

ANNUAL REPORT 2024

United
Way



UNITED WAY BAY AREA

REPORT TO THE COMMUNITY

July 1, 2023-
June 30, 2024



LETTER FROM OUR CEO AND BOARD CHAIR

Dear Friends and Supporters,

It is with gratitude that we present United Way Bay Area's Annual Report for Fiscal Year 2024, highlighting the progress we've achieved together in our mission to dismantle the root causes of poverty and build equitable pathways to prosperity. Through the challenges of this past year, the work has remained constant, as has the unwavering support of our donors, volunteers, and staff. Together, we have provided a source of hope for so many in our communities.

The Bay Area continues to face significant hurdles. The escalating costs of basic needs and an ongoing housing affordability crisis make it difficult for many of our neighbors to achieve economic security. These challenges have only deepened the inequities we have long sought to address. Yet, through mobilizing the region and activating powerful community partnerships, we have continued to provide immediate relief to overcome some of the most challenging hurdles while also building bridges to long-term stability and success.

While this report includes measurable results, we are proud to share, we know that these metrics are not just numbers. Each of these facts and figures represent a personal story – a life transformed and a future reshaped. They are a testament to what we can accomplish together when we engage in community-centered collective action.

Looking ahead, even as new challenges emerge daily, we remain steadfast in our mission to build a more equitable Bay Area where everyone has access to the resources and opportunities they need to thrive. Together, we will continue to break down barriers, challenge inequities, and create lasting change for generations to come. And that's what we mean when we say – UNITED is the way!

With heartfelt gratitude,



Keisha Browden

Keisha Browden, CEO
United Way Bay Area



Gioia

Gioia McCarthy,
Chair of the Board
United Way Bay Area
Bank of America President,
San Francisco East Bay
Managing Director,
Private Bank Market Executive

ABOUT UWBA



WHAT WE DO

UWBA brings together partners from the nonprofit, business, and government sectors to address Bay Area poverty. We partner across these sectors to develop solutions, capture the data we need, and use those insights to support public policy and create research-backed community initiatives.



OUR VISION

UWBA envisions an equitable Bay Area where all people have the opportunities and resources needed to thrive.



OUR MISSION

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.

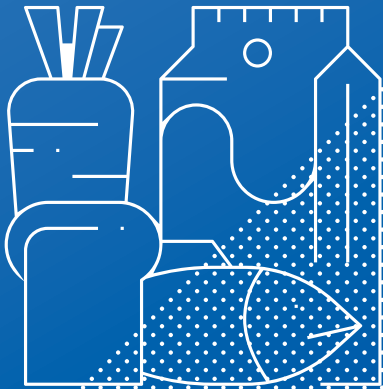
OUR IMPACT AREAS



01

Basic Needs

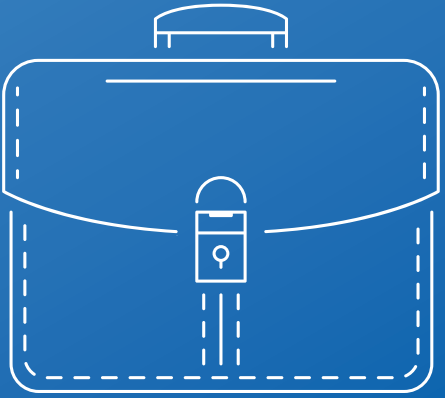
Ensuring people have access to services and resources such as food, shelter, healthcare, and more



02

Employment & Career Opportunities

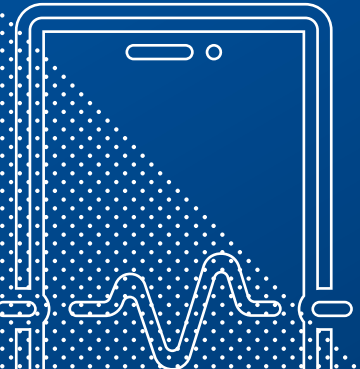
Building systems and pathways for youth and adults to achieve their career goals and earn a living wage



03

Financial Stability & Prosperity

Supporting families and individuals to reach their financial goals, recover from a financial crisis, and have a quality life

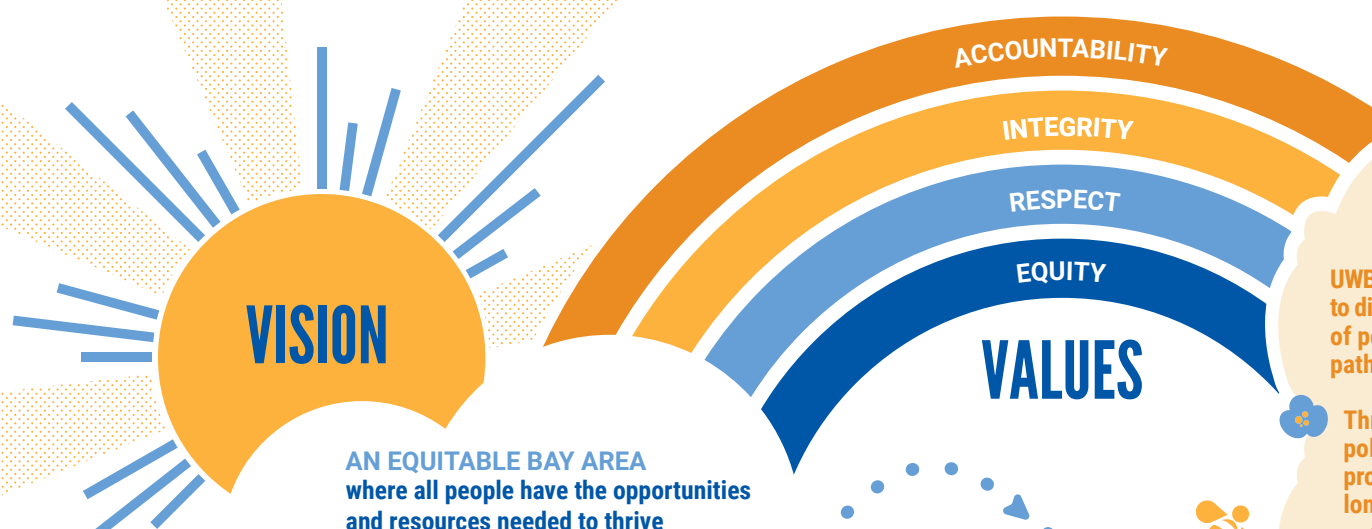


04

Housing Justice

Working with community stakeholders and housing experts to improve access to stable, affordable housing, and homelessness prevention

THEORY OF CHANGE



VISION

AN EQUITABLE BAY AREA where all people have the opportunities and resources needed to thrive

VALUES

ACCOUNTABILITY

INTEGRITY

RESPECT

EQUITY

MISSION

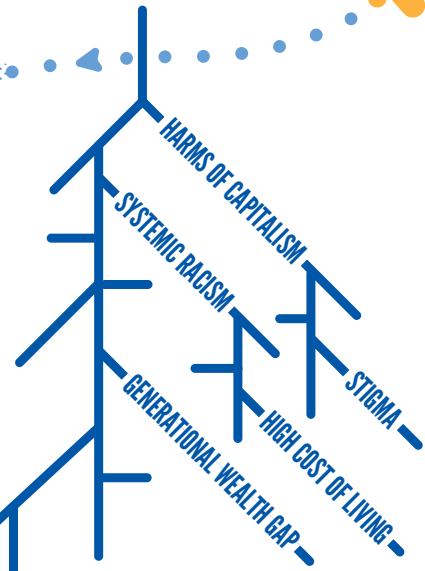
UWBA mobilizes the Bay Area to dismantle the root causes of poverty and build equitable pathways to prosperity.

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



Systems, structures, and policies built on these root causes perpetuate the cycle of poverty. These root causes contribute to inequities in the San Francisco Bay Area, especially for marginalized demographics.

ROOT CAUSES OF POVERTY



To address these, UWBA focuses on four areas:

- HOUSING JUSTICE
- EMPLOYMENT AND CAREER OPPORTUNITIES
- FINANCIAL STABILITY
- MEETING BASIC NEEDS



ONLY 1 UNIT OF HOUSING WAS BUILT for every 4 jobs, forcing many families to live in overcrowded and unsafe environments, pay unsustainable housing costs or move farther away

NEARLY HALF OF ALL RESIDENTS in the Bay Area have either low or very low incomes

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



DISMANTLE INEQUITABLE POLICIES AND SYSTEMS

Advocate for policies to advance equity, transform the narrative on poverty, and lift community experiences for systemic change.

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.

STRATEGIES



OUR STRENGTHS

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

DIVERSITY EQUITY & INCLUSION

In FY24, UWBA reaffirmed its commitment and advanced its Diversity, Equity, and Inclusion (DEI) Action Plan, focusing on culture, belonging, and educational opportunities for staff. The DEI Council welcomed four new members, increasing its membership to nine, with a goal of reaching 11 by FY25.

ORGANIZATIONAL LEARNING

Staff participated in workshops led by UWBA peers, such as Policy and Advocacy, Housing Justice, and external experts, including the Transgender and Gender Expansive Ally Workshop by Fresh “Lev” White of Affirmative Acts. Quarterly learning opportunities will continue in FY25.

Heritage Month Activities

UWBA celebrated heritage months with *The Journey*, a curated DEI content series, and hosting roundtable discussions to foster understanding and connection.

DEI Leadership Training

Key staff members participated in equity-centered training, including Radical Transformational Leadership, Race Forward, and Coaching for Equity. These initiatives are foundational to advancing UWBA’s long-term DEI strategies.

LinkedIn Learning

UWBA integrated LinkedIn Learning into organizational goals, offering staff DEI-focused courses and certifications. Plans are underway to extend learning opportunities to external partners through webinars launching in FY25.

Culture and Belonging

With a 95% response rate, the CultureAmp employee engagement survey highlighted organizational strengths and areas for growth. Data from the survey will inform People and Culture efforts, and future surveys will measure progress annually.

EQUITY IN PRACTICE

Compensation Study: Edgility conducted a pay equity audit, which will guide the Compensation Task Force in FY25.

Executive Coaching: Leadership team coaching supported the CEO transition and strengthened team dynamics.

Strategic Collaboration: Regular meetings between the DEI Council and People and Culture teams align inclusion efforts with organizational goals.

Community Equity: Participatory grant-making in the Housing Justice program centered lived experiences in decision-making, reflecting UWBA’s equity commitment.

Staff, DEI Council members, and UWBA’s Vice President of Equity and Strategy participated in equity-centered training throughout the year, including introductory training and the Coaching for Equity series. People and Culture, with support from the DEI Council, implemented an employee engagement survey using the CultureAmp platform. The survey, with a 95% completion rate, provides insights into organizational strengths and areas for growth. This data informs the People and Culture team’s work and will be used to benchmark and assess progress on DEI initiatives annually.



STRATEGIC PLAN

MOBILIZE>>DISMANTLE>>BUILD

At the end of FY24, we completed year two of UWBA's ambitious, three-year Strategic Plan. Grounded in diversity, equity, and inclusion (DEI) principles, the plan focuses on serving one million Bay Area residents by addressing basic needs, helping them achieve financial stability, and fostering pathways to prosperity. The

Strategic Plan informs our work at the individual, department, and organizational level, helping us set goals, track progress, and evaluate impact. This year, we leveraged regional partnerships and expanded impactful initiatives to address urgent community needs.



2022-2025 UWBA STRATEGIC PLAN PILLARS

INITIATIVES

In service of our Community Impact pillar of work, we were able to strengthen our Ambassadors Council by hiring a program manager to support the ambassadors and their participation in our Housing Justice grantmaking, program input, the development of our new 211 website, and community outreach. We also completed our Theory of Change, which allowed us to continue our program evaluation and data analysis work to allow us to continue our focus on serving marginalized communities better.

For our Regional Impact pillar, we released our "Understanding Poverty and Philanthropic Giving Disparities in the Bay Area" report (shared earlier in this annual report). Not only did we release the report, but we were able to convene local stakeholders, including funders and community-based organizations in Oakland at the California Endowment in partnership with the San Francisco Federal Reserve Bank and Urban Habitat to release recent data analysis that tells the story of an under resourced nonprofit sector and high needs communities in the Bay Area, like Solano County.

A goal of this pillar for FY24 was to expand our Board and Advisory Council to ensure representation across the eight counties we serve. However, with our mid-year CEO transition, we paused this process and look forward to picking it up in FY25.

In alignment with our Financial Growth and Sustainability pillar, our Marketing and Development teams have continued building relationships across our region to increase UWBA visibility and secure funds to achieve our ambitious goals, including a \$3 million multi-year partnership with BMO to support household financial stability across the Bay Area through our SparkPoint™ model.

We are excited to continue this important work in the final implementation year of this plan and invite you to learn more about our efforts by visiting uwba.org/who-we-are/strategy.

SITUATIONAL ANALYSIS

For over 100 years, United Way Bay Area (UWBA) has been committed to building a community where everyone has the opportunities and resources to thrive. As a trusted partner in the region, we bring together our network of volunteers, donors, policy makers, labor, community, and corporate partners to fight poverty in the region, not just in times of critical need, but every day.

Over our recent fiscal year, July 2023 to June 2024, we continued to see the impact of higher inflation which has further exacerbated financial challenges faced by the communities we serve. Across the nation, the cost of goods and services has increased by 23%, while household savings have decreased by 54% since 2020. The good news is that most of the U.S. is experiencing a slowdown in inflation; however, the Bay Area has not seen the same trend, mostly due to dramatically higher utility and housing costs.

KEY FACTS: STRUGGLING TO THRIVE IN THE BAY AREA

- Over 1 in 4 households (588,968 households) in the Bay Area cannot afford basic necessities like food, housing, and childcare, per the United Ways of California Real Cost Measure Report. A family of four needs \$122,663 annually to cover essential costs.
- 676,000 individuals in the Bay Area are food insecure.
- There are over 36,300 individuals experiencing homelessness.
- 210,000 low-income households do not have access to an affordable home.
- The median household income gap between the top 10% and bottom 10% of wage earners is much more pronounced in the Bay Area than the rest of the state and country.

In FY24, UWBA conducted two key studies:

1. UNDERSTANDING POVERTY AND PHILANTHROPIC GIVING IN THE BAY AREA

Partnering with Applied Survey Research, UWBA analyzed how funding aligns with community needs based on poverty indicators like income, housing burden, and unemployment.

KEY FINDINGS

- 1. High-need ZIP Codes exist in every county:** with all counties facing economic instability.
- 2. Funding is inequitable:** Three counties (Alameda, Santa Clara, San Francisco) received most of the \$26 billion in grants from 2018–2020.
- 3. Distribution doesn't reflect need/population:** San Francisco received 38% of funding despite only 12% of the region's population. Counties like Marin, Napa, and Solano combined received just 3%.
- 4. Grant value dropped despite increased grants:** Grants rose from 73,000 (2018) to 94,000 (2020), but total funds dropped from \$10.6 billion to \$9 billion.

The most important recommendation to come out of this report is the need for additional funding that can be distributed to meet the needs across all of the Bay Area.

ADDRESSING INEQUITIES

United Way Bay Area (UWBA) focuses on immediate support and tackling inequitable policies that perpetuate poverty. Strategic data use guides interventions and long-term solutions.

2. SPARKPOINT'S IMPACT ON STUDENT SUCCESS

Research by Public Profit, funded by the ECMC Foundation, shows that SparkPoint significantly boosts student persistence and advancement compared to peers without the program's support.

KEY FINDINGS

- 1. Higher Retention and Completion Rates:** SparkPoint participants were 127% more likely to stay enrolled (2018–2019) and 86% more likely to complete or transfer (2019–2020) compared to non-participants.
- 2. Demographics:** Most SparkPoint students are women from communities of color, on financial aid, with a median age of 22.
- 3. Improved Success Rates:** Over four years, SparkPoint students had 5–9% higher success rates (retention or graduation/transfer) than non-participants.
- 4. Impact of Coaching:** Students attending two or more financial coaching sessions in 2019–2020 were 67% more likely to persist, graduate, or transfer than peers without coaching.

This research highlights the transformative impact of providing low-income, first-generation students with essential financial resources and skills. With the right support, students don't just succeed—they thrive.

AMBASSADORS

The UWBA Ambassadors Council is a vital advisory body that ensures community voices remain at the center of our programs and initiatives. Comprised of former clients, staff, and volunteers, UWBA Ambassadors bring valuable lived experience to help guide decision-making and advocacy efforts.

This year, UWBA Ambassadors helped allocate \$150,000 in grants for housing initiatives and provided critical feedback on the design of our pilot Guaranteed Basic Income (GBI) program in Alameda County. Their contributions also included translating content into Chinese and Spanish, participating in the voter guide, and supporting visits with elected officials, among other advocacy, programming, and community efforts.

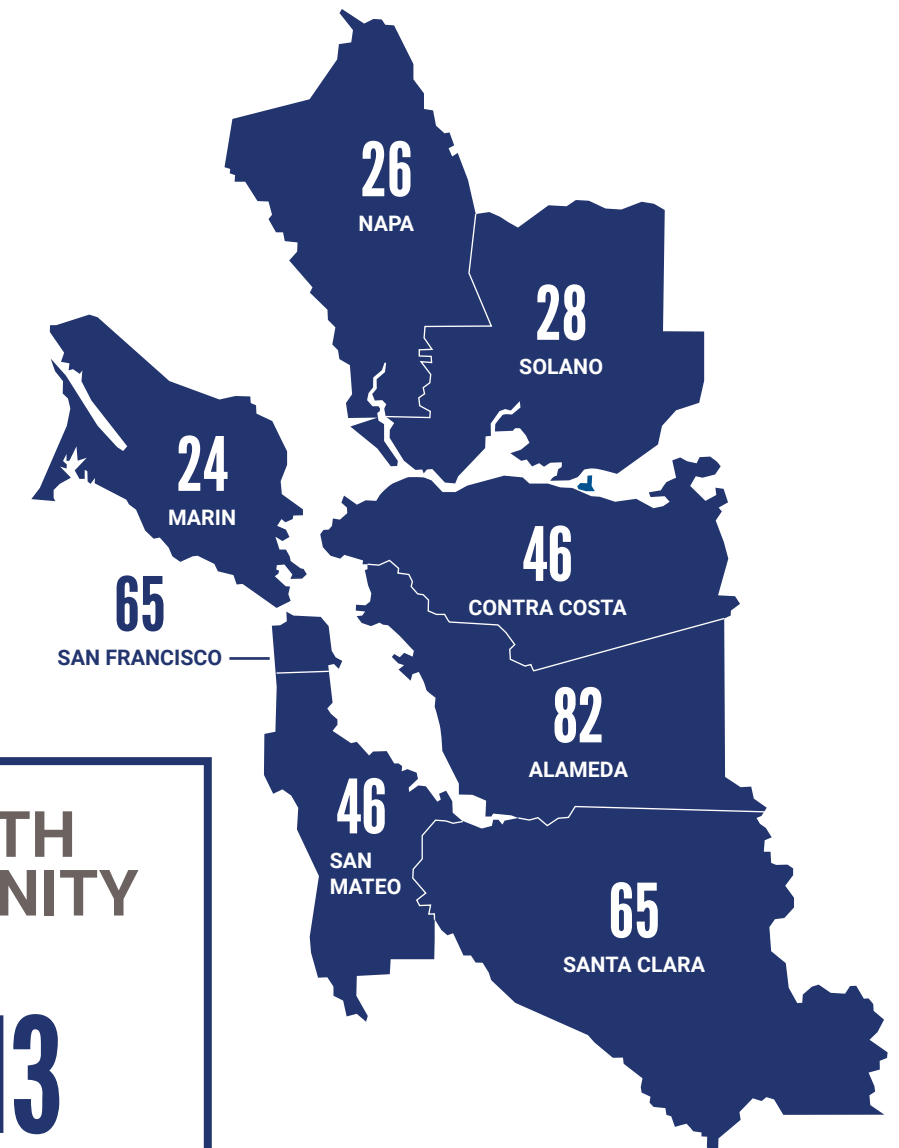
Their dedication ensures that the voices of those most impacted remain at the heart of our work.

“THE OPPORTUNITY TO HELP FUND COMMUNITY ORGANIZATIONS THAT OFTENTIMES ARE THE ONLY SAFETY NET FOR FAMILIES WAS EYE-OPENING. LEARNING HOW FUNDING IS DETERMINED AND THEN VOTING ON RESOURCE DISTRIBUTION BY PEOPLE WHO HAVE LIVED EXPERIENCES HAS BEEN REWARDING, AND I AM GRATEFUL TO BE A PART OF THE PROCESS.”

- Liat Meitzenheimer,
UBWA Ambassador



MOBILIZING A REGION



WORKING WITH OUR COMMUNITY PARTNERS

\$4,081,513

Dollar amount granted to partner organizations

301

Number of Partners and Grantees*

* Partners may serve multiple counties resulting in a differential in total numbers.

IMPACT OVERVIEW

FY24 SHARED MEASURES ACROSS IMPACT AREAS

383,946

number of individuals served



38,803

number of individuals reached through outreach and education

3,081

number of volunteers engaged



number of job placements

1,016



97,500 number of referrals to basic needs and community services



number of meals provided

12,912,020

** 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.



\$11,691,510

dollar amount in direct assistance distributed (network)

2-1-1

United Way Bay Area

43,621

calls and texts to 211



35,127

returns filed, claiming \$52.3 million in tax refunds through Free Tax Help



2,499

people received financial coaching through SparkPoint

ON TRACK

97

young people attended On Track, our annual career exploration event, with over 20 employers participating



64

advocacy moments where UWBA fought for policies that work for all Bay Area residents

POPULATIONS SERVED BY UWBA PROGRAMS

In FY24, UWBA supported thousands in marginalized communities, highlighting its commitment to uplifting vulnerable populations:

of individuals (9,257) speak a primary language other than English

19%

identify as female

64%

96%

of households served had an annual income below \$75,000

85%

of individuals (47,348) are from historically marginalized communities

Supporting Our Communities

- 10,459 older adults (65+ years): Ensuring aging populations have access to stability and care
- 8,037 individuals experiencing homelessness: Providing critical support for those without stable housing
- 7,358 transition-age youth (18-24 years): Empowering young adults during a pivotal phase in their lives
- 6,581 children under 18 years: Supporting the next generation with opportunities for growth and success
- 4,051 individuals with disabilities: Ensuring inclusive access to resources for all
- 1,872 immigrants and refugees: Fostering inclusion and access for newcomers facing complex challenges

FIGHT POVERTY

PROGRAMS & INITIATIVES





FREE TAX HELP

THE UWBA FREE TAX HELP PROGRAM has led Bay Area VITA (Volunteer Income Tax Assistance) sites since 2003, providing free tax filing services for qualifying individuals. It helps low-income families claim critical tax credits like the Earned Income Tax Credit (EITC), Child Tax Credit (CTC), and the newly expanded California Young Child Tax Credit (YCTC).

In FY24, Free Tax Help filed 35,127 tax returns for Bay Area Households – a 10% increase compared to 2023. The majority of people (74%) using VITA services were low income (annual household income less than \$64,000). Tax credits can have life-changing impact especially for low-income families, particularly since the average Bay Area household of four needs over \$120,000 annually to meet basic living costs.

The program enlisted 1,356 volunteers across 93 locations across the Bay Area region. In a feedback survey, 98% of volunteers reported satisfaction with their experience. Volunteers dedicate over 16 hours to training and an average of 50 hours helping prepare taxes, playing a critical role in the program's success.



JACKIE, A SINGLE MOTHER EXPERIENCING HOMELESSNESS, WAS ABLE TO RECOVER OVER \$24,000 IN TAX REFUNDS THROUGH THE FREE TAX HELP PROGRAM, WHICH ALLOWED HER TO SECURE STABLE HOUSING FOR HERSELF AND HER SON. THE PROGRAM'S SUPPORT NOT ONLY ALLEVIATED HER FINANCIAL BURDEN BUT ALSO OFFERED HER A PATH TOWARD REBUILDING HER LIFE AFTER YEARS OF HARDSHIP.

35,127

tax returns prepared and filed

\$26.1M

in Earned Income Tax Credits and Child Tax Credits claimed

\$52.3M

in tax refunds returned to working households



UWBA'S 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 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 24 Bay Area locations.

In FY24, of coaching clients who began in financial crisis, 58% resolved their crisis through SparkPoint services. Notably, we welcomed over 1,000 new clients, exceeding historical norms. This year also marked the opening of a new SparkPoint center at San Francisco State University, the first at a four-year university and the 12th on a college campus. This center, part of the Food+Shelter+Success Initiative, offers financial coaching and basic needs assistance like food, housing, and utilities.

Additionally, The Safeway Foundation awarded SparkPoint a four-year, \$3 million grant to combat food insecurity through a pilot Guaranteed Basic Income (GBI) program providing monthly stipends and financial coaching to 100 families in Alameda County. In the first year, the focus was on researching GBI models and collaborating with Alameda County centers and lived-experience ambassadors to design the program, with stipends set to begin in November 2024.



UNHOUSED AND STRUGGLING TO MEET BASIC NEEDS WHILE ATTENDING SCHOOL, TAYLOR RECEIVED CRITICAL SUPPORT THROUGH SPARKPOINT CITY COLLEGE SAN FRANCISCO, INCLUDING ACCESS TO HOUSING RESOURCES, FINANCIAL AID CORRECTIONS, ON-CAMPUS EMPLOYMENT, AND ESSENTIAL SUPPLIES. THIS COMPREHENSIVE ASSISTANCE HELPED HER STABILIZE HER SITUATION, CONNECT WITH ADDITIONAL SUPPORTIVE PROGRAMS, AND SUCCESSFULLY PURSUE 18 CREDIT UNITS DESPITE SIGNIFICANT CHALLENGES.

74%

of financial coaching clients made progress on their goals

27,522

individuals served

2,499

people received financial coaching through SparkPoint



Youth
Opportunity
Pathways

YOUTH OPPORTUNITY PATHWAYS

partners with Bay Area nonprofits and schools to connect youth and young adults to career exploration and readiness opportunities. Through events, internships, and workshops, participants explore living-wage career paths and network with professionals from corporate partners. Key partners include the San Jose Conservation Corps, Union City Family Center, East Bay Asian Local Development Corporation, and On the Move.

Lack of early education and job experience can lead to long-term impacts including lower earnings, increased public costs, lower tax revenues and lost human potential. By connecting youth to the workforce, they improve their chances of future employment and earning family-sustaining wages later in life, which in turn support the vitality of the communities in which they live and work.

On Track, a one-day career exploration event, introduces youth to various careers through interactive demos and mentoring. On May 29, the eight annual On Track at the Oakland Museum of California brought together six nonprofits, 20 corporate partners, and over 60 volunteers. Ninety-seven youth connected with mentors with similar experiences, received career coaching, and engaged in hands-on exhibits with corporate partners.

LILA WAS EXPERIENCING HOMELESSNESS UNTIL SHE FOUND THE RESILIENCE CORPS PROGRAM AT SAN JOSE CONSERVATION CORPS + CHARTER SCHOOL, WHERE SHE GAINED CRITICAL CERTIFICATIONS, CAREER READINESS TRAINING, AND LEADERSHIP EXPERIENCE. THESE SERVICES NOT ONLY HELPED HER BUILD SKILLS AND CONFIDENCE BUT ALSO LED TO AN INTERNSHIP WITH THE CITY OF SAN JOSE AND, ULTIMATELY, JOBS WITH BOTH THE CITY AND SANTA CLARA COUNTY PARKS, PROVIDING HER WITH FINANCIAL STABILITY AND A CLEAR CAREER PATH.

3,649

people served by
YOP grantees

779

young people
placed in jobs or
internships

2-1-1

United Way Bay Area

211 is a free, confidential helpline available in over 150 languages via call, text, or online, connecting people with health and human service agencies. During crises like wildfires, storms, and pandemics, 211 provides critical updates on evacuations, shelters, and public safety, relieving 911 by handling non-emergency calls and allowing first responders to address the most urgent situations. Its trained specialists address immediate needs, uncover root causes, and connect clients to long-term resources, offering more than just referrals.

In FY24, 211 strengthened partnerships with the UWBA Ambassador Council, Voluntary Organizations Active in Disasters (VOADs), Community Organizations Active in Disasters (COADs), and Community Response Teams (CRTs), increasing trust and awareness, especially in the North Bay. It provided referrals to eviction prevention, emergency preparedness, tobacco cessation, and free tax services.

Maintaining an accurate database of resources was a key focus, with 3,867 records updated and 115 new resources added. These updates included annual program reviews and adjustments throughout the year to ensure reliable support for those in need.

MARIO CALLED 211 FOR FINANCIAL HELP WITH THE HIGH COST OF COLLEGE. THIS ASSISTANCE IMPROVED HIS BUDGETING SKILLS AND FINANCIAL CONFIDENCE, ENABLING HIM TO GRADUATE DEBT-FREE AND ASSIST OTHERS THROUGH LIFEMOVES AND COMMUNITY LEADERSHIP.

43,621

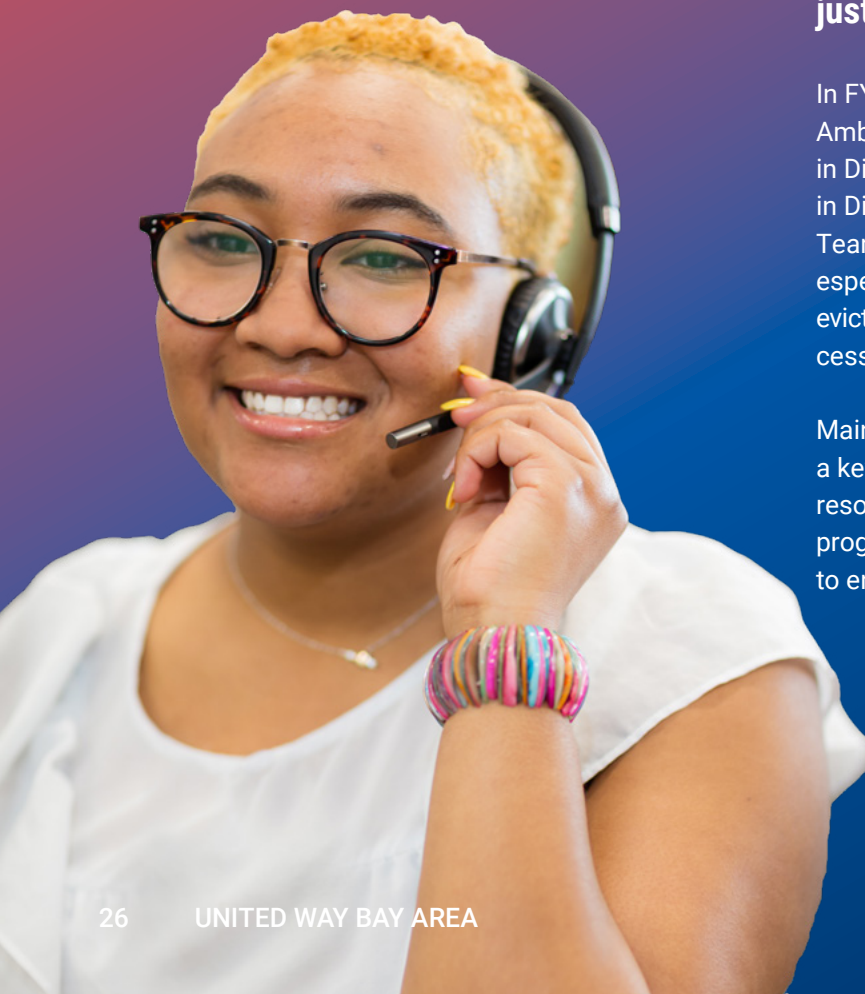
calls and texts answered

94,054

referrals to information and services

24,900

calls and texts were about food, housing, and utility assistance



EMERGENCY ASSISTANCE NETWORK

Founded by UWBA over 30 years ago, the Emergency Assistance Network (EAN) is a collaboration of seven Santa Clara agencies to prevent first-time homelessness and assist families in emergencies. This network provides services including food, rent and mortgage aid, utility, medical, and transportation aid, often paired with case management and financial education. Member agencies include Community Services Agency, LifeMoves, Sacred Heart Community Services, St. Joseph's Family Center, Sunnyvale Community Services, The Salvation Army, and West Valley Community Services.

In FY24, UWBA granted \$140,000 for EAN's general operations and direct assistance providing each of the agencies flexible funds to provide their clients with the resources and support they need. However, UWBA was asked by EAN member agencies to shift to a convening and coordinating role, providing consultant resources, staff time, and meeting support.

UWBA's Community Impact Team, led by the VP of Safety Net Services, met monthly with EAN to strengthen partnerships. A listening tour informed a new "Theory of Change," and UWBA produced an FY23 Impact Report to highlight EAN's collective impact, with plans to release the Theory of Change in FY25.

DARREN, A SINGLE FATHER WHO EXPERIENCED HOMELESSNESS AFTER A JOB LOSS, FOUND STABILITY THROUGH SUNNYVALE COMMUNITY SERVICES AND THE TENANT-BASED RENTAL ASSISTANCE PROGRAM. WITH SUPPORT FOR HOUSING, TRANSPORTATION, FOOD, AND CASE MANAGEMENT, HE SECURED AN APARTMENT, REGAINED EMPLOYMENT, AND IS NOW WORKING TOWARDS SELF-SUFFICIENCY AND REUNITING WITH HIS CHILDREN.

11,426

people helped with rent and utilities

79,164

people were helped at EAN food pantries

\$10.4M

was distributed by the EAN agencies for rent, utilities, and other financial assistance



EMERGENCY FOOD AND SHELTER PROGRAM (EFSP)

UWBA administers Federal Emergency Management Agency (FEMA) Emergency Food and Shelter Program (EFSP) funding in the Bay Area, simplifying access for community organizations through training, technical support, and streamlined processes. Local boards of community representatives set priorities, review applications, and ensure compliance. EFSP supports essential food and shelter programs, including food banks, emergency shelters, and rental assistance. UWBA provides training and technical support for EFSP applicants and with UWBA's management makes funding easier for grassroots agencies to access.

In FY24, EFSP distributed \$2,444,115 to agencies in eight counties, serving 172,479 individuals through 105 program partners. An additional funding round released \$2,705,115, supporting over 100 agencies through 2024.

Rising food costs continue to increase demand for pantry services, and with local government funding returning to pre-COVID levels, food banks and pantries are challenged to continue providing the same amount and variety of food. The return to pre-COVID level funding also issues a challenge as the need for rent assistance remains high. EFSP's supplemental funding remains crucial in helping families access rent assistance and avoid eviction.

34,907
nights in a shelter

279
rent and utility bills paid

1,120,414
meals provided

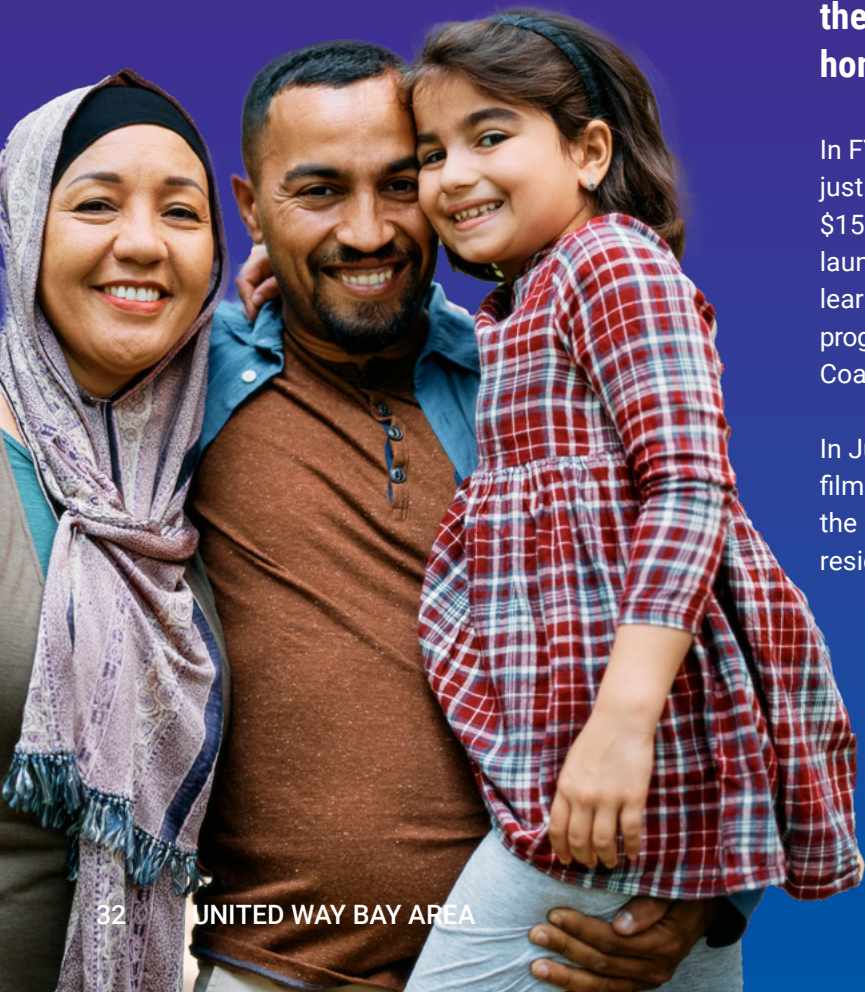


HOUSING JUSTICE

UWBA prioritizes equity to address historical disparities contributing to the Bay Area's racial wealth gap, advocating for policies that increase affordable housing, improve access, and reduce displacement. UWBA also promotes community solutions, raising public awareness and shifting the narrative around housing issues. Housing Justice is crucial due to ongoing instability, with many households, especially from certain racial groups, spending over 30% of their income on housing. The Bay Area has the third-largest population experiencing homelessness in the nation.

In FY24, we provided \$349,000 in grants for housing justice initiatives across seven counties, including \$150,000 in Community Ambassador grants. We launched the Ambassador Housing Cohort for policy learning and advocacy, the Learn, Understand, Act program to engage stakeholders, and the Gilroy Housing Coalition to promote affordable housing in Gilroy.

In June, we kicked off Learn, Understand, Act with a film screening of *Home is a Hotel*, highlighting life on the margins in San Francisco, showing the struggles of residents relying on single room occupancy hotels.



PUBLIC POLICY & ADVOCACY

UWBA integrates advocacy into its philanthropic and community impact initiatives, addressing the root causes of poverty in five focus areas: housing justice, safety net services, economic success,

workforce development, and community support. Public Policy and Advocacy's impact is evident through efforts to inform policymakers and champion equitable policies at local, state, and federal levels.

Key Activities in FY24:

- **Statewide Advocacy:** Partnered with United Ways of California (UWCA) to support key bills such as ACA 1 (Local government financing for affordable housing and public infrastructure), AB 1657 (Affordable Housing Bond Act), and ACA 13 (voting thresholds). Held 211 funding bill meetings and educated stakeholders on ballot measures like Proposition 5.
- **Capitol Day in Sacramento:** Engaged legislators, including Assemblymembers and Senators, to advocate for policies like SB 1049 (Living Wage Certification), AB 653 (Federal Housing Voucher Acceleration Program), AB 3020 (211 Advisory Council), and AB 2191 (Outreach, Education, and Free Tax Assistance Grant Program).
- **Basic Needs Policies at Community Colleges:** Partnered with the State Chancellor's Office to analyze legislation supporting Basic Needs Centers at California Community Colleges, identifying challenges and opportunities for implementation by reviewing 63 pieces of legislation from the past three years.
- **Bay Area Housing Finance Authority (BAHFA):** Coordinated advocacy, developed campaign strategy, and connected partner organizations across the region to support a proposed \$20 billion regional bond measure to create 70,000 affordable housing units. This campaign was paused in August 2024.
- **Education and Storytelling:** Hosted "Tiny Mic" sessions and events to raise awareness about housing measures, the \$20 billion BAHFA bond, and other legislation like the Grants Pass Supreme Court decision.
- **Federal Poverty Line Act:** Collaborated with United Ways of California and Congressman Kevin Mullin's office to highlight the Real Cost Measure and Poverty Line Act. Advocated for updated poverty metrics through community events and media campaigns.

Through targeted advocacy, UWBA advances equitable policies to improve community well-being.

COMMUNITY PARTNERS

3rd Street Youth Center & Clinic
 Abode Services
 Acorn Computer Learning Center
 Acts Full Gospel Church - Oakland
 Adopt A Family of Marin
 Aging Action Initiative
 Alameda County Community Food Bank, Inc.
 Alameda County Homeless Action Center
 Alameda County Social Services Agency
 Alameda County Workforce Investment Board
 Alameda Food Bank
 All Home
 Allen Temple Baptist Church
 American Canyon Library
 Amigos de Guadalupe Center for Justice & Empowerment
 Arriba Juntos
 Asian American for Community Involvement of Santa Clara County
 ASIAN Inc.
 Asian Pacific American Community Center
 Asian Pacific Islander Legal Outreach
 ASUC Student Legal Clinic at UC Berkeley
 Bay Area Community Land Trust
 Bay Area Legal Aid
 Bayview Hunters Point YMCA
 Belmont Library
 Benicia Community Action Council
 Berkeley Food Pantry
 Bill Wilson Center
 Boys & Girls Club Silicon Valley
 Brighter Beginnings
 Building Futures with Women and Children
 Building Opportunities for Self Sufficiency
 Building Skills Partnership
 California State University East Bay (CSUEB)
 Cañada College
 Canal Alliance
 Carry the Vision
 CASA - SF Court Appointed Special Advocate Program
 Catholic Charities of Santa Clara County
 Catholic Charities of the East Bay
 Catholic Charities San Francisco, Marin, and San Mateo
 Catholic Charities Santa Rosa Diocese
 Catholic Worker Oakland
 Center for Human Development
 Central City Hospitality House
 Chabot College
 Children's Council of San Francisco
 Children's Network of Solano County
 Chinese Newcomers Service Center
 Chinese Progressive Association
 Christian Action LifeLine/Primrose Center
 City College of San Francisco
 City of Fairfield

City of Fremont Human Services
 City of Mountain View Public Library
 City of Oakland
 City Serve of the Tri-Valley
 Coastside Hope
 CocoKids West Area
 Code For America
 College of Marin
 College of San Mateo
 Community Action Council North Bay
 Community Action Marin
 Community Agency for Resources, Advocacy and Services
 Community Child Care Council of Alameda County
 Community Forward SF Inc.
 Community Housing Development Corporation
 Community Overcoming Relationship Abuse
 Community Services Agency of Mountain View, Los Altos, and Los Altos Hills
 Community Solutions for Children Families and Individuals
 Compass Family Services
 Contra Costa College
 Contra Costa County Central Labor Council
 Contra Costa County Employment and Human Services Department
 Contra Costa County Supervisor Federal D. Glover, District 5
 Contra Costa County Supervisor John Gioia, District 1
 Contra Costa Crisis Center, 211 Contra Costa
 Contra Costa Health Services
 Contra Costa Small Business Development Center
 Cooperative Center Federal Credit Union
 County of Marin
 Covenant House
 Davis Street Community Services
 DeAnza Community College
 Destination Home
 Diablo Valley College
 Dixon Family Services
 Dolores Street Community Services
 Dorothy Day House
 Dreamcatchers Empowerment Network
 East Bay Asian Local Development Corporation
 East Bay Housing Organizations
 East Bay Sanctuary Covenant
 East Oakland Community Project
 East Palo Alto Seventh Day Adventist Church
 Eden I & R, 211 Alameda
 Episcopal Community Services of San Francisco
 Evergreen Valley College
 Fair Housing Napa Valley
 Fair Oaks Community Center
 Fairfield-Suisun Unified School District
 Family Bridges
 Family Supportive Housing
 Fighting Back Partnership

Financial Capability Investment, Inc.
 First Place for Youth
 First Presbyterian Church
 Food Bank of Contra Costa and Solano
 Food is Free Solano
 Fraternite Notre Dame
 Fremont Adult and Continuing Education
 Fremont Fair Housing
 Fremont Family Resource Center
 Fremont Main Library
 Generation Housing
 Golden State Opportunity
 Greater Richmond Interfaith Program (GRIP)
 Grove Foundation
 Hayward Area Recreation and Park District
 Health Leads
 Healthy Start Family Resource Center
 HIP Housing
 HomeFirst Services of Santa Clara County
 Homeward Bound of Marin
 Hope 4 the Heart
 Hope Solutions
 Hope's Corner
 Housing Authority of the County of Contra Costa
 Housing Leadership Council of San Mateo County
 Immigration Institute of the Bay Area
 Insight Housing
 Interface Children & Family Services
 Jewish Family and Children's Services
 Jewish Family Services of Silicon Valley
 Jubilee Immigration Advocates
 Korean American Community Services
 La Casa de las Madres
 La Familia
 La Raza Community Resource Center
 Laney College
 Lao Family Community Development, Inc.
 Lavender Youth Recreation & Info Center (LYRIC)
 LEAP-City of Richmond
 Life On Trak
 LifeMoves
 Lutheran Social Services of Northern CA
 Mama D 2nd Chance
 Marin County Department of Health and Human Services
 Marin Small Business Development Center
 Martha's Kitchen
 Meals on Wheels of San Francisco
 Mercy Brown Bag Program
 Mid-Peninsula Boys & Girls Club
 Mid-Peninsula Housing
 Mission Asset Fund
 Mission Economic Development Agency
 Moms Against Poverty
 Monument Crisis Center
 Most Holy Trinity Church
 Napa County Children's Health Initiative
 Napa County Health and Human Services Agency
 Napa Valley Adult Education
 Napa Valley Unified School District
 New Door Ventures

NEWS Napa Emergency Women's Services
 Non-Profit Housing Association of Northern California
 Northeast Community Federal Credit Union
 Oakland Communities United for Equity and Justice (OCUEJ)
 Ole Health
 On The Move
 One Treasure Island
 Open Heart Kitchen
 Operation Dignity
 Opportunity Junction
 Pacific Community Services
 Pacifica Resource Center
 Pars Equality Center
 Patelco Credit Union
 Peninsula Volunteers
 Pivotal Connections
 Pride at Work
 Project Sentinel
 Project WeHope/Dignity on Wheels
 Puente de la Costa Sur
 Puertas Abiertas Community Resource Center
 Raphael House of San Francisco
 Renaissance Entrepreneurship Center
 Richmond Community Foundation
 Richmond Neighborhood Housing Services
 Rising Juntos
 Ritter Center
 River Of Life Family Church
 River of Life Foundation
 Rubicon Programs Inc.
 Ruby's Place
 RYSE Center
 Sacred Heart Community Service
 Safe Alternatives to Violent Environments (SAVE)
 Salvation Army - Golden State Division
 Salvation Army - Hayward Corps
 Salvation Army - Redwood City Corps
 Salvation Army - Tri-Cities Corps
 Salvation Army of Alameda County
 Salvation Army of Silicon Valley
 Samaritan House
 San Antonio Community Development Corporation
 San Francisco Community Empowerment Center
 San Francisco County Central Labor Council
 San Francisco County Human Services Agency
 San Francisco County Planning Department
 San Francisco Marin Food Bank
 San Francisco Native American Health Center
 San Francisco Office of Financial Empowerment
 San Francisco Public Library
 San Francisco State University
 San Jose City College
 San Jose Conservation Corps and Charter School
 San Jose Evergreen Community College District Foundation
 San Jose Public Library - Hillview Branch
 San Jose Public Library - Pearl Avenue Branch
 San Jose Public Library - Seven Trees Branch
 San Mateo County Central Labor Council
 San Mateo County Community College District
 San Mateo County Department of Housing

San Mateo County Human Services Agency
 San Mateo County Union Community Alliance
 Santa Clara City Library - Central Park Branch
 Santa Clara County Library - Cupertino Branch
 Santa Maria Urban Ministry
 Season of Sharing
 Second Harvest of Silicon Valley
 Self Help Credit Union - Napa
 Self Help for the Elderly
 Sequoia Adult School
 Serenity House Oakland
 Shelter, Inc.
 Silicon Valley at Home
 Silicon Valley Council of Nonprofits
 Silicon Valley Independent Living Center
 Silicon Valley Korean American Federation
 SimplifyCT
 Skyline College
 Solano Advocates for Victims of Violence (SAVV)
 Somos Mayfair
 South County Compassion Center
 South Hayward Parish
 Sparrow Project
 St. Anthony's Church - Menlo Park
 St. Catherine's Parish
 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 of Alameda County
 St. Vincent de Paul of Contra Costa County
 St. Vincent De Paul Society of Marin County
 St. Vincent de Paul of San Mateo County
 St. Vincent de Paul of Santa Clara County
 STAND! For Families Free of Violence
 Sunnyvale Community Services
 Support Life Foundation
 Swords to Plowshares

Tax-Aid
 Tenants Together
 The Glide Foundation
 The Health Trust
 The Unity Council
 The Women's Building
 Thrive Alliance
 Travis Credit Union
 Tree of Life Church
 Tri City Free Breakfast Program
 TCV Food Bank + Mobile Pantry
 Tri-Cities One Stop Career Center
 Trinity Center
 Tri-Valley Career Center
 Tri-Valley Haven
 Tzu Chi Foundation
 UC Law San Francisco
 Union City Family Center
 United Way of the Wine Country
 United Ways of California
 University of California, Berkeley
 University of San Francisco
 UpValley Family Centers of Napa County
 Urban League
 Vallejo Housing Justice Coalition
 Vivalon
 VOICES Solano Youth Center
 We RISE SF
 West Oakland Job Resource Center
 West Valley Community Services
 White Pony Express
 Winter Nights Family Shelter, Inc
 Women's Daytime Drop-In Center
 Workforce Alliance of the North Bay
 Working Partnerships USA
 Wu Yee Children's Services
 YWCA Golden Gate Silicon Valley

NETWORKING GROUPS

**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 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.

**Champions \$1,000-\$4,999 will be listed on our website*

Tocqueville Cabinet

Eric Street, Tocqueville Chair, Enterprise
 Anna Mok, Deloitte
 Bob Walker, Community Member
 Danny Zepeda, Valero Benicia Refinery
 Dave Heacock, Texas Instruments (Retired)
 Linley Gwennap, TechInsights
 Michael Coleman, Accenture
 Ron Peyton, Callan

Tocqueville Society Members

\$1,000,000+

Riley and Susie Bechtel
 James Matz Trust

\$100,000 - \$999,999

Anonymous
 Dana M. and Robert L. Emery
 Jamie Greene
 Mary Jo and Dick Kovacevich Family Foundation
 Arthur and Toni Rock
 Robert and Gail Walker

\$50,000 - \$99,999

Pierre and Maria Breber
 Dave and Sheryl Heacock
 Karen Jenkins-Johnson and Kevin Johnson
 Augustin Perichou De Kerversau
 Stanley and Sherry Lauchner
 James R. Lilienthal Trust
 Jason and Molly Salzetti

\$25,000 - \$49,999

Gregory and Christy Allen
 Carolina Alvarez-Picazo
 Meyer Chaban Trust
 Mark Faulkner
 Christopher and Emily Marlowe

\$10,000 - \$24,999

Thomas Balestrieri
 Jack Cardoza
 Robert A. Cook
 Adele K. Corvin
 Norman Cutler
 Juan Davila
 Gregory DeForrest
 Margaret Deisenroth
 Constantine and Angela Djedjos
 Eve Dolin
 Kevin and Ali Fried
 David and Jennifer Gillespie
 John Givens
 Steve Gorski and Mary Walsh Gorski
 Mary Griffiths
 The Estate of Susan Grill
 Linley Gwennap and Myu Campbell
 Terri Hearsh
 Daniel Patric Hudgens
 Roberta R. W. Kameda
 Alexis Krivkovich
 Thomas J. Leibowitz and Jodie A. Smith
 Michael McNutt
 Wanda Menzies
 Mary Ann Moershel

Madeline Murray Trust
 Amanda L. Nelson
 Peter Noon Trust
 Lora Pennington
 Barbara and Ronald D. Peyton
 The Estate of Gary Phillips
 Evan and Ann Wilson Porteus
 Jason Rissanen
 Mary and Douglas Scrivner
 Doug and Laurie Shaffer
 The Estate of Robert Stancell
 Beth and Bill Strickland
 Andrew E. and Inga B. Sweet
 Joshua Tulino
 The Estate of Norman Ubungen
 Grace and Steven Voorhis
 Annoesjka West
 Kirby and Amy Wilcox
 The Estate of Terrence Young

Champions \$5,000 – \$9,999*

Mohamed Abueida
 Paul & Lisa Adler
 Donald Alpert
 Marcia and George Argyris
 Stephen Bahr
 Adelmira Banuelos
 Kelly and Kevin Bass
 Kelly Batson
 JoAnn Bertges
 Carl Bindoo
 Bradley and Lisa Blackwell
 Corinne Blankenship
 John Boothroyd
 Scott Bowman
 Kristin Bradbury
 John and Patricia Cahill
 Anne and Scott Cannon
 Casey Casalnuovo
 Raymond Castro
 Campbell and Michelle Chiang
 Justin Chueh and Pauline Shuen
 Shawn Curran
 Durban Family Gift Fund
 Ann Dye
 Richard and Robin Edwards
 Melissa Fimbres
 Thomas Frankel
 Sachin Ganpule
 Ben Garosi
 Emma Gentine
 Kenneth and Lana Guernsey
 Christopher Henn
 JoAnn Holeman
 David Hopkins

Sumi Hoshiko
 Kenneth Houston
 Lucy & Todd Johns
 Lee D. Kaiser
 Michael Kiedel
 Steven Kim and Alice Chen Kim
 Amy King
 Marcus L. Kong
 Angela and Eric Korpela
 Julina Moy and William Lee
 Weston Lewis
 Amy Margolis
 Robert and Katherine Maxfield
 Nisha Nanda
 Michael Olson
 Susan B. Opp
 Shawn Oxenham
 Umasankar Perala
 Michael Petrellese
 Bryan Radich
 Matt and Yvonne Rogers
 Zachary and Kimberly Ronan
 Roger Rosenbaum and Jill Denney
 Mike Sierras
 Douglas Spreng
 Thomas Stanley
 Denise Steele
 Stacey and Eric Thomas Street
 James Tanaka
 Alexey Trepakov
 Greg Ungerman
 Michael Webb
 Andrew Wiesenthal
 Jason Wilde
 Douglas Wokoun
 Danny Zepeda



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
- Summer Bertolet
- Vanessa Lark
- Ann Tomlin

Women United Members

- Jenelle M. Anderson
- Julia Arant
- Marcia M. Argyris
- Kelly Ann Batson
- Emily Bolanos
- Evelyne Chellam
- Michelle Chiang
- Robin M. Edwards
- Jennifer Fickel
- Kathy Woeber Gardner
- Cindy Goldberg
- Marian A. Hafter
- Mary Beth Hambly

- Berit Hoffmann
- Jen Jackson
- Lynn Johannesen
- Mary F. Kamprath
- Lesley Kraechan
- Rose Lue
- Liza Massey
- Ariana Mattison
- Mary A. Mettler
- Pooja Mittal
- Jules Moy
- Susyn C. Normington
- Sarah Ramirez
- Elinore Robey
- Rosanna B. Sangalang
- Ruby Bolaria Shifrin
- Archana Venugopal
- Jacob Walters
- Donna L. Williams
- Mercedes M. Williams
- Stephanie A. Wittle



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.

Steering Committee

- Elodie Chalmette, Chair
- Erik Kristjanson
- Arjun Nijhawan
- Ashley Rochholz

Emerging Leaders

- Nick Aikawa
- Dustin Cooper
- Jhanvi Dalmia
- Christian Encarnacion
- Ofir Geri
- Nicole Harden
- Michael Scanlon
- Nicholas Sireci
- Roxanne Trager

LEGACY CIRCLE

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

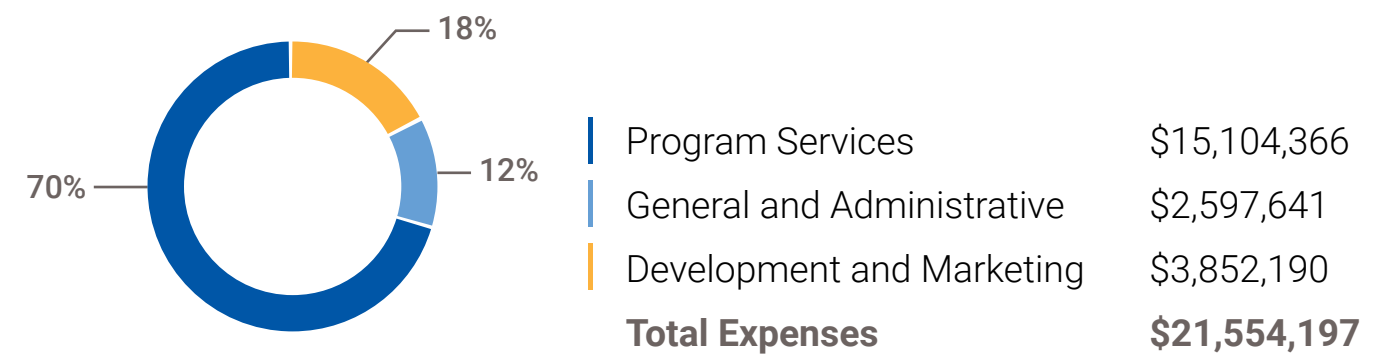
- Anonymous (12)
- Joan Braun
- Simon Desmarais-Zalob
- Kris Falconer
- Mercade Frost
- Deborah Gordon
- Helen Lin
- Irris Marashian
- Alfredo Molina
- Akwasi Okyere
- Zachary Post
- Javier Sarabia
- Kevin A. Zwick

FINANCIAL SUMMARY

FY24 REVENUE (CONTRIBUTED)



FY24 EXPENSES



MANY THANKS TO OUR DONORS



INSTITUTIONAL PARTNERS

\$500,000+

BMO Financial Group
California Department of Community Services and Development
California Employment Development Department
CHEVRON U.S.A. INC.
Internal Revenue Service, Department of the Treasury
The Sobrato Family Foundation

\$250,000 - \$499,999

Bank of America Charitable Foundation, Inc.
San Francisco Mayor's Office of Housing and Community Development
Siemer Institute
Silicon Valley Community Foundation
Wells Fargo Bank

\$100,00 - \$249,999

California Community Colleges Chancellor's Office
County of Santa Clara
Governor's Office of Emergency Services
JP Morgan Chase
Newton and Rochelle Becker Charitable Trust
United Way Worldwide

\$50,000 - \$99,999

211 California
California Department of Public Health
Capital One
National Disability Institute
Sunlight Giving
US Bank Foundation

\$20,000 - \$49,999

Corteva Agriscience
East Bay Asian Local Development Corporation
Emergency Food & Shelter National Board
Evelyn & Walter Haas, Jr. Fund
John & Marcia Goldman Foundation
Mendocino County Social Services
PNC Foundation

EMPLOYEE GIVING CAMPAIGNS

\$500,000 - \$999,999

Dodge & Cox
Valero Benicia Refinery

\$250,000 - \$499,999

BMO Harris Bank and BMO Capital Markets
California State Employees Charitable Campaign (CSECC)
Callan LLC
Costco
Texas Instruments

\$100,000 - \$249,999

Deloitte
Enterprise Rent-A-Car
Sandia National Laboratories

\$50,000 - \$99,999

Chevron Corporation
Comerica Bank
Exact Sciences Corporation
Target Corporation
Twilio

\$25,000 - \$49,999

AbbVie Biotherapeutics
AT&T Corporation
Caleres
City of San Jose
East West Bank
Eli Lilly & Company
Lawrence Livermore National Laboratory
NuStar
Regency Centers Corporation
Waymo

\$10,000 - \$24,999

Accenture
ACCO Engineered Systems
Air Products & Chemicals, Inc
Alameda County Government
Apple Inc.
Bank of America
Box Inc. Fund
Contra Costa County Government
CSAA Insurance Group
Cupertino Electric, Inc.
Delta Air Lines, Inc.
East Bay Municipal Utility District
IBM Corporation
Lutron Electronics
Kellogg Company
Marin County Government
McKinsey & Company, Inc.
Nationwide Insurance Company
Star One Federal Credit Union
The Boldt Company
T. Rowe Price
Wawanesa Insurance

BOARD OF DIRECTORS

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Managing Director, Private Bank Market Executive

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Chief Operating Officer, Curve Biosciences

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CEO, United Ways of California

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Head of Community, Chan Zuckerberg Initiative

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Founding Attorney, Branch Law Group

RUDY GONZALEZ

Secretary-Treasurer, San Francisco Building &
Construction Trade Council, AFL-CIO

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Senior Partner, McKinsey & Company

ERIC T. STREET

Group Controller, Enterprise Rent-A-Car Company of
San Francisco, LLC

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CHANDRA ALEXANDRE

Chief Executive Officer, Community Action Marin

PEDRO ARISTA

Director, Vice President, Third Plateau

AISHA BARO

Executive Director, Life Science Cares Bay Area

EVE BIRGE

Executive Director, White Pony Express

ADAM BLAYLOCK

Partner, Ernst & Young LLP

MICHELLE BRANCH

Founding Attorney, Branch Law Group

ALICE A. CHEN

Chief Operating Officer, Curve Biosciences

CAMPBELL CHIANG

Patent Counsel, Qualcomm Incorporated (former)

JIM FOLEY

Lead Regional President, Pacific North Region Wells Fargo Bank

MARIO ROBERTO CHAVAC GOMEZ

Program Aide, LifeMoves

DAVE HEACOCK

(Retired) Senior Vice President, Texas Instruments

JAMIE LYNN KEARNS

Math Teacher Leader, Vallejo City
Unified School District-Secondary Education

GABRIELA (GABBY) CHAVEZ-LOPEZ

Executive Director, Latina Coalition of Silicon Valley

RITA MANCERA

Executive Director, Puente de la Costa Sur

GIOIA MCCARTHY

Bank of America President, San Francisco East Bay
Managing Director, Private Bank Market Executive

ANNA MOK

Regions Leader & Partner, Deloitte & Touche LLP

MARY KELLY PERSYN

Vice President, Legal and Strategic Advocacy
New Teacher

ARCHANA VENUGOPAL

Senior Member Technical Staff, Texas Instruments

BOB WALKER

(Retired) EVP, Chief Financial Officer
Agilent Technologies

**550 Kearny Street
Suite 510
San Francisco, CA 94108**

uwba.org



UNITED WAY BAY AREA