

Addressing Inequities

ANNUAL REPORT 2019-2020



Dear EBAC Friends:

On behalf of EBAC's Board of Directors and staff, we thank you for taking the time to review our Fiscal Year 19-20 Annual Report. This year the health and economic disparities exacerbated by the pandemic combined with the racial inequities highlighted by national protests of police violence against Black people laid bare the enormity of the inequities EBAC has been working for years to address.

While the year began as any other with EBAC staff working along-side school and community partners to reduce the impact of trauma and social inequities on families facing barriers to well-being, the advent of COVID and the escalating racial justice movement changed how we approached our work.

We immediately narrowed our existing annual goals to maximize our impact on the issues of socio-economic disparities and racial justice, especially focusing on supporting the community through COVID-related challenges. For example, we expanded our basic need supports for those thrown out of work by giving them direct rental assistance as we worked rapidly to connect families to COVID related public benefits such as expanded unemployment payments. We helped families secure distance learning tools such as WI-FI and computers and counseled our children and youth clients through their feelings of isolation and loss. Through Trauma Transformed, we helped compile resources to scaffold emotional support for strained first responders.

We understand that as an organization, EBAC is part of systems that, despite altruistic intention, can still perpetuate racial inequality. To expedite our own systems transformation, we accelerated work to ensure our own internal policies and practices are consistently centering equity and are reviewing how to most impactfully adapt our program designs to further the objective of racial justice.

EBAC's leadership is extremely proud of our dedicated staff who persevered through their own personal challenges during these health, racial, economic and educational crises to creatively work to meet our clients' evolving and unique needs. We know, however, there is still much more to do.

With the partnership of our dedicated supporters, stakeholders, and community partners, we continue our work toward our Theory of Change North Star that **"all children, youth and families are resilient and experience racial and economic equity"**. We commit to listen to families and help them secure the resources and services they need in the moment to sustain themselves until the pandemic is behind us.

With gratitude,



Josh Leonard, CEO



Mimi Park, President
Board of Directors



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"The EBAC person stayed on the phone with Medi-Cal with me for 1 1/2 hours and was still nice."
— Family Resource Center Client

Health and Justice

THE PANDEMIC PIVOT

When COVID hit, EBAC staff immediately regrouped and began asking families, "What do you need right now?" Staff pivoted their work to provide:

- telehealth counseling and text check-ins
- deliveries of food, diapers and cleaning supplies
- connection to Wi-Fi and computers for student distance learning
- connection to pandemic related relief benefits and services
- virtual afterschool and grief support programming

We provided direct financial support, including to immigrant and undocumented families left out of government relief. This work and family wellness checks continued through the end of the school year, into the summer and beyond.

SAMPLING OF COVID RESPONSE SERVICES

EBAC therapists remained a consistent source of support during a time of change and deep uncertainty for our student clients and their families. We gave supplies to clients so they could continue art and play therapy with their EBAC therapist via tele-health. We provided families with grocery gift cards to help ease their stress.

Teen participation in Circle of Care grief support grew as we implemented Zoom groups during COVID, expanding our understanding about how to best serve the needs of a digitally savvy generation.

EBAC staff assisted overwhelmed families with their unemployment applications, spending hours on the phone in an oversaturated system to follow-up.

EBAC created and delivered custom trainings for staff and other service providers on Trauma Informed Pandemic Responses, including Understanding the Four Phases of a Pandemic, Clinical Guidelines for Services During COVID, and Community Resources during COVID.

EBAC's Wellness Coach offered Turn-It-Up Tuesday's "Shelter In-Grace" 20-minute, mid-day exercise break Zoom sessions to help staff relax and recharge as we navigated through the uncharted waters of COVID together.

An army of volunteers, many from the EBAC Auxiliary, joined EBAC staff to launch and operate home delivery of food normally provided to families via a traditional in-person food bank not safe to operate during the pandemic.

RACIAL JUSTICE

EBAC's commitment to reduce the impact of social inequities is embedded in our mission statement and an overt part of our work and organizational culture. When George Floyd's death ignited a renewed call for racial justice, EBAC publicly recommitted to our equity goals:

- Prioritize racial equity within our own organization knowing we are a part of systems that perpetuate white supremacy and are not free from the manifestations of this in our own operations
- Guide and shape our programs with input from those who are recipients of our services
- Leverage our experience in system transformation to assist public systems and community-based organization in updating their policies and practices to center equity and be accountable to BIPOC communities
- Share our understanding and knowledge to encourage and educate our supporters and stakeholders to take their own actions to advance the cause of anti-racism

“When a patient has concerns and I feel I am under time pressure, I’ll pause and check-in to ensure that I am not ignoring this patient’s concern or not acknowledging their pain more because they are a woman of color.”
— New York Public Health Provider applying principles learned through EBAC’s Trauma Transformed trainings

EBAC Update



NEW EBAC HUB

In December 2019, 56 staff relocated from 3 different Oakland offices into our new EBAC HUB at 2828 Ford Street in Oakland’s Jingtletown neighborhood. Opening our HUB was the fulfillment of EBAC CEO Josh Leonard’s vision – to harness the synergy and creativity of staff working in proximity to one another across programs and disciplines to drive program and process improvement and ultimately better outcomes for our children, youth and family clients.

For a few short months this renovated carpet warehouse became home to EBAC’s administrative function as well as many programs and their staff, and it will be our home again post-pandemic. Oakland Mayor Libby Schaff helped cut the ribbon at our Grand Opening in January 2020.

Thank you to our generous donors who contributed to the Capital Campaign that funded this warehouse transformation.

TRAINING

EBAC’s commitment to a highly trained workforce continues. Our training program doubled in size from the prior year. EBAC provided 1,759 hours of training to 3,870 child and family serving professionals from EBAC and 77 partner agencies. Our trainings focused on increasing knowledge of trauma informed practices, child and family resiliency building strategies, and understanding the importance of cultural identity, bias, and privilege.

TRAUMA TRANSFORMED

Trauma Transformed’s system transformation work extends well beyond the Bay Area region. Trauma Transformed provided technical assistance and facilitation for both local and national partners working to center equity in their work by embedding trauma-informed practices, policies and protocol into their organizational culture. Projects this year included:

- Provided technical assistance to develop and implement curriculum and leadership practices to eliminate racial inequities in maternal health in 14 New York City hospitals
- Led Healing Networks in California and Washington to center trauma-informed and racially just systems
- Trained over 3,000 staff in 7 Bay Area pediatric safety net clinics to embed trauma-informed screening, practices, and structures enabling staff to better respond to client ACES (Adverse Childhood Experiences) www.TraumaTransformed.org



“I am always inspired by the amazing work that EBAC’s Trauma Transformed and the (HopeSF public housing) residents are leading. It has been truly transformative.”

Ellie Rossiter, San Francisco Foundation



"I never wanted to tell my mom I wanted to visit my dad, but now, because you helped me find the words, we are going to have a picnic at the cemetery for his birthday."
— Circle of Care Youth Client

Program Impact

BEHAVIORAL HEALTH COUNSELING

EBAC's 67 clinical therapists provided 30,107 hours of services to 982 children and youth who attend 44 schools in 8 school districts throughout Alameda County. Students experiencing anxiety, depression, and self-regulation issues, as examples, received individualized treatment to build skills and resilience. Through funding new to EBAC this year, our therapists were able to serve 60 families including children and youth in Berkeley to whom we had previously been unable to offer such behavioral healthcare.

INTENSIVE COUNSELING

70 students in special education programs in 5 high schools and one middle school in Oakland and Alameda received intensive daily coaching and ongoing therapy from EBAC to help them identify and achieve personal goals that included increasing participation in mainstream classrooms, improving self-regulation, building healthy relationships with adults and peers, and working toward academic achievement and graduation.

THERAPEUTIC NURSERY SCHOOL

EBAC's Therapeutic Nursery School provided specialized services to 16 preschool students addressing social, emotional and learning challenges often resulting from early childhood trauma. Planning began to broaden the program's reach with a program redesign that we plan to implement in 2021.

YOUTH EMPOWERMENT SERVICES

EBAC's case managers, newly trained in advanced coaching techniques, invested 2,600 hours in 183 Oakland youth, helping these teens set and attain meaningful goals that put them on the path to a hopeful future. EBAC Case Managers know that the care, attention and commitment of just one adult, like themselves, can tip the scale for a youth at risk of making bad decisions that forever change the trajectory of their life.



Program Impact Continued



CHILDHOOD GRIEF

169 members of 67 grieving families found healing through 6 sessions of our 10-week peer support group program and 3 cycles of Resilient Parenting for Bereaved Families educational workshops. EBAC conducted our very first Spanish speaking Circle of Care groups and focused energies cross referring families to EBAC’s Family Resource Centers to help them meet other critical needs during difficult times.

AFTERSCHOOL

Over 500 students in 4 Oakland schools participated in our afterschool programs. In addition to academic help and enrichment classes, these elementary school students received specialized support from EBAC staff that fostered their love of learning and helped them develop skills to regulate their emotions, cope with everyday challenges, and build strong and healthy relationships with peers, teachers and family members. EBAC staff work in partnership with the school staff as well.

FRICK HEALTH AND WELLNESS CENTER

Students at East Oakland’s Frick Impact Academy middle school received medical, dental and behavioral health services at the Health & Wellness Center EBAC manages on campus. Staff at Frick also received tremendous support from EBAC’s Wellness Coach who completed his 4th year collaborating with teachers and other school staff to build their own resilience against trauma and incorporate healing and mindfulness practices into their classrooms and campus culture.

FAMILY RESOURCE CENTERS

Staff at EBAC’s 5 Family Resource Centers in Fremont, Hayward, San Leandro and Oakland enrolled or re-enrolled thousands of families in Medi-Cal and Cal Fresh to help these families send their children to school healthy and fed. EBAC’s Family Resource Centers distributed 264 tons of food via foodbanks and mobile food pantries. EBAC staff contacted 1,551 families to share the importance of dental health and connected 562 of these families directly to dentists. Families facing significant barriers to health were assessed for pressing needs, linked to benefits and resources, and co-developed with staff an individualized family case plan to build parental skills that promote wellness, functioning and resiliency.

EARLY CHILDHOOD & PARENT EDUCATION

Early childhood activities started at the Central Family Resource Center, expanding the important parent/child educational readiness programs already in operation at our Hawthorne Family Resource Center (HFRC) also in Oakland. HFRC staff devised a plan to provide food to all families enrolled in its two early childhood programs at Achieve Academy when the health and financial crises began.

“Coming to the program made my preschool age children more independent and responsible. They learned to coexist and take their turns. Now that both are in school, I now know that the time I invested was not wasted time because this program was how they learned to be happy in school learning.”

Little Steps to College (early childhood program) parent participant

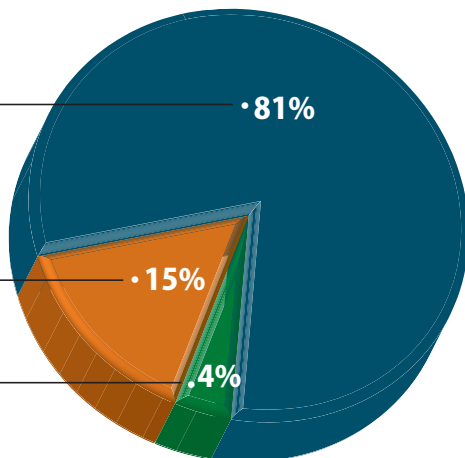
Fiscal Year 2019-2020 Financials (Audited)

REVENUE \$16,797,951

Government
\$13,680,003

Foundations,
Contributions
and Events
\$2,454,113

Program Fees
\$663,835

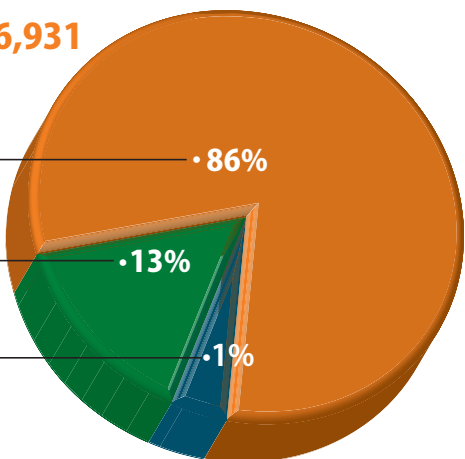


EXPENSES \$15,506,931

Program Services
\$13,393,196

Supporting Services
\$1,926,194

Fundraising
\$187,541



5 YEAR REVENUE TREND

Fiscal Year 2015-2016	\$ 11,279,368
Fiscal Year 2016-2017	\$ 12,731,549
Fiscal Year 2017-2018	\$ 13,731,923
Fiscal Year 2018-2019	\$ 14,953,681
Fiscal Year 2019-2020	\$ 16,797,951



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LEARN MORE: EBAC.org CONTACT US info@EBAC.org

VISIT: EBAC.org/CommunityPartners for a list of EBAC's valued funders and donors



Management and Volunteer Leadership

(As of November 2020)

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Josh Leonard, *Chief Executive Officer*
 Roger Ailshie, *Chief Financial Officer*
 Tammy Jones, *Chief Operating Officer*
 Sandra Portasio, *Chief Program Officer*
 Julie West, *Chief Development Officer*
 Shawana Booker, *Trauma Transformed Center Director*
 Lisa Hilley, *Director of Impact and Evaluation*
 Melissa Green, *Interim Senior Director, Intensive Behavioral Health*
 Meg Howard, *Senior Director of School based Behavioral Health*
 Kristin Wagner, *Senior Director of School and Community Wellness*

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