



Mayor's Office of Housing and Community Development

COMMUNITY DEVELOPMENT SERVICES

REQUEST FOR PROPOSALS FY 2021-22

**Due Friday, March 26, 2021
At 5:00 p.m.**

RFP Questions?

Email CommDevRFP@sfgov.org
Phone (415) 701-4228

**Need alternative formats for
persons with disabilities?**

Email eugene.flannery@sfgov.org
Phone (415) 701-5598

TABLE OF CONTENTS

<u>Page</u>	<u>Contents</u>
1	Director's Letter
2	Technical Assistance Resources
3	Timeline
4	Eligibility & Proposal Type Criteria
5	RFP Scope & Framework
6	Program Areas & Target Populations
7	Supplemental Proposal Instructions & Narrative Questions
8	Full Proposal Instructions (New Programs)
9	Submission Instructions- Step by Step
10	Scoring
11	Appeals
12	Appendix

Letter from the Director

The Mayor's Office of Housing and Community Development's (MOHCD) investments support the city's most vulnerable residents by providing much needed services, strengthening civil society and advancing individual and collective opportunity. It is an imperative of the office to be intentional and explicit in meeting its goal to reduce racial disparities in service delivery as well as social and economic opportunity within San Francisco.

Since procuring the Community Development grants portfolio in early 2020, much has changed regarding the needs of the communities we serve as well as within MOHCD. Over the last year, MOHCD worked closely with partners to provide flexibility and better alignment of resources to support their community-based responses to address the impacts of the pandemic.

For this year's funding cycle, MOHCD responded to partners' concerns about the time and effort required to apply for funding. The office made efforts to streamline the application process and allow applicants to focus their narratives on the overall impact of their work and the alignment of the work within the Consolidated Plan and Economic Recovery Strategy.

The office remains committed to maintaining transparency in its processes, being intentional in realizing its strategic outcomes, and supporting partner organizations with capacity building as well as funding.

We are proud and thankful to call you partners.

Sincerely,

Eric D. Shaw
Director, MOHCD



TECHNICAL ASSISTANCE RESOURCES

MOHCD staff will be available to answer questions and provide information throughout this RFP application process.

RFP Issued	Monday, March 8, 2021
Daily one-on-one support available: - Email CommDevRFP@sfgov.org - Phone (415) 701-4228	March 8 th - March 26 th
MOHCD Pre-Submission Webinar #1 Click the link to register and receive Zoom info	Wednesday, March 10, 2021 3:00-5:00 p.m.
MOHCD Pre-Submission Webinar #2 Click the link to register and receive Zoom info	Thursday, March 11, 2021 3:00-5:00 p.m.
BDO FMA Proposal Budget Webinar Click the link to register and receive Zoom info	Friday, March 12, 2021 9:30-11:00 a.m.
MOHCD Pre-Submission Webinar #3 Click the link to register and receive Zoom info	Wednesday, March 17, 2021 3:00-5:00 p.m.
Daily virtual office hours - Zoom link here :	March 15 th - March 26 th 4:00 -5:00 p.m.

MOHCD RFP Pre-Submission Webinar

Three (3) live webinars will take place. Staff will provide an overview of the entire RFP process, including eligibility criteria, MOHCD funding priorities, and how to apply. Each pre-submission webinar provides the same information and guidance. You only need to attend one session. Each webinar will be recorded and made available on the MOHCD website here: <https://sfmohcd.org/community-development-funding-opportunities>

To attend a webinar, you must first register. After registering, you will receive a confirmation email containing information about joining the webinar.

- To register for the March 10th pre-submission Zoom webinar, click [this link](#).
- To register for the March 11th pre-submission Zoom webinar, click [this link](#).
- To register for the March 17th pre-submission Zoom webinar, click [this link](#).

Proposal Budget Webinar

Scheduled for Friday, March 12, 2021 from 9:30 to 11:00 a.m., this free, live webinar from nonprofit consultants BDO FMA provides planning tools and best practices for submitting a true cost budget for your proposed program or project. MOHCD staff will also be on-hand to provide additional guidance on how the department typically assesses proposal budgets and to offer insights into what reviewers will be looking for when reviewing your budget. As with all of our live technical assistance offerings, questions from participants are highly encouraged.

To attend the live webinar, please register [here](#). After registering, you will receive the webinar login information. For your convenience the webinar will be recorded and made available on the MOHCD website [here](#).

FMA Budget Coaching

Due to limited coaching hours available, this proposal budget coaching is only available to applicants with current annual operating budgets that total less than \$1 million. Representatives from Fiscal Management Associates (FMA) will provide one-on-one, virtual coaching to help plan and present a strong true cost proposal budget.

If you are interested in this coaching, please email Dolly Sithounnolat at dolly.sithounnolat@sfgov.org as soon as possible. Dolly will connect FMA coaches with all eligible applicants. MOHCD and FMA cannot guarantee coaching if requested after Monday, March 15, 2021.

MOHCD One-on-One Technical Assistance

We are committed to providing as much clarity as possible during this RFP process. Submit your questions about the RFP in writing to CommDevRFP@sfgov.org or leave a voicemail message at (415) 701-4228. We will return all email and phone messages within 24 hours - Monday through Friday.

MOHCD Office Hours:

MOHCD staff are available to answer questions and provide additional RFP guidance through virtual office hours each weekday from 4:00 to 5:00 p.m. starting March 15, 2021. Come to as many office hours as you need. To join these virtual office hours, please click on the Zoom link [here](#):

TIMELINE

RFP Issued	Monday, March 8, 2021
MOHCD Pre-Submission Webinar #1 Click the link to register and receive Zoom info	Wednesday, March 10, 2021 3:00 p.m. to 5:00 p.m.
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MOHCD Pre-Submission Webinar #3 Click the link to register and receive Zoom info	Wednesday, March 17, 2021 3:00 p.m. to 5:00 p.m.
Proposals Due	Friday, March 26, 2021 at 5:00 p.m.
Non-Responsive Proposals Notified	Friday, April 9, 2021
Grant Award Letters Sent	Wednesday, June 2, 2021
Appeals Period Ends	Thursday, June 10, 2021
Grant Negotiations Begin	Monday, June 14, 2021
Grant Term Begins	Thursday, July 1, 2021



ELIGIBILITY CRITERIA & PROPOSAL TYPE CRITERIA

- Agencies are eligible to apply to apply to this RFP if they, or their fiscal sponsor, are a nonprofit, public benefit corporation tax exempt under Internal Revenue Code 501(c)(3) as a public charity.
 - Certain exceptions will be made for 501(c)(4) and 501(c)(6) nonprofit organizations, as well as churches and religious organizations whose programming aligns with the charitable purposes designated for 501(c)(3) status.
- No City agencies or departments may apply for funding under this RFP.
- **If your organization chooses to not apply, it will not receive Community Development grant funding in fiscal year 2021–2022.**

MOHCD is re-procuring its entire community development grant portfolio. This RFP will focus MOHCD’s investments into the priority areas of *housing stability, anti-displacement, and economic self-sufficiency*, framed and informed by community responses to COVID-19.

Two (2) Proposal Types:

1. For currently funded projects, as well as unfunded Community Development Services proposals submitted to MOHCD since August 2019, MOHCD is requesting a concise, supplemental response to update previously submitted proposals.
2. For entirely new projects, MOHCD is requesting a *complete proposal using a slightly modified version of our 2019 RFP format.*

Please review the chart below for more details and to identify which proposal type you should submit:

If the answer is Yes to any of the statements below, you should submit a **SUPPLEMENTAL PROPOSAL**

If the answer is Yes to all of the statements below, you should submit a **FULL PROPOSAL**

You are currently funded for a MOHCD project; or	You are proposing a new project, not currently funded by MOHCD, and
Your project was proposed through “MOHCD’s 2020 – 2025 Community Development Services RFP” in October 2019 but was not awarded funding; or	Your project was not proposed through MOHCD’s 2020 – 2025 Community Development Services RFP in October 2019; and
Your project was proposed through the “MOHCD Board & Mayor Discretionary Grants RFP” in September 2019 but was not awarded funding	Your project was not proposed through the “MOHCD Board & Mayor Discretionary Grants RFP” in September 2019
Proposal Requirements	Proposal Requirements
Two (2) narrative responses, updated project budget and agency-wide budget.	A full proposal using the October 2019 RFP format, including project budget and agency-wide budget.

 **RFP SCOPE & FRAMEWORK**

Based on a review of new and previous proposals, updated with supplemental information, MOHCD will re-procure its Community Development grants portfolio for fiscal year 2021–2022.

MOHCD is seeking additional information from previous applicants, as well as entirely new proposals from eligible organizations, to evaluate and prioritize funding for solutions responsive to the COVID-19 pandemic and to MOHCD’s targeted racial equity goal of improving outcomes for the city’s most vulnerable residents and reducing racial disparities in social and economic opportunity.

This RFP will provide up to \$47,000,000 in total annual grant funding. All grant awards will be setup initially through a single-year contract, from July 1, 2021 through June 30, 2022. MOHCD has the option to renew grant awards for additional 12-month periods, up until June 30, 2025.

MOHCD is prioritizing core direct services that reflect the focus of MOHCD’s priority areas and will be framed by community responses to COVID-19.

Racial Equity

In partnership with City and community leaders, MOHCD seeks to advance opportunities and improve programmatic outcomes for San Francisco’s most vulnerable residents. As such, MOHCD is assessing programs, contracts, and procurements to ensure they advance the City’s racial equity goals. MOHCD will be working closely with our partner organizations to monitor the impact of our investments.

MOHCD will provide capacity building, clear information to partner organizations, and create channels to give and receive feedback to ensure that all parties are aligned in the expectation to create an inclusive and equitable city where all residents have the opportunity to thrive.

COVID-19 Pandemic

This RFP was developed through a robust research process by working with City and community leaders to identify current challenges and new trends and align with the Consolidated Plan’s strategies with the City’s Economic Recovery Strategies framework. (Please see Appendix on page 12 for more information.)



RFP Program Areas & Target Populations

MOHCD's Equity Goal is to advance opportunities and improve programmatic outcomes for the most vulnerable residents utilizing population-level indicators and community-level indicators.

This RFP is grounded in the [Consolidated Plan](#) and [City's recovery strategies](#). The results of this RFP will further focus MOHCD's investments in the highest priority areas of housing stability, anti-displacement, and economic self-sufficiency.

Please submit proposals using the Program Areas and Strategies below. Each Strategy below is linked to a detailed description on the MOHCD website. You must submit a separate proposal for each strategy.

MOHCD PROGRAM AREAS & STRATEGIES

Access to Civil Justice Program Area

1. [Benefits Advocacy Strategy](#)
2. [Community Legal Navigators Strategy](#)
3. [Consumer Justice Strategy](#)
4. [Family Justice Strategy](#)
5. [Housing Justice Strategy](#)
6. [Immigrant Justice Strategy](#)
7. [Worker Justice Strategy](#)

Access to Housing Program Area

1. [Home Modifications Strategy](#)
2. [Homeownership Post-Purchase Strategy](#)
3. [Homeownership Pre-Purchase Strategy](#)
4. [Rental Housing Counseling Strategy](#)

Access to Opportunity Program Area

1. [Community-Based Services Strategy](#)
2. [Housing Place-Based Services Strategy](#)

Community Building Program Area

1. [Convening & Collaboration](#)

Eviction Prevention & Housing Stabilization Program Area

1. [Housing Stabilization Services & Shared Housing Strategy](#)
2. [Tenant & Landlord Assistance Strategy](#)
3. [Tenant-Based Rental Subsidies Strategy](#)
4. [Tenant Counseling & Education Strategy](#)
5. [Tenant Right to Counsel Strategy](#)

Financial Capability Program Area

1. [Financial Capability Services Strategy](#)

HIV Supportive Housing Program Area

1. [RCFCI Operating Costs Strategy](#)
2. [Rental Subsidies & Supportive Services Strategy](#)
3. [Transitional Housing Strategy](#)

MOHCD TARGET POPULATIONS

1. Culturally Specific Groups:
 - Asian (including Chinese, Filipino and Southeast Asian)
 - Black and African American
 - Latino
 - Middle Eastern and North African
 - American Indian and Indigenous
 - Samoan and Other Pacific Islander
2. Very Low-Income Households that are Not Homeless
3. Very Low-Income Homeowners
4. People Experiencing Homelessness
5. Households with Low Educational Attainment
6. Limited English Proficient Households
7. Immigrants, including Undocumented Immigrants and Refugees
8. Households with Low Digital Access/Literacy
9. Public Housing, RAD and HOPE SF Residents
10. Disconnected Transitional Age Youth
11. Persons Living with HIV/AIDS
12. Seniors and Persons with Disabilities
13. LGBTQ Residents
14. Transgender Residents
15. Opportunity Neighborhood Residents
16. Veterans
17. Survivors of Domestic Violence
18. Households Experiencing Violence
19. Re-Entry Population

PROPOSAL INSTRUCTIONS

If the answer is Yes to EITHER of the questions below, you are eligible to submit a **Supplemental Proposal**:

- Are you currently funded for the MOHCD project? or
- Was your project proposed through one of these 2019 procurement processes but not awarded funding?
 - MOHCD's 2020 –2025 Community Development Services RFP
 - MOHCD's Board & Mayor Discretionary Grants RFP

Supplemental Proposal Components: *(Agencies must submit one proposal per strategy. See page 6.)*



1. [The Supplemental Proposal Application Form](#) (Includes Narrative Questions)
2. [Updated Project Budget](#)
3. Agency-Wide Budget

Supplemental Proposal Narrative Questions *(5000-character limit per question)*

1. What new challenges has COVID-19 created for your agency and the populations you serve, and how will your fiscal year 2021–2022 work plan for your project strengthen the response to those challenges?
 - a) Please include any new or shifted/adjusted staffing, project activities, client outcomes, partnerships, and/or other changes that are planned for the project you are proposing.
2. MOHCD's highest-priority investment areas will be housing stability, anti-displacement, and economic self-sufficiency. Our approach to racial equity is to reduce racial disparities in social and economic opportunity and ensure measurable outcomes for communities. To learn more about these disparities, see pages 12 through 14 of this RFP.
 - a) How does your project address one or more of the key areas above?
 - b) Who are your target populations (please refer to page 6) and how does your project address the disparities they face?
 - c) What measurable outcomes will participants achieve through this project?

Supplemental Proposal Budget Items

1. For your Updated Project Budget, please include budget items for the first 12 months of the grant, starting July 1, 2021. The budget should include not only your MOHCD grant request but your full project costs, including any other funding sources. The Updated Project Budget form in Excel format can be found on [here](#).
2. The Agency-Wide Budget can be submitted in any format.

FULL PROPOSAL INSTRUCTIONS

If the answer is Yes to BOTH questions below, you must submit a Full Proposal:

- Are you proposing a **new project**, not currently funded by MOHCD? AND
- You did **not** apply for funding for this project through one of these 2019 procurements?
 - MOHCD's 2020 –2025 Community Development Services RFP
 - MOHCD's Board & Mayor Discretionary Grants RFP

Full Proposal Components: *(Agencies must submit one proposal per strategy. See page 6.)*



1. [The Full Proposal Application Form](#) (Includes Narrative Questions)
2. [Project Budget](#)
3. Agency-Wide Budget

Proposal Narrative Questions

1. Describe the target population(s) you will serve with this proposed program, your experience serving them, and their key needs. In your answer, describe how your proposed program will identify and address these needs, including any cultural, language, gender and COVID-19 responsive strategies (as evidenced by your policies, procedures, practices and staffing), as well as how the program will connect participants to additional resources. (2,500 characters or less)
2. Describe your proposed program, including the activities or types of services, how they will be provided, and your approach (such as timeline, hours and days of operation, examples, best practices, and why this model best serves your target population). (2,500 characters or less)
3. What new challenges has COVID-19 created for your agency and the target population you serve, and how will this proposed program strengthen the response to those challenges? (1,200 characters or less)
4. Describe your agency's experience providing the types of services required by this strategy, including how long the services have been provided, any specific successes and challenges that you have experienced, and how the service delivery approach has changed over time (especially in light of COVID-19). (1,200 characters or less)
5. Describe the staffing plan for your proposed program, including all leadership, direct service and supportive roles. Include job titles, brief job descriptions, and the necessary experience for each staff member, including for staff that need to be hired. (1,200 characters or less)
6. Describe the proposed program's approach to identifying, recruiting, enrolling and retaining its target population and why this approach will be effective (especially in light of COVID-19). (1,200 characters or less)
7. Describe any established and/or mutually proposed partnerships this program will maintain with other service providers or systems, including their added benefit to the program design. (1,200 characters or less)
8. Using MOHCD's suggested metrics and targets for this strategy and/or any other indicators chosen by your agency, describe how you will measure the quantity, quality and impact of your proposed program. Provide estimated annual targets for each activity and outcome you choose to highlight. (1,200 characters or less)
9. What processes and systems does your agency have in place to evaluate services, program quality and impact? Processes may include a Results Based Accountability (RBA) framework and/or pre and post assessments. Systems may include a Salesforce client management system and/or Excel. Describe how your agency uses data to refine and improve its delivery of services, both for the agency overall and for this proposed program. (1,200 characters or less)

Full Proposal Budget Items

1. For your Project Budget, please include budget items for the first 12 months of the grant, starting July 1, 2021. The budget should include not only your MOHCD grant request but your full project costs, including any other funding sources. The Updated Project Budget form in Excel format can be found on [here](#).
2. The Agency-Wide Budget can be submitted in any format.

SUBMISSION INSTRUCTIONS: Step-by-Step

- The following instructions apply to both a **Supplemental Proposal** and a **Full Proposal**.
- Agencies must submit one proposal per program using program areas listed on Page 6.
- Each proposal will be attached to one email and sent to CommDevRFP@sfgov.org



Proposal Forms

1. Open the Fillable PDF document and save onto your desktop or computer.
2. Begin working on your proposal responses, saving frequently.
3. Please be aware of character limits for each response section.
4. When PDF proposal is completed, save final version.
5. Attach this saved PDF Proposal form to your final submission email along with the Project Budget Spreadsheet and the Agency-Wide Budget.



Project Budget Spreadsheet

1. Open budget spreadsheet and save onto your desktop or computer.
2. Begin working on budget, saving frequently.
3. Project Budget must include budget items for the first 12 months of the grant, starting July 1, 2021. The budget should include not only your MOHCD grant request, but your full project costs, including any other funding sources.
4. When budget is completed, save final version.
5. Attach this saved Project Budget Spreadsheet to your final submission email along with the saved Proposal form and the Agency-Wide budget.



Agency-Wide Budget

1. This can be submitted in any format.
2. Attach this saved Agency-Wide budget to your final submission email along with the saved Proposal form and the Project Budget Spreadsheet.

Submitting Final Proposals

1. Attach **all** documents to **one email for each proposal**. Subject Line should state "Final Proposal" and include your agency name (and current GMS Project # if project is currently funded.)
2. Send to CommDevRFP@sfgov.org before 5pm on Friday, March 26th. Proposals received after 5 pm on March 26th will not be considered.
3. Please send proposals early to have to address any unforeseen technical difficulties.
4. Please alert us immediately if you are experiencing any technical difficulties.

SCORING

Grant proposals that meet our Eligibility Criteria (see Page 4) will be scored, ranked, and receive a funding recommendation based on the ranking. Proposals that do not satisfy the Eligibility Criteria will be determined as non-responsive to this RFP and will not be reviewed.

Eligible proposals will be read and scored by reviewers with relevant programmatic expertise, as well as knowledge, awareness, preferably with lived experience aligned with San Francisco's Black, Brown, Indigenous, Asian Pacific Islander and low-income communities.

Before reading proposals, reviewers will be trained by MOHCD on the goals, requirements, and service areas outlined in this RFP.

If assigned a **Supplemental Proposal**, reviewers will use a rubric provided by MOHCD to assign a score between 0 and 50 points.

If assigned a **Full Proposal**, reviewers will use a rubric provided by MOHCD to assign a score between 0 and 100 points.

Supplemental Response Rubric	
Proposal Section	Point Value
COVID-19 Response Strategy	20
Racial Equity Strategy	20
Updated Project Budget	10
Total	50

Full Proposal Rubric	
Proposal Section	Point Value
Program Design	20
Program Impact	30
Approach to COVID-19	20
Racial Equity Strategy	20
Project Budget	10
Total	100

- MOHCD will average the initial reviewers scores for each proposal to generate its final score. In the case of **Supplemental Proposal responses**, MOHCD will add the reviewers' average score to the final score for the proposal previously submitted in Fall 2019, pro-rated to a 50-point scale. This will ensure all proposals have a final score out of 100 points. Final scores allow MOHCD to develop a final ranking of eligible proposals within each strategy.
- MOHCD will conduct a final review of the entire proposed portfolio to ensure funding recommendations can align with the goals of this RFP. MOHCD may make additional adjustments to our proposed grants awards during the final review.

This final review will consider:

- Any identified gaps in service
- Geographic accessibility and availability of services across neighborhoods
- Ability within each program area to meet the needs of target populations, as identified in MOHCD's Consolidated Plan
- Past programmatic performance
- Fiscal health and sustainability, including prior history of fiscal compliance with City requirements.

- MOHCD will release preliminary funding recommendations around the week of May 17, 2021.

APPEALS

Proposals will be determined as non-responsive if they are incomplete, undelivered, or do not meet the Eligibility Criteria (see Page 4). If we determine your proposal to be non-responsive, we will inform you. Applicants may appeal a determination of non-responsiveness to this RFP by submitting notice by email to MOHCD setting forth the grounds for the appeal by no later than five (5) business days after receiving MOHCD's determination.

Organizations will be notified if a proposal was not selected for an award. If there is disagreement with the decision, organizations may file a formal appeal within five (5) business days of the award announcement. MOHCD must receive the appeal on or before the fifth business day.

The appeal must include a written statement of each of the grounds for appeal. An individual authorized to represent the respondent must submit the appeal by email to CommDevRFP@sfgov.org. The appeal must cite all applicable laws, rules, procedures, or provisions that we did not follow faithfully, as documented in this RFP. The appeal must specify facts and evidence enough for us to determine its validity. Disagreements about program quality or value do not constitute grounds for appeal. Failure to object or appeal in the manner and within the times set forth above will constitute a complete and irrevocable waiver of any appeal of MOHCD's decision.

MOHCD will only accept appeals of non-responsiveness or an award decision by email. It is the responsibility of applicants to ensure email delivery prior to the deadline specified.

A panel selected by MOHCD will review all eligible appeals, and the panel decisions will be final. If necessary, we will schedule a meeting with the respondent within ten (10) calendar days of receiving the appeal.

APPENDIX

MOHCD is working to address disparities and ensure measurable outcomes for vulnerable populations in San Francisco. MOHCD is building upon its 2020-2025 Consolidated Plan and aligning its program areas with the Economic Recovery Task Force Policy Recommendations to ensure a coordinated recovery for San Francisco.

Examples of selected population-level indicators, key program outcomes, and key disparity indicators by program area are included below for reference.

1. **Invest in Housing:** (City ERTF Policy Recommendation) **Ensuring families and individuals are stably housed:** (MOHCD Consolidated Plan Goal)

Race and Ethnicity	Percentage of households who own their home	Percentage of households who spend > 30% of gross income on their home	Percentage of households who spend > 30% of gross income on rent
American Indian	39.48 %	75.70 %	44.29 %
Black	30.01 %	73.09 %	58.38 %
Chinese	58.18 %	63.58 %	42.66 %
Filipino	50.15 %	70.72 %	37.43 %
Latino	27.34 %	77.88 %	54.25 %
Southeast Asian	44.53 %	70.09 %	46.17 %
Pacific Islander	54.55 %	52.62 %	26.66 %
White	39.71 %	71.06 %	40.56 %
All Other Asian	35.88 %	70.43 %	44.21 %
All Other Race	28.88 %	39.43 %	21.46 %
All San Franciscans	41.93 %	70.20 %	44.30 %

2018 American Community Survey 1-Year Estimates, IPUMS USA, University of Minnesota, www.ipums.org.

Program Area #1. Pre- and Post-Purchase Homeownership Counseling	
Key Program Outcomes	Key Disparity Indicators
<ol style="list-style-type: none"> Clients who successfully become homeowners Homeowners who receive post-purchase education and counseling Homeowners who receive legal representation to avoid foreclosure 	<ol style="list-style-type: none"> Households who pay more than 30% or 50% of their gross income towards monthly housing costs Households who do not own their own home Households that qualify for a Below Market Rate home Homeowners facing foreclosure
Program Area #2. Rental Housing Counseling	
Key Program Outcomes	Key Disparity Indicators
<ol style="list-style-type: none"> Residents creating DAHLIA accounts and submitting applications Clients who successfully move into MOHCD-sponsored affordable housing 	<ol style="list-style-type: none"> Households who pay more than 30% or 50% of their gross income towards their monthly rent Households that qualify for a Below Market Rate rental unit
Program Area #3. Eviction Prevention and Housing Stabilization	
Key Program Outcomes	Key Disparity Indicators
<ol style="list-style-type: none"> Tenants facing eviction remain in unit Tenants receiving emergency rental assistance to stabilize housing 	<ol style="list-style-type: none"> Tenants threatened with eviction notice Tenants served with eviction lawsuit

2. Pursue Economic Justice: (City ERTF Policy Recommendation)

Ensuring Families and Individuals Are Resilient and Economically Self-Sufficient: (MOHCD Consolidated Plan Goal)

Race and Ethnicity	Percentage of residents who are extremely-low or low-income	Percentage of residents who are below the federal poverty line	Percentage of residents who are considered working poor
American Indian	26.62 %	28.22 %	0.00 %
Black	51.55 %	32.83 %	16.96 %
Chinese	40.18 %	9.65 %	7.75 %
Filipino	29.48 %	7.92 %	2.95 %
Latino	47.97 %	13.15 %	11.33 %
Southeast Asian	35.19 %	13.13 %	7.47 %
Pacific Islander	20.71 %	4.00 %	0.00 %
White	21.43 %	7.67 %	2.54 %
All Other Asian	27.35 %	9.06 %	3.31 %
All Other Race	22.22 %	18.28 %	1.35 %
All San Franciscans	32.55 %	10.83 %	5.36 %

2018 American Community Survey 1-Year Estimates, IPUMS USA, University of Minnesota, www.ipums.org.

Program Area #1. HIV Supportive Housing	
Key Program Outcomes	Key Disparity Indicators
<ol style="list-style-type: none"> HIV+ households receiving housing subsidies and vouchers HIV+ households receiving rental housing counseling services and successfully move into MOHCD-sponsored affordable housing 	<ol style="list-style-type: none"> HIV+ households who pay more than 30% or 50% of their gross income towards their monthly rent HIV+ residents who are homeless or at imminent risk of homelessness
Program Area #2. Housing Place-Based Services	
Key Program Outcomes	Key Disparity Indicators
<ol style="list-style-type: none"> Residents who complete their case management plan goals Resident leaders who successfully implement programming at their site 	<ol style="list-style-type: none"> Residents living in poverty Residents who are unemployed Residents who face barriers to economic advancement
Program Area #3. Immigration Legal Services	
Key Program Outcomes	Key Disparity Indicators
<ol style="list-style-type: none"> Clients who avoid deportation Clients who are granted an adjustment of status, or other form of legal relief 	<ol style="list-style-type: none"> Immigrants facing deportation without legal representation Immigrants needing legal relief, including adjustment of status

3. Meet the Basic Needs of the Vulnerable: (City ERTF Policy Recommendation)
Ensuring Families and Individuals Are Resilient and Economically Self-Sufficient:
 (MOHCD Consolidated Plan Goal)

Program Area #1. Civil Legal Services	
Key Program Outcomes	Key Disparity Indicators
1. Clients who have their legal issue successfully resolved	1. Low-income residents that have unaddressed legal problems
Program Area #2. Financial Counseling	
Key Program Outcomes	Key Disparity Indicators
1. Clients who decrease debt by at least 10%	1. Residents who are unbanked
2. Clients who increase their credit score by at least 35 points	2. Residents who have less than \$400 in savings
3. Clients who open safe and affordable bank accounts	3. Residents with no mainstream credit
	4. Residents who lack assets to subsist at the poverty level for three months

4. Job Connections: (City ERTF Policy Recommendation)
Ensuring Families and Individuals Are Resilient and Economically Self-Sufficient
 (MOHCD Consolidated Plan Goal)

Race and Ethnicity	Percentage of residents who are unemployed	Percentage of residents who have attained less than a bachelor's degree	Percentage of residents who are not considered English proficient
American Indian	15.86 %	64.79 %	0.00 %
Black	3.83 %	76.00 %	0.36 %
Chinese	2.58 %	62.90 %	28.07 %
Filipino	2.25 %	56.36 %	7.94 %
Latino	3.05 %	71.30 %	12.27 %
Southeast Asian	1.96 %	67.92 %	25.60 %
Pacific Islander	1.26 %	66.25 %	3.31 %
White	2.35 %	30.40 %	0.84 %
All Other Asian	1.68 %	36.77 %	5.78 %
All Other Race	0.00 %	34.33 %	0.00 %
All San Franciscans	2.58 %	49.81 %	9.91 %

2018 American Community Survey 1-Year Estimates, IPUMS USA, University of Minnesota, www.ipums.org.

Program Area #1. Access to Opportunity	
Key Program Outcomes	Key Disparity Indicators
1. Clients who receive job readiness, educational, ESL, and life skills training	1. Residents who are unemployed
2. Clients who achieve a high school diploma or enroll in post-secondary education	2. Residents for whom English is a second language
3. Clients who enter a sector-specific job training program	3. Residents who have attained less than a Bachelor's degree
4. Clients who complete their case management plan goals	4. Residents who have been unable to access needed services

