

2024



A Year to Dream, Heal, and Belong



At EBCF, we believe that everyone should have the economic freedom to dream, heal, and belong. Over the past year, we've partnered with donors, social movements, and the community to transform political, social, and economic outcomes for everyone who calls the East Bay home.

By bringing our community together around a shared vision of a just East Bay, we deepened our sense of interconnectedness and motivated supporters to take action. We funded visionary movement leaders, supported capacity building for Black-led organizations, provided critical resources for the arts, and invested in the resiliency of small businesses.

If you're reading this, you played a critical role in fueling this community-led social change, and I want to thank you for the trust you've put in EBCF and in me as the president and CEO.



Too often, movements for change focus on what we're fighting against instead of what we're fighting for. EBCF will always resource the leaders who are facing challenges head-on. At the same time, I believe we must look beyond immediate attacks to envision and plan for the future we want.

For me, that means building a world where our systems serve us, where everyone can learn and grow, where we can all keep dreaming. It's a beautiful future, and I'm more confident than ever that we will get there together. Thank you.

A stylized, handwritten signature in black ink, which appears to read "Brandi Howard".

Brandi Howard
PRESIDENT & CEO

By The Numbers

\$4.2M

INVESTED THROUGH EBCF'S
CAMPAIGN FOR A JUST EAST BAY

2,316

GRANTS MADE
IN FY24

1,553

TOTAL ORGS
FUNDED

\$108M

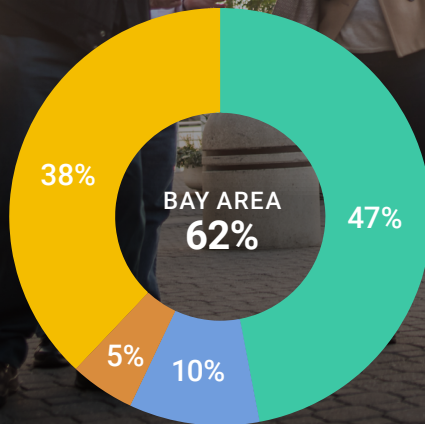
AWARDED THROUGH
DONOR-ADVISED FUNDS

139

EAST BAY CMTY
PARTNERS

317

DAFS
AT EBCF

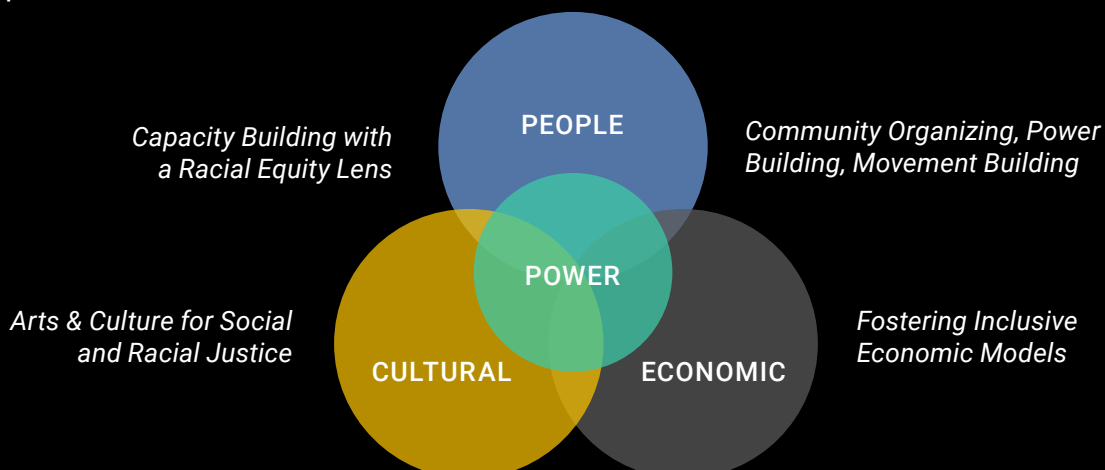


GRANTS BY REGION

- EAST BAY 47%
- SAN FRANCISCO 10%
- OTHER BAY AREA 5%
- OUTSIDE BAY AREA 38%

For nearly 100 years, EBCF has served as an anchor in the East Bay, pooling the resources of individual donors, families, businesses, government, and foundations – and moving that capital into the community, where it has an immediate impact.

Our team works to understand the social change landscape of the East Bay, then moves resources quickly and frees leaders to focus on what matters most – their work with and for the people of the East Bay. Through four key strategies, EBCF supports communities as they build cultural, economic, and people power.



Celebrating Our Community Partners

EBCF's community partners have a profound impact on Alameda and Contra Costa counties across six impact areas.



AFFORDABLE HOUSING

The housing crisis continues to hit low-income communities the hardest, and EBCF partners are fighting back.

- In Oakland, where more than 50% of residents rent their homes, **Causa Justa: Just Cause** and its allies won tenant protections that will prevent unnecessary evictions following the expiration of the COVID-19 moratorium.
- In Antioch, **ACCE Contra Costa** celebrated the passage of a new tenant anti-harassment ordinance, and Richmond passed a first-of-its-kind equitable public lands policy that will support the development of permanent affordable housing.



GOOD JOBS

Good jobs are a fundamental building block of a just economy – raising wages, lifting people out of poverty, and ensuring dignity at work.

- **EBASE's** worker rights campaign won the landmark decision of \$400,000 in back wages to hotel workers – the largest determination of labor standards violation in Oakland's history.
- **Mujeres Unidas y Activas (MUA)** reached more than 1,000 immigrant women through street outreach, recruited 165 as new members, and graduated 70 from their leadership training. MUA also opened a new Union City community center that offers domestic workers vocational training, English classes, and workshops on domestic violence, civic participation, and worker rights.



HEALTHY ENVIRONMENT

The Bay Area may be known for its natural beauty, but low-income communities continue to fight against a harmful legacy of environmental racism.

- **Communities for a Better Environment (CBE)** negotiated with Raven SR Bioenergy Project to secure \$500,000 for community reinvestment in Richmond, along with a commitment to adhere to strict air pollution limits.
- **Asian Pacific Environmental Network (APEN)** helped secure \$9.25 million in public investments to build a new, larger Lincoln Square Park and Recreation Center in Oakland Chinatown to assist residents before, during, and after disasters – in the languages people speak at home.



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HEALING ARTS & CULTURE

Storytelling, arts, and cultural practices create pathways for survival, healing, and resistance and have deep roots in BIPOC communities.

- **Richmond Art Center** offered exhibitions, arts education, and community events – including a Juneteenth paint-and-sip event and their 61st Annual Holiday Arts Festival. Of the 500 artists that exhibited their work over the year, 77% were BIPOC, and 54% of their 4,000 students attended classes at no cost.
- In Oakland, **Destiny Arts Center** used movement-based arts to uplift youth voices as they advocate for justice and build a community where everyone feels seen, valued, and free. In 2023, their school and community program served over 5,000 youth at 40 school sites throughout the East Bay.



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ENTREPRENEURSHIP & LAND OWNERSHIP

Unjust financial systems continue to disproportionately harm BIPOC communities, excluding many from wealth-building opportunities.

- **Sogorea Te' Land Trust** partnered with Movement Generation to return 43 acres of land to Indigenous care in the unceded Bay Miwok territory of the East Bay Area.
- Through the \$10M **REAL People's Fund**, EBCF's endowment, and many of our donor-advised funds, we invested directly in BIPOC-led businesses and funds, moved resources into community banks and local credit unions, worked with values-aligned BIPOC and women financial managers, and expanded our environmental, social, and governance (ESG) investments.



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EQUITABLE EDUCATION

Education has the power to transform lives, but too often, school systems criminalize low-income and BIPOC children instead of empowering them.

- **A Black Education Network (ABEN)** empowered local educators with the publication of a new book, *A Soul-Centered Approach to Educating Teachers*, and their 18th Summer Institute, *Pedagogies & Practices for Successfully Reaching African American Students*.
- The Oakland-born **Hidden Genius Project** built on the success of its 15-month Intensive Immersion Program, serving youth at its Oakland Ubuntu Center and at Richmond's RYSE Commons, as well as expanding nationally to Atlanta, Chicago, and Detroit.

Collaborating for Impact

No single organization and no single funder can create the just and inclusive East Bay we all deserve. That's why collaboration is at the heart of everything we do at EBCF. By taking leadership roles at donor tables and funder collaboratives, educating professional advisors, and advising philanthropists on their personal giving strategies, we magnify our impact and accelerate change.

BELONGING IN OAKLAND: A JUST CITY CULTURAL FUND

Belonging in Oakland: A Just City Cultural Fund is a unique public-private partnership between Oakland's Cultural Affairs Division, the Akonadi Foundation, and EBCF, with major funding from the Surdna Foundation. In early 2024, the Fund awarded three-year grants of \$137,000 per year to three outstanding projects for collaborations across Oakland-based cultural and social change organizations led by Black, Indigenous, and other people of color.

YOUTH POWER FUND

The Youth Power Fund (YPF) is a pooled fund and participatory grantmaking effort focused on supporting youth organizing in Northern California. This spring, YPF announced \$1.12M in grants to 32 youth organizing groups working on mental health, the climate crisis, housing, education, gender justice and LGBTQ rights, and more. By pooling funds from foundations and individuals, YPF increases the number and size of the grants, centers youth voices, and magnifies our collective impact on the field.



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Investing in the arts is investing in community. By funding the arts, we meet people where they are and tell them, 'I see you. I hear you. You matter.'"

– Debrah Giles
SENIOR
PROGRAM DIRECTOR



“

BIPOC young people are addressing the toughest challenges in our communities. These groups represent the creative and courageous ways those most impacted are transforming our societies."

– Josh Lee
SENIOR
PROGRAM OFFICER



REAL PEOPLE'S FUND

As part of our commitment to creating an inclusive East Bay economy, EBCF supports entrepreneurship and other wealth-building strategies in communities of color through the REAL People's Fund (RPF) – an innovative \$10M community-led investment fund and entrepreneurship program. By providing capital, business support, and community organizing opportunities, RPF builds economic opportunity, political voice, and influence of entrepreneurs of color in the East Bay. Together we are poised to move over \$5M more into the community over the next few years.

ASCEND: BLO

Funding for capacity building remains rare, and unrestricted funding even rarer. In the fall of 2023, ASCEND: BLO selected 10 organizations to receive \$20,000 grants aimed at investing in wellness at Black-led organizations. Leaders reported using the grants to support diverse initiatives, ranging from leadership retreats to funding for benefits and staff time off. Given the positive response from the community, ASCEND: BLO plans to include wellness in future funding rounds.

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Power is created through collective action. RPF's goal is to strengthen the leadership and power of entrepreneurs, businesses, and worker-owned cooperatives.”

– Sabrina Wu
SENIOR
PROGRAM OFFICER



“

We trust community leaders to be the experts on their own work – including knowing what interventions are right for them and the community they serve.”

– Byron Johnson
SENIOR PROGRAM
DIRECTOR



Cultivating a Community of Philanthropists

Through our donor organizing and philanthropic advising, EBCF helps individuals and families maximize the impact of their donations. Over the past year, we partnered with hundreds of donors and fund advisors, shared information about the East Bay's social justice ecosystem, and directed resources towards visionary community leaders.

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It's impossible as a part-time philanthropist to keep up with everything that's happening with East Bay nonprofits. EBCF is an effective conduit for respectful, productive philanthropy that can really impact lives.”

– Deborah Kirshman
FUND ADVISOR



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EBCF's fund advisors are curious, committed, and always looking to increase their impact. I love being a matchmaker connecting local organizations with donors who are passionate about supporting them.”

– Marta Grajeda
SENIOR PHILANTHROPIC ADVISOR



The Quadruple Bottom Line

When it comes to managing their philanthropy, donors have more choices than ever. I tell people that investing in EBCF advances a quadruple bottom line, generating social and financial returns that benefit our community in four ways:

1. We offer competitive market returns so philanthropic capital continues to grow, increasing your future impact.
2. We are committed to working with money managers who are minority and women-owned business enterprises (MWBEs), creating opportunities for people who have historically been shut out of finance.
3. We invest our assets in socially responsible and mission-aligned sectors, with an eye towards racial equity, sustainability, and ESG impact, focusing where possible on solving California's challenges.
4. Instead of enriching shareholders, our fees strengthen EBCF's community leadership and grantmaking on critical issues like workforce development, housing, and healthy environments in Alameda and Contra Costa counties.

That's an impact we can all be proud of! I'm so grateful to our more than 600 fund holders for investing in the future of the East Bay. If you'd like to learn more, you can reach our team at philanthropic_advisors@eastbaycf.org.

Elle Fersan
VP OF PHILANTHROPY

In Community, We Thank You

When my family moved back to the East Bay, we wanted to put down roots and claim this vibrant, diverse community as our own. As an entrepreneur, activist, and fundraiser, I also came in with eyes wide open, aware of the challenges facing our region and committed to being part of the solution.

EBCF quickly became my home base for making an impact in this community. Although we have a family foundation elsewhere, we created a donor-advised fund at EBCF, and I got involved in Citizens for the Vote, one of EBCF's many giving circles. When Brandi Howard joined as EBCF's new president and CEO, I was so energized by her vision that I jumped at the chance to become chair of the board.



Nearly 100 years into our history, EBCF is poised for great things. But we can only achieve greatness if we bring all of our resources and power to this fight. Being all in for the East Bay means leaving nothing on the table. And we can't do it without you.

So, from me and my fellow board members, thank you for being part of our community. Thank you for investing in the future of EBCF so that EBCF can safeguard the future of the East Bay. Together, we are building an East Bay where everyone can thrive.


Iara Peng
BOARD CHAIR



EAST BAY COMMUNITY FOUNDATION