Dear Friends and Supporters,

We are proud to present United Way Bay Area’s annual report for fiscal year 2023, highlighting the strides we’ve made collectively toward our shared mission of dismantling the root causes of poverty in our communities. As we continue to work towards a Bay Area where everyone can thrive, we reaffirm our commitment to equity, transparency, and accountability in the use of our resources.

The challenges confronting our region over the past year have been profound. Even as some of us are regaining a sense of normalcy in our daily lives, many in our local community have continued to be impacted by the lingering challenges of the pandemic, compounded by the loss of temporary supports that were extended in the immediate wake of COVID-19. In addition to addressing persistent systemic inequities, we have remained committed to ensuring Bay Area families have access to immediate basic needs, like food, housing, and child care.

Despite these challenges, our dedicated team has worked collaboratively across this region, delivering crucial resources from emergency support for families in crisis to financial coaching and resource navigation for those on the path to rebuilding and recovery.

Our heartfelt gratitude extends to all our donors, funders, volunteers, and community partners who have come together to ensure the viability of our shared mission. This extraordinary network has been instrumental in achieving the impactful milestones of this past year, continuing – as it has for over a century – to be our most valuable asset.

As we look to the future, we eagerly anticipate continued collaboration with each of you in making a meaningful difference in partnership with those we serve. Together, we will persist in advancing toward a more equitable Bay Area, where everyone has the opportunities and resources necessary to thrive.

Warm regards,

Kevin Zwick, CEO
United Way Bay Area

Giola McCarthy,
Chair of the Board
Bank of America President,
San Francisco East Bay Managing Director,
Private Bank Market Executive
Our Impact Areas

01 Basic Needs
Ensure access to basic needs like food, shelter, and legal services.

02 Employment & Career Opportunities
Build systems and pathways to career and employment opportunities.

03 Financial Stability & Prosperity
Help families increase income and savings on their way to financial stability and prosperity.

04 Housing Justice
Improve access to stable, affordable housing and advocate for homelessness prevention.
The UWBA mobilizes the Bay Area to dismantle the root causes of poverty and build equitable pathways to prosperity.

Through initiatives and policy change, we provide immediate and long-term support for employment, housing, financial stability, and meeting basic needs.

To address these, UWBA focuses on four areas:

- **Housing Justice**
- **Employment and Career Opportunities**
- **Financial Stability**
- **Meeting Basic Needs**

**Outcome:**
People are financially stable and prosperous
- Income that matches our region’s cost of living
- Increased opportunities to build credit, savings, and wealth
- Decrease in the racial wealth gap

**Strategies:**
- **Build Equitable Pathways to Prosperity**
  Co-create data-driven solutions that prevent and mitigate poverty, scale what works across the region, and provide resources and services directly to our community.
- **Mobilize Our Community**
  Activate our regional network to tackle poverty by engaging volunteers, raising funds to meet local needs, and partnering across sectors and with community agencies to coordinate services.

**Values:**
- Accountability
- Integrity
- Respect
- Equity

**Mission:**
UWBA mobilizes the Bay Area to dismantle the root causes of poverty and build equitable pathways to prosperity.

**Vision:**
An equitable Bay Area where all people have the opportunities and resources needed to thrive.

**Outcomes:**
People are financially stable and prosperous
- Income that matches our region’s cost of living
- Increased opportunities to build credit, savings, and wealth
- Decrease in the racial wealth gap

People have high quality, living wage jobs and careers
- Access to social capital and social networks
- Opportunities and support to achieve educational and career goals

People’s basic needs are met
- Access to services such as emergency shelter & food
- Information and resources needed to navigate the safety net system
- Increased information and support to access public benefits

People have safe, stable and affordable housing
- Increased affordable housing
- Decreased evictions and displacement

**Root Causes of Poverty:**
- Harms of Capitalism
- Generational Wealth Gap
- High Cost of Living
- Stigma
- Systemic Racism

Between 2010 and 2019, median household income increased by $250,000 (87%) among highest earning households and only $4,000 (36%) among lowest earning households.

Black and Latinx residents make up 33% of very low-income families but only 12% of high-income families.
In the past year, UWBA has made substantial investments in learning and educational opportunities internally to further embed Diversity, Equity and Inclusion (DEI) into the fabric of our organizational culture.

**ORGANIZATIONAL LEARNING**

UWBA’s DEI Council, comprised both of staff and leadership team members, worked with organizational consultant, LeaderSpring to complete a formalized charter. The charter informed the council’s work and provided the framework for the structure and practices of the group. With this work complete, the council developed a solid outreach plan and looks forward to welcoming new members in early FY24.

Expanding on our practice to incorporate a DEI session into UWBA all-staff meetings, we increased our commitment by dedicating 60 minutes (half) of our all-staff meeting time to DEI content on a quarterly basis to allow for more robust conversations about equity.

UWBA also brought together our Advisory Council, Board members and select staff for a full-day DEI retreat in the fall. Facilitated by Center for Excellence in Nonprofits, the retreat featured conversations around the concepts of IDEAL (Inclusion, Diversity, Equity, Access, Liberation). This allowed our team to explore bias and intersectionality, reaffirm our commitment to the DEI Action Plan and its role in UWBA’s broader organizational goals, and explore what the Advisory Council can do to help us achieve the DEI goals.

In FY23, we piloted The Journey, a curated collection of monthly resources to support individual, team and community exploration and learning about DEI. Since The Journey’s inception, we have shared 90+ resources (films, books, podcasts and online courses) across six thematic areas. Starting in FY24 we will incorporate trainings and staff activities around this content.

**59%**

59% of the DEI Action Plan items are implemented or in progress, to date

**30%**

30% of UWBA staff have completed DEI training via LinkedIn Learning this year

**EQUITY WORK IN PRACTICE**

In addition, we are continuing the essential work of incorporating an equity lens into UWBA’s work in communities. For example, in our Housing Justice program, UWBA utilized participatory grant-making to elevate the voices and expertise of our ambassadors whose lived experiences were important in our decision-making processes at the program level.

As work progresses on many fronts, the UWBA team is also grappling with the challenge of updating systems and practices that are sometimes not aligned with our commitment to equity goals and ideals. As a result, we are:

- Working to address internal communication challenges during transitions. An essential part of this work is acknowledging the tendency to prioritize urgency and make decisions quickly and mindfully changing to the practice of factoring equity into our decision-making processes at the program level.

- To create a more inclusive and equitable organization, it requires a fundamental shift from a more traditional Human Resources department to a People and Culture team. In the coming fiscal year, we will continue to build out the People and Culture infrastructure to support the ongoing DEI work and the organization’s long-term strategic vision.
For over 100 years, United Way Bay Area (UWBA) has been committed to building a community where everyone has the opportunity to thrive. We have become a trusted partner in the Bay Area, bringing together our network of volunteers, donors, policy makers, labor, community and corporate partners. Over our most recent completed fiscal year, July 2022 to June 2023, our region continued its recovery from the fallout of the global pandemic and faced an uphill battle with the rising costs of living. This year also saw many of the pandemic-era government support programs come to an end, including rental relief, the eviction moratorium, expanded college student access to CalFresh, and the increase in pay for essential workers. In 2022, we also saw cost of living rates jump to their highest level since 1981, almost doubling that of 2021. As a result, many people in our eight-county region are grappling with poverty.

In fact, one of the most impactful anti-poverty programs in the country ended in 2022 – the expanded Child Tax Credit. As a result, (according to the U.S. Census Bureau’s report on poverty released in September 2023) the national “poverty rate for children more than doubled from a historic low of 5.2 percent in 2021 to 12.4 percent in 2022, erasing all of the record gains made against child poverty over the previous two years.”

According to the United Ways of California’s most recent Real Cost Measure Report, a family of four in the Bay Area (two adults, one preschooler, one school-aged child) needs $122,663 to pay for the basic necessities such as food, housing, transportation, health care, and child care. We know that nearly one in every four households (or 588,968 households) in the SF Bay Area have a household income that falls below that Real Cost Measure.

We also know that economic conditions are worsening for older adults in the Bay Area, California, and across the country. The Elder Index clearly indicates that the Bay Area’s cost of living far exceeds the national average and what most older adults, especially renters, single households, and those with poor health, will be able to afford without additional resources.

Housing affordability and stability is an ongoing challenge for many of our Bay Area neighbors. Specifically, eviction rates are exceeding pre-pandemic levels, leaving thousands of households with few options – including couch-surfing, moving outside the Bay Area, or becoming homeless. A recent report by the Bay Area News Group from February 2023 makes it clear that evictions are increasing where pandemic protections have lapsed and there are unignorable disparities in resources such as rental assistance and legal representation across the Bay Area. According to the report, eviction filings soared 43% above pre-pandemic levels in Contra Costa, Santa Clara, and San Mateo counties combined. During the same time, San Francisco County experienced an eviction rate similar to rates seen before the COVID-19 pandemic, and Alameda County was able to keep eviction rates at a historical low due to the eviction moratoria that was in effect until April of 2023.

What we see from this data is that the systems we have in place are not working for everyone in our community. This is a result of long-standing inequitable policies and practices that have separated marginalized communities from the opportunities and resources needed to thrive.

At United Way Bay Area, we recognize that we need to tackle these community challenges from all fronts and in partnership with our network, including you. From helping people to meet their basic needs, access career and employment opportunities, providing tools to be financially stable, and advancing housing justice – we are stepping up to these challenges in both the immediate and long-term systems change work. Together, we can step up and work toward dismantling the root causes of poverty and building a more equitable Bay Area where everyone has the opportunity to thrive.

**UWBA only collects demographic information from community members when appropriate and where it would not pose a burden to accessing services. Thus, UWBA only collected demographic data for approximately 10%-20% of the population served and the results shown here may not be representative of all persons served by UWBA.**
At the close of fiscal year 2023, we find ourselves at the halfway point of UWBA’s ambitious, three-year Strategic Plan. This plan, grounded in diversity, equity and inclusion (DEI) principles and actions, and focused on serving one million people in our Bay Area communities, aims to meet the basic needs of our communities, helping them to achieve financial stability and create personal pathways to prosperity.

The UWBA Strategic Plan has been an essential tool to inform our work at the individual, department and organizational level. Our team used the plan to envision and set goals, measure progress and evaluate our effectiveness. This year we leveraged the power of partnerships across our region, by deploying a variety of impactful strategies and events in response to urgent community needs.

In service of our Community Impact pillar of work, UWBA celebrated the launch of City College of San Francisco SparkPoint and completed our second year of Housing Justice grants – including $250,000 awarded through a participatory grant-making process by UWBA Ambassadors with lived experience. Record-breaking funds were distributed through the Emergency Food and Shelter Program this year, and 211 provided critical emergency response to unprecedented winter storms.

To support our Regional Impact pillar of work, UWBA welcomed communities back into physical spaces after an extended hiatus due to the pandemic. Creating opportunities to learn and rebuild connections, UWBA hosted three community partner convenings on basic income, funding disparities, and affordable housing, and five town hall events across our eight Bay Area counties.

UWBA welcomed new colleagues with the expansion of our Public Policy Team (with North Bay, Silicon Valley, and East Bay managers) also hiring a new Housing Justice Director and VP of Equity and Strategy, to support our DEI Action Plan and Strategic Planning efforts.

In alignment with our Financial Growth and Sustainability pillar, our Marketing and Development teams have developed strategies across our region to increase UWBA visibility, building relationships to identify new donors and securing funds to ensure our ability to reach our ambitious goals, including a $3 million partnership with Albertsons and a multi-year grant to develop the business plan to replicate the dynamic SparkPoint model nationwide.

We are excited to continue this important work in FY24 and invite you to learn more about our efforts by visiting uwba.org/who-we-are/strategy.

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AMBASSADORS

The UWBA Ambassadors Council is an advisory body that centers community voices throughout our programs and initiatives. Ambassadors decide which organizations receive funding, provide input on program design, and share their stories. Because they have participated in one or more of UWBA’s programs as clients, staff, or volunteers, they have valuable perspectives and expertise in the Bay Area’s most pressing challenges. Their voices ensure the lived experiences of the communities we serve remain at the heart of what we do.

This year, UWBA Ambassadors awarded $250,000 in grants to nine organizations to advance housing justice efforts and support student services. In addition, UWBA Ambassadors participated in external events, including our Regional Town Hall meetings, public convenings, and United Ways of California Capital Day. They have led panel discussions and advocated for initiatives like Basic Income pilot programs, using their lived experiences to continually inform program planning across the Bay Area.

“AS AN AMBASSADOR I AM ABLE TO EXPLORE NEW GIFTS AND HIDDEN TALENTS AND, AT THE SAME TIME, OPEN A DOOR FOR VARIOUS MEMBERS WITHIN MY COMMUNITY TO RECEIVE ASSISTANCE THROUGH THE PROGRAMS THAT UNITED WAY BAY AREA OFFERS. THE EPITOME OF LEADING BY EXAMPLE!”
- Apollonia (Apple) Williams

MOBILIZING A REGION

TOWN HALLS

To meet the regions we serve where they are at, UWBA Town Halls were hosted in the communities we serve. These events were prime opportunities to explore our evolution, as well as hear directly from the local community about the issues and solutions that matter most to them – all with a focus on embodying the diversity, equity and inclusion (DEI) principles that are the foundation of our strategic plan. The Town Halls, hosted by individuals in our volunteer leadership positions, served as a platform for locally elected officials and individuals with lived experience to share how we all work together to address the needs of our communities.

PARTNER CONVENINGS

To further support our mission of building a more equitable Bay Area, we hosted a series of thought leadership events across our region, aimed at having open dialogues about emerging strategies to disrupt the cycle of poverty. The United for Equity Community Partner Convenings focused on specific strategies for advancing communities, including shared conversations on affordable housing, guaranteed income, and findings from a funding disparities study. The gathering brought together elected officials, community leaders and UWBA Ambassadors providing a platform for guest panelists to share their lived experiences, valuable insights and proposed solutions to addressing the inequities that effect poverty.
**FY23 HIGHLIGHTS**

- **766,254** individuals served across the Bay Area
- **3,352** community members engaged in volunteering with UWBA
- **7.9M+** pounds of food served
- **106,722** referrals to basic needs and community resources
- **$45M+** in tax refunds filed for community members
- **$5.13M** in grant funding provided to nonprofit partners
- **136** engagements advocating systems change
- **$4.1M+** in direct cash assistance for 4,763 households
- **479** job placements, including 223 youth placed in jobs

**SERVING COMMUNITIES MOST IMPACTED**

UWBA aims to increase the number of people served in communities who face systemic barriers and bear a disproportionately higher burden of poverty:

- Across our programs, approximately 84% of people served were from Black, Indigenous, and Peoples of Color (BIPOC) communities
- 21% of 211 callers spoke a primary language other than English
- Youth Opportunity Pathways program connected 1,053 youth to career resources, among whom 100 were placed in internships
- Emergency Food and Shelter Program (EFSP) supported shelters that served 11,495 persons experiencing homelessness
- Emergency Assistance Network (EAN) helped 3,159 renters pay their rent and utility bills in Santa Clara County
- Labor Community Services helped 1,225 immigrants and refugees connect to legal services
- SparkPoint provided free financial coaching for 2,679 community college students and 149 formerly incarcerated individuals
- Labor provided services including food distribution for 12,677 older adults
- Free Tax Help program helped 700 veterans and 2,115 individuals living with disabilities file their tax returns
The UWBA Free Tax Help program has led local Volunteer Income Tax Assistance (VITA) sites in the Bay Area since 2003 offering free tax filing services for those who qualify.

Free Tax Help benefits low-income households, including Earned Income Tax Credit (EITC) eligible families, offering life-changing tax credits. The EITC and Child Tax Credit (CTC) are proven poverty-fighting tools that can improve outcomes in areas such as health, education, future earnings, and retirement benefits. This year, the California Young Child Tax Credit (YCTC) was extended to eligible families with young children, further aiding those in need.

“EIGHT YEARS AGO, I MADE BAD CHOICES. I WAS SO DESPERATE. I HAD BACK TAXES AND I HAD TO PAY OUTSIDE $250 TO FIX THE WHOLE THING. BUT NOW [THEY] ARE WILLING TO DO IT FOR FREE, SO TO ME IT’S LIKE A BLESSING. I WANT TO LET OTHER PEOPLE KNOW THERE’S A WAY OUT!”

- Sui, Free Tax Help client/SparkPoint Ambassador

FY23 UPDATE

With support from the AARP Foundation, we aided VITA sites serving a significant number of older adults, especially in the North Bay. Typically, our coalition serves over 3,500 older adults annually, who are increasingly affected by the high cost of living in the Bay Area. It’s crucial for older adults to file their tax returns and claim the tax credits they’re entitled to.

- 31,924 tax returns filed
- $45M+ in total refunds
- $17M+ in Earned Income Tax Credits and Child Tax Credits claimed
- $8M+ in estimated tax preparation fees saved
- 1,383 volunteers, 55 partner agencies across 90 locations mobilized
SparkPoint centers help low-income families achieve financial stability through services that address basic needs, income growth, credit building, savings, and debt reduction. They offer one-on-one financial coaching both in-person and virtually at no cost to clients.

By providing resources to meet basic needs, the program empowers individuals to focus on their financial goals. SparkPoint works with clients through 23 Bay Area locations, including a new center opened this year at City College of San Francisco that serves 60,000 students annually. Recent research, funded by the ECMC Foundation and conducted by Public Profit, found a 67% higher likelihood of student persistence, graduation, or successful transfer for those who engaged in at least two financial coaching sessions in 2019-20, even during the pandemic.

“NOT ONLY DID THEY GIVE ME FREE FOOD WEEKLY, THE FINANCIAL PART [AND] ME BEING ABLE TO UNDERSTAND HELPED ME A LOT. I WANTED TO SPREAD THE WORD, TO LET PEOPLE KNOW THAT YOU DON’T HAVE TO BE AFRAID. YOU DON’T HAVE TO BE HOPELESS, KNOWING THAT YOU HAVE SO MANY DIFFERENT PROBLEMS, THERE IS SOMEONE THAT CAN HELP YOU BETTER YOUR SITUATION.”
- Rachel, SparkPoint Client / Ambassador

SPARKPOINT

FY23 UPDATE
SparkPoint introduced specialized financial coaching for individuals with disabilities through a pilot project with the National Disability Institute. They also conducted training sessions focusing on Family Centered Coaching, designed to assist financial coaches who are working with families to set goals, establish accountability systems, and build executive skills.

- Rachel, SparkPoint Client / Ambassador

UNITED WAY BAY AREA ANNUAL REPORT 2023 23

22,070
individuals served

2,846
financial coaching clients

1,143
individuals enrolled in public benefits

65%
of SparkPoint clients made progress on their financial goals

638
individuals got out of a financial crisis after participating in SparkPoint
Youth Opportunity Pathways

Youth Opportunity Pathways partners with nonprofit agencies and schools in the Bay Area to connect youth and young adults to career exploration and readiness opportunities.

Through our career exploration events, hiring events and internships, and various workshops, young people are exposed to sustainable career paths and connected with local professionals from our corporate partners.

The inability to access education and job experience early in life can have long-lasting impacts including lower earnings, higher public expenditures, lower tax revenues, and lost human potential. By connecting young people to the workforce, it increases the likelihood they will be employed and earn family-sustaining wages later in life.

“I'M SUPER GRATEFUL FOR THIS WORKSHOP! I USED [THESE] ESSAYS TO APPLY FOR SCHOLARSHIPS. AND THROUGH SCHOLARSHIPS, I HAVE ENOUGH MONEY TO COVER MY ENTIRE FIRST YEAR AT CAL POLY, WHICH IS AWESOME!”

– Sophia, YOP Program Participant

FY23 UPDATE

This year, we hosted the annual On Track event, which helped 107 youth discover educational and career pathways to which they may not have otherwise been exposed. The event connected youth to adult mentors with similar lived experiences and featured hands-on exhibits and career coaching. Students engaged with corporate partners and volunteers, gaining valuable insights, expanding their networks, and discovering new possibilities for their careers. By directly hearing from industry leaders, these participants gained a deeper understanding of the qualities and competencies required to thrive in their chosen fields. In addition, we hosted our first College Essay Review event, which supported 35 youth in their college application journey.

UNITED WAY BAY AREA

1,200+

youth served

190

youth attended events

223

youth placed in jobs or internships

354

youth obtained certificate or credentials
211 is a free and confidential helpline available in more than 150 languages that can be accessed through a call, text, or online. It connects people in need with local specialists who match them with health and human service agencies.

During crises like winter storms, wildfires, and pandemics, 211 delivers timely information about evacuation areas, shelters, local assistance centers, and public safety. It relieves the burden on 911 by offloading calls and providing critical information to the public. 211’s importance lies in its trained specialists who not only address immediate problems but also identify root causes and connect clients with appropriate resources for long-term solutions. They offer comfort, hope, and real solutions, making it more than just a call patch-through service.

“[211] was very helpful! They went through all the scenarios. They troubleshooted with me literally step by step. It was on the weekend, so no [PG&E] service hours. They were able to give me the customer service number to actually reach someone at that time.”
- Jamilla, 211 Caller

211 addressed various needs critical over the past year, with housing and food being the primary concerns, making up 49% (19,617) and 17% (6,712) of cases, respectively. 211 also played a critical role in disaster response to this year’s winter storms. In early January 2023, the County of San Mateo and Thrive RISE partnered with 211 to address community needs. Between January and March 2023, 211 responded to 1,197 disaster calls, mainly for power outages, sandbag distribution, Disability Disaster Access & Resources center referrals, and food assistance.

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<td><strong>211</strong></td>
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<td><strong>United Way Bay Area</strong></td>
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<td><strong>45,969</strong></td>
<td><strong>19,010</strong></td>
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<td><strong>calls and texts</strong></td>
<td><strong>calls and texts related to housing or emergency shelter</strong></td>
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<td><strong>6,552</strong></td>
<td><strong>104,282</strong></td>
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<td><strong>calls and texts related to food and meals</strong></td>
<td><strong>referrals to health and human services</strong></td>
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EMERGENCY ASSISTANCE NETWORK (EAN)

Founded by UWBA more than three decades ago, the Emergency Assistance Network (EAN) is a collaboration with seven local Santa Clara partner agencies, which provides vital safety net services to prevent first-time homelessness and offers assistance to families and individuals experiencing emergency situations.

This collaborative provides food assistance, rent and mortgage aid, utility assistance, medical and transportation aid, often alongside case management and financial education. The seven member agencies that make up the Network include Community Services Agency, LifeMoves, Sacred Heart Community Service, St. Joseph’s Family Center, Sunnyvale Community Services, The Salvation Army, and West Valley Community Services.

Low-income households tend to be severely rent-burdened and are often just one unexpected expense away from losing their home. In times of crisis, a family’s ability to access financial support, food, tenants’ rights counseling, legal services, and other household resources are all key to preventing homelessness.

“It is a profound honor for us to support [the community], and we are committed to providing ongoing assistance as they navigate the complexities of their circumstances.”

- Sacred Heart Community Service, EAN Partner

FY23 UPDATE

The loss of CalFresh Covid-funded benefits and tech layoffs have contributed to increased demand for basic needs support. The EAN has seen increased demand for food pantry services, approaching levels seen in 2020 during the pandemic. Requests for groceries have been steadily increasing since the summer of 2022, in tandem with significant inflation in food costs.

**FY23 UPDATE**

| 7,832 | individuals helped with rent and utilities through EAN |
| 84,547 | individuals helped at EAN food pantries, serving over 8.7 million meals |

$231,517

distributed in direct cash assistance to community members
EMERGENCY FOOD AND SHELTER PROGRAM (EFSP)

UWBA manages FEMA funding for the Emergency Food and Shelter Program (EFSP) in the Bay Area, ensuring accessibility for various community organizations.

Local boards, comprised of community representatives, set priorities, review applications, and ensure grant compliance. UWBA offers training and technical support for EFSP funding seekers.

EFSP funds local food and shelter programs, including food banks and services like emergency shelters and rental assistance. Local nonprofits play a vital role, but federal funding access can be challenging. With UWBA’s administration, EFSP has become user-friendly and accessible to community and grassroots agencies.

‘IT’S SO HARD RIGHT NOW SINCE EVERYTHING IS SO EXPENSIVE. BUT THANK GOD FOR THIS PANTRY AND FOR THE VOLUNTEERS HERE GIVING OUT GROCERIES. THE FOOD THEY GIVE OUT HERE HELPS ME OUT SO MUCH, AND IT’S SO HEALTHY. MY KIDS, THEY EAT EVERYTHING. ESPECIALLY THE FRUIT AND VEGETABLES, THAT’S WHAT WE EAT EVERY DAY.’

- Martina, EFSP Client

FY23 UPDATE

Since the summer of 2022, demand for food has been steadily increasing and food pantries and meal programs are struggling to manage both the increased demand and rising cost for food. The needs for rental assistance also remains high with COVID-era government support decreasing.

$11.4M
allocated in grants

$1.9M
distributed in direct cash for rent and utilities

191,167
shelter bed nights

6.1M+
meals provided

645,426
individuals assisted with food, emergency shelter or rental assistance
LABOR

The Labor Community Services program supports union workers and their families in San Francisco, San Mateo, and Contra Costa Counties through various services. Their goal is to ensure equitable access for working families to education, affordable housing, fair wages, safe workplaces, citizenship paths, and quality health care.

Systemic barriers in the SF Bay Area include unequal access to education and training, hiring and promotion discrimination, workplace harassment, income inequality, wage gaps, benefits disparities, and health and safety risks. Labor unions have historically addressed these issues, and United Way Bay Area collaborates with local labor union councils to promote equity and inclusion, supporting financial security pathways for all through information and referral services, workforce training, community organizing, immigration legal support, civic engagement opportunities, and advocacy for economic justice and workers’ rights.

“The reason I volunteer is I can see where the need for help is. It makes me feel good to come out and help those that are in need. It’s been nice to see the line get shorter and shorter… but the need is still there. As long as the need is there, I shall continue to come out and provide the service.”

- Eric, Volunteer/ Local Lodge 1781

FY23 UPDATE

The program aided striking workers, advocated for organizing efforts and worker protections, expanded citizenship services, increased hardship funds, helped women enter construction jobs, addressed wage theft for 250 low-income workers, and distributed 353,000 pounds of food.

2,700 individuals were reached through Labor outreach and education

$75,500 was given to support 139 union families experiencing hardship

26,391 individuals were provided with food pantry meals

62 Trades Introduction Program graduates

325 immigrant families received immigration legal services
In the quest for housing stability and affordability, UWBA places equity at the forefront to address historical disparities that contribute to the Bay Area’s racial wealth gap.

This is achieved through advocacy for policies that enhance affordable housing supply, improve access, and mitigate displacement. Additionally, we promote community solutions, raise public awareness, and change the narrative on housing issues.

The significance of Housing Justice is underscored by persistent housing instability in the Bay Area. A considerable proportion of households, particularly from specific racial groups, spend more than 30% of their income on housing. Housing remains a pressing issue, with the Bay Area having the third-largest population of people experiencing homelessness in the nation.

“WE HAD TO ASK PEOPLE TO HELP US WITH THAT, SO THAT WE COULD HAVE MEDICAL TREATMENT AND TO PURCHASE MEDICINE. SO, WITHOUT THE UNITED WAY [BAY AREA’S] HELP, WE WOULD BASICALLY BE HOMELESS. IT WAS A REALLY HARD TIME, AND THEY JUST CAME OUT OF NOWHERE LIKE AN ANGEL. SO, I’M JUST THANKFUL, REALLY THANKFUL FOR THAT.”

- Elisabeth, Client

Housing Justice allocated $880,000 in grants for initiatives across the Bay Area. Of this sum, $250,000 was distributed through our Community Ambassador grant program, where Ambassadors had a say in selecting organizations and projects to fund. These grants supported various strategies to tackle affordable housing challenges, including rental assistance, eviction prevention, policy advocacy, family shelter development, first-time homebuyer programs, initiatives to enhance Black wealth, emerging developers training, and shared housing programs.

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<td><strong>$880,000</strong> granted to housing justice partners</td>
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<td><strong>1,814</strong> households received housing services</td>
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<td><strong>5</strong> affordable housing policies advocated for and passed</td>
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<td><strong>68</strong> new affordable housing units supported by housing justice grants</td>
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The importance of Public Policy & Advocacy lies in its tangible impact. In the past year, our endeavors included engaging with local, state, and federal legislators, informing them about our priority issues, and championing equitable policies to advance opportunities for our community.

We also collaborated with community partners to develop and advocate for policies benefitting working families, promoted civic participation and awareness, and offered support through public testimony and endorsements for six state bills and two federal bills.

UWBA’s commitment to community well-being extends to advocacy, where we work with our philanthropic, volunteer, and community impact initiatives to address the root causes and key drivers of poverty. Our advocacy efforts are channeled into five primary areas: housing justice, safety net services, economic success, workforce development, and community support.

FY23 UPDATE

The passage of the 211 Infrastructure Act in the California Senate, with bipartisan support for allocating state funding to bolster the essential operations of the 211 resource line.

SB 318 establishes a statewide health and human services navigation network, fortifying disaster readiness, response, and recovery systems, and improving access to vital services for vulnerable populations.

The bill also received unanimous bipartisan backing in the State Senate, emphasizing the broad support for this critical legislation.

Continuing Legislative Priorities:

AB 1128: Expand Young Child Tax Credit eligibility. This bill will be reintroduced next legislative session.

AB 1498: Increase the CalEITC minimum credit to $300. This proposal may be placed in the State’s FY 25 Appropriations Bill.

SB 555: Require the HCD to complete a California Social Housing Study with recommendations for creating affordable social housing for those with extremely low, very low, and moderate incomes.

SB 352: Create a statewide Living Wage Formula to showcase true cost of living in the state. The bill will be re-introduced next legislative session.

SB 567: Expand on tenant protections codified in the Tenant Protection Act of 2019 for no-fault causes and create enforcement mechanisms for owners who violate the law.
COMMUNITY PARTNERS

Abode Services  Acom Computer Learning Center  Acts Full Gospel  Adopt A Family of Marin Offsite  Aging Action Initiative  Alameda County Community Food Bank  Alameda County Social Services Agency  Alameda County Workforce Development Board  Alameda Food Bank  Allen Temple Baptist Church  Amigos de Guadalupe  Arriba Juntos  Asian Americans for Community Involvement  Asian Pacific American Community Center  Asian Pacific Islander Legal Outreach  ASIAN, Inc.  Associated Students of the University of California  Bay Area Legal Aid  Bayview Hunters Point YMCA  Benicia Community Action Council  Berkeley Food and Housing  Berkeley Food Pantry  Beta Alpha Psi - Beta Chi Chapter  Bill Wilson Center  Board of Trustees of The Glide Foundation  Boys and Girls Club of Silicon Valley  Brighter Beginnings  Building Futures  Building Futures with Women and Children  Building Opportunities for Self-Sufficiency  Building Skills Partnership  Cal State East Bay  CALL Promote  CalWORKs Social Service Agency  Canal Alliance  Carry the Vision  Catholic Charities of Santa Clara County  Catholic Charities of the Diocese of Santa Rosa  Catholic Charities of the East Bay  Catholic Charities San Francisco, Marin, and San Mateo Counties  Center for Human Development  Central City Hospitality House  Central Labor Council Contra Costa County  Children's Council of Alameda County  Chinese Americans for Community Involvement  Chinese American Service League  Chinese Progressive Association  City College of San Francisco  City College of San Francisco ESL  City of Fremont Human Services  City of Oakland  CityServe of the Tri-Valley

Coastside Hope  Cocktails - Fiscal Sponsor for Healthy & Active Before 5  Code for America  College of Marin  Community Action Marin  Community Action North Bay  Community Action of Napa Valley  (Inc. Food Bank Napa)  Community Agency for Resources, Advocacy and Services  Community Child Care Council of Alameda County  Community Forward SF  Community Housing Development Corporation  Community Overcoming Relationship Abuse  Community Services Agency of Mountain View, Los Altos, and Los Altos Hills  Community-San Francisco Children, Families, and Individuals  Compass Family Services  Contra Costa College  Contra Costa County Health Services Department  Contra Costa County Health Services Senior Nutrition Meals on Wheels  Contra Costa Crisis Center  Contra Costa Health Services Advisory  Contra Costa Small Business Development Center  Cooperative Center Federal Credit Union  Council of Community Housing Organizations  County of Marin Department of Health and Human Services Offsite  County of San Mateo Department of Housing  Covenant House  Covenant House California  Davis Street Community Services  De Anza Community College  Diablo Valley College  Dixon Family Services  Dolores Street Community Services  Dorothy Day House  Dreamcatchers Empowerment Network  East Bay Alliance for a Sustainable Economy  East Bay Asian Local Development Corporation  East Bay Housing Organizations  East Bay Sanctuary Covenant  East Oakland Community Project  Eden IBL, Inc.  Employment & Human Services Department of Contra Costa County  Enterprise Community Partners  Episcopal Community Services of San Francisco  Evergreen Valley College  Fair Oaks Community Center  Fairfield Sunnys Unfired School District  Family Supportive Housing  Fighting Back Partnership  Financial Capability Investment  First Place for Youth  First Presbyterian (South Hayward Parish)  Food Bank of Contra Costa and Solano

Fraternite Notre Dame  Fremont Adult and Continuing Education Project Sentinel, Inc.  Fremont Fair Housing and Landlord/Tenant Services  Fremont Family Resource Center  Fremont Main Library  Front Door Communities  Golden State Opportunity  Grace Solutions  Greater Richmond Interfaith Program  Habitat for Humanity East Bay/Silicon Valley  Hayward Area Recreation and Park District  Health Leads  Health Trust  Healthy Start FRC & Fairfield Community VITA  Hillview Branch Library  HIP Housing  HomeFirst Services of Santa Clara County  Homeward Bound of Marin  Hope 4 The Heart  Hope Solutions  Hope Center  Housing Authority of the City of Contra Costa Advisory  Housing Leadership Council of San Mateo County  Human Services Agency of SF  Immigration Institute of the Bay Area  Interface Children and Family Services  Jewish Family and Children's Services  Jewish Family Services of Silicon Valley  Jubilee Immigration Project  Korean American Community Services  La Casa de las Madres  La Familia  La Raza Community Resource Center  Laney College  Lao Family Community Development, Inc.  LEAP City of Richmond  LifeOnTrak  LifeMoves  Loaves and Fishes Family Kitchen  Lutheran Social Services of Northern California  Maitri  Mama D's 2 Chance  Marin Housing Development Corporation  Marin Small Business Development Center  Martha's Kitchen  Meals on Wheels San Francisco  Meals on Wheels Solano County  Mercy Brown Bag Program  Mid Peninsula Boys and Girls Club  MidPen Housing  Mission Asset Fund  Mission Economic Development Agency  Mom's Against Poverty  Monument Crisis Center  Momentum Impact  Most Holy Trinity Catholic Church  Mountain View Public Library  Napa Emergency Women's Services  Napa Valley Unified School District  Native American Health Center  Next Door Solutions to Domestic Violence  No Time to Waste  Non-Profit Housing Association of Northern California  Northeast Community Federal Credit Union  Oakland Catholic Worker  Oakland Community Land Trust  On The Move  One Treasure Island  Open Heart Kitchen  Operation Dignity, Inc.  Opportunity Junction  Pacific Community Services  Pacifica Resource Center  PARIS Equality Center  Patalco Credit Union  Peninsula Volunteers, Inc. (Meals on Wheels program)  Pilot Connections  Pride at Work  Project Sentinel  Puente de la Costa Sur  Puertas Abiertas  Raphael House of San Francisco  Renaissance Entrepreneurship Center  Richmond Community Foundation  Richmond Neighborhood Housing Services, Inc  Ritter Center  River of Life Family Church  River of Life Foundation  Rubicon Programs  Ruby's Place  RYSE Center  Sacred Heart Community Service  Safe Alternatives to Violent Environments  The Salvation Army  The Salvation Army Hayward Corps  The Salvation Army Oakland  The Salvation Army Silicon Valley  The Salvation Army Tri-Cities Corps  Samaritan House  San Antonio Community Development Corporation  San Francisco CASA  San Francisco Community Empowerment Center  San Francisco County Office of Financial Empowerment  San Francisco Labor Council  San Francisco State University  San Francisco-Marin Food Bank  San Francisco Public Library  San José City College  San Jose Conservation Corps + Charter School  San Jose Evergreen Community College District  San Jose Evergreen Community College District Foundation  San Mateo County Central Labor Council  San Mateo County Community College District (Cañada College)  San Mateo County Community College District (College of San Mateo)  San Mateo County Community College District (Skyline College)  San Mateo County Union Community Alliance  Santa Maria Urban Ministry  Second Chance
NETWORKING GROUPS

Second Harvest of Silicon Valley (Food Bank)
Self-Help Credit Union
Self-Help for the Elderly
Sequoia Adult School Adult School Education
Serenity House
Shelter Inc.
Silicon Valley at Home
Silicon Valley Independent Living Center
Social Good Fund, Inc. (Safe Return Project)
Society of St. Vincent de Paul of Santa Clara County
Solano Advocates for Victims of Violence
SOMOS Mayfair
Sourcewise
South County Compassion Center
Sparrow Project
St. Anthony Padua Dining Room
St. Francis Living Room
St. Joseph Church
St. Joseph’s Family Center
St. Mary’s Center
St. Stephen’s Resource Center
St. Vincent de Paul Alameda County
St. Vincent de Paul Society Marin County
St. Vincent de Paul of Contra Costa County
Society of St. Vincent de Paul of San Mateo County
St. Vincent de Paul Society of San Francisco
STAND! For Families Free of Violence
StarVista
Sunnyvale Community Services
Support Life Foundation
Swords to Plowshares Veterans Rights Organization
Tax-Aid
Tenants Together
The Salvation Army Golden State Division
The Spanish Speaking Unity Council of Alameda County
The Women’s Building
Thrive Alliance
Travis Credit Union
Tree of Life Church
Tri City Free Breakfast Program
Tri-Cities One Stop Career Center, EDD
Tri-Cities One Stop Career Center, EDD Fremont
Tri-Cities One Stop Career Center, Ohlone College
Tri-City Volunteers Food Bank
Trinity Center
Tri-Valley Haven
Tri-Valley One-Stop Career Center
UC Berkeley VITA Program
UC Law SF
Union City Family Center
United Way of the Wine Country
UpValley Family Centers of Napa County
Urban Habitat
Visalia
VOICES Solano Youth Center
WE RISE SF
WeHoPES
West Oakland Job Resource Center
West Valley Community Services

MAKE A DIFFERENCE
TOGETHER
The Tocqueville Society recognizes local philanthropists who, through their outstanding community service and financial support, are affecting real and lasting change in the fight against Bay Area poverty.

Champions $5,000 – $9,999

Mohamed Youssef Abueida
Paul and Lisa Adler
Anonymous
Marcia and George Argyris
Stephen R. Bahr
Allie Barneos
Robert Benavidez and Joshua Binde
Barbara and Jeff Bennett
Christopher Gennis and Jeffrey Huang
Carl Bindo
Justin Blecharczyk
John and Susan Bonsignore
Kristin Bradbury
Kathleen and Tony Brekke
Casey Casahnuvo
Raymond A. Castro Jr.
Myungjin Cha
Victoria Chak
Paul L. Chrzanowski
Justin Chueh and Pauline Shuen
Raymond and Monica Connally
Ann Deluzer
Ann M. Dye
Melissa Manke Fimbres
Sarah G. Flanagan
Ben Garosi
Jennifer M. Gaudiocco
Kenneth and Lana Guemes
Elizabeth Hesteng
Linda M. Hill
Gay and Harlan Hirschfield
Matthew John Hoffman
Rosalynn Hughey
Chad and Connie Iken
William and Lorraine Irving
Robert and Sarah James
Dora James
Richard and Susan Jardine
Lynn and Dale Johansen
Todd and Lucy Johns
Lee D. Kaiser
Ed and Janette Kennedy
Mike Kiekel and Kate Sarman
Heather Kunnanz
Danny T. Lechy
Sean Lee and Angela Poon
Mary Margaret and Weston Lewis
Warm the World Volunteer Association
James Little
David H. Longhurst
Lawrence D. Margern
Amy Margolis
Christopher and Emily Marlowe
Gioia McCarthy
Dean O. Morton
Jonathan Mosby
Julina Moy and William Lee
TJ Nicholson
Ann O’Bradovich
James and Sharon Olson
Susan B. Opp
Allison Ottsom
Shawn Oxenham
Marisol Pacheco-Mendez
Arun Palakurthy and Priya Shah
Umasankar Perala
Mary Kelly Persyn
Rick J. Ragsdale
T. Jeffrey Reed
Kimberly A. Ronan
Margaret Rosegay
Anonymous
Thomas J. Rothenberg
Pat Mary Ryan
Robert Saper, Jr.
Francis Schumacher and Nina Friend
Dr. David Shapiro and Dr. Jane Hawes
Michael D. Shovlin
Mike T. Sierras
John and Nicole Skerry
Thomas L. Stanley
Denise Steele
Martin J. Stockeck
Craig and Elise Tewell
Cynthia K. Vetich
Guy and Virginia Wanger
Melissa Wardlow
Don and Susan Watters
Annieka West
Jason and Kathleen Wilde
Douglas J. Wokoun
Fionnuala A. Wright
Champions $1,000-$4,999 will be listed on our website

Champions are a group of proud Bay Area community leaders, driven to be part of United Way Bay Area’s fight against poverty, influencing volunteer engagement opportunities that have a lasting impact on children and families in our community.
Women United is a diverse group of powerhouse women leaders dedicated to helping low-income women and families move out of poverty by focusing on UWBA’s SparkPoint program and early childhood advocacy.

Steering Committee

M.J. Bedegi
Barbara Ann Bennett
Summer Bertolet
Michelle Branch
Jen Chen Jackson
Vanessa Lark
Anastasia Maggioncalda
Joaanne Peters
Toshonna Ross
Ann Tomlin
Yayra Tuprah
Louise Willard

Women United Members

Jenelle M. Anderson
Julia Arant
Marcia M. Argyris
Kelly Ann Batson
Emily Balanos
Evelyne Chellani
Michelle Chang
Robin M. Edwards
Jennifer Fickel
Kathy Woebner Gardner
Cindy Goldberg
Marian A. Hafter
Mary Beth Hamby
Amanda Huff
Brett Hoffmann
Jen Jackson
Lynn Johannesen
Mary F. Kamprath
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Rose Lur
Anne Nancy Maggioncalda
Liza Massey
Anana Mattison
Mary A. Mettler
Pooja Mittal
Julie Moy
Susan C. Normington
Sarah Ramirez
Eliore Robey
Rosanna B. Sangalang
Ruby Bolana Shifrin
Channa Sweet
Archana Venugopal
Jacob Walters
Donna L. Williams
Mercedes M. Williams
Stephanie A. Wittler
Samantha Wolff

Emerging Leaders

Elodie Chalmette
Devang Dasani
Lindsay Earhart
Eric Gaan
Enrik Kristjanson
Hilary Lo
Aryan Nijhawan
Blake Robertson
Ashley Rochholz
Jonathan Sack
Aaron Silverman
Nicholas R. Aikawa
Oscar Alvarez
Jack Avery
Milan Carpenter-Wilson
Dustin Cooper
Charles Crandon
Shawn J. Curnan
Ofe Gari
Joshua Gilbert
Nick S. Haddad
Nicole Harden
Amber Harris
Munir Imam
Lesley Kraechan
Corey Kreider
Kathryn Luna
Brian Maher
Hardik Mittal

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Nicole Harden
Amber Harris
Munir Imam
Lesley Kraechan
Corey Kreider
Kathryn Luna
Brian Maher
Hardik Mittal

Legacy Circle

Those in our Legacy Circle have generously included UWBA in their estate plans.

Anonymous (12)
Joan Braun
Simon Desmarais-Zalob
Kris Falconer
Mercade Frost
Deborah Gordon
Helen Lin
Irins Marashian
Alfredo Molina
Akwasi Okyere
Zachary Post
Javier Sarabia
Kevin A. Zwick

Emerging Leaders is a growing network of philanthropic young professionals (age 40 and under) committed to fighting Bay Area poverty, with a focus on educating and empowering youth.
FINANCIAL SUMMARY

REVENUE

- Government Grants: $4,411,892
- Individual and Campaign Gifts: $6,683,342
- Institutional Grants: $6,920,040
- Other Contributions: $328,388
- Total Public Support: $18,343,662

EXPENSE

- Program Services: $15,891,189
- General and Administrative: $2,626,332
- Development and Marketing: $4,113,391
- Total Expenses: $22,630,913
INSTITUTIONAL PARTNERS

$500,000+
Albertsons Companies Foundation
Chevron USA, Inc.
College Futures Foundation
California Department of Community Services and Development
Internal Revenue Service
Siemer Institute
The Sobrato Family Foundation

$250,000 - $499,999
The Bank of America Charitable Foundation, Inc.
California Department of Public Health
ECMC Foundation
Health Leads, Inc.

$100,00 - $249,999
AARP Foundation
California Department of Public Health
City of Santa Clara, California
Dean & Margaret Leisher Foundation
Interface Children & Family Services
JPMorgan Chase Foundation
The PG&E Corporation Foundation
Stupski Foundation
Sunlight Giving
The San Francisco Foundation
Walter & Elise Haas Fund
Wells Fargo Foundation

$50,000 - $99,999
City of San Jose
Corteva Agriscience LLC
County of San Mateo
National Disability Institute
U.S. Bank Foundation

$20,000 - $49,999
Emergency Food & Shelter National Board
Evelyn and Walter Haas, Jr. Fund
HCA Healthcare Foundation
Hellman Foundation
Silicon Valley Community Foundation
MUFG Union Bank Foundation
United Ways of California

MANY THANKS TO OUR DONORS
EMPLOYEE GIVING CAMPAIGNS

$500,000 - $999,999
County of Santa Clara
Dodge & Cox
Valero Benicia Refinery

$250,000 - $499,999
California State Employees Charitable Campaign (CSECC)
Callan LLC
Costco
Sandia National Laboratories

$100,000 - $249,999
AT&T Corporation
BMO Harris Bank and Capital Markets
Deloitte
FedEx
Target Corporation
Texas Instruments

$50,000 - $99,999
Alameda County Government
Backblaze
Chevron Corporation
Comerica Bank
Enterprise Rent-A-Car
Exact Sciences Corporation
NuStar
Wellpoint-Blue Cross of CA

$25,000 - $49,999
Abilis Therapeutics
City of San Jose
Google
Lawrence Livermore National Laboratory
Matson
Pillsbury Winthrop Shaw Pittman LLP
PwC
Raymond James & Associates
Regency Centers Corporation
The Boldt Company

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Founding Attorney, Branch Law Group
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Partner, PricewaterhouseCoopers (PwC)
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Group Controller, Enterprise Rent-A-Car Company of San Francisco, LLC

JAMIE LYNN KEARNS
Math Teacher Leader, Vallejo City
Unified School District-Secondary Education
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Deputy County Executive, County of Santa Clara
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Vice President & Chief Actuary, Delta Dental of California
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Managing Director, Private Bank Market Executive
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Vice President, Legal and Strategic Advocacy
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(Retired) EVP, Chief Financial Officer
Agilent Technologies

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