Experience in School:** Concerns around absenteeism, learning loss, and the need for improved social skills, literacy, and transition support are prominent concerns of parents and caregivers.
- **New funding for school-based after-school programs (TK-6th):** The State of California's Expanded Learning Opportunities Program (ELO-P) is funding OUSD to guarantee access to free after-school programs for students in TK–sixth grades who are low-income, English learners, or foster youth. This significant influx of funding allows OFCY to consider reallocating some of its afterschool funding to other underfunded service areas in Oakland. From a content and mission perspective, there's a lack of consensus on the role and goals of after-school programs.
- **Mental health is a growing concern:** The COVID-19 pandemic has significantly increased mental health challenges among children, leading to a rise in absenteeism and behavioral issues. The State of California is responding with several initiatives, including the Children and Youth Behavioral Health Initiative (CYBHI), which aims to transform Medi-Cal-funded behavioral health services for young people. This shift toward preventative care within schools is crucial for addressing the growing mental health crisis among young people.

PROPOSED STRATEGIES FOR GOAL AREA 2

2. Elementary School-Based After School Programming: Afterschool enrichment programming will be provided at Oakland elementary schools where a majority of students qualify for free and reduced lunch through a partnership with OUSD and community-based organizations.

Supported Activities:

- Arts
- Enrichment
- Athletics
- Recreation
- Academic support
- Mentoring
- Social emotional learning

PROPOSED STRATEGIES FOR GOAL AREA 2

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3. Middle School-Based After School Programming: Afterschool enrichment programming will be provided at Oakland middle schools where a majority of students qualify for free and reduced lunch through a partnership with OUSD and community-based organizations.

Supported Activities:

- Arts
- Enrichment
- Athletics
- Recreation
- Academic support
- Mentoring
- Social emotional learning

Goal 3

YOUTH DEVELOPMENT & VIOLENCE PREVENTION

Prevent and reduce violence, crime, and gang involvement among children and youth through case management, physical and behavioral health services, internships, work experience, outdoor education, and leadership development, including civic engagement, service-learning, and arts expression.



GOAL 3: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

- **Oakland's approach to violence prevention:** The Department of Violence Prevention (DVP) focuses on high-risk individuals involved in violence, while OFCY prioritizes upstream strategies like youth development, family support, and school engagement to prevent violence before it occurs. However, several stakeholders point to the need to create a more coordinated continuum of supports between these two city departments. As DVP works with youth who are group or gang involved and eligible for focused deterrence strategies, there is a need to increase support for upstream programs that keep young people safe and prevent further involvement in crime and violence.
- **Protective factors are crucial:** Having a trusted adult to talk to, knowing where to get help, and being involved in school activities are all protective factors significantly correlated with better outcomes for young people. While there are positive trends in students having access to adults they can talk to and resources for help, disparities exist. This underscores the need for targeted efforts to ensure that all students have equitable access to support.
- **Focusing on Joy, Belonging, & Play:** A resounding theme from community input sessions was the need to focus on providing young people with opportunities to experience joy, engage in play, and foster a sense of belonging. Families and youth want youth-friendly spaces and events that make Oakland a more family-friendly city, and increase social cohesion and a sense of belonging. There was a strong emphasis on providing opportunities for play, physical activity, arts, and creative expression.

PROPOSED STRATEGY FOR GOAL AREA 3

4. Youth Development and Leadership: Positive youth development programming for young people ages 12-17 years old will ensure access to free, community based and culturally relevant enrichment, recreation and leadership development opportunities. Through partnerships with OPYRD and community-based organizations young people will have access to year-round and summer-specific programs that promote learning, physical activity, leadership, and cultural and community connections.

Supported Activities:

Community-Based

- Arts
- Recreation
- Athletics
- Culturally specific programming
- Leadership development
- Youth-led and youth-focused programming
- Scholarships or subsidies to summer or year round programs offered through OPRYD

Goal 4

TRANSITIONS TO ADULTHOOD

Help youth transition to productive adulthood through case management, physical and behavioral health services, hard-skills training and job placement in high-demand industries, internships, work experience, and leadership development, including civic engagement, service-learning, and arts expression.



Kingmakers of Oakland

GOAL 4: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

- **Youth Contributions to Family Well-Being:** Families face significant challenges with housing insecurity, rising costs of living, and the need for culturally-specific parenting support, mental health resources, and family-friendly city spaces. Youth are supporting their families financially, and desire additional job opportunities or financial incentives.
- **Growing call for increased support for older youth:** During community input sessions, the highest priority was for services that prepared young people for adulthood, offered paid employment opportunities or other financial subsidies, and supported youth financial literacy. Youth financial literacy and self-sufficiency skills were named as common challenges for young people who are preparing for adulthood. System and community stakeholders are advocating for ways to increase wages, incentives, or other forms of financial support for young people transitioning into adulthood. The movement for guaranteed income is gaining momentum, offering a potential solution to address economic challenges and create greater equity for this population.
- **Clearer career pathways for youth.** Various organizations, including the Oakland Promise, OEWD, and the TAYHub, are focused on providing support and resources for young people seeking technical degrees, alternative post-secondary pathways, and entry into the workforce. There's a strong emphasis on creating a college-going culture and ensuring that all young people have access to opportunities for success.
- **Funding limitations and siloed systems present challenges.** The city faces challenges in funding youth employment programs due to restrictive federal and state funding sources, such as WIOA and JobCorps. Additionally, there's a need to break down silos between education and employment systems to create a more seamless transition for young people.

PROPOSED STRATEGIES FOR GOAL AREA 4

5. Career Access and Employment: Through programs that offer pre-employment, paid work experience, and career exposure youth ages 16-21 will learn about potential career pathways, obtain jobs and earn income. Supported programs will focus on low-income youth who experience disparities, including but not limited to disconnected youth, youth in transitional schools, youth who are chronically absent from school, and other target populations who are at risk of disconnection from school or work.

Supported Activities:

- Pre-employment and job skills
- Career exposure
- Paid work experience
- Job training and placement, including with the City of Oakland
- Internships

PROPOSED STRATEGIES FOR GOAL AREA 4

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6. Youth Summer Jobs: Through partnerships with OEWD and OPYRD, high school youth will gain access to first time job experiences and income over the summer through the Oakland Summer Youth employment program. These partnerships will expand the number of youth summer jobs, increase the number of youth who earn income over the summer and support the long-term vision for the City to offer every young person in Oakland ages 16-21 with a summer job.

Supported Activities:

- Paid summer jobs

PROPOSED STRATEGIES FOR GOAL AREA 4

7. Independent Living: Young people ages 16-21 will develop the necessary skills to successfully transition to adulthood through programs that offer financial education, life skills, and basic income supports. Independent living programs will offer referral pathways for young people to access career access and employment services.

Supported Activities:

- Financial Education and Literacy
- Life skills
- Training and education
- Basic income support
- Navigation of services and public benefits

To prioritize the safety, well-being, and belonging of youth in Oakland.



GOAL 5: COMMUNITY PRIORITIES & SYSTEM LANDSCAPE

Youth Safety: The CNA revealed large increases in trauma and mental health impacts on young people in Oakland in the last three years. Exposure to trauma and other adverse childhood experiences (ACEs) increase the risk of involvement in violence, victimization, gangs/groups, and other negative outcomes for youth. In the 2022–2023 school year, 34% of elementary students, 20% of middle school students, and 33% of high school students in Oakland reported having at least one friend or family member die by violence.

Continuum of Services: Community members, youth, and youth-serving organizations feel that there is an urgent need for the city to create an expanded, coordinated response to these trends to support young people and stop the ripple effects of crime and violence in the community.

Coordinate with DVP: As DVP works with youth who are group or gang involved and eligible for focused deterrence strategies, there is a need to increase support for upstream programs that keep young people safe and prevent further involvement in crime and violence. The DVP reports that their caseloads for life coaches are full, and they are often looking for additional community-based resources where they can refer young people who don't meet the criteria for DVP's intensive program criteria, but who are still deserving of and needing additional support.

PROPOSED STRATEGY FOR GOAL AREA 5

Place Based Innovations for Safety: Place-based and targeted pilot programs will promote safety, social cohesion and belonging for young people and families in low-income neighborhoods in OFCY equity zones. Through a partnership with the DVP, youth pilot programs will offer comprehensive prevention and early intervention supports such as life coaching to youth aged 12-17 years old who are demonstrating early warning indicators of further involvement in groups, gangs, gender-based violence, and other community violence. Family and community pilots will activate neighborhoods, engage families across age groups, and advance multiple OFCY goal areas through community events and other supports.

Supported Activities:

- Early intervention and prevention programming
- Youth life coaching
- Mentoring
- Family support
- Social emotional learning and mental health
- Neighborhood and community events
- Youth and family friendly events

THANK YOU!



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

MEMORANDUM

To: OFCY Planning and Oversight Committee (POC)
From: Robin Love, Children & Youth Services Division, Human Services Dept. Manager
Date: October 16, 2024
Re: OFCY FY 2025-2026 Grant Renewal Extension (Bridge Year) Recommendation

Recommendation

OFCY staff recommends **extension of the FY 24-25 OFCY funded grants for twelve (12) months for 147 programs providing direct services for Fiscal Year (FY) 2025-2026 with annual awards totaling \$18,837,382.** Grants support programs operating during the summer months and school year.

Extension of the grants will provide stability during this transition period as the implications of the budget challenges become clearer in 2025. This will allow OFCY working the Bridging Group to complete the annual evaluations for FY 22-23; 23-24 as well as make refinements to the FY 24-25 evaluation to inform our Results Based Accountability (RBA) metrics “Is anyone better off” as well as launch implementation of key components of the Racial Equity Impact Analysis (REIA) working the Department of Race & Equity.

This bridge year funding will allow OFCY staff to adequately prepare and finalize the Request for Proposals under the new Strategic Plan. The extension will continue critical services and programming based on the current 3-year OFCY Strategic Plan with a sustained level of funding that was approved in in FY 24-25 by the City Council (Resolution 90310).

POC’s recommendation for this extension and grant awards will be scheduled for approval by the Oakland City Council in December 2024.



City of Oakland, Human Services Department
 Oakland Fund for Children and Youth

Table 1

Goal Area	Strategy Area	Number of Programs Funded	OFCY Funding FY 25-26
Healthy Development of Young Children.	Social-Emotional Well-Being in Early Childhood	5	\$ 775,000
Healthy Development of Young Children.	Family Resource Centers and Parent Engagement	10	\$2,261,035
Children’s Success in School	Comprehensive Afterschool Programs – Elementary Schools	38	\$3,230,000
Children’s Success in School	Comprehensive Afterschool Programs – Middle Schools	15	\$1,500,000
Children’s Success in School	Middle School Engagement, Wellness & Transitions	5	\$ 710,000
Children’s Success in School	High School and Postsecondary Student Success	11	\$1,245,000
Youth Development and Violence Prevention	Youth Leadership & Development	33	\$4,645,347
Youth Development and Violence Prevention	Summer Academic & Enrichment, Summer Youth Employment	12	\$1,161,000
Youth Development and Violence Prevention	Violence Prevention	3	\$ 655,000
Transition to Adulthood	Career Access and Employment for Opportunity Youth	9	\$1,660,000
Transition to Adulthood	Career Access and Employment for Youth In School	6	\$ 995,000
	TOTAL FY 25-26 Grant Awards	147	\$18,837,382



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

Summary

OFCY provides grant awards to non-profit and public agencies to support children and youth from birth through 21 years of age, and their families. **Eighty (80)** non-profit and public agencies are funded for the **147** distinct grant programs across four goals and eleven (11) funding strategies.

OFCY is a reliable funding stream that has historically served to fill unmet needs and gaps by supplementing the work of community-based, anchor and public agencies. OFCY's existing funding approach has emphasized breadth over depth to strengthen the ecosystem of support and resources available to children, youth, and their families. OFCY funding is leveraged by grantees to ensure comprehensive programming is available to focus populations.

OFCY funded core programs are prevention and early intervention-oriented, building on a protective factor model that is promotive and intended to address the negative effects of risk that are correlated with predicting negative outcomes. Funded programs are designed to increase the investment to low-income ethnic communities (i.e., African American, Hispanic/Latino/x, Asian/East Asian, Pacific Islander, Native American).

OFCY programs are culturally responsive, age-appropriate and child, youth and family centered. Services include parent support groups, family resource centers, and mental health services for families with young children to after school, summer youth employment and transitional programs for older youth.

Fiscal Update: City Revenue and Oakland Kids First! Childrens Fund Allocation FY 24-25

The City of Oakland's General-Purpose Fund is required to allocate 3% of the City's projected annual budget to Oakland Kids First! Children's Fund, per the Oakland City Charter. General Purpose Funds are generally supported by tax revenue.

Legislation requires that 90% of funds be used for direct services for children and youth through the award process, while 10% is used for administration and evaluation. The City of Oakland Proposed Budget for FY 2024-2025 identified an allocation of **\$23,565,016** for the Oakland Kids First! Children's Fund.

\$21,208,514 (90%) is available for grants, and **\$2,356,502** (10%) is available for evaluation, strategic planning, and other administrative costs.

For the FY 25-26 OFCY grants renewal extension (bridge year) carryover funding in addition to the annual allocated amount (to be determined) will be used. The total carry forward amount projected by the HSD Fiscal and Budget team is Total expected carryforward into FY25 is **\$11,943,278** of which **\$4,741,385** is projected CF from FY24 and \$7,201,892 is projected CF from previous FY), ***The carry forward amount available is pending final confirmation, review and approval by the City of Oakland Finance Department and City Council.***



City of Oakland, Human Services Department
Oakland Fund for Children and Youth

OFCY staff recommends approval of **\$18,837,382** in funding for FY 25-26 grant renewal extension (bridge year) for Summer Programs and Year-Round Program grants.

Program Performance & Renewal Process

The grant renewal process included a review of OFCY programs (*all executed grants reporting in Cityspan, the client services and contract management database*) through the end of Quarter Four (4) June 30, 2024, for Year-Round Programs (July 1 – June 30, 2024) and Summer Programs (June 1 – September 30, 2023). This assessment helped determine if programs are on track with annual performance targets and guided the recommendations for each program renewal that are being recommended to the POC. As Fiscal Year 2023-2024 has ended, the memo has been updated to reflect program data through the end of FY2023-2024 (June 30, 2024).

OFCY has embraced the Results Based Accountability (RBA) framework to assess the overall impact of the fund. Three main guiding questions in an RBA are: 1) How much did we do? 2) How well did we do it? 3) Is anyone better off?

As of June 30, 2024, 25,168 (unduplicated) children/youths were served by OFCY funded programs, which exceeds the projected number of children / youths to be served by 12% for the entirety of FY23-24. 2,973 parents and caregivers were served (unduplicated) by OFCY funded programs.

Most of the 25,168 children/youth were served through the comprehensive afterschool programs strategy, reaching over 9,200 children in elementary and middle schools, followed by children and youth participating in the Youth Development and Leadership strategy, which reached 6,042 children and youth this year, while 9,916 were served throughout other strategy areas.

70% of programs met or exceeded their stated enrollment goals, and 81% met or exceeded 85% of their projected enrollment goals. OFCY grant managers will continue to work with the programs who did not meet their stated projections to address issues and monitor progress in the final grant year.

Demographic Snapshot

Geographic Areas Served

Nearly three out of every four children and youth served reside in one of five zip codes in East Oakland, West Oakland, and Fruitvale/ San Antonio: 94601 (22.1%), 94621 (16.6%) 94603 (12.6%) 94605 (10.8%) and 94606 (10.3%).

Youth (by race/ethnicity)

48% of all children and youth (11,992 participants) served by OFCY Summer and Year-round programs identify as Latinx, followed by 29% that identified as Black or African American (7,183 participants), and 10% that identified as Asian (2,344 participants).



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Youth (by gender)

50% of all children and youth (12,589 participants) served by OFCY Summer and Year-round programs identify as male, followed by 49% identified as female (12,211 participants), and 1% identified as other or non-binary (341 of participants).

Youth (by age)

35% of children and youth (8,770 participants) served by OFCY Summer and Year-round programs are between the ages of 6 and 10 years, followed by 26% (6,643 participants) that are between the ages of 11 and 14 years, followed by 20% (4,912 participants) that are between the ages of 15 and 17 years, followed by 13% (3,257 participants) that are between the ages of 18 and 21, and 5% (1,336 participants) that are between the ages of 0 and 5 years.

Adults & Caregivers (by race/ethnicity)

53% of all adults & caregivers (1,646 participants) served by OFCY Family Resource Centers & Parent Engagement programs identify as Latinx, followed by 21% that identified as Black or African American (653 participants), and 6.5% that identified as Asian (192 participants).

Adults & Caregivers (by gender)

80% of all adults & caregivers (2,381 participants) served by OFCY Summer and Year-round programs identify as female, followed by 16% identified as male (482 participants), and 4% identified as other or non-binary (59 of participants).

In addition to quantitative data, OFCY funded programs also provide narrative and qualitative data about their programs including What does successful program completion look like? How will you know your program has met its intended goals? and highlights of program successes and challenges, participant success stories and descriptions of collaborative partnerships. OFCY has worked with The Bridging Group to develop and disseminate surveys to assess these types of program outcomes.

Program Level Outcomes

Currently, some but not all OFCY funded programs provide program level outcome data. Using this as a baseline, the goal over the next 18 months is to engage in discussions with grantees supported by our identified evaluator to explore the development of strategy and /or population level outcomes that are measurable, realistic, and doable to be captured in the Cityspan to inform our Results Based Accountability Framework “*Is anyone better off*”.



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Using An Equity Framework

Racial Equity Impact Analysis (REIA)

OFCY will continue its efforts to embed a Race & Equity approach to inform our priorities, identification of our focus populations, data collection and analysis and in our policy and decision making.

OFCY has continued to build on the previous work that culminated in the OFCY 2021 Community Needs Assessment & Racial Equity Analysis Report and the HSD Stressors Index to affirm our commitment to vulnerable communities and populations, utilize data to understand the current conditions, work with impacted communities, design equity approaches to remove barriers, and form partnerships with those systems that have direct influence and responsibility in mitigating the impact of barriers and systemic and institutional disparities.

OFCY Annual Evaluation

OFCY staff has identified The Bridging Group to conduct a FY22-23 retroactive evaluation report and a descriptive evaluation report for FY 23-24. OFCY staff developed evaluation surveys to measure outcomes and evaluate programs within a Results Based Accountability framework.

The FY 22-23 retroactive evaluation and FY 23-24 descriptive evaluation reports will include a comparison of service goals vs. actual goals met; an overview of the focus population served using an equity lens, highlights of successes and participant stories, identification of challenges and barriers; and a description of lessons learned.

The FY 23-24 descriptive evaluation report will include 1) a summary of responses to the grantee youth and parent surveys (*grantee parent and youth surveys were refined to include a few program impact questions*) **See Tables 3 – 9 for preliminary summary findings** and 2) integration of the results and recommendations of OYC Youth Participatory Action Research (YPAR) pilot research findings and recommendations.



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Overview of FY 23-24 Survey Participants

The following is a preliminary summary of key results from the FY23-24 OFCY grantee youth and parent surveys. Surveys were collected from May – June 2024 and, in total, 2,158 people completed surveys. Of this number, 1,680 children and youth completed surveys, and 478 parents and caregivers completed surveys. Surveys were available in English and Spanish; 1,501 children and youth and 263 parents and caregivers completed a survey in English, 179 children and youth and 215 parents and caregivers completed a survey in Spanish.

Highlights of FY 23-24 Survey Results

OFCY Program Participant Satisfaction

Overall, 77% of OFCY all participants reported they were very satisfied or satisfied with their program. Table 3 provides a breakdown of satisfaction percentages by OFCY strategy.

Table 3: Overall Participant Satisfaction	N	%
<i>Percentage of responses indicating strongly agree or agree</i>		
Family Resource Centers & Parent Engagement	471	96%
Violence Prevention	34	91%
Youth Leadership and Development	544	84%
Career Access and Employment for Youth in School	56	82%
Career Access and Employment for Opportunity Youth	64	81%
Middle School Wellness & Transitions	59	80%
High School and Post-Secondary Success	314	77%
Social-Emotional Well-Being in Early Childhood	7	71%
After-School Middle	355	63%
After-School Elementary	254	39%

In addition to measuring overall satisfaction, participants were asked to indicate their level of agreement for specific strategy-level input or outcomes of interests. Tables 4 – 9 provide highlights of these results.

Table 4: Children and Youth Program Experience (N=1680) (Includes Youth Leadership and Development, Career Access & Employment for Youth in School and Opportunity Youth, Middle School Wellness & Transitions , Afterschool-Elementary and Afterschool-Middle, Violence Prevention, and Highschool and Post-Secondary Success)	%
<i>Percentage of responses indicating strongly agree or agree</i>	
I have an opportunity to talk about what I’ve learned in this program	76%
Adults in the program tell me what I am doing well	80%
In this program, I feel more comfortable sharing my opinion	67%
In this program, I try new things	86%
There is an adult in this program who notices when I am upset	71%
This program helps me to think about my future.	72%
I feel like I belong in this program*	74%
*asked in afterschool elementary programs only (n=254)	



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Table 5: Academic-Related Outcomes (Includes Middle School Wellness & Transitions, Afterschool-Middle School and Highschool and Post-Secondary Success)	Middle School (n=414)	High School (n=314)
Percentage of responses indicating strongly agree or agree		
This program increased my sense of belonging in my school or program	65%	83%
Because of this program, I participate in more class discussions and activities at school	62%	NA
This program increased my interest in completing school/staying in school	70%	76%
The program makes me feel motivated and assisted me to achieve my academic goals or to learn in school	64%	82%
This program helps me improve my communication skills	67%	NA
College or a career feels attainable after graduation because of this program	NA	72%

Table 6: Employment-Related Outcomes (N=120) (Includes Career Access & Employment for Youth in School and for Opportunity Youth)	%
Percentage of responses indicating strongly agree or agree	
Because of this program, I have a resume and know how to navigate the job search and interview process	90%
This program helped me understand additional skills I may need for industries I am interested in	92%
At this program, I learned what is expected in a work setting	93%
Percentage of participants who:	
Received assistance in getting an unpaid internship or on the job training	40%
Received assistance in getting a paid internship or job	63%
Average hourly wage	\$18/hour

Table 7: Violence Prevention-Related Outcomes (N=34) (Includes Violence Prevention Programs)	%
Percentage of responses indicating strongly agree or agree	
Since coming to this program:	
I have an adult I can rely on	82%
I am more of a leader	76%
I am better at saying no to things I know are wrong	88%
I am better at staying out of situations that make me feel uncomfortable	82%
If I am in a situation where I feel unsafe, this program provided resources or created opportunities to call for support	88%



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Table 8: Leadership and Connections to the Community-Related Outcomes (N=544) (Includes Youth Leadership and Development Programs)		%
Percentage of responses indicating strongly agree or agree		
Since coming to this program:		
This program has given me the skills to advocate for myself and my community		74%
I feel more connected to my community		79%
I've learned new leadership skills		78%

Table 9: Parent/Caregiver Outcomes (N=478) (Includes Family Resources Centers & Parent Engagement and Social-Emotional Well-Being in Early Childhood)		%
Percentage of responses indicating strongly agree or agree		
Program Structure, Environment, & Staff		
This program connected me with other programs and resources that can help my family.		90%
Program staff refer me to other organizations or programs when they can't help me with certain issues.		91%
Program staff work well with families from different backgrounds.		92%
Program staff help to make me feel comfortable and supported.		96%
In this program, I feel comfortable asking questions and sharing concerns about my children and about parenting.		83%
Child Development		
Because of this program, I have a better understanding of what behavior is typical at my child's age.		76%
This program taught me how to identify what my child needs.		76%
Because of this program, I have a better understanding of how my child is growing and developing.		76%
Because of this program, I know more about how to keep my child safe and healthy.		78%
As a result of this program, I feel better prepared to stand up for or be an advocate for my child.		79%
This program taught me how to help my child be ready for school.		75%
Parental Skill Development		
Because of this program, I sing, read, or tell stories to my child more often.		74%
This program helped me to understand how to respond effectively when my child is upset.		74%
Because of this program, I spend more time playing, listening to, or talking with my child.		74%
Because of this program, I have more leadership skills.		74%



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Currently, some but not all OFCY funded programs provide program level outcome data. Using this as a baseline, the goal over the next 18 months is to engage in discussions with grantees supported by our identified evaluator to explore the development of strategy and /or population level outcomes that are measurable, realistic, and doable to be captured in the Cityspan to inform our Results Based Accountability Framework “Is anyone better off?”

To help guide and inform this work, The Bridging Group staff are analyzing and coding the individual grantee-determined outcome narratives submitted through the Cityspan database. This analysis will help to identify the most common overall OFCY outcome categories and strategy-specific outcomes. As OFCY looks to strengthen its Results-Based Accountability Framework, these results will be shared with grantees and other OFCY stakeholder for their input and will be used to inform more standardized outcome reporting across all OFCY programs and strategies.

Current OFCY Grantee Narrative Progress Questions in Cityspan

- Describe what the successful completion of the program and services look like for the participants.
- How will you know your program has met its intended goals?
- Share your OFCY funded program’s highlights and successes in this quarter. Include community events or other activities.
- What challenges have been faced this quarter?
- Provide updates on all changes concerning agency and program staff, scheduling, space and location, activities, etc., and their impacts on your OFCY program. Are you planning any additional changes in the coming months? If yes, what are they and how will they impact your OFCY program?
- Describe the partnerships with other programs or agencies that directly supported your OFCY-funded programming this quarter.
- Please share a highlight or an achievement of your OFCY Funded program this quarter.
- Please share a highlight or an achievement from an OFCY participant this quarter.
- Do you have photos, newsletters and/or fliers that support an activity from this quarter? You can also share links to videos in the anecdotal story or comments sections.



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Current OFCY Grantee Performance Objectives (Stats)

- Youth Participant Service Intensity
 - Projected to Actual Enrollment (Total participants served)
 - Projected to Actual service hours (Total service hours delivered)
- Services (Group, Individual Activities, and Internships & Employment)
 - Projected to Actual service enrollment per activity (quarterly totals and averages per youth)
 - Projected to Actual service hours per activity (quarterly totals and averages per youth)
- Activities Without Personal Information
- Overall Year to Date
- Participant Demographics
 - Youth and Adults

With the number of funded agencies, it would require a significant monetary investment (over a million dollars annually) to implement an outcome evaluation of individual client / youth changes that can be directly and reliably attributed to just OFCY as young people have multiple supports above and beyond OFCY funding alone. Any in-depth direct engagement of young people in research would necessitate an Institutional Research Board (IRB) approval to meet the research ethics standard for studying human subjects.

Programmatic Restructuring Changes to OFCY Grant Programs for 2023 – 2024; 2024-2025 and 2025-2026 (Bridge Year Extension)

OFCY partners closely with the Oakland Unified School District (OUSD)'s Extended Learning Office (ELO) to monitor, evaluate, and support after-school programs. Below describes the changes with agencies managing grant funded Afterschool Programs:

- OFCY Staff recommends the transfer of the program grant for Girls, Inc to Bay Area Community Resources (BACR) based on a recommendation from OUSD.
- OFCY Staff recommends the transfer of the program grant for Higher Ground to Safe Passages based on a recommendation from OUSD.

OFCY Staff also has the following funding recommendations:

- Staff recommends the transfer of funding from Covenant House to their subgrantee, Dream Youth Clinic to continue the work of the Dreamcatcher Youth Program. Covenant House declined funding. Dream Youth Clinic, their subgrantee, is prepared to assume the lead role.
- Staff recommends the transfer of funding allocation from Jewish Family Community Services – East Bay (JFCS-EB) to Lincoln's Early Childhood Mental Health Collaborative. JFCS-EB declined to renew funding for Fiscal Year 2024-2025. Oakland Unified School District recommended that JFCS-EB's funding be transferred to Lincoln to provide a continuity of service to OUSD's early education programs and assume responsibility of JFCS-EB's former partner schools. OFCY staff agrees.



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- Genesys Works Bay Area merged with their parent organization, becoming Genesys Works. Staff has updated the attached funding list to reflect this update.
- McClymond's Youth Leadership program and the identified provider is pending determination.

Final Remarks

This report may be updated at a future POC meeting based on additional information, analysis and/or the release of the proposed City of Oakland Biennial Budget for FY 2026-2028.

Action Requested

Staff requests that the POC:

Adopt a motion to approve the extension of grant awards (bridge year) for 147 programs providing direct services during school year and year-round for Fiscal Year (FY) 2025-2026 with annual awards totaling \$18,837,382, and with specific funding amounts as provided in the list attached.



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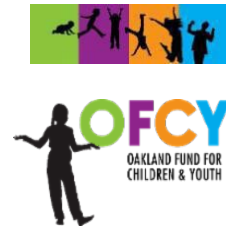
Add table of grants and funding

AGENCY NAME	Program Name	FY 2024-2025
Social-Emotional Well-Being in Early Childhood		\$775,000
LifeLong Medical Care	Project Pride	\$75,000
Lincoln	Early Childhood Mental Health Collaborative	\$475,000
Oakland Parks, Recreation & Youth Development (OPRYD)	Community Adventure Pre-K Playgroup (C.A.P.P.)	\$100,000
Through the Looking Glass	Nurturing Relationships and Strengths of 0-5 Children and Their Families	\$125,000

Family Resource Centers and Parent Engagement		\$2,261,035.00
BANANAS, Inc	Healthy Havenscourt Early Care and Kinder Readiness Hub	\$500,000
Dads Evoking Change	Dads Evoking Change	\$40,000
East Bay Agency for Children (EBAC)	Hawthorne Family Resource Center	\$238,474
Family Bridges, Inc.	Social Services to Young Children & Their Families	\$40,000
Lincoln	New Highland RISE Family Resource Center (NHRFRC)	\$220,000
Lotus Bloom	Culturally Responsive Family Resource Center	\$248,993
Our Family Coalition	LIFTS (LGBTQ Intersectional & Inclusive Family Support & Trauma Services)	\$125,000
Refugee & Immigrant Transitions (RIT)	Parent Tot Initiative (PTI)	\$250,000
Safe Passages	Safe Passages Baby Learning Communities Collaborative	\$499,936
Tandem, Partners in Early Learning	Early Learning Everywhere: Building Family Connections	\$98,632



Comprehensive School-Based Afterschool at Elementary Schools		\$3,230,000.00
Bay Area Community Resources	ACORN Woodland Elementary	\$85,000
Bay Area Community Resources	Brookfield Elementary	\$85,000
Bay Area Community Resources	Emerson Academy	\$85,000
Bay Area Community Resources	Esperanza Academy	\$85,000
Bay Area Community Resources	Fred T. Korematsu Discovery Academy	\$85,000
Bay Area Community Resources	Global Family Elementary	\$85,000
Bay Area Community Resources	Grass Valley Elementary	\$85,000
Bay Area Community Resources	Hoover Elementary	\$85,000
Bay Area Community Resources	Lockwood STEAM Academy	\$85,000
Bay Area Community Resources	Madison Park Academy	\$85,000
Bay Area Community Resources	Markham Elementary	\$85,000
Bay Area Community Resources	Martin Luther King Jr. Elementary	\$85,000
Bay Area Community Resources	Oakland Academy of Knowledge Elementary	\$85,000
Bay Area Community Resources	Prescott Elementary	\$85,000
Bay Area Community Resources	Sankofa United Elementary	\$85,000
East Bay Agency for Children	Achieve Academy	\$85,000
East Bay Agency for Children	Manzanita Community School	\$85,000
East Bay Agency for Children	Manzanita Seed	\$85,000
East Bay Agency for Children	Rise / New Highland Academy	\$85,000
East Bay Asian Youth Center	Franklin Elementary School	\$85,000



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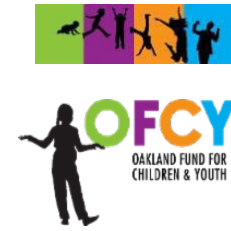
Comprehensive School-Based Afterschool at Elementary Schools		
East Bay Asian Youth Center	Garfield Elementary School	\$85,000
East Bay Asian Youth Center	Lincoln Elementary School	\$85,000
Girls Inc. of Alameda County	Allendale Elementary	\$85,000
Girls Inc. of Alameda County	Bella Vista Elementary	\$85,000
Girls Inc. of Alameda County	Bridges@Melrose Academy Elementary	\$85,000
Girls Inc. of Alameda County	Burckhalter Elementary	\$85,000
Girls Inc. of Alameda County	Horace Mann Elementary	\$85,000
Girls Inc. of Alameda County	La Escuelita	\$85,000
Safe Passages	East Oakland Pride Elementary	\$85,000
Oakland Leaf Foundation	Encompass Academy Elementary	\$85,000
Oakland Leaf Foundation	International Community Elementary	\$85,000
Oakland Leaf Foundation	Learning without Limits	\$85,000
Oakland Leaf Foundation	Think College Now Elementary	\$85,000
Safe Passages	Fruitvale Elementary	\$85,000
Safe Passages	Laurel Elementary	\$85,000
Safe Passages	Reach Academy Elementary	\$85,000
Ujima Foundation	Carl B Munck Elementary School	\$85,000
YMCA of the Bay Area	Piedmont Avenue Elementary	\$85,000

Comprehensive School-Based Afterschool at Middle Schools		\$1,500,000
Attitudinal Healing Commission	Community School for Creative	\$100,000
Bay Area Community Resources	Elmhurst United Middle School	\$100,000
Bay Area Community Resources	Life Academy	\$100,000
Bay Area Community Resources	Madison Park Academy	\$100,000
East Bay Asian Youth Center	Frick Unity Academy of Language	\$100,000
East Bay Asian Youth Center	Roosevelt Middle School	\$100,000
East Bay Asian Youth Center	Greenleaf	\$100,000
Envisioneers Inc.	Westlake Middle	\$100,000
Girls Inc of Alameda County	West Oakland Middle	\$100,000
Oakland Leaf Foundation	Ascend	\$100,000
Oakland Leaf Foundation	Bret Harte Middle School	\$100,000
Safe Passages	Coliseum College Prep Academy	\$100,000
Safe Passages	United for Success Academy After School Program	\$100,000
Ujiima Foundation	Lazear Charter Academy	\$100,000



Middle School Engagement, Wellness, and Transitions		\$710,000
East Oakland Boxing Association	EOBA – After-school program – Grades 6 - 8	\$100,000
Fresh Lifelines for Youth, Inc.	FLY Middle School Program for Oakland Youth	\$60,000
Lincoln	West Oakland Initiative (WOI)	\$200,000
Safe Passages	Elev8 Youth	\$100,000
The Unity Council	The Unity Council Men & Boys Program	\$250,000

High School and Post-Secondary Success		\$1,245,000.00
Centro Legal de la Raza	Youth Law Academy	\$175,000
College Track	College Track Oakland: Democratizing high school & college success for low-income, first-generation Oakland Youth	\$125,000
East Bay Asian Youth Center	SHOP 55	\$120,000
Oakland Kids First (OKF)	Knight Success: College Ready, Career Ready, and Community Ready	\$110,000
Oakland Unified School District (OUSD)	Oakland International High School: Newcomer Youth Wellness & Leadership	\$75,000
Oakland Unified School District	Student Engagement in Restorative Justice	\$150,000
Refugee & Immigrant Transitions (RIT)	Newcomer Community Engagement Program (NCEP)	\$150,000
Student Program for Academic Performance & Athletic Transitioning (SPAAT)	College & Career Performance Program	\$100,000
Tech Exposure & Access Through Mentoring, Inc.	Core Program	\$65,000
The Center for Independent Living (CIL)	Community Connection	\$75,000
The Mentoring Center	Emerge	\$100,000



Youth Leadership & Development		\$4,645,347
Alameda County Health Care Services Agency	Alameda County Court Appointed Special Advocates	\$100,000
American Indian Child Resource Center	Culture Keepers	\$90,000
Asian Pacific Environmental Network	AYPAL: Building API Community Power	\$100,000
Aspire Education	Community Reading Buddies	\$75,000
Attitudinal Healing Connection	Oakland Legacy Project	\$450,000
Bay Area Outreach & Recreation Program, Inc.	Sports & Recreation for Youth with Disabilities	\$62,000
Bay Area SCORES	Oakland SCORES	\$175,000
Chapter 510 Ink	Writing at the Center	\$75,000
Communities United for Restorative Justice	Homies 4 Justice and Dream Beyond Bars	\$150,000
Community Works West	Project WHAT!	\$100,000
Dream Youth Clinic	Dreamcatcher Youth Program	\$50,100
Destiny Arts Center	Destiny in Oakland School	\$175,000
Dimensions Dance Theater	Rites of passage	\$74,050
East Bay Asian Local Development Corporation	Lion's Pride	\$100,000
East Bay Youth Development Center	EOYDC Youth Leadership & Development Program K-8	\$250,000
Fresh Lifelines for Youth, Inc.	FLY Programs for Youth Leaders	\$99,897
Friends of Peralta Hacienda Historical Park	Peralta Hacienda Youth Programs	\$225,000
Frontline Catalysts	Climate Justice Leadership Development	\$75,000
Health Initiatives for Youth (HIFY)	Leadership in Diversity (LID)	\$75,000
Kingmakers of Oakland	Kingmaker of Oakland Media Academy	\$125,000
Museum of Children's Art (MOCHA)	Youth Leadership NOW: Futures Visioning Through the Arts	\$250,000
Music Is eXtraordinary	Exploration in Music	\$75,000
Native American Health Center, Inc.	Indigenous Youth Leadership Development Program	\$250,000
Oakland Kids First (OKF)	REAL HARD Youth Leadership Program	\$125,000
Oakland Lacrosse Club	Oakland Lacrosse: Leadership Development, Academic Counseling, Wellness Education (East Oakland Expansion)	\$50,000



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Youth Leadership & Development		
Oakland Leaf Foundation	Oakland Leaf Internship Program	\$150,000
Oakland LGBTQ Community Center, Inc.	LGBTQ Youth Leadership Program	\$225,000
Oakland Parks, Recreation & Youth Development	Discovery Science	\$90,000
Oakland Public Education Fund	Youth Beat: Media Arts & Leadership Development	\$90,000
Restorative Justice for Oakland Youth (RJOY)	Youth Program	\$225,000
Safe Passages	Get Active	\$175,000
Student Program for Academic & Athletic Transitioning (SPAAT)	McClymonds's Leadership Program (MLP)	\$114,300
The Unity Council	The Unity Council Latinx Mentoring & Achievement Program	\$200,000

Summer Academic & Enrichment		\$861,000.000
Acta Non Verba: Youth Urban Farm Project	Camp ANV	\$180,000
Destiny Arts Center	Camp Destiny	\$70,000
East Bay Consortium of Educational Institutions, Inc.	Pre-Collegiate Academy	\$75,000
East Oakland Youth Development Center	EOYDC Summer Cultural Enrichment Program (SCEP)	\$150,000
Family Support Services	Kinship Summer Youth Program	\$75,000
Girls Inc. of Alameda County	Concordia	\$60,000
Lincoln	Oakland Freedom Schools (OFS)	\$150,000
Oakland Parks, Recreation & Youth Development	Oakland Fine Art Summer School	\$50,000
Prescott Circus Theatre	Summer Circus and Academic Program	\$51,000



Violence Prevention		\$655,000.00
The Youth Employment Partnership, Inc.	CYO Inc. Healthy, Wealthy Wise	\$225,000
The Mentoring Center	TMC's Transformative Youth Violence Prevention Program	\$190,000
Youth ALIVE!	Teens on Target	\$240,000

Career Access and Employment for Opportunity Youth		\$1,660,000.00
Bridges from School to Work, Inc.	Bridges from School to Work	\$150,000
Center For Young Women's Development dba Young Women's Freedom Center	Siblings on the Rise Economic Empowerment Program	\$225,000
Civicorps	Civicorps' Conservation Career Pathways Program	\$115,000
First Place for Youth	Youth Apprenticeships for Economic Empowerment	\$225,000
Lao Family Community Development, Inc. (LFCD)	Oakland Youth Industries Exploration (YIE) Program	\$120,000
New Door Ventures	Comprehensive Job Training and Employment Program for Oakland Opportunity Youth	\$225,000
Safe Passages	Life and Career Roadmap Program	\$150,000
The Youth Employment Partnership, Inc.	Oakland Career Connections (OCC)	\$225,000
Youth Uprising	YU Career & Education Program-Job Training and Placement	\$225,000



Career Access and Employment for Youth In School		\$995,000.00
Alameda Health System	AHS-Health Excellence & Academic Leadership (HEAL) High School Healthcare Internship	\$160,000
Genesys Works	Pathways to College and Career Success for Oakland's High School Students Through Genesys Work	\$100,000
Hidden Genius Project, Inc.	The Hidden Genius Intensive Immersion	\$225,000
Oakland Unified School District	Program Exploring College, Career, and Community Options (ECCCO)	\$225,000
The Crucible	Fuego Entrepreneurship & CNC Design Career Academy	\$60,000
Youth Radio (DBA YR Media)	Media Education and Employment Pathway	\$225,000

Oakland Summer Youth Employment		\$300,000
Lao Family Community Development, Inc. (LFCD)	The Oakland Youth on the Move (YOM) Summer Program	\$125,000
The Youth Employment Partnership, Inc.	Summer Jobs for Successful Futures (SJSF)	\$125,000
Trybe Inc.	Trybe Summer Job Program	\$50,000
Total FY 24-25 Funding:		\$18,837,382



MEMORANDUM

To: OFCY Planning and Oversight Committee (POC)
From: Robin Love, Children & Youth Services Division, Human Services Dept. Manager
Date: October 16, 2024
Re: OFCY Strategic Planning Professional Services– Additional Funding for Bright Research Group (BRG) Phase III and Phase IV of the Strategic Plan

Summary

OFCY staff recommends additional funding for Bright Research Group (BRG) in the amount not to exceed One Hundred Twenty-Five Thousand Dollars (\$125,000) to complete Phases III and IV of work for the completion of the OFCY Strategic Investment Plan covering the period of July 1, 2024.

On January 17, 2024, the POC unanimously approved the Phases I & II Scope of Work for Bright Research Group (BRG) for a total amount not to exceed Three Hundred Fifty Thousand Dollars (\$350,000). The additional funds will support the final Phases of III & IV implementation of the Scope of Work outlined below.

BRG has met Phases I & II deliverables and has exceeded expectations by providing thoughtful and outstanding implementation and strategic planning work. The BRG team efforts have bolstered the capacity of OFCY to meet the Kids First Children’s Fund mandates given the current staffing composition of the OFCY team.

\$100,000 from the original award remaining will be carry forward into the new proposed budget for completion of Phases III & IV for a total amount not to exceed \$225,000 as follows:

- Phase III - \$100,000 – 7/1/2024 – 12/31/2024 (carry forward)
- Phase IV - \$125,000 – 1/1/25 – 6/30/25 (new request)

PHASES III & IV SCOPE OF WORK

<u>Deliverable/ Activity</u>	<u>Start</u>	<u>End</u>
Phase III	7/1/24	8/30/24
Strategic Development		
Update strategies based on stakeholder engagement and internal working sessions; integrate OYC YPAR into strategy development.	9/1/24	11/20/24
Draft update to the strategic plan based on agreed upon strategic updates: copyediting and design; additional updates based on feedback.		



Facilitate 1-2 community presentations on draft strategic plan to provide feedback and public comment in collaboration with OFCY.	9/1/24	9/30/24
Project Management Monthly meetings with OFCY; Attendance at POC and other meetings; Monthly 1:1 strategy meetings.	7/1/24	12/20/24
Grantee Meetings Facilitate 1-2 additional grantee convenings or other engagement with the grantees (facility and food costs covered separately by OFCY)	7/1/24	11/15/24

Phase IV

Deliverable/Activity	Start	End
Planning & Strategy Implementation Support Support with spending plan development & program design	1/1/25	2/28/25
System partner meetings and convenings to support partnership in alignment with strategies developed to ensure fidelity to strategic plan	1/1/25	3/30/25
Strategic Advising TA, advising & consultation to OFCY Human Services Manager regarding strategic plan implementation	1/1/25	6/30/25
TA & support on race equity analysis in partnership with DRE	1/1/25	6/30/25
Grantee Meetings & Engagements Grantee engagement & TA with program design and new initiative development	1/1/25	6/30/25
Project Management Monthly internal and client meetings with OFCY Human Services Manager	1/1/25	6/30/25
Attendance at POC meetings as required	1/1/25	6/30/25



Competitive RFQ #27034 for Professional Services for the Human Services Department and Department of Violence Prevention:

In October 2022, a joint Competitive RFQ was released for the following professional service categories for the period covering FY 2022 - 2025:

1. Strategic Planning and Community Engagement
2. Design, Marketing and Communication Services
3. Independent Evaluation of Program Services
4. Application and Review System, Data Systems and Management Information Services
5. Training, Technical Assistance and Capacity Building
6. Workforce-Focused Capacity Building and Employer Engagement
7. Independent Auditing (Financial and Programmatic)

BRG proposal submission was the most responsive and most qualified respondent in Category 1. Strategic Planning and Community Engagement.

The funds for Phases I & II covered community and stake holder engagement, grantee engagement, and an update to the community needs assessment. The additional funds will allow BRG execute the following additional work, Phase III, to finalize the 2025-2028 strategic plan.

Summary of Implementation Progress and Deliverable Completion – Phases I & II is attached.

Final Remarks

This report may be updated at a future POC meeting based on additional information, analysis and/or the release of the proposed City of Oakland Biennial Budget for FY 2026-2028.

Action Requested

Staff requests that the POC:

Adopt a motion to approve additional funding for Bright Research Group for the completion of Phases III & IV in an amount not to exceed \$125,000.

Since March 1, 2024, Bright Research Group (BRG) has engaged in a collaborative process with the Policy Oversight Committee (POC), OFCY staff, and community stakeholders on a community needs assessment to inform the updated 2025-28 OFCY strategic plan. Highlights from the first two phases of work include:

- **Plan for Stakeholder Engagement:** BRG met with the POC in April and May to develop a plan for the community needs assessment. BRG also met with the Department of Race and Equity to ensure alignment with the City's race equity approach, and developed a plan for stakeholder engagement, timeline and roles.
- **Grantee Engagement:** In April, BRG facilitated grantee input at a half-day in person grantee meeting. 74 CBO staff members attended the convening and provided input on OFCY's strengths & opportunities, as well as the aspirations and results they see as important for OFCY to focus on. BRG also designed a front line and executive / management level grantee survey, which was disseminated at the grantee meeting, and completed by 78 individuals.
- **Community & Youth Engagement:** BRG supported the POC in hosting three in person community input sessions in East Oakland, Fruitvale, and West Oakland. Youth and community members were invited to answer the guiding questions for the Community Needs Assessment process. BRG also hosted two virtual community webinars to hear from residents, community leaders, youth, and staff from nonprofit agencies. Additionally, BRG facilitated a meeting of the Oakland Youth Commission in May to collect input from Youth Commissioners on the strengths, opportunities, aspirations and results of each of OFCY's four goal areas. Finally, BRG developed a community survey which was distributed at community events, online, and in newspapers.
- **System Partner & Anchor Institution Engagement:** BRG conducted 13 key informant interviews with system partners and leaders of agencies that serve Oakland's children, youth and families to better understand the priorities of other key stakeholders and to identify opportunities for OFCY to deepen its partnership with agencies working to address population level inequities in Oakland. The interviews were completed in April and May.
- **Quantitative Data Analysis:** BRG analyzed publicly available quantitative data from national, state, county, and city level sources. Data was analyzed by racial and ethnic identity whenever possible to identify which groups are experiencing the greatest need within each goal area and to synthesize key trends when it comes to advancing racial equity for Oakland's children and youth. Additional demographic factors—such as indicators for income level, like qualification for free/reduced lunch, or newcomer status—were also used to further understand the complexities of need among Oakland's diverse communities.
- **Written Community Needs Assessment:** BRG completed the community needs assessment and presented key findings to the POC in July.
- **Project Management & TA:** BRG has met with OFCY staff on a bimonthly basis, engaged in collaborative working sessions, and provided ad-hoc TA to support the department and ensure all contracted work is completed on time.